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

DECEMBER 13, 1995

**Daniel J. Evans Library, Room 3112
Olympia, Washington 98505**

Trustees Attending:	Lila S. Girvin Dwight Imanaka Ed Kelly Christina A. Meserve John N. Terrey Carol Vipperman	Excused Absence:	Frederick T. Haley
Representative to Board:	Pete Sinclair, Faculty		
Staff Present:	Art Costantino, Vice President for Student Affairs Virginia Darney, Academic Dean Wade Davis, Controller Jeanne Hahn, Member of the Faculty Lee Hoemann, Executive Associate to the President Steve Hunter, Director of Institutional Research Jane Jervis, President Barbara Leigh Smith, Vice President for Academic Affairs and Provost Neil McClanahan, Interim Director of Public Safety Nancy McKinney, Special Assistant to the Executive Vice President Kim Merriman, Assistant to the President for Governmental Relations Rita Sevcik, Administrative Assistant to the President/Recording Secretary to Board of Trustees Pete Taylor, Member of the Faculty Steve Trotter, Budget Officer See permanent roster for others attending		
Others Attending:	Jan Frickelton, Assistant Attorney General		

DECEMBER 12 BOARD RETREAT

The *Retreat* was convened at approximately 9:12 AM by Chair Kelly.

Campus Master Plan

Nancy McKinney informed the Board that the process of updating the campus master plan (called for in the strategic plan) will begin next year. Ms. McKinney identified some of the elements in this process: the ten-year capital budget request, the co-location requests, the issue of location of the President's Residence, issues of growth, and space utilization. Steve Trotter discussed elements of the master plan that continue to drive the College's capital planning (clustering of buildings, encouraging pedestrian-only traffic on campus, incremental construction of buildings. He also clarified additional long-range planning issues -- efficiency of space utilization and maintenance of the environment of the 700 undeveloped acres. In response to a question from the Chair, President Jervis related some of the conversation and problems associated with the current location of the President's Residence. Trustees

expressed the hope that the master planning update effort will evaluate the issues surrounding the existing Residence.

Tenure

President Jervis set the context for this discussion, indicating the faculty has been working on a revision to the faculty reappointment policy. The faculty does not yet have an agreed upon proposal. Provost Smith reviewed the national tenure debate -- why tenure exists.

John Cushing reviewed the history of the reappointment policy at Evergreen and explained why the tenure discussion at Evergreen is different from discussions at other institutions (the curriculum planning is decentralized and has an emphasis on interdisciplinary teaching and on teaching rather than scholarly work, and Evergreen has no departmental structures or chairs). Evergreen made the initial choice not to have tenure. In 1971, a disappearing task force proposed a contractual system which had two important characteristics -- no one would be separated from the College for expression of written or spoken views, and, after a period of service, the burden of proof would be on the College to show cause for dismissal. Dr. Cushing reviewed the rationale which led to the current policy which was adopted by the Board in 1988. This policy, developed to address inadequacies of the early reappointment policy, defined several different types of contracts besides adjunct -- visiting faculty, three-year and eight-year contracts and a one-year convertible (this category was added to address Trustees' concerns about not giving "instant" tenure). He explained that the burden of proof for non-renewal was not on the College for the one-year convertible faculty. Under the current system, the Provost has the flexibility to offer either a three-year contract initially (in effect, with tenure) or a one-year position, depending on the person's level of experience. Dr. Cushing pointed out that Evergreen conducts post-reappointment reviews of faculty. In response to a question, Dr. Cushing explained "property rights" in the following manner: a faculty member cannot be deprived of a continuing contract with the College without some extraordinary due process and proof of unfitness. Responding to a question regarding the importance of student input, Dr. Cushing drew on his experience as an Academic Dean, indicating that he looked for patterns in student evaluations of a faculty member's strengths and weaknesses.

A lengthy discussion followed this presentation. Trustees raised a number of questions and related issues. Provost Smith told Trustees that the proposed policy, which Trustees have not received, puts more responsibility for judgment directly on faculty peers. Trustee Viperman expressed the hope that there could be a process or mechanism assuring honest, constructive evaluations by faculty peers. Dr. Smith anticipated presenting a final proposal for Board action some time during this academic year.

