

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

**Wednesday, May 8, 1991  
Daniel J. Evans Library  
Olympia, Washington**

**Trustees Attending:** Herbert Gelman                      **Absent:** Allan M. Weinstein  
Lila S. Girvin  
Christina A. Meserve  
Constance W. Rice  
John N. Terrey  
Carol Vipperman

**Representatives  
to the Board  
Present:** Dave Howat, Staff  
Jon Martin, Alum  
Rita Pougiales, Faculty

**Staff Present:** Pat Belisle, Director of Alumni Affairs and Annual  
Fund  
Patty Brooks, Executive Director of Development  
Ron Cheatham, Director of Recreation and Athletics  
Jim Duncan, Director of General Services  
Sandy Hanson, Director of Information Services and  
Publications  
Lee Hoemann, Executive Assistant to the President  
Russ Lidman, Vice President and Provost  
Gail Martin, Vice President for Student Services  
Charles McCann, Member of the Faculty (Emeritus)  
Les Purce, Interim President  
Jamil Qureshi, Vice President for Finance and  
Administration  
Rita Sevcik, Administrative Assistant to the President  
Larry Stenberg, Former Director of Community and  
Alumni Relations  
Bob Sluss, Member of the Faculty (Emeritus)  
Mike Wark, Information Specialist  
Karen Wynkoop, Associate VP for Academic Budget and  
Financial Planning  
Byron Youtz, Member of the Faculty (Emeritus)  
See roster for others attending

**Others Attending:** Christy Brigham, WashPIRG  
Jan Frickelton, Assistant Attorney General  
Laura Reed, WashPIRG

**PRESIDENTIAL SEARCH**

The meeting was called to order at 9:10 AM. Trustees devoted the morning session to a discussion of the presidential search, including the composition of the Disappearing Task Force, criteria for president, duties of the search committee, and budget. The following actions were taken.

Dr. Purce reviewed for the Trustees the backgrounds of those nominated by their peers to serve on the Presidential Search DTF.

**Motion** Dr. Rice moved to accept the recommendation of the alumni  
**5-1-91** association to appoint Doug Riddels as the alumni representative to the Presidential Search DTF. Seconded by Ms. Girvin and passed.

Trustees waived the requirement that a member of the search process committee not serve on the search committee for Doug Riddels. This provision also was waived for Trustees Lila Girvin and John Terrey, and for Marilyn Ward (per the recommendations received from the search process committee).

**Motion** Dr. Rice moved to place the names of the alternates to the  
**5-2-91** Presidential Search DTF on a list to be utilized by the Board of Trustees when necessary. Those alternates include: Faculty - Bill Arney; Alumni - Steve Salami; Exempt Staff - Carolyn Dobbs; Classified Staff - Bonnie Moonchild. Seconded by Mr. Gelman and passed.

**Motion** Ms. Girvin moved to appoint Delores Silas to serve as the  
**5-3-91** community representative to the Presidential Search committee.

**Motion** Mr. Gelman moved to accept the nominees presented and confirm  
**5-4-91** their appointment to the Presidential Search committee, with the understanding that Trustees will receive acknowledgement about Walter Niemiec's willingness to serve. Those individuals are: Faculty - Justino Balderrama, Duke Kuehn (Tacoma representative), Rita Pougiales, and Nancy Taylor; Alumni - Doug Riddels and Marilyn Ward; Exempt Staff - Diane Kahaumia, Nancy Koppelman; Classified Staff - Judy Huntley and Walter Niemiec (who was nominated and elected in his absence); Undergraduate Students - Diana Arens and Rio Lara-Bellon; Graduate Student - Sarah Bradley; Community - Delores Silas; Ex-Officio - Trustees Girvin and Terrey; Staff - Affirmative Action Officer (Ermelindo Escobedo) and Representative of Employee Relations (Judy Johnson). Seconded by Dr. Rice and passed.

Trustees discussed a clarification regarding confidentiality to be included in the charge to the search committee. It is the Board's anticipation that the committee meetings will be held in closed session and that legal questions should be referred to the Attorney General's office. They also confirmed that the decision regarding use of a consultant was left to the search committee. Trustees agreed to identify a miscellaneous category in the draft budget to be

sent to the committee to provide flexibility of funds for reference checks, relocation expense, and possible use of a consultant.

