

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

Wednesday, December 12, 1984  
Daniel J. Evans Library Building  
Olympia, Washington

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

Representatives  
to the Board  
Present: Elese Claussen, Student  
Tom Rainey, Faculty  
Bill Zaugg, Staff  
Myrna Zolyomi, Alum

Staff Present: Barbara Cooley, Director of Cooperative Education  
Ken Dolbeare, Director of MPA Program  
Rita Grace, Administrative Assistant to the President  
Patrick Hill, Vice President and Provost  
John Perkins, Academic Dean  
Richard Schwartz, Acting President  
Oscar Soule, Director of MES Program  
Mary Tuominen, Graduate Programs  
Karen Wynkoop, Acting Vice President for Business

Others Present: Richard Montecucco, Senior Assistant Attorney General  
Joseph Olander, President Designate (1/14/85)  
Ed Michaelson, KGY

Chairman Gelman called the meeting to order at 9:20 AM and introduced Myrna Zolyomi, who was representing the alumni association in Scott Baker's absence, and Elese Claussen, student representative. Later in the meeting he welcomed Joseph Olander.

PRESIDENTIAL CONTRACT - Action

At the Trustees request, Rich Montecucco will prepare the presidential contract.

Motion  
84-56

Mr. Robinson moved formal confirmation of the appointment of Joseph Olander as President, effective January 14, 1985, at an annual salary of \$78,588 (Range O, Step 37); that the contract be prepared in accordance with information included in Chairman Gelman's 11/30/84 letter to Joseph Olander; and that the contract include appointment to the faculty and such other clarification which may be necessary to protect Dr. Olander's pension rights. Seconded by Mrs. Jackson and passed.

Chairman Gelman expressed the Board's delight in appointing Dr. Olander to the presidency.

#### EXEMPT SALARY GRID - Action

Richard Schwartz recommended approval of the exempt salary grid.

Motion  
84-57

Mr. Mante moved approval of the exempt staff salary grid reflecting a 3.7% cost-of-living increase, effective January 1, 1985. Seconded by Mrs. Jackson and passed.

#### FACULTY SALARY GRID - Action

Staff recommended approval of the grid reviewed the previous month by the Trustees.

Motion  
84-58

Mr. Mante moved approval of the attached faculty salary grid for 1984-85 (covering experience year 0 through 35). Seconded by Mrs. Jackson and passed.

#### APPROVAL OF MINUTES - Action

Motion  
84-59

Mrs. Jackson moved approval of the minutes of the November 14, 1984 meeting as submitted. Seconded by Mr. Mante and passed.

#### PRESIDENT'S REPORT

##### Admissions Statistics

Arnaldo Rodriguez reported that winter quarter admissions are up by 82% over last year. In order to stay within legislative confines, the college will carefully review the situation for spring quarter to avoid overenrollment. Mr. Rodriguez indicated that fall quarter figures are tentative at this time. Chairman Gelman complimented Mr. Rodriguez and his staff and reported the many positive comments he has heard. Tom Rainey mentioned the recognition of admissions office efforts by faculty and staff.

##### Higher Education Governance

Acting President Schwartz reviewed his recommendations concerning the report of the Temporary Committee on Educational Policies, Structure, and Management and highlighted the issues surrounding higher education governance. Chairman Gelman recommended that one hour of next month's study session be devoted to the governance issue and that the item be on the public agenda. Trustee Jackson expressed concern about the lack of unity among higher education Trustees to address these issues. Trustee Robinson suggested another effort by the Chairman to contact other Trustees and institute discussion and suggested that the Acting President let the Council of Presidents know of these efforts. Trustee Mante suggested expanding the group to include vice chairmen and secretaries. Chairman Gelman requested that portions of the Joint Legislative Advisory Committee folder be distributed to Trustees. Tom Rainey and Stan Marshburn are invited to attend the study session.

