

MEETING OF THE BOARD OF TRUSTEES  
OF THE EVERGREEN STATE COLLEGE

Wednesday, April 12, 1989  
Daniel J. Evans Library  
Olympia, Washington

Trustees Attending:

Kay Boyd (work session only)  
Herbert Gelman  
George E. Mante  
Richard S. Page  
William T. Robinson  
David K. Y. Tang  
Allan M. Weinstein

Representatives  
to the Board  
Present:

Jeanne Hahn, Faculty  
Janine Thome, Alum

Staff Present:

Rita Brackenbush, Administrative Assistant to the  
President  
Ron Cheatham, Director of Recreation & Athletics  
Kathleen Garcia, Executive Assistant to the President  
Burt Guttman, Member of the Faculty  
Patrick Hill, Vice President and Provost  
Jennifer Jaech, Assistant to the President for  
Governmental Relations  
Mas Jones, Internal Auditor  
Gail Martin, Vice President for Student Services  
Joseph Olander, President  
Les Purce, Vice President for College Advancement  
Oscar Soule, Member of the Faculty  
Steve Trotter, Budget Officer  
Mike Wark, Information Specialist  
Ken Winkley, Vice President for Finance &  
Administration

Others Attending:

Mike Grant, Assistant Attorney General  
Matt Green, Student  
Mario Flores, Student

The Board met in a work session at 11:00 AM. Jon Collier, Stone Thomas and Ken Winkley reviewed the College Activities Phase II project. This project will provide student office space in the College Activities Building and vacate approximately nineteen offices on the third floor of the Library building for the academic program. Tax reform was also discussed.

The regular meeting was called to order by Chairman Tang at 1:38 PM. Vice President Martin introduced Ron Cheatham, newly appointed Director of Recreation and Athletics.

**CHAIRMAN'S/PRESIDENT'S REPORT**

Chairman Tang expressed appreciation for the continuing effort to provide an opportunity for trustees and faculty to talk over lunch about curriculum and other College issues. He shared with other Trustees three reports faculty had given him on public issues prepared by Evergreen students.

President Olander discussed (1) graffiti on campus; (2) an agreement with President Mortimer of WWU to exchange positions for a week some time during the 1989-90 academic year (and perhaps a Board exchange also); (3) the appointment of a Phase II Strategic Planning Council to look at the plan, refine it and make implementation recommendations; and (4) a comparison of the 1989-91 biennial operating budget, which he distributed and described in detail. Jennifer Jaech commented that, as of today, there is a House II budget. She mentioned that the capital budget process was to begin today also.

**OTHER BUSINESS AND INFORMATION****Legislative Report**

Ms. Jaech updated Trustees on the graduate tuition bill. She mentioned a compromise bill which will prevent the 65% increase in tuition that current law would impose. She discussed also a building fee measure (which currently accounts for 7% of tuition). This bill would increase the percentage of tuition going to the building fee (not an increase in tuition). It would also give Trustees and Regents the option of imposing a building fee surcharge on tuition. She reminded Trustees that Evergreen is the only senior institution which does not receive any timber revenues.

**APPROVAL OF MINUTES - Action**

Motion 89-11 Mr. Gelman moved approval of the minutes of the March 8 meeting continued to March 10, with a correction to a typographical error in Motion 89-07. Seconded by Mr. Weinstein and passed as corrected.

**APPROVAL OF ROLE AND MISSION STATEMENT - Action**

Chairman Tang commended President Olander and his staff for their work in crafting a role and mission statement reflecting a state-wide mission.

Motion 89-12 Mr. Page moved approval of the attached role and mission statement adopted by the Higher Education Coordinating Board on March 13, 1989. Seconded by Mr. Mante and passed.

**HOUSING RENTAL RATE INCREASE - Action**

Vice President Martin recommended approval of a housing rental rate increase averaging 5%. As a result of notifying students of this proposed increase, there were no negative comments received.

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Motion  
89-13

Mr. Robinson moved approval of a housing rental rate increase averaging 5% in order to continue the current level of service to students and to continue maintenance of the existing infrastructure. Seconded by Mr. Mante and passed.

**OTHER BUSINESS AND INFORMATION - Continued**Slide Presentation on China

Faculty Member Oscar Soule showed slides and discussed his experiences of last summer in Beijing, China, as a faculty representative of Evergreen (part of a program sponsored by Evergreen and the American Institute of Foreign Study). He presented President Olander with a medal from the Beijing Language Institute.

Update on Academy XIII

Vice President Purce introduced Peter Dodds who is the Director of the U. S. Olympic Academy XIII, which will take place on Evergreen's campus June 21 - 24, 1989. Mr. Dodds discussed the Olympic movement in general and the U. S. Olympic Academy in particular. He distributed an Academy brochure/registration form and invited Trustee participation. The final day of the conference includes a dedication of the permanent U. S. Olympic Academy (which is to be located in Olympia) and a reception in the capitol rotunda for Washington athletes. There will be people attending the conference from five continents. Chairman Tang thanked President Olander for his role in the siting of the permanent Academy in Olympia and in the designation of Evergreen as the site of Academy XIII.

