

MEETING OF THE BOARD OF TRUSTEES
OF THE EVERGREEN STATE COLLEGE

Tuesday, January 14, 1992 - Executive Session
Wednesday, January 15, 1992 - Regular Meeting
Daniel J. Evans Library
Olympia, Washington

Trustees Attending:

Lila S. Girvin
Frederick T. Haley
Edward F. Kelly
Christina A. Meserve
Constance W. Rice
John N. Terrey
Carol Vipperman

**Representatives
to the Board
Present:**

Cheryl Culver, Alum
John Cushing, Faculty
Nancy McKinney, Staff
J.E.B. Thornton, Student

Staff Present:

Pat Belisle, Director of Alumni Affairs & Annual Fund
Wade Davis, Controller
Carolyn Dobbs, Interim Vice President for Student
Affairs
Shannon Ellis, Director of Student and Academic
Support Services
Ermelindo Escobedo, Special Assistant to the President
for Affirmative Action
Jose Gomez, Academic Dean
Sandy Hanson, Director of College Relations
Lee Hoemann, Executive Assistant to the President
Jennifer Jaech, Assistant to the President for
Governmental Relations
Jim Johnson, Director of Computing and Communications
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
Nancy Taylor, Member of the Faculty
Steve Trotter, Budget Officer
Mike Wark, Information Specialist
See permanent roster for others attending

Others Attending:

Jan Frickelton, Assistant Attorney General
Andrew Gamson, WashPIRG
Kamilla McClelland, The Olympian

TUESDAY, JANUARY 14, EXECUTIVE SESSION

The Board convened an executive session with the members of the Presidential Search committee at 6:30 PM. The session adjourned at approximately 8:30 PM.

WEDNESDAY, JANUARY 15, WORK SESSION

The work session was called to order at 9:00 AM. Trustee Meserve, on behalf of the Presidential Interview Process Subcommittee (Meserve and Kelly) distributed and reviewed a written report which was developed to provide guidelines with respect to the formal and semi-formal Trustee interview process.

Breakfast Meeting on First Day of Candidate Interview: Informal, 1 - 1 1/2 hours, in Board Room. (1) ice breaker (some process of self-introduction; (2) Review of schedule--anyone/anything that has been omitted; (3) Ask: What prompted candidate to apply? (4) Ask: What other information would candidate like to have?

Formal Interview: 2 hours; on Tacoma campus. Discussion of questions to be asked. Trustees selected areas and were to develop question(s) to be submitted to the President's office by January 21 - Vipperman: Organizational style and philosophy; Rice: Higher education philosophy; Terrey - Goals for Evergreen; Meserve - Faculty and community relationship; Girvin - Student affairs; Haley - external community (legislature and media relations); Kelly - Board relationship. Trustee assignments as host/escort for candidates: February 3 & 4 - Rice; February 5 & 6 - Meserve; February 9 & 10 - Kelly; February 18 & 19 - Terrey; February 20 & 21 - Haley; February 24 & 25 - Vipperman. Decisions: Board members to sit in on all interviews including individual meetings (as an observer and not a participant) and introduce candidate formally at each event.

The Interim President reviewed the draft two-day schedule for presidential interviews and the guiding principles developed by the Board (attachments to minutes).

The Chair suggested that in her absence the following week, the Vice Chair be asked to finalize the schedule on behalf of the Board.

Motion Ms. Meserve moved to delegate to Dr. Rice the responsibility and
1-1-92 authority to finalize the Presidential Interview schedule.
Seconded by Ms. Girvin and passed.

Dr. Lidman, acting on behalf of the Interim President, will work with Trustee Rice.

Trustee Terrey mentioned that Trustee Haley was absent from the meeting to appear before the Governor's Council on Education Reform and Funding, which was concurrently meeting on campus.

In response to a question from the student representative, J.E.B. Thornton was encouraged to provide his written feedback on the individual candidates by the March 2 deadline set for input.

Trustees recessed for lunch and reconvened into the public session at 1:30 PM.

PUBLIC MEETING:

Provost Lidman introduced the two newest members of Evergreen's faculty who hold a joint appointment: Nalini Nadkarni and Jack Longino who will be teaching in the environment studies area. He indicated that the College hopes to capitalize on their experience in the tropical rain forest to cement links with Latin America (environmental studies).

Trustees moved to accept the agenda without change.

Motion Dr. Terrey moved approval of the minutes of the December 11,
1-2-92 1991 meeting with two minor changes (page 4 - Chair's report; and page 5 - administrative evaluation section). Seconded by Ms. Meserve and passed as corrected.