RECESS/CANCELLATION OF AFTERNOON SESSION

Trustees recessed for lunch in the Longhouse with interested staff, faculty and students. The Board reconvened the afternoon session and announced that the Governor had issued notification of an impending severe winter storm and authorization of early release of non-emergency employees. At 1:40 PM, Trustees recessed and agreed to cancel their afternoon and evening activities but agreed to reconvene the following morning. After consultation with the AG's office, a notice was posted in anticipation of the necessity of meeting in an alternate location.

REGULAR MEETING - DECEMBER 13, 1995

In spite of the fact that the campus was officially closed due to a power outage, the power returned in time for Trustees to hold their regular meeting on campus. At approximately 9:10

AM Chair Kelly called the regular meeting to order, announcing there would be an executive session later in the day.

Long-Range Curriculum Report

Jeanne Hahn, Chair of the Curriculum DTF, provided an overview of the presentation. The task force was charged as a result of the strategic planning effort two years ago. The curriculum had previously been reviewed in 1976 and 1982. Internal factors which needed to be addressed: curriculum concern, change in faculty composition, and drop in student retention. External factors included: growth pressures, fiscal austerity, emphasis on access, efficiency and accountability. Dr. Hahn distributed a copy of the overhead presentation materials and discussed curriculum concerns; proposed changes and outcomes; and a proposed structural change from 12 specialty areas to 5 planning units. Academic Dean Les Wong discussed the part-time college (the centerpiece of the growth plan). Also discussed was the formation of disappearing task forces to address long-range hiring and improving the interface between academic advising and academic programs. Academic Dean Jin Darney discussed the way curricular planning units were structured, providing more curriculum choices for students. Although some of the implementation from the long-range curriculum planning has already occurred, the recommendations will be voted on at the February 21 faculty meeting. There is strong faculty support for this plan since faculty involvement has occurred throughout the process.

Trustees expressed their reactions and asked questions. President Jervis observed that the faculty hiring policy and reduction-in-force policy are connected with the structure of the curriculum and the way the College does evaluations. Trustees will receive the final curriculum report in January.

Public Safety Update

Vice President Costantino referenced the memo contained in the Board packet which explains the process for gathering input on the question of whether public safety officers should be armed. He mentioned efforts under way to get information out to the community. In response to a question, Dr. Costantino and President Jervis advised the Board to have a campus hearing.

Dr. Costantino reviewed the history and other issues surrounding arming of public safety, the response time from Thurston County, and the position of the sheriff's office. Interim Director of Public Safety, Neil McClanahan, reviewed the increased crime statistics in the county, outside influences coming onto the campus, projected population growth in the area, and support the sheriff's office can/cannot provide. President Jervis added her perspective that campus safety is very much on the minds of parents. Dr. Costantino expressed the opinion that this will be a continuing issue. He believes that the officers view this as a safety issue for them and for the community.

Dr. Costantino mentioned that in the revision to the student conduct code, the DTF is taking the position of wishing to forbid the carrying of firearms by students, recognizing this may have to be tested in court. Jan Frickelton advised that the law is not clear regarding the Board's ability to ban guns from being carried by students and others coming onto the campus.

EXECUTIVE SESSION/LUNCH BREAK

At noon, Trustees recessed into an executive session to consult with legal counsel regarding agency enforcement actions, or actual or potential agency litigation. The executive session was held over lunch.

REGULAR MEETING - Reconvened

The regular meeting reconvened at 1:40 PM. The Chair announced that no action will result from the executive session.

EMERITUS FACULTY STATUS FOR PETE TAYLOR - Action

Motion Ms. Girvin read and moved approval of Resolution No. 95-7, entitled "Resolution
12-1-95 of the Board of Trustees of The Evergreen State College Conferring Emeritus Status upon Pete Taylor." Seconded by Ms. Meserve and passed unanimously.

Dr. Taylor express his appreciation to the Board.

CHAIR'S REPORT

Chair Kelly reported his attendance at the August Foundation meeting and discussed the November 28 educational summit, and the composition of the DNR Asset Stewardship Beneficiary committee. He called on Trustee Terrey who discussed the paper he had prepared and distributed to the Board regarding his "Reflections on Tenure and Evergreen," and on Lee Hoemann who reviewed the organizational meeting of the DNR committee which Faculty Member Richard Cellarius attended (as the alternate from Evergreen) in Chair Kelly's stead.

