

**MEETING OF THE BOARD OF TRUSTEES
OF THE EVERGREEN STATE COLLEGE
May 13-14, 2003**

Trustees Attending:

Sandra Ayesh
Deborah Barnett
Stanley Flemming (May 13 only)
David Lamb (May 14 only)
Karen Lane (May 14 only)
Merritt Long (May 14 only)
Marilee Roloff

Absent: Bill Frank, Jr

Representatives to the Board:

Amy Cook, Faculty Representative
Bonnie Marie, Alumni Representative
Kirk Talmadge, Staff Representative

Staff Present:

Jim Beaver, Director of College Relations
Kate Lykins Brown, Public Information Officer
John Carmichael, Administrative Assistant to the President/Recording Secretary
to the Board of Trustees
Art Costantino, Vice President for Student Affairs
Laura Coughlin, Institutional Research
Lin Crowley, Media Services
Ann Daley, Vice President for Finance and Administration
Paul Gallegos, Special Assistant for Equal Opportunity
Michel George, Director of Facilities Services
Edie Harding, Director of Governmental Relations
Lee Hoemann, Executive Associate to the President
Steve Hunter, Associate Vice President for Enrollment Management
Phyllis Lane, Dean of Student and Academic Support Services
Lee Lytle, Dean of Library Services
Frank McGovern, Vice President for College Advancement and Executive
Director of the Evergreen State College Foundation
Tom Mercado, Director of Student Activities
Walter Niemiec, Associate Vice President for Academic Affairs
Collin Orr, Special Assistant to the Vice President for Finance & Administration
Thomas L. Purce, President
Enrique Riveros-Schäfer, Vice President for Academic Affairs and Provost
Mike Segawa, Director of Housing
Steve Trotter, Executive Director of Operational Planning and Budget
Bill Zaugg, Administrative Assistant for Budget

Others Attending:

John Cary, MEChA
Howard Fischer, Senior Assistant Attorney General
Jon Gates, *Slightly West*
Leon Smith, Students at Evergreen for Ecological Development
Inti Tapia, MEChA
Tim Welch, Washington Federation of State Employees

Tuesday, May 13, 2003

Chair Flemming called the meeting to order at 10:02 a.m. at The Evergreen State College, Olympia with Trustees Flemming, Barnett, Roloff, and Ayesh present.

Student Life Report

Vice President for Student Affairs, Art Costantino introduced Associate Vice President for Enrollment Management Steve Hunter and Research Associate Laura Coughlan. Dr. Costantino discussed assessment work in student affairs and methods for identifying other institutions that could be used for benchmarking.

Dr. Costantino presented data on Evergreen's undergraduate admissions rate. Evergreen admitted 88 percent of applicants for fall 2002. The rate over the past seven years has ranged from 85 percent to 95 percent. Evergreen's varying admissions rate is in part caused by changing the date for closing admissions. Later closing dates result in large pools of applicants and lower admissions rates. Some college guidebooks regard a low admissions rate as a mark of a high-quality institution. The University of Washington's admissions rate for 2002 was 58 percent. Western Washington University admitted 73 percent of applicants. Dr. Costantino said that Evergreen spends \$681 on recruitment for each student enrolled, which is higher than the average public college, but lower than the average private college.

Dr. Costantino reviewed student retention data previously presented to the board and discussed cost of attendance and financial aid. On average, for resident students, the college provides financial aid to cover two-thirds of the cost of attendance. Half of that aid is in the form of grants. For non-resident students, the college provides aid to cover one-half the cost of attendance on average. Eighty percent of that aid is in the form of loans. Eighty percent of non-resident students receive financial aid; 40 percent of resident students receive aid. Mr. Hunter spoke about the competition Evergreen faces from other institutions when packaging financial aid offers.