RECOGNITION OF FOUNDING TRUSTEE HALVOR HALVORSON

Chair Vipperman read a statement into the public record acknowledging the contributions of Founding Trustee Halvor M. Halvorson:

"The Evergreen State College lost one of its key founders last week when Halvor Halvorson passed away. He was one of the Trustees who hired the first president, named the college and approved the mode of study that made Evergreen a national leader in higher education twenty years later. He was a Trustee who took a leading role in the creation of Evergreen's physical campus, which was recently selected as one of the most aesthetically pleasing campuses in the nation. In all, he served on the Board for eleven years, including three terms as Chair, and made many, many significant contributions to the development of this College.

"Hal Halvorson also made great contributions to his home city, Spokane, and both his family and that community will miss him.

"On behalf of the current Board of Trustees and the College, I am pleased to formally acknowledge the great contributions Halvor Halvorson made to Evergreen--contributions we still enjoy today."

Chair Vipperman also asked that an expression of sympathy be conveyed to the Halvorson family.

CHAIR'S REPORT**Trustee Appointment to the Higher Education Coordinating Board Committee on Diversity and Minority Participation**

Chair Vipperman announced that she would serve as the Trustee representative to the Higher Education Coordinating Board Committee on Diversity and Minority Participation.

PRESIDENT'S REPORT

Interim President Purce updated the Board on institutional actions: Security consultants are on campus to look at the issues of safety and security on the campus; the Vice President for Student Affairs finalists are being interviewed during the month of January; the work of the sexual harassment task force is coming to conclusion; finalists for the position of Executive Assistant to the President will soon be selected for interviews; the Vice Presidents will soon be making a recommendation to the President regarding implementation of administrative evaluation.

Assistant Attorney General Jan Frickelton distributed a reference handbook for new trustees published by the Attorney General's office, entitled Legal Obligations of College and University Trustees.

Legislative Update/Tuition Issues

Jennifer Jaech stated that she was encouraged by conversations with legislators who are interested in protecting higher education from further reductions. Holding reductions for higher education at 2 1/2 percent seems to be linked to increases in tuition in discussions so far. She reviewed with the Trustees key questions to consider when looking at proposed changes in tuition policies, financial aid and tuition waivers which will come before the 1992 Legislature. She pointed out the benefits and drawbacks of the Governor's proposal (raising tuition to the average of the peer institutions, increasing resident undergraduate tuition at TESC by 35 percent). Ms. Jaech reviewed the Locke/Jacobson tuition, financial aid and waiver package announced that morning. This package proposes a tuition increase to the level of the average of the institutional peers. However, this proposal does not drive future tuition increases off the peer institution model. It converts the peer institution model to the cost-based model currently in place (students pay a certain percentage of their educational costs). Evergreen students would pay 34 percent of the cost of their education (up from 25 percent). This proposal grants a good deal of flexibility to the institution (the legislature sets the maximum amount that institutions can charge resident undergraduate students; if institutions elect to charge less, the institution has to make up the difference by raising tuition of non-resident or graduate students. This proposal allows tuition to remain in institutional accounts in the state treasury. The proposal also: (1) allows institutions to over-enroll by 6 percent; and (2) mandates that tuition waivers be reduced by 13 percent. The basic philosophy allows institutions a certain amount of control over tuition rate setting and retention. The proposal is also linked to a very comprehensive financial aid package.

Ms. Jaech reviewed a list of suggested principles to be used by staff in evaluating tuition proposals (as they are introduced in the session) for Board consideration:

- 1) Students should see a return on the additional dollars they must pay: revenues from a tuition increase should be dedicated to higher education programs.

- 2) Any increase in tuition should be accompanied by a sufficient increase in financial aid, so that the College's goal of providing educational opportunities for a diverse student body is not undermined.
- 3) Tuition rates should be fair and predictable. The obligation for the financing of the College should be appropriately balanced between students and the public.
- 4) A change in tuition policy should contribute to greater long-term stability of funding for the College.
- 5) The College should have management flexibility to address campus-specific challenges.

Trustee Rice felt that items #2 and #5 were extremely important. She expressed hope that Evergreen could be separate from those who believe that funds should be controlled on campus. Trustee Terrey expressed deep concern about access for low and middle income families. He believes that policies belong with the legislature and that policies ought to be developed that provide as broad an opportunity as possible. The Chair noted that this proposal could put Evergreen in the same position of private institutions.

The Board expressed general agreement with these principles. Trustee Terrey was pleased that this issue is being addressed by the institution.

