

CASCADIA COLLEGE BOARD OF TRUSTEES

Wednesday, June 18, 2025



June 11, 2025

Dear Trustees and Community Members:

This is the last Board Packet of the 2024-25 academic year. Thanks to the Board, faculty, and staff for a successful year despite multiple curve balls thrown our way.

We have three new tenured faculty to celebrate. We have passed a budget. We have increasing enrollment. We will soon move two faculty to Emeritus status. Our Foundation is doing well. And in a couple days we will celebrate commencement with our students. We have much to celebrate.

Each year brings its challenges and this one was no different. We have a changing political climate, new threats to education and our student population, and a pause on our newest building, CC5. There will be more challenges to come and I appreciate the Board's willingness to navigate this with us.

See you soon.

Eric Murray

Activities from the last month:

<u>Campus</u>

- College Advisory Council
- Budget Council
- Foundation (x5)
- BOT Finance Sub-Committee
- Coffee for Three (x2)
- Commencement

Community / State

- Leadership Eastside (x4)
- Kyle Stannert, City Manager Bothell
- WACTC at Shoreline (w/ the Governor) (2 days)
- Bob Tjossem SBCTC Honors, Centralia College
- Ana Mari Cauce Retirement, UW Seattle
- Legislative District 1 Town Hall

<u>UWB</u>

• Monthly meeting

From the Vice President for Administrative Services, Sean Poellnitz:

FACILITIES

• Emergency Management successfully conducted the annual fire drill for CC1/2 and CC3. In partnership with the University of Washington Bothell, an *Active Threats Drill* was also held, testing all communication modalities and reinforcing emergency protocols (Run, Hide, Fight). Staff were encouraged to engage in scenario-based discussions to enhance preparedness.

FINANCE

• Preparations are underway to resume the FY22 audit. We are working closely with the State Board for Community and Technical Colleges (SBCTC) to obtain several required reports, which are currently in progress and expected to take several weeks to complete.

HUMAN RESOURCES, COMPLIANCE & PAYROLL

Employee Wellness & Engagement

In recognition of Mental Health Awareness Month, HR partnered with the Washington State Employee Assistance Program (EAP) to launch a series of wellness initiatives:

- Live webinars, including a featured seminar on managing stress and anxiety
- A virtual EAP orientation is scheduled for May 28, open to all employees
- Ongoing promotion of confidential, no-cost EAP services for employees and household members
- A refresh of the Meditation Room, with new equipment arriving May 28, and a call for staff to lead optional wellness sessions

Payroll & Year-End Planning

• Payroll continues to support onboarding and benefits enrollment efforts. In coordination with the State Board, the team is preparing for year-end fiscal processes and implementing the FY2025–26 Cost-of-Living Adjustments (COLAs).

INFORMATION TECHNOLOGY SERVICES

- In May, the ITS team received 727 new requests and completed 743. Of the latest requests, 134 were from students, including 31 requests for laptop loans.
- IT Services migrated the college's virtual desktop solution to a cloud-based platform, offering more reliable access, better scalability, and lower costs.
- The team introduced new AI tools on Zoom, offering guidance on protecting confidential information and retaining records created by these features.

From the Vice President for Inclusion, Advocacy, and Community, Chari Davenport:

Cascadia Scholars – We are very excited to have 24 graduating Scholars this year! In our first year, we were delighted to have two graduates and now, just four years later, we celebrate 24 students who have successfully completed their journey at Cascadia College. We hope many will return as peer mentors and future Cascadia employees.

- On May 25, the IAC team, as well as the Scholars Mentors were present to celebrate, honor, and acknowledge these successes. We are excited to see our Scholars in the 'Cascadia Scholars Stoles' at graduation.
- Applications for fall 2025 are now open and our Program continues to grow.
- Below are pictures from the Scholars celebration enjoy!





Diversity and Equity Center – The renovations to the 'Center' are now complete and we are working on updates to our new space. We hope to have a 'soft' open this summer and an 'Open House' in the fall. We will spend the summer adding new furniture and decorations to commemorate our new beginning. Stay tuned for details about the open house. This month the 'Center' will celebrate:

- LGBTQI+ Pride Month
- Caribbean-American Heritage Month
- 19th Juneteenth
- 20th World Refugee Day
- 20th Summer Solstice



From the Vice President for Student Learning, Dr. Kerry Levett:

Rosa Pielle Memorial Scholarship Initiative

Following the passing of our valued Office Manager, the Foundation established the Rosa Pielle Memorial Scholarship to honor her memory and dedication to the CCF program. The newly named Rosa Pielle Memorial Scholarship awarded \$ 3,250 for Summer 2025, enabling 3 students to enroll in English 101 and College 101. The scholarship supports student transitions with the end goal of helping more students make the transition into degree seeking programs.

Student Learning: Assessment

Tori Saneda (Tenured, Senior 2 faculty Assessment Coordinator/Anthropology) and the Assessment Committee members led faculty in year three of Area of Interest action plans for student learning outcomes assessment as well as the continued collection of student artifacts. Prof. Saneda has designed the college-facing information page found here: <u>Assessment Unpacked</u>.

Campus Learning Demonstrations

Faculty and students displayed and led learning activities in quarter/year-end celebration. The Celebration of Learning was held June 9-13 and included 19 events in fields ranging from Business to Botany and much in between. Prof. Midori Sakura and her Wetland Ecology students led the campus community through our wetlands in the yearly "Got Muck?" activities on June 4.

Bock Learning Center Update/Year in Review

During Spring 2025, the center recorded 1,567 total visits by June 4th, with math tutoring leading demand at 171 visits (44 online, 127 on-campus), followed closely by writing tutoring at 190 visits (85 online, 105 on-campus). Wendy McNamara, our developmental math tutor, won the Cascadia Foundation's 2025 Distinguished Part-Time Employee Service Award.

English Division

David Bucci, Tenured, Senior 2 faculty is retiring this Spring 2025 quarter concluding a distinguished career at Cascadia College. Joining in 2010, David became a cornerstone of the English department, renowned for his literary scholarship, versatile teaching across composition, literature, and creative writing, and his leadership as department Chair. His creative plays have garnered national recognition, and his published works have appeared in prestigious publications. In retirement, David will continue his pursuits in music, art, and writing.

Jessica Ketcham's (Tenured, Senior 2) creative nonfiction essay has been selected as a finalist for *The 2025 Annie Dillard Prize in Nonfiction*, one of five finalists chosen from 750 submissions to the Bellingham Review. The winner will be announced in June. Additionally, Jessica was awarded a prestigious Spring 2025 writing residency with The Seventh Wave, a BIPOC- and queer-led literary magazine and organization dedicated to publishing work that deeply engages with social issues.

Climate Solutions

Cascadia's SBCTC grant fostered significant progress in climate change and sustainability education. Ten faculty members developed curriculum materials for various subjects, including Math, Communications, Indigenous Studies, Business, English, Atmospheric Science, and Psychology. Additionally, Dr. Victor Begay and the Office of Sustainable Practices hosted a successful Consortium Convening on May 30th, bringing together 23 faculty from five local colleges and UWB to share insights on sustainability and climate change education.

From the Vice President for Student Success Services, Erin Blakeney

International Programs

Marketing and Recruitment: The Assistant Director traveled to Taiwan to meet with partner agents and prospective students and families. The Director attended the agent networking event in San Diego. The marketing team is solidifying the recruitment plan for 25-26, including collaboration with UWB international marketing team.

Student Advising and Study Abroad:

As of May 27, 2025, the U.S. Department of State has temporarily paused the addition of new F visa appointment slots at embassies and consulates. On June 9, 2025, a new travel ban is scheduled to go into effect, and Turkmenistan is on the ban list. The IP office is in close communication with current students, prospective students, and overseas partners to keep them informed of ongoing developments. Three students returned from the Spring 25 Rome study abroad program.

Student Accessibility and Support Services

As part of the Technology Accessibility Committee (TAC), SAS staff collaboratively led Accessibility Study Groups this quarter. Accessibility Study Groups are supplemental workshops for Cascadia who are currently taking or interested in taking the SBCTC Accessibility Micro-Courses. The study groups give employees an opportunity to come together to learn and discuss best practices related to digital accessibility. The study groups began in January, and the spring quarter groups have just ended. This year we had 28 employees participate in the groups. We appreciate these employees taking their time to engage in these topics to further enhance digital accessibility at Cascadia.

In collaboration with the Washington Student Achievement Council (WSAC), the CARE Team participated in the Postsecondary Benefits Promotion Pilot program during this academic year. This pilot focused on targeting outreach to students who are income-eligible for public benefits, but not currently receiving them. WSAC sent the CARE Team data regarding currently enrolled students who are eligible for benefits. The CARE Team conducted 4 rounds of outreach campaigns to these students through email and texting campaigns to 199 students.

Student Financial Services

In 2022, the Washington State Legislature allocated \$2.72M (\$80,000 each to 34 colleges) for colleges to contract with community-based organizations to assist with financial aid access and support in communities. Cascadia College selected and worked with el Centro Cultural Mexicano to combine efforts and broaden our financial aid outreach.

In the 2025-26 budget, these funds were cut and we will no longer be financially supporting this work with Centro Cultural Mexicano. While we will no longer be able to provide funding moving forward, we remain committed to supporting their organization's events and activities whenever possible and look forward to future collaborations.

From the Executive Director of the Foundation: Brittany Caldwell

THANK YOU FOR SUPPORTING OUR FUNDRAISING EVENT -- ROSÉ REVIVAL ON MAY 30, 2025:

Thank you to everyone who supported our Annual Rosé Revival...and Cool White Wines event where all proceeds benefit students through the Cascadia College Foundation! Special thanks to our amazing volunteers, raffle donors, 30+ participating wineries, and 300+ guests!



SPRING SCHOLARSHIP CYCLE HIGHLIGHTS:

Our Spring Scholarship cycle is complete! 42 scholarships from 18 unique scholarship funds, worth \$93,700 in total, were awarded – supporting students from diverse backgrounds who graduated from public and private high schools across the state as well as outside the US.

Students with financial need often share similar circumstances in their application – including the high cost of living in King and Snohomish counties; financially supporting a family; little to no financial support from family; unexpected financial challenges like medical bills or car repairs; and most often, the challenges of working while pursuing an education. In fact, 53% of this cycle's applicants will be working 20 or more hours a week during the school year.