Dr. Costantino described findings from the National Survey of Student Engagement (NSSE), highlighting the survey's benchmarks for student life: "Enriching Educational Experiences" and "Supportive Campus." The survey allows some benchmarking with other liberal arts institutions. Dr. Costantino said that the survey found that Evergreen students are less likely to participate in co-curricular activities than students at other institutions, perhaps because many of the functions that are co-curricular at other institutions are embedded in Evergreen's academic programs. Evergreen students are more likely to participate in serious conversations with students of different religious beliefs, political opinions or personal values, according to the survey. Dr. Costantino reported that the college compares favorably to other institutions on measures of the quality of student relationships with faculty and with administrative staff and on overall satisfaction. Trustee Roloff noted that freshmen on the survey were likely to report plans to take a foreign language, but seniors in the survey were less likely to report having taken a language. Ms. Coughlan said that since the college began administering the NSSE survey, improvement has been seen in several areas.

Vice President Art Costantino invited Director of Student Activities Tom Mercado to give a brief update on Student Activities. Mr. Mercado introduced Leon Smith, with Students at Evergreen for Ecological Design; Jon Gates, with *Slightly West* literary magazine; and John Cary and Inti Tapia with MEChA. Mr. Smith described his group's work to organize and host an annual sustainable living conference and his work to design a new play area in conjunction with the renovation and expansion of the campus children's center. Mr. Cary described MEChA's activities this year, which include involvement in activities regionally and nationally and hosting speakers on campus such as Dolores Huerta, co-founder of the United Farm Workers. Mr. Gates displayed previous issues of *Slightly West* and discussed ways in which the design of the magazine has improved in recent years. Mr. Mercado that the Services and Activities Fee Allocation Board has worked late into the night to develop its allocation plan for 2003-2005. The recommendation which the Board of Trustees will be asked to approve in June will have no fee increase for the first year of the biennium and a five percent fee increase in the second year.

Staff Representative

President Purce introduced the new staff representative to the board, Kirk Talmadge. Mr. Talmadge is a campus police officer, a union steward, and an Evergreen alumnus.

Legislative Update

Director of Government Relations Edie Harding reported on recent legislative activity. Ms. Harding compared the House and Senate versions of the operating budget. She also compared the House and Senate versions of the capital budget. The Senate version of the capital budget would provide Evergreen with \$38.6 million compared to \$28.5 million in the House version. Ms. Harding also discussed the status of several bills affecting higher education. These bills include measures that would provide trustees with limited tuition-setting authority, affect students with more credits than necessary to graduate and expand the definition of residency for undocumented students.

Budget Work Session

Executive Director for Operational Planning and Budget Steve Trotter described the work of the College Budget Council (CBC), which is charged with providing a recommendation to the president for balancing the college's budget. The CBC's deliberations relied on information provided from other groups, including the Core Values Group, the Financial Futures Group and the President and Vice Presidents. In the absence of a final legislative budget, the CBC used the Senate's version of the operating budget to make initial assumptions regarding legislative budget reductions and tuition increases. Assumed legislative reductions combined with unavoidable cost increases would result in an overall operating budget reduction of \$2.7 million for 2003-2004 and \$4.5 million in 2004-2005.

Mr. Trotter described the current thinking of the CBC, based on the information presently available. The CBC proposed implementing the proposals of the Financial Futures Group to purchase computer equipment more efficiently, to increase conference services activities, and to accept web payments with convenience fees. In addition, the CBC would propose working to increase the proportion of non-resident students to at least 23 percent in the next year, partially making up for the revenue shortfall that occurs when the college enrolls less than 25 percent non-resident students. Based on the Senate's budget, the CBC would recommend increasing tuition 9 percent each year to offset budget reductions and making a proportional increase to the college's financial aid. The CBC would recommend using one-time reserves to make up the remaining shortfall for the first year of the biennium. In the second year, a budget reduction of \$528,904 would be required, assuming that the Financial Futures Group's recommendations yield a similar amount in new revenue.

Collective Bargaining

Vice President Ann Daley presented a recommendation for conducting collective bargaining under the terms of the 2002 civil service reform act. Ms. Daley recommended that the trustees authorize the president to negotiate an agreement with the governor's Office of Labor Relations to represent the college in collective bargaining. Ms. Daley said that the other four-year higher education institutions have indicated that they will bargain locally, but that the majority of two-year colleges have indicated that they will bargain through the Office of Labor Relations. In support of this recommendation, Ms. Daley cited the college's location at the seat of government and the limited resources available at the college to support bargaining. Points to be resolved in negotiating an interagency agreement include precise cost, the process for representation and decision-making, and the duration of the agreement.

