

MEETING OF THE BOARD OF TRUSTEES
OF THE EVERGREEN STATE COLLEGE

Wednesday, January 10, 1990
Daniel J. Evans Library
Olympia, Washington

Trustees Attending: Kay M. Boyd Absent: Allan M. Weinstein
Herbert Gelman
Lila S. Girvin
Richard S. Page
Constance W. Rice
Carol Vipperman

Representatives to the Board Present: Lydia Cooley, Student
Michael Huntsberger, Staff

Staff Present: Kathleen Garcia, Executive Assistant to the President
Patrick Hill, Vice President and Provost
Gail Martin, Vice President for Student Services
Joseph Olander, President
Les Purce, Vice President for College Advancement
Rita Sevcik, Administrative Assistant to the President
Mike Wark, Information Specialist
Ken Winkley, Vice President for Finance & Administration
Bill Zaugg, Administrative Assistant for Budget

Others Attending: Anita Coke, Washingtonians for Accountability in State Higher Education (WASHE)
Howard Fischer, Assistant Attorney General
Aza Hadas (WASHE)
David Reed (WASHE)
Brad Shannon, The Olympian

The meeting was called to order at 1:32 PM. Chairman Gelman announced that a group of concerned citizens (Washingtonians for Accountability in State Higher Education) would join the Trustees at 2:15 PM to discuss questions about campus safety. President Olander introduced Howard Fischer, representing Mike Grant and the Attorney General's office.

PRESIDENT'S REPORT

President Olander reported that the accreditation of Evergreen was reaffirmed on the basis of the comprehensive self-study and full-scale evaluation of October 23-25. He discussed in detail the critiques of the accreditation team, emphasizing that the College received an outstanding evaluation. He reviewed the College's response to the critiques in the three major areas: (1) Academic. Dr. Olander felt the most serious critique was the observation

that many students graduate without a full exposure to the sciences, mathematics and the expressive arts (additional faculty members have been hired in these areas). President Olander identified other critiques in the areas of library, academic advising, faculty development and assessment. The College has identified library and faculty development needs as important goals of the endowment campaign. (2) Deferred maintenance. State appropriations have not been allotted to take care of the asbestos problem in auxiliary buildings such as housing. (3) Student services. Critiques in this area included the College's ability to track a student's study in the major divisions of the College; efforts to attract students of color; efforts to refine the mission, strategic plan and program review; and services to the Tacoma program. President Olander added that recruitment of students of color is a College-wide priority.

Most of the critiques raised were raised by the College in its self-study; the College has been responsive to the critiques.

APPROVAL OF MINUTES - Action

Ms. Sevcik distributed a revised page three of the minutes.

Motion Ms. Boyd moved approval of the minutes of the December 13, 1989
1-1-90 meeting. Dr. Page suggested that (1) the Board statement expressing confidence in President Olander be attached to the minutes when they are distributed, and (2) that language be added to paragraph two on page two (underscored) as follows:

"On behalf of the Board, he (Gelman) read a statement expressing full confidence in the President."

By consensus, the motion as amended passed.

PUBLIC HEARING: LOSS OF ELIGIBILITY - STUDENT ATHLETIC PARTICIPATION - Action

The Board convened a public hearing to consider a new policy concerning loss of eligibility--student athletic participation. Assistant Attorney General Howard Fischer commented that this policy was drafted by the Attorney General's office, in response to the 1989 legislation directing Trustees of institutions of higher education to adopt rules respecting the laws of eligibility of student athletes convicted of violating state law relating to unauthorized use of legend or prescription drugs (including steroids).

In response to a question from Chairman Gelman, Mr. Fischer stated his opinion that, in the absence of a definition section, the policy could be interpreted to apply to a person participating in intramural sports.

There were no other comments or questions from those in attendance.

Motion Ms. Boyd moved adoption of the attached (new) Washington
1-2-90 Administrative Code policy concerning loss of eligibility--student
athletic participation, WAC 174-400-010. Seconded by Ms.
Vipperman and passed.

The hearing was adjourned and the regular meeting resumed.

APPROVAL OF FACULTY SALARY SCALE AND FACULTY SALARY INCREASE - Action

President Olander reviewed the proposed recommendation which implements legislative authorization for the College to give salary raises according to the appropriations bill passed last session. Following procedures established in the faculty handbook, the average 6.4% raise is achieved by (1) moving each faculty up one experience year on the scale and (2) increasing the entire grid by 4.8%.