Gratitude from our scholarship recipients:

Cascadia has helped me believe in the possibility of a future in social work. With encouragement from the Cascadia Scholars Program and supportive staff, I've stayed committed to my goals. My plan is to transfer to UW's School of Social Work and pursue a degree that combines advocacy and community engagement. I never imagined I could dream this big, but the resources and emotional support here have made that dream real. I want to use my education to serve others and make a tangible difference. - Aspiring Social Worker with a Heart for Advocacy

I'm finishing high school this year and plan to continue at Cascadia to prepare for UW's Environmental Engineering program. Taking classes here through Running Start has already helped me adjust, and I appreciate the personalized attention that a smaller school provides. Cascadia is affordable, convenient, and it will support my goal of transferring to UW in Fall 2026. My plan is to earn a Bachelor of Science and pursue a career in environmental engineering. The structure and support here give me a strong base to build from.

- Future Environmental Engineer Rooted in Home and Practicality

From the Executive Director of Marketing & Communications: Meagan Walker

PAID ENROLLMENT CAMPAIGNS LIVE

Our two summer/fall enrollment campaign went live in mid-May. Its purpose is to drive prospective students to our website to enroll directly and/or to create leads for Outreach & Marketing to follow up with. The campaigns are the college's largest annual investment in marketing.

Campaign #1 – "Get Real at Cascadia"

- Designed to increase enrollment in our university transfer programs, it features five different :30 videos running on multiple social media platforms. This campaign features diverse and authentic student voices, two or the most powerful forces that influence our audience of prospective students.
- Link to <u>one of the ads</u> that is currently running (for anyone who's knowledgeable about social campaigns we put this video onto our Instagram page only so that we could show it to you; the paid campaign strategically feeds videos to people in our 'target' audiences ads)
- ROI for first two weeks of campaign run Meta 281,837 impressions; 1,592 clicks; 80 conversions (forms submitted for follow up) TikTok 115,439 impressions; 365 clicks Google Display 45,420 impressions; 1,105 clicks; 43 conversions Google Search 2,937 impressions; 323 clicks; 28 conversions

Campaign #2 – "Fast Forward Your Career at Cascadia"

- This campaign is designed to support enrollment in our professional-technical programs. It features videos in a variety of lengths for each of five programs and uses the trending 'day-in-a-life' format to follow students. 15sec and 30sec versions are currently displaying as ads on YouTube
- Long versions of these videos are linked from Cascadia's <u>home page</u>. Here is a link to the <u>water</u> resource management video.

UNPAID MEDIA

The **Everett Daily Herald** ran a feature story on Cascadia's annual Wetland Tour.

UNPAID SOCIAL MEDIA ANALYTICS

We post 5-7 original posts on each platform every week. All of them are seeing increases in impressions, engagements and new followers. New followers are up by 66.1% across all of our platforms. Some of this is the positive effect of running paid ads which introduces new people to Cascadia who then elect to follow us.



Board of Trustees Meeting Agenda

Dr. Colleen Ponto, Chair Dr. Meghan Quint, Vice Chair Mr. Alex Lee Mr. Shahryar Qadri

Executive Session & Regular Meeting Wednesday, June 18, 2025 4:00 p.m.

> Cascadia College 18345 Campus Way N.E. Bothell, WA 98011 CC2-260 or <u>via Zoom</u>

Cascadia College Board of Trustees Cascadia College 18345 Campus Way N.E. Bothell, WA 98011

> Wednesday, June 18, 2025 4:00 p.m.

AGENDA

1. PUBLIC MEETING CALL TO ORDER (4:00)

2. EXECUTIVE SESSION (4:02)

The Board will meet in a 30-minute Executive Session to discuss number 5 below and/or any of the issues listed below:

- 1. to receive and evaluate complaints against a public officer or employee;
- 2. to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee;
- 3. to discuss with legal counsel litigation or potential litigation to which the college is, or is likely to become, a party, when public knowledge of the discussion would likely result in adverse consequences to the college;
- 4. to consider, as a quasi-judicial body, a quasi-judicial matter, between named parties;
- 5. to consider matters governed by the administrative process act, chapter 34.05 RCW; and/or to plan or adopt the strategy or position to be taken during collective bargaining, professional negotiations, or grievance or mediation proceedings, or to review proposal made in on-going negotiations or proceedings.

3. RETURN TO PUBLIC MEETING / CONSENT AGENDA

- A) Meeting Agenda
- B) Minutes from last meeting May 21, 2025

4. PUBLIC COMMENTS

Cascadia College reserves up to 30 minutes for members of the public to comment on topics related to the meeting's agenda. Each speaker is allotted up to three minutes to provide their comments.

At the discretion of the Board Chair, comments about topics not on the agenda may be heard. Those who wish to provide comment to the board outside of the agenda's allotted time or its designated topics may submit their remarks in writing up to seven calendar days after the conclusion of the meeting. Written comments will be distributed to all board members.

5. NEW EMPLOYEES/PROMOTIONS

Introduction of New Employees/Promotions

6. INFORMATION ITEMS - Report

A) Superintendent Michael Tolley, Northshore School District

7. DISCUSSION & PRESENTATION ITEMS

A) Mission Fulfillment Moment: Pathways (KL)

8. ACTION ITEMS

- A) BOT Self- Eval Tool (EM)
- B) Emeritus Status (EM)
- C) Trustee Calendar (EM)
- D) Faculty Contract (KL)

9. OTHER REPORTS

- A) Cascadia Events & Advocacy Board (EAB)
- B) Cascadia Community College Federation of Teachers (CCCFT)
- C) Cascadia Classified Union Washington Public Employees Association (WPEA)
- D) Board Chair and Individual Board Members
- E) President

10. OTHER BUSINESS OR ANNOUNCEMENTS

11. NEXT MEETING

The next meeting of the Board will be for the Summer Retreat, with date still to be

determined.

12. EXECUTIVE SESSION (Upon Conclusion of Public Meeting)

The Board will meet in a 45-minute Executive Session to discuss number 2 below and/or any of the issues listed below:

- 6. to receive and evaluate complaints against a public officer or employee;
- 7. to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee;
- 8. to discuss with legal counsel litigation or potential litigation to which the college is, or is likely to become, a party, when public knowledge of the discussion would likely result in adverse consequences to the college;
- 9. to consider, as a quasi-judicial body, a quasi-judicial matter, between named parties;
- 10. to consider matters governed by the administrative process act, chapter 34.05 RCW; and/or to plan or adopt the strategy or position to be taken during collective bargaining, professional negotiations, or grievance or mediation proceedings, or to review proposal made in on-going negotiations or proceedings.

ACCESSIBILITY & NON-DISCRIMINATION

The facilities for this meeting are free of mobility barriers. Interpreters for hearing-impaired individuals and taped information for visually impaired individuals will be provided upon request when adequate notice is given.

Cascadia College is committed to creating a supportive environment for a diverse student, faculty, and staff population. Individual differences are celebrated in a pluralistic community of learners.

Cascadia does not discriminate on based on, but not limited to race, color, national origin, citizenship, ethnicity, language, culture, age, sex, gender identity or expression, sexual orientation, pregnancy or parental status, marital status, actual or perceived disability, use of service animal, economic status, military or veteran status, spirituality or religion, or genetic information in its programs, activities, or employment, and is prohibited from discrimination by college policy and state and federal law.

Cascadia College Board of Trustees

Regular Meeting Minutes – May 21, 2025

Location: 18345 Campus Way NE, Bothell, WA 98011 Time: 4:00 PM – 6:21 PM

1. Public Meeting Call to Order

Chair Dr. Colleen Ponto officially called the regular meeting of the Cascadia College Board of Trustees to order at **4:00 PM**. She welcomed attendees and noted that the board would enter an executive session shortly to discuss confidential matters.

2. Executive Session

At **4:05 PM**, the Board entered into Executive Session as permitted under RCW 42.30.110 to discuss personnel issues and legal matters.

3. Return to Public Meeting

The Board reconvened in Public Session at **4:30 PM**. At this time, President Dr. Eric Murray requested that the **Tenure Action Item** be moved ahead of the Information Items for timely discussion and voting.

MOTION: Trustee Alex Lee SECOND: Vice Chair Dr. Meghan Quint OUTCOME: Approved unanimously by all board members present.

4. Consent Agenda

Chair Ponto presented the Consent Agenda for approval. No modifications were proposed.

MOTION: Trustee Alex Lee SECOND: Vice Chair Dr. Meghan Quint OUTCOME: Approved unanimously.

5. Public Comments

There were **no public comments** submitted or made during the meeting.

6. New Employees / Promotions

Vice President Sean Poellnitz introduced the following new members of the Cascadia staff:

- Aman Siid IT Support Analyst
- Gergina Lazarova Assistant Accounting Manager

Vice President Erin Blakeney's staff introduced the following new members of the Cascadia staff:

- Gianfranco Herrera Academic Advisor, Running Start Specialist
- Vishaan Jethra Program Coordinator, Student Success Services
- Torina Scott Customer Service Specialist III, Enrollment Services

The Board welcomed the new employees and expressed appreciation for their commitment to student success.

Action Item Moved to Front of Agenda:

Tenure Resolutions

President Murray and Vice President Levett presented three faculty members for tenure after extensive evaluation by Tenure Review Committees and administrative recommendations.

- Dr. Khai Button MOTION: Trustee Alex Lee SECOND: Vice Chair Meghan Quint OUTCOME: Unanimous approval
- Dr. Victor Begay MOTION: Vice Chair Meghan Quint SECOND: Trustee Shahryar Qadri OUTCOME: Unanimous approval
- Dr. Kimia Ghanbeigi MOTION: Trustee Alex Lee

SECOND: Trustee Shahryar Qadri **OUTCOME:** Unanimous approval

7. Information Items

A. 10th Day Enrollment Report

Dr. Kerry Levett and Erik Blakeney shared enrollment data through the tenth instructional day. Current enrollment aligns with expected patterns, with slight variances from prior years. The report highlighted ongoing challenges and strategies to improve enrollment and retention.

B. Tentative 2025–2026 Board Meeting Calendar & Retreat Date

Trustees were given a preview of the proposed board calendar and invited to suggest adjustments before the final version is adopted in June. A potential retreat was also discussed.

8. Discussion & Presentation Items

A. Psychology Student Success & Conference Participation

Professor Garth Neufeld, with the support of Guided Pathways grant funding, brought nine psychology students to the Western Psychological Association Conference in Las Vegas.

Student participants shared their transformative experiences:

- Lily Bennett (Running Start student, Inglemoor HS): Described the conference as invaluable and inspiring.
- **Oscar Rojas-Onofre** (Running Start student, Monroe HS): Appreciated the realworld exposure to academic research.
- **Alex** (Cascadia student): Emphasized the personal and academic growth gained from networking opportunities.

