

**South Puget Sound Community College
BOARD OF TRUSTEES
REGULAR MEETING
MINUTES
Tuesday, March 13, 2018
Building # 25 – Boardroom
South Puget Sound Community College
2011 Mottman Road, S.W.
Olympia, WA 98512-6292**

CALL TO ORDER

Board Chair Leonor Fuller called the meeting to order at 12:03 p.m.

ROLL CALL

Trustee Leonor Fuller, Trustee Judy Hartmann, Trustee Jeff Davis, Trustee Doug Mah, and Trustee Barbara Clarkson were present. Assistant Attorney General (AAG) Jean Wilkinson was present.

EXECUTIVE SESSION

At 12:03 p.m. Chair Fuller announced that the Board was going into executive session to review the performance of public employees ((RCW 42.30.110(1)(g))). The executive session was estimated to conclude at 3:00 p.m. unless otherwise extended at that time. No action would be taken by the Board during the executive session.

The executive session was extended to 3:15 p.m.

RECONVENE REGULAR MEETING

The executive session concluded at 3:15 p.m., and the regular meeting reconvened at 3:20 p.m. Board Chair Fuller reported no action was taken during the executive session.

APPROVAL OF CONSENT AGENDA

It was moved by Trustee Mah, seconded by Trustee Davis, and carried **THAT THE FOLLOWING CONSENT AGENDA ITEMS BE APPROVED AS PRESENTED.**

A. ADOPTION OF MINUTES

- February 13, 2018 regular board meeting

B. MEETINGS AND CONFERENCES**C. ANNOUNCEMENTS**

- Faculty Tenure Reception, March 13, 2018, 4:30 p.m., Building 25-

1st Floor

- All-Washington Academic Team Ceremony, March 22, 2018, 12:00-2:00 p.m., Student Union Building

D. DATE OF THE NEXT BOARD MEETING

Regular Meeting

April 10, 2018

3:00-4:30 p.m.

Building # 25 - Boardroom

South Puget Sound Community College

2011 Mottman Road, S.W.

Olympia, WA 98512-6292

SPECIAL INTRODUCTIONS None.

COMMENTS FROM THE AUDIENCE

- Students led by student Austin Escalera, Peer Mentor in the Diversity, Equity and Inclusion Center (DEIC), presented copies of their student petition to the Board. The petition revolved around staff and leadership changes and turnover rate in the DEIC within the past year and a half. Board Chair Fuller thanked them for speaking at the Board meeting on important issues. She noted that they recognize the time to write the petition and gather signatures and to respectfully address the Board. She said that whether or not it is appropriately within what they do as trustees (this is probably a personnel issue), it does not mean that what the students have done today was not worthwhile. It took courage and time, and the Board welcomes input from students. She added that the Board has circumscribed set of duties, and may not be in a position to act on this petition, but that the students have been heard.
- John Schaub, Math & Physics Professor, spoke in support of probationary faculty member and tenure candidate, Kathleen Ensenat, Physics Professor.

COMMENTS FROM THE BOARD

- Board Chair Fuller commented that sometimes when these meetings unfold, it may seem very formal, but she just wanted to assure everyone that this Board has taken a significant amount of time (several months) to be thoughtful about this very important probationary process that will be formalized later in the meeting. She asked not to let the formality of the meeting dictate what it took to reach certain decisions they will announce later in the day.

REPORT FROM THE COLLEGE PRESIDENT

- ASB President Ashleigh DeBuse reported the following:
 - Vice President for Clubs and Organizations, Masato Wada, will be leaving the ASB after winter quarter to transfer to the University of Washington. They will not fill his position for the remainder of the academic year.

