



Regular Meeting of the Board of Trustees
Meeting Minutes
March 11, 2022

Trustees Participating: Allyson Brooks
Karen Fraser
Fred Goldberg
Miguel Pérez-Gibson
Kris Peters
Ed Zuckerman

Absent: Monica Alexander
Sakiko Krishna

Staff Participating: Evan Blackwell, Member of the Faculty
Lori Blewett, Academic Dean
John Carmichael, Interim President
Andy Corn, Interim Associate Dean of Student Affairs
Larry Geri, Academic Dean
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees
Farra Layne Hayes, Associate Vice President for Marketing and Communications
Holly Joseph, Dean of Students
Abby Kelso, Vice President for Advancement and Executive Director for The Evergreen State College Foundation
David Kohler, Chief Financial Officer
Nancy Koppelman, Member of the Faculty
Carri LeRoy, Member of the Faculty
David McAvity, Interim Provost and Vice President for Academics
Brad Proctor, Member of the Faculty
Nora Selander, Director of Government Relations
Allen Thompson, Director of Academic and Career Advising

Others Participating: John Caraher, Faculty Representative to the Board of Trustees
Sharon English, Assistant Attorney General
Sina Hill, Staff Representative to the Board of Trustees
Aileen Miller, Assistant Attorney General
Rod Younker, Partner and CEO Summit Law Group

In accordance with Governor Inslee's Proclamation 20-28, and to curtail the spread of COVID-19 this meeting took place via Zoom. All participated remotely.

Chair Karen Fraser called the meeting to order at 9:06 a.m. and Secretary Ed Zuckerman confirmed a quorum.

Chair's opening remarks

Chair Karen Fraser called the meeting to order and shared information on the Evergreen Tacoma Founders Day celebration being held this evening, the book "Blacks in Thurston County" written by Thelma Jackson, and an international seminar she attended on earthquake preparation and recovery that was sponsored by the American Society for Public Administration and featured Evergreen faculty. Chair Fraser welcomed new Trustee Allyson Brooks, Director of the Department of Archaeology and Historic Preservation. Trustee Brooks introduced herself to the Board and audience.

Assistant Attorney General (AAG) Aileen Miller Introduced Sharon English the new AAG representing Evergreen beginning March 28, 2022.

Executive Leadership report

Interim President John Carmichael provided an executive leadership report touching on Founders Day, COVID masking policy, the proposed assignment of faculty and administrative units, and the many visits he, the Executive Vice President and others have made recently for community relations.

Executive Vice President Dexter Gordon gave brief updates on corrections education, the work to bring on Interim Chief Enrollment Officer, the upcoming search for a Chief Enrollment Officer, the Tacoma Campus, and this evening's Founder's Day celebration at the Tacoma campus.

Approval of meeting minutes

Motion Secretary Ed Zuckerman moved to approve the meeting minutes for November 17, 2021, 2022-05 as written. The motion was seconded by Trustee Kris Peters and passed on a voice vote.

Public Comment

Chair Karen Fraser called for public comment. Executive Associate to the President and Secretary to the Board of Trustees Susan Harris announced that there were two submissions of written comment, and they would be shared with the Board following the meeting per the public comment policy.

Student Trustee report

Student Trustee Sakiko Krishna was not present for the meeting.

Representative reports

Faculty Representative to the Board of Trustees John Caraher shared perspectives on the proposed investment of over \$2 million dollars on the proposal of the professional and continuing education. He expressed hope that the Board will take action to critically examine the proposal and keep a critical eye on progress made if the proposal is approved. He stressed that faculty members hope and expect that current teaching faculty as a whole will play a central role in shaping the academics.

Representative Caraher also reported on the student recruitment efforts being led by Brad Proctor and Nancy Koppelman, challenges being experienced by some faculty members, the concerns of reductions in force, and the withdrawal of the K-12 ELL endorsement in the master's in teaching (MIT) program. He also shared that one faculty member confided their observations of racism on the campus, including verbal mistreatment of African American athletes, relationship-building failures between some in administration and some faculty of color, and barriers faced by students from underserved communities.

