

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

Thursday, November 10, 1983
The Evergreen State College Campus
Daniel J. Evans Library, Room 3112
Olympia, Washington

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

Representatives
to the Board
Present: Julie Grant, Alum
Connie Gray, Student
Burt Guttman, Faculty
Myrna Zolyomi, Staff

Staff Present: Robert Barnard, Safety Officer
Mike Bigelow, Executive Assistant to the Vice
President for Business
Jon Collier, Staff Architect
Rita Cooper, Director of Employee Relations
Rita Grace, Recording Secretary
Patrick Hill, Vice President and Provost
Steve Hunter, Director of Institutional Research
Stan Marshburn, Assistant to the President
Dick Schwartz, Acting President
Larry Stenberg, Dean of Student and
Enrollment Services
Ernest Thomas, Director of Educational Support Services
Sue Washburn, Director of College Relations
and Development
Rebecca Wright, Affirmative Action Officer
Karen Wynkoop, Acting Vice President for Business
See permanent roster for others attending

Others Attending: Dana Gelman, Student
Gretchen Matilla, Cooper Point Journal
Rich Montecucco, Senior Assistant Attorney General
Jay Saucier, Student
Darlene Williams, Student
See permanent roster for others attending

CALL TO ORDER AND INTRODUCTIONS

Chairman Jackson called the meeting to order at 1:30 PM. Dick Schwartz introduced the newly elected student representative to the Board, Connie Gray, who will share the position with another student in winter quarter.

Trustee Gelman asked that the minutes reflect that Senator Evans had visited the campus and may return for part of the meeting. Karen Wynkoop introduced Bill Julius from the State Board for Community Colleges.

Presidential Search Committee - Report

Rudy Martin reported on the progress of the presidential search committee efforts, expressed his confidence that the college will receive a significant number of highly qualified applicants, and mentioned the impact on budget of advertising costs.

CONTRACT FOR ACTING PRESIDENT - Action

Motion
83-58

Mr. Mante moved approval of a temporary increase in salary for Richard N. Schwartz to a salary level of \$5000 per month, retroactive to September 8, 1983, when he assumed the duties of Acting President and continuing until a new President is appointed; and further, that a provision be made for a housing allowance of \$750 per month, retroactive to September 8, 1983. Seconded by Mr. Gelman who moved to amend the motion by adding a proviso that, based upon the ability of the Board to ascertain comparable salaries being paid presidents of other institutions, on January 1, the Board review the salary level. The motion passed as amended.

CONTINUATION PUBLIC HEARING: AFFIRMATIVE ACTION POLICY

Chairman Jackson called for public comments on the proposed affirmative action policy. Students Jay Saucier and Darlene Williams discussed ways in which they felt the affirmative action policy affected students and mentioned their particular experiences in their academic program (relating to absence of Black authors). Ms. Williams felt the policy had no mechanism for implementing change (section 174-109-050 dealing with monitoring and auditing but not implementation) and wondered why there were not more third world faculty. Burt Guttman asked whether students wrote evaluations of faculty. Provost Hill felt the policy should be amended to make it clear that insensitivity toward people of color and unwillingness to participate in retraining activities over a sustained period would be grounds for dismissal. He also mentioned that a disappearing task force which will be appointed to study graduation requirements will be asked to consider a requirement that graduates be asked to demonstrate their competency to understand cultures different than their own. If that proposal is adopted, it would have consequences for the curriculum. Student Fernando Altschul observed the lack of third world films in academic programs and mentioned his personal experiences. Stone Thomas suggested the document could be strengthened with clearer language and mechanisms by which the policy could be implemented. He referenced concern in sections -030, -050 (no strategies by which policy will be monitored and audited), -060, -070, -080, -200 (training responsibility lies on the affirmative action office; doesn't believe the affirmative action committee should be responsible for trying to evaluate effectiveness), -300 (no check and balance should supervisors have racist or sexist behavior), and -400 (no protection clause for those who become complainers).

