

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

**November 11, 2009**

**Trustees Attending:**

Carver Gayton  
Irene Gonzales  
Denny Heck  
Dixon McReynolds  
Keith Kessler  
Anne Proffitt

Absent: Kristin Hayden  
Paul Winters

**Staff Present:**

Don Bantz, Academic Vice President and Provost  
John Carmichael, Executive Assistant to the President  
Laura Coghlan, Director of Institutional Research  
Art Costantino, Vice President for Student Affairs  
Lee Hoemann, Vice President for College Advancement  
Steve Hunter, Associate Vice President for Enrollment Management  
John Hurley, Vice President for Finance and Administration  
Phyllis Lane, Dean of Student and Academic Support Services  
Collin Orr, Director of Business Services  
Thomas L. Purce, President  
Paul Smith, Director of Facilities  
Bruce Sutherland, Emergency Response Planning Coordinator  
Allen Toothaker, Associate Vice President for Human Resources  
Steve Trotter, Executive Director of Operational Planning and Budget

**Others present:**

Andrew Buchman, Faculty Representative to the Board  
Jennifer Commodore, Alumni Representative to the Board  
Josephine Jarvis, Geoduck Student Union Representative to the Board  
John McLain, Staff Representative to the Board  
Colleen Warren, Senior Assistant Attorney General

Trustee Anne Proffitt called the meeting to order at noon in Room 3201 of the Library Building of The Evergreen State College at 9:05 a.m. A quorum was present with Trustees Gayton, Gonzales, Heck, McReynolds and Proffitt attending. Mr. Kessler joined the meeting shortly thereafter.

**Overview of Public Meetings Law**

Assistant Attorney General Colleen Warren provided an overview of the public meetings law. She noted that the law does not give public agencies the authority to decide what the public should know and when they should know it. She discussed what meetings are covered by the law, and when committees of the Board would be required to meet in an open public meeting. She also discussed how the law deals with executive sessions, and "regular," "special," and "emergency" meetings.

**Capital Projects Update**

Director of Facilities Paul Smith reviewed the status of major capital projects, including the renovation of the College Activities Building (CAB), the Arts Annex, and the design for the renovation of the Communications Building.

Mr. Smith discussed a recommendation to the Board to adjust the budget for the CAB renovation. After discussion with the stakeholders on the design team, the college decided to seek a different consultant for designing the food services spaces in the building. The consultant selected had a higher fee than was included in the original budget. The additional money will come from Residential and Dining Services. Mr. Smith reported that other issues have come up during the demolition phase of the project. He said that that staff may ask the Board for additional adjustments to the budget in the future.

### **Thurston County Hazard Mitigation Plan**

Vice President for Finance and Administration John Hurley introduced Bruce Sutherland, Emergency Response Planning Coordinator. Mr. Sutherland reviewed the college's portion of the Thurston County Hazard Mitigation Plan. The plan seeks to identify hazards, rate the risk of each hazard, and identify steps to mitigate those risks. The proposed plan is an update to a plan approved by the Board several years ago. The other jurisdictions participating have already approved the plan. The college's participation in the plan is a prerequisite to receiving hazard mitigation grant money from the Federal Emergency Management Agency.

### **Financial Management**

Discussion of the quarterly financial management reports was postponed to January.

### **"Red Flag" Rules to Prevent Identity Theft**

Vice President for Finance and Administration John Hurley introduced Collin Orr, Director of Business Services. Mr. Orr described the federal rules that require the college to adopt rules to reduce the risk of identify theft. The proposed rules are based on those adopted by Washington State University and have been reviewed and edited by the college's attorney general. Because the college already complies with federal rules to protect student privacy, the rules require very few changes to current practices.

### **Delegation of Authority for a Gear Up Contract**

Vice President for Student Affairs Art Costantino and Dean of Student and Academic Support Services Phyllis Lane presented a recommendation to delegate the authority to enter into a contract with Clover Park School District to carry out the college's Gear Up program. The program is funded by a federal grant and places counselors and tutors in middle schools to improve the rates at which students enter college. The college is in the second year of its second Gear Up grant. The first cohorts of middle school students are now finishing high school. We have more than 20 community partners in the program. The college's contract with the Clover Park School District is large enough that it requires Board approval.