Representative Caraher noted that as we create new opportunities, we must also take care not to neglect existing work to address the needs of our schools and communities. He closed by inviting the Trustees to work more directly with faculty and frontline staff as they inform themselves about the state of the college. He knows faculty members who would be pleased for Trustees to join their classes and asked if they are interested in joining Evergreen students and faculty as they work, to please let him know.

Staff Representative Sina Hill reported the number one concern of staff is staff attrition as it is leading to the absorption of additional duties, lower job satisfaction, and the loss of institutional knowledge. She recommended that professional development training opportunities for supervisors might be an action to allow for smoother operations. Additional concerns noted included an increase in administrative positions while front line staff positions are reduced, and possible friction between Evergreen community members with a removal of COVID masking mandates. She ended her report sharing that COVID testing availability on campus has increased and is one of the college's mitigation strategies.

GSU Representative Trygve Vandal shared his observations for the faculty and staff representative reports and identified one item that caught their attention: the lack of comment regarding the responsibility of faculty with regard to offering curriculum based on student needs. They shared that the professional studies are one good step in that direction and questioned if it will be enough. Representative Vandal suggested that evaluating the college's curriculum, the reasons why students are attending Evergreen, and what modalities are preferred would be helpful for future planning. They questioned if the college is empowering students to achieve the future that they are looking for and stressed that now is the time to provide the opportunities students need.

Trustees requested that the alleged racism on campus raised by the representatives be investigated and addressed.

Professional studies

Professional and Continuing Education

Interim Provost and Vice President for Academics David McAvity, Academic Dean Lori Blewett, Academic Dean Larry Geri, Associate Vice President for Marketing and Communications, and Chief Financial Officer Dave Kohler provided an in-depth report on the professional and continuing education proposal. The report clarified the history of the proposal, curriculum plans, project charter, budget, and the big vision of the marketing plan. It was noted that this proposal is part of a comprehensive strategy to address enrollment challenges at the college.

Committee reports related to professional studies

Trustee Fred Goldberg, who serves as the Chair of the Finance and Budget Committee and Vice-Chair Miguel Pérez-Gibson, who serves as the Chair of the Student Achievement and Success Committee, noted the deep dive work that has been done via committees to vet this proposal for professional and continuing education. Both expressed support for the proposal. Trustee Pérez-Gibson noted that the professional and continuing education is not a panacea. Rather it is part of larger enrollment recovery.

Interim President Carmichael expressed his deep gratitude to all who have been carrying this planning work for years and to the Board of Trustees that has executed its fiduciary duty to make sure the proposal brought forth is fully vetted.

Proposed resolution: Professional studies**Resolution
2022-01**

Vice Chair Miguel Pérez-Gibson moved to approve Resolution #2022-01 authorizing Evergreen's administration to establish a school for professional and continuing education at Evergreen to be launched by Fall 2023, drawing up to \$2.1 million of college reserves for this purpose. The motion was seconded by Secretary Ed Zuckerman and passed on a voice vote.

**The Evergreen State College
Resolution No. 2022-01**

Resolution of the Board of Trustees of
The Evergreen State College

**Authorizing the establishment of a new school for
Professional and Continuing Education at Evergreen**

WHEREAS, The Evergreen State College (Evergreen) has adopted a strategic plan to foster growth, equity, and resilience for our students and for Washington; and

WHEREAS, Evergreen remains dedicated to our mission emphasizing collaborative, interdisciplinary learning across significant differences; and

WHEREAS, Evergreen seeks to build on and create new areas of academic excellence to provide opportunities for new students and to grow enrollment; and

WHEREAS, Evergreen recognizes that hundreds of thousands of potential students in the nation, state and the region seek career connected professional credentials and academic certificates as part of, in addition to, or in lieu of a bachelor's degree, and that many of these potential students are adult learners with work or family obligations who may strongly prefer flexible, part-time, remote, or low residency learning options, and given their busy lives, require scheduling on evenings and weekends; and

WHEREAS, the Evergreen faculty, affirmed in a vote for a New Academic Direction Conceptual Plan on June 3, 2020, that Evergreen's 50th year was the right moment to boldly rethink how we engage student passions, honor our diverse community, and offer a student-centered interdisciplinary experience that values rich, creative learning in exciting new directions; and

