

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

**Wednesday, June 12, 1991
Daniel J. Evans Library
Olympia, Washington**

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

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

Staff Present: Pris Bowerman, Academic Dean
Shannon Ellis, Dean of Student and Academic Support
Services
Ermelindo Escobedo, Special Assistant to the President
for Affirmative Action
Sandy Hanson, Director of Information Services and
Publications
Jennifer Jaech, Assistant to the President for
Governmental Relation
Russ Lidman, Vice President for Academic Affairs and
Provost
Gail Martin, Vice President for Student Services
Walter Niemiec, Academic
Les Purce, Interim President
Rita Sevcik, Administrative Assistant to the President
Nancy Taylor, Member of the Faculty (Chair of
Presidential Search DTF)
Mike Wark, Information Specialist
Karen Wynkoop, Associate VP for Academic Budget and
Financial Planning

Others Attending: Jan Frickelton, Assistant Attorney General
David George, Evergreen Free Press
Hugh Moag, S&A Coordinator
Mark Sherman, Academic Common Market
See permanent roster for others attending

The meeting was called to order at approximately 9:00 AM. Trustees devoted the morning to a work session on budget and enrollment issues.

On Tuesday evening, Trustees held a work session continuing their discussion on the Role of the Board. Trustees Gelman, Rice and Terrey are to meet to prepare a draft for consideration by Trustees on July 10.

1991-92 Services & Activities Budget - Discussion

Student Hugh Moag distributed and discussed the 1991-92 Services and Activities budget developed by the S&A Board. The budget includes funding for four new student organizations and three new reserves and eliminates funding for one student organization. He highlighted policy changes from the previous year, pointing out that funds were being allocated to a student art gallery on the third floor of the College Activities Building. The S&A fee will increase from \$86 to \$88. The allocation level was increased from 95% of estimated revenue to 97%. Hugh introduced Miranda Cameron, next year's S&A Coordinator.

Mark Sherman, a 1988 alum, requested (and was granted) time on the Trustees agenda to appeal the non-funding of the Academic Common Market (working for the elimination of the difference between in-state and out-of-state tuition). He responded to Trustee questions and introduced three students who spoke in favor of this initiative. Chair Vipperman stated her belief that the College values out-of-state students who bring a richness to campus and that it is inappropriate for the Board to debate the concept. She expressed appreciation to Mr. Sherman and students who spoke and commented that the historical policy of the Board has been to support budget decisions made by the students. If there is a disagreement about how the S&A Board is selected, that is an issue the students need to deal with.

Enrollment Update

Arnaldo Rodriguez presented a number of overhead transparencies (entering class detail, high school direct, enrollment by state residency, entering freshmen, interinstitutional comparable admissions statistics, fall head count, fall non-resident enrollment, fall new student resident and non-resident enrollment for high school direct and two- and four-year transfers, fall enrollment by ethnic groups and as a percent of total). Attached.

He also discussed the new admissions criteria put into place two years ago (in compliance with the new requirements mandated by the Higher Education Coordinating Board). In addition to meeting the HEC Board requirements for minimum admissions eligibility, the College also established its own criteria giving preference to students of color, Vietnam era veterans, students that are 25 years or older, and students who are the first members of their family to receive a four-year degree. Mr. Rodriguez' opinion is that these new criteria have worked. All of the four-year colleges have experienced a decline in transfer students this past year. He distributed and discussed statistics for 1990 final admissions and 1991 preliminary figures.

Trustees requested additional information at a future meeting: Attrition rates by class; impact of the Tacoma branch (how does that profile mirror or differ from the Olympia campus?); retention/attrition issues; strategy to understand and address decrease in students direct from high school and outreach activities (what is the College doing to try to access in-state students, not only high school directs but returning students--populations of people of color, women, older students); how do we reach those people who are not in the mechanism; how are we being perceived by counselors

and high school teachers and others and what are we doing to try to assess; what impact does the fact that we are a liberal arts vs. university setting have?, etc.

Mr. Rodriguez commented that strategy developed included adding "College Night" presentations in additional areas around the state. Trustee Girvin offered her assistance in the Spokane area. Mr. Rodriguez offered to submit in writing additional strategies which have been developed.

1991-93 Operating Budget

Interim President Purce outlined action needed to provide an authorization for temporary funding to carry on after June 30 in the absence of a budget from the legislature. Steve Trotter mentioned that once the final level budget is known, staff will recommend bringing policy changes to the Board. Mr. Trotter and Dr. Purce reviewed the temporary operating budget recommendations for the 1991-93 biennium.

EXECUTIVE SESSION AND RECONVENED PUBLIC MEETING

Trustees took a short recess and convened an executive session at 11:30 AM. The regular meeting was reconvened at 1:40 PM.