**Motion**  
**5-5-91**

Dr. Rice moved approval of the following duties of the Presidential Search Committee:

- 1) Develop official announcement for approval by the Board at the meeting on June 12, 1991
- 2) Develop timeline for the search process no later than June 12, 1991
- 3) Develop interview process to include campus visits by candidates
- 4) Develop criteria for application screening process
- 5) Select five finalists for Board "consideration" not later than January meeting 1992 - not mandatory that Board consider all five or bring all five to campus
- 6) Develop methodology for credential review
- 7) Develop and implement reference check criteria and process
- 8) Develop a budget to be approved by the Board of Trustees no later than June 12, 1991
- 9) Develop timetable and methodology for consulting with entire Evergreen community during appropriate key decision points
- 10) Maintain and insure candidates of strict confidentiality on campus and off campus up to the time the finalists are announced and final candidates selected are invited to campus
- 11) Disseminate announcements in places that will increase the probability of recruiting ethnic and women candidates
- 12) Committee chair to report to the Board monthly in executive session
- 13) Work within the affirmative action guidelines of TESC

Seconded by Dr. Terrey and passed.

Trustees devoted considerable time to reviewing required and preferred criteria for the President which would be shared with the Search Committee. They identified issues they wanted to revisit (concerning the relationship between the Board and the President) during their retreat that evening and the following day (see attached).

**BUDGET PRESENTATION - Information**

Steve Trotter distributed a budget handout and briefly reviewed policy comparison between the House and Senate operating budgets, 1991-93 biennium operating and capital budget comparisons, the budget process, expenditure authority and current level process. Next steps: June 12 temporary expenditure authority, with action on the full budget at a following meeting. Chair Vipperman commended Dr. Purce and staff for the approach being taken and asked if there were a role for the Board to play with the legislature.

**LUNCH BREAK, RECONVENED PUBLIC MEETING, INTRODUCTIONS**

Trustees recessed at 12:15 PM for lunch and reconvened the public meeting at

approximately 1:30 PM. Patty Brooks introduced Pat Belisle, the newly appointed Director of Alumni Affairs and Annual Fund.

### CHAIR'S/PRESIDENT'S REPORTS

Chair Vipperman reviewed the actions and discussion of the morning session related to the presidential search and budget. She acknowledged the fact that Trustees approved a salary increase for the Interim President at the last meeting. Because of the Board's misperception about the time frame in which action could be taken, the item had not been placed on the published agenda. She mentioned Trustee attendance at the Foundation scholarship dinner and the importance of the work of the Board of Governors. As the Board's representative to the Foundation, she looks forward to working with this group.

Dr. Purce discussed his continuing commitment to keep Trustees apprised about issues of diversity, race and multiculturalism and identified reports scheduled for the June meeting on sexual harassment, conflict resolution, security issues, etc. He called on Mike Wark who distributed Super Saturday buttons and identified areas in which Trustees could be involved. Trustees made a commitment to select an activity.

### RESOLUTIONS HONORING McCANN, YOUTZ, SLUSS AND STENBERG - Action

Interim President Purce and the Trustees took great pleasure in recognizing the contributions of four "Founders" of Evergreen.

Dr. Purce reviewed Larry Stenberg's contributions and tenure at Evergreen since his arrival in 1970 as a founding staff member.

**Motion** Dr. Rice read and moved approval of Resolution No. 91-6  
**5-6-91** (attached), expressing gratitude and best wishes to **Larry R. Stenberg**. Seconded by Mr. Gelman and unanimously approved.

Provost Lidman presented to the Trustees the three retiring founding faculty who were unanimously nominated by the faculty for emeritus status.

Trustee Terry expressed his sense of privilege and honor in presenting the resolution for Founding President Charles McCann and mentioned their friendship when they were both at Central Washington University.

**Motion** Dr. Terrey read and moved approval of Resolution No. 91-3  
**5-7-91** (attached), conferring emeritus status upon **Charles McCann**. Seconded by Mr. Gelman and unanimously approved.

It was Trustee Girvin's pleasure to recognize the contributions of Founding Faculty Member Robert Sluss.

