

**South Puget Sound Community College
BOARD OF TRUSTEES
REGULAR MEETING
MINUTES
Wednesday, November 12, 2014
Building # 28 – Boardroom
South Puget Sound Community College
2011 Mottman Road, S.W.
Olympia, WA 98512-6292**

REGULAR MEETING – 2:00-4:30 P.M.

CALL TO ORDER

Trustee Judy Hartmann, Board Chair, called the meeting to order at 2:09 p.m.

ROLL CALL

Trustee Judy Hartmann, Trustee Leonor Fuller, Trustee Brian Vance, and Trustee Barbara Clarkson were present. Trustee Judy Blinn was absent. Assistant Attorney General (AAG) Aileen Miller was present.

EXECUTIVE SESSION

At 2:09 p.m. Chair Hartmann announced that under RCW 42.30.110, an executive session would be held for the purpose of considering matters affecting national security; to consider selection of a site or the acquisition of real estate; to consider the minimum price at which real estate will be offered for sale or lease; to review negotiations on the performance of publicly bid contracts; to receive and evaluate complaints or charges brought against a public officer or employee; to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee; to discuss with legal counsel agency enforcement actions or litigation or potential litigation; to plan or adopt the strategy or position to be taken in collective bargaining, negotiations, grievances, or mediation (RCW 42.30.140(4)(a)).

The executive session was expected to last until 2:45 p.m. 1) to review the performance of a public employee; and 2) to receive and evaluate complaints or charges brought against a public officer or employee.

No action would be taken during the executive session but may be taken by the Board after the executive session.

The executive session was extended to 3:00 p.m.

No action was taken by the Board during the executive session. The executive session concluded at 3:00 p.m., and the regular board meeting resumed at 3:00 p.m.

Chair Hartmann reconvened the regular meeting and noted that as a result of the executive session, the Board would be taking action.

It was moved by Trustee Fuller and seconded by Trustee Vance **THAT THE BOARD OF TRUSTEES DELEGATE AUTHORITY TO THE CHAIR, IN COLLABORATION WITH COLLEGE ADMINISTRATION AND THE ASSISTANT ATTORNEY GENERAL, TO RESPOND TO REPORTS FROM THE STATE AUDITOR'S OFFICE CONCERNING THE COLLEGE'S POLICY ON SERVING OF ALCOHOL ON CAMPUS AND FAILURE TO REPORT A COMPLAINT TO THE STATE AUDITOR'S OFFICE. MOTION CARRIES.**

APPROVAL OF CONSENT AGENDA

It was moved by Trustee Vance, seconded by Trustee Fuller and carried **THAT THE FOLLOWING CONSENT AGENDA ITEMS BE APPROVED AS PRESENTED:**

A. ADOPTION OF MINUTES

- October 14, 2014

B. MEETINGS AND CONFERENCES

- TACTC Legislative Action Committee Retreat, November 13, 2014, Seattle
- TACTC Fall Conference, November 14, 2014, Seattle
- Legislative Reception & Dinner, December 9, SPSCC

C. ANNOUNCEMENT

D. DATE OF THE NEXT BOARD MEETING

Regular Meeting
December 9, 2014
3:00-4:30 p.m.
Building # 28 - Boardroom
South Puget Sound Community College
2011 Mottman Road, S.W.
Olympia, WA 98512-6292

SPECIAL INTRODUCTIONS None.

COMMENTS FROM THE AUDIENCE None.

BOARD SPECIAL COMMITTEE LIAISON REPORTS

- Board of Directors, SPSCC Foundation – Trustee Clarkson reported the following:
 - The annual Scholarship Reception is on November 17, 2014.
 - The new members of the Foundation Board of Directors are: Mark Allen, Chief Credit Officer, WSECU; Victoria Byerly, Partner, Parr Byerly, PLLC; Stephanie Hemphill, Executive Director, Lacey Chamber of Commerce;

Julie Leydelmeyer, Director of Marketing and Public Affairs, Capital Medical Center; Phyllis Mandel, Realtor, Greene Realty; and Jason Robertson, President, J Robertson & Co.

- Budget and Finance – (Quarterly Reports: September, February, May). No report.
- Policy Governance and Trends in Higher Education – Trustee Blinn was absent.
- TACTC Legislative Action Committee (LAC) – Trustee Fuller noted that the LAC retreat is on November 13, 2014 and the TACTC Fall Conference is on November 14, 2014.
- TACTC Education Committee – Trustee Judy Hartmann noted that the TACTC Education Committee developed the November 14, 2014 TACTC Fall Conference agenda.