Public Comment

Lin Crowley, a union steward and staff member in the media services area, introduced union members Alexander Mar and Linda Mae and Tim Welch, Public Affairs Director for the Washington Federation of State Employees. Mr. Welch said that the union at Evergreen had surveyed its members to determine their preferred method of bargaining. Nine members preferred to have Evergreen bargain locally; 15

preferred bargaining as part of a coalition of other institutions; and 49 preferred bargaining through the Office of Labor Relations.

Review of Board Goals

Dr. Flemming reviewed the board's goals for the year and noted that the goal to make a decision regarding collective bargaining was close to completion.

Wednesday, May 14, 2003

Trustee Barnett called the meeting to order at 9:03 a.m. with Trustees Barnett and Roloff present.

Introduction

President Purce introduced Ken Holstein, the college's new Associate Vice President for Human Resources. President Purce and Vice President Daley expressed thanks to Lee Hoemann for serving as Interim Director of Human Resources and to the Human Resources staff.

Capital Projects update

Director of Facilities Michel George described progress on capital projects. For the Seminar II project, he reported that the college is negotiating the final building schedule with DPR, the contractor. Mr. George said that he is monitoring the project especially closely since DPR has announced that they intend to cease doing business in Washington State. He expects that the building will be ready for occupancy for Winter quarter 2004 as scheduled. The precise plan for occupying the building will depend on funding in the legislative capital budget. For the renovation and expansion of the Campus Children's Center, Mr. George reported that minor site issues had been resolved and foundation work begun. He also reported that replacement of the Evans Library Building roof is scheduled to be completed before Commencement.

Capital Budget Planning

Mr. George reviewed the college's ten-year capital plan and compared the college's capital budget request for the 2003-2005 biennium to the Governor's request and the House and Senate versions of the capital budget. Mr. George said that after a long period of relatively modest capital projects, the college currently has a significant stake in the state's capital program. Finally, Mr. George reviewed a possible schedule of projects and board approvals, assuming that the college's capital request is funded. If the renovation of the Evans Library Building is funded, the college will need to decide whether to manage the project in the traditional design/bid/build fashion, or whether to use the "GC/CM" process, which would allow the college to hire both the architect and contractor before completing the final schematic design for the project.

Interim Reaccreditation visit planning

Provost Enrique Riveros-Schäfer and Interim Dean Susan Fiksdal described work on the college's report to the Northwest Commission on Colleges in preparation for the five-year interim reaccreditation visit scheduled for fall 2003. Dr. Riveros-Schäfer said he is working with Dr. Fiksdal to complete the report during Dean Brian Price's leave. He said that the report reflected the college's vigorous response to the recommendations the commission made during their 1998 visit. Dr. Fiksdal said that highlights of the college's work to address the commission's recommendations regarding general education include the increased credit limit, resources made available for faculty planning time and new assessment tools. She asked the trustees to provide any comments on the draft report by May 22.

Super Saturday update

Vice President Art Costantino and Director of College Relations Jim Beaver introduced Shelly Calkins, of the Calkins Group. Dr. Costantino said the 25th annual Super Saturday would be held on June 14. In response to the comments made by the event coordinators following last year's festival, the college has

contracted with Ms. Calkins to manage the event, under the direction of the college's coordinating committee. Dr. Costantino said that the group is working to improve the financial viability of the event and to do a better job of highlighting the college as part of the event. Ms. Calkins described new elements that will be included this year, including a skateboard competition, roving musicians, and the return of a beer garden in a new location and format.

President's report

President Purce asked Vice President McGovern to report on foundation activities. Mr. McGovern said that the Board of Governors is reviewing the agreement between the foundation and college, which expires later in the year. He said that the Trustees would be asked to approve a new agreement in June. The endowment has lost 13 percent of its value due to stock market losses. He said that gifts to the Annual Fund are within \$6,000 of the goal for the year. He reported that the College Budget Council has recommended setting aside funds to modernize the phone-athon equipment.

President Purce reviewed significant events since the March board meeting. He said that at a recent Board of Governors meeting, he discussed the need for a capital campaign to increase the level of giving to the college. President Purce reported that he had begun to discuss the idea of a campaign with friends of the college who could provide leadership for this effort.