- They will begin hiring for 2018-19 Student Government positions at the beginning of spring quarter.
- They have adopted the Food Pantry Coordinator position into the Senate by-laws, creating the new Senator for Information and Health position.
- In the wake of the Parkland, Florida shootings, they were approached by multiple students asking if SPSCC was doing anything and what they should do if it should happen here. In response, they have launched a campaign to provide materials to students on how to make a change in their community, campus, city, and local and national government and have also organized the Active Shooter Awareness Assembly, scheduled on campus on March 14 to honor the victims of the Florida shooting.
- The City of Olympia's planning committee for the March 24 March also reached out to the students. As a result, Madelyn Olson is one of the student organizers behind the March 24 March for Our Lives at the Capitol.
- Madelyn Olson provided an update on the Food Pantry: has been open 6 months since October; served 170 individuals--71 of those signed up just this winter quarter; 369 full visits; 81 supplemental visits; 104 items donated for the hygiene drive; over 100 items donated for the warmth drive.
- No Faculty Senate report.
- Dr. C.J. Dosch, English Professor and Faculty Union President, reported the following:
 - The Union would like to recognize the passage of HB 1237 (bill authorizes providing additional compensation to academic employees at community and technical colleges) in bargaining for local dollars as well as the continuation of RS funding coming to the college.
 - Congratulations to continuing probationers and tenured faculty.
 - Local 4603 formally endorses and supports the students and their Active Shooter Awareness Assembly and recognizes their efforts in making a safer work place and learning environment.
- Dr. Stokes reported the following:
 - The 2018 legislative session is over. He is happy that the RS funding formula will continue and that K-12 money will follow the students. Our very active campaign at the end of the session involved students, faculty, staff, business and community members, trustees, and foundation board members. Legislators received thousands of e-mails about a particular issue pertaining to community and technical colleges. There was a trade-off between the compensation backfill in the budget. We had requested \$9 million to fill the gap between the Legislature only funding 65% of the salary increases for faculty and staff for the biennium. We did not receive that \$9 million, nor did we receive the Guided Pathways budget for the planning designed to occur across the system. We traded the \$18 million for RS for \$10 million that we would have gotten for compensation and backfill. That does create some pressure on the college with the new RS money. To backfill those salaries for the biennium, it is going to be roughly \$230,000 backfilled out of tuition and RS money.

- We are excited about being able to go to the bargaining table and having the ability to allow for faculty increases above what is being funded by the Legislature.
- We are entering phase 3 of negotiations.
- Capital Projects Planning Calendars were provided to the trustees.
- He commended the students on their organized assembly on March 14.
- The Men's Basketball team has claimed a 2nd consecutive Northwest Athletic Conference West Region title.
- Enrollment Update for Spring Quarter 2018: Enrollment looks good. We budgeted for a 5% decline in state FTE, and that is coming in. It is down about 1% at this time. There is RS increase of 32%, but we do not expect that number to hold. But overall, we are half a percent over last year's enrollment at the same time. We will finish the year strong.
- He called on Trustee Barbara Clarkson to provide an update on the event held on February 24. SPSCC and the Thurston Group of Washington State hosted in Olympia the Historically Black Colleges and Universities (HBCUs) for the 14th Students of Color Recruiting Day that offers scholarships and admission to HBCUs.
- He noted other information located in the board binders:
 - President's Outreach Activities List
 - Personnel Update

Board Chair Fuller thanked Dr. Stokes for his great work on legislative issues, not only on behalf of the system, but for our college as well. We are seeing results on our budget. It took a tremendous amount of time, over and beyond.

Trustee Mah noted that the Faculty Union has endorsed the students' assembly on March 14, and suggested the Board do the same. It was moved by Trustee Mah and seconded by Trustee Hartmann **THAT THE BOARD OF TRUSTEES ENDORSE AND FULLY SUPPORT THE STUDENTS' ACTIVE SHOOTER AWARENESS ASSEMBLY ON MARCH 14 HONORING THE VICTIMS OF THE FLORIDA SHOOTING. THE MOTION CARRIES.**

INFORMATIVE REPORT

Strategic Plan--Core Theme #3

Chief Human Resources Officer Ken Harden, joined by Vice President for Student Services Dr. Dave Pelkey, presented an update on Core Theme #3: Advance Equity & Embrace Diversity. In reference to the students' earlier comments, he noted that the job of working and talking and figuring out what should be happening in diversity and equity, is very difficult work. For the long-term, what we are planning to do is going to be good for the college. As we move ahead and make changes, there is always going to be a time when somebody is not going to be satisfied with what we are doing and how we are doing it. Along the way we have to figure out if we are going in the right direction. He added that he is glad that the students came to speak about something that was of interest to them.