REPORT FROM THE COLLEGE PRESIDENT

- Dr. Stokes called on Saud (Zak) Hussain, ASB President who provided the following Student Senate report:
 - Introductions: Camila Davila-Alvarez, Senator for Diversity & Equity Affairs; Dominique Thompson, Senator for Legislative Affairs; and Yasmine Arbob, Senator for Administrative Affairs.
 - The Student Senate goals are being updated to reflect the true purpose of the Student Senate.
 - Successful events: Halloween event, Evening Coffee, and the Thurston County Auditor Mary Hall's presentation on the political process.
 - Their current projects include: Gender-neutral bathroom survey; and Investigating on-campus skateboarding, cafeteria schedule and food, and on-campus smoking.
 - They are updating the Financial Code of the Associated Student Body.
- Dr. Stokes called on Dr. Kevin Asman, Humanities Professor and Faculty Union President, with accompanying faculty presenters Erica Dixon and Sally Sharbaugh.
 - Dr. Asman thanked President Stokes for allowing him to invite his colleagues to present to the Board. He reported the following:
 - The Union and administration created a conceptual document that is the basis for the faculty contract. They are optimistic that this is going to be the most collaborative negotiations process they have ever seen.
 - Compensation is not tied to the negotiations.
 - 64 tenured faculty received pay increases this year from turnover savings, which is the largest increment from turnover savings since 2006. The percentages varied. Most were relieved and satisfied to see the increase. They have been in a period of faculty salary stagnation since 2007-08. Classified Staff maintained their step progressions, and their study indicates especially at the higher end of the administrative positions, that the increases have been substantial. Across the system, faculty salaries have barely moved, and if they have moved, the percentages are generally below 2% since 2007. The reason for salary stagnation is not due to the budget crisis. It is because the model for funding faculty compensation does not match the economic realities of how the

community colleges are funded. There is an outdated RCW that prevents them from having full-scope bargaining, where they cannot come to the college and negotiate over the actual college budget. That budget is divided between local and state allocations, and if they negotiate increases that come out of local funds, that gets subtracted from the state allocations according to the RCW. AFT-WA's attempt to address this is with HB1348, sponsored by Rep. Chris Reykdal. The Bill brings the reality of how we fund faculty salaries in alignment with the reality of how our institutions are funded. Dr. Ed Brewster, WACTC President, has reached out to AFT-WA for conversations about how they can come together and work collaboratively on this issue. The salary stagnation is hurting faculty morale across the system.

- Erica Dixon, Sociology and Psychology Professor of 20 years and Sally Sharbaugh, Counselor of 14 years, shared their personal stories and struggles and professional experiences in advocacy for fair and just compensation for faculty and asked the board to think diligently and creatively about how they can help faculty overcome the hurdle of salary stagnation.
 - Professor Dixon shared that she has been with SPSCC 18 years fulltime, was hired in the mid-90's and has been in a salary stagnation for more years than not. Most of her salary adjustments came from COLAs and increments paid that were part of completing professional development activities. Currently, her salary is within \$1,500 of many of her colleagues with half as much employment time, and newly-tenured faculty are within \$4,000 of her salary. She is part of a cohort of faculty hired in the mid-90's under a different salary scale. By the late 90's she had accumulated several pay increases that were not funded due to budget shortfall. When it was recognized how large the pay gap had become to this cohort, they were pushed up to be at least at the same level as the new hires of 2000. Based on the Consumer Price Index from the Bureau of Labor Statistics, it places the inflation adjusted spending power of her 2014 salary including this year's raise of 1.1%, at a loss of \$5,700 since 2008. What this means is that for her to have the spending power that she had six years ago, she would need a 6.5% increase in salary just to keep up with inflation. The consequences of faculty salary stagnation include a decline in morale and disengagement from the institution.
 - Sally Sharbaugh, Counselor, was hired in 2001. As a result of COLAs, increments, and changes to the faculty salary schedule since 2008, she has had a total increase of \$2,592 in her annual salary over the last six years, averaging \$432 each year since 2008. The increment adjustments to her salary do not keep up with the rising cost of inflation, combined with the real cost of aging and the mid-life events that come with it. With the current stagnation at this point in her career, she worries about her financial safety and stability in the future and how to make do right now in the present.
- Dr. Stokes thanked them and said that their presentation is compelling.

- He is committed to working on this issue, the Board is committed to it, and the system presidents are committed to working on this issue as well.
- Chair Hartmann thanked the faculty presenters and Dr. Asman for bringing his colleagues to the meeting.
 - Dr. Stokes reported the following:
 - Pre-Legislative Session Strategies: In coordination with SBCTC and TACTC, they have a multi-level approach to getting our issues to our legislative delegation and interested stakeholders. Some of the activities over the next several months include:
 - One-on-one meetings with Legislators from Districts 22, 35, & 2. He will be discussing the system legislative agenda and issues specific to SPSCC. System stakeholders agreed on a slightly different strategy for this year's session by suggesting "investments" and "returns on those investments."
 - Legislative Reception and Dinner on December 9. Instead of a Joint Legislative Dinner with Centralia College, they are taking a slightly different approach to this year's event by inviting SBCTC Executive Director Marty Brown, WSAC Executive Director Gene Sharratt, the presidents of TESC & SMU, and two students. While it is a slightly different approach, they are hoping to message a "higher education coalition" to our delegation going into the legislative session.
 - In addition, The Olympian Editorial Board has agreed to meet with him, Marty Brown, and Chair Hartmann, to discuss our system request and the impact of the community and technical college system on the state's economy and educational attainment levels.
 - He noted two handouts in TAB 2: Grants Tracking Overview & Outcomes and Title III Grant (GAINS: Graduation and Achievement Initiatives, Networks and Strategies).
 - The college received its student achievement initiative allocation of \$135,000, which is higher than previous year.
 - He noted other information located in the board binder:
 - President's Outreach and Advocacy Activities
 - Personnel Update
 - College Press Clippings

