Library Building, Room 3201  
2700 Evergreen Parkway NW  
Olympia, Washington, 98505

AGENDA

9:00 a.m. 1. Call to Order, Determination of Quorum
2. Proposed Action
   A. Approval of June Meeting Minutes
3. Presidents Report

9:15 a.m. 4. Executive Session*

11:45 a.m. 5. Return to Open Meeting
6. Proposed Actions
   A. Board Evaluation of the President
   B. Classified Bargaining

12:00 p.m. 7. Working Lunch
12:30 p.m. 8. Naming
   A. Fiber Arts Studio
   B. Tacoma Lyceum
9. Proposed Actions
   A. Naming of the Fiber Arts Studio
   B. Naming of the Tacoma Lyceum

10. Evergreen’s Renewal

2:15 p.m. Break

2:30 p.m. 11. Committees

3:30 p.m. Break

3:40 p.m. 12. Chair’s Report
   A. Student Trustee’s Report
13. President’s Report
   A. Fundraising Report
   B. Community Representative Reports
14. Public Comment**
15. Concluding Remarks

5:00 p.m. 16. Adjourn

* The Board will meet in Executive Session to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee, to discuss collective bargaining, and 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 (RCW 42.30)

** To participate in public comment, please arrive and sign-in before 3:30 p.m.

For more information or accommodations, please call 360-867-6100
Regular Meeting of the Board of Trustees  
June 14, 2018

Trustees Attending:  Monica Alexander  
Fred Goldberg  
Irene Gonzales  
Keith Kessler  
David Nicandri  
Anne Proffitt  
Justin Puckett

Staff Present:  George Bridges, President  
John Carmichael, President’s Chief of Staff and Secretary to the Board  
Jennifer Drake, Provost and Vice President for Academic Affairs  
Wendy Endress, Vice President for Student Affairs  
Chassity Holliman-Douglas, Vice President and Vice Provost for Equity and Inclusion  
John Hurley, Vice President for Finance and Administration  
Holly Joseph, Chief Budget Officer  
Sandra Kaiser, Vice President for College Relations  
Tina Kuckkahn-Miller, Vice President for Indigenous Arts & Education  
Elizabeth McHugh, Director of Student Wellness Services  
Emily Pieper, Assistant Director of Student Activities  
Colleen Rust, Director of Government Relations  
Jeanne Rynne, Associate Vice President for Facilities  
Jeannette Smith, Director of Student Activities  
Amanda Walker, Vice President for Advancement and Executive Director of The Evergreen State College Foundation

Others Present:  Ignacio “Nacho” Alarcón, Staff Representative to the Board of Trustees  
Brandon Ellington, Geoduck Student Union Representative  
Aileen Miller, Assistant Attorney General

Mr. Kessler called the meeting to order at 9:04 a.m. in Room A1107 of the college’s Seminar II building. A quorum was present.

Adoption of Minutes

Motion 2018-10  Dr. Gonzales moved approval of the minutes of the March meeting. The motion was seconded and passed on a voice vote.

President Bridges reviewed the agenda and described his schedule since the previous regular meeting.
Executive Session
Mr. Kessler announced that the Board would move into executive session to discuss collective bargaining. He said that the Board would return to an open meeting at 9:30 a.m. The executive session was extended by announcement of the Chair to 9:45 a.m., at which time the Board returned to an open meeting.

Capital Budget Request
Associate Vice President for Facilities Jeanne Rynne reviewed the college’s capital budget request for the 2019-2021 biennium, which was previously presented to the Board in May. She noted no substantive changes from the prior presentation.

Operating Budget
Chief Budget Officer Holly Joseph presented a revised operating budget for Fiscal Year 2019. The revised plan reduces spending by $5.9 million (10.5%) from the level previously approved by the Board as part of the 2017-19 biennial budget. She noted that the plan depends on an increase in the New Student, Wellness, and Services & Activities (S&A) fees. These proposed fee changes were presented to the Board at the previous meeting. Ms. Joseph noted several program impacts of the proposed budget reduction, including the closure of the Experimental Theater and reduced staffing in Library and Media. The re-organization of Enrollment and Marketing results in fewer positions in the combined offices. In Computing and Communications, the college will no longer do in-house equipment repair or stock parts. Vacant custodial staff lines will be left unfilled.

