

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

Thursday, December 9, 1982  
The Evergreen State College Campus  
Daniel J. Evans, Library, Room 3112  
Olympia, Washington

Trustees Present: Robert J. Flowers  
Herbert Gelman  
Thelma A. Jackson  
George E. Mante  
Jane B. Sylvester

Representatives  
to the Board  
Present: Jeff Kelly, Faculty  
Victor Moore, Staff  
Joey Silver, Student

Absent: Pat Seaton, Alum

Staff Present: Mike Bigelow, Executive Assistant to the Vice President  
for Business  
Betsy Bridwell, Coordinator of Education Outreach  
Jon Collier, Campus Planner  
Les Eldridge, Director of Community Relations and  
Assistant to the President  
Dan Evans, President  
Chuck Fowler, Director of College Relations  
Rita Grace, Recording Secretary  
Doug Hitch, Instructional Technician/WFSE  
Steve Hunter, Director of Institutional Research  
Dick Schwartz, Vice President for Business  
Oscar Soule, Member of the Faculty  
Sue Washburn, Director of Development  
Byron Youtz, Vice President and Provost  
See permanent roster for others attending

Others Present: Tom Jons, Council for Postsecondary Education  
Rich Montecucco, Senior Assistant Attorney General  
Tam Tocher, WFSE/Alumni Association  
See permanent roster for others attending

The meeting was called to order by Chairman Gelman at 10:38 AM.

President Evans introduced Victor Moore, staff representative to the Board for the 1982-83 year, and the new student representative, Joey Silver. He also introduced Tom Jons from the Council for Postsecondary Education.

Chairman Gelman introduced former Trustee Eugene Wiegman. During the meeting other former Trustees arrived to attend the meeting and luncheon which followed: Wes Berglund, Herb Hadley, Hal Halvorson, and former President Charles McCann.

#### APPROVAL OF LEGISLATIVE GOALS - Action

Les Eldridge reviewed the overall legislative goals approved by the Council of Presidents and the Legislative Officers, the primary goal being to insure an adequate funding base for higher education and to turn around the erosion of the last 18 months, by bringing the story of higher education and its place as a prime resource of the state more forcefully to the public and the Legislature. Another overall goal is the pursuit of legislative changes to allow institutions to handle traffic infractions on campus.

Mr. Eldridge mentioned legislative reception dates (January 31, February 22, and March 28) and outlined specific Evergreen goals: (1) gymnasium appropriation in the capital budget; (2) exploration of avenues for dedicated capital revenues (Evergreen does not have). President Evans mentioned if the college were able to solve this issue during the session, dedicated revenues could provide funding for the gymnasium; (3) consortium effort in Vancouver to explore the possibility of further facilities development; (4) work with the Legislature to develop a state government policy research institute based at Evergreen; (5) response to CPE six-year plan. President Evans felt the effect of the proposed CPE policy would be to put the cost of education on the student, in conjunction with broader loan programs.

Chairman Gelman mentioned the November 30 letter he had received from President Gerberding and voiced his reluctance to join this effort, indicating he would respond in writing expressing his concerns. Les Eldridge reported that names had been provided by each institution to the University of Washington for a joint campaign and that, unlike the UW, other institutions felt it was untimely to make autonomy the prime goal of this campaign. Mr. Eldridge encouraged Trustee Gelman to express to President Gerberding his negative reaction. Trustee Jackson expressed her concurrence of Chairman Gelman's approach.

Motion 82-50 Mr. Flowers moved approval of the legislative plan outline dated 12-1-82, including setting attainable legislative goals for: (1) gymnasium; (2) dedicated capital revenues; (3) policy institute; (4) response to CPE six-year plan; and (5) Vancouver facilities proposals. Seconded by Mrs. Jackson and passed.

#### APPROVAL OF MINUTES - Action

Motion 82-51 Chairman Gelman moved approval of the minutes of the November 11, 1982 meeting as submitted. Seconded by Mr. Flowers and passed.

#### REORGANIZATION - Policy Discussion

President Evans reviewed briefly his recommendations for reorganization resulting from Les Eldridge's election as County Commissioner: combination of the offices of College Relations and Community Relations, with Sue Washburn heading up the combined areas. The Assistant to the President position would have prime responsibility for legislative affairs and college governance (currently advertised with a December 13 deadline for applications).

Trustees indicated their desire to discuss reorganization during the January study session.

Trustee Jackson expressed the opinion that community people (city council, county commissioners, civic leaders, etc.) can play a key role in informing the community about Evergreen and forging a positive town-gown relationship.

Motion 82-52 Mr. Flowers moved to commend Les Eldridge for the outstanding service he has provided the college for the number of years he has been at Evergreen. Seconded by Mrs. Sylvester and passed.  
(Resolution No. 12-82)

Chairman Gelman added that Mr. Eldridge's replacement in legislative efforts will have an easier job because of the imagination, skill and hard work Les has provided.