B. Mission Fulfillment Moment: Math & English Placement Equity

Dr. Levett introduced **Elizabeth Banning, M.S.**, who presented an analysis of student placement and success outcomes. The report identified disparities and outlined interventions.

Math faculty **Megan Luce** and **Linda Richards** discussed how revised placement processes are improving equitable access and outcomes for underrepresented student groups.

C. Associated Students – S&A Fee Allocation

Becky Riopel presented the student-led Services & Activities (S&A) Fee Allocation Process. The Equity and Budget Committee (EAB) met for over 18 hours across two weeks to deliberate on allocations.

- Fee amounts are determined by the state, but student input is central to prioritizing funding.
- Decision-making emphasized equity and inclusion.

D. Associated Students – Budget Presentation

Olivia Kent-Horton provided highlights:

- Departmental funding requests increased significantly.
- The Jumpstart program may become a mandatory onboarding experience.
- Student safety will be addressed at the June meeting.

MOTION TO APPROVE ASCCBudget: Vice Chair Quint

SECOND: Trustee Lee

OUTCOME: Unanimous approval

E. Monthly Finance Report (FY25–26 Budget Forecast and FY24-25 Review)

Presented by Sean Poellnitz.

- Strong fiscal management avoided a planned \$1M drawdown for 24-25.
- A projected **5% decline in international students** and 7% increase in domestic students are considered conservative estimates.
- Budget subcommittee members **Alex Lee** and **Colleen Ponto** endorsed the report and the proposed 25-26 Budget recommendation.

MOTION TO APPROVE 25-26 BUDGET: Trustee Lee SECOND: Trustee Qadri OUTCOME: Unanimous approval

9. Action Items

A. Parking Fees

A follow-up to last month's review. The board voted on a 3% annual increase over three years, per President Murray's recommendation.

MOTION: Vice Chair Quint SECOND: Trustee Lee OUTCOME: Approved unanimously

B. ASCC Budget

Budget was approved earlier during the meeting.

C. Tenure

Tenure for three candidates was approved earlier during the meeting.

10. Other Reports

A. Cascadia Events & Advocacy Board (EAB)

Student Rep Olivia Kent-Horton highlighted recent and upcoming initiatives:

- Events: Wicked Night, Spring Involvement Fair
- Advocacy: Common Hour feedback, Student Needs: Gathering Spaces, Student Employment, Lower Parking Fees
- Common Hour survey results finalized and report pending distribution

B. Cascadia Community College Federation of Teachers

Dave Shapiro emphasized academic freedom and encouraged trustees to read a letter from Brandy Winegarden, calling it an inspirational statement on faculty autonomy.

C. Cascadia Classified Union (WPEA)

Ryan Higgins informed the board that the governor signed the new budget, excluding the anticipated COLA increase for classified staff. He read a prepared letter expressing concern and disappointment.

D. Reports from Board Chair and Trustees

- **Chair Ponto** attended a Northshore School District meeting—highlighted progress in hiring a new superintendent.
- **Trustee Lee** reported on a visit to Lake Washington School District, expressing mutual appreciation.
- Vice Chair Quint noted that she and Trustee Lee attended the End-of-Year Celebration and praised the vibrant community culture.

E. President's Report – Dr. Eric Murray

- Acknowledged staff for their efforts in preparing the budget.
- Upcoming June meeting will include a celebration for **VP Kerry Levett**.
- Will attend a UW Seattle event honoring **President Cauce's** decade of service and retirement.
- Shared updates on public school district partnerships.

11. Other Business or Announcements

No additional business or announcements were introduced.

12. Next Meeting

Date: Wednesday, June 18, 2025

Agenda will include final approval of the 2025–26 Board Calendar.

13. Meeting Adjournment

Chair Dr. Colleen Ponto adjourned the meeting at 6:21 PM.

Approval of Minutes

Approved and Adopted on: June 18, 2025

Dr. Colleen Ponto, Board Chair

Attest:

Dr. Eric Murray, President

Addendum A		
Board of Trustees Meeting Attendance	Present	
Eric Murray, President	Х	
Colleen Ponto, Chair	Х	
Meghan Quint, Vice Chair	Х	
Alex Lee, Trustee	Х	
Shayryar Qadri	Х	
Ellen Evans, AAG	Х	
Erin Blakeney	Х	
Kerry Levett	Х	
Chari Davenport	Х	
Sean Poellnitz	Х	
Olivia Kent-Horton	Х	
Thais Lima	Х	
Susan Thomas	Х	
Ryan Higgins	Х	
Jullia Thurman Lascurain	Х	
Tonio Shapiro	Х	
Lily Bennet	Х	
Oscar Rojas-Onofre	Х	
Erik Tinglestad	Х	
Deann Holliday	Х	
Garth Neufeld	Х	
Alexandria Otero	Х	
Lelia Olson	Х	
Laura Hedal	Х	
Debra Waddell	Х	
Shawna Pitts	Х	
Kelly Leahy	Х	
Chris Byrne	Х	
David Ortiz	Х	
Kristina Young	Х	
Teya Viola	Х	
Michael Horn	Х	

Becky Riopel	Х
Yukari Zednick	Х
Fernanda Meer	Х
Linda Richard	Х
Ifrah Mohamed	Х
Khai Button	Х
Kimia Ghanbeigi	Х
Victor Begay	Х
Elizabeth Banning	Х
Richard Lewis	Х
Aman Siid	Х
Tori Scott	Х
Ana Nina	Х
Gergina Lazarova	Х
Jacinth Nurse	Х
Miyuki Sandoval	Х
Vishaan Jethra	Х
GianFranco Herrera	Х
Chantal Carrancho	Х
Vickie Ashe	Х
Larissa Tikhonova	Х
Tasha Vice	Х
Jamie Rocco	Х

Addendum B

Dear Eric Murray,

As you know since the college was founded 25 years ago classified staff have lost over 21% of their real income to inflation due to subpar Cost of Living Adjustments (COLAs), and this does not even account for the cost of living crisis in our area. This year classified staff will receive no COLA at all. This is a failure that you cannot just keep blaming on others.

After bargaining for almost a year your employees made basically every concession OFM (the team that represents you in bargaining) demanded, agreeing to a 3% COLA for 2025 even though the state's own prediction was a CPI increase of 3.8%. But when the final contract was sent to the state legislature last month they decided that they had received it "too late" to be included in the legislative budget. This means your employees get nothing. Why was this received late?

Seven months ago on October 16th I gave a presentation to you and the board explaining in detail why 91% of members voted to reject OFM's first offer. On November 20th I warned you that OFM was refusing to return to bargaining and asked you to do something to bring them back to the table. When they finally came back to the table after MONTHS of delays I kept you updated, the most common update being "no real progress has been made on bargaining".

What did you do in response? From what I have seen, nothing.

You cannot blame this outcome on OFM, you choose to have them bargain on the college's behalf and pay them to represent you.

You cannot blame this outcome on the bargaining process. No Cascadia College representative bothered to even show up to bargaining outside of a handful of meetings that I had to beg you to attend.

You cannot blame this outcome on your bargaining coalition. Five other colleges expressed concern and even boycotted meetings because they disagreed with OFM's bargaining strategy, and you were not one of them.

You cannot blame this outcome on lack of influence or power to act. As I understand it you are the longest serving college president in the coalition and have been coalition president. In your Friday Letter on May 2nd you described how you used this influence to try and protect potentially millions of dollars for CC5 through various avenues. Where was any of that fight for your classified employees and the less than \$100,000 that would have funded our raises?

Even when you have had the chance to do something individually at Cascadia you failed us. I sent my first email to the college outlining a proposal for free classified employee parking on August 11th. After 6 months of emails, meetings, and presentations you finally announced that you would engage in "preliminary" discussions on February 25th. Now three months later you have again pulled the plug on something that might have benefitted classified employees.

Six months ago you asked me to prepare a presentation to this board on what it would look like to break away from the Higher Ed bargaining coalition and to try and negotiate a contract locally instead. But given your actions, and especially your lack of actions, why should anyone expect something different from you? Why would this end in anything other than another failure to support your employees?

Sincerely,

Ryan Higgins

Addendum C

Dear Ryan,

This communication is in response to your letter to me, which you presented at the May 21 Board of Trustees meeting. Your letter and my response will both be included in the May board materials. Please note that due to pending litigation between WPEA and the State of Washington, I am not responding to certain topics you mention. However, please know that our college leadership is striving to support every employee.

Please see below the statements from your letter, followed by my responses in red.

"After bargaining for almost a year your employees made basically every concession OFM (the team that represents you in bargaining) demanded, agreeing to a 3% COLA for 2025 even though the state's own prediction was a CPI increase of 3.8%. But when the final contract was sent to the state legislature last month they decided that they had received it "too late" to be included in the legislative budget. This means your employees get nothing. Why was this received late?"

The statutory deadline under RCW 41.80 for contracts to be submitted to the Director of the Office of Financial Management is October 1 prior to the legislative session at which requests are to be considered. The tentative agreement was ratified on April 3, 2025, and was submitted to the Legislature for approval. The Legislature did not approve funding for the 2025-2027 CBA.

"What did you do in response? From what I have seen, nothing."

Due to pending litigation, I cannot comment on this.

"You cannot blame this outcome on OFM, you choose to have them bargain on the college's behalf and pay them to represent you."

Washington State institutions of higher education may elect to have the Office of Financial Management, as the Governor's designee, conduct labor negotiations on their behalf, RCW 41.80.010(4). Cascadia is one of thirteen community colleges comprising the community college coalition; OFM represents the coalition in bargaining with the WPEA.

"You cannot blame this outcome on the bargaining process. No Cascadia College representative bothered to even show up to bargaining outside of a handful of meetings that I had to beg you to attend."

The interests of the community college coalition are represented by OFM; nevertheless, Cascadia did ensure that a representative from the college was physically present for the majority of bargaining sessions through March of 2025.

"You cannot blame this outcome on your bargaining coalition. Five other colleges expressed concern and even boycotted meetings because they disagreed with OFM's bargaining strategy, and you were not one of them."

Due to pending litigation, I cannot comment on this.

You cannot blame this outcome on lack of influence or power to act. As I understand it you are the longest serving college president in the coalition and have been coalition president. In your Friday Letter on May 2nd you described how you used this influence to try and protect potentially millions of dollars

for CC5 through various avenues. Where was any of that fight for your classified employees and the less than \$100,000 that would have funded our raises?