Ms. Joseph noted that adjustments in S&A fee allocations to Tier I activities were reviewed at the Board’s May meeting. Since that time the S&A Fee Allocation Board has completed a recommendation for allocation of fees to Tier II activities, which support registered student organizations. Dr. Jeannette Smith, Director of Student Activities, and Emily Pieper, Assistant Director of Student Activities, presented the proposed Tier II allocation.

Public Comment
Mr. Kessler called for public comment. Faculty Member Emerita Sherry Walton addressed the Board defending the Masters in Teaching program. Student Steve Coffman said that damage to the college’s reputation devalues Evergreen degrees.

Board Committees
Mr. Nicandri noted that the Board had formed two special committees this year, which focused on issues related to budget and on academics. He said that he had found the process valuable and proposed that the board institutionalize those committees.

Motion 2018-11
Mr. Nicandri made a motion to create a permanent division of the board into two committees focused on academics and budget. The motion was seconded and passed on a voice vote.
Approval of Capital Budget Request

Motion 2018-12

Mr. Nicandri made a motion to approve a capital budget request for 2019-21:

<table>
<thead>
<tr>
<th>2019-21 Proposed Capital Budget Request</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minor Works</strong></td>
</tr>
<tr>
<td>Facilities Preservation</td>
</tr>
<tr>
<td>Preventative Facility Maintenance &amp; Building</td>
</tr>
<tr>
<td>System Repairs</td>
</tr>
<tr>
<td>Minor Works - Program</td>
</tr>
<tr>
<td><strong>Sub-Total</strong></td>
</tr>
<tr>
<td><strong>Intermediate/Major Capital Projects</strong></td>
</tr>
<tr>
<td>Health Center Construction</td>
</tr>
<tr>
<td>Lab 1 HVAC &amp; Seismic Upgrades</td>
</tr>
<tr>
<td>Seminar I Renovation Design</td>
</tr>
<tr>
<td>Infrastructure MP Predesign</td>
</tr>
<tr>
<td><strong>Sub-Total</strong></td>
</tr>
<tr>
<td><strong>TOTAL 2019-21 CAPITAL BUDGET</strong></td>
</tr>
</tbody>
</table>

The motion was seconded and passed on a voice vote.

Approval of Operating Budget Spending and Revenue Plan for 2018-19

Motion 2018-13

Dr. Gonzales moved to approve changes to the Fiscal Year 2019 operating budget as follows:

a) Reduce the College’s operating budget spending plan by $5.9 million for Fiscal Year 2019 as presented in Table 1; and
b) Increase the New Student Fee to $275 for students entering in Fall Quarter, and $145 for students entering in Winter/Spring Quarter; and

c) Increase the Wellness Fee to $420 per year.

Table 1: FY19 Operating Budget Reductions

<table>
<thead>
<tr>
<th>Area</th>
<th>Staff FTE Change</th>
<th>Total Operating Budget Reduction</th>
<th>Salary &amp; Benefits</th>
<th>Goods &amp; Services</th>
<th>New Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>1.00</td>
<td>149,142</td>
<td>149,142</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academics</td>
<td>30.44</td>
<td>2,548,084</td>
<td>2,477,883</td>
<td>40,201</td>
<td>30,000</td>
</tr>
<tr>
<td>SA</td>
<td>6.96</td>
<td>577,391</td>
<td>495,182</td>
<td>82,209</td>
<td></td>
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<tr>
<td>Enrollment</td>
<td>6.62</td>
<td>437,800</td>
<td>428,023</td>
<td>9,777</td>
<td></td>
</tr>
<tr>
<td>College Relations</td>
<td>1.00</td>
<td>155,059</td>
<td>84,059</td>
<td>71,000</td>
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<tr>
<td>FAD</td>
<td>16.82</td>
<td>1,842,306</td>
<td>1,734,242</td>
<td>108,064</td>
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</tr>
<tr>
<td>Advancement</td>
<td>2.50</td>
<td>158,900</td>
<td>158,900</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grand Total</td>
<td>65.34</td>
<td>5,868,682</td>
<td>5,527,431</td>
<td>311,251</td>
<td>30,000</td>
</tr>
</tbody>
</table>

