



## Regular Meeting of the Board of Trustees

June 10, 2021

---

### **Trustees Attending:**

Monica Alexander  
Melinda Bratsch-Horsager  
Karen Fraser  
Fred Goldberg  
Irene Gonzales  
David Nicandri  
Miguel Pérez-Gibson  
Ed Zuckerman

### **Staff Present:**

Jadon Berry, Director for New Student Programs  
George Bridges, President  
Kelli Bush, Co-Director for the Sustainability in Prisons Project  
John Carmichael, Vice President for Finance and Operations  
Andy Corn, Interim Associate Dean for Student Engagement  
Sharon Goodman, Director of Residential and Dining Services  
David McAvity, Interim Provost and Vice President for Student and Academic Life  
Susan Harris, Executive Associate to the President and Secretary to the Board of Trustees  
Holly Joseph, College Budget Officer  
Elizabeth McHugh, Director of Student Wellness, Recreation, and Athletics  
Kayla Mahnke, Interim Director of Student Activities and Flaming Eggplant Adviser  
Sandra Kaiser, Vice President for College Relations  
Eric Pedersen, Chief Enrollment Officer  
Laura VerMeulen, Managing Director of the Longhouse  
Amanda Walker, Vice President for Advancement and Executive Director of The Evergreen State College Foundation

### **Others Present:**

Robin Chapman, Student Representative on the S&A Board  
Aileen Miller, Assistant Attorney General  
Paul Przybylowicz, Faculty Representative to the Board of Trustees  
Trygve Vandal, Geoduck Student Union (GSU) Representative to the Board of Trustees

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 9:00 a.m. Secretary Irene Gonzales confirmed a quorum was present.

**Chair's opening remarks**

Chair Karen Fraser noted the meeting was full of milestones and graduation ceremonies. She shared that she attended the multi-cultural and lavender graduation and will attend the upcoming MPA ceremony.

**President's report and agenda overview**

President George Bridges congratulated students, staff, and faculty for a successful year. He shared that it is his last Board of Trustees meeting as President, and he thanked everyone for support during his tenure. President Bridges gave special thanks to Chair Karen Fraser for her kind words she shared at his farewell event.

**Public comment**

Executive Associate to the President and Secretary to the Board of Trustees Susan Harris shared that one member of the faculty Carolyn Prouty would provide public comment.

Member of the faculty Carolyn Prouty addressed the Board with reflections on the year. She shared that she has heard much gratitude from students for the college and their learning communities and commented on the thinking of some faculty regarding the college's current and prospective students. She concluded that the college must do better to serve the students, that we must retain them, and suggested that there are better ways to structure the college in which to do so.

**Executive Session**

Chair Karen Fraser indicated that the Board would enter into executive session, pursuant to the Open Public Meetings Act, to discuss with legal counsel representing the college 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 the Trustees will be in executive session until 10:00 a.m. unless notified that she has extended the time. No final action would be taken in executive session. The meeting returned to open session at 10:20am.

**Presidential search: Interim President and Executive Vice President positions**

Chair Karen Fraser announced no final action was taken in executive session. She shared that a recommendation was being brought forward today for the salary and contracts for both an Interim President and an Executive Vice President.

**Motion 2021-31** Trustee David Nicandri moved to set the salary for Interim President John Carmichael at \$305,400 and approve the contract negotiated and recommended by the Chair. The motion was seconded by Secretary Irene Gonzales and passed on a voice vote.

**Motion 2021-32** Trustee Monica Alexander moved to set the salary for Executive Vice President Dexter Gordon at \$250,000 and approve the contract negotiated and recommended by the Chair. The motion was seconded by Trustee Ed Zuckerman and passed on a voice vote.

## Board of Trustees appointments

Secretary Irene Gonzales, Chair of the Nominating Committee shared the committee's recommendation for the Board of Trustee officers for 2021-2022.

**Motion 2021-33** Secretary Irene Gonzales moved to approve the Board officer nominations for 2021-2022: Karen Fraser to remain as the Board Chair, Miguel Pérez-Gibson to serve as Vice Chair, and Ed Zuckerman to serve as Secretary. The motion was seconded by Trustee David Nicandri and passed on a voice vote.