Student Alison Barrington mentioned concerns about American Pictures becoming a core part of a training program for faculty and staff. Other students added that this presentation was not relevant to affirmative action and that training cannot be accomplished once a year. Tomas Ybarra mentioned that training needs to be incorporated into daily activities (suggesting that seminars are a natural place to focus training); section -030, responsibility for implementation, might address the kind of education students get at Evergreen (appears to be a strong Euro-American bias in curriculum--need to define cultural literacy); and felt that section -030 charges through the provost the institution with developing a curriculum that will reflect affirmative action principles. He felt the approach of bringing cultural literacy to bear on faculty evaluations would remove the onus from students. Myrna Zolyomi expressed concerns (terms not defined in section -500 or in -080; -030(3) is vague regarding training programs for upward mobility for people of color; dissemination of policy in section -040; minorities and employees should know their rights; -200 evaluation of supervisors relating to policy).

Chairman Jackson asked about student awareness of opportunities to provide input in formation of the policy and mentioned role and responsibility of Trustees relating to affirmative action. This policy needs to reflect a true commitment of the institution. Burt Guttman suggested the policy be revised looking particularly at sections -030(5) and -300(3) and that the faculty have an opportunity to react. Students could also express concerns to specialty areas and core faculty.

Chairman Jackson pointed out areas of the policy which have been identified for special treatment: the curriculum and the concept of purchase of goods and services and affirmative action implications.

Motion
83-59

Mr. Mante moved that the Board send this third revision of the affirmative action policy back to the administration, specifically to Acting President Schwartz, so that he may meet with the Provost, members of the faculty, students, the affirmative action office, and all other parties concerned and make a recommendation to the Board on options that are available and what the administration would recommend and perhaps revise it and come up with something workable. Seconded by Mrs. Sylvester and passed.

Trustee Mante requested that copies of the minutes, specifically pertaining to what the students, faculty, and others have said, be made available to the Board, to students and to the administration. Trustee Sylvester invited those having comments in writing or who want to put comments in writing to share them with Mr. Schwartz. Trustee Mante added that this would serve to facilitate the review process. Patrick Hill asked for specific suggestions as to how to take the burden off the students, yet get evaluations into faculty files while still being fair to the faculty.

Mr. Schwartz suggested this review process might take three months but offered to bring an outline of how the staff will proceed to the next meeting. Patrick Hill added that, if the policy were to include the incorporation of faculty evaluations, it will take longer than three

12/15/83

00247

months and will require extensive faculty consultation and debate since under consideration may be a fundamental revision of the curricula and significant revision of the process of evaluation and retention.

INTERAGENCY AGREEMENT WITH CLARK COLLEGE - Action

Karen Wynkoop reviewed the interagency agreement, modified by the Clark Community College Board of Trustees, to lease through a private developer who would build a facility for Evergreen of about 10,000 sq. ft. at Clark College to replace Evergreen's existing space in Vancouver.

Trustee Gelman felt the issue of Clark's relinquishing title needs to be addressed should Evergreen need, under the worst scenario, to change the terms of the contract. Bill Julius indicated that Clark College made the assumption that Evergreen would stay until such time as the institution decided to leave. The building would then become part of the facilities of Clark College, but he agreed that this issue should be addressed in the more formal lease to be developed.

Motion
83-60

Mr. Gelman moved that the administration of the college be permitted to pursue a relationship of establishing facility space at Clark College based upon the attached Memorandum of Understanding. Seconded by Mrs. Sylvester and passed.

LONGHOUSE - Action

Jon Collier reviewed the proposal of the Longhouse Policy Advisory Board (recommending creation of a Longhouse Project Manager position and of an Indian Community Advisory Board). He also reviewed the status of the environmental impact statement following a pre-submission conference. Planning representatives made it clear that, because this project occurs on campus property, the county does not have jurisdiction and that the normal procedure is not appropriate. The college does plan to involve the county in an environmental review. It is Evergreen's responsibility to determine whether the project has adverse environmental impacts. Mr. Collier's opinion is that a declaration of non-significance appears to be appropriate and that this would happen after a site plan is adopted. A public hearing is not a requirement; however, the college would plan to have a hearing and involve adjacent neighbors. If it is decided that impacts are significant, the full process could cost between \$10,000 - \$30,000.