The motion was seconded and passed on a voice vote.
Approval of Services and Activities Spending Plan and Fee Increase

Motion 2018-14 Mr. Goldberg moved to

a) Approve the 2018-2019 Services and Activities Fee budget as developed by the Services and Activities Fee Allocation Board (S&A Board), totaling $2,960,357; and

b) Approve an increase in the Services and Activities Fee of 4% ($649/year for a full-time student) for 2018-2019.

The motion was seconded and passed on a voice vote.

Approval of Services and Activities Tier II Allocation

Motion 2018-15 Ms. Proffitt moved to approve the 2018-2019 Services and Activities (S&A) Tier Two budget as developed by the Services and Activities Fee Allocation Board, totaling $286,320 (see attached detail). The motion was seconded and passed on a voice vote.

Nominating Committee

Motion 2018-16 Ms. Proffitt on behalf of the Nominating Committee made a motion to appoint Fred Goldberg as Chair, Keith Kessler as Vice Chair, and Irene Gonzales as Secretary for the 2018-19 year. She further moved that Mr. Nicandri continue as the Board’s representative to the Foundation Board of Governors and that Mr. Goldberg and Dr. Gonzales form the Board’s Audit Committee. The motion was seconded and passed on a voice vote.

Student Trustee Report

Mr. Puckett said that he was disheartened by the budget cuts and hoped that Evergreen would be more transparent in its decision making in the future. He said that he is transferring out of Evergreen.

President’s Report

Dr. Bridges invited Vice President for Advancement Amanda Walker and Vice President for Indigenous Arts and Education Tina Kuckkahn-Miller to report on fundraising. Ms. Kuckkahn-Miller reported that the Margaret A. Cargill Philanthropies has awarded Evergreen a three-year $995,000 grant to continue supporting the College’s work in indigenous arts and education and explore the feasibility of making the Longhouse a primary re-grantor of funds to higher education institutions in the West, Southwest, Upper Midwest, and British Columbia.

Ms. Walker said that the Foundation is likely to exceed its fundraising goal for the year. Board giving stands at 100%, gift volume and numbers of donors are stable, donor retention has increased, and the number of new donors increased this year. All these metrics signal strong support for the College.

Dr. Bridges invited Ignacio Alarcón to report as Staff Representative to the Board. Mr. Alarcón described plans for a disappearing task force to assess the college climate and develop action
plans to address equity gaps and barriers to a more healthy and vibrant campus. He reflected on the celebration of life for Racquel Salinas and the recent Lavender Graduation event.

Dr. Bridges invited Brandon Ellington to report as GSU Representative to the Board. Mr. Ellington said that the GSU seeks more student involvement in deliberations on the College’s budget and restructuring. The group continues to focus on revising its own structure and constitution to become more effective in solving problems for students.

Collective Bargaining Agreement with the United Faculty of Evergreen

**Motion** 2018-17  Mr. Nicandri moved to approve the negotiated collective bargaining agreement between the college and the United Faculty of Evergreen. The motion was seconded and passed on a voice vote.

Grace Huerta, Jon Davies, and Laurie Meeker from the United Faculty of Evergreen spoke about the Union’s commitment to Evergreen’s renewal and joined President Bridges and Chair Kessler in signing the contract.

Recognition of retiring faculty

Provost and Vice President for Academic Affairs Jennifer Drake, on behalf of the faculty, recommended that the Board confer emeritus faculty status on George Freeman, Bob Haft, Rose Jang, Heesoon Jun, Terry Setter, Joe Tougas, and Artee Young.