#### PROPOSED UNION CONTRACT - Policy Discussion

Rita Cooper introduced those attending from the union negotiating team, reviewed briefly her impressions of the union contract, asked comments of Trustees, and indicated Trustees needed to discuss the ramifications should Trustees choose not to ratify or would want to make major revisions. The staff would recommend approval should there be no concepts of objection to the Trustees.

Chairman Gelman wondered whether the proposed contract was meaningful and enforceable and commented on the following issues:

Article 2, Union Membership and Representation - Rita Cooper mentioned the lack of coverage of disciplinary action; violation issues go to the union/management committee.

Article 3, Non Discrimination - Puts additional responsibility on the college to tell union members their rights even though members have a copy of the contract. Mrs. Jackson questioned the need for review and response of the annual affirmative action report by the union.

Article 4, Employee Rights - not necessary for an employee to know the identity of the informant in a disciplinary action case.

Article 5, Union/Management Meetings - believes this concept is a vehicle for conversation but no action; there is no way to resolve issues. Trustee Gelman feels there is no mechanism to add to the contract or incorporate an agreement between management and the union (Ms. Cooper felt agreements reached by the President and the Board would become part of the Evergreen Administrative Code). Needs to be spelled out.

Article 6, Shift Schedules - opined that scheduling with some reservation for rights of seniority is a management function; feels management rights need to be spelled out. Clarify.

Article 11, Leave for Union-Sponsored Activities - In response to a question from Trustee Gelman, Ms. Cooper explained the release time policy which was to have been attached to the contract. Staff will send Trustees a copy of the policy.

Article 12, Grievance Procedure - felt strongly that management should have the right to grieve under this contract.

Article 15, Employee Benefits - asked for a definition of "user" (mentioned in the college parking facilities section); felt this included parties to the contract that don't belong. Trustee Jackson agreed.

Other comments included: (1) conflict with governance document - need to spell out the fact that this contract is the exclusive remedy for appeal. (2) Trustee Flowers asked that Rich Montecucco review and comment on the document prior to the next meeting. (3) Mrs. Sylvester suggested a study session. Chairman Gelman suggested that Ms. Cooper and Ms. Grace work together to put in writing the concerns expressed at this meeting (President Evans volunteered to help). Trustee Gelman will then place a conference call to the Board members to identify items which would not be acceptable, so that Trustees could be prepared to act in January. In the meantime, Trustee concerns would also be discussed with the union prior to the January meeting.

#### FACULTY AND EXEMPT SALARY INCREASES - Policy Discussion

President Evans reported that the Legislature appropriated \$355,600 for merit pay increases for faculty and exempt personnel during the 1981-83 biennium. The last merit increase was in October, 1981 (3.1%). The college has available \$96,000 for merit increases averaging 3% effective January 1.

Byron Youtz mentioned faculty discussion (and partial action) of a revised merit pay plan for the faculty; the discussion will continue January 12. At the same time the faculty is looking at a possible revision of the salary scale. President Evans added that all of the senior institutions have either already implemented the merit increase or will take action by January.

Trustee Sylvester asked about the exempt salary grid; Mike Bigelow reported that, in October 1981, when the Trustees approved the cost of living and merit increases, they also approved a grid with steps 1% apart and the ranges 9% apart (50 steps for each range). Trustee Mante asked about criteria for determining merit increases (annual evaluations).

#### PRESIDENT'S REPORT

##### Evergreen's Annual Report to CPE (Evans)

President Evans mentioned the annual report to CPE (will be required until 1985). He believed it was CPE's intent to place the report on its January 6-7 agenda and felt it was an opportunity to make a positive presentation to the Council and an opportunity early in the session for Evergreen to present the college's progress to the Legislature.

##### CPE Six-Year Plan (Evans)

President Evans reported a series of public meetings and a Council meeting on CPE's six-year plan. The revised plan presumably will be an action item at the January meeting. The situation is complicated by the fact that the Executive Coordinator has taken another position.



Evergreen's Tacoma Program (Evans)

President Evans told Trustees that resolution of Evergreen's Tacoma program has been affected by Gail Norris' departure, indicating he had been in touch with Mr. Norris who was to make a recommendation. Chairman Gelman asked, in the event of no resolution, when the item might be before CPE. President Evans responded the timing was uncertain and mentioned possible implications for next year's enrollment.

Admissions Statistics (Evans/Hunter)

President Evans reported puzzling statistics for winter and fall quarters, indicating the statistics will be carefully watched. Trustee Flowers asked that the application fee be monitored to see if that is creating some of the problem. Chairman Gelman asked about the response to the Seventeen magazine article (too early to tell).

Mrs. Jackson asked for a clarification of admission statistics reporting. President Evans responded that once the registration process starts, additional information will be provided.

Steve Hunter reviewed the response to date of the 1982 student search mailing.