##### Report on Graduate Programs

John Perkins reviewed briefly the origin of the Master of Public Administration program (opened in fall, 1980) and the Master of Environmental Studies program (opened in fall, 1984). Both programs are heavily oriented toward

public policy. He credited the MPA program as the attraction for locating the Washington Public Policy Institute on this campus. He mentioned also the budget constraints under which these two programs are operating (potential of growing only 25 students, with 20 in the MES program).

Ken Dolbeare distributed and reviewed statistics regarding the Master of Public Administration program. Goals include having faculty assigned to the program on a long-term basis, application to the National Association of Schools in Public Administration for certification, and the need to diversify the student body. Dr. Dolbeare mentioned a market study was being conducted to ascertain the interests in a Saturday program. Trustee Mante felt it would be a prudent investment on the college's part to seek certification.

Oscar Soule reviewed this fall's opening of the Master of Environmental Studies program with 29 students, and mentioned student backgrounds, ages and other interesting statistics. He also discussed linkages with the MPA program. The intention is to not hire a graduate faculty but to rotate faculty from the undergraduate programs.

#### EXEMPT SALARIES - Action

Karen Wynkoop distributed salary recommendations for exempt staff, with merit recommendations above the 3.7% cost-of-living increase. Trustees recessed into an executive session to discuss individual salaries.

Motion  
84-60

Mr. Robinson moved approval of the attached exempt staff salaries as recommended, effective January 1, 1985. Seconded by Mr. Mante and passed.

#### PRESIDENT'S REPORT - Continued

##### Cooperative Education Report

Barbara Cooley distributed a cooperative education packet and reviewed each of the pieces. Ten percent of the college's FTE students are involved in internships; 30 percent of the internships are on campus. Ms. Cooley also mentioned receipt of an intercultural literacy grant and a program whereby Evergreen's alumni serve as field supervisors and mentors for students in a continuing series of internships. Ms. Cooley told Trustee Mante that she would like to be involved in possibilities he and Ken Dolbeare have been discussing for the coastal area. Trustee Mante suggested Patrick Hill join them in a meeting prior to the legislative session or sooner. Trustee Jackson expressed positive community reaction to the college's internships.

##### Board Chairman Report

Chairman Gelman reported a meeting with representatives of the 3609 Commission, positive reception of Evergreen in the community, mentioned a letter he had written to Governor-elect Gardner re: Pacific Rim, and the Trustee attendance at the Agenda 2000 conference (sponsored by the Public Policy Institute). Trustee Sylvester commended everyone who was connected with the conference and planning. In response to a question from Trustee Robinson, Patrick Hill discussed the integration of Pacific Rim and other initiatives in the budget request and the enrollment planning process. Mr. Schwartz added that he

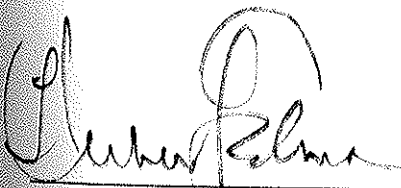
felt the opportunity for improvements of the initiatives in the budget will come in the legislative process and that given the financial situation of the state, it would be unwise to ask for significant growth. Trustee Mante mentioned his attendance at a function on Squaxin Island, at which time support of Evergreen's Longhouse project was discussed. Trustee Jackson reported on the meeting between the Board and the investment subcommittee and volunteered to work with Tom Rainey to find a date for a reception between the Board members and the faculty. Chairman Gelman suggested finding time in January for Trustees to meet with academic programs in a classroom setting.

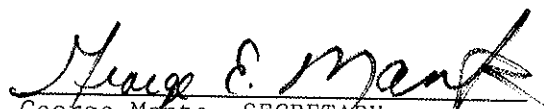
Student representative Claussen reported an informal poll conducted by Erin Sitts regarding the Longhouse project. Tom Rainey conveyed positive faculty feelings for Trustee efforts in the presidential search process and results.

DATE OF NEXT MEETING AND ADJOURNMENT

The date of the next meeting is January 9, 1985.

The meeting adjourned at 11:46 AM.