**Motion** Ms. Girvin read and moved approval of Resolution No. 91-5  
**5-8-91** (attached), conferring emeritus status upon **Bob Sluss**. Seconded by Dr. Rice and unanimously approved.

Trustee Gelman felt there was nothing which had given him more satisfaction as a Board member over the past twelve years than the chance to recognize and show his affection for Byron Youtz with this resolution.

**Motion** Mr. Gelman read and moved approval of Resolution No. 91-4  
**5-9-91** (attached), conferring emeritus status upon Byron Youtz. Seconded by Dr. Rice and unanimously approved.

Each of the individuals were asked if they would like to say anything to the Board or to the community.

Provost Lidman announced a reception honoring these four individuals who have played such a vital role in Evergreen's history and invited those in attendance to join in honoring these founders at the reception on May 31.

#### **APPROVAL OF THE MINUTES - Action**

**Motion** Ms. Girvin moved approval of the minutes of the April 10, 1991  
**5-10-91** as distributed. Seconded by Mr. Gelman and passed.

Dr. Terrey noted that even though he was not present at last month's meeting, he would like to wholeheartedly associate himself with the majority on the decision to grant the Interim President a salary increase.

#### **APPROVAL OF GENDER EQUITY LEGISLATION AND TUITION WAIVER - Action**

Ron Cheatham reviewed and endorsed action by the Board to approve tuition waivers to maintain gender equity in the athletic program. The new policy, made possible by RCW 28B.15.450, will provide 37 tuition waivers which would be divided among four sports.

**Motion** Dr. Rice moved approval of tuition waivers to maintain gender  
**5-11-91** equity in the athletic program. These waivers would be awarded to players equal to one-half year's in-state tuition. Seconded by Ms. Girvin and passed.

#### **WashPIRG's POLLUTION PREVENTION RESOLUTION - Discussion**

Dr. Purce reviewed the staff recommendation that the Board consider developing its own statement regarding pollution, taking into account the concerns of the WashPIRG resolution, the recycling DTF, and the faculty statement regarding pollution and that the staff work toward the development of such a resolution for the June Board meeting.

The Trustees endorsed the administrative recommendation that the Board develop its own statement. Chair Vipperman charged the President to bring this issue back to the Board in June and indicated to WashPIRG that this resolution will be taken seriously. The Board is in a position of formulating policies around a number of issues.

Trustee Terrey asked for a distinction between resolutions and official actions. Attorney General Jan Frickelton will research this issue and report back to the Board.

#### **REQUEST FOR DEFENSE BY THE ATTORNEY GENERAL'S OFFICE - Action**

Jan Frickelton reviewed the individual request for defense and, as other requests come in, she suggested the Board authorize the President to sign for those individuals acting within the scope of their employment. Trustee Gelman asked about the Attorney General's policy related to malicious prosecution. Her belief is that costs would be refunded in that circumstance.

**Motion** Dr. Rice moved to authorize the President to sign the agency  
**5-12-91** approval form in requesting the Attorney General's office to defend Jim Duncan and other individuals named in the attached complaint for damages (cause No. 90-2-02785-3) who subsequently request defense and who were acting within the scope of their authority as employees to The Evergreen State College. Seconded by Ms. Girvin and passed.

#### **OTHER BUSINESS AND REPORTS**

##### **Report on Tacoma Campus Remodel**

Jamil Qureshi reported on recently completed remodeling at the Tacoma campus. Trustees will try to hold their July or August meeting in Tacoma.

Dr. Purce commended all of those involved in the "transformation" of this facility.

Dr. Qureshi also reported that the CAB, Phase II project is on schedule and should be ready for occupancy in the fall.

##### **Slide Presentation and Invitation to Participate in Raft Trip**

Student NaDean Reinertsen made a slide presentation and invited Trustees to participate in a raft trip on the White Salmon River. Proceeds from this trip will go toward the purchase of a raft for the Wilderness Center.

##### **Report of Emeritus Faculty DTF**

Vice President Lidman discussed the report of the Emeritus Faculty Disappearing Task Force, indicating that perhaps one-third of the faculty will be 65 years of age in the next ten years. The past practice has been to provide a private office for those emeritus faculty who are interested, along with secretarial support when available, phone, etc. With this large anticipated number of retiring faculty, there is a need for a policy. The DTF recommended that faculty retiring at age 55 or older with at least five years of service to the College be granted emeritus status.