Report of Presidential Search Disappearing Task Force

Nancy Taylor reviewed the process the DTF has gone through, culminating in twelve of the original 150 applicants being invited to Olympia for an interview with the Presidential Search Committee the week of December 14-20. She acknowledged the members of the Committee:

Staff: Bonnie Moonchild, Judy Huntley, Diane Kahaumia, and Nancy Koppelman
Faculty: Jose Gomez, Duke Kuehn, Rita Pougiales, and Nancy Taylor (Chair)
Students: Rio Lara-Bellon, Diana Arens, Sarah Bradley
Alumni: Doug Riddels and Marilyn Ward
Community: Merritt Long
Ex-Officio Trustee Members: Lila Girvin and John Terrey

She then presented the list (and provided background) of six candidates to the Trustees: **FONTAINE BELFORD, RUTH BRANDWEIN, GORDON DAVIES, ROBERTO HARO, JANE JERVIS, and RICHARD THOMPSON.**

Chair Vipperman, on behalf of the Trustees, expressed thanks and appreciation to the Committee for their incredible dedication and commitment to the process. The diversity of the candidates speaks well to the work that has been done.

ACCEPTANCE OF LIST OF PRESIDENTIAL CANDIDATE FINALISTS - Action

Motion
1-3-92

Dr. Rice moved to accept as finalists for the position of president the following individuals: Fontaine Belford, Ruth Brandwein, Gordon Davies, Roberto Haro, Jane Jervis, and Richard Thompson. Seconded by Ms. Meserve and passed.

The Chair commented that it is now the responsibility of the Board, with the assistance of a subcommittee of the DTF which will assist with logistics, to design the interview process and to solicit input from the community. All candidates will be interviewed by February 25. By the end of March Trustees hope to make a final decision. She read the guiding principles endorsed by the Board in the morning work session (attached to original minutes). The DTF subcommittee will review the schedule developed by the Board and respond to Vice Chair Constance Rice who will have the authority (in the Chair's absence) to finalize the interview schedule. Board members agreed to escort presidential candidates, attending all interviews as an observer (and not a participant). The interview will conclude with an exit interview on the Tacoma campus and dinner with the Trustees on the second day. Staff, faculty and students will be encouraged to attend and provide input to the Trustees by March 2.

Cheryl Culver was appreciative of the Board's inclusion of a time for alumni participation. The Chair (and the audience) acknowledged the diligent efforts of Marcia Husseman who served as staff support to the Search Committee. Ermelindo Escobedo was also acknowledged for his contribution to this effort.

REPORTS, OTHER BUSINESS AND INFORMATION**WashPIRG Presentation**

Andrew Gamson, campus organizer for the Washington Public Interest Research Group, introduced three students who also made presentations and told Trustees that in 1983 students democratically voted to assess themselves a waivable fee to form a WashPIRG chapter on this campus. WashPIRG is a student directed and student funded consumer and environmental organization. PIRGs exist on 85 campuses in 23 different states.

Zoe Shark, campus coordinator for toxic use reduction, discussed the three projects she had been involved with. Chris Stone, coordinator for the hunger and homeless relief campaign, discussed plans for projects this quarter. Aaron Best, coordinator for the elementary environmental education project, discussed the goals of this project.

Trustee Haley mentioned his involvement with People for Puget Sound. The Chair mentioned a colleague who had done work internationally on sustainable environments and suggested he might be a speaker or resource to WashPIRG.

Budget Update

The Interim President reviewed the College's budget and steps being taken to

try to maximize flexibility--to hold dollars the College presently has in case the institution is faced with a reduction larger than the present 2.5 percent--resources and dollars that otherwise would have been expended over the year. Hiring is being frozen except in areas critical to continued operation and those areas supported by fees and revenue support. Eight-five percent of the College's budget is in personnel costs.

Sexual Harassment

Dr. Shannon Ellis told Trustees that the sexual harassment DTF formally disappeared when the proposed policy was delivered to the President on January 14. This committee has been working for the past year to update the institution's policy. The DTF met five of the six original charges. The sixth charge, to address how gender and reaction to gender affect the experience and education of students, became too large. Dr. Ellis briefly reviewed the major aspects of the policy. The DTF requested that the President distribute their recommendations to the community and solicit community reaction. The DTF also made recommendations to educate the community. She expressed her thanks to a very hard working and dedicated committee, acknowledging the support and contribution of Ermelindo Escobedo. Faculty members included: Russ Fox, Laurie Meeker, Sandy Nisbet (Ginny Ingersoll and David Marr until they resigned); staff support Polly Wurth and Judy Saxton; Staff members Barbara Gibson, Robert Payne; Academic Dean Les Wong; Students Maria Braganza, Emily Li Castro, Owen Glist, Tim Gibson; and AG Jan Frickelton.

The Chair was pleased to hear that the DTF acknowledged how to deal with malicious or false claims.

