

**MEETING OF THE BOARD OF TRUSTEES  
OF THE EVERGREEN STATE COLLEGE**

**Wednesday, December 12, 1990  
Daniel J. Evans Library  
Olympia, Washington**

**Trustees Attending:** Herbert Gelman  
Lila S. Girvin  
Christina A. Meserve  
Constance W. Rice  
John N. Terrey  
Carol Vipperman  
Allan M. Weinstein

**Representatives  
to the Board  
Present:** Dave Howat, Staff  
Jon Martin, Alum  
Rita Pougiales, Faculty

**Staff Present:** Pris Bowerman, Academic Dean  
Jon Collier, College Architect  
Ermelindo Escobedo, Special Assistant to the President  
for Affirmative Action  
Jose Gomez, Academic Dean  
Sandy Hanson, Director of Information Services  
Ken Jacob, Director of Facilities  
Jim Johnson, Director of Computer Services  
Russ Lidman, Vice President and Provost  
Gail Martin, Vice President for Student Services  
Les Purce, Interim President  
Jamil Qureshi, Vice President for Finance and  
Administration  
Rita Sevcik, Administrative Assistant to the President  
Steve Trotter, Budget Officer  
Mike Wark, Information Specialist  
Les Wong, Academic Dean  
Karen Wynkoop, Associate VP for Academic Budget and  
Financial Planning

**Others Attending:** Mike Grant, Assistant Attorney General  
Hugh Moag, Services and Activities Board Coordinator  
See permanent roster for others attending

The meeting was called to order by Chairman Vipperman at 9:30 AM. Trustees immediately convened into a work session consisting of academic presentations. Academic Dean Pris Bowerman discussed Evergreen's curriculum and distributed a list of program offerings for 1990-91 and student enrollments in the specialty areas. She also outlined the role of the faculty and the deans in development of the curriculum. Academic Dean Jose Gomez provided handouts and shared some exciting things happening at the College with international studies. Dean Gomez also informed Trustees that 3.7% of Evergreen's students study abroad (compared to less than 2% at most other institutions).

At approximately 10:30 AM, Trustees recessed into an executive session to discuss presidential search issues. Trustees then attended the all staff and faculty holiday luncheon.

### Public Meeting

Interim President Purce introduced Dave Howat, the new staff representative to the Board; Sandy Hanson, newly appointed Director of Information Services; and Ermelindo Escobedo, the new Special Assistant to the President for Affirmative Action.

Faculty Representative Rita Pougiales reviewed the decision of last year for a group of faculty to meet on a quarterly basis with the Trustees to bring to them issues that are foremost on the faculty's mind. The next meeting will be scheduled in January or February.

### PRESIDENT'S REPORT

Dr. Purce reported briefly on budget, legislative issues, sexual harassment policy, and an interim grievance procedure. He called on Dr. Lidman to review the progress of the Strategic Planning Council. Because the institution will be searching for a Provost and a President, the Council agreed not to make particular recommendations but to provide options and attempt to develop a picture of what the institution thinks about growth, quality of life, multiculturalism/diversity, and visions. He presented the request from the Council to have a Trustee, if possible, attend monthly meetings or provide liaison between the Council and the Board. Trustees will respond later. The Board is interested in working with the Planning Council.

### APPROVAL OF MINUTES - Action

Motion Mr. Gelman moved approval of the minutes of the November 14, 1990  
12/01/90 meeting as submitted. Seconded by Mrs. Girvin and passed.

### APPROVAL OF EXEMPT SALARY INCREASE - Action

Dr. Purce reviewed the staff recommendation of a 6% cost-of-living increase.

Staff responded to Trustee questions.

Motion Dr. Rice moved approval of (1) a 6% cost-of-living increase for  
12/02/90 all eligible exempt employees, beginning January 1, 1991 and (2) approval of the attached exempt salary grid which is increased by 6% over the previously approved schedule. Seconded by Dr. Terrey who moved to amend the motion to include the Interim President. The amendment was seconded by Dr. Rice. Following discussion, Dr. Terrey moved to withdraw his amendment with the understanding that the President's salary would be taken up in an executive session; Dr. Rice moved to withdraw her second of the amendment. The original motion passed.

**APPROVAL OF THE FACULTY SALARY INCREASE - Action**

A revised recommendation was distributed to the Board, replacing the December 4 memo mailed to the Trustees. Karen Wynkoop reviewed the legislative authorization and the administrative recommendation for faculty salaries and for the faculty salary scale for regular, visiting and adjunct faculty.

**Motion** Dr. Rice moved approval for faculty salary increases by an average  
12/03/90 6.4% above the current compensation schedule beginning January 1, 1991. (The 6.4% average raise is reached in two steps. Each faculty member moves up one experience year on the scale in recognition of their academic work during the 1989-90 year. In addition, the entire scale is increased by 4.9%. The amount of increase received by individual faculty members depends on their experience year.) Seconded by Mr. Gelman and passed.

