

**Senior Staff Meeting
June 8, 2009
Meeting Notes**

Attending: Theresa Aragon, Don Bantz, John Carmichael, Art Costantino, Susan Harris, Lee Hoemann, John Hurley, Steve Hunter, Les Purce, Todd Sprague, Steve Trotter, Allen Toothaker
Absent: Julie Suchanek

Review of minutes

The minutes of the June 1, 2009 meeting were approved.

Additions to the agenda

Two additions to the agenda were requested: Media Brief Update and Student Government Update.

Announcements

No announcements were made.

“Me Too” Follow-up

Allen Toothaker stated that giving an extra leave day every two years to exempt personnel is not considered an increase in pay. Because there is no legal barrier in place to block implementation of the benefit, the final decision to offer this benefit to exempt personnel rests on the college. Timeline for implementation is July 1, 2009 as the current classified contract ends June 30. Allen also identified that there is not a formal leave policy in place for exempt staff. While exempt personnel are offered a letter of employment identifying the benefits of the position, there is no official policy that defines procedures, changes in benefits, definitions, etc.

Action: Draft proposal for two year benefits plan for exempt staff to be prepared (Allen T.).
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Graduation

Steve Hunter reminded Senior Staff that graduation is scheduled for this Friday. David Whyte will be the Keynote speaker, Allen Parker will be the Faculty Speaker and two students will speak as well. The processional music will be performed by Planet Percussion. The number of graduates is up slightly from last year to approximately 1200. He expects that approximately 900 will participate. Steve H. also noted that the largest graduating class was about 1350 a few years ago. He expects the numbers to increase over the next couple of years.

Board of Trustees Agenda

John Carmichael distributed a draft agenda for the upcoming Board of Trustees meeting and reviewed it with Senior Staff. He mentioned the Executive Session may run past the allotted 20 minutes. Art Costantino will speak on the outcome of the student union elections during the S&A report. John C. pointed out that the public comment period is scheduled for 11:00am and the meeting will move from the Board Room to SEM II at 1:00pm.

WFSE Letter Regarding Checkpoint Demonstration

John Hurley distributed copies of a letter received from the Washington Federation of State Employees regarding their concern over the student demonstration that occurred on May 12, 2009. This letter was not a grievance, but more a statement of concern. John H. also distributed a copy of the response sent to WFSE.

Art Costantino stated that he attended the on campus discussion regarding the demonstration. He noted that there were approximately 15-16 participants. Art C. discussed how there has been a complex set of interactions and some good discussion has come out of it. Don Bantz mentioned that some real dialog regarding this matter has been going on with faculty as well.

Vendors of Campus

John Hurley noted that the entrance to the Library Building has become much more crowded since the move of services from the CAB building. He stated that at one point a bank was offering credit card applications on campus. John H. mentioned that vendors are charged about \$15 per day. John C. noted that since we are allowing the use of state resources, a fee must be charged. Other suggestions and questions surrounding this issue included the following: It should be considered if the vendor services add to student life in a positive way? What are the boundaries of red square? The services offered should benefit the institution and the people it serves. Paul and Collin are writing up guidelines on who, where, and when vendors are allowed to conduct business on the campus.

Action: Locate past agreement for on campus credit card sales and report back to Senior Staff (Art C.).

Spending Limitations after the "Hard Freeze"

Steve Trotter mentioned the new revenue forecast is due out on June 18, 2009. He noted that preliminary reports are finding the state revenue outlook is not good. Initial reports indicate the economy may find the bottom next quarter, but unemployment is still expected to rise until second quarter of 2010.

Steve Trotter distributed the following draft documents: "Continuing to limit Hiring, Travel and Equipment Purchases" and "Request for Exemption from the Hiring and Expenditure Limitation". He noted that the "hard" freeze is off July 1, 2009, however salary increases are frozen until at least February of 2010. The documents distributed propose that Evergreen maintain a freeze with certain exemptions based upon VP approval. In addition, he recommends that Temporary employees be added to the exemption process as well. The documents will be published after the revenue forecast. Todd will help with wording.

Les Purce, stated that now is the time to be very cautious and conservative. Only critical positions should be hired and only on a short-term basis. No long-term hires should occur during this period when employees are being laid off. The lay off process is expected to be complete by August 1, 2009. He indicated that everyone should look at what the critical services are, what options are there to keep services intact, and rethink how things can be done.

It was noted during the discussion that even those who are not laid off can be affected (family members losing jobs, drop in income, etc.) and affect productivity. Allen mentioned that the EAP is available for staff and stress seminars have and will be offered.

Media Brief

Les mentioned that NPR had a story regarding the increase in robberies of pharmacies in Washington State. An Evergreen student spoke about his experience with drug addiction and how he started robbing pharmacies and was subsequently arrested. This story was not specifically negative about The Evergreen State College, however the college was mentioned because of the student connection.

Update on Student Government

Art C. stated that there were 12 items for students to vote on. Seven of those items were amendments on the current constitution. With the delay of the election, the legitimacy could be challenged by students. Amendment changes must have 10% minimum participation with the two-thirds supporting the changes. All other issues on the ballot must have a minimum of 25% minimum participation with majority support to pass.

CRC

At Todd Sprague's suggestion, the group discussed how to encourage standards of behavior in the CRC. No specific actions were decided on.