INFORMATIVE REPORT

Culinary Arts Program

The Dean of Applied Technology Andy Bird presented an update on the college's Culinary Arts Program. Prior to this year the Cafeteria Food Service was being managed by the Culinary Arts Program in addition to the Percival Room. When he was hired last year, they began a 6-7-month program review process for the Culinary Arts Program, looking at the business model of the cafeteria and also the decrease in Percival Room and cafeteria customers. The process included the usual review of program data including enrollment numbers and trends, employability, future industry employment demands, wages for potential program graduates, cost to operate the program, and other data.

Some of the recommendations derived from the program review include:

1. Separate the Cafeteria from the Culinary Arts Program
2. Re-grow Catering Services
3. Evolve and grow the Percival Room

Those recommendations were favorably looked upon and implementation for changes began fall 2014. The transition has been positive.

Talita Bigelow, Catering Director; Chef Dan Martinson, Culinary Arts Professor; Melanie Shelton, Baking & Pastry Arts Adjunct Faculty; and a couple of students, came with a variety of appetizers and pastries for taste-testing. They reported that the team is dedicated to making the changes work; chefs and students are more involved; students are showing passion for food; and opportunities for students to gain skills have expanded and are building student confidence.

Chair Hartmann thanked Andy Bird and noted that it is great to see that when we do program reviews that we take to heart what we learned and then apply that to what we are doing in our students' learning experience.

POLICY

Faculty – Award or Denial of Contract Renewal

Vice President for Instruction Dr. Michelle Andreas reviewed that the Probationary Review Committee (PRC) for CIS/Computer Programming Professor Michael Haensel is progressing with its activities and evaluation reports. His Committee reports will be sent to the Board prior to the December Board meeting, at which time the Board will consider his contract. He is a great contribution to our faculty, both in his discipline and as a whole. He has jumped in as a new probationer, offering his insights into the direction of the program.

BUILDINGS AND GROUNDS No Report.

BUDGET AND FINANCE No Report.

COMMENTS FROM INDIVIDUAL MEMBERS OF THE BOARD OF TRUSTEES

- Trustee Fuller commended Kellie Braseth and all the individuals that worked on the Artist & Lecture Series--there will be a full house for the Sherman Alexie lecture on November 13.
- Chair Hartmann noted that the college filled tables at the gala and benefit dinner and awards on November 6 at the Red Lion Hotel to honor Dr. Rhonda Coats, who is one of the honorees of the 2014 Women of Achievement Award and Recipient of the Racial Justice Award from the YWCA of Olympia. She said it was wonderful to hear about the several instances in which SPSCC came up over the course of the evening.

EXECUTIVE SESSION

At 4:41 p.m. Chair Hartmann announced that under RCW 42.30.110, an executive session would be held for the purpose of considering matters affecting national security; to consider selection of a site or the acquisition of real estate; to consider the minimum price at which real estate will be offered for sale or lease; to review negotiations on the performance of publicly bid contracts; to receive and evaluate complaints or charges brought against a public officer or employee; to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee; to discuss with legal counsel agency enforcement actions or litigation or potential litigation; to plan or adopt the strategy or position to be taken in collective bargaining, negotiations, grievances, or mediation (RCW 42.30.140(4)(a)).

The executive session was expected to last until 5:30 p.m. 1) to review the performance of a public employee; 2) to discuss with legal counsel agency enforcement actions or litigation or potential litigation; 3) to plan or adopt the strategy or position to be taken in collective bargaining, negotiations, grievances, or mediation under RCW 42.30.140(4)(a); and 4) to consider the minimum price at which real estate will be offered for sale or lease.

No action would be taken during the executive session.

No action was taken by the Board during the executive session. The executive session concluded at 5:30 p.m., and the regular board meeting resumed at 5:30 p.m.

ADJOURNMENT 5:30 p.m.



JUDY HARTMANN, BOARD CHAIR
SOUTH PUGET SOUND COMMUNITY COLLEGE



TIMOTHY STOKES, SECRETARY
SOUTH PUGET SOUND COMMUNITY COLLEGE