## Student Trustee report

Trustee Melinda Bratsch-Horsager shared that this year has been an adventure as student Trustee and it has been an honor and a pleasure. She gained friendships never thought possible. She has seen betterment for the college and sees continued opportunities. In true Evergreen tradition, she gave back, thanking fellow Trustees, Executive Associate to the President and Secretary to the Board of Trustees Susan Harris, President George Bridges, and the Evergreen community. Chair Karen Fraser thanked Trustee Bratsch-Horsager for her substantive contributions.

## Representative reports

Faculty Representative Paul Przybylowicz reported on the many thoughts received from members of the faculty as well as his own observations. He shared that the college has done an amazing job pivoting to online teaching and most students were engaged. Students are reporting high levels of satisfaction with their programs and learning; however, many are still struggling with the effects of the pandemic. Representative Przybylowicz reported that he has heard continued concerns with declining enrollments, budget, and next steps in the presidential search, which are included in his written report. He noted that it is his final official meeting as Faculty Representative to the Board of Trustees and thanked the Trustees for their service to the college. Chair Fraser thanked Representative Przybylowicz for his service and for the suggestions shared.

Geoduck Student Union Representative Trygve Vandal reported that over the year, they received concerns of students including food and housing, basic needs, courses less than 16 credits, and online learning challenges. In every case, they could find at least one person who was willing to converse on the subjects. Representative Vandal shared that while this has been a challenging year, progress has been made. The college has a basic needs center that is being built to address some of these issues and academics is providing curriculum that students desire. Communication is key and many efforts were made. With the challenges the college and students experienced, it brought about commitment to trying new methods. Representative Vandal shared that it is their last official meeting as Representative and thanked those they have worked with, including Executive Associate to the President and Secretary to the Board of Trustees Susan Harris, the Trustees, and others across the college.

## Sustainability in Prisons Project

Co-Director for the Sustainability in Prisons Project Kelli Bush briefly addressed the Board of Trustees on the Sustainability in Prisons Project and the requested approval for the interagency agreement.

**Motion 2021-34** Secretary Irene Gonzales moved to delegate to the President or his designee the authority to approve an Interagency Agreement funding the Sustainability in Prisons Project. The motion was seconded by Vice Chair Fred Goldberg and passed on a voice vote.

### Commencement update

Vice President for College Relations Sandra Kaiser and Chief Enrollment officer Eric Pedersen reported that there are 494 graduates this year and there are only 25 hours and 15 minutes before the 2021 commencement begins. Chief Pedersen shared that the graduation website has been updated with the commencement information and the link for the virtual ceremony will be posted tomorrow at approximately 12:30pm. He stated that it is the time of year to celebrate.

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

#### Enrollment update

Chief Enrollment Officer Eric Pedersen shared that enrollment cannot be measured until the term starts in Fall, but indications are that they have improved from last year. The college is continuing to grow applications each week, including with the Tacoma, Native Pathways Program, and the graduate programs. He indicated that this is a reflection of hard work across the college and changing conditions. The projections for fall enrollment for new undergraduates have increased by one hundred students. He shared that enrollment numbers across all students are not yet final and a final outcome is not yet confirmed. Financial aid notifications have been sent out to and efforts are being made to reach out to students to encourage registration and address any financial aid concerns.

Director of Admissions Wade Arave gave an update on the direct admissions program. He shared that a workshop was held to assist the prospective students and there were sixteen applicants. The preliminary plan for next year for the direct admission program includes increased outreach at college fairs, direct admission letters, application workshops, FAFSA workshops, preview day, and scholarship workshops.

#### Finance and budget

##### *Finance and Budget Committee update*

Vice Chair Fred Goldberg shared an update on the last Finance and Budget committee meeting. He reported that the committee has had good consultative meetings and has a good grasp on the college budget, including reserves available.

*Action item: motion to approve 2021-2023 capital budget spending plan*

Vice President for Finance and Operations reviewed the 2021-2023 capital budget spending plan and requested approval from the Board.

