

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

**Friday, October 18, 1991  
Daniel J. Evans Library  
Olympia, Washington**

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

**Staff Present:**

Carolyn Dobbs, Vice President for Student Affairs  
Vallie Jo Fry, Special Assistant to the Vice President  
for Finance and Administration  
Sandy Hanson, Director of College Relations  
Lee Hoemann, Executive Assistant to the President  
Jennifer Jaech, Assistant to the President for  
Governmental Relations  
Russ Lidman, Vice President and Provost  
Les Purce, Interim President  
Jamil Qureshi, Vice President for Finance and  
Administration  
Rita Sevcik, Administrative Assistant to the President  
Steve Trotter, Budget Officer  
Karen Wynkoop, Associate Vice President for Academic  
Budget and Financial Planning  
Bill Zaugg, Administrative Assistant for Budget  
See permanent roster for others attending

**Others Attending:**

Anna Dickinson, Student  
Jan Frickelton, Assistant Attorney General  
Andrew Gamson, WashPIRG

**INTRODUCTIONS AND STATEMENT REGARDING PRESIDENTIAL COMPENSATION**

Anna Dickinson, a new transfer student, was introduced.

Chair Vipperman, on behalf of the Board, made the following statement regarding Interim President Thomas L. Purce:

"At our regular October 9 meeting, we recessed into Executive Session to review input from the community at large, both internal and external, related to the evaluation of Interim President Les Purce.

"I can't say strongly enough how pleased the Board was by the extremely positive and in many cases very in-depth evaluation of the President. We feel very fortunate to have Les here in this important interim role--and we were happy to learn that so many members of the community felt the same.

"When we returned to regular session, the Board discussed our desire to acknowledge Les' extraordinary performance and voted to authorize a 3.9 percent salary increase, bringing his annual salary to \$93,610 plus benefits, effective January 1. This is consistent with the average salary increase of 3.9 percent for faculty and exempt employees, approved by the legislature to take effect in January.

"In addition, in recognizing the importance of the transition Les will be making when we hire a permanent president, the Board is also authorizing \$600, plus two weeks of paid leave, to enable him to take advantage of a professional development opportunity of his choice. We feel strongly about making this gesture to demonstrate our thanks and our support for Les, but also want to say that we will trust his judgment in making any necessary decisions to accept or not accept the opportunity, given the uncertainties of the budget situation.

"Les has not only been extremely effective, as evidenced by evaluations from members of the community, but he has also been faced with many issues of an extremely serious and difficult nature. Many permanent presidents--in long-tenured positions at both large and small colleges and universities--are **never** faced with many of the difficulties Les has faced in a few short months in his interim role. At the very least, we felt strongly that his performance should be rewarded with the same increase other employees will receive, and actually, would like to have been in the position to be able to do even more.

"In closing, I want to state, for the record, that this recognition of Les' performance is supported **unanimously** by the Board. His evaluations clearly show that he has done an extraordinary job as Interim President, that his accomplishments have been many, and that he has contributed immensely to the progress and well-being of this institution. I invite and encourage each of you to take the time to read the evaluations submitted by members of the community. They represent an important part of the public record of his accomplishments--and of the work everyone at the College has done to insure Evergreen's progress through difficult times."

**Motion**  
**10-6-91**

Dr. Terrey moved to approve a 3.9 percent salary increase for Interim President Thomas L. Purce, effective January 1, 1992 (with the understanding that this action rescinds Motion No. 10-5-91 passed at the October 9, 1991 meeting). In addition, the Board wishes to grant the Interim President \$600 in professional development funds plus two weeks of paid vacation (in recognition of the importance of the transition the Interim President will be making when a permanent President is hired). Seconded by Mr. Gelman and passed unanimously following discussion.

Trustee Terrey clarified that the 5.7 percent increase approved on October 9 had been intended to be implemented in two steps. Since the College is facing a budget reduction of 2.5 percent, the Board has, therefore, concluded that no money should be used for salary purposes that is subject to the 2.5 percent



cut and that the increase for the Interim President would become effective on January 1, along with other faculty and exempt staff. Trustee Terrey pointed out that the Interim President's salary is considerably less than that which is currently being paid to his peers and that his performance is clearly superior as evidenced by the performance evaluations.