They reviewed the following presentation:

- The new diversity statement: *South Puget Sound Community College is a learning community that embodies social justice, equity and inclusion. SPSCC seeks to empower students, faculty and staff to fully participate in a society of increasingly diverse identities and experiences. SPSCC actively works to eliminate all forms of discrimination and provide an education that reflects the diversity of our community and a deeper understanding of the dynamics of power and privilege that perpetuate inequity and inequality.*
- Advancing Equity and Embracing Diversity is a joint endeavor across the college, supported by the President's Office, Instruction, Student Services, Administrative Services, Human Resources, Information Technology Services, College Foundation, and Public Relations.
- Dashboard shows our strategies are working and the mission fulfillment for the following indicators of achievement are positive:
 - Graduates Mirror Community Demographics
 - 4 of the 5 areas also exceeded the stretch goal
 - 30-45 College Level Student Achievement Initiative (SAI) Points
 - The gap between our Caucasian and Underrepresented Students is significantly being reduced at the 45-credit level.
 - Diversity of Faculty & Staff

Dashboard shows that we are improving, but not closing the achievement gap on the following:

- Fall-to-Fall Retention of Underrepresented Students
- 3-Year Completion of Underrepresented Students
 - We continue to work on these two areas and continue to move forward.
- Diversity Expenditures: Total spent for FY 2013-2017 = \$888,601 for Staff and Faculty Development; Student Programming & Events; Student Support; Scholarships; and Community Building.
- Current Strategies:
 - Continue the work of the DEIC
 - Develop training workshops regarding diversity and inclusion
 - Institute *LawRoom* training regarding diversity for all current and new employees
 - Continue current process for awarding financial aid
 - Complete the new Hiring Guidelines from taskforce recommendations
 - *LawRoom* training for Screening Committee members
 - Continue quarterly meetings with the executive leadership team and students
 - Require all faculty to have a professional development strategy related to equity and diversity
 - Fully implement Faculty Communities of Practice including integrating multicultural awareness in the classroom, working with Native American students, and bridging the achievement gap

Trustee Mah commented that he would have liked to have seen the Board of Trustees listed as part of the joint endeavor across the college in advancing equity and diversity.

In terms of current strategies, a similar online training for staff and faculty would be beneficial for this board and future boards for the long-term viability and succession planning for the board.

POLICY

Faculty Award/Denial of Tenure and Contract Renewal/Non-Renewal

Review Committees for each of the probationary faculty have completed their activities and prepared final committee reports, which were reviewed by the Board prior to the March Board meeting. Chair Fuller added that for this cycle, the Board of Trustees, the President and Dr. Andreas have had multiple discussions on this topic including at the January and February Board Executive Sessions. In addition, the Board reviewed the reports and had discussions with each of the tenure candidates during a three-hour executive session prior to the regular meeting.

The Board considered tenure for third-year probationers and contract renewals for first-year and second-year probationers. Probationary faculty members include the following:

Third Year

Liza Brenner, Art

Kathleen Ensenat, Physics

Tim Madeley, Accounting

Liza Rendon, Psychology

Melanie Shelton, Baking & Pastry Arts

Alexander Wittmann, Automotive

Bin Zhang, Communications

It was moved by Trustee Clarkson and seconded by Trustee Mah **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, GRANT TENURE TO LIZA BRENNER, ART PROFESSOR. THE MOTION CARRIES.**

It was moved by Trustee Hartmann and seconded by Trustee Davis **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, APPROVE THE ADMINISTRATION'S RECOMMENDATION TO CONTINUE THE PROBATIONARY PERIOD FOR AN ADDITIONAL YEAR FOR KATHLEEN ENSENAT, PHYSICS PROFESSOR. THE MOTION CARRIES.**

It was moved by Trustee Mah and seconded by Trustee Clarkson **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, GRANT TENURE TO TIM MADELEY, ACCOUNTING PROFESSOR. THE MOTION CARRIES.**

It was moved by Trustee Davis and seconded by Trustee Hartmann **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, GRANT TENURE TO LIZA RENDON, PSYCHOLOGY PROFESSOR. THE MOTION CARRIES.**

It was moved by Trustee Hartmann and seconded by Trustee Mah **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, GRANT TENURE TO MELANIE SHELTON, BAKING & PASTRY ARTS PROFESSOR. THE MOTION CARRIES.**

It was moved by Trustee Davis and seconded by Trustee Mah **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, GRANT TENURE TO ALEXANDER WITTMANN, AUTOMOTIVE PROFESSOR. THE MOTION CARRIES.**