### 2021- 2023 CAPITAL BUDGET SPENDING PLAN

|   |           |
|---|-----------|
| <b><u>New Appropriations</u></b>                          |           |
| <b>Minor Works</b>  |           |
| Facilities Preservation                                   | 5,525,000 |
| Preventive Facility Maintenance & Building System Repairs | 880,000   |

|   |                   |
|---|-------------------|
| Minor Works Program 2021-23                 | 500,000           |
| <b>Total</b>                                | <b>6,905,000</b>  |
|   |                   |
| <b>Stand-Alone/Major Capital Projects</b>   |                   |
| Seminar I Renovation                        | 3,000,000         |
|   |                   |
| <b>Total New Appropriations</b>             | <b>9,905,000</b>  |
|   |                   |
| <b><u>Reappropriations from 2019-21</u></b> |                   |
| Minor Works Preservation                    | 900,000           |
| Minor Works Program                         | 900,000           |
| <b>Total Reappropriations</b>               | <b>1,800,000</b>  |
|   |                   |
| <b>TOTAL 2021-23 Capital Funding</b>        | <b>11,705,000</b> |

**Motion 2021-35** Vice Chair Fred Goldberg moved to approve the 2021-2023 capital budget spending plan as proposed. The motion was seconded by Trustee Ed Zuckerman and passed on a voice vote.

*Action item: motion to approve 2021 tuition, fees, and operating budget*

Vice President for Finance and Operations John Carmichael and College Budget Officer Holly Joseph reviewed the proposed 2021 tuition, fees, and operating budget.

The administrative recommendation presented is to approve a 2.8% increase in the operating fee for Undergraduate Resident students, and confirm the originally proposed 2.4% operating fee increase for Non-resident Undergraduate and Graduate students for the 2021-22 academic year

AND

Approve spending levels for fiscal year 2022 follows:

| <b>College Spending Plan by Fund Type</b> | <b>2021 Budgeted<br/>Spending Level</b> | <b>2022 Proposed<br/>Spending Level</b> |
|---|---|---|
| State General Fund                        | 30,879,000                              | 32,450,000                              |
| Education Legacy Trust Fund               | 2,725,000                               | 2,725,000                               |
| Workforce Education Investment Account    | 1,953,000                               | 1,953,000                               |
| Tuition Revenue                           | 16,398,904                              | 12,517,356                              |
| Local Dedicated Funds                     | 7,206,000                               | 7,250,000                               |
| Grants & Contracts                        | 5,065,000                               | 5,300,000                               |
| Service/Auxiliary Funds                   | 8,584,000                               | 10,500,000                              |
| <b>TOTAL SPENDING PLANS</b>               | <b>\$72,810,904</b>                     | <b>\$72,695,356</b>                     |

AND

Approve an intercollegiate athletics budget of \$904,518.

| Expense                              | Amount         | Revenue                        | Amount         |
|--------------------------------------|----------------|--------------------------------|----------------|
| Business Operations Manager (.50)    | 19,528         | Institutional Athletics Budget | 526,208        |
| Director SWRA (.25)                  | 43,463         | S&A Athletics Budget           | 110,000        |
| Men's Soccer Coach (.55)             | 49,379         | Contracts and Rentals          | 268,310        |
| Volleyball Coach (.55)               | 48,491         | <b>Total</b>                   | <b>904,518</b> |
| Women's Soccer Coach (.55)           | 49,379         |                                |                |
| Women's Basketball Coach (.55)       | 48,492         |                                |                |
| Men's Basketball Coach (.55)         | 48,492         |                                |                |
| Track and Field Coach (.5)           | 45,954         |                                |                |
| Coordinator of Sports Medicine (.92) | 73,012         |                                |                |
| Asst Dir for IA (0.57)               | 48,908         |                                |                |
| Asst Dir for IA (0.43)               | 37,197         |                                |                |
| Assistant Coaches (2.25)             | 60,000         |                                |                |
| Game Management hourly staff         | 10,000         |                                |                |
| Team Pre-Season Travel               | 19,650         |                                |                |
| Team In-Season Travel                | 90,610         |                                |                |
| Team In-Season Bus Travel            | 40,000         |                                |                |
| Team Post Season Contingency Travel  | 5,000          |                                |                |
| Referee Services and Entrance Fees   | 39,575         |                                |                |
| Athletic Equipment/Uniforms          | 26,965         |                                |                |
| General Goods & Services             | 13,616         |                                |                |
| Sports Medicine Goods & Services     | 2,000          |                                |                |
| Insurance                            | 51,110         |                                |                |
| NAIA & CCC Dues                      | 30,697         |                                |                |
| Website Contract                     | 3,000          |                                |                |
| <b>Total</b>                         | <b>904,518</b> |                                |                |