### **Deferred Compensation Plans**

Vice President for Finance and Administration John Hurley provided an update on staff work to revise the college's deferred compensation program. The Board instructed staff in July to take steps necessary to ensure that the annuity provided to the President could be paid on a tax-deferred basis. The college has contracted with the legal firm Ropes and Gray. Dr. Hurley said that he hoped to have documents to review within a few weeks, with the intention of bringing a recommendation to the Board for action in January.

### **Strategic Plan Review**

President Purce introduced the first part of a review of the college's Strategic Plan. He noted that the plan had been approved by the Board in 2007. Given the changing economic environment and changes in Board membership, the Trustees had previously asked for an overview of the plan.

Academic Vice President and Provost Don Bantz reviewed the first strategic goal, reinvigorating the interdisciplinary liberal arts mission of the college and deepen teaching and learning at Evergreen. He

reviewed the history of the college's efforts to articulate its academic mission, including the five foci and the six expectations of Evergreen graduates.

Dr. Bantz reviewed the college's accreditation history, including the commendations and recommendations from the most recent (2008) accreditation visit. He said that the college's accreditors have consistently asked the college to show how we know whether or not we are achieving our mission. The General Education Disappearing Task Force produced the Six Expectations of an Evergreen Graduate to provide a framework for answering this question. The college's three primary assessment tools are the transcript review, which looks to see what learning faculty and students document in transcripts; the end of program review, which looks to see what teaching is documented by faculty; and the National Survey of Student Engagement, which provides a framework for benchmarking student experiences at Evergreen.

Dr. Bantz said that the college recently completed a transcript review, which sought to determine whether transcripts provide evidence that Evergreen's students are meeting the six expectations of Evergreen graduates. In follow-up to the review, the College formed a Disappearing Task Force (DTF). Among the recommendations that the DTF is considering may be establishing a portfolio system for Evergreen students, streamlining the presentation of transcripts, requiring more formal advising or summative essays, changing the advising structure, moving some individual learning contracts and internships into programs, or establishing a minimum requirement for credits earned in team-taught programs. The DTF will provide an update on its work at the January Board meeting.

Director of Institutional Research Laura Coghlan presented a summary of the most recent results from the National Survey of Student Engagement. She described the survey method, sample size and comparison groups. The college compares favorably to other institutions on level of academic challenge, measures of active and collaborative learning, student-faculty interactions, and enriching educational experiences.

Vice President for Student Affairs Art Costantino and Associate Vice President for Enrollment Management Steve Hunter discussed work on the college's strategic enrollment goals. Mr. Hunter briefly reviewed the material previously provided to the Board. He noted that the college has almost always met or exceeded the state's contracted enrollment levels. This year, the college has seen a big increase in resident student retention, leading to some over-enrollment, probably due to the state of the economy.

Mr. Hunter said that the college is predominantly a full-time undergraduate institution. He reviewed the past decade of enrollment strategy at Evergreen. Early in the decade, the college was focused on recruiting resident high school students. By 2002, the total number of enrollments was dropping and the strategy shifted to increasing the overall number of applications. At the same time, a decrease in non-resident enrollment led to a decline in tuition revenue. Beginning in 2005, the college provided a modest, merit-based tuition discount in an effort to become more competitive in recruiting non-resident students. Non-resident enrollment has now returned to the 25 percent level.

Mr. Heck asked how diminishing state support might affect future enrollment strategy. Mr. Hunter said that, although students transferring from community colleges will probably always be a centerpiece of Evergreen's enrollment, non-resident enrollment provides a source of funds to offset state cuts. He discussed the challenges associated with recruiting non-resident students, which requires competing on price and quality with private liberal arts colleges.

Vice President for Student Affairs Art Costantino briefly reviewed work accomplished in support of the Strategic Plan's goals for student retention. Retention programs include new student orientation, population-specific academic support interventions, and programs related to student self-care, health and safety. Director of Institutional Research Laura Coghlan reviewed data related to student retention. She

noted that Evergreen has seen improvement in undergraduate retention over the past decade, including a marked improvement in 2008-2009, when fall-to-fall retention for first year students reached 81%. She provided the Board a detailed breakdown of retention by class standing, race, income, and location of study.