Acting President Schwartz proposed taking about three months to study the relationship of the Longhouse and the academic curriculum; endorsed the concept of a project manager (2 of the deans in order to have administrative review of the curriculum relationship); and suggested revision to the organizational chart with the addition of a solid reporting line from the Longhouse Project Manager through the President to the Board of Trustees (and deleting the line from the Advisory Board to the Trustees). Patrick Hill endorsed acceptance of the recommendation of the Longhouse Advisory Committee; indicated he would ask Deans Perkins and Smith to work with all those associated with the project; and suggested modification to the three-fold charge to the Longhouse Project Managers based on comments made by Trustee Sylvester. Trustee Gelman

wondered about the number of people who would serve on the Indian Community Advisory Board, whether they would be self-operative, etc. Trustee Sylvester responded that the existing planning committee would recommend the makeup of that board (perhaps 15 people). Jutta Riediger mentioned names of those proposed by the planning committee: Mel Moon, Jutta Riediger, Jon Collier, Edna Harper, Willard Bill, Bruce Miller, David Whitener and Lloyd Colfax. Patrick Hill expressed concern that constitution of the Indian Education Advisory Board may run the risk of creating expectations that the decision to build a Longhouse had already been made and suggested deferring appointment until after the deans had made recommendations. Trustee Sylvester was concerned that there may be no change in the project based upon the willingness of the administration to seek input from other groups; she emphasized the project could and should be done right. Betsy Diffendal added that other consulting groups were in place--Indian Education Advisory Board, Native American graduates, and mentioned duplication of memberships.

Motion
83-61

Mr. Gelman moved approval of the appointment of Deans Perkins and Smith as Longhouse Project Managers with the following charge to study the project and make recommendations in time for the April Board meeting:

- 1) Consulting with Native American faculty, the Longhouse Advisory Board, the Indian Education Advisory Board, Native American graduates of TESC, Native American students currently at TESC, TESC students studying in Native American programs and with other concerned persons and potential users of the Longhouse, acquaint yourselves with the history of the Longhouse project and pull together a clear statement of the several versions of the proposed Longhouse and their uses.
 - 2) Working with the Longhouse Advisory Board, prepare a statement of the pros and cons of the several versions of the proposed Longhouse, integrating the development of the proposed Longhouse with the needs of the Native American Studies program and with the needs of Native Americans in the Northwest area.
 - 3) If that decision is positive about some version of the Longhouse, working with the Longhouse Advisory Committee and other relevant groups, prepare a phased-in plan that relates the stages of the development of the Longhouse to other developmental needs of Native American studies at TESC.
- Seconded by Mr. Mante and passed following further discussion.

Dr. Hill clarified the EIS issue, indicating that Jon Collier would interact with Deans Perkins and Smith; Collier recommended holding off on any determination until this report is made. In response to a statement made by faculty member Betty Kutter, Trustee Gelman felt it was appropriate for any group (particularly the planning committee) to continue to function to assist the Deans in the charges set forth. Trustee Sylvester added that the Longhouse Policy Advisory Board, under its conception, will still function and has the right to make recommendations to the Trustees (perhaps recommendations not covered by the deans).

1983-85 SUPPLEMENTAL BUDGET REQUEST - Action

Mr. Schwartz reviewed the supplemental budget request based on the college's enrollment growth.

Motion
83-62 Mr. Mante moved formal approval of the 1983-85 supplemental budget request in the amount of \$978,700 (in order to enroll 2350 fte students in 1983-84 and 2400 fte students in 1984-85). Seconded by Mrs. Sylvester and passed.

INVESTMENT POLICY - Discussion

Karen Wynkoop reviewed the paragraph of the investment policy not approved at the last meeting, EAC 174-141-030(4), which would limit the college's investments to financial institutions which do not make loans to South African companies. She also reviewed the history of this issue on campus. The following people spoke in favor of the inclusion of this section: Rita Cooper, Ann Stever (member of the American Friend Service Committee), and Alison Barrington who distributed brochures on South Africa and presented petitions to the Board urging the Board to cease either direct or indirect investments with South Africa. Trustee Sylvester reminded presenters that materials should be mailed in advance of the meeting.

Motion
83-63 Mrs. Sylvester moved to continue consideration of EAC 174-141-030(4), relating to investments in South Africa, to such time as information which has been ordered is received. Seconded by Mr. Mante and passed.

APPROVAL OF MINUTES - Action

Motion
83-64 Mr. Mante moved approval of the minutes of the October 21, 1983 meeting as submitted. Seconded by Mr. Gelman and passed.