AND

Re-establish a \$5 million emergency reserve fund and a \$2.5 million operating budget reserve.

**Motion 2021-36** Trustee Ed Zuckerman moved to approve 2021 tuition, fees, and operating budget as proposed. The motion was seconded by Secretary Irene Gonzales and passed on a voice vote.

*Action item: motion to approve 2021-2023 Housing and Dining Services rates*

Interim Associate Dean for Student Engagement Andy Corn and Director of Residential and Dining Services Sharon Goodman recommended on behalf of Residential and Dining Services, a 5% housing rate increase in FY22 and a 4% increase in FY23.

| Proposed Base Housing Rates for 2021-22: |            |
|--|------------|
| Fall Quarter 2021                        | \$3,075.00 |
| Winter Quarter 2022                      | \$2,610.00 |

|                     |            |
|---------------------|------------|
| Spring Quarter 2022 | \$2,235.00 |
|---------------------|------------|

**Motion 2021-37** Secretary Irene Gonzales moved to approve 2021-2023 Housing and Dining Services rates as proposed. The motion was seconded by Trustee Monica Alexander and passed on a voice vote.

*Action item: motion to approve 2021-2022 Student Wellness fee*

Director of Student Wellness, Recreation and Athletics Elizabeth McHugh recommended the following Student Wellness Services Budget for 2021-2022.

| <b>Budget Model for Student Wellness Services</b> |                  |
|---|------------------|
| Salaries & Benefits (9.5 FTE; Headcount 14)       | 968,815          |
| Goods/Services/Travel                             | 70,000           |
| <b>Budget Total</b>                               | <b>1,038,815</b> |

**Motion 2021-38** Trustee Ed Zuckerman moved to approve the Student Wellness Services Budget for 2021-2022 as proposed. The motion was seconded by Trustee Fred Goldberg and passed on a voice vote.

*Action item: motion to approve Geoduck Student Union Voluntary fee*

Interim Associate Dean for Student Engagement Andy Corn and Interim Director of Student Activities and Flaming Eggplant Advisor shared the following proposal for the Geoduck Student Union Voluntary Fee for 2021-2022: Implement a \$2.25/credit waivable fee to support the ongoing operations of the Geoduck Student Union (GSU), the official representation of the student body of The Evergreen State College. The fee would be charged in Fall, Winter, Spring and Summer Quarter beginning with the Fall Quarter 2021.

**Motion 2021-39** Vice Chair Fred Goldberg moved to approve the Geoduck Student Union Voluntary Fee as proposed. The motion was seconded by Trustee Monica Alexander and passed on a voice vote.

*Action item: motion to approve 2021-2022 Services and Activities (S&A) fee and budget*

Interim Associate Dean for Student engagement Andy Corn, Director for New Student Programs Jadon Berry, and Robin Chapman, Student Representative from the S&A Board presented the 2021-2022 S&A Budget as recommended by the S&A Board.