Due to pending litigation, I cannot comment on this.

Even when you have had the chance to do something individually at Cascadia you failed us. I sent my first email to the college outlining a proposal for free classified employee parking on August 11th. After 6 months of emails, meetings, and presentations you finally announced that you would engage in "preliminary" discussions on February 25th. Now three months later you have again pulled the plug on something that might have benefitted classified employees.

As I indicated to you and the Trustees, I started developing a strategy for this last October. Unfortunately, given the current budget deficit, and in consideration of feedback from the Budget Council, free parking is not an option at this time.

Six months ago you asked me to prepare a presentation to this board on what it would look like to break away from the Higher Ed bargaining coalition and to try and negotiate a contract locally instead. But given your actions, and especially your lack of actions, why should anyone expect something different from you? Why would this end in anything other than another failure to support your employees?

You were invited to share your viewpoint on Cascadia's membership in the community college coalition. You are welcome to continue informing me and the Board about your constituents' thoughts.

Cascadia College Board of Trustees

NEW EMPLOYEES and/or PROMOTIONS

Subject: New Employees and/or Promotions

Background:

The Board has requested to meet all new employees and become aware of those who have received promotions.

Details:

The following employees have joined Cascadia since the last Board meeting:

Maye Kaur, HR Generalist

Maye is an experienced HR professional with working knowledge in diverse teams across the construction, non-profit, government, and academic sectors. She brings functional hands-on HR experience, particularly in learning and development, making her a valuable team member here at Cascadia. Maye is excited to bring her skills and insights to the Cascadia HR team. In her free time, she enjoys walking her mini poodle, gardening, and discovering new places around Washington.

Eric Holdaway, Instruction & Classroom Support Technician III

Eric brings experience as both a scientist and an educator. He began his academic journey right here at Cascadia College, graduating in 2009, then went on to earn degrees in Physics and Astronomy from the University of Washington in 2013. In 2022, he completed a Master's in Statistics at Texas A&M University.

While in grad school, Eric taught physics, astronomy, and math to junior high and high school students through Basis Education. He's passionate about both hands-on science and helping students learn in meaningful ways.

When he's not working with students or setting up labs, Eric enjoys music and spending time with his family. He often says his wife helps keep him inspired and motivated, while his two sons make sure he never forgets how to have fun or stay curious.

Cascadia College Board of Trustees

Information Item 6.A

Subject: Northshore School District State of Our Schools

Justification:

To continue being good stewards of our relationship, the NSD provided this update.

Background:

Superintendent Tolley was not able to attend this meeting, but offered the Trustees the following presentation at President Murray's request after they jointly presented at the Woodinville Chamber of Commerce.



















Northshore School District

Michael Tolley, Northshore School District Superintendent

Northshore Mission: Strengthening Our Community Through Excellence in Education

Northshore by the Numbers (23-24)





34 schools

23,227 students



1,564 certified staff



95% Graduation Rate

General Fund: \$444.5M Capital Project: \$218M

State of Our Schools

Who do we serve?

2015-2016

- American Indian/Alaskan Native: 0.3%
- Asian: 15.6%
- Black/African American: 1.9%
- Hispanic/Latino: 12.7%
- Native Hawaiian/Other Pacific Islander: 0.2%
- Two or more races: 8.4%
- White: 60.9%

2024-25

- American Indian/Alaskan Native: 0.2%
- Asian: 28.2%
- Black/African American: 2.7%
- Hispanic/Latino: 13.7%
- Native Hawaiian/Other Pacific Islander: 0.2%
- Two or more races: 9.4%
- White: 45.6%

Source: NSD Student Information

State of Our Schools

Source: OSPI

Who do we serve?

2015-2016

- Low income: 17.2%
- Multilingual: 7%
- Special Education: 13.9%
- 94 different languages/dialects spoken by families and students

Source: OSPI and Synergy

2024-25

- Low income: 18.9%
- Multilingual: 10.7%
- Special Education: 14.0%
- 504: 10.3%
- 119 different languages/dialects spoken by families and students
- **Top 10 languages:** English, Spanish, Korean, Russian, Portuguese, Chinese - Unspecified, Vietnamese, Mandarin, Hindi, and Telugu.



Goal

Success in the Early Years



Goal

Responsible, Resilient, Empathetic Learners

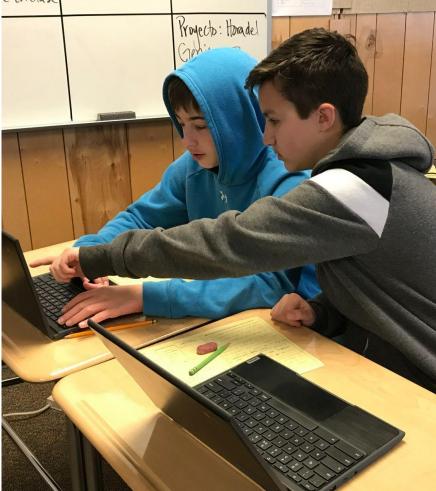


Growth for Every Student, Elimination of Outcome and Opportunity Gaps

Goal

Our Collective Commitment

Achieving equitable opportunities and the elimination of outcome gaps for our students with a specific focus on our Latino/Hispanic students.



Reading on grade level by the end of 3rd grade

On grade level in math by the end of 3rd grade

Reading on grade level by the end of 8th grade

Successful completion of Algebra by the end of 8th grade



BALFONS FOWS 2022

PROCESS MIX

sports

WHAT'S AN F-STOP

N.

Meeting College Academic Distribution Requirements (CADR) by graduation

Innovative, Creative, Critical Thinkers

Goal



Goal

Ready for Lifelong Success after Graduation

45

District Spotlights



District Spotlights



Bond and Levies



Groundbreakings









Community Engagement



2024-2025 Student Board

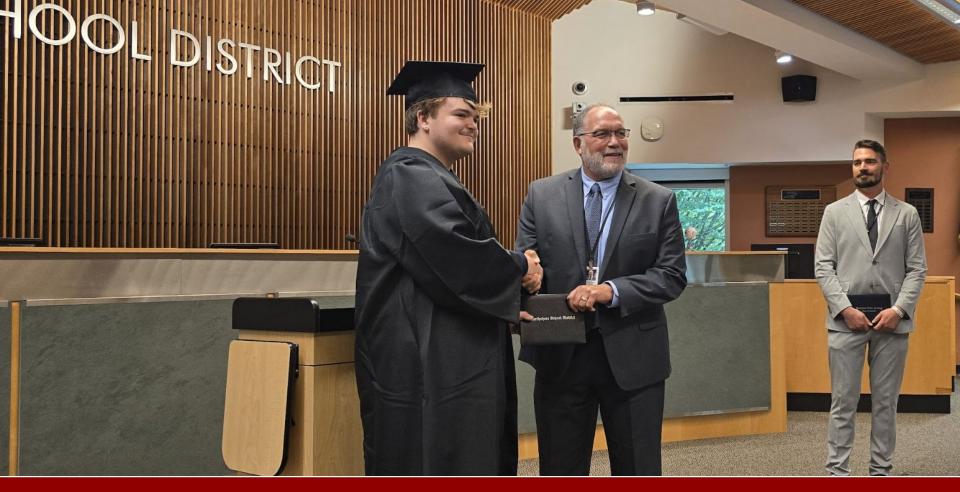
Wallsws.

Student Leadership









 $\mathbf{A}^{\mathbf{S}_{\mathbf{A}}}$ State of Our Schools

Questions?





















Northshore School District

Cascadia College Board of Trustees Discussion Item 7.A

Subject: Mission Fulfillment Moment: Students' Pathways

Justification:

To provide evidence for strategic and operational planning, this item shares information on Guided Pathways.

Background:

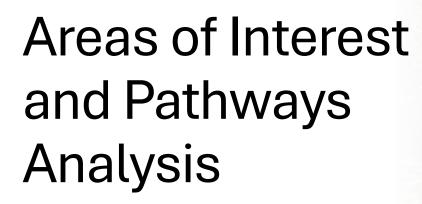
This data set allows us to discuss progress and challenges with students achieving a critical pathways milestone: pathways selection.

Discussion:

The Student Success Council reviewed and discussed the data exploring areas for future action to improve learning, achievement, close equity gaps, and support resource decisions. We will provide glimpses into the initial discussion as well as future actions for continuous improvement.

Dr. Kerry Levett and Dr. Michael Horn will be available to answer questions.

Related Documents: Discussion Item 7.A.1: Pathways Selection (slide deck)



Trustees Presentation June 2025

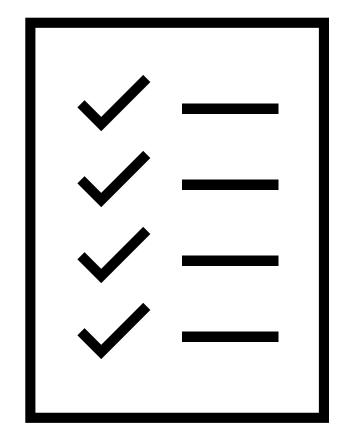
Our Pathways journey

- **Purpose:** Guided pathways is a whole-college redesign model designed to help all students explore, choose, plan, and complete programs aligned with their career and education goals efficiently and affordably. (CCRC, 2025)
- **Progress:** From theory to scale

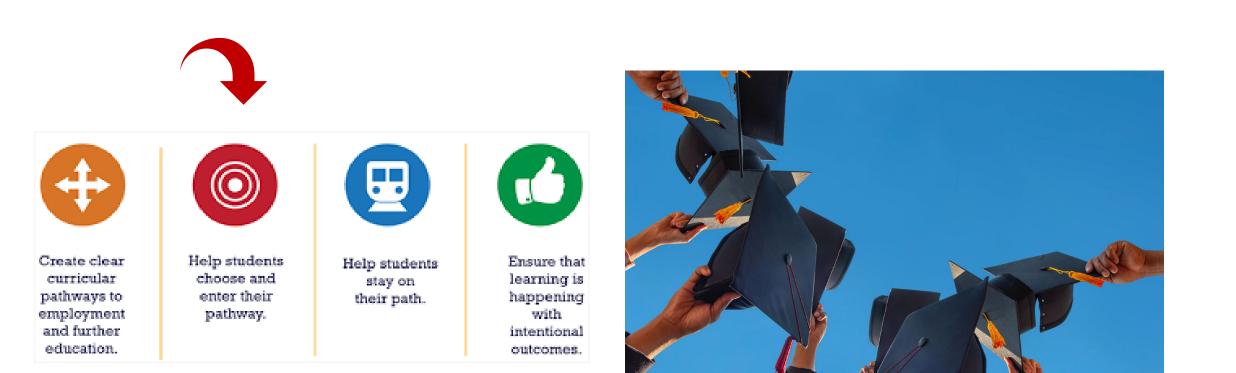


Discussion

Review	Review Guided Pathways Pillars
Compare	Compare Area of Interests to Subplans
Review	Review data points focused on "who's not"
Preview	Preview next steps



