

The Board of Trustees of Everett Community College held a meeting November 6, 2018 at 5:00 p.m. in the Jackson Center Wilderness Room at Everett Community College.

Board Chair Mike Deller called the meeting to order at 5:09 p.m.

Briefing by the President

President Beyer welcomed everyone and welcomed Maria Peña to introduce the “A Community of Practice – Applying the 5 Dimensions of Equity in the Classroom” presentation. Maria shared several highlights with EvCC’s work with equity and diversity. One highlight being that EvCC was invited to present the 5 Dimensions of Equity at the Fall ACT (Washington State Association of College Trustees) Conference on November 9, 2018. Trustee Betty Cobbs will participate in this presentation. On another note, EvCC’s 5 Dimensions of Equity presenting team was invited to present the 5 Dimensions of Equity at the ATD (Achieving the Dream) Equity Institute on February 19, 2019. Maria shared that it is an honor for EvCC to present at this first ATD Equity Institute and the group is excited to represent the EvCC faculty, staff, and students who are moving forward with the 5 Dimensions of Equity. On another note, EvCC employees had a series of equity trainings through PSESD (Puget Sound Educational School District). The work EvCC is doing with PSESD is shared equity work that the college is doing with system presidents and the state board. Maria shared another highlight, that EvCC will join community colleges and institutions nationwide to share support for first-generation college students. Dr. Beyer will send a letter, regarding the support for first-generation college students, to the college tomorrow. In his letter he will highlight a story on Marwa Alwattar, an Everett Community College first-generation college student.

Maria shared that thanks to a small grant from the Rick Steves’ Europe Fund held at the Community Foundation of Snohomish County, EvCC faculty were able to begin the deeper work of applying the 5 Dimensions of Equity in the classroom. Maria introduced the following faculty members, Sharon Moore, Paula Krock, Renuka Prabhakar, Omar Marquez, who presented on the applying the 5 Dimensions of Equity in the Classroom. Sharon Moore shared that Maria Peña invited the faculty members to come together back in spring 2018 to implement the 5 Dimensions in the classroom with the assistance of the grants. She shared that the product of the group’s work was presented at Opening Week. Omar shared that the process was “messy” to get to that product. He shared that it was really important to the work to understand where each person in the group was coming from, to get to know each other and themselves. Omar shared that the group got to know one another and did a deep dive into the 5 Dimensions of Equity. The group brainstormed, created flow charts, and met frequently. Omar shared the takeaways from the journey which included heightened awareness in teaching and learning, recognition of equity gaps, vigilant in opportunities and possibilities, having a growth mindset, and the most important takeaway being, “it’s an unfinished product.” The group shared that a next step is to begin faculty community practices and creating spaces for faculty to have these conversations. A group from the Center for American Progress from Washington DC visited EvCC to meet regarding EvCC’s equity work. Another next step is to continue conversations around equity with the Center for American Progress.

Trustee Toraya Miller asked of examples of unlearned things that the group struggled to get through. Sharon shared one was unlearning stereotypes. Omar shared that one was a mutual expectation in the

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classroom. Omar explained that faculty expect this from students, but what can students expect from faculty. Renuka shared that it was a combination of all previous examples and with creating unity in the classroom.

Trustee Bob Bolerjack shared that the presentation was very inspiring and that he has great empathy and respect for the work. He commented that he is proud to be a member of this Board.

Board Chair Mike Deller shared that EvCC employees are pioneers in equity and social justice work having energy, passion, and progress. He shared he wished he could be at the ACT presentation next week.

Trustee Betty Cobbs shared that she will be at the ACT next week and she feels honored to play a small role in the presentation. She shared that the work at EvCC with equity is not just on the surface level, but it is being integrated throughout campus and focuses on success of students. She shared that realizing that equity is in all parts of the college and campus is truly amazing. She shared it is not a surprise that people nationwide are looking at EvCC. She shared she is in awe of the presentations and is extremely proud.

