

The Board of Trustees of Everett Community College met on August 15, 2017 at 2:45 p.m. in AMTEC Room 151 at Everett Community College.

### **Roll call**

Chair Mike Deller called the meeting to order. Present for the meeting were Trustees Bob Bolerjack, Gigi Burke, Betty Cobbs, Mike Deller, and Toraya Miller. Also present were President David Beyer, Recording Secretary Melissa Geraghty, Assistant Attorney General Roslyn Sterling, Earl Martin for Faculty Representative Mike VanQuickenborne, and 8 faculty, staff, students and administrators.

Chair Mike Deller started the meeting off by commenting on the recent events in Virginia and restated the following statement from the Board from 2016:

As we move through the completion of this election season, we are reminded of the increasingly critical role that education plays for our country today. Regardless of where we stand politically, advancing knowledge is our shared path to a prosperous future.

At this time in history, when our communities are confronted with a national climate of division and rhetoric of intolerance, we, the Board of Trustees and President of Everett Community College, reaffirm our resolute commitment to an open, equitable and safe educational experience for all members of our campus community.

Together, we promote and hold firm to the following:

- We affirm the inherent worth, dignity and uniqueness of every individual.
- We uphold a just, equitable and inclusive community.
- We value critical inquiry, debate, discovery and innovation in our classrooms and workplace.
- We value freedom of speech within an environment of civility and respect for varied opinions and beliefs.
- We hold zero tolerance for discrimination, threats, hate or violence.

Finally, we are unwavering in our commitment to upholding the vision, mission and core values of Everett Community College within a campus culture of respect, advocacy and engagement for all.

Everett Community College Board of Trustees  
Bob Bolerjack  
Gigi Burke  
Dr. Betty Cobbs  
Mike Deller  
Toraya Miller

Everett Community College President David Beyer

**Review and Take Action on the Year Seven Accreditation Report**

Heather Bennett, Executive Director of Institutional Effectiveness and Resource Development, presented to the Board that the Northwest Commission on Colleges and Universities (NWCCU) will be conducting EvCC's Year Seven accreditation site visit October 23-25, 2017. The Year Seven Report fully responds to the NWCCU's accreditation standards, establishing the College's mission and core themes, measures of mission fulfillment, resources and capacity, planning processes, assessment of activities undertaken toward mission fulfillment, outcomes, and plans for the future. With Board approval, the report will be transmitted to the NWCCU by August 28 to be disseminated to the site visit team.

**MOTION 01-08-2017** Betty Cobbs moved that the Board of Trustees approve the Year Seven Accreditation Report. Bob Bolerjack seconded the motion and the motion passed unanimously.

Trustee Betty Cobbs commented that this report tells our story. All the changes that have happened and things put in place about the college are remarkable.

**Review and Take Action on Request to Washington State Office of Administrative Hearings to Appoint an Administrative Law Judge**

As described in the American Federation of Teachers (AFT) contract Article 19.70, upon receipt of a request for a hearing from an affected employee, the College President shall notify the Board of Trustees. The President requests that the Board of Trustees appoint an impartial hearing officer. It shall be the role of the impartial Hearing Officer to conduct the dismissal review hearing in accordance with RCW 34.05. The Office of Administrative Hearings (OAH) is the state agency tasked with providing an ALJ for this work.

Assistant Attorney General Roslyn Sterling commented that attached in the agenda packet for the meeting includes our AFT Collective Bargaining Agreement Article 19. Under that article, we need to have a hearings officer appointed. We are seeking approval to contact OAH to request they appoint an ALJ in a dismissal proceeding.

Trustee Mike Deller asked where the dismissal proceeding will take place. AAG Sterling responded that it will take place on campus or at the Attorney General's Office at a location agreed upon by the parties. The ALJ will be appointed by OAH but approval to request that OAH appoint an ALJ is needed by the Board of Trustees.

**MOTION 02-08-2017** Bob Bolerjack moved that the Board of Trustees approve the Request to Washington State Office of Administrative Hearings to Appoint an Administrative Law Judge. Toraya Miller seconded the motion and the motion passed unanimously.

**Review and Take Action on Request to Use Board Fund Balance Reserves (per policy EvCC 2010)**

President David Beyer reported to the Board on a request to use board fund balance reserves, per policy EvCC 2010. This request funds the college's work to enhance student success through implementation of Guided Pathways and to ensure continued enrollment growth through Strategic Enrollment Management.

As presented to the Board at the April work session, the college seeks to expand its work in Guided Pathways to enhance student success and completion. This request for Guided Pathways support will fund three full time faculty at one-third release time, four faculty advisor positions, one associate director of advising.

During the 2017 Legislative Session, funding was provided to SBCTC to augment and expand Guided Pathways work across the system of colleges in the next two years. Everett Community College is one college eligible for new funding to continue expansion of Guided Pathway work, and based on performance, to continue to receive financial support for full implementation.