Guided Pathways Pillars

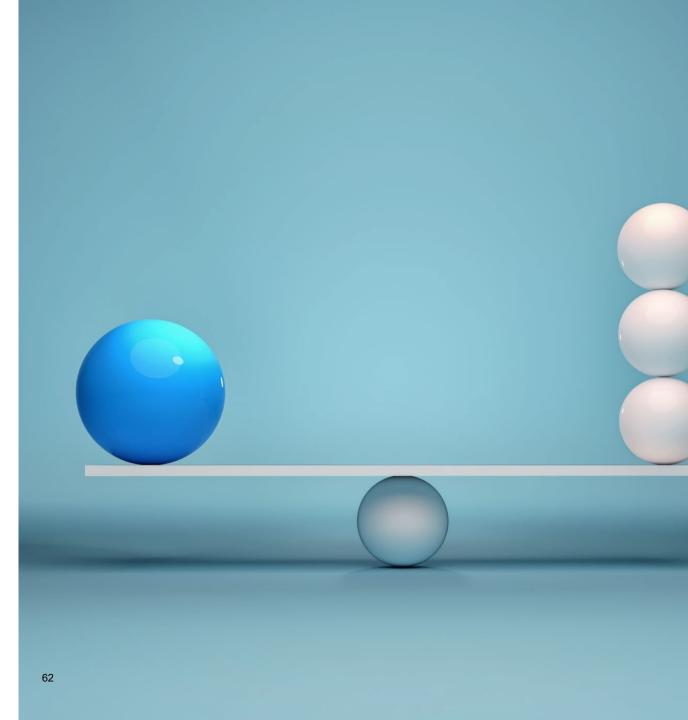


Areas of Interest vs. Subplans

- Areas of Interest
 - "meta majors"
 - Transfer programs

• Subplans

- Pathways
- The classes, and timeline needed to be as close to program ready for a receiving institution as possible



Areas of Interest

Areas of Interest help students align their career interests with an academic pathway.

During Orientation and College 101, new students are helped to enroll in classes that align with their goals.

- 1. Business
- 2. Communication, Creative Arts and Design
- 3. Earth Sciences, Sustainability and Environmental Science
- 4. Health & Wellness
- 5. Social Sciences, Human Services and Education
- 6. STEM
- 7. College and Career Foundations (not included in this data set)

Students in Areas of Interest

- Fall '24 cohort
- Students with a subplan is the focus of AOI analysis.
- N=768 students
- "Undecided" is counted here from subplan value

AOI	STUDENT COUNT	%
UNDECIDED	359	47%
STEM	123	16%
BUSINESS	117	15%
SOCIAL SCIENCES, HUMAN SERVICES AND EDUCATION	65	8%
HEALTH AND WELLNESS	61	8%
COMMUNICATION, CREATIVE ARTS AND DESIGN	37	5%
EARTH SCIENCES, SUSTAINABILITY AND ENVIRONMENTAL SCIENCE	6	1%
GRAND TOTAL	768	100%

Students in Areas of Interest by Race/Ethnicity

Race	Business	CCAD	ES	HW	SSHSE	STEM	UnO	Overall
WHITE	42%	57%	100%	41%	45%	50%	50%	48%
ASIAN	26%	16%	0%	38%	12%	26%	21%	23%
2 OR MORE	15%	14%	0%	11%	18%	11%	16%	14%
HISPANIC	9%	5%	0%	7%	17%	4%	7%	7%
BLACK/AFRICAN AMERICAN	3%	3%	0%	2%	6%	5%	3%	4%
UNDISCLOSED	4%	5%	0%	2%	2%	3%	2%	3%
AMERICAN INDIAN/ALASKA NATIVE	0%	0%	0%	0%	0%	1%	0%	0%
NATIVE HAWAIIAN/PACIFIC ISLANDER	1%	0%	0%	0%	0%	0%	0%	0%

Where there are fewer students than expected:

- Fewer Asian students in CCAD and SSHSE
- Fewer Hispanic students in CCAD and STEM
- Fewer African American students in HW
- ES students all white

CCAD: Communication, Creative Arts, Design ES: Environmental Science

HW: Health, Wellness

SSHSE: Social Sciences, Human Services, Education

STEM: Science, Technology, Engineering, Math

Students in Areas of Interest by Progression

	N	AOI and Overall Course Success	Fall to Winter Retention	Average Credits Completed After 2 Quarters
Business	117	82%	93%	23
Communication, Creative Arts and Design	37	72%	76%	17
Earth, Sustainability, Environ. Science	6	74%	67%	17
Health and Wellness	61	86%	93%	24
Social Sciences, Human Services and				
Education	65	78%	89%	20
STEM	123	82%	90%	22
Undecided/Other	359	81%	92%	20

What do these *indicators* say about improving outcomes? Leading Indicators Course Success, Retention, and Credit Accumulation

Students in Areas of Interest by Indicator Milestones

AOI	Total Students	Completed COLL 101	Completed CL English	Completed CL Math
Business	46	91%	98%	83%
Communication, Creative Arts and Design	11	100%	91%	55%
Health and Wellness	31	97%	90%	74%
Social Sciences, Human Services and Educ	22	91%	100%	59%
STEM	44	95%	80%	89%
Undecided/Other	95	97%	94%	61%

What is an acceptable completion rate for these *leading indicators*? Of those who completed 30 credits ...

- Majority (90%) completed COLL 101
- English completion was high (90%) except for STEM
- Math completion was moderate

* Environ Studies had only 6 students, one completed 30 credits



Subplans

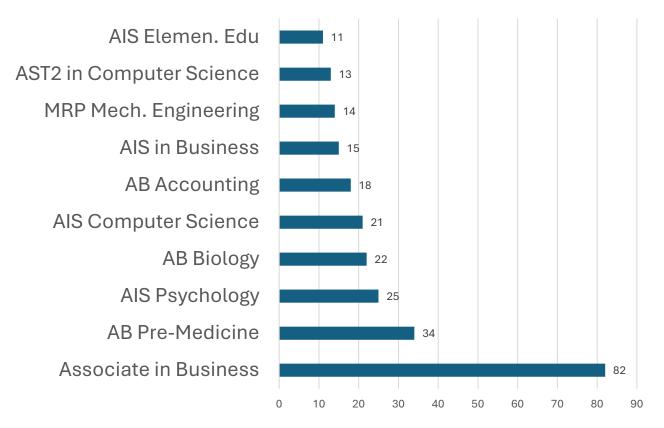
Subplans are the "pathways" within Areas of Interest Subplans correspond to degrees Analysis of new students who entered in Fall 2024

Subplans

Of new students in Fall '24, status by March 30th ...

- 328 in "undecided" plan
- 358 "no plan", "not listed"
- 409 with a subplan, is 37% of cohort total of 1095

Subplans with Highest Student Counts



Subplan Status by Milestone

Cohort students who completed College 101 (N=497); credit completion data from fall and winter

- of Ss only completing COLL 101, 46% had a plan
- of Ss completing COLL 101 & 30 credits, 52% had a plan

Can we have more students in pathways by 30 credits?

	FALL COLL 101		COLL 101 15 CREI		COLL 101 AND 30 CREDITS		
	Count	%	Count	%	Count	%	
SUBPLAN	229	46%	211	47%	120	52%	
UNDECIDED	135	27%	120	27%	57	25%	
NO SUBPLAN	133	27%	116	26%	54	23%	
GRAND TOTAL	497	100	447	100	231	100	

Analysis Group Totals

Fall Cohort

- 1095 fall cohort grand total
- 768 Students with a subplan. This group is the focus of AOI analysis.
- 327 Students without a subplan

College 101

- 497 –fall cohort students who completed College 101 in fall. This group is the focus of analysis of credit accumulation by subplan status.
- 598 of fall cohort who did not complete College 101 in fall (1095 497).



Analysis Groups



Fall Cohort

started regular classes in Fall 2024 no previous classes at Cascadia no students who were only taking ABE or English Foundations

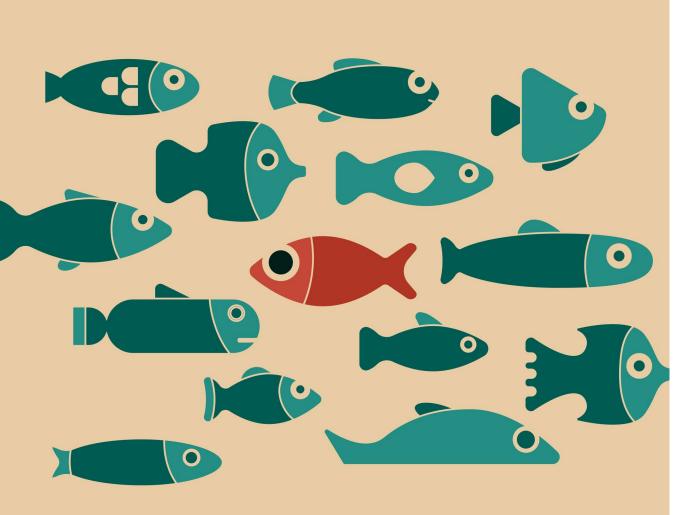


Credit completion

prior credits earned through Cascadia were included

credits only included if student was successful (grade >= 2.0 or Pass)

included Fall 2024 and Winter 2025 completions



Next Steps

- Ongoing work to improve pathway selection
 - College 101
 - By 30 credits inescapable advising
- Expanding AOI leads

Cascadia College Board of Trustees

Action Item 8.A

Subject: Trustees Self-Assessment

Justification:

Each year, the Trustees are required to approve their self-assessment process.

Background:

Boards of Trustees are required to engage in a yearly self-assessment process to help guide their work and development as Trustees. Cascadia has used a consistent version of the self-assessment for multiple years. The assessment is administered by the Director of Institutional Effectiveness, Dr. Michael Horn.

After approval of the attached instrument, Dr. Horn will send it to each Trustee for completion, collect the results, and prepare a results analysis to be presented at the Trustees' Summer Retreat.