WHEREAS, among the recommendations in the New Academic Directions Conceptual Plan, is a school of graduate and professional studies to support the creation of new certificate programs and strategic curriculum design and development that includes options for undergraduate degree completion, dual degree programs, capstones, and flexible modes of learning for adult learners; and

WHEREAS, marketing research, focus groups, and regional partners in state and local workforce development agencies signal strong regional need, student career opportunities, and clear growth potential in key curricular areas including health, wellness and psychology, business, leadership, and administration, climate solutions and natural resource management, interdisciplinary computer science, interdisciplinary art, media and design, and K-12 education and transformative justice; and

WHEREAS, Evergreen's administration, informed by these findings, by the vision in the New Directions Conceptual Plan, by the Strategic Plan, and by the reports from New Academic Directions governance workgroups on certificates, graduate and professional studies, and undergraduate schools, recommends the formation of a school for Professional and Continuing Education at Evergreen to complement and integrate with our coordinated studies liberal arts curriculum in Olympia, our Tacoma Program, our Native Pathways Program and our graduate programs,

and that systems be structured to reduce barriers for enrollment and registration in and between offerings in different schools and programs;

NOW, THEREFORE, the Board of Trustees of the Evergreen State College authorizes Evergreen's administration to establish a school for Professional and Continuing Education at Evergreen to be launched by Fall 2023, drawing up to \$2,100,000 from college reserves for this purpose.

Done in open public meeting March 11, 2022.

THE EVERGREEN STATE COLLEGE
BOARD OF TRUSTEES

Update on Strategic Plan: Student academic success and support (Goal 1)

Showcase student work

Member of the Faculty Evan Blackwell introduced student Annabelle Anderson. He shared that Annabelle is a multidisciplinary artist influenced by her student programs and courses at Evergreen such as arts, culture, and ecology, and works in art mediums such as ceramics, printmaking, painting, drawing, woodworking, and mixed media. Ms. Anderson shared a slideshow of her work completed over the past three years and expressed gratitude for the experience of not only learning how to live and look at art, but how to create an individual research-based project of her own work as well.

Member of the Faculty Carri LeRoy introduced former student Sorrel Hartford. Ms. Hartford who is currently a graduate student at the University of Michigan in the Department of Ecology and Evolutionary Biology shared her pathway at Evergreen, noting that Evergreen faculty made science interesting and accessible. She noted that the Evergreen faculty adapted to the pandemic circumstances and provided advanced hands-on ecology classes by taking the classes outside to the woods. She expressed gratitude for the dedication of faculty at Evergreen to adapt and engage small groups of students giving them the tools they need to succeed.

Faculty member Carri LeRoy was congratulated for receiving the Highest U.S. Award for Science and Mathematics Teachers, the 2021 Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring.

Update on Strategic Plan: Significantly expand support for our local community, region, state, and nation (Goal 2)

Career services and internships update

Executive Vice President Dexter Gordon introduced Director of Academic and Career Advising Dr. Allen Thompson, noting the work that Director Thompson engages in is directly related to retention at Evergreen. Dr. Thompson shared that the work of career advising is to promote student success at The Evergreen State College by helping students understand the structure of Evergreen and realize the variety of educational options available to them. In addition, career advising also works as collaborators with students and alumni, and the exploration and discovery of meaningful and engaging learning and career navigation. He shared that there are various offerings to students such as graduate school research planning, career exploration, job search assistance, assistance with resumes and cover letters, and interviewing skill workshops.

Director Thompson went on to give an update on internships at the college. He shared that the Center for Community Based Learning and Action (CCBLA) secures many internships for our enrolled students.

All internships are placed on Handshake, an online tool that students and alumni have access to. This tool also includes professional job opportunities. He also shared that Evergreen has worked with Saint Martin's University's internship fair. He noted that internships have been down due to COVID. Director Thompson shared many of the opportunities that will enable Academic and Career Advising to design even more robust advising and internship opportunities.

