

The Board of Trustees of Everett Community College met on November 19, 2013 at 5:00 p.m. in the Jackson Senate Room at Everett Community College.

### **Presidents update**

- Levi Lacey introduced members of the Trojan baseball team. The team won the championship last season and are currently ranked number one in the northwest and number three on the west coast. Six members are returning students from last year.
- Jennifer Howard, VP of Administration introduced new exempt and classified employees: Luke Hamilton, Allison Cohen, Alyson Indrunas, Marla Tembreull, Sarah Sandford, Nidia Alqeeq, Tetiana Chyrka, Jeremy Goldman, Lea Wasson, Eugene McAvoy and Ryan Davis
- Arleen Cahoon and Seth Peterson gave a brief update on our Veteran's Resource Center and also introduced five military veterans who are current students here at EvCC.

### **Roll call:**

Chair Gigi Burke called the meeting to order. Present for the meeting were trustees Bob Bolerjack, Gigi Burke and Betty Cobbs. Also present were President David Beyer, Recording Secretary Cheryl Blackburn, Faculty Representative Gary Newlin, Student Representative Katie Rogers, Classified Representative Max Phipps, Faculty Council Representative Michael Nevins and 37 faculty, staff, students and administrators.

### **Report from the Board**

Chair Gigi Burke reported on the Board priorities that were discussed at their September 2013 retreat:

- Smooth WSU Transition (keep board informed of successes and concerns).
- Continue monitoring the Strategic Plan.
- Add a focus on student success as it relates to workforce training (including certificates) and job placement results.

### **Consent Agenda**

#### **MOTION 01-11-2013**

Bob Bolerjack moved for approval of the minutes from September 17, 2013. Betty Cobbs seconded the motion and the motion passed unanimously.

### **Reports to the Board**

#### **Student Representative**

Katie Rogers, ASB President introduced the student government officers which included:

- Vice President of Administration - Megan Brewer
- Vice President of Public Relations - Kyle Millett
- Vice President of Clubs - Xinxin Zhang
- Vice President of Budget and Finance - Jennifer Ho

The student programs board is working on bringing exciting events to campus and students continue to work with Michael Nevins on text book alternatives.

#### **Faculty Representative**

Gary Newlin reported that they are working on the implementation of the new contract which includes meeting with faculty members on the new provisions.

Classified representative

Max Phipps reported that there is a new sub local on campus now and he introduced Judy Thomas as the new president, Sarah Damp as the vice-president and Michael Johnson as secretary.

Faculty Council Representative

Michael Nevins reported that Faculty Council held a special meeting and voted in three new representatives. January 13, 2014 will be the next Faculty Council meeting followed by a Faculty Forum meeting on January 27, 2014.

**Approval of Family Medical Leave Act Policy**

Jennifer Howard, VP of Administrative Services reported to the Board that at their study session on October 15, 2013 they reviewed the policy and it is now before them for approval.

**MOTION 02-11-2013** Betty Cobbs moved for approval of the Family Medical Leave Act Policy. Bob Bolerjack seconded the motion and the motion passed unanimously.

**Transforming Lives TACTC Award:**

John Olson, Vice President of College Advancement presented to the Board that one student from each Washington state community and technical college will be nominated by the local board of trustees for the TACTC Transforming Lives Award. Five awards will be given statewide.

This year's prospective EvCC nominee is Jacquelyn Julien. Jacquelyn is familiar to the Board because of her work with student activities and as a student ambassador to the college. She was extremely involved here, including work as a student senator, member of the SPICE club, and ultimately the ASB Vice President of Budget and Finance. A participant in the Teacher Education Advancement program, Jacquelyn is a single parent who is the first in her family to graduate from high school and from college. Her life has been transformed in part due to her attendance at Everett Community College.

**MOTION 03-11-2013** Bob Bolerjack moved to approve the nomination of Jacquelyn Julien for the TACTC Transforming Lives Award. Betty Cobbs seconded the motion and the motion passed unanimously.

**Budget Update**

Jennifer Howard reviewed the monthly budget and tuition report with the Board. Budget is on target and tuition remains strong.

**Cultural Pluralism and Global Readiness Update**

Heather Bennett discussed with the Board that each division of Everett Community College is actively engaged in reaching the goals established by the Strategic Priority for Cultural Pluralism & Global Readiness. On November 5, the College sponsored Valuing Difference: Inclusion and Equity in Education community engagement event in partnership with Everett Public Schools and the Marysville School District.

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Co-facilitated by Dr. Pam Posey and Kenneth Jones, this event invited campus and community members to explore the opportunities for improving student success for all by including marginalized populations at every level, valuing each person's unique experience and contributions, and preparing all students to engage as citizens in a world without boundaries.

Ninety-four people attended the event, which includes 26 EvCC employees, 13 EvCC students, 24 K-12 educators, and 31 other community members.

Compared with past events, the program involved much more conversation at the tables and sharing with the larger group, and less data presentation. Participants shared that they felt their opinions and experiences were heard and valued as they discussed the importance of inclusion, the strength that comes from valuing diverse perspectives, and the differences between equity and equality. Participants said they felt the College was committed to improving inclusion and equity on campus and in our community, and they offered specific ideas for moving forward, including:

- hire faculty and staff that represent student body and community
- add an executive-level diversity position to drive our ongoing work in this area
- develop and revise curriculum to better address cultural pluralism and cultural competency
- provide quality cultural competency training to employees and students
- create system for accountability and education around biased attitudes and behaviors

92% of participants completing feedback forms (65) said they felt comfortable sharing their ideas, and 83% said they would definitely participate in another event.

**Diversity and Equity Position**

President David Beyer reviewed the proposed administrative position / related support services:  
Chief Diversity Officer

Everett Community College Diversity and Equity Center has been operational since 2004. The focus for this office and related activities has been to provide support and services to students from underserved and underrepresented populations. The staffing for this center over the past ten years has included an Assistant Dean and Counselor as well as support staff. The Center has reported through the Student Services unit of the College and has contributed significantly to students of color and their experience at EvCC. Over the years, due to budget constraints, staffing has transitioned to a current Director and several program coordinators.

During the EvCC Board study session in October 2013, members of the Community Diversity Advisory Committee presented to the Trustees their interest and recommendation to elevate the status of the Diversity and Equity Center in the College to reflect the institution's Strategic Plan's priorities (#5 Cultural Pluralism and Global Readiness) and to more effectively address the College's effort in closing "achievement gaps" that exist for many students from underserved and underrepresented populations.

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Several peer community colleges (Edmonds, Bellevue, and Clark) have created Diversity Officers reporting to the President to elevate their institutions' commitment to more effectively increase employee and student diversity populations and to make greater progress with student achievement gaps.

As a result of the discussion at the Board's October study session, a position description has been developed. Essentially, the Diversity and Equity Center is being shifted to report to the President through the position of the Chief Diversity Officer. President Beyer will come back to the Board at their January 2014 meeting with a funding request.

**Executive Session**

At 6:35 p.m. Chair Gigi Burke adjourned into executive session to discuss personnel issues. She stated that no action would be taken

**Approval of MOU between the Board and AFT Everett**

**MOTION 04-11-2013**      Bob Bolerjack moved to approve the MOU between the Board and AFT Everett. Betty Cobbs seconded the motion and the motion passed unanimously.

**Adjourn**

Meeting adjourned at 7:05 p.m.

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Gigi Burke, Chair  
Board of Trustees

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David N. Beyer, Secretary  
Board of Trustees