We ask that the Trustees review the instrument, offer suggestions, and then approve the instrument at this meeting.

Recommendation:

"I move to approve the Trustee Self-Assessment Instrument included in this month's packet."

Action:

Trustee makes motion:

Trustee seconds motion:

Vote:

	Yes	No	Abstain
Ponto			
Lee			
Qadri			
Quint			

Board of Trustees Self-Assessment.

Your responses are anonymous. Results will only be shared with the President, the Executive Assistant to the President, and the Board of Trustees. Thank you for your thoughtful reflections.

Roles and Responsibilities

In this section, please indicate your level of agreement or disagreement with each statement.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Do not know
The Board understands and adheres to its roles and responsibilities.	0	0	0	0	0	0
The Board relies on board policy in making decisions and in guiding the work of the institution.	0	0	0	0	0	0
The Board ensures that the institution's plans are responsive to the community's needs.	Ο	0	0	0	0	0
Agenda items provide sufficient information to enable good board decision-making.	0	0	0	0	Ο	0
The Board sets and communicates clear expectations for president's performance.	0	0	0	0	Ο	0
Board meetings and study sessions provide sufficient opportunities to explore key issues.	0	0	0	0	0	0
Trustee development activities are available to the Board members.	Ο	Ο	0	0	0	0

Roles and Responsibilities

Please indicate how **important** the item is to your work as a Trustee.

The Board understands and adheres to its roles and responsibilities.	Not important O	Somewhat Important O	Very Important O	Neutral or Unsure O
The Board relies on board policy in making decisions and in guiding the work of the institution.	0	0	0	Ο
The Board ensures that the institution's plans are responsive to the community's needs.	0	0	0	0
Agenda items provide sufficient information to enable good board decision-making.	0	0	0	Ο
The Board sets and communicates clear expectations for president's performance.	0	Ο	0	Ο
Board meetings and study sessions provide sufficient opportunities to explore key issues.	0	Ο	0	Ο
Trustee development activities are available to the Board members.	0	Ο	0	Ο

Comments on Roles and Responsibilities:

Board of Trustees / President Relationship

In this section, please indicate your level of agreement or disagreement with each statement.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Do not know
Board members' behavior exemplifies ethical behavior and conduct that is above reproach.	0	0	0	0	Ο	0
New members participate in a comprehensive orientation to the board and college.	0	0	0	0	0	0
The Board maintains a positive working relationship with the president.	0	0	0	0	0	0
The board regularly reviews the president's contract to assure appropriate support and compensation.	Ο	Ο	0	0	0	0
The Board regularly evaluates the president.	0	0	0	0	0	0
Disagreements among members are carefully handled by the Board Chair.	0	0	0	0	0	0
The Chair serves as the voice of the Board when dealing with the public and media.	Ο	0	0	0	0	0
The roles and responsibilities of the Chair are clear and supported by all trustees.	0	0	0	0	0	0

Board of Trustees / President Relationship

Please indicate how **important** each item is to your work as a Trustee.

	Not important	Somewhat Important	Very Important	Neutral or Unsure
Board members' behavior exemplifies ethical behavior and conduct that is above reproach.	0	Ο	0	0
New members participate in a comprehensive orientation to the board and college.	0	Ο	0	0
The Board maintains a positive working relationship with the president.	0	Ο	0	0
The board regularly reviews the president's contract to assure appropriate support and compensation.	0	Ο	0	Ο
The Board regularly evaluates the president.	0	Ο	0	0
Disagreements among members are carefully handled by the Board Chair.	0	0	0	Ο
The Chair serves as the voice of the Board when dealing with the public and media.	0	Ο	0	Ο
The roles and responsibilities of the Chair are clear and supported by all trustees.	0	Ο	0	0

Comments on Board of Trustees / President Relationship:

Board Meetings and Efficiency

In this section, please indicate your level of agreement or disagreement with each statement.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Do not know
Trustees come to each meeting prepared and ready to debate issues fully and openly.	0	0	0	0	0	0
Board members avoid conflicts of interest and the perception of such conflicts.	0	Ο	0	0	0	0
Board meetings are conducted in an orderly, efficient manner.	0	0	0	0	0	0
The Board's policy manual is up to date and comprehensive.	0	0	0	0	0	0
The Board clearly delegates the administration of the institution to the president.	0	Ο	0	0	Ο	Ο
The Board regularly receives and reviews reports on the financial status of the institution.	0	0	0	0	0	0
Board policies and practices assure effective fiscal management and internal controls.	0	0	0	0	0	Ο
The Board expects and supports faculty, staff, and student participation in college decision- making.	0	Ο	0	0	0	0
The Board clearly understands its policy role and differentiates its roles from those of the president and college staff.	0	0	0	0	0	0
The Board honestly debates the issues affecting its community.	0	0	0	0	0	0
The Board speaks with one voice once a decision or policy is made.	0	0	0	0	0	0

Board Meetings and Efficiency

Please indicate how **important** each item is to your work as a Trustee.

	Not important	Somewhat Important	Very Important	Neutral or Unsure
Trustees come to each meeting prepared and ready to debate issues fully and openly.	0	Ο	0	0
Board members avoid conflicts of interest and the perception of such conflicts.	0	0	0	0
Board meetings are conducted in an orderly, efficient manner.	0	Ο	0	0
The Board's policy manual is up to date and comprehensive.	0	Ο	0	0
The Board clearly delegates the administration of the institution to the president.	Ο	Ο	0	0
The Board regularly receives and reviews reports on the financial status of the institution.	0	Ο	0	0
Board policies and practices assure effective fiscal management and internal controls.	0	0	0	0
The Board expects and supports faculty, staff, and student participation in college decision- making.	0	0	0	0
The Board clearly understands its policy role and differentiates its roles from those of the president and college staff.	0	0	0	0
The Board honestly debates the issues affecting its community.	0	0	0	0
The Board speaks with one voice once a decision or policy is made.	0	Ο	0	0

Comments on Board Meetings and Efficiency:

Institutional Effectiveness Information

In this section, please indicate the level of consideration that has been given to each indicator over the last three years.

	Not considered at all	Somewhat considered	Moderately considered	Highly considered	N / A
Student Achievement Data	0	0	0	0	0
Program Review Reports	0	0	0	0	0
Trustee activity in the community	0	0	0	0	0
Data review (Transfer data, Graduation data, Retention data)	0	0	0	0	0
Positive media coverage	0	0	0	0	0
Enrollment Monitoring	0	0	0	0	0
Disaggregated student cohort data on successful completion of Basic Skills courses	0	0	0	0	0
Student data on completion and placement by occupational programs	0	0	0	0	0
Data on the effectiveness of customized and/or short?term workforce training	0	0	0	0	0
Fostering success and equity	0	0	0	0	0
Employee satisfaction	0	0	0	0	0

Institutional Effectiveness Information

Please indicate how **important** is information on each item, to your work as a Trustee.

	Not important	Somewhat Important	Very Important	Neutral or Unsure
Student Achievement Data	0	0	0	0
Program Review Reports	0	0	0	0
Trustee activity in the community	0	0	0	0
Data review (Transfer data, Graduation data, Retention data)	0	0	0	0
Positive media coverage	0	0	0	0
Enrollment Monitoring	0	0	0	0
Disaggregated student cohort data on successful completion of Basic Skills courses	0	Ο	0	0
Student data on completion and placement by occupational programs	0	0	0	0
Data on the effectiveness of customized and/or short?term workforce training	0	0	0	0
Fostering success and equity	0	0	0	0
Employee satisfaction	0	0	0	0

Comments on Effectiveness Information:

Readiness - Implementation

In this section, please indicate the level of implementation for each statement.

	Not implemented at all	Somewhat implemented	Mostly implemented	Completely implemented	Do not know
The Board regularly receives and reviews reports on student outcomes (OAC, Measuring Up, Surveys).	Ο	Ο	0	Ο	0
Board members participate in trustee development activities.	0	0	0	0	0
The Board participates in an evaluation process that is used to help enhance its performance.	0	0	0	0	0
The Board measures it accomplishments against its goals.	0	0	0	0	0

Readiness - Implementation

Please indicate how **important** each item is to your work as a Trustee.

The Board regularly receives and reviews reports on student outcomes (OAC, Measuring Up, Surveys).	Not important O	Somewhat Important O	Very Important O	Neutral or Unsure O
Board members participate in trustee development activities.	0	0	0	Ο
The Board participates in an evaluation process that is used to help enhance its performance.	0	Ο	0	Ο
The Board measures it accomplishments against its goals.	0	0	0	0

Comments on Readiness Implementation:

Readiness - Level of Agreement

In this section, please indicate your level of agreement or disagreement with each statement.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	Do not know
The Board is aware that the college routinely evaluates the effectiveness of efforts to improve student success and uses the results to improve policy and practice.	Ο	Ο	Ο	Ο	0	0
The Board is aware that there is alignment and extensive collaboration of efforts to improve student success.	Ο	0	0	0	0	0
The Board is aware that the College has established a strategic planning and accreditation process based on data to create objectives for measuring student success.	Ο	Ο	Ο	0	0	Ο
Decisions about budget allocations are based on evidencing effectiveness and support of mission fulfillment.	0	0	0	0	0	0
The Board is aware that there is training available to the Board, faculty, and staff on using data and research to improve programs and services.	Ο	Ο	0	0	0	0

Readiness - Level of Agreement

Please indicate how **important** each item is to your work as a Trustee.

	Not important	Somewhat Important	Very Important	Neutral or Unsure
The Board is aware that the college routinely evaluates the effectiveness of efforts to improve student success and uses the results to improve policy and practice.	O	Ο	Ο	0
The Board is aware that there is alignment and extensive collaboration of efforts to improve student success.	Ο	0	Ο	0
The Board is aware that the College has established a strategic planning and accreditation process based on data to create objectives for measuring student success.	Ο	Ο	Ο	Ο
Decisions about budget allocations are based on evidencing effectiveness and support of mission fulfillment.	Ο	0	0	0
The Board is aware that there is training available to the Board, faculty, and staff on using data and research to improve programs and services.	0	O	0	0

Future Professional Development

In this section, please choose your best answer to each question.

Do you understand the	No O	Yes O	I would like more information O
role/responsibilities of the president?	-	-	
Do you understand the time commitment as a Trustee?	0	Ο	0
Are you knowledgeable about Strategic Planning?	0	0	0
Do you read and understand the organization's financial statements?	0	Ο	Ο
Are you knowledgeable about the institution's programs and services?	0	Ο	0
Do you advocate for the institution with local, state, and federal governing bodies?	0	Ο	Ο
Do you understand your roles and responsibilities as a Trustee?	0	0	Ο
Do you understand shared governance?	0	0	0
Do you understand and support the mission of the organization?	0	0	Ο

Future Professional Development

Please indicate how **important** each item is to your work as a Trustee.