  
Herbert Gelman, CHAIRMAN

  
George Mante, SECRETARY

Attachments (3)

- exempt salary grid
- faculty salary grid
- exempt salaries

1/9/85

3/13/85

5/8/85

7/10/85

5/14/85

5/15/85

THE EVERGREEN STATE COLLEGE  
1984-85 PROPOSED FACULTY SALARY SCALE

EXPERIENCE YEAR	CURRENT SALARY SCALE 1983-84	EQUAL- IZATION SCALE	WITH COST- OF-LIVING WITH MERIT	WITH COST- OF-LIVING WITHOUT MERIT
0	16065	16900		
1	16265	17111	17734	17509
2	16465	17321	17955	17727
3	16675	17542	18176	17945
4	16885	17763	18408	18174
5	17945	18878	18639	18402
6	19005	19993	19809	19558
7	20055	21098	20980	20713
8	21105	22202	22139	21857
9	22135	23286	23298	23002
10	23145	24349	24435	24124
11	23995	25243	25550	25225
12	24810	26100	26488	26151
13	25580	26910	27388	27040
14	26300	27668	28238	27879
15	26960	28362	29033	28664
16	27560	28993	29761	29383
17	28120	29582	30423	30037
18	28645	30135	31042	30647
19	29160	30676	31621	31219
20	29660	31202	32190	31781
21	30125	31692	32742	32326
22	30575	32165	33255	32832
23	31005	32617	33752	33323
24	31435	33070	34226	33791
25	31860	33517	34701	34260
26	32280	33959	35170	34723
27	32700	34400	35634	35181
28	33110	34832	36097	35639
29	33515	35258	36550	36086
30	33915	35679	36997	36527
31	34315	36099	37439	36963
32	34700	36504	37880	37399
33	35070	36894	38305	37819
34	35440	37283	38714	38222
35	35810	37672	39122	38625
			39531	39028

\* ASSUMING FULL FUNDING (3.6% AND 3.1%)  
COST OF LIVING AND MERIT

THE EVERGREEN STATE COLLEGE  
December 4, 1984

TO: Board of Trustees  
FROM: Karen Wynkoop *Karen*  
SUBJECT: Exempt Salary Grid

Attached is a new exempt staff salary grid for your approval at your December 12 meeting.

This grid is changed slightly from the one I reviewed at your November meeting. We initially decided to divide the January 1, 1985 salary increase into 3.6% for cost of living and 3.1% for merit. As we began to discuss internally how we would implement the 3.1% we realized the difficulties of arriving at an average 3.1% increase on a grid developed with 1% increments. We consequently made a decision to increase the cost of living to 3.7% and decrease the merit to 3%. This grid reflects that decision.



Exempt Salary Recommendations  
Page Three

NAME	FTE	CURRENT MONTHLY SALARY	SALARY WITH 3.7% COST OF LIVING	MERIT RECOMMENDATION PERCENTAGE	PROPOSED ANNUAL	PROPOSED MONTHLY	NEW STEP/RANGE
<u>Dir. of Coll. Relations Group</u>							
Steve Hunter	1.00	2209.00	2290.00	5			
John Gallagher	1.00	2165.00	2244.00	5	28872.00	2406.00	23E
Mark Clemens	1.00	2253.00	2336.00	1	28308.00	2359.00	21E
					28308.00	2359.00	21E

\*Salaries to be paid when employee returns to permanent position.

\*\*Salary given in 3.7 percent cost of living column is effective January 1, 1985 for current temporary position. Proposed annual and monthly is salary to be paid when employee returns to permanent position.