Chairman Gelman asked for additional information on the student mailing at the January marketing work session.

Miscellaneous (Evans)

President Evans mentioned the six awards Evergreen received from the Washington State Information Council (on display). Evergreen was awarded a first place for the PSA produced for the Vancouver program.

Chairman Gelman conveyed the Board's appreciation and congratulations to those who had been involved in these efforts.

The President also told Trustees that an agreement had been reached in the Rauh/Holm vs. Montague lawsuit for a dismissal of the action, without costs or payment by any of the parties.

Longhouse Update (Collier)

Jon Collier reviewed the history of the Longhouse project:

A year ago - Trustee policy discussion and presentation by faculty and students;

Spring 1982 - Board approval of the concept of the Longhouse, direction for facilities office to work with the Longhouse Planning group, and direction to the President to appoint a Policy Advisory Committee;

October 20, 1982 - Mary Hillaire passed away (trip to Lummi Island resulting in a visit from tribal people);

October 28, 1982 - First meeting of the Building Planning Committee and of the Policy Advisory group (followed by a joint meeting);

November 18, 1982 - Letter from Planning Committee to the Longhouse Policy Advisory Board recommending alum Mel Moon, Sr., and student Wesley Penn be added to the Advisory Board;  
Planning Committee schedule for winter quarter - work with the Advisory Board to develop a program, visit local tribes to discuss the program, research regarding design of a Longhouse;  
Spring quarter - develop schematic plans and cost estimates;  
Future presentation to the Board - after the committees have come to agreement as to the program.

Trustee Sylvester requested a copy of Mr. Collier's presentation.

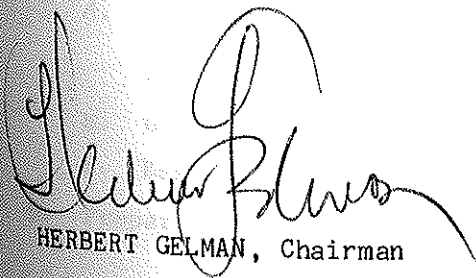
Tropical Biology Academic Program (Soule)

Oscar Soule narrated a slide presentation of the Tropical Biology academic program on the Island of Maui, October through December, 1981 (program goals: biogeography, tropical biology and field experience). In acknowledgement of the work provided and the students' contribution, the City of Maui passed a resolution thanking the college.

Dr. Soule encouraged the Board's continued support of this kind of activity.

ADJOURNMENT

The meeting adjourned at 1:25 PM.



HERBERT GELMAN, Chairman



ROBERT J. FLOWERS, Secretary

rg/llp

# LEGISLATIVE PLAN OUTLINE

1. Letters to candidates re: troglodyte closure recommendations (sent October 26)
2. Congratulations and consolation letters (November 5)
3. Council for Postsecondary Education annual report to the Legislature on Evergreen (November 20 - 25)
4. Identify alumni/friend network (by November 30).
5. Analyze legislative climate (November - December)
  - a. Informal discussions with legislative staff and leadership
  - b. Coordinate legislative goals with ICLO (Interinstitutional Committee of Legislative Officers) and COP (Council of Presidents)
  - c. Set attainable legislative goals
    - e.g. - 1) Gymnasium
    - 2) dedicated capital revenues
    - 3) Policy Institute
    - 4) response to CPE six-year plan
    - 5) Vancouver facilities proposals
  - d. Draft necessary legislation
    - 1) acquire sponsors and support
    - 2) prefile
  - e. Discussion of anti-closure strategies
  - f. Begin legislative visits (Les and Dan)
6. Prepare for budget presentations to legislative committies (December 10)
7. Set legislative reception dates with legislative social calendar (December 5)
8. Resume publication of the legislative memo (December 1)
9. Mailing to legislators of winter quarter bulletin, Evergreen Times, parking and recreation use permits (December 10)
10. Prepare new leadership and staff lists

RESOLUTION No. 12-82

RESOLUTION OF THE BOARD OF TRUSTEES OF  
THE EVERGREEN STATE COLLEGE  
EXPRESSING AFFECTION, GRATITUDE AND BEST WISHES TO  
LESTER W. ELDRIDGE FOR HIS SERVICE TO EVERGREEN

WHEREAS, Lester W. Eldridge joined The Evergreen State College on  
July 1, 1971; and

WHEREAS, Lester W. Eldridge has played an integral part in the planning  
of the college, first as Director of Financial Aid and then Assistant to  
the President and Director of Community Relations;

WHEREAS, Lester W. Eldridge has provided imagination, skill and hard work;

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees of The Evergreen  
State College, express to him our gratitude for his outstanding service and  
best wishes for his future.

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Robert J. Flowers, Trustee

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George E. Mante, Trustee

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Herbert Gelman, Trustee

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Jane B. Sylvester, Trustee

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Thelma A. Jackson, Trustee

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Daniel J. Evans, President

December 9, 1982