President Beyer thanked the faculty and Maria Peña for their hard work. He shared the work at EvCC around equity and the 5 Dimensions of Equity means a lot to our system level, state level, and nationwide level. President Beyer shared that the work with the 5 Dimensions of Equity assisted with the development of the Equity Institute at this year's ATD conference.

President Beyer shared that EvCC was asked again this year to apply for the Leah Meyer Austin award and that the college is in the process of working on the application. He shared that it is an honor to be asked to submit an application. President Beyer encouraged the Board to review the partner letters from United Way and UW Bothell for the application.

Roll call

Board Chair Mike Deller called the meeting to order. Present for the meeting were Trustees, Toraya Miller, Bob Bolerjack, Betty Cobbs, and Vickie Norris. Also present were President David Beyer, Recording Secretary Kelly Berger, Assistant Attorney General Roslyn Sterling, Student Representative Emmerson Hunter, Faculty Senate Representative Karen Linton, Classified Representative Debra Sarich, Faculty Representative Mike VanQuickenborne, and faculty, staff, students, administrators, and community members.

Reports from the Board

Trustee Toraya Miller shared that the Board recently attended the Public Officials Reception at Paine Field on October 16, 2018. She commented that it was a good event to engage with Public Officials and also see the new airport.

Trustee Bob Bolerjack reported that he attended the annual Foundation Appreciation Dinner on

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October 23, 2018 where Dr. Beyer brought the audience up to date with things going on at EvCC. Last week on October 30, 2018, Bob attended EvCC's Strategic Plan Share Out, he shared it was a great event with good attendance. Thanks to faculty, staff, and administration for their work on this event.

Trustee Betty Cobbs reported that she attended the Public Officials Reception and the Foundation Appreciation Dinner, and both were great events. She shared that it was good to talk to local officials and legislatures at the reception.

Trustee Vickie Norris reported that she also attended the Public Officials Reception. She shared that she recently took a tour of Aviation with President Beyer and Rob Prosch. She met with Mary Kaye Bredeson with the Center of Excellence while she was at Aviation. Vickie shared she was thrilled to be there and to learn about the programs. She shared that the Board provided seed money to the Avionics program, and it was money well spent. Vickie expressed her thanks for the opportunity.

Board Chair Mike Deller shared that he also went to the Public Officials Reception and reminded everyone that it is important that Trustees attend events and meetings with legislators as they make decisions that affect the college. He shared that it is important to go to events like ACCT (Association of Community College Trustees) in Washington DC. Mike shared that it is also important to encourage students, like Emmerson, to also attend some events with legislators.

Consent Agenda

MOTION 01-11-2018

Bob Bolerjack moved for approval of the consent agenda. Betty Cobbs seconded the motion and the motion passed unanimously.

Reports to the Board

Board Chair Mike Deller requested that representatives keep their reports to five minutes due to time constraints.

Student Representative

Emmerson Hunter reported that students had the highest participation for the Fall Club Fest. She shared that it was great to see all the clubs interacting and students getting involved. Student Senate had a meeting recently and worked on setting goals for what to work to improve at the college. Emmerson shared that the programs board and student life are attending the NACA (National Association for Campus Activities) Conference where students book entertainers and lecturers. Emmerson attended the Queer I Am Conference in Olympia and shared that it was eye opening and inspiring for her, and she was glad to have had that experience.

Emmerson reported that although Student Government and the Board of Trustees has differed about the LRC, student government wants to move past the differences and improve the relationship between the students and the Board. Students want to find more ways to collaborate and communicate with the Board.

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Classified Representative

Debra Sarich reported that the 5 Dimensions of Equity presentation was very good for not only students, but also staff and faculty. She reported that classified staff received a pay increase for staff, but she requested further support from the Board to request legislators to fund the pay increase and get the contracts funded. Debra shared that the VEBA (Voluntary Employees' Beneficiary Association) vote is coming up soon. She commented that classified employees who are eligible to retire will vote on whether they will participate as a group in the VEBA option for sick leave cash out upon retirement. Debra commented that EvCC has about 200 classified employees with about 106 employees classified employees over 50.