**APPROVAL OF CONSTRUCTION OF COLLEGE ACTIVITIES BUILDING ADDITION/REMODELING (CAB II) - Action**

Vice President Qureshi reviewed the 1981 agreement between the Board of Trustees and the S & A Board allowing student organizations to remain in the office spaces on the third floor of the Library Building until 1991 in recognition of the financial contribution made by the S & A Board to the College's operating budget shortfall. In November, bids were solicited for this project. Two of the thirteen bids received were discussed by the College Architect with the Services and Activities Board.

**S & A Budget Process - Report**

Dr. Qureshi recommended that the agenda be revised to allow time for a report on the S & A budget process, prior to a detailed description of this project, since the project is tied to S & A funding. Hugh Moag, S & A Board Coordinator, described the make-up of the S & A Board and the process used in member selection. One person was added (for a total of ten) to the Board to provide gender equity. The Board S & A recommended approval of building the addition and KAOS remodeling (but not the restrooms addition, the sun screens, the light trays, and the special metal siding).

Jon Collier gave a detailed description of the project with architectural and program presentations. He indicated that the addition and remodeling were designed by the firm of Olson/Sundberg Architects of Seattle. The project provides a 6,440 square foot addition to the College Activities Building for offices space for all the student organizations that are now located in the Library Building and for remodeling of the radio station. The addition is located on the third floor terrace of the building. The shape of the vaulted ceiling and the sunshades were designed in an illumination laboratory with the assistance of Puget Sound Power and Light and Bonneville Power.

Construction is scheduled to begin in January, with completion targeted for the end of June, 1991.

**Motion** Dr. Rice moved approval to proceed with construction of the 6,440  
12/04/90 square foot College Activities Building addition to provide office space for student organizations and for the remodeling of the radio station and delegated authority to the Vice President for Finance and Administration to approve change orders on the project, the total not to exceed the S & A appropriation (\$1,084,003). Seconded by Mrs. Girvin and passed.

(Note: On September 12, 1990, the Trustees approved Resolution No. 90-5 designating certain persons as authorities for contracting for, purchasing and leasing services, and personalty.)

Dr. Qureshi commended Jon Collier for the work he has done on this project, acknowledged the commitment and outstanding work of Hugh Moag and the S & A Board, and thanked Bill Zaugg for his contributions.

#### **DIRECTION TO THE ATTORNEY GENERAL'S OFFICE - Action**

**Motion** Ms. Meserve moved that the Board request the Attorney General's  
12/05/90 Office to defend certain College employees who have been named as defendants in a lawsuit filed in Thurston County Superior Court, entitled "West vs. Russell, et al." The individuals who have requested defense are: Gary Russell, Larry Savage, Kirk Talmadge, Lana Brewster, and Gail Martin. Seconded by Dr. Rice and passed.

Trustee Meserve added that the law provides for the defense of these individuals when an action has been brought against them arising out of the performance of their employment. A review indicates that the actions of these individuals were within the scope of their employment. The ultimate authorization for the defense lies with the Attorney General's office.

#### **OTHER BUSINESS AND EXECUTIVE SESSION**

Trustee Rice asked that the minutes reflect the Board's appreciation of the Interim President, Rita Sevcik, and Donnagene Ward (and staff) for the wonderful holiday celebration, indicating it was a warm and wonderful activity. She expressed the hope that there could be similar activities in the future.

Trustee Gelman expressed special warm greetings for the return of Faculty Member Byron Youtz.

The Board recessed into executive session to discuss personnel matters at 3:00 PM and reconvened the public meeting at approximately 4:30 PM.

#### **PRESIDENTIAL SEARCH PROCESS**

Trustees reconvened to act on an item discussed in executive session. Chair Vipperman stated that it is important to the Trustees to hear from the entire community about what they feel is important in terms of looking at the new president and the process by which a president is chosen. The Board will not make any long-term decisions without that kind of input.

The Board would like to see a new president in place not later than July 1, 1992.

Motion  
12/06/90

Dr. Rice moved to charge a DTF to commence its work the week of January 21 to make recommendations to the Board about the following items:

- 1) In their minds the tasks and challenges that are facing TESC in the 90's.
- 2) The qualities and traits that a president will need to have to be able to face and manage those tasks and challenges.
- 3) Whatever potential involvement the DTF thinks is important in terms of involving a consultant in a search.
- 4) What recommendations they perceive on the constitution of a search committee--the elements of who should be on that committee in terms of different constituencies.
- 5) Ultimately, some recommendation on the elements they perceive as important to be included in a job description.

The DTF should be composed of the following segments:

3 members from the faculty  
3 members from the staff (to include one at least from administration)  
2 non-voting members from the Board of Trustees  
2 members from the external community  
2 alumni members  
2 students members  
affirmative action officer as ex officio

Staff work in terms of clerical support will be provided by President's office. The DTF will be expected to elect a chair.

Trustees would like a report of these recommendations be given to Board by March 12.

Anyone who serves on DTF will not be considered a potential member for the search committee.

When recommendations are given to the Board at its March meeting, the Board will review the recommendations and will then appoint a search committee and will share elements of these recommendations to the search committee so they can begin development of a job description which they will bring to the Board for final approval and begin the process from there.

Seconded by John Terrey and passed.

**ADJOURNMENT**

The meeting adjourned at 4:33 PM.

  
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Carol Vipperman, Chair

  
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Lila S. Girvin, Secretary

Attachment