Report on Grievance and Appeal Policy

Trustee Gelman discussed proposed changes to WAC 174-120. These recommended changes incorporate suggestions received from students, staff and faculty during two review sessions held by Trustees Boyd and Gelman for the purpose of gathering comments. He went through the policy, explained the changes and reviewed responses from Attorney General Mike Grant to questions he and Trustee Boyd had. Trustee Gelman recommended a review of the policy two years after it is adopted. Mike Grant addressed the issue of timing, mentioning specifically proposed changes anticipated in APA procedure in July. An agreed upon draft would have to go to the code reviser by April 19 in order for Trustees to act on May 23.

Questions arose involving the definition of College community, the constituency and number of hearing board members, the relationship of the faculty policy to this policy, the definition of trier of fact, the appeal of the final decision of the agency, etc.

Student Matt Green thanked the Board for the time they have invested in these revisions and pointed out problems he observed: (1) the trier of fact should be the hearing board only; (2) the section spelling out "other sanctions" should be eliminated to allow creativity; and (3) the wording of



the social contract has been changed. Student Mario Flores would like to see the same procedures applied to students also applied to faculty. He mentioned his personal grievance against the members of the governance team in having put into force a significantly different document than the one written by the students. He intends at a later point in time to ask Trustees to set aside the governance document.

Trustees suggested further discussion at next month's work session. Trustee Page asked that other proposed amendments be in writing prior to the next meeting.

#### Mid-Contract Termination with Adequate Cause Policy

Patrick Hill and Burt Guttman (representing the faculty on this issue) reviewed changes in the mid-contract termination with adequate cause policy since Trustees last reviewed it. Provost Hill indicated that an item needing discussion is the listing of violations of standards. He also called to Trustee attention an inadvertent omission of a sentence in the standards of performance and conduct section, regarding invoking sanctions for certain illegal acts if they "directly, materially and substantially interfere with the mission and functions of the College." Trustees expressed concern over the wording of the omitted statement and concern about the point at which the policy is triggered. Trustee Page suggested some substitute language. Another unresolved issue is the determination of who pays for the administrative law judge (College, faculty, or shared cost). The Trustees, following advice of Mike Grant, judged that a sharing of the costs would endanger due process for the faculty. Another option is a formal hearing without the administrative law judge. Provost Hill urged that a policy be adopted, keeping in mind that it can be changed at a later date. Trustees Page and Robinson agreed with this approach. Faculty member Burt Guttman and Provost Hill will take Trustee comments and concerns to the faculty.

#### Library Faculty Reappointment Policy

Provost Hill briefly explained the library faculty reappointment policy which parallels the faculty reappointment policy.

#### Modification of Faculty Reappointment Policy

Provost Hill discussed proposed policy changes to the faculty reappointment policy which have been unanimously approved by the faculty and the deans. These changes allow the College to offer a provisional three-year contract at the point of employment for inexperienced faculty, allowing for two full years of teaching (as opposed to four quarters) before a judgment about a property interest would have to be made. Trustee Gelman felt that the College should be able to make a judgment about a faculty member after four quarters. After further discussion, President Olander expressed the philosophy that, once major policies are in place, corrective modifications may be desirable and necessary. Trustee Robinson also expressed concern that a hiring mistake would not be rectifiable for a full three years. Because of the one year renewal positions, he isn't convinced the proposed change is necessary.

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Provost Hill felt more informed judgments could be made about giving the property interest to people over a two-year period. President Olander stated he would like to bring the issue back for discussion at a later time.

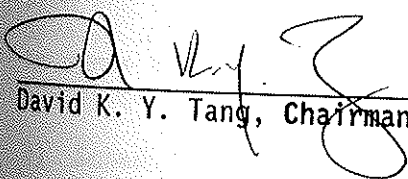
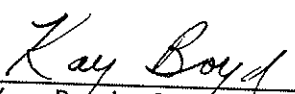
**EXECUTIVE SESSION**

The Board recessed into executive session at 5:30 PM to discuss a lawsuit with the Assistant Attorney General. The regular session reconvened at 5:45 PM.

**DATE OF NEXT MEETING AND ADJOURNMENT**

The May meeting was changed to Tuesday, May 23, and the September meeting to September 20. President Olander introduced the idea of meeting every other month. Trustee Gelman was concerned that, if a Trustee misses a meeting, he or she would be out of contact with the College for four months.

The meeting adjourned at 5:47 PM.

  
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David K. Y. Tang, Chairman  
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Kay Boyd, Secretary

Attachment