Vice President for Finance and Administration John Hurley and Associate Vice President for Human Resources Allen Toothaker discussed work to advance strategic goals for recruiting and retaining faculty and staff. Mr. Toothaker discussed changes in collective bargaining for staff and faculty. He also noted the exempt staff compensation plan that was put in place last year. He described work to improve employee leave and timekeeping systems.

Vice President for Student Affairs Art Costantino described work done in pursuit of the Strategic Plan's diversity goals. In response to the recommendations of the Diversity DTF, the President charged a standing committee on Diversity and Equity. The committee's initial focus was on developing a data collection framework that would help the college to track work on diversity over time. He discussed several elements of the committee's work, including focus on the student experience in academic programs and in general, the experience of faculty and staff, and the college's engagement with the larger community. He also noted the work of the President's Diversity Fund to provide resources for events and the work to improve the environment for veterans on campus.

#### **Budget planning timeline**

Executive Director of Operational Planning and Budget Steve Trotter discussed the budget planning schedule, noting that an updated state revenue forecast will be available next week. Adjustments to the current biennial budget will have to be made at the same time that the 2011-2013 biennial budget is being prepared. He also noted that collective bargaining negotiations and accreditation milestones that will occur throughout the process.

#### **Increasing the CAB Renovation Budget**

**Motion** Mr. Heck made a motion to Authorize an increase in the budget for the architecture and  
**2009-33** engineering contract for the design of the Campus Activities Building Renovation project, from \$1,780,000 to an amount not to exceed \$1,880,000 to DLR Group including reimbursables. The motion was seconded and passed on a voice vote.

#### **Adopting the Thurston County Hazard Mitigation Plan**

**Motion** Dr. Gayton made a motion to adopt The Natural Hazards Mitigation Plan for the  
**2009-34** Thurston Region including Evergreen's Annex to the plan. The motion was seconded and passed on a voice vote.

#### **"Red Flag" Identity Theft Protection Program**

**Motion** Ms. Proffitt made a motion to adopt the proposed Identity Theft Protection Program.  
**2009-35** The motion was seconded and passed on a voice vote.

#### **Delegation of Authority for Gear Up Contract**

**Motion** Ms. Proffitt made a motion to delegate to the President the authority to approve a  
**2009-36** contract between the College and the Clover Park School District concurrent with the second year of the College's Gear Up grant, from September 2, 2009 to September 2, 2010. The motion was seconded and passed on a voice vote.

### **Authorizing indemnification and legal defense**

**Motion** Mr. Heck made a motion to adopt resolution 2009-06 (attached) authorizing  
**2009-37** indemnification and legal defense to Maryam Jacobs, D. Lee Hoemann, and Don Bantz in the action *Jorge Gilbert v. The Evergreen State College et al.* The motion was seconded and passed on a voice vote.

### **Barrier Breakers Student Group**

Student Rob Workman made a presentation to the Board on access for students with disabilities. He described his decision to transfer to Evergreen after learning that the college would be acquiring assistive technology. He discussed the common cultural identity forged by people with disabilities and described the work of the Barrier Breakers student organization on campus. He urged the college to follow universal design principles that consider access from the outset rather than incur the expense and delay of retrofitting to address access issues after the fact. He said that he has worked diligently to bring barriers to the attention to anyone who would listen. He shared with the Board barriers he encountered over the course of a single day, including construction-related debris in pathways, broken bricks and a malfunctioning emergency exit.

### **Public Comment**

Mr. Kessler invited public comment. Four groups or individuals signed-in.

- Emily Lardner and Gillies Malnarich, co-directors of the Washington Center for Improving the Quality of Undergraduate Education described their work at Evergreen on learning communities. Evergreen is nationally known for using learning communities as a central part of its pedagogy. The Center works with schools across the country to promote best practices and strategies for assessment in learning communities. The Center is also working with community colleges throughout the state on college readiness, with a particular focus on first-generation students who might one day attend Evergreen. In addition, the Center recently convened a gathering of 40 people to talk about forming a state-wide consortium of institutions involved in learning communities. They expressed their willingness to talk with the Board a greater length about learning communities at a future meeting.
- Students representing the Geoduck Student Union signed in and read a statement regarding the college's diversity fund. They advocated for students who feel that progress in this area is lacking, and urged the college to take concrete steps in support of students who are transgendered, disabled, or with low incomes.
- Another student signed in as Jonah J. spoke about the need to take risks in working for true diversity on campus.
- Employee Greg Hohnholt spoke about a dispute with a supervisor and expressed concerns about search for an Associate Vice President for Human Resources.

