

**Minutes
Regular Meeting
Cascadia College Board of Trustees
June 14, 2023**

**Cascadia College
19345 Campus Way NE
Bothell, WA 98011**

BOARD OF TRUSTEES

Dr. Colleen Ponto, Chair; Dr. Meghan Quint, Vice Chair; Mike Kelly; and Angie Hinojos present. Norman Seabrooks absent (excused).

EXECUTIVE STAFF

Dr. Jashoda Bothra, Chari Davenport, Dr. Kerry Levett, Dr. Eric Murray, and Meagan Walker present. Lana Smith (AAG) was not present.

Ketra Embleton (recorder) present.
Thais Lima (presentation assistant) present.

AREA REPRESENTATIVES

CCCFT Representative – David Shapiro, Senior 2 Tenured Founding Faculty present.
Student Representative – Fernanda Armas Galin, EAB Advocacy Chair present.
WPEA Representatives – Ryan Higgins present via Zoom, Julia Williams present.

AUDIENCE

Audience members attending in person and via Zoom included: Erin Blakeney, John Boesenberg (via Zoom), Cliff Frederickson, Chris Gildow, Christine Gildow, Sara Gomez-Taylor, Michael Horn, Becky Riopel, Larissa Tikhonova, and Kristina Young

1. CALL TO ORDER

Chair Colleen Ponto called the meeting to order at 4:44 PM

2. CONSENT AGENDA

Chair Colleen Ponto asked for approval of the consent agenda.

MOTION: Trustee, Angie Hinojos made a motion to approve. Trustee Meghan Quint seconded the motion.

APPROVED. Unanimously. No Abstentions.

3. PUBLIC COMMENTS

There were no public comments.

4. INTRODUCTIONS OF NEW EMPLOYEES/PROMOTIONS

New Employees

- Brett Eyer, Payroll Coordinator
- John Boesenberg, Interim Director of Human Resources and Payroll
- Cliff Fredrickson, Director of Finance

Promotions – No promotions

5. INFORMATION ITEMS

There were no information items.

6. DISCUSSION/PRESENTATION ITEMS

Equity and Inclusion Focus

Executive Director of Equity and Inclusion, Chari Davenport, presented a closer look at actions Cascadia has taken to comply with legislation regarding equity and inclusion. Key points included:

- SB5227 – Diversity in Higher Education
 - Campus Climate Assessment survey results posted on E&I web page and campus listening sessions.
 - Legislation requires two additional assessments
 - Chantal Carrancho led listening sessions with students
 - Received 175 responses out of 2079 surveys sent. There were IT difficulties in providing the survey
 - Results received were positive. Lower numbers in sense of belonging and although numbers were low, that will not be ignored
 - Student responses aligned with employee responses
- Ways to connect
 - Newsletter
 - Webpage
 - E&I Center
 - MS Forms input
- Next Steps – Employee focus
 - Continue to review all data sets

Questions:

- This is the first year of the climate survey. Return rate is low. What will be done to increase involvement in the survey?
While this type of survey traditionally has low return rates, email, social media, and text messages will be used to communicate with students. This is ongoing and we will learn as we go.
- Will data ever be disaggregated? This will be done over the summer.
- How much of Cascadia student population is made up of non-traditional students? 6% Veteran student population has also dropped. Federal government does not make it easy to be a college student.
- What are the ways that we can address equity and inclusion issues? Perhaps specialized College 101 classes

Strategic Plan Focus

Dr. Kerry Levett, presented the NWCCU Mid-Cycle Review Report and Accreditation Plan. Key points included:

- NWCCU Mid-Cycle Review Summary

- We bring things to BoT meetings in response to –
 - What is needed for mission fulfillment
 - What is needed for strategic adoption
 - What needs to be made public
- No real surprises in the report
- Peer Review Findings
 - Areas for improvement (nothing is a surprise) – explore an 18-month planning cycle. There is appreciation for the fact that there would be cons to an 18-month planning cycle.
An even longer (24 month) cycle might be more effective. This would necessitate solid financial planning.
It isn't a cycle, it's a journey. We may want to explore a constant loop and how would we translate this to outside entities. We want a constant journey of continuous improvement.
 - Standard Comments will try to translate more effectively in 2027
- Four-year work plan
 - Areas for Action – there are already plans in place but they are not strongly codified yet.
 - Next Steps
 - Summer BoT retreat - We now have 2 years-worth of data and 2 years of initiatives
 - Finalize the 2023-24 action plan and present to BoT in Fall

Data, programming, assessment will all collaborate and come together.

Would like to see accomplishments and continued gaps – how can this be presented to BoT in a way that is helpful but not burdensome to college?

7. ACTION ITEMS

College Operational Budget

Vice President for Administrative Services, Dr. Jashoda Bothra, presented the college's first read of the budget at the May 17 board meeting. After careful consideration of the information, trustees will vote whether to adopt the budget. Discussion points included:

- Recommendation read

MOTION: Trustee Meghan Quint made a motion to approve the FY23-24 budget. Mike Kelly seconded the motion.