CHAIR'S REPORT

Chair Vipperman commended all those involved with Super Saturday and graduation and mentioned the raft trip sponsored by the Wilderness Center. Additionally she reported on the Board of Governors' meeting and acknowledged the work done by the Development office in this regard. She reported that the Foundation looks forward to working more closely with the Board. Trustee Gelman commended the Chair and Trustees Girvin and Terrey for their extraordinary commitment of time devoted to Evergreen activities.

RESOLUTION HONORING GAIL MARTIN - Action

Motion Mr. Gelman moved approval of Resolution 91-7, entitled "Resolution
6-1-91 of the Board of Trustees of The Evergreen State College Expressing
Gratitude and Best Wishes to **GAIL E. MARTIN.**" Seconded by Dr.
Rice and passed unanimously.

Trustee Gelman then read the resolution which received an ovation from the audience. Chair Vipperman presented a gift to Dr. Martin from the Trustees. Ms. Vipperman told Gail that she was leaving a very positive legacy and will be missed but will not be forgotten.

PRESIDENT'S REPORT

Dr. Purce added his thanks to the Super Saturday Committee, the Alumni Association, and all of the Evergreen community who made the past weekend a tremendous success.

Report from Chair of Presidential Search Committee

Faculty Member Nancy Taylor discussed the progress of the Presidential Search Committee. The Committee submitted a budget, time line and ad which will be placed in the Chronicle of Higher Education in July. Trustee concerns regarding the time frame: Committee visit to home campus of finalists before their announcement as a finalist (home campus visits moved to after February 14); opportunity for finalists to see campus before announcement of finalists is made; candidates be asked if they had any desire to meet with any particular groups when they are on campus for interviews; Trustees put together questionnaire, disseminate and collect feedback and summarize (would give Trustee activity with the broader community); on first day of campus interview, the whole Board meet with candidate for breakfast and then meet candidate again at the end of the two-day interview process for an exit interview to get candidate's perception of the experience. The Board's representatives on the Committee (Trustees Girvin and Terrey) will keep the Committee informed of the details of the Board's thinking. Trustees will attempt to assist the Committee by sharing some of the responsibilities during a busy period of time.

Ms. Taylor asked Trustees for names of people they would like to nominate and encouraged them to read and comment on the draft brochure distributed. Chair Vipperman complimented Ms. Taylor on her outstanding leadership of this Committee.

PAB Mediation Training/Governance

Dr. Purce told Trustees the reports presented this day update activities that have gone on this year and give Trustees a sense of closure and of the work that still has to be done.

He introduced Walter Niemiec, Chair of the President's Advisory Board, who informed Trustees that PAB involvement with governance was a result of a November 14, 1990 faculty meeting at which the faculty passed a resolution recommending adoption of an interim grievance and appeals policy. The President in turn asked the PAB to study this issue. He distributed a written memo summarizing the PAB recommendations (attached). The faculty accepted PAB recommendations and passed a resolution recommending that a mediation service be established as soon as possible, that further study of governance issues be conducted by PAB and supported charging of the fifth Committee on Governance next September. Once the scope of the work is identified, this is a discussion the President would like to have with the PAB, the faculty, and the Board of Trustees. It may also be important to involve a new President; this also relates to the work the Board is undertaking with regard to the role of the Board and the direction of the institution. The issue of governance is extremely important and has not been reviewed for a number of years.

Affirmative Action Policy/Employment Update

Ermelindo Escobedo distributed and discussed an employment/affirmative action update. He hopes by September or October the affirmative action policy will

be ready to disseminate for input from the community and that by November a policy will be ready for Trustee review.

Sexual Harassment Policy

Shannon Ellis, Chair of the Sexual Harassment task force, reviewed the draft which had been mailed to Trustees. Their charge was to develop ways to prevent and address sexual harassment and discuss the issue of gender harassment.

Trustee Rice suggested the addition of "co-worker" to the list of administrator, supervisor, or student (first paragraph under "Our Responsibility" on page 1). Trustee Terrey asked if the policy could be separated from the procedures which implement the policy; suggested stronger language be added to the illegal statement (second paragraph, "Our Responsibility," page 1); and suggested clarifications on page 7. Trustee Gelman questioned the reference to AAUP Statement on Professional Ethics ("consensual relations" section on pages 2-3) and felt there was a mixed message.

Role of Board Representatives

Dr. Purce mentioned the work David Howat is doing in regard to defining his role as staff representative to the Board and suggested it would be helpful in terms of the Board being able to articulate that relationship with all of the representatives of the Board. The President will schedule this discussion in conjunction with the July meeting.

APPROVAL OF MINUTES - Action

Motion Dr. Rice moved approval of the minutes of the May 8, 1991 meeting
6-2-91 as distributed. Seconded by Ms. Girvin and passed.