Faculty Representative

Mike VanQuickenborne distributed a "No Confidence Resolution" to the Board. He shared he has been going to Board meetings for many years and this is the first he heard to keep reports to five minutes. He shared that this is an opportunity to communicate. Mike VanQuickenborne read the no confidence resolution:

"No Confidence Resolution

WHEREAS decades of educational research show that the ideal way to offer learning support for students is for all the key learning support services to be centralized, which means more than having all services under one roof: it means that services are located centrally to students as is possible at the Index site, WHEREAS more than 85% of the 150 respondents to a faculty survey indicated that their preferred location for a new library, media services center, and center for academic assistance to students is the Index site, situated at the heart of the Everett campus. Furthermore, in a student survey conducted in the past month, over 82% of the more than 500 respondents indicated a similar preference for the Index site, as well as 79% of staff in a poll conducted by their union, WHEREAS by siting the LRC on the periphery of the campus students will face added danger by requiring them to cross a major five lane thoroughfare to use a facility that, due to its isolated nature will also be harder to secure and patrol, WHEREAS locating such an essential student resource down a nearly 200 foot hill in an area that adds especially significant burdens to our disabled student population shows a lack of concern for the most vulnerable populations we serve, to say nothing of adding to the general inconvenience all students, staff, and faculty will needlessly encounter whenever we want to make use of this facility, WHEREAS the College Plaza site will never be anywhere near the center of campus, WHEREAS building the LRC on the College Plaza site will eliminate some parking currently available to students and staff and do nothing to alleviate congestion on the main campus, WHEREAS there is no evidence that the WSU or AMTEC buildings have created any benefits for the Delta neighborhood and the LRC is not designed for the needs of the general community, WHEREAS the Board of Trustees has chosen to not engage with the campus community in meaningful dialogue on this issue, WHEREAS four members of the Board of Trustees of Everett Community College have abdicated their primary duty to prioritize the needs of our students and govern the college in a collaborative manner with the faculty, THEREFORE BE IT RESOLVED that the faculty of Everett Community College have no confidence in the members of the Board of Trustees who voted to site the Learning Resource Center at the College Plaza site: Chair Mike Deller, Bob Bolerjack, Betty Cobbs, and Toraya Miller."

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Board Chair Mike Deller commented that the Board takes this vote of no confidence very seriously. He shared that the Board is appointed by the governor and trustees have backgrounds in business, law, and education. He commented that the Board has qualified trustees and take this issue and others very seriously. Board Chair Mike Deller shared that the Board approved 55 tenure employees since 2009, funded diversity and equity, avionics, and several other programs. He commented that the Board is disappointed in this vote. He shared that the Board will move to mitigate the impact of the issues (safety concerns and the overpass) regarding the siting of the LRC and that the Board has already begun meeting with public officials to assist with these issues. Board Chair Mike Deller shared that Maria Peña will chair a task force to assist with issues that students with disabilities may experience associated with the location of the new LRC.

Board Chair Mike Deller asked a question to Mike VanQuickenborne about the vote. Board Chair Mike Deller shared that there are close to 400 faculty, but only 174 responses on the vote. He commented that it is not an overwhelming vote of no confidence in his mind and asked how the vote was conducted.

Mike VanQuickenborne shared that the vote was conducted via a Google voting process.

Trustee Vickie Norris shared that as a trustee she also felt the constraint for only five minutes of reports. She shared that these are public meetings and sometimes it is needed to take the time to have meaningful conversations. Vickie shared that she looked at the work (regarding the siting of the LRC) provided to the Board. She commented that she believes that every Board member discharged their responsibilities they best felt fit and with serious considerations of issues. She shared that she thinks that looking for ways to bring everyone together for dialogue is important.