### **2021-2022 S&A Budget as recommended by the S&A Board**

| <b>S&amp;A Funded Programs and Organizations</b> | <b>Expenditures</b> | <b>Revenue</b>     | <b>S&amp;A Fees Needed</b> |
|--|---------------------|--------------------|----------------------------|
| Student Activities Admin                         | \$446,465           | \$33,500           | \$412,965                  |
| College Activities Building                      | \$125,074           |                    | \$125,074                  |
| Children's Center                                | \$974,179           | \$662,295          | \$311,884                  |
| KAOS-FM  | \$171,988           | \$49,902           | \$122,086                  |
| SWRA: CRC Operations                             | \$160,627           |                    | \$160,627                  |
| SWRA: Athletic Program                           | \$110,000           |                    | \$110,000                  |
| SWRA: Recreation Program                         | \$11,000            |                    | \$11,000                   |
| SWRA: Outdoor Program                            | \$20,774            |                    | \$20,774                   |
| Tacoma Program                                   | \$60,581            |                    | \$60,581                   |
| Cooper Point Journal                             | \$38,104            | \$9,000            | \$29,104                   |
| Native Pathways                                  | \$24,145            |                    | \$24,145                   |
| S&A Board  | \$19,839            |                    | \$19,839                   |
| Student Organization Support                     | \$12,900            |                    | \$12,900                   |
| Special Initiative Fund                          | \$28,946            |                    | \$28,946                   |
| Mitigate Cut with Reserves / One-Time Funding    | \$0                 | \$310,000          | -\$310,000                 |
| FY21 Carry-forward for Native Pathways           | \$14,000            |                    | \$14,000                   |
| <b>Total</b>                                     | <b>\$2,329,073</b>  | <b>\$1,004,697</b> | <b>\$1,153,925</b>         |

President John Carmichael shared that in the pandemic environment, the process for developing this S&A budget did not fully conform to precedent and state law in the Fall, and suggested the Board consider a suggested conditional approval.



**Motion** Trustee Ed Zuckerman moved to approve the 2021-2022 Services and Activities (S&A)  
**2021-40** fee and budget as proposed, with the following conditions:

- 1) The S&A Board at the beginning of the next academic year (Fall, 2021) shall be appointed in conformity with all applicable laws and policies;
- 2) The S&A Board shall have as its first order of business a review of its budget for the 2021-2022 academic year;
- 3) The S&A Board shall recommend to the Board of Trustees on or before the Board of Trustees last regular meeting of 2021 a modified S&A budget for the balance of the year; and
- 4) No expenditures after the Fall Quarter shall be made until a modified budget has been approved by the Board of Trustees.

The motion was seconded by Vice Chair Fred Goldberg and passed on a voice vote.

#### Campaign update and working goal

Vice President for Advancement Amanda Walker provided an update on the campaign and shared good news. She shared the Advancement team raised 25 million dollars on the campaign to date. By securing seven pledges, exceeding the goal of 3-5 million dollars, this places the college in a strong position.

Managing Director of the Longhouse Laura VerMeulen shared information on the Cargill Foundation donation and on how it will be used. This is the fourth year of granting that the Longhouse has received from the Cargill Foundation.

Vice President Walker welcomed affirmation of the working goal from the Board of Trustees.

**Motion** Trustee Ed Zuckerman moved to affirm the campaign working goal of \$40 million  
**2021-41** dollars as proposed. The motion was seconded by Trustee Miguel Pérez-Gibson and passed on a voice vote.

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

##### Student Recruitment and Success Committee update

Trustee Miguel-Pérez Gibson gave an overview of the last student recruitment and success committee meeting. He discussed that the strategic enrollment plan aspires to grow enrollment 45% over the next five years.

##### Student and Academic Life update

In addition to a video included in the meeting materials, Interim Provost and Vice President for Student and Academic Life David McAvity gave a brief update on student and academic life. He shared that we are a college of innovation and it is a good time to mark and acknowledge our work. Interim Provost McAvity wanted to lift up the work of the faculty. He reported that the college has gained expertise to shift to online learning, a dedicated staff has developed a set of ideas and recommendations on how to have a more coordinated cross divisional effort to help students, and that many hours of work has been done on developing the paths project. He shared that Academics will be launching five new certificate programs next year and much of our work has been on the school of professional studies. Interim

Provost McAvity reported that he will be bringing more updates to the Board at the upcoming Fall meeting.

### **Recognitions**

Chair Karen Fraser thanked Representatives Przybylowicz and Vandal for their work on the Board. Each were presented with an Evergreen leather-bound portfolio. The Chair then thanked Trustees Bratsch-Horsager and Nicandri and presented each an engraved clock.