President Purce said that Vice President Costantino has completed his review of the college's policy on arming of police officers and recommended revising the policy to allow officers to carry firearms at all times. President Purce said that he expects to reach a decision within the next week.

Break

The board recessed for lunch. Trustee Barnett called the meeting to order at 1:35 p.m. and determined that a quorum was present with Trustees Ayesch, Barnett, Lamb, Lane (by phone), Long (by phone) and Roloff attending.

Nominations for Faculty Emeritus

Provost Enrique Riveros-Schafer on behalf of the faculty recommended that the board confer the title of Emeritus Member of the Faculty on Justino Bladeramma, Tom Foote, Patricia Labine, David Milne and Dean Olson.

Motion
#5-01-03 Ms. Roloff made a motion to adopt Resolution 2003-05 (attached) conferring the title of Emeritus Member of the Faculty on Justino Balderamma. The motion was seconded by Mr. Lamb and passed on a voice vote.

Motion
#5-02-03 Mr. Lamb made a motion to adopt Resolution 2003-06 (attached) conferring the title of Emeritus Member of the Faculty on Thomas H. Foote. The motion was seconded by Ms. Roloff and passed on a voice vote.

Motion
#5-03-03 Ms. Roloff made a motion to adopt Resolution 2003-07 (attached) conferring the title of Emeritus Member of the Faculty on Patricia Labine. The motion was seconded by Mr. Lamb and passed on a voice vote.

Motion
#5-04-03 Ms. Roloff made a motion to adopt Resolution 2003-08 (attached) conferring the title of Emeritus Member of the Faculty on David H. Milne. The motion was seconded by Mr. Lamb and passed on a voice vote.

Motion Ms. Roloff made a motion to adopt Resolution 2003-09 (attached) conferring the title of
#5-05-03 Emeritus Member of the Faculty on Dean F. Olson. The motion was seconded by Ms. Ayesha and passed on a voice vote.

As each title was conferred, Provost Enrique Riveros-Schafer presented a gift and Trustee Barnett invited the Emeritus Faculty to say a few words.

Collective Bargaining

Vice President Ann Daley restated the recommendation that she presented to the board on the previous day.

Motion Ms. Roloff made a motion to authorize the president or his designee to negotiate an
#5-06-03 interagency agreement with the governor's Office of Labor Relations whereby the Office of Labor Relations will negotiate a master agreement on behalf of the college with the Washington Federation of State Employees, the agreement to be limited to a term of four years and to ensure adequate college representation in the negotiation. The motion was seconded by Mr. Lamb and passed on a voice vote.

Housing Rate Increase

Vice President Art Costantino and Director of Housing Mike Segawa reviewed the staff's recommendation for a Housing rate increase, which was first presented to the board at the March meeting. Dr. Costantino re-stated the recommendation to increase housing rates by an average of five percent for 2003-2004 and again by five percent for 2004-2005.

Motion Mr. Lamb made a motion to approve a housing rental rate increase averaging five
#5-07-03 percent in 2003-2004 and five percent in 2004-2005, the actual adjustment to vary depending on the type of room and contract. The motion was seconded by Ms. Roloff and passed on a voice vote.

Acceptance of Audited Financial Statement

Vice President Ann Daley recommended that the board accept the audited financial statements for fiscal year 2002 as presented. Ms. Daley said that this was the first statement prepared under the new government accounting standards, which change the format of the financial documents. For that reason, the previous year's financial statements are not presented for comparison. Under the new accounting standard, the state appropriation to the college is not shown as operating revenue.

Motion Ms. Roloff made a motion to accept the audited financial statements. The motion was
#5-08-03 seconded by Ms. Ayesha and passed on a voice vote.

Acceptance of meeting minutes

Motion Mr. Long made a motion to approve the minutes of the March 11-12, 2003 board
#5-09-03 meeting as presented. The motion was seconded by Mr. Lamb and passed on a voice vote.

Report from the Board Chair

On behalf of the board chair, Trustee Long reported that he had been asked to form a nominating committee to propose board officers for the next year.

Report from the Student Trustee

Ms. Barnett invited Ms. Ayesh to provide a report to the board. Ms. Ayesh said that graduating seniors are making arrangements for commencement.