Mike VanQuickenborne commented that seating at Board meetings used to be different. He shared that table was a U Shape and representatives sat with the Board and it was not a "come up and give a report" style.

Mike VanQuickenborne commented that the siting of the LRC was originally on the Board agenda for the May meeting, but at the May meeting, the Board delayed the vote until fall. Mike VanQuickenborne shared that there was no one at the May meeting from the Delta Neighborhood. He shared that it is surprising that half of the people who made comments regarding the siting of the LRC at the October meeting were from the Delta Neighborhood. Mike VanQuickenborne shared that attendees from the Delta Neighborhood said they were excited to see a resource center, but the LRC isn't a resource center. Mike VanQuickenborne shared that it seems like something fishy is going on.

Faculty Senate Representative

Karen Linton reported that this may be the last time the Board sees her at a Board meeting. She shared she has been under a lot of pressure, and people are telling her that she is not clear on the difference between AFT issues and Senate issues. She shared that yesterday she received an email to meet with two VPs and her supervisor, but she could not make the meeting because she was with

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students. In charter (EvCC faculty forum and Council) – AFT, “The Faculty Forum and Council shall represent the faculty in non-contractual matters, this providing faculty with an opportunity to discuss and build consensus on non-contractual matters of importance and to share in governance of the College through democratic representation.” Karen shared that faculty here are disillusioned because so many times faculty have been asked for feedback and they take the time and energy, get excited, and then someone in higher administration makes a decision opposite of what faculty presented. Karen shared that when the LRC decision was made, it was a breaking point for a lot of faculty. She shared that if people are not going to utilize faculty feedback, then they should stop asking for it because it wastes faculty’s time and energy. Karen shared that faculty could be spending that time and energy on students. She shared that every dean on campus was directed to meet with faculty to inquire if faculty had anything to share with administration. She shared it was a waste of time because faculty knew nothing would happen. She addressed President Beyer and shared that faculty are valuable and care about their students and have valuable input. She addressed the Board and President Beyer and asked them to please take into consideration what we faculty have to say.

General Public Comments

Trish Davies, senior associate faculty member, commented that concerning number of the vote of no confidence, she shared that she hears from faculty every day that they do not want to participate for fear of losing their job. She commented that shared governance is severely lacking at EvCC and faculty feel like they are never heard regardless of open forums. She shared that she cannot remember a time when faculty input was taken seriously. She shared that she understands that if administration does not like what she has to say, she could be out of a job in June. She told the Board she hopes they take into consideration what she has to say.

Executive Session

At 6:27 p.m., Board Chair Mike Deller stated that the Board will adjourn into an Executive Session to discuss with legal counsel litigation or potential litigation and that no action will be taken. Board Chair Mike Deller stated that the Executive Session will continue for approximately 20 minutes and the Board meeting will then reconvene in Regular Session.

The Board reconvened at 6:53 p.m.

Review and Take Action on contract for Presidential Search Firm

Denise Gregory Wyatt presented on the contract for the Presidential Search Firm. The recommendation to the Board was to approve the RFP Committee’s recommendation to hire the top rated search firm for the Presidential recruitment. The Board was provided copies of original proposals in priority order to the top two vendors at the Board meeting in Executive Session. \$70,000 has been budgeted for the search process. The use of a consultant will help ensure that a quality, transparent, and equitable search is done for Everett Community College’s new President.

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Motion 02-11-2018

Vickie Norris moved that the Board of Trustees approve the contract for the Presidential Search Firm as presented, ACCT. Bob Bolerjack seconded the motion and the motion passed unanimously.

Review and approve a request to seek approval for a Certification of Participation (COP) for property acquisition

Pat Sisneros, vice president of college services, presented on requesting to seek approval for a Certification of Participation (COP) for property acquisition.