The DTF also proposed the concept of a senior college. Emeritus faculty are under no obligation to join the senior college. Those who wish to belong would have access to a large space in which to meet with their peers, to study or use Evergreen facilities. The Senior College would provide a pool of talent for part-time or other temporary teaching assignments. Dr. Lidman indicated, since the faculty have not been consulted, that needs to occur prior to bringing this issue to the Board for action. Trustee Terrey felt that an emeritus award should denote meritorious service to the College and not be automatic with retirement--he expressed concern about the 55/5 concept. Trustee Gelman brought up the issue of egalitarianism. Trustee Rice expressed concern that any program developed not encumber the financial resources of the College in such a way that it would limit the College's ability to meet its commitment of a more diverse faculty. Dr. Lidman discussed the hiring of the past year and stated that there is a new generation of faculty coming into the institution.

#### Retired Faculty Re-Employment Policy

Karen Wynkoop reviewed the history of the faculty re-employment policy, which would provide for flexible retirement options for faculty and recognize and draw upon the experience and knowledge of the senior members of the Evergreen community. Ms. Wynkoop stated that the College has the authority to do these kinds of things but this is an attempt to formalize the process and set guidelines. The program is voluntary. Faculty would make a proposal and apply, the proposal would be reviewed by the academic deans and approved by the provost. Trustee Vipperman asked whether there are limitations regarding the number of faculty on this program. Currently there are no specific limitations other than age 55 and 10 years of service to the institution. Maximum agreements would initially be for five years (and 3 years thereafter). There is also a time line spelled out for application, so that the academic deans would have all the information prior to making hiring decisions. Trustee Rice expressed concern about the five year commitment. Ms. Wynkoop indicated the intent was that the commitment be only for part-time employment. Dr. Lidman added that the proposal would be only for a five-year pilot program--there would be no ongoing obligation beyond that without evaluation of the pilot program.

The Chair acknowledged the work that had gone into this policy proposal but encouraged consideration of the concerns raised. The Board wondered whether the intent of the policy would stand the test of time. Trustee Terrey was pleased that the policy was not automatic and that faculty skills would blend with the students' needs. He pointed out there are also limitations on the amount of income for retired faculty. Trustee Rice urged that the terms of participation not preclude other opportunities. Dr. Purce wondered if people would negotiate this prior to retirement (that is possible).

Because this policy will have dramatic impacts, the Chair sensed that the Board wants to feel very comfortable with the recommendations. Dr. Purce felt it would be helpful to look at the financial implications of upcoming retirements, what the five-year commitment means and how it can be accommodated. Trustee Gelman suggested that should there be question about

the interpretation of a policy, the Board minutes should reflect the intent. Provost Lidman agreed that the Provost ought to have a record of the thinking of the Trustees also. The Chair charged the President to make sure that the issues raised be addressed before the policy comes back to the Board for action. The Interim President acknowledged Karen Wynkoop's efforts and the interaction she has had with the faculty.

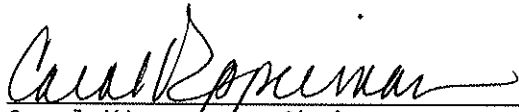
#### Appointment of Nominating Committee

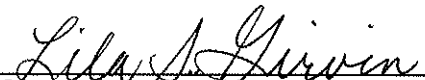
The Chair asked Lila Girvin to serve as chair of the nominating committee. With the assistance of Herb Gelman and Chris Meserve, the subcommittee is to recommend at the next meeting the slate of officers for the coming year.

#### **EXECUTIVE SESSION, DATE OF NEXT MEETING AND ADJOURNMENT**

The Chair announced that Trustees were holding a retreat that evening and the next day and would join the faculty at their retreat the next evening.

The Trustees went into executive session at 3:30 PM to discuss personnel matters and reconvened and adjourned the regular meeting at 3:40 PM.

  
Carol Vipperman, Chair

  
Lila S. Girvin, Secretary

Attachments (6)