The college's work in Strategic Enrollment Management was also presented to the board. SEM's goal is to develop a strong and growing pipeline of students enrolling in the institution that are served seamlessly en route to achieving their education and career goals. The request for SEM support will fund an associate director of transitional studies, additional sections of IBEST, a full time manager of retention / completion, and one full time advising position.

Funding is requested at \$710,323 for the first year (2017/2018) to be renewed up to three years upon annual review.

President Beyer commented that this request will enable the college to move forward with implementation of Guided Pathways on a grander scale than what we have done to date, until such time as the college can add the positions to our budget. We are simultaneously implementing Guided Pathways and SEM to be more strategic in our efforts to both recruit and retain students. This continues work that's been going on this last year and we are seeing benefits in more students coming to EvCC. We are one of the leaders in this effort both state-wide and nationally, and it is a good strategy on our part to continue this work.

Trustee Mike Deller asked if a measurement system would be in place to gauge success. President Beyer responded that we will evaluate and bring back to the Board an annual report with evidence and outcomes of this effort.

**MOTION 03-08-2017** Gigi Burke moved that the Board of Trustees approve the Request to Use Board Fund Balance Reserves (per policy EvCC 2010). Betty Cobbs seconded the motion and the motion passed unanimously.

Trustee Mike Deller asked if we have any word on the capital budget. President Beyer stated we have no word. Trustee Bob Bolerjack stated he heard that both sides are talking but no results yet.

Earl Martin then asked to speak. He read the following statement:

**Intro:**

I am here on behalf of AFT President Mike VanQuickenborne who is currently teaching a class to address our concerns related to the administration's college reserve budget request.

My name is Dr. Earl Martin – this is my first BOT meeting since receiving tenure in 1993. I am here to deliver input from our faculty and an insider perspective from the front lines of the world of student counseling and advising services and in support of our faculty's binding negotiated labor agreement with you ... THE BOT.

I have over 30 years working in higher ed counseling and advising. This is my 28<sup>th</sup> year at EvCC

Five degrees including my AA degree, BS in Pedagogical Studies, BA in Pysch, MS in Counseling Psych at Doctorate from the UW in Educational Leadership and Policy Studies with an emphasis on higher education.

I was also recognized as 2017 "Counselor of the Year" by the American College Counselor Association.

**Major Problem:**

- Currently, we have six relatively new faculty positions often referred to as "Faculty Advisors". Four of these positions are on schedule to come before you in six months where you will be asked to grant a lifetime tenured faculty appointment for these positions that don't even exist in our contract. We have a long list of unresolved critically important issues about these positions such as job titles, employee duties, working conditions, assigned faculty department and quality control standards for these positions. Also, the state law that defines faculty does not include these positions.
- Our faculty union has repeatedly let their objections be known to our administrative colleagues about the continued hiring of newly created faculty positions that have not been negotiated in our collective bargaining agreement we have with you, the Board of Trustees. We have been told that no more of these positions would be hired until we ironed out the terms of their employment. We request that the BOT not approve this request to use our precious college reserve funding to fund the five proposed "Faculty Advisor" positions for these reasons and others including our upcoming accreditation visit.
- Regional **accreditation** is something our college needs to operate. The last time the accreditation evaluation team came to campus their top two recommendations were about the administration's need to work more collaboratively with faculty to clarify

advising duties and to do a better job at understanding the role of faculty in shared governance in the planning and formation of college policy. We're worried the accreditation evaluators will **NOT** be impressed with what has transpired since they last made these recommendations when they visit us this coming fall

**Suggested Solutions:**

1. Reclassify these new faculty hires to be "**Counselor**" positions which have been well established at EvCC and nationally for decades as a profession guided by rigorous training, ethical and legal standards. School Counselors have been featured as a core central foundation of our community college system since its formation. The work these positions are being asked to perform have been the responsibility of Counselors for many decades at EvCC. Ironically, the administration's job description for these positions requires a master's degree in counseling or counseling related fields.
2. Insist that all of us work much more cooperatively together to achieve an agreement that best serves our students and an effective focus on our unique and special college mission that is consistent with our local bargained agreement and state laws.

We, the faculty are seeking your assistance to help resolve this major problem at EvCC.

We are at the crossroads of our college's future as it relates to maintaining a high standard of professional school counseling care for our diverse and complex student body.

These disagreements from management and the academic employees have lingered for far too long and they are poised to get worse soon if we aren't able to successfully to work cooperatively to put students first, honor our legal agreements and pay close attention to state law.

Chair Mike Deller thanked Earl for his comments.

**Adjourn**

Meeting adjourned at 3:09 p.m.

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Mike Deller, Chair  
Board of Trustees

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David N. Beyer, Secretary  
Board of Trustees