Motion Dr. Page moved approval of the attached faculty salary scale
1-3-90 which increases salaries for regular, visiting, and adjunct
faculty by an average of 6.4%, effective January 1, 1990.
Seconded by Dr. Rice and passed.

APPROVAL OF EXEMPT SALARY GRID AND EXEMPT SALARY INCREASE - Action

President Olander explained that the salary increase appropriated by the legislature will be an overall 2.4% average increase reached in two steps: (1) the entire exempt salary base is increased by 2% and (2) counselors and librarians receive a 4% salary increase in recognition of the salary inequities of those two classifications.

Motion Ms. Vipperman moved approval of (1) a 4% average salary increase
1-4-90 for counselors and librarians and a 2% average salary increase for
all other exempt professionals and of (2) the attached exempt
salary grid which is increased 2% over the existing grid.
Seconded by Dr. Rice and passed.

OTHER BUSINESS AND INFORMATION

Labor and Industries Finding - Unsafe Working Conditions (Security Officers)

Dr. Martin provided a historical overview of the issue of "unsafe working conditions" for security officers. In summer of 1989 a security officer filed with the Department of Labor and Industries an unsafe working conditions complaint against the College charging that officers were at risk because they were expected to do police work under unsafe conditions. As a result of the subsequent investigation, the College received a written finding on October 31 in which L&I assessed a \$180 fine and determined that the employer failed to use and follow the security department's policy and procedures manual for the conduct of campus security officers in hazardous or life threatening procedures. In October the College appealed, at the Board's direction, for the purposes of clarifying not challenging the findings. College officials learned at a meeting with the Department of Labor and Industries, the L&I

hearing officer's findings were to be made by December 31. Dr. Martin mentioned that a bill which would require arming of all four-year campus security or police officers is before the legislature and a personal safety disappearing task force will soon send its deliberations to the President.

Chairman Gelman suggested that the Board discuss this issue at the February work session (when the L & I findings should be available) and decide whether or not a formal position is necessary on the proposed legislation. Dr. Rice asked to have information on the selection and process used to recruit security people.

Washingtonians for Accountability in State Higher Education

President Olander introduced Anita Coke, David Reed and Aza Hadas, who represent Washingtonians for Accountability in State Higher Education, a group of mostly parents who are in the process of forming a non-profit organization to insure that two- and four-year colleges take all possible steps to maximize the security and safety of students. He mentioned that he had met with this group the preceding week. Mr. Reed distributed a statement of purpose and a list of questions in the areas of campus statistics, education of students, dormitory control, security force, campus drug policy, and other issues. Ms. Hadas added her personal comments regarding safety on college campuses. She specifically suggested things which could be done would be to cut thick bushes and install call boxes around campus. This group offered to work with the campus to implement change. President Olander clarified that phones were accessible inside of unlocked buildings. Chairman Gelman added that some of the suggestions could be considered and asked that the campus security division be asked to comment on the attached list of questions/suggestions submitted. He assured Ms. Hadas that their comments would be taken seriously.

Mr. Reed asked that the College let them know if there are items which the College could implement given funding. Mr. Reed stated that he felt WASHE has a voice in the legislature and could take steps to acquaint the public with needs.

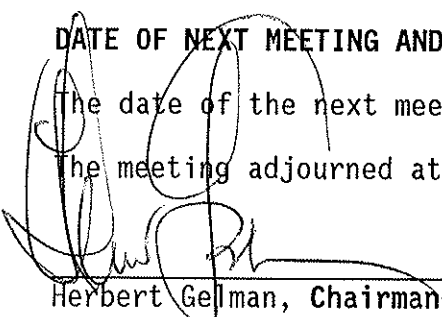
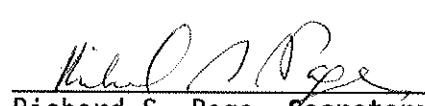
Miscellaneous

President Olander reminded Trustees of the series of receptions planned for that afternoon as part of the new Trustees orientation to the College.

DATE OF NEXT MEETING AND ADJOURNMENT

The date of the next meeting was confirmed as February 14.

The meeting adjourned at 2:42 PM.


Herbert Gelman, Chairman
Richard S. Page, Secretary

Attachments (4)