	Not important	Somewhat Important	Very Important	Neutral or Unsure
Do you understand the role/responsibilities of the president?	0	0	0	0
Do you understand the time commitment as a Trustee?	0	0	0	0
Are you knowledgeable about Strategic Planning?	0	0	0	0
Do you read and understand the organization's financial statements?	0	Ο	0	0
Are you knowledgeable about the institution's programs and services?	0	0	0	0
Do you advocate for the institution with local, state, and federal governing bodies?	0	0	0	0
Do you understand your roles and responsibilities as a Trustee?	0	0	0	0
Do you understand shared governance?	0	Ο	0	0
Do you understand and support the mission of the organization?	0	0	0	0

Comments on Future Professional Development:

Trustee Satisfaction

In this section, please indicate your level of agreement or disagreement with each statement.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree	N / A
The quality, amount, and frequency of information provided to the board are satisfactory.	0	0	0	0	0	0
Overall I receive satisfaction serving as a board member.	0	0	0	0	0	0
Board members adhere to confidentiality.	0	0	0	0	0	0
My contributions to the Board are valued.	0	0	0	0	0	0
Overall effectiveness of board management and organization is satisfactory.	0	0	0	0	0	0
My time as a board member is used effectively.	Ο	Ο	0	0	0	Ο

Trustee Satisfaction

Please indicate how **important** each item is to your work as a Trustee.

The quality, amount, and	Not important O	Somewhat Important O	Very Important O	Neutral or Unsure O
frequency of information provided to the board are satisfactory.				
Overall I receive satisfaction serving as a board member.	0	0	0	Ο
Board members adhere to confidentiality.	0	Ο	0	Ο
My contributions to the Board are valued.	0	Ο	0	Ο
Overall effectiveness of board management and organization is satisfactory.	0	Ο	0	0
My time as a board member is used effectively.	0	Ο	0	0

Comments on Trustee Satisfaction:

Cascadia College Board Self-Assessment, 2024 - Item Importance

My main area(s) of expertise that I contribute to the Board are

please select no more than three (3) areas.:

- □ My connections to elected officials as a way to advocate for the College
- Expertise in finance, budget, and management
- \square My significant experience in education and curriculum development
- \Box Connections to business and industry
- □ Connections to the local community
- □ Construction and facilities management
- □ Raising funds for the College

Other primary expertise not listed (please specify):

In what ways, if any, has your Board promoted or addressed student success at your institution in the past year?

Thank you for taking the time to complete this assessment.

Results will be compiled into a report and shared with the President, the Executive Assistant to the President, and the Board of Trustees.

Cascadia College Board of Trustees

Action Items 8.B

Subject: Awarding of Faculty Emeritus Status

Justification:

It is the Board's responsibility to approve Faculty Emeritus status when jointly recommended by the College President and Faculty Council.

Background:

The Faculty Council and College leadership recommend Emeritus Status for Lelia Olson:

Lelia Olson brought a wealth of private sector wisdom to her teaching career, transforming her extensive Business and Accounting experience into learning opportunities that resonated with her students. Her commitment to experiential learning led her to partner with the United Way, creating an on-campus tax clinic that not only served the community but also empowered students to apply their knowledge in meaningful ways. She mentored and inspired student teams to excel in regional accounting competitions, celebrating their achievements alongside them. As Lelia prepares to retire at the end of the 2024-25 academic year, she has met all the requirements for the awarding of Faculty Emeritus.

The Faculty Council and College leadership recommend Emeritus Status for David Bucci:

David Bucci's distinguished career at Cascadia College represents a journey of literary scholarship and creative achievement. After studying English and American Literature at Brown University and earning his MFA in Creative Writing with an emphasis in Playwriting from Brooklyn College, Bucci joined the Cascadia faculty in 2010 where he eventually earned tenure and became a cornerstone of the English department. Throughout his years of service, he demonstrated versatility by teaching composition courses, literature classes, and creative writing workshops, while also taking on leadership roles as both Chair and Interim Chair of the department. His creative work has reached national audiences, with his play "Stranger Desire" performed at Austin's Savage Vanguard Theatre, "Lynnwood Pharmacy" staged by both the Woolly Mammoth Theater Company in Washington D.C. and Clubbed Thumb Theater in New York, and "Andromeda Shack" presented at the prestigious Kennedy Center for the Performing Arts. As a published author, Bucci's work has been featured by Brown University Press, Rain City Press, Crosscut, and the Brooklyn Review. As he enters retirement, Bucci continues to pursue his passions for music, art, and writing.

Recommendation:

"Based on the recommendation of the College President and the Faculty Union, I move that the Trustees approve the status of Faculty Emeritus, effective immediately, to David Bucci and Lelia Olson."

Action:

Trustee makes motion:

Trustee seconds motion:

Vote:

	Yes	No	Abstain
Ponto			
Lee			
Qadri			
Quint			

THE BOARD OF TRUSTEES OF

Cascadía College

BASED ON CONSIDERATION AND RECOMMENDATION HAS CONFERRED UPON

DAVID BUCCI

WHO, BY DEMONSTRATION OF VALUED SERVICE AND CONTRIBUTION TO THE COLLEGE, IS COMMITTED TO THE COLLEGE'S SUCCESS

THE RECOGNITION OF

FACULTY EMERITUS

WITH ALL THE RIGHTS AND PRIVILEGES THERETO PERTAINING GIVEN AT BOTHELL, WASHINGTON

THIS EIGTHTEENTH DAY OF JUNE IN THE YEAR TWO THOUSAND TWENTYFIVE.

DR. COLLEEN PONTO, CHAIR -BOARD OF TRUSTEES

DR. ERIC MURRAY, COLLEGE PRESIDENT

THE BOARD OF TRUSTEES OF

Cascadía College

BASED ON CONSIDERATION AND RECOMMENDATION HAS CONFERRED UPON

LELIA OLSON

WHO, BY DEMONSTRATION OF VALUED SERVICE AND CONTRIBUTION TO THE COLLEGE, IS COMMITTED TO THE COLLEGE'S SUCCESS

THE RECOGNITION OF

FACULTY EMERITUS

WITH ALL THE RIGHTS AND PRIVILEGES THERETO PERTAINING GIVEN AT BOTHELL, WASHINGTON

THIS EIGTHTEENTH DAY OF JUNE IN THE YEAR TWO THOUSAND TWENTYFIVE.

DR. COLLEEN PONTO, CHAIR -BOARD OF TRUSTEES

DR. ERIC MURRAY, COLLEGE PRESIDENT

Cascadia College Board of Trustees

Action Item 8.C

Subject: Trustees Meeting Calendar

Justification:

The Trustees must yearly approve their meeting calendar for the coming academic year.

Background:

The attached calendar follows a typical format and meeting schedule for the academic year 2025-26.

It is the recommendation of the College President that this calendar be adopted.

Recommendation:

"I move to approve the Trustees meeting calendar as presented in the packet."

Action:

Trustee makes motion:	
Trustee seconds motion:	

Vote:

	Yes	No	Abstain
Ponto			
Lee			
Qadri			
Quint			

Board of Trustees Calendar 2025-26

	Summer Retreat	9a-2p		
E	Eric Vacation August 9-September 2			
17-Sep	Regular Meeting 4pm			
15-Oct	Regular Meeting	4pm		
19-Nov	Regular Meeting	4pm		
3-Dec	Executive Session Only *	4pm		
7-Jan	Executive Session Only *	4pm		
21-Jan	Regular Meeting	4pm		
18-Feb	Regular Meeting	4pm		
18-Mar	Regular Meeting	4pm		
15-Apr	Regular Meeting	4pm		
20-May	Regular Meeting	4pm		
12-Jun	Commencement *	3р-6р		
17-Jun	Regular Meeting	4pm		

* Not third Wednesday

Cascadia College Board of Trustees Action Item 8.D

Subject: Ratification of the CCCFT Collective Bargaining Agreement, 2025-2028

Justification:

The Board of Trustees and the CCCFT engage in negotiations to develop three-year collective bargaining agreement. Both parties (CCCFT members, Cascadia College Trustees) approve the agreement prior to July 1 of the first year of the collective bargaining agreement.

Background:

The CCCFT and the Administrative bargaining teams completed negotiations in June 2025. The members of the CCCFT ratified the draft collective bargaining agreement 2025-2028 contract on June 17, 2025.

Resources: 2025-2028 CBA Ratification Vote

CCCFT Members In Favor of Ratification = 33 CCCFT Members in Opposition of Ratification = 1

Recommendation:

- The Administration Bargaining Team recommends that the Trustees approve the facultyratified version of the 2025-2028 CCCFT contract.
- David Shapiro, CCCFT Coordinator, and Kerry Levett, Administrative Bargaining Team Lead, will be available for questions.

Suggested motion:

"After consideration of faculty and administration support for approving the 2025-2028 faculty ratified contract, I move the Board approve the faculty ratified CCCFT to cover the next three academic years, beginning July 1, 2025."

Action:

Trustee makes motion: ______

Vote:

	Yes	No	Abstain
Lee			
Ponto			
Qadri			
Quint			



Report to the Trustees

June Meeting 2025

Events & Advocacy Board

Cascadia College

By Olivia Kent- Horton, Advocacy Chair

Events

SpringFest 2024-25

EAB's SpringFest event Win-It Wednesday had 741 attendees and gave students the opportunity to participate in activities such as grad cap decorating, cupcake decorating, face and body painting, hair tinseling, and more. We had a diverse array of vendors, bringing a total of 7 different ones to campus. One we prioritized bringing was a BBQ vendor that brought chicken and jackfruit sliders, which was a popular choice among students. It was important for us to bring a substantial food option to our campus event since students have been asking for more substantial food choices. In addition, another popular activity among students was our game show we had following our main event. In the game show, students were able to win cash prizes, and a total of \$200 dollars was given away over 5 rounds with one person winning \$40 each round.

Overall, this event served students because they were able to participate in a survey that allowed them to share their voices on what events they would like to see next year. Additionally, students were able to participate in activities that gave them a chance to connect with others and feel a sense of belonging, promoting our Cascadia values.