**Motion** 2018-18  Ms. Proffitt moved to adopt Resolution 2018-04 appointing George Freeman as Faculty Emeritus. The motion was seconded and passed on a voice vote.

**Motion** 2018-19  Dr. Gonzales moved to adopt Resolution 2018-05 appointing Bob Haft as Faculty Emeritus. The motion was seconded and passed on a voice vote.

**Motion** 2018-20  Mr. Nicandri moved to adopt Resolution 2018-06 appointing Rose Jang as Faculty Emeritus. The motion was seconded and passed on a voice vote.

**Motion** 2018-21  Mr. Goldberg moved to adopt Resolution 2018-07 appointing Heesoon Jun as Faculty Emeritus. The motion was seconded and passed on a voice vote.

**Motion** 2018-22  Ms. Proffitt moved to adopt Resolution 2018-08 appointing Terry Setter as Faculty Emeritus. The motion was seconded and passed on a voice vote.

**Motion** 2018-23  Dr. Gonzales moved to adopt Resolution 2018-09 appointing Joe Tougas as Faculty Emeritus. The motion was seconded and passed on a voice vote.

**Motion** 2018-24  Ms. Alexander moved to adopt Resolution 2018-10 appointing Artee Young as Faculty Emeritus. The motion was seconded and passed on a voice vote.

Mr. Kessler invited each of the retiring faculty present to address the Board.

The meeting adjourned at 3:05 p.m.

______________________________  ______________________________
Fred Goldberg, Chair         Irene Gonzales, Secretary
September 9, 2018

To: Board of Trustees

From: George Bridges, President

Subject: Approval of the classified employees' 2019-2021 collective bargaining agreement with the Washington Federation of State Employees

1) Administrative Recommendation

A motion to approve the negotiated 2019-2021 classified employees' collective bargaining agreement between The Evergreen State College and the Washington Federation of State Employees (WFSE), contingent upon a successful ratification vote by the bargaining unit membership.

2) Explanation

a) Present policy comparison: On March 12, 2018, the Board appointed a negotiating team for collective bargaining with the Washington Federation of State Employees representing the college's classified staff (two bargaining units). Associate Vice President for Human Resource Services Laurel Uznanski, served as Chief Negotiator.

b) Proposed by: John Carmichael, Vice President for Finance and Operations
c) Background: The Public Employment Relations Commission certified the Washington Federation of State Employees as the collective bargaining representatives of Evergreen's classified staff. The current contract expires on June 30, 2019. The successor agreement must be submitted to the Office of Financial Management by October 1, 2018.

d) Alternate view: None provided.

3) Scheduling

The negotiated collective bargaining agreement requires financial feasibility certification by the Office of Financial Management and legislative action before it goes into effect. If these actions are taken, the agreement would go into effect on July 1, 2019.

4) Fiscal Impact

The negotiated agreement provides pay increases for classified staff and additional increases for certain classifications of staff. The size of these increases will be dependent upon increases negotiated in the Washington Federation of State Employees general government agreement. The agreement is contingent on the cost of these
increases being covered by legislative appropriation. The College will amend its 2019-21 operating budget request to reflect the cost of the negotiated agreement. The agreement will require affirmative legislative action to become effective.

4) Legal Process

The college negotiates with the classified union under the terms of RCW 41.80. Board of Trustees Resolution 2007-04 reserves to the Board the authority to appoint the management negotiating team for collective bargaining, set management objectives for negotiation, and approve final negotiated agreements.
Fiber Arts Studio Naming Proposal

Proposed Name
Pāmarire (pie-MAH-ree-ray)

Proposed By
Tina Kuckkahn-Miller
Vice President, Indigenous Arts and Education

Background
Evergreen’s Longhouse Education and Cultural Center received a $500,000 grant from the Ford Foundation in 2014 to build the next stage of the indigenous arts campus. The grant funded the design and construction of the fiber arts studio, with the goal of preserving traditional forms of indigenous weaving and other fiber arts, and providing space for contemporary artists to collaborate and create. In addition to the Ford Foundation, this project received support from the Margaret A. Cargill Philanthropies, seven Northwest tribes (Chehalis, Muckleshoot, Nisqually, Shoalwater Bay, Skokomish, Snoqualmie, and Squaxin Island), the Surdna Foundation, the National Endowment for the Arts, the Government of New Zealand, over 170 individual donors, and the William Randolph Hearst Foundation.