Dr. Purce thanked and commended Shannon Ellis for chairing this effort.

DATE OF NEXT MEETING AND ADJOURNMENT

The date of the next meeting was confirmed for February 12.

The meeting adjourned at 3:30 PM.



Carol Viperman, **CHAIR**



Lila S. Girvin, **SECRETARY**

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Attachments

January 15, 1992

Statement by Carol Vipperman, Chair, Board of Trustees, regarding the contributions of Halvor Halvorson:

The Evergreen State College lost one of its key founders last week when Halvor Halvorson passed away. He was one of the trustees who hired the first president, named the college and approved the mode of study that made Evergreen a national leader in higher education 20 years later. He was a trustee who took a leading role in the creation of Evergreen's physical campus, which was recently selected as one of the most aesthetically pleasing campuses in the nation. In all, he served the Board 11 years, including two terms as chair, and made many, many significant contributions to the development of this college.

Hal Halvorson also made great contributions to his home city, Spokane, and both his family and that community will miss him.

On behalf of the current Board of Trustees and the college, I am pleased to formally acknowledge the great contributions Halvor Halvorson made to Evergreen -- contributions we still enjoy today.

GUIDING PRINCIPLES Developed by Board following discussion at 1/14/92 meeting with members of the Presidential Search Committee

for **PRESIDENTIAL INTERVIEW SCHEDULE**

The primary goal is to provide both the presidential candidates and the community the broadest possible perspective of one another, both internally and externally. The Committee and the Board acknowledged that, an understanding for, and experience with, the internal operations and the external expectations is a major responsibility of this position.

With these principles in mind, it is the Board's desire to insure that the candidates have the opportunity to be exposed to the academic experience both in the classroom and from an administrative perspective. An especially important part of this is to provide an opportunity for our candidates to meet and interact with our students.

Evergreen is a diverse community and we are aware of the many concerns of groups on campus. Given the constraints of the schedule, however, it would simply not be possible to provide opportunities for all groups and individuals who might desire individual time with the candidates. Their concerns need to be addressed by the candidates and we should provide a period of time for those with special concerns to meet as a group. This will provide an opportunity to ask further questions that may not have been addressed or need further discussion with this group.

Attachment to 1/15/92 Minutes

SCHEDULE FOR INTERVIEWS WITH PRESIDENTIAL CANDIDATES

FIRST DAY

7:30 - 9:00 AM Breakfast with Trustees (determine location - off campus?)
9:30 - 10:30 AM Academic Program
10:30 - 11:30 AM Meet with Vice President and Provost
11:30 - Noon Catered lunch and break (to gather thoughts for public lecture)
***12:00 - 1:00 PM ALL CAMPUS COMMUNITY LECTURE - Library Lobby (2nd floor)**
***1:00 - 2:00 PM Meeting with staff in Library Lobby**
2:00 - 3:00 PM Meeting with Academic Deans and the Faculty Agenda Committee in Academic Deans' conference room
3:00 - 4:00 PM Meeting with Vice President for Student Affairs
***4:00 - 5:30 PM Meeting with Faculty**
***5:30 - 6:30 PM Public Reception in new student lounge in CAB**

Note: Continuous **Video Playback of Noon Lecture** Board Room Library 3112 beginning at 4:00 PM

7:00 - 8:30 PM Dinner with Chair of the Foundation Board of Governors (David Lamb) and the President of the Alumni Association (Joyce Baker)

SECOND DAY

Note: Continuous **Video playback of previous day's lecture** beginning at 9:00 AM

7:30 - 8:30 AM Breakfast with Executive Director of Council of Presidents (Terry Teale) and Executive Director of the Higher Education Coordinating Board (Ann Daley)
9:00 - 10:00 AM Meet with Vice President for Finance and Administration
10:00 - 11:00 AM Meet with President's staff
11:00 - Noon Meeting with Deans & Directors
***Noon - 1:00 PM Lunch forum with Students and S & A - CAB location**
***1:00 - 2:30 PM Open Forum opportunity for groups or individuals w/ special concerns or additional questions**
2:30 - 3:30 PM Meeting with Interim President
3:30 - 4:30 PM Travel to Tacoma for Exit interview with Trustees
4:30 - 6:00 PM Exit Interview with Trustees at Tacoma campus (need to check on whether there would be private space--maybe not)
6:00 - 7:00 PM Interaction with Tacoma Faculty/Staff/Students
7:00 - 9:00 PM Dinner with Trustees

*** DESIGNATES PUBLIC OPPORTUNITIES: IF YOU CANNOT ATTEND YOUR TIME SLOT, YOU ARE ENCOURAGED TO ATTEND ANY OF THE OTHER MEETINGS**