1991-93 TEMPORARY CURRENT LEVEL SPENDING AUTHORITY APPROVAL - Action

Trustees received information in the morning work session regarding this item, which includes information on the Services and Activities budget. Chair Vipperman acknowledged that Trustees had heard that morning from one of the two groups not funded by S & A in the coming year. She provided time for former student David George, spokesperson for the Evergreen Free Press, who had also requested time on the agenda. Mr. George outlined the inception and the funding history of this alternative student newspaper which operates as a collective without an editor. He read a prepared statement which was an endorsement of giving students a choice regarding media influence and urged the establishment of a student communications DTF. Again, the Chair stated that historically the policy of the Board has been to support student decisions regarding how they use their funds. Mr. George indicated his group plans to return to the Board at the next meeting with a more formal recommendation.

Motion Mr. Gelman moved approval of the 1991-93 biennium proposed
6-3-91 temporary current level operating budget of \$81,751,547 for all College funds (including Student and Activities). Seconded by Dr. Rice and approved.

PRESIDENTIAL SEARCH - Action

Trustees discussed issues of presidential search with Nancy Taylor during the President's Report.

Motion Dr. Terrey moved to confirm the appointment of Bonnie Moonchild
6-4-91 to the Presidential Search Committee replacing Walter Niemiec (who had been elected in his absence and was unable to serve) as one of the classified staff representatives. Seconded by Dr. Rice and passed.

Motion Ms. Girvin moved approval of the budget of \$71,000 (see attached)
6-5-91 and the attached ad for the presidential search. Seconded by Dr. Rice and passed.

Motion Dr. Rice moved to invite Merritt Long to be the community
6-6-91 representative (replacing Delores Silas who was unable to serve) to the Presidential Search Committee. Seconded by Mr. Gelman and passed.

Dr. Rice requested that Trustees Girvin and Terrey spend time briefing Mr. Long.

PROPOSED POLLUTION POLICY - Action

Dr. Purce, after staff review of the WashPIRG request for action, recommended Trustee endorsement of the Faculty resolution

Motion Dr. Rice moved Board endorsement of the following faculty
6-7-91 resolution on environmentalism passed at the April 17, 1991 Faculty meeting:

"The Evergreen State College has been informed by environmental concerns since its inception, even though such concerns have not permeated to all segments of the community. Now, as the earth's environmental situation approaches a crisis of unprecedented proportions, the Faculty of the College reaffirms its commitment to policies aimed at bringing humanity into ecologically sound ways of living on this planet. The Faculty recognizes that it is appropriate for Evergreen, as an educational institution that seeks to prepare its students for life in the twenty-first century, to promote an awareness of environmental problems by all members of the College community. The Members of the Faculty agree to support programs and procedures to reduce waste, increase recycling, and generally to make the College operate in more ecologically viable ways, and they agree to promote these

Motion**6-7-91 - continued**

procedures in their academic programs, among all their students, and in their own activities."

Seconded by Ms. Girvin and passed.

Dr. Rice commented that the WashPIRG representatives have been wonderful stewards of this issue and asked that the record acknowledge this stewardship and how important it is to the College.

ELECTION OF BOARD OFFICERS - Action

Trustee Girvin, chair of the nominating committee, placed names in nomination for officers for the next year.

Motion
6-8-91

Mr. Gelman moved acceptance of the following slate of officers for 1991-92:

Chair	Carol Vipperman
Vice Chair	Constance Rice
Secretary	Lila Girvin

Seconded by Ms. Meserve and unanimously approved.

Mr. Gelman congratulated Ms. Vipperman, acknowledged her commitment to the institution to continue serving as chair, and expressed the Trustees indebtedness.

OTHER BUSINESS AND INFORMATION**New Faculty Hires and Report on Curriculum**

Provost Lidman reviewed the list of new hires distributed to the Trustees. Academic Dean Pris Bowerman distributed copies of and discussed the 1991-92 curriculum (which was completed almost two years ago).

Retired Faculty Re-employment Policy

Karen Wynkoop reviewed the changes made to the retired faculty re-employment policy since last month. The goals are: (1) to utilize the expertise of retired faculty; (2) to increase the diversity of the faculty; and to identify resources needed to improve the quality of academic programs. The policy proposes a three-year pilot program with an upper limit of five years with a maximum number of four faculty lines (one faculty teaching full time for the academic year) within the program at any one time. Under this program, twelve individuals could teach one quarter; the equivalent of four full time faculty positions. This will be a way to enrich the student faculty ratio. Ms.

Wynkoop identified a legal issue which needs to be clarified prior to approval (retirement contribution). Dr. Rice complimented staff on their excellent work in resolving the issues raised last month.