Lyonel Grant, a noted New Zealand Māori designer and sculptor, worked in collaboration with Longhouse architect Johnpaul Jones to design and build the fiber arts studio. The building was designed to honor the Longhouse’s long-term relationships with Māori artists and arts organizations, which began in 1998. The art and architecture of the space honors both the Pacific Northwest indigenous peoples of this land as well as that of Aotearoa (New Zealand).

Lyonel feels Pāmarire is the appropriate name for the fiber arts studio because it means serenity, peace, composure in Māori. Tina reports that when people walk into the studio, this is often what they express in terms of how the space makes them feel. Bestowing an indigenous name that reflects our international relationships is a great honor for Evergreen.

The process for selecting names for facilities and memorials is governed by the College’s Naming of Facilities and Memorials Policy. Pursuant to the policy, the Naming and Memorials Committee reviewed and acted to recommend this proposal on June 18, 2018.
Lyceum Hall Naming Proposal

Proposed Name
Dr. Maxine Mimms & Dr. Joye Hardiman Lyceum Hall

Proposed By
The Members of Faculty of The Evergreen State College–Tacoma Campus and the students of Tacoma Class of 2018

Background
The Evergreen State College Tacoma program was founded in 1972 by a dynamic black woman educator, Dr. Maxine Buie Mimms. The Tacoma Program is a community-based interdisciplinary liberal arts program built from African American heritage, especially the principle that learning is the practice of freedom. For Tacoma faculty, staff and students, this means that education should be transformative, collaborative, and based in culturally-responsive pedagogy and social justice. The values of reciprocity, inclusivity, civility, and hospitality inform the culture and academic rigor of the Tacoma Program. We believe that anyone can learn and everyone is an intellectual. The Tacoma Program interrogates boundaries of race, class, gender, sexuality and structural inequities to recognize that we are responsible for creating our learning community together. We honor imagination, creativity, critical thinking, cooperation, and innovation as pivotal to sustaining our motto: “Enter to Learn; Depart to Serve.”

The Tacoma Program began at a time when media coverage of its Hilltop urban community focused on gang activity, gun violence, and drugs. In this context, the Tacoma Program became a beacon of hope not only for the Hilltop community, but also for adult learners from the greater Tacoma area and along the I-5 corridor. The opportunity to improve the academic and professional lives for themselves and their families became an attraction in diverse communities, across race, class, and gender lines. This dream was the creation of Dr. Mimms and allowed multiple generations of community members to thrive in this alchemic learning community. Dr. Mimms understood that she not only needed to create this innovative academic program as an opportunity for disenfranchised and marginalized people, but she also needed to sustain its legacy and its promise to urban communities for adult learners.

Upon retirement she recruited her mentee Dr. Joye Hardiman to continue building and developing the Tacoma Program. During Dr. Hardiman’s leadership as Executive Director (1989-2007) she facilitated the move to the current Evergreen-Tacoma building in the Hilltop community. Dr. Hardiman extended the program’s reach to national and international communities through her work with Evergreen’s Washington Center and by introducing the artistic Ndebele art form from South Africa to the walls of Tacoma Program. In this mural, over 50 symbols reflect the diverse communities that surround Tacoma and the students inside. One of the new developments initiated by Dr. Hardiman was the common area she named “Lyceum” to reflect the Peripatetic school of Aristotle. The Lyceum concept is rooted in a vision of students, faculty, and staff learning together, interrogating ideas, turning theory into practice, building and committing to possibilities where all have a seat at the table of scholarship and creation.
Bestowing this name on the Lyceum Hall will honor these two innovative and brilliant community leaders and educators and recognize their legacy for future generations of students.