00136

1/9/85

3/13/85

3/8/85

## EXEMPT SALARY RECOMMENDATIONS

Approved 12 UR -84

00137

NAME	FTE	CURRENT MONTHLY SALARY	SALARY WITH 3.7% COST OF LIVING	MERIT RECOMMENDATION PERCENTAGE	PROPOSED ANNUAL	PROPOSED MONTHLY	NEW STEP/RANGE
<u>President's Group</u>							
Sue Washburn	1.00	3491.00	3618.00	5			
Patrick Hill	1.00	4878.00	5057.00	5	45636.00	3803.00	43H
**Gail Martin	1.00	2616.00	2711.00	4	61620.00	5315.00	42L
Stan Marshburn	1.00	2918.00	3025.00	4	29652.00	2471.00	43C
Richard Schwartz	1.00	4347.00	4503.00	5	37776.00	3148.00	50E
Rita Grace	1.00	2066.00	2143.00	6	56796.00	4733.00	39K
Joyce Sanborn	1.00	1321.00	1370.00	N/E	27300.00	2275.00	26D
*Larry Stenberg	1.00	3633.00	3767.00	1			
<u>Provost Group</u>							
Barbara Smith	1.00	3767.00	3905.00	5			
John Perkins	1.00	3767.00	3905.00	5	49248.00	4104.00	42I
Ed Trujillo	1.00	2006.00	2080.00	5	49248.00	4104.00	42I
Steven Kant	1.00	1745.00	1810.00	2	26232.00	2186.00	22D
Cher Stuewe-Portnoff	0.80	1274.00	1321.00	N/E	22152.00	1846.00	
Sarah Pederson	1.00	2123.00	2200.00	N/E			
Steve Metcalf	1.00	2315.00	2398.00	O/F			
Malcolm Stilson	1.00	2539.00	2632.00	4			
Raul Huerta	1.00	1673.00	1733.00	0	32868.00	2739.00	36E
Kelly Emmons	1.00	1640.00	1699.00	3			
Elsbeth Pope	0.50	820.00	849.50	N/E	21000.00	1750.00	17B
Ernest Thomas	1.00	2532.00	2623.00	4			
Thomas Ybarra	1.00	2020.00	2093.00	O/F	32760.00	2730.00	27F
Stella Jordan	1.00	2144.00	2222.00	3			
Sherry Warren	1.00	1656.00	1716.00	O/F	27480.00	2290.00	18F
Steve Bader	1.00	1608.00	1665.00	O/F			
April West Baker	0.80	1365.60	1414.00	4			
Hisami Yoshida	0.75	990.75	1027.50	N/E	17664.00	1472.00	22B
Theresa Crater	0.75	1600.00	1660.00	N/E			
Karen Gose	1.00	1570.00	1628.00	6			
Kris Liburdy	1.00	1321.00	1370.00	N/E	20724.00	1727.00	7C
Duke Kuehn	1.00	3670.00	3802.00	N/E			
Reitha Anderson	1.00	1500.00	1553.00	N/E			
Will Rice	1.00	2918.00	3025.00	N/E			
Anne Nelson	1.00	2992.00	3106.00	N/E			
Barbara Cooley	1.00	2489.00	2580.00	3			
					31896.00	2658.00	37E