DATE OF NEXT MEETING AND ADJOURNMENT

Dr. Purce acknowledged that this is the last Board meeting Gail Martin will be attending before her departure. He expressed appreciation for the guidance, support and friendship Dr. Martin has provided and acknowledged the institutional memory she takes with her.

The date of the next Board meeting was confirmed for July 10. The Board discussed holding the July (or August) meeting on the Tacoma campus.

The meeting adjourned at 4:15 PM.


Carol Vipperman, Chair


Lila S. Girvin, Secretary

Attachments

PRESIDENTIAL SEARCH

JUNE 11, 1991

Advertising

The Chronicle of Higher Education
others as determined by the committee
(1983 expenditures of \$12,000)

\$ 18,000

Office Expenses

Stationery/supplies/printing

1,000

Telephone

1,000

Postage

500

Candidate Travel

Off-campus interviews (10 candidates)

Airfare/lodging/meals/etc.

10,000

On-campus 3-5 candidates

Airfare/lodging/meals (5 days)

7,000

Committee Travel

Off-campus interviews

1,500

Regular meetings

6,000

Staff salaries

secretarial support full-time temporary
for approximately six months

11,000

Miscellaneous expense

15,000

consultants

relocation expenses

travel to finalists campus

=====
\$ 71,000

ADVERTISEMENT

The Evergreen State College seeks nominations and applications for president.

Evergreen is a 20-year-old, publicly funded college with an annual operating budget of \$40,000,000. There are 176 faculty and 409 staff supporting an enrollment of 3,100 students.

The president should be dedicated to working cooperatively with an active faculty, staff and students. Evergreen is widely acclaimed as an alternative liberal arts college devoted principally to undergraduate education. The college is committed to collaborative, interdisciplinary team-teaching and to consultative policy development and decision making.

We encourage application from people who have demonstrated the following qualities: commitment to innovation in higher education; a distinguished record of scholarly, artistic or professional achievement; the ability to work within and to foster a collaborative decision-making environment; commitment to affirmative action and to the promotion of multicultural diversity; and a successful record in managing programs and finances.

A doctorate is preferred but not required.

For further information and an application packet, contact: Presidential Search Committee / Library 3103 / The Evergreen State College / Olympia, WA 98505 / Telephone: 866-6000, ext. 6113.

Review of applications begins October 1, 1991, and will continue until the position is filled.

AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER

RESOLUTION OF THE BOARD OF TRUSTEES
THE EVERGREEN STATE COLLEGE
No. 91-7

Expressing Gratitude and Best Wishes
To
Gail E. Martin

WHEREAS, Gail Martin was first employed by The Evergreen State College on October 1, 1971;

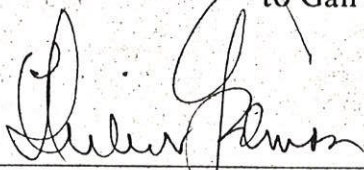
WHEREAS, Gail Martin has played an integral role in the life and history of The Evergreen State College and has given selflessly of her time and energy in deciding matters of policy;

WHEREAS, Gail Martin has enriched the institution by her presence and has continued to exemplify the College's values and principles;

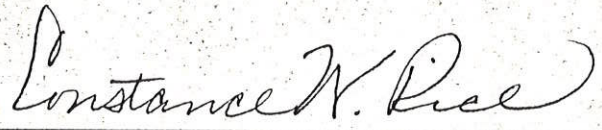
WHEREAS, Gail has engendered deep affection from colleagues across the campus, and has been an advocate to staff, faculty and students, serving as an example and a mentor to many;

WHEREAS, Gail Martin will leave the office of Vice President for Student Affairs on September 1, 1991, to pursue personal goals and challenges;

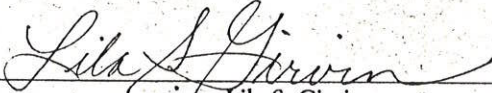
NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees expresses to Gail Martin its appreciation, gratitude, and best wishes.



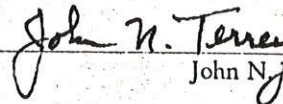
Herbert Gelman



Constance W. Rice



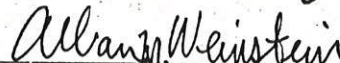
Lila S. Girvin



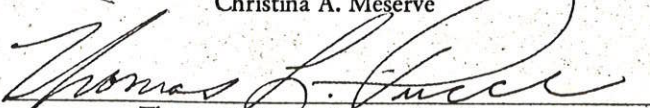
John N. Terrey



Christina A. Meserve



Allan M. Weinstein



Thomas L. Purce, Interim President



Carol Vipperman, Chair

Dated this 12th day of June, 1991