Advocacy

Common Hour Report Summary

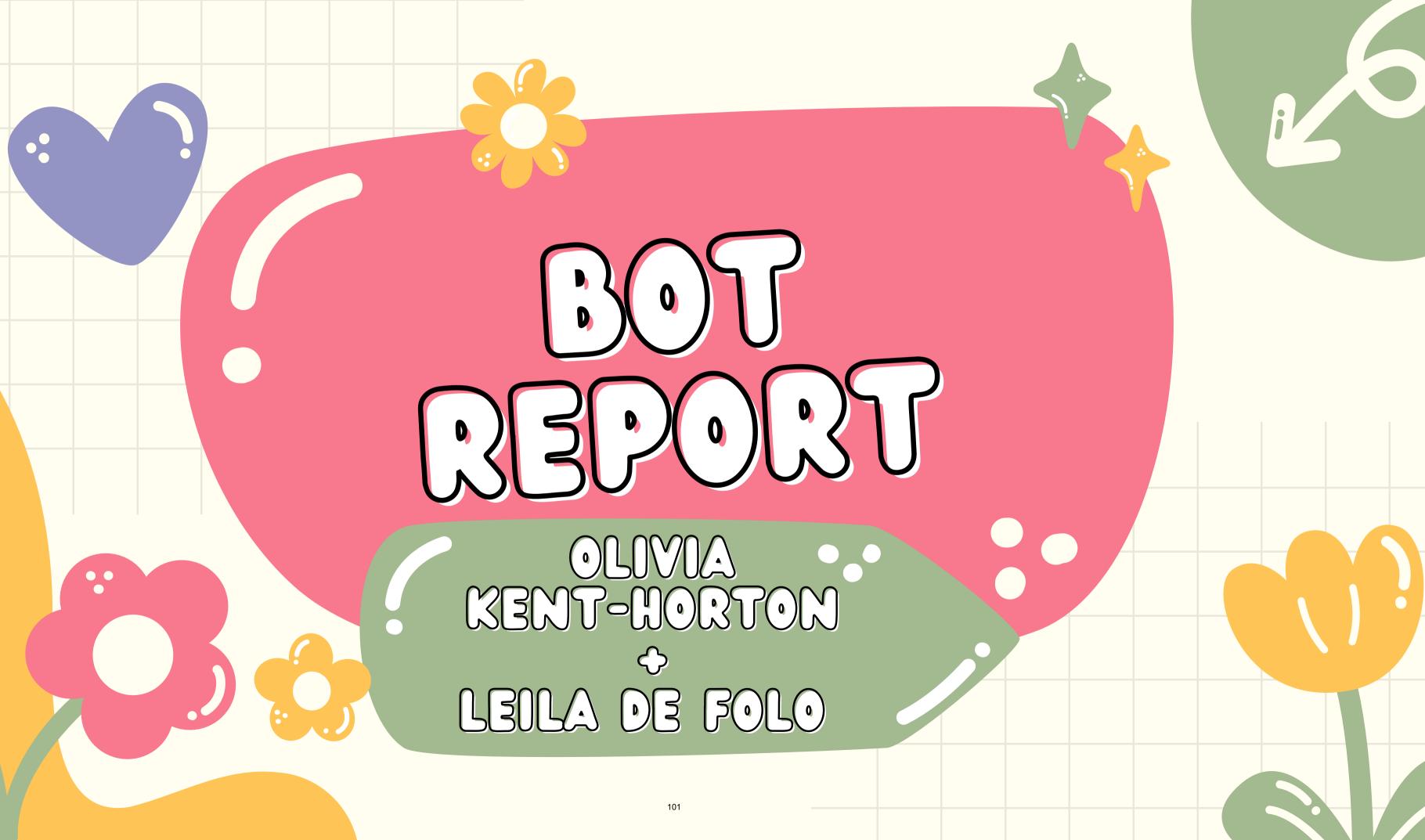
The Events and Advocacy Board has worked to bring forward student concerns and encourage greater transparency and communication between administration, faculty, and students. In response to ongoing projects related to Common Hour and a previously conducted survey, an

additional Common Hour survey was created to gather further student feedback on the topic. The final report was shared with Dr. Murray and is accessible through EAB to help inform next steps.

Thank you:

EAB would also like to extend sincere thanks to the Board of Trustees for their continued support of student initiatives and for their lasting impact on the campus community. Thank you.













SPRINGFEST

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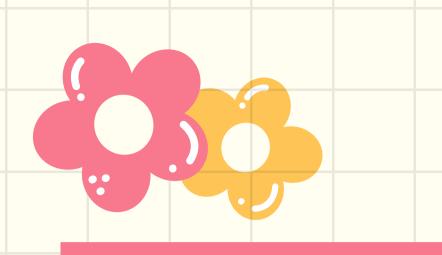


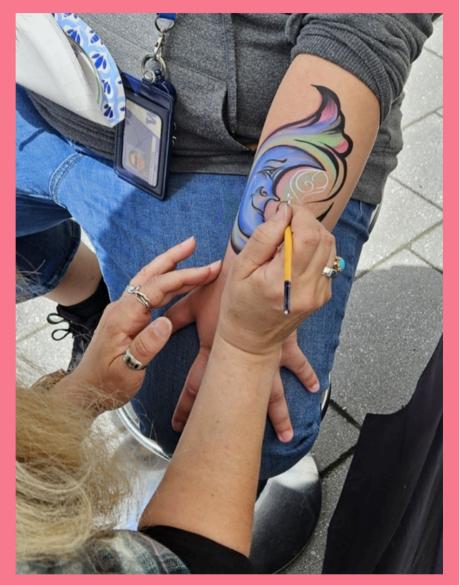
SPRINGFEST

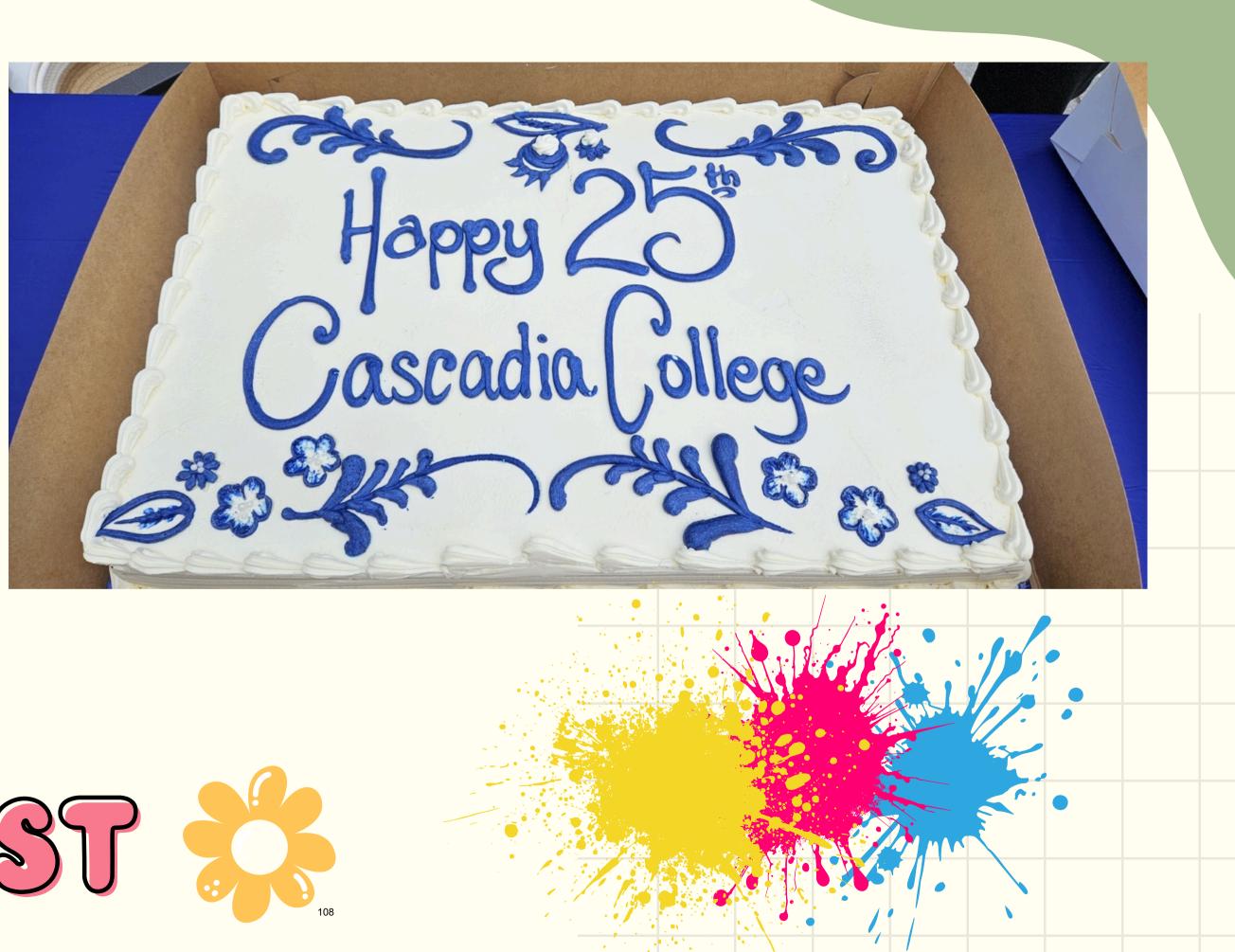
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Cascadia Community College Federation of Teachers Local 6191, AFT



Report to the Board of Trustees Cascadia Community College Meeting Date: June 2025

Tenure Congratulations

CCCFT congratulates our newly-tenured fellow faculty, Victor Begay, Khai Button, and Kimia Ghanbeigi. Thanks to the Board of Trustees for officially approving tenure for these amazing Cascadia faculty members. And special thanks to TRC Chair, Sadie Rosenthal, for so gracefully and thoughtfully leading the tenure process over the last three years.

Contract Bargaining

On Friday, June 6, the CCCFT and Administrative Bargaining Teams concluded their 13th or 13 scheduled bargaining meetings. In that meeting, we reached tentative agreements on the last outstanding contract Articles—not having to do with compensation changes—we were working on.

As of this writing, (June 9, 2025), we are holding on online vote among the bargaining teams to finalize agreement on the several proposed compensation changes we have collaborated upon. Once this is done, CCCFT will submit the draft contract to membership for a ratification vote. Our plan is to have the vote open until June 17th at 6:00PM (an hour after final grades are due), so as to have the CBA ready (if it's ratified) for the Board of Trustees meeting on Wednesday, June 18th.