Report from the Alumni Representative

Ms. Barnett invited Bonnie Marie to report as alumni representative. Ms. Marie said that the alumni board has been active, awarding two grants to alumni, cooperating in the planning for the legislative Higher Education day, reviewing scholarship applications and raising money through the sale of student "survival kits." Ms. Marie described the alumni board's work to prepare for the Greener Oasis beer garden at Super Saturday. She commended the alumni board for the work accomplished in the absence of a Director of Alumni Affairs and said that the search for a new alumni director is underway.

Report from the Faculty Representative

Ms. Barnett invited Amy Cook to report as faculty representative. Dr. Cook said that the faculty began the year concerned about the campus communication regarding the college's budget planning process. The faculty agenda committee made improving budget communication a focus of their work for the year, and Ms. Cook said that the committee felt that this work had been successful.

Report from the Staff Representative

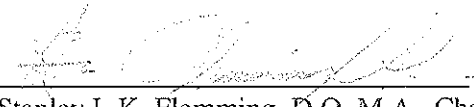
Ms. Barnett invited Kirk Talmadge to give his first report as staff representative. Mr. Talmadge said he looked forward to the year ahead. He said that the union is working on developing lines of communication to stay in touch with grass roots membership.

Public Comment

Ms. Barnett invited public comment. Austin Kelley, an alumnus requested time with the board to discuss his concerns about a pattern of misconduct by administrators at the college that constitutes malfeasance. He said that he believed the board has not been fully briefed on this issue. He also asked the board to recommend that The Evergreen State College Foundation conduct itself as an open public entity and adhere to the various sunshine laws that the state of Washington has passed, and specifically that the Foundation disclose its history of investments. Finally, he asked that the board recommend that the Foundation adopt clear cut and stringent standards of socially responsible investment, perhaps in consultation with a school-based committee.

Adjournment

Ms. Barnett adjourned the meeting at 2:45 p.m.


Stanley L.K. Flemming, D.O., M.A., Chair


Marilee K. Roloff, Secretary

Attachments: Resolutions 2003-05 through 2003-09, conferring the title of Emeritus Member of the Faculty

THE BOARD OF TRUSTEES OF
THE EVERGREEN STATE COLLEGE
Resolution No. 2003-05
Conferring Emeritus Status
Upon

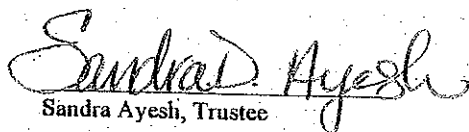
Justino Balderrama

UPON UNANIMOUS RECOMMENDATION of the Faculty of
The Evergreen State College, and

IN RECOGNITION of his 19 years of outstanding service to The Evergreen State College as a Member of the Faculty, teaching at both the Vancouver and Olympia campuses; his many years of dedicated, community-centered social work; his research and expertise in creating curriculum around issues of diversity as well as crime and violence; his effectiveness at empowering students to think for themselves; and his meticulous preparation for each program;

IN APPRECIATION of his inspiring students to be life-long learners; his extremely wide range of interests and interdisciplinary approach to issues; his humor, his use of paradox as a way of teaching; and his creativity and resourcefulness;

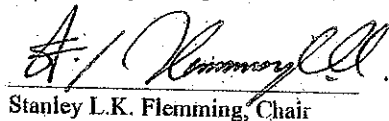
THE BOARD OF TRUSTEES does hereby confer the title of Emeritus Member of the Faculty upon Justino Balderrama, with all the rights and privileges pertaining thereto.