CONSIDERATION OF CHANGE IN MEETING DATE - Discussion

Trustees discussed a change in the regular Board meeting date from Thursday to Wednesday in order to allow greater attendance, particularly by faculty and students.

Motion
83-65 Mr. Gelman moved to schedule a public hearing in January to consider change in the regular meeting date of the Board of Trustees. Seconded by Mr. Mante and passed.

REQUEST FOR INDEMNIFICATION - Action

Sue Washburn requested Trustee action on her indemnification request.

Motion
83-66 Mrs. Sylvester moved to approve Sue Washburn's request for indemnification (attached Resolution No. 5-83) in the Legal Bill of Rights Foundation lawsuit. Mr. Gelman also directed that the Assistant Attorney General file whatever documents are necessary indicating the college should be represented in that litigation. Seconded by Mr. Mante and passed.

12/15/83

COLLEGE LOGO/SEAL - Policy Discussion

Sue Washburn reported that the college has registered the tree logo as Evergreen's trademark so that no one other than the college could use it without permission. She mentioned an RCW which states that Evergreen's diplomas should have the college seal affixed; graphics will be preparing a seal using the logo and incorporating the name and year of founding. Trustee Sylvester wondered about the process of community input regarding the logo, indicating others should be aware that this is under consideration. Trustee Gelman suggested advertising it in the CPJ, the newsletter, and inviting anyone to comment next month when it is on the agenda for action.

COUNTY VACATION OF DRIFTWOOD ROAD AND MARINE DRIVE - Policy Discussion

Ken Winkley reported that in May the county asked if the college would be willing to accept Driftwood Road and part of Marine Drive into the college system. The college responded it would consider the request if the county would resurface the roads (which they agreed to do in 1984). Ken Winkley projected a \$70,000 expense at the end of a ten-year period. Trustee Gelman felt there was a statute requiring payment for county vacated roads; Mr. Winkley will investigate the issue. Scheduled for action in January.

McLANE FIRE CONTRACT - Policy Discussion

Mr. Winkley reviewed his suggestion that the fire protection contract period be changed to coincide with the fire district's fiscal year and the rate set by voters in the district. He mentioned that the contract is basically a continuation of the present contract, summarized his proposed changes, and mentioned relations with the new fire chief. Trustee Mante asked about evacuation plans for college structures (they are currently being updated). Trustee Gelman requested review by the Attorney General's office specifically regarding his concern about the deletion in item #6, feeling that, in the case of a lawsuit, the college is a part to the action. He also wanted to know if the additional requests would be associated with increased costs (if so, they will be presented next month).

President's Report

Quarterly Investment Report

Karen Wynkoop reviewed the investment report for the period ending September 30.

Report on November 3 Panel

Dick Schwartz reported on the successful dinner Forum on Educational Quality held on November 3 and shared a list of those attending. Trustee Gelman asked whether South Pierce County school districts had been invited and whether the College had approached these people as to whether or not they would be interested in having retreats on campus. The conference center is pursuing. Chairman Jackson complimented those involved in the planning for the foresight in creating this opportunity for Evergreen.

Admissions Statistics

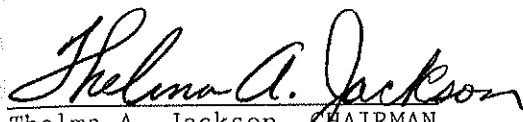
Steve Hunter reported continuing favorable admissions statistics (currently up 24 percent over last year).

DATE OF NEXT BOARD MEETING AND ADJOURNMENT

The date of the next Board meeting was set for December 15 starting at 10 AM. Trustee Gelman felt Trustees needed to make a determination on future work session agenda.

Trustee Gelman's son Dana was introduced.

The meeting adjourned at 5:20 PM.


Thelma A. Jackson, CHAIRMAN


Jane B. Sylvester, SECRETARY

MEMORANDUM OF UNDERSTANDING

The Evergreen State College
Clark College

PURPOSE

The purpose of this memorandum of understanding is to establish the framework within which The Evergreen State College and Clark College will participate in planning for the building and operation of a facility for use by The Evergreen State College on the Clark College campus. It is anticipated by both parties that contracts, including a lease agreement, will formalize this understanding, and that this memorandum shall not be binding on the parties, but shall serve only as a mutual statement of intent and direction in their joint desire to provide TESC with an adequate facility on the Clark College campus. Neither party shall hold the other responsible for costs incurred by reason of this memorandum so long as each party exercises reasonable diligence and good faith in complying with the terms of this memorandum. To this extent, it is proposed that this memorandum also be used by the Department of General Administration (Division of Real Estate) in coordinating the necessary construction agreements and leasing contracts.