Update on Strategic Plan: Strengthen our financial position (Goal 3)

Finance and Budget Committee update

Trustee Fred Goldberg reported on the work of the Finance and Budget Committee and shared that the college is on the track to finish the year as expected. He shared that it is good to know that the Board's emergency reserve fund is backed up by the operating reserve fund to two and a half million. The other topic heard in the committee meeting was a proposal to increase the cost of meal plans for students living in housing plan 1%, from 4% to 5%, beginning this Fall. The committee supports this adjustment and wants to make sure the full Board is aware of the potential increases of cost to students.

Preview of meal plan rate adjustment

Dean of Students Holly Joseph reported that the increase in food costs being experienced by our service contractor is at a rate greater than anticipated, as such a proposal to increase the meal plan for the upcoming fiscal year was shared. She noted that at this point, this is for discussion and a request for approval would come forward to the Board in June.

Interim Associate Dean for Student Affairs Andy Corn provided additional details of the proposed 1% increase, noting that this proposal provides a balance between affordability while at the same time being able to provide quality food that meets the students' diverse needs.

Government Relations update

Director of Government Relations Nora Selander reported on the legislative session, bills pertinent to the college, and the legislative budget. She shared that the first priority for the college was compensation.

Student Recruitment update

Members of the Faculty Nancy Koppelman and Brad Proctor presented an update to the student recruitment initiative led by the faculty. In collaboration with admissions staff and staff from various other offices, a team of 30 faculty are leading this work. By sending emails and phone calls to admitted students who have not yet registered, the college is working toward in increasing the overall yield. They indicated that they would welcome volunteers to assist with this work.

Marketing and Communications update

Associate Vice President for Marketing and Communications Farra Layne Hayes reported on the marketing and communications efforts at the college. She discussed the recent reorganization of the division and highlighted several stories picked up by local media. Associate Vice President Layne Hayes also shared marketing efforts with guaranteed admissions, transfer students, athletics, housing, and events. She went on to report that internal communications have made great strides, thanks to the work of internal communications Liaison Andrew Beattie.

Campaign discussion: Preparing for the public phases of the campaign

Vice President for Advancement and Executive Director for the Evergreen State College Foundation Abby Kelso reported that \$28.7 million has been raised from the goal of \$40 million. She shared that discussing the campaign with the Board of Trustees and Board of Governors are part of the preparation to take the campaign into the public phase. She shared that there will be revisions to the concept paper that was provided in the meeting materials. Once revised, the concept paper will be shared with donors in the spring and then come back to the Board of Trustees at the June meeting seeking approval for Board action. This will set the stage for the public launch next year. Vice President Kelso posed two questions to the Board: 1) What about the campaign concept paper resonates most strongly with you”, and 2) What recommendations do you have for improvement to this document? Vice President Kelso also announced the upcoming Art of Giving event scheduled for May 12, 2022. Chair Karen Fraser noted she will invite former Trustees to the Art of Giving event.

Open Public Meetings Act exempt and executive session

Chair Karen Fraser announced the Board will go into a combined Open Public Meetings Act exempt and executive session to discuss bargaining and to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party. She stated that they will return to open session at 2:40 p.m., unless notified that she has extended the time. No final action will be taken in the Executive Session. Open session resumed at 2:55 p.m. after two extensions by the Chair.

Action item from exempt and executive session

**Motion
2022-06**

Secretary Ed Zuckerman moved to appoint the management team for classified staff collective bargaining as presented: Laurel Uznanski; Sarah Mealy; Ahniwa Ferrari, and Casey Lalonde. The motion was seconded by Trustee Fred Goldberg and passed on a voice vote.

**Motion
2022-07**

Secretary Ed Zuckerman moved to appoint the negotiating team for the uniformed personnel collective bargaining as presented: Rod Younker; David Brunckhurst; and Laurel Uznanski. The motion was seconded by Trustee Kris Peters and passed on a voice vote.

Fond Farewells

Chair Karen Fraser, the Trustees, Interim President John Carmichael, and Executive Vice President Dexter Gordon thanked Assistant Attorney General Aileen Miller and Chief Enrollment Officer Eric Pederson for their service with the college and wished them well in their next endeavors.

The meeting adjourned at 3:06 p.m.

Karen Fraser, Chair

Ed Zuckerman, Secretary