APPROVED: Unanimous. No abstentions

Awarding of Faculty Emeritus

Dr. Kerry Levett, Vice President for Student Learning and Success presented the award to Chris Gildow, Art Faculty. Comments and key points included:

It is the recommendation of the Union president and College president to present Chris

Gildow the title of Faculty Emeritus

MOTION: Trustee Angie Hinojos made a motion to approve the status of Faculty Emeritus effective immediately to Chris Gildow. Meghan Quint seconded the motion.

APPROVED: Unanimous. No abstentions

Board Self-Assessment

Dr. Michael Horn provided a self-assessment tool to be reviewed, approved, and shared with Trustees. Dr. Horn will administer the survey, collect the results and prepare a results analysis to be presented at the Trustee's summer retreat. Key discussion points included:

- Michael will submit a self-assessment to BoT with timeline for return.

MOTION: Trustee Mike Kelly made a motion to approve the Trustee Self-Assessment instrument and process. Angie Hinojos seconded the motion.

APPROVED: Unanimous. No abstentions

Board Calendar

Dr. Murray provided a draft schedule for 2023-24.

MOTION: Trustee Meghan Quint made a motion to approve the Board of Trustees schedule for 2023-24. Angie Hinojos seconded the motion.

APPROVED: Unanimous. No abstentions

Resolutions

The Trustees discussed resolutions honoring previous Board members, Janet McDaniel and Mike Kelly. Key discussion points included:

- Listed Mike Kelly's accomplishments during his 10-year tenure as Board trustee
- Listed Janet McDaniel's accomplishments during tenure 2012-2022 as trustee

MOTION: Trustee Angie Hinojos made a motion to approve the resolutions honoring Mr. Kelly. Meghan Quint seconded the motion.

APPROVED: Unanimous. No abstentions

Trustee Meghan Quint made a motion to approve the resolutions honoring Ms. McDaniel. Angie Hinojos seconded the motion.

APPROVED: Unanimous. No abstentions

Mike Kelly made a statement of thanks and encouragement.

8. REPORTS

Cascadia Events & Advocacy Board (EAB)

Ms. Fernanda Armas Galin was present to share information about recent and upcoming student events and issues of concern.

Springfest was a success – 400+ students participated. Club meetings were appreciative of Dr. Murray.

Thank you for the opportunity to serve.

There is an amazing team coming up with the new advocacy chair – Miyuki Sandoval

Cascadia Community College Federation of Teachers (CCCFT)

Tenured Founding Faculty, David Shapiro submitted a written report and was present.
Congratulations to Chris Gildow for Emeritus standing
Congratulations to Mike Kelly

Cascadia College Classified Union Washington Public Employees Association (WPEA)

Ryan Higgins submitted a written report and was present to share updates from the Classified staff.

- Vaccine update – the college is still offering the \$1000 incentive that expires Dec 2023
- 2023 Labor Council convention – WPEA fully funds attendance to the convention
- UW Strikes – there are picket lines at UW Seattle, but none at UWB at this time
This should not have any direct impact on Cascadia
There are 4 people in the bargaining unit at UWB
- Julia Williams from WPEA made the following statement, although there was some deviation in the oral reading of this.

Written Statement submitted for the record via email 6/15/2023:

Thank you, Ryan for that union update. Members of the board, thank you for your dedication to Cascadia college, and for this opportunity to speak. I am Julia Williams the Washington Public Employees Association Member Representative. I am the union rep for classified employees here at Cascadia. Today my address is very brief but a high priority to the union. Some of you are aware of my history with Cascadia College some of you are not. I worked here, rank and file in student services for 7 years prior to accepting my position with the union. For years and years Cascadia was widely regarded as leading the way in Washington higher education institutions in their work, efforts, and expectations around diversity, equity and inclusion for staff, faculty, and students.

I am here today because many employees currently and formerly employed at Cascadia have brought to the union's attention feel this isn't the case anymore. They have felt unsafe or been silenced when speaking up about concerns around DEI. This impacts employee morale, employee wellbeing, productivity, and overall sense of belonging.

I am not here to bring specific concerns but rather to raise awareness around this issue. Specific concerns have been brought up to HR recently and it is my understanding that the college intends to address some of these concerns through formal and informal processes.

Having these issues adequately addressed is a high priority to the WPEA. I look forward being able to report at the next regular board meeting that all concerns have been or are in the process of being adequately addressed.

Again, thank you for your time.

Chair and Individual Board Members Reports

Chair Ponto reported:

Attended NSD board meeting – the room was packed. Huge concerns by students and community especially about safety and ending the contract of a resource officer at the school. Only pros for keeping the resource officer. Had to cut off public comments.

President's Report

Dr. Eric Murray report:

1. School board notes available
2. Going on vacation
3. Next gathering is 8/23/2023 – BoT retreat 9-noon and e-team will be joining for most of that.

9. OTHER BUSINESS/ANNOUNCEMENTS

There were no other announcements.

10. MEETING ADJOURNMENT

Chair Ponto adjourned the regular meeting at 5:36 pm.

11. Minutes Approved and Adopted on, August 23, 2023.

Dr. Colleen Ponto, Board Chair

Attest:

Dr. Eric Murray, President

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