1/9/85

3/13/85

3/8/85

## Exempt Salary Recommendations

Page Two

NAME	FTE	CURRENT MONTHLY SALARY	SALARY WITH 3.7% COST OF LIVING	MERIT RECOMMENDATION PERCENTAGE	PROPOSED ANNUAL	PROPOSED MONTHLY	NEW STEP/RANGE
Evonne McMillian	1.00	1440.00	1493.00	4			
Gaylea Morris	0.50	720.00	746.50	N/E	18456.00	1538.00	4B
Mary Tuominen	0.80	1274.00	1321.00	N/E			
<u>V.P. Business Group</u>							
Jan Lambertz	1.00	2514.00	2606.00	5			
Pete Steilberg	1.00	2464.00	2554.00		32868.00	2739.00	36E
David Judd	0.75	1263.00	1308.00	N/E			
Cheryl Huggins	1.00	1504.00	1559.00	4			
Ron Woodbury	1.00	3597.00	3728.00	N/E	19464.00	1622.00	18A
Rita Cooper	1.00	3029.00	3138.00	4			
Ken Winkley	1.00	3780.00	3918.00	4	39180.00	3265.00	45F
Karen Wynkoop	1.00	2860.00	2965.00	7	48924.00	4077.00	50H
Kathleen Garcia	1.00	2742.00	2840.00	N/E	38148.00	3179.00	25H
Ken Jacob	1.00	3491.00	3618.00	4			
Dornagene Ward	1.00	1608.00	1665.00	6	45180.00	3765.00	42H
**Jeannie Butchart	1.00	1966.00	2039.00	6	21216.00	1768.00	18B
Denis Snyder	1.00	3036.00	3148.00	N/E	16668.00	1389.00	14C
Donald Burrell	0.79	1140.00	1179.47	N/E			
<u>Dean of Enroll. Svcs. Group</u>							
Laura Thomas	1.00	2253.00	2336.00	5			
Georgette Chun	1.00	1788.00	1852.00	5	29460.00	2455.00	25E
Betty Muncton	1.00	1570.00	1628.00	5	23352.00	1946.00	19C
Arnaldo Rodriguez	1.00	2695.00	2794.00	5	20520.00	1710.00	6C
Christine Kerlin	1.00	1798.00	1864.00	5	35232.00	2936.00	43E
Doug Scrima	1.00	1711.00	1774.00	5	23508.00	1959.00	11D
Debra Stansbury	1.00	1762.00	1827.00	5	21131.00	1921.00	9D
Joyce Weston	1.00	2081.00	2157.00	2	20504.00	1864.00	6D
Christine Wagner	1.00	1656.00	1716.00	N/E	26400.00	2200.00	14E
Walker Allen	1.00	2940.00	3045.00	1			
Shary Smith	1.00	1960.00	2032.00	2	36912.00	3076.00	39F
Mary Ellen McKain	0.50	787.60	816.74	N/E	24876.00	2073.00	8E

00138

1/9/85

3/13/85

5/8/85

7/20/85

7/21/85

## The Evergreen State College

00139

EXEMPT SALARY GRID WITH LEGISLATIVELY APPROVED SALARY INCREASE EFFECTIVE JAN. 1, 1985 (ACROSS THE BOARD AT 3.7%)