Chair Karen Fraser read Resolution number 2021-01 of the Board of Trustees of The Evergreen State College, **RECOGNIZING THE CONTRIBUTIONS OF GEORGE S. BRIDGES**

**WHEREAS** George S. Bridges arrived at The Evergreen State College in 2015 to serve as President; and when he departs office on June 30, 2021, he will have served five years during a tumultuous time in history, an era marked by political and racial upheaval which played out on our campus and across the nation, along with an unprecedented worldwide pandemic; and in the face of these challenges, he kept the college safe and strongly focused on teaching and learning while strengthening its commitment to student success;

**WHEREAS** under his leadership, the college strengthened and deepened its positive advocacy with both parties in the Washington state legislature and donors, resulting in increased operating and capital budgets, resources for new first-year initiatives, more faculty in psychology and Native studies, and additional staff; and broke records in fundraising during the first two years of Evergreen's first-ever comprehensive campaign, raising \$25 million;

**WHEREAS** during his tenure the college renovated Purce Hall; built three unique studios on the Indigenous Arts Campus; acquired stewardship of the historic Lord Mansion, created the Student Equity and Arts Lounge and the Teaching and Learning Commons; defined Paths to offer students more clarity in the curriculum; launched Evergreen's new brand/logo, and first-ever coordinated marketing for student recruitment; elevated the divisions of Inclusive Excellence and Student Success and Indigenous Arts, Education and Tribal Relations; and began building a new Health and Wellness Center; and

**WHEREAS** George Bridges possesses extraordinary resilience and an outstanding work ethic that enabled Evergreen to navigate turmoil, become more student centered, initiate new academic directions, and mount a comprehensive response to COVID-19.

**NOW THEREFORE BE IT RESOLVED** that The Evergreen State College Board of Trustees expresses deep gratitude for his leadership, tenacity and friendship.

Done this 10<sup>th</sup> day of June 2021, in open meeting by the Board of Trustees.

**Resolution 2021-01** Trustee David Nicandri moved adoption of Resolution #2021-01 recognizing the contributions of George S. Bridges. The motion was seconded by Vice Chair Fred Goldberg and passed on a voice vote.

### **Emeritus Resolutions**

Interim Provost and Vice President for Student and Academic Life David McAvity introduced six retiring

Emeritus Faculty candidates. They have served the college, combined, for one hundred and seventy-five years. The trustees conferred the title upon all six faculty members including Marianne Bailey, Terry Ford, Ruth Hayes, Pat Krafcik, Jim Neitzel, and Sarah Ryan, with all rights and privileges pertaining thereto.

**Resolution 2021-02** Vice Chair Fred Goldberg moved adoption of Resolution #2021-02 conferring emeritus status upon Marianne Bailey. The motion was seconded by Trustee Melinda Bratsch-Horsager and passed on a voice vote.

**Resolution 2021-03** Trustee Monica Alexander moved adoption of Resolution #2021-03 conferring emeritus status upon Terry Ford. The motion was seconded by Trustee David Nicandri and passed on a voice vote.

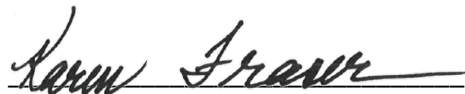
**Resolution 2021-04** Trustee Miguel Pérez-Gibson moved adoption of Resolution #2021-04 conferring emeritus status upon Ruth Hayes. The motion was seconded by Trustee Melinda Bratsch-Horsager and passed on a voice vote.

**Resolution 2021-05** Trustee Ed Zuckerman moved adoption of Resolution #2021-05 conferring emeritus status upon Pat Krafcik. The motion was seconded by Vice Chair Fred Goldberg and passed on a voice vote.

**Resolution 2021-06** Trustee Melinda Bratsch-Horsager moved adoption of Resolution #2021-06 conferring emeritus status upon Jim Neitzel. The motion was seconded by Trustee Monica Alexander and passed on a voice vote.

**Resolution 2021-07** Trustee David Nicandri moved adoption of Resolution #2021-07 conferring emeritus status upon Sarah Ryan. The motion was seconded by Trustee Ed Zuckerman and passed on a voice vote.

Meeting adjourned at 2:33pm. A virtual emeritus reception followed the meeting.



Karen Fraser, Chair



Irene Gonzales, Secretary