### **Chair's Report**

Mr. Kessler invited Dixon McReynolds to report as Student Trustee. Mr. McReynolds said that he had distributed a survey to students and was working to attend student events. He is visiting the MPA and MIT programs and the Tacoma Campus. He said that he has heard from many students with concerns about the current budget outlook and seriously concerned about the possibility of further tuition increases. Mr. McReynolds thanked the President, Vice Presidents, Deans and others for their efforts to welcome and thank veterans. He especially acknowledged the work of Art Costantino.

**Motion** Ms. Proffitt made a motion to approve the minutes of the September 15 meeting. The  
**2009-38** motion was seconded and passed on a voice vote.

**Motion** Dr. Gayton made a motion to approve the minutes of the October meeting. The motion  
**2009-39** was seconded and passed on a voice vote.

**Motion** Ms. Proffitt made a motion to adopt the proposed meeting schedule. In discussion of  
**2009-40** the motion, two trustees noted a conflict with the March 10 meeting. The motion was seconded and passed on a voice vote.

Mr. Kessler reported that Paul Winters has indicated that he will be unable to complete his term as chair of the Board, but intends to return as a Trustee early next year. Mr. Kessler said that Ms. Proffitt has agreed to chair a Nominating Committee to propose a chair to complete the current term. The Nominating Committee will include Ms. Proffitt, Dr. Gonzales, and Mr. Kessler.

### **Presidents Report**

President Purce invited Andrew Buchman to report as faculty representative to the Board. Mr. Buchman said that doing more with less is difficult, but that much inspiring work continues to go on in Evergreen's curriculum. He thanked Trustee Gonzales for taking the time to visit academic programs. He noted the work of the Re-modeling DTF and spoke about the West Coast premier of a new documentary about Rachel Corrie. He noted volunteer work of many staff, faculty and students in the Olympia Film Festival.

President Purce invited Jennifer Commodore to report as the Alumni Association's representative to the Board of Trustees. Ms. Commodore reported that the Alumni Association Board has appointed three new members and is working to branch out through the United States, including organizing events in San Francisco.

President Purce invited Josephine Jarvis to report as the Geoduck Student Union representative to the Board of Trustees. Ms. Jarvis said that the Geoduck Student Union is working hard to use its passion to establish firm precedents for having a student voice on campus.

President Purce discussed the need for a more formal policy statement regarding the college's monetary reserve fund. He said that the college has been very prudent with expenditures during uncertain times and been successful in maintaining an operating reserve. As financial pressure continues to increase, it would be useful to articulate the Board's expectations for maintaining an emergency reserve. Staff will work to develop a proposal for the Board to consider adopting in January.

President Purce invited Vice President for College Advancement Lee Hoemann to provide a fund raising report. Ms. Hoemann said that the fundraising year is off to a good start, especially compared to the previous year. The Annual Fund has received approximately \$190,000 in gifts so far, compared to \$74,000 the previous year. Ms. Hoemann thanked the Trustees for their support of the very successful Art of Living event. Ms. Hoemann introduced Gallery Director Anne Friedman and Emeritus Member of the Faculty Joe Fedderson. Ms. Friedman said that the Gallery is very grateful for the support generated by the Art of Living event. She invited the Trustees to come to the Evergreen Gallery immediately following the meeting to view a new exhibition of Mr. Fedderson's work, which will open to the public on November 12.

Ms. Hoemann said that four years ago, the college developed an interim policy to govern the naming opportunities in the Library building. The Board of Trustees reserves to itself the authority to make final decisions on naming. Ms. Hoemann reported that an alumna has expressed an intention to establish a \$500,000 endowment in support of the Center for Creative and Applied Media. This gift would qualify for a naming opportunity. Ms. Hoemann said that she plans to recommend action at a future Board meeting.

President Purce reviewed his schedule.

**Adjournment**

Mr. Kessler adjourned the meeting at 3:40 p.m.

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Keith Kessler, Vice Chair

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Anne Proffitt, Secretary