### **1991-93 OPERATING BUDGET REDUCTION PLANS - Action**

Dr. Purce acknowledged the input of the Vice Presidents, budget coordinators, deans and directors, and member of the community and outlined the stages of campus involvement (culminating in an all-campus meeting of over 200 people). The Vice Presidents have had lengthy discussions with their divisions. A 2.5 percent reduction will affect the College's ability to continue to fill faculty positions and will have impact on general operations in the finance and administration area. Steps have been taken to minimize the impact in the student services area, with regard to direct services to students. The proposed reduction also impacts staffing and operating resources in the President's office. Steve Trotter reviewed the directive from the Office of Financial Management, the budget calculations at the 2.5 percent and 5 percent levels, the guiding principles and assumptions used, and resource distribution (divisional use of state funds by category, institutional all-fund distribution, institutional state-fund distribution). The Vice Presidents reviewed budget reductions in their respective areas, pointing out changes which had been made following the October 9 meeting.

Provost Lidman mentioned that overall the cuts proposed on October 9 have been reduced somewhat because of the President's commitment to apply equipment funds toward the required reductions. Prior to the second level of cut, Karen Wynkoop stated that the entire institution will be reviewing and consulting further to come up with ideas on maximizing the impact of these changes in the classroom. The President added that the staff will be putting into place an ongoing budget planning process and that further information will be shared with Trustees.

Following Vice President Qureshi's presentation, the Interim President emphasized that having to move people onto the capital budget is a major problem in the division of finance and administration.

Vice President Dobbs informed Trustees that at both the 2.5 and 5 percent cut levels, the recommendations for reduction are less than discussed with Trustees on October 9 as a result of the collaboration among divisions and recognition of the special needs of this division. Budget coordinator Bill Zaugg added his appreciation to the rest of the institution and emphasized the close relationship between student affairs and the instructional side of the College. Trustee Terrey felt this was an incredible action on the part of the institution.

Executive Assistant Lee Hoemann informed Trustees that the recommendations for the President's office remain the same as presented on October 9.

Steve Trotter reviewed the overall reduction and the impact on staff.

Trustees expressed appreciation with the way in which information was so clearly and understandably presented.

**Motion** Mr. Gelman moved approval of the 1991-93 biennium operating  
**10-7-91** budget reduction plans totalling \$2,777,028. The 2.5 percent reduction plan cuts state general funded operations by \$1,388,514 on December 1, 1991. The additional 2.5 percent plan assumes a May, 1992 implementation date. Seconded by Ms. Meserve and passed following discussion.

Trustee Gelman recommended that the Board, prior to making any further adjustments for the May, 1992 reduction, take a serious look at the effects that the absence of a cutback on the teacher/student ratio will have on the institution. He felt Trustees need to pay careful attention to this ratio. He expressed the opinion that this is the one thing that makes Evergreen different from other institutions. In response to a question from the Chair, Trustee Gelman confirmed that he is recommending that Trustees consider a cutback in enrollment to preserve the student/teacher ratio. Trustee Terrey applauded the President and staff for the fine work done on this issue.

#### **SUPPLEMENTAL OPERATING BUDGET REQUEST FOR LOTT - Action**

The Interim President reviewed the staff recommendation to submit a supplemental operating budget request for the LOTT (Lacey, Olympia, Tumwater, Thurston) sewer treatment. This action is necessitated by the request from the City of Olympia for the College to pay an increased rate (beginning July 1, 1991) and including a back payment.

**Motion** Dr. Terrey moved approval of a supplemental operating request to  
**10-8-91** be submitted to the Office of Financial Management in the amount of \$490,096 for consideration by the 1992 Legislature. This approval allows the College to request funds for increased cost of LOTT sewer treatment (\$328,435) for the 1991/93 biennium, and back payment of \$161,661). Seconded by Mr. Gelman and passed.


Chair Vipperman asked how Trustees could help, ie - making calls to appropriate legislative and executive members. She suggested and encouraged the President to bring to the Trustees a list of priorities for the College that will be impacted by either the Legislature or the Governor--perhaps Trustees can take proactive steps in making issues known in advance.

#### **DATE OF NEXT MEETING AND ADJOURNMENT**

The date of the next meeting was confirmed for November 13, 1991.

The meeting adjourned at 4:32 PM.

  
Carol Vipperman, Chair

  
Lila S. Girvin, Secretary