RANGES ARE 9% APART (LETTERS A-D)  
STEPS ARE 1% APART (NUMBERS 1-50)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	
A	1370	1383	1397	1411	1425	1439	1454	1468	1483	1498	1513	1528	1543	1559	1574	1590	1606	1622	1638	1654	1671	1688	1705	1722	1739	1756	1774	1792	1810	1828	1846	1864	1883	1902	1921	1940	1959	1979	1999	2019	2039	2059	2080	2101	2122	2143	2165	2186	2208	2230	A
B	1493	1508	1523	1538	1553	1569	1585	1600	1616	1633	1649	1665	1682	1699	1716	1733	1750	1768	1786	1803	1821	1840	1858	1877	1895	1914	1934	1953	1972	1992	2012	2032	2053	2073	2094	2115	2136	2157	2179	2201	2223	2245	2267	2290	2313	2336	2359	2383	2407	2431	B
C	1628	1643	1660	1676	1692	1710	1727	1744	1762	1780	1797	1815	1833	1852	1870	1889	1908	1927	1946	1966	1985	2005	2025	2046	2066	2087	2108	2129	2150	2171	2193	2215	2237	2260	2282	2305	2328	2351	2375	2399	2423	2447	2471	2496	2521	2546	2572	2597	2623	2650	C
D	1774	1791	1809	1827	1846	1864	1883	1902	1921	1940	1959	1979	1999	2019	2039	2059	2080	2100	2122	2143	2164	2186	2208	2230	2252	2275	2297	2320	2344	2367	2391	2415	2439	2463	2488	2513	2538	2563	2589	2615	2641	2667	2694	2721	2748	2776	2803	2831	2860	2888	D
E	1934	1953	1972	1992	2012	2032	2052	2073	2093	2114	2136	2157	2178	2200	2222	2244	2267	2290	2312	2336	2359	2383	2406	2430	2455	2479	2504	2529	2554	2580	2606	2632	2658	2685	2712	2739	2766	2794	2822	2850	2879	2907	2936	2966	2995	3025	3056	3086	3117	3148	E
F	2108	2128	2150	2171	2193	2215	2237	2259	2282	2305	2328	2351	2375	2398	2422	2447	2471	2496	2521	2546	2571	2597	2623	2649	2676	2703	2730	2757	2784	2812	2840	2869	2897	2926	2956	2985	3015	3045	3076	3107	3138	3169	3201	3233	3265	3298	3331	3364	3398	3432	F
G	2297	2320	2343	2367	2390	2414	2438	2463	2487	2512	2537	2563	2588	2614	2640	2667	2693	2720	2748	2775	2803	2831	2859	2888	2917	2946	2975	3005	3035	3065	3096	3127	3158	3190	3222	3254	3287	3319	3353	3386	3420	3454	3489	3524	3559	3595	3630	3667	3703	3741	G
H	2504	2529	2554	2580	2605	2631	2658	2684	2711	2738	2766	2793	2821	2850	2878	2907	2936	2965	2995	3025	3055	3086	3117	3148	3179	3211	3243	3276	3308	3341	3375	3409	3443	3477	3512	3547	3582	3618	3654	3691	3728	3765	3803	3841	3879	3918	3957	3997	4037	4077	H
I	2720	2756	2784	2812	2840	2868	2897	2926	2955	2985	3015	3045	3075	3106	3137	3168	3200	3232	3264	3297	3330	3363	3397	3431	3465	3500	3535	3570	3606	3642	3679	3715	3752	3790	3828	3866	3905	3944	3983	4023	4063	4104	4145	4187	4228	4271	4313	4357	4400	4444	I
J	2975	3004	3035	3065	3096	3126	3158	3189	3221	3253	3286	3319	3352	3386	3419	3454	3488	3523	3558	3594	3630	3666	3703	3740	3777	3815	3853	3892	3931	3970	4010	4050	4090	4131	4172	4214	4256	4299	4342	4385	4429	4474	4518	4563	4609	4655	4702	4749	4796	4844	J
K	3243	3275	3308	3341	3374	3408	3442	3476	3511	3546	3582	3618	3654	3690	3727	3765	3802	3840	3879	3917	3957	3996	4036	4076	4117	4158	4200	4242	4284	4327	4371	4414	4458	4503	4548	4594	4639	4686	4733	4780	4828	4876	4925	4974	5024	5074	5125	5176	5228	5280	K
L	3535	3570	3605	3641	3678	3715	3752	3789	3827	3866	3904	3943	3983	4023	4063	4103	4144	4186	4228	4270	4313	4356	4399	4443	4488	4533	4578	4624	4670	4717	4764	4812	4860	4908	4957	5007	5057	5108	5159	5210	5262	5315	5368	5422	5476	5531	5586	5642	5699	5755	L
M	3853	3891	3930	3969	4009	4049	4090	4130	4172	4213	4256	4298	4341	4385	4428	4473	4517	4563	4608	4654	4701	4748	4795	4843	4892	4941	4990	5040	5090	5141	5193	5245	5297	5350	5404	5458	5512	5567	5623	5679	5736	5793	5851	5910	5969	6029	6089	6150	6211	6274	M
N	4200	4241	4284	4327	4370	4414	4458	4502	4547	4593	4639	4685	4732	4779	4827	4875	4924	4973	5023	5073	5124	5175	5227	5279	5332	5385	5439	5494	5549	5604	5660	5717	5774	5832	5890	5949	6008	6068	6129	6190	6252	6315	6378	6442	6506	6571	6637	6703	6770	6838	N
O	4578	4623	4669	4716	4763	4811	4859	4907	4957	5006	5056	5107	5158	5209	5262	5314	5367	5421	5475	5530	5585	5641	5698	5754	5812	5870	5929	5988	6048	6109	6170	6231	6294	6357	6420	6484	6547	6615	6681	6748	6815	6883	6952	7022	7092	7163	7234	7307	7380	7454	O