The process for selecting names for facilities and memorials is governed by the College’s Naming of Facilities and Memorials Policy. Pursuant to the policy, the Naming and Memorials Committee reviewed and acted to recommend this proposal on June 18, 2018.
The Evergreen State College Board of Trustees
Proposed committee function and structure
September 17, 2018

Please review the proposed committee function and structure outlined below prior to the meeting on September 17. The background materials linked below provide important context for your consideration prior to our discussion at the board meeting, during which we will engage in dialogue about this proposal, using the discussion questions as prompts.

Background materials

Discussion questions
Are the committee descriptions, proposed functions and examples of work consistent with the Board's and the college's needs?

How should committee meetings align with and inform meetings of the entire Board of Trustees?

Introduction
Two new committees, the student recruitment and success committee and the finance and budget committee, will enable trustees to gain a deeper understanding of the College’s current policies, goals, and work. In doing so, the committees will assist trustees in fulfilling their fiduciary roles while also adding their professional expertise to the College’s development and implementation of policies. Committees will recommend action items or discussion topics to the full board. The committees will strengthen the College’s governance structure and enhance the board’s capacities for governing the institution in collaboration with leadership.

Student Recruitment and Success Committee
This committee will focus on the College’s educational mission through its enrollment and academic programs. Committee members will understand the processes by which Evergreen recruits students, the programs offered to students, services in place to support students, and the climate and conditions at the College that contribute to student success. The committee will ensure efforts are consistent with the College’s mission and the strategic plan, while also considering how effectively resources are allocated to programs and services. The committee will understand efforts to retain students.

Example of committee work
Evergreen’s plan for renewal is driven by initiatives designed to strengthen student recruitment and success. One initiative, paths of study, is designed to attract and support students interested in pursuing study in an area of concentration. The initiative has the potential to increase our recruitment of students by clarifying the structure of our curriculum and areas of academic strength, to ensure that course offerings are predictable from year to year in these areas, and to strengthen our approach to curricular planning. The committee’s work will involve reviewing information about this initiative (in addition to others) and the anticipated positive impacts on student retention and achievement.

The committee’s work will review and consider the initiative and others within the context of the committee’s oversight responsibilities. For example, the committee will consider questions such as the following:
Is the initiative consistent with the College’s mission and strategic plan?
How is the initiative resourced and is it consistent with the College’s stated financial priorities?
Is the initiative responsive to student interest and needs?
How is assessment data informing the design and implementation of the initiative?

Following committee discussion, the Chair of the committee will provide a report on the committee’s work to the full board at an upcoming meeting. If board action is required, the committee Chair may recommend an action item to the board.

**Finance and Budget Committee**
This committee will focus on the financial stability and sustainability of the College and its alignment of resources. The committee will understand how the institution is financially supported and capitalized, review the financial position of the College and analyse how it has changed over time, and review annual and multi-year budgets in anticipation of board action. The committee will assess risks that may have a financial impact on the College and question the College’s financial assumptions to ensure they are realistic.

**Example of committee work**
In the coming year, staff will manage the College’s FY19 operating and capital budgets, manage the institution’s assets, invest in strategic initiatives to renew the institution, and develop an FY20 budget that requires Board approval in June 2019. This committee will review financial statements to ascertain the College’s position during FY19 including information about significant strategic investments and the anticipated or realized outcomes of those investments. The committee will also review a draft budget for the next fiscal year. The committee members will evaluate the financial plans and results at quarterly committee meetings.

At every board meeting the Chair of the committee, with support from staff, will provide a report on the status of operating and capital budgets and the College’s financial position, significant changes in budget plans or assumptions, and key period-to-period changes. The Chair will recommend agenda items for board approval, such as recommending approval of the annual budget.