BACKGROUND AND RATIONALE

The Evergreen State College operates an upper division, degree-granting educational outreach program in Vancouver, Washington, which has been housed in a facility owned by the federal government. The lease for this facility expires June 30, 1984, and is not renewable because the federal government intends to sell the building. The Evergreen State College (TESC) is not interested in purchasing the building because of its high operating costs and its lack of access for handicapped students. The 1983 legislature appropriated \$100,000 to TESC for the lease costs of its Vancouver outreach program in the 1984-85 fiscal year. Because of the opportunity to share in the use of Clark College's existing parking, recreational facilities and education services, TESC desires to lease from Clark College space to be located in a new building constructed on the Clark College campus.

AGREED PLAN OF IMPLEMENTATION

1. The needs of TESC for program space in Vancouver can best be met on the Clark College campus, an accessible location, where parking, food services, and supporting educational services already exist.

Memorandum of Understanding - TESC/Clark College

2. Because Clark College does not have sufficient on-campus space available to meet TESC needs on a permanent basis, Clark College plans to have a 12,000 square-foot facility constructed on its campus. It is anticipated that the facility will be designed to allow future expansion to accommodate TESC growth or the programs of a joint center for higher education.
3. Clark College plans to request the necessary approvals for the facility from the State Board for Community College Education. It is anticipated that, on behalf of Clark College, the Division of Real Estate (DRE) of the state Department of General Administration will administer the acquisition of facility design services and facility construction, as well as administer the lease by TESC (from Clark College) for use of the facility. The Evergreen State College will be the lead agency in requesting lease/purchase funds from any necessary state agency or the state legislature.
4. It is anticipated that development proposals for construction of the facility will be sought by DRE, including private financing of construction and related costs. Terms for the development will include a long-term lease and an option for state purchase of the building. Clark College is to become the owner of the building upon conclusion of the long-term lease.
5. Should TESC programs subsequently move off the Clark College campus, Clark College will have full control of the facility (.) and will be responsible for meeting any remaining obligations or exercising any options of the state under the existing lease or purchase arrangements. Clark College will not be responsible for meeting any remaining obligations unless Clark College affirmatively acts to exercise an option to assume responsibility for the building. TESC will give Clark College at least one-year notice prior to such a move in order to allow Clark College to request and receive state funding to meet any remaining lease or purchase obligations.
6. TESC and Clark College will cooperate in the design and siting of the new facility. TESC program requirements will be paramount in determining the interior configuration of the building. Shared use of instructional facilities and use of recreational facilities, parking, food services, receiving and shipping, library

services, and other supporting services available from Clark College will be by mutual agreement of TESC and Clark College. Classroom space in the new facility will be available for use by Clark College for instructional programs when it is not needed by TESC.

7. Both parties agree to take necessary, good-faith steps toward the implementation of the above plan.

11/9/83

12/15/83

THE EVERGREEN STATE COLLEGE

RESOLUTION NO. 5-83

RESOLUTION OF THE BOARD OF TRUSTEES OF
THE EVERGREEN STATE COLLEGE
CONCERNING INDEMNIFICATION FOR SUSAN L. WASHBURN

WHEREAS, a lawsuit has been filed against Susan L. Washburn, the State of Washington and The Evergreen State College; and

WHEREAS, the activities which gave rise to the lawsuit were those involving Ms. Washburn as an Evergreen employee; and

WHEREAS, these activities of Ms. Washburn were carried on in good faith and within the scope of her responsibilities; and

WHEREAS, the Board of Trustees has determined that Susan L. Washburn should be granted indemnification concerning this lawsuit filed in Thurston County and entitled The Bill of Rights Legal Foundation vs. The Evergreen State College, et al.:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby grants the request for indemnification by Susan L. Washburn and hereby requests the Office of the Attorney General to provide defense and indemnification for Ms. Washburn.

DATED this 10th day of November, 1983.

12/15/83