This agenda item requests the Board consider and approve a request to the State Board to include a \$10 million Certificate of Participation (COP) in the 2019-21 State Capital Budget. Certificates of Participation require State Legislative approval. The Certificate of Participation proceeds would fund property acquisition to support both the mid-range and long-range goals of the EvCC Campus Master Plan, provide flexibility to take advantage of real estate market opportunities and supplement property acquisition funding in the Learning Resource Center budget. If approved by the Board, this request would be considered at the State Board Meeting on December 6, 2018. A letter of intent to finance would also be issued to the State Treasurer's Office. If approved by the State Legislature in the 2019-21 Capital Budget, funding would be available next summer and authorized through June 2021. The College may acquire property using local funds with the intent to reimburse itself if the Certificate of Participation is approved. Repayment for this COP would be from the College's fund balance.

MOTION 03-11-2018

Bob Bolerjack moved for an approval to seek approval for a Certification of Participation for property acquisition. Toraya Miller seconded the motion and the motion passed unanimously.

Review and approve a request to adopt the EvCC Student Green Fee

Pat Sisneros, vice president of college services, Molly Beeman, sustainability manager/capital projects, Zarith Mohommad, student, and Max Tinsley, student, presented on a request to adopt the EvCC Student Green Fee. The agenda item requests the Board review and approve a resolution to adopt the Student Green Fee and for the college administration to start collecting this fee in winter quarter 2019. This proposed new student fee would support the college's existing sustainability programs. The fee would empower students to lead the college to a more sustainable future by further reducing the college's environmental impact, resource consumption, and contribution to climate change. An election was held May 21-24, 2018, with a majority vote approving the new fee.

MOTION 04-11-2018

Vickie Norris moved for an approval with amended language in the third whereas to read, "The Student Green Fee shall be set at \$0.50 per credit for the first fifteen (15) credits, not to exceed \$7.50 per quarter per student." Bob Bolerjack seconded the motion and the motion passed unanimously.

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Review and Take action on Board Priorities 2018-2019

President Beyer reminded the Board that these are the priorities that were discussed at the Board retreat earlier this year. The Board takes action on the Priorities each year and these priorities were on the agenda for the last Board meeting, but due to time constraints, got deferred to this meeting. The Board of Trustees convened for an annual retreat on September 11, 2018 and Board Study Session on September 18, 2018. The purpose of these sessions included reviewing Board priorities from 2016-2017 and collectively identifying priorities for 2018-2019. Priorities allow Board to focus on key issues and areas of importance to continue the success of the Everett Community College mission.

Board of Trustees 2018-19 Priorities

The Board of Trustees reaffirms its commitment to Everett Community College's Core Themes as expressed in the college's strategic plan: Student Success, Innovation and Leadership, Community Connections and Partnerships, Cultural Pluralism and Global Readiness, and Resource Stewardship. In order to support fulfillment of the mission expressed in this plan, the Board will continue to encourage the college's implementation of a "Guided Pathways" strategy to help students complete education programs faster and succeed in their transfer and employment goals and increase equity and inclusion.

In 2018-19, the Board has established the following annual priorities in support of the achievement of the Core Themes:

Priority 1: Advance equity and social justice through institutional and cultural change, develop a common understanding of equity, and increase employee and student diversity in order to cultivate a pervasive campus culture of respect, advocacy, and engagement for all.

Priority 2: Support Strategic Enrollment Management practices that will result in a strong pipeline of students enrolling in the institution who are served seamlessly en route to achieving their educational and career goals, using data to identify target populations for recruitment, leveraging external partnerships to drive enrollments growth, and addressing barriers to enrollment and success.

Priority 3: Encourage a climate of collaborative partnership between faculty and administration to improve student success, with increased faculty leadership of student success strategies including Guided Pathways, stronger two-way communication, and greater focus on the relationship between student learning in the classroom and the college's strategic direction.