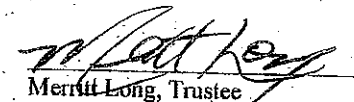

Sandra Ayesh, Trustee

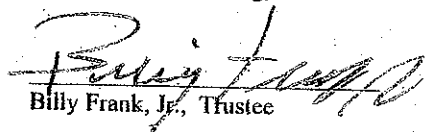

David E. Lamb, Trustee

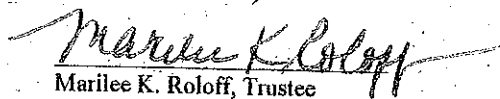

Deb Barnett, Trustee


Karen E. Lane, Trustee

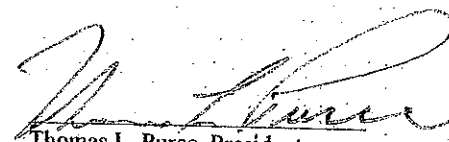

Stanley L.K. Flemming, Chair


Merritt Long, Trustee


Billy Frank, Jr., Trustee


Marilee K. Roloff, Trustee




Thomas L. Purce, President
DATED this 14th day of May, 2003

THE BOARD OF TRUSTEES OF
THE EVERGREEN STATE COLLEGE
Resolution No. 2003-06
Conferring Emeritus Status
Upon

Thomas H. Foote

UPON UNANIMOUS RECOMMENDATION of the Faculty of
The Evergreen State College, and

IN RECOGNITION of his 31 years of extraordinary service to The Evergreen State College as a Member of the Faculty; his receiving the Burlington Northern Faculty Achievement Award for his work in the Mass Media and Popular Culture program, his work in music, Quebec culture, and fiction and nonfiction writing; his long-standing radio show on KAOS; his skill as a falconer; and his outstanding success in curricular and pedagogical innovation;

IN APPRECIATION of his dedication as a life-long learner; his tremendous kindness and advising skills with students; his humor; his commitment to the rights of people with disabilities; his talent for playing the banjo, guitar and dobro; and, his nickname as "Evergreen's Mr. Country Western";

THE BOARD OF TRUSTEES does hereby confer the title of Emeritus Member of the Faculty upon Thomas H. Foote, with all the rights and privileges pertaining thereto.

Sandra D. Ayesh
Sandra Ayesh, Trustee

David E. Lamb
David E. Lamb, Trustee

Deb Barnett
Deb Barnett, Trustee

Karen E. Lane
Karen E. Lane, Trustee

Stanley L.K. Flemining
Stanley L.K. Flemining, Chair

Merritt Long
Merritt Long, Trustee

Billy Frank, Jr.
Billy Frank, Jr., Trustee

Marilee K. Roloff
Marilee K. Roloff, Trustee



Thomas L. Purce
Thomas L. Purce, President
DATED this 14th day of May, 2003

THE BOARD OF TRUSTEES OF
THE EVERGREEN STATE COLLEGE

Resolution No. 2003-07
Conferring Emeritus Status
Upon

Patricia Labine

UPON UNANIMOUS RECOMMENDATION of the Faculty of
The Evergreen State College, and

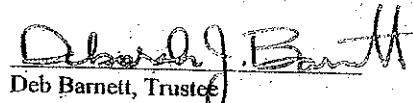
IN RECOGNITION of her 22 years of outstanding service to The Evergreen State College as a Member of the Faculty; her role as the stalwart for the Ecological Agriculture Program; her teaching at all levels of the curriculum including Introduction to, and Advanced, Environmental Science and Political Economy; her work as faculty and coordinator of the Urban and Environmental Studies Program at William James College and her teaching at Williams College; and her Post-doctoral Fellowship at the National Institutes of Health;

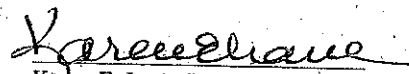
IN APPRECIATION of her love of dogs, chickens and nunsies; her dedication to teaching; her great interest in, and affection for, her students; her outstanding field trips; her nickname, "Eco/Ag Sheepdog"; and her nurturing a generation of students who have become farmers, nursery owners, gardeners, and activists;

THE BOARD OF TRUSTEES does hereby confer the title of Emeritus Member of the Faculty upon Patricia Labine, with all the rights and privileges pertaining thereto.