PRESIDENT'S REPORT

President Jervis provided some informative comments about "distance learning;" announced that on behalf of the Trustees she has entered into an additional supplemental budget request for a joint technology project, and reported on a number of meetings held on- and off-campus. She also discussed the Higher Education Coordinating Board's draft master plan. For the record, the President declared that her annual report, in conjunction with her convocation message this year, constituted the "state of the College" message, in compliance with Board policy No. 5, *Presidential Evaluation*. The President also announced a series of dinners to be hosted at the President's Residence (inviting Trustees to suggest potential guests) and mentioned that Academic Deans Jose Gomez and Les Wong will be replaced in August by Rob Knapp and Susan Fiksdal, respectively.

Faculty Representative Pete Sinclair reported that faculty are involved in two projects -- the long-range curriculum and the reappointment policy, and mentioned that about fifty percent of the faculty will be leaving in the near future because of age or retirement.

APPROVAL OF MINUTES - Action

Motion Dr. Terrey moved approval of the minutes of the October 11 and,
12-2-95 October 30, 1995 meeting as distributed. Seconded by Ms. Meserve and passed.

REDUCTION IN FORCE POLICY - Action

President Jervis recommended Board approval of the faculty reduction in force policy, which would be used only if the College had to make dramatic cuts in its budget. The policy is characterized by four stages, depending on the magnitude of cuts required. This proposed policy involves a very unusual social contract under which the faculty agrees to share the pain of reductions by taking involuntary furloughs rather than permanently eliminate the jobs of regular members of the faculty, in order to preserve the character of the institution and the integrity of the curriculum with as little damage to the College as possible. Under this proposal, faculty would be placed into twelve furlough groups constituted to assure diversity and curricular breadth. The President discussed the costs to the College while faculty are on furlough. This policy represents a significant commitment to the academic community at Evergreen, unlike most reduction in force policies that are based on seniority or elimination of whole academic departments. Following further discussion, Trustees acted on this proposal.

Motion Ms. Girvin moved approval of the attached Faculty Reduction-in-Force policy.
12-3-95 Seconded by Ms. Meserve and passed with Mr. Imanaka voting negatively.

OTHER BUSINESS, REPORTS AND ANNOUNCEMENTS**Staff Education and Training Annual Report - Postponed****Grants and Contracts Annual Report**

Nancy McKinney reviewed the grants and contract activity (as of June 30, 1995), expenditures by funding source and program and identified major grants. Controller Wade Davis told Trustees the number of grants awarded the College is similar to previous years.

Quarterly Financial Management

Ms. McKinney noted this is the quarterly report of the fiscal year ending June 30 and reflects the end of the biennium. Trustees expressed satisfaction with the format in which the information was presented. Ms. McKinney also reviewed the equipment/reserve and capital projects accounts.

Legislative Update

Standing in for Kim Merriman, President Jervis reported on a number of legislative meetings the College has taken part in and reviewed the issues. The President also apprised the Board of meetings between the four-year public and private institutions and Intel Corporation (to talk

about Intel's relationship with educational institutions in the area once Intel begins operation in this area). The President commended Kim Merriman for the work she did during the last legislative session and distributed a paper from OFM estimating the impact of congressional proposals on the Washington State budget.

Summer School Tuition

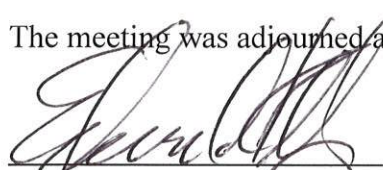
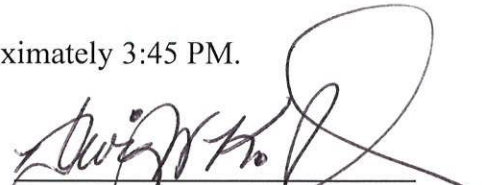
Academic Dean John Cushing led a discussion regarding summer school tuition, providing a history of how the tuition has been set in the past. The proposal for 1996, to be acted on at the February meeting, maintains the relationship between the regular academic year and the summer school tuition so that the summer rate will be the same as the preceding academic year. He outlined the specific increases for the coming year and discussed the results of a survey asking students what could be done to make summer school better.

OTHER BUSINESS, DATE OF NEXT MEETING, AND ADJOURNMENT

Trustees agreed to set May 7 as the date of the Trustee reunion.

The date of the next meeting was confirmed for February 14, with a work session the afternoon of February 13.

The meeting was adjourned at approximately 3:45 PM.


Edward Kelly, **Chair**
Dwight K. Imanaka, **Secretary**

Attachments (2):

Resolution 95-7 (Emeritus Status for Pete Taylor)
Faculty Reduction in Force Policy