It was moved by Trustee Mah and seconded by Trustee Clarkson **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, GRANT TENURE TO BIN ZHANG, COMMUNICATIONS PROFESSOR. THE MOTION CARRIES.**

It was moved by Trustee Clarkson and seconded by Trustee Mah **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEE AND REVIEWING THE TOTALITY OF INFORMATION, GRANT TENURE TO AMY WARREN, OFFICE ADMINISTRATION PROFESSOR. THE MOTION CARRIES.**

Second Year

Chad Bacon, Advanced Computer Manufacturing

Michael Gray, Film

Parakh Hoon, Political Science

Lauren Love, Drama

Scott McLean, Culinary Arts

Amy Warren, Office Administration

Amanda Ybarra-Rotelli, Sociology

It was moved by Trustee Hartmann and seconded by Trustee Clarkson **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEES AND REVIEWING THE TOTALITY OF INFORMATION, DIRECT THE PRESIDENT TO GIVE NOTIFICATION OF CONTRACT RENEWALS EFFECTIVE WITH THE 2018-2019 CONTRACT YEAR TO: CHAD BACON, ADVANCED COMPUTER MANUFACTURING; MICHAEL GRAY, FILM; PARAKH HOON, POLITICAL SCIENCE; LAUREN LOVE, DRAMA; SCOTT MCLEAN, CULINARY ARTS; AND AMANDA YBARRA-ROTELLI, SOCIOLOGY. THE MOTION CARRIES.**

First Year

Eric Chase, History
Stephanie Lee, Biology
Laura Martin, History
Thad O'Dell, Math

It was moved by Trustee Davis and seconded by Trustee Hartmann **THAT THE BOARD OF TRUSTEES, AFTER GIVING REASONABLE CONSIDERATION TO THE RECOMMENDATION OF THE PROBATIONARY REVIEW COMMITTEES AND REVIEWING THE TOTALITY OF INFORMATION, DIRECT THE PRESIDENT TO GIVE NOTIFICATION OF CONTRACT RENEWALS EFFECTIVE WITH THE 2018-2019 CONTRACT YEAR TO: ERIC CHASE, HISTORY; STEPHANIE LEE, BIOLOGY; LAURA MARTIN, HISTORY; AND THAD O'DELL, MATH. THE MOTION CARRIES.**

Sabbatical Leave Requests

The sabbatical leave requests for the 2018-2019 academic year have been reviewed by the Sabbatical Leave Taskforce and the president. Vice President for Instruction Dr. Michelle Andreas presented the recommendations for Sabbatical Leave Requests for the Board's first reading:

- Annamary Fitzgerald, Adult Basic Education Professor, requested two quarters sabbatical (winter and spring of the 2018-2019 academic year) to expand on her technology skills to help students. Professor Fitzgerald has two purposes for her sabbatical: to update her knowledge and use of technology tools for accommodated learning of written materials, and to develop knowledge of technology skills for low/no-cost multimedia tools that allow students to demonstrate proficiency in alternative ways. She would like to explore emerging technological options for text-to-speech tools on a variety of devices and platforms. Many transition studies students are particularly vulnerable and struggle with the physical act of reading written academic texts, and many do better if they can hear the text, and even better if they can read and listen simultaneously. Once completed, she would create informational how-to videos and audio recordings for use by faculty and students.
- Jennifer Berney, English Professor, requested three quarters of sabbatical (fall, winter, and spring of the 2018-2019 academic year) to research issues of representation in literature, with an emphasis on Multi-Ethnic and Queer American Literature, as well as study Creative Non-fiction formally. She would use her time to attend conferences, read books, study critical frameworks, responses, historical contexts, and creative non-fiction. An outcome would be to offer more texts that reflect students' own experiences and give them an opportunity to develop empathy and challenge their worldviews. A deeper understanding of this content would allow her to design a curriculum that engages students with diverse backgrounds in meaningful ways and also challenges worldviews. Completing additional studies on Creative Non-fiction will enhance her ability to instruct students in all of her English and Literature

courses.

BUILDINGS AND GROUNDS No report.

BUDGET AND FINANCE No report.

ADJOURNMENT 4:47 p.m.



LEONOR FULLER, BOARD CHAIR
SOUTH PUGET SOUND COMMUNITY COLLEGE



TIMOTHY STOKES, SECRETARY
SOUTH PUGET SOUND COMMUNITY COLLEGE