Sandra Ayesh, Trustee

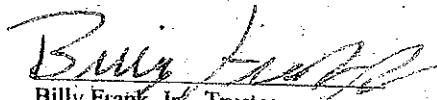

David E. Lamb, Trustee

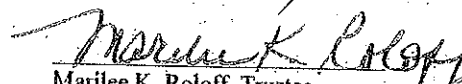

Deb Barnett, Trustee


Karen E. Lane, Trustee

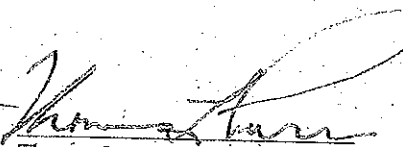

Stanley L.K. Flemming, Chair


Merritt Long, Trustee


Billy Frank, Jr., Trustee


Marilee K. Roloff, Trustee




Thomas L. Purce, President
DATED this 14th day of May, 2003

THE BOARD OF TRUSTEES OF
THE EVERGREEN STATE COLLEGE
Resolution No. 2003-08
Conferring Emeritus Status
Upon

David H. Milne

UPON UNANIMOUS RECOMMENDATION of the Faculty of
The Evergreen State College, and

IN RECOGNITION of his 30 years of exceptional service to The Evergreen State College as a Member of the Faculty who worked at all levels of the curriculum with more than 30 teaching partners; as an author and contributor of *Evolution of Complex & Higher Organisms* (1985), *Oceanography: An Instruction* (1989), *Marine Life and the Sea* (1995), and six science workbooks for grades 3 to 9 for the NASA *Life in the Universe* project (1995);

IN APPRECIATION of his enthusiasm; his passion for the biological world; the force of his commitment to research and teaching; his knowledge and curiosity; his wonderful humor; and his talent for writing student evaluations;

THE BOARD OF TRUSTEES does hereby confer the title of Emeritus Member of the Faculty upon David H. Milne, with all the rights and privileges pertaining thereto.

Sandra D. Ayesh
Sandra Ayesh, Trustee

Deb Barnett
Deb Barnett, Trustee

Stanley L.K. Flemming
Stanley L.K. Flemming, Chair

Billy Frank, Jr.
Billy Frank, Jr., Trustee

David E. Lamb
David E. Lamb, Trustee

Karen E. Lane
Karen E. Lane, Trustee

Merrill Long
Merrill Long, Trustee

Marilee K. Roloff
Marilee K. Roloff, Trustee



Thomas L. Purce
Thomas L. Purce, President
DATED this 14th day of May, 2003

THE BOARD OF TRUSTEES OF
THE EVERGREEN STATE COLLEGE
Resolution No. 2003-09
Conferring Emeritus Status
Upon

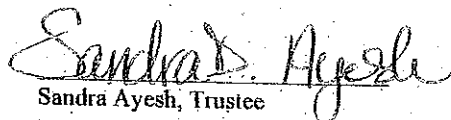
Dean F. Olson

UPON UNANIMOUS RECOMMENDATION of the Faculty of
The Evergreen State College, and

IN RECOGNITION of his 15 years of exemplary service to The Evergreen State College as a Member of the Faculty; his 15 years of prior teaching at the University of Alaska, the Chinese University of Hong Kong and the University of Calgary; his work in the private sector as Chief Executive Officer for a new Alaska Native regional corporation; his writing two text books and many professional articles on small business finance, strategic planning and economic development issues; and his nine years as a dedicated skipper of the Seawulff and Resolute;

IN APPRECIATION of his teaching Maritime Cultural Studies and Business, Society and Ethics; his wonderful concentration and commitment to teaching; his commitment to high standards of preparation and openness to the values of difference; his playful nature; and the legacy of his daughter, Toska Olson, who is teaching at Evergreen as a continuing Member of the Faculty in sociology;

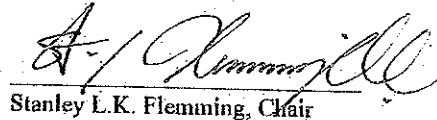
THE BOARD OF TRUSTEES does hereby confer the title of Emeritus Member of the Faculty upon Dean F. Olson, with all the rights and privileges pertaining thereto.


Sandra Ayesh, Trustee

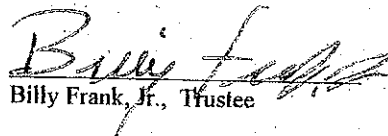

David E. Lamb, Trustee


Deb Barnett, Trustee


Karen E. Lane, Trustee



Stanley L.K. Flemming, Chair


Merritt Long, Trustee


Billy Frank, Jr., Trustee


Marilee K. Roloff, Trustee




Thomas L. Purce, President
DATED this 14th day of May, 2003