Priority 4: Endorse using principles of data-informed decision making and continuous improvement to strengthen the advising process--including mandatory orientation, entry advising, College 101, and program advising--so that all students receive academic and career

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development advising at regular required intervals and on demand from skilled, trained advisors.

Priority 5: Continue to monitor and provide guidance in prudent fiscal management, encourage innovation in creating new sources of funding, and support effective infrastructure growth and maintenance.

In addition to these priorities, in 2018-19 the Board will focus on completing a successful presidential search using a professional hiring process, onboarding the new president, and assisting with the college's preparation of the Mission and Core Themes Report to the regional accreditor in spring 2019.

MOTION 05-11-2018 Betty Cobbs moved for approval for the of the Board Priorities for 2018-2019. Toraya Miller seconded the motion and the motion passed unanimously.

Student Success Report: College 101

Heather Bennett, executive director of institutional effectiveness and resource development, presented on the Student Success Report: College 101. Student Success Report: Review of progress toward mandatory enrollment in the COLL 101 college success class and retention outcomes for students taking the course. COLL 101 (College Success) is a two-credit course developed as part of EvCC's Achieving the Dream work. First piloted with students placed in pre-college courses in 2012, COLL 101 has continued to result in higher rates of retention for all students taking the course their first quarter. A policy of mandatory COLL 101 for all new students (waived for certificate programs, dual enrollment students, and selected programs with comparable learning outcomes in other courses) was adopted beginning fall 2014. Manual enforcement of this policy began in 2017, with students who don't enroll their first quarter contacted about the requirement to enroll by second quarter or face an enrollment block for third quarter to be removed by their advisor when they enroll in COLL 101. This process resulted in 92% of the target population for fall 2017 taking COLL 101 within their first year. The college has invested significant resources into staffing these sections and managing the manual process to ensure students enroll because of the significant impact this course has on student retention. For the cohort beginning fall 2017, students who took COLL 101 were eight percentage points more likely to return in winter than those who didn't take the course their first quarter (81% to 73% fall to winter retention). Those students were also more likely to return the following fall, although the gap between the two groups had narrowed (51% to 48% fall to fall retention). The difference is most striking for students who begin in summer quarter, where students taking COLL 101 first quarter return in fall at nearly twice the rate of those who do not (84% to 44% summer to fall retention for the summer 2017 cohort). Operating funds pay for all sections of COLL 101. Scaling COLL 101 will continue to contribute to increased retention and degree completion.

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Core Learning Outcomes

Tammy Frankland, vice president of instruction and student services, and Chris Killingstad, faculty, presented Core Learning Outcomes (CLOs). EvCC is currently in year one of the NWCCU Accreditation cycle, and the Assessment Committee has been working with administrators, staff, and faculty to review and update the Core Learning Outcomes. The committee has provided many avenues for input including a survey, focus groups, and workshops at key meetings across campus. The CLOs will allow for a more focused assessment.

Core Learning Outcomes
August 2018

Equity and Social Justice

Students will evaluate the influence of power and privilege, identify shared and unshared meaning, and analyze the sources of their perspectives in service of equity and social justice.

Effective Communication

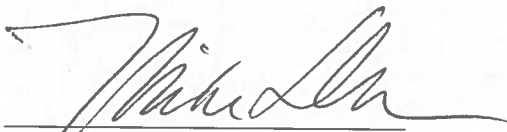
Students will individually and collaboratively communicate across multiple expressive modes, applying relevant learned knowledge and demonstrating information literacy and research skills.

Analytical Thinking

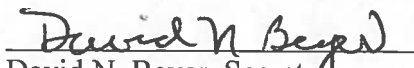
Students will apply quantitative and qualitative reasoning skills to solve problems, evaluate claims and support conclusions.

Adjourn

Meeting adjourned at 7:41 p.m.



Mike Deller, Chair
Board of Trustees


David N. Beyer, Secretary
Board of Trustees