



CASCADIA COLLEGE BOARD OF TRUSTEES

Wednesday, March 18, 2026

We are the community's college. We deliver accessible, equitable, and superior educational experiences to inspire every person to achieve their educational and career goals.



March 11, 2026

Dear Trustees and Community Members:

The last month has been difficult as we have responded to changing financial landscapes. Federal policy, state revenues, and local influences have all been out of our control and so adjustments to the things we *can* control have been necessary. This has led to 10 employees being notified that their contracts will not be renewed on July 1, substantial cutbacks to goods & services, and morale issues.

As we move through this time, it is important to always draw our focus back to the student. We have succeeding students with caring faculty and staff. That is our goal. We still rest on a foundation of financial stability and we can lean into optimism for the next few years. We'll make the necessary adjustments and prioritize our initiatives around new conditions; that is a challenge I hope everyone can embrace.

To bring us into that focus, I very much look forward to Prof. Debra Waddell's sabbatical presentation this month. It helps ground us in what we do and why.

See you soon.

Dr. Eric Murray

Since our last meeting, these have been some of my activities.

On-Campus & UWB:

- Coffees with new employees & faculty (2 gatherings; 4 employees)
- EAB Chair
- College Advisory Council
- BOT Finance Sub-Committee
- Foundation Meetings (x3)
- Teaching Foundations of E&I (x2)
- Table Top Emergency Exercise
- Faculty Leadership meetings
- Pay It Forward fundraising event
- Administrator on Duty coverage
- Faculty Candidate Interviews (Math 5, Chemistry 4, Accounting 2)
- Employees Navigating Eldercare
- AAG Meeting
- UWB Advisory Board Chairs
- UW Board of Regents Lunch

Community & State:

- City of Redmond State of the College
- WACTC Meetings (x2)

- Olympia visits (x2)
- Woodinville Chamber monthly luncheon
- NSD Superintendent Dr. Justin Irish
- Toured two new LWSD Board Members around campus
- Seattle Times Interview
- Sound Transit Update

From the Leadership for Administrative Services

FACILITIES

- Prepared 5-year rolling plan for Repair and Replacement budget request.
- Met with SBCTC Architect and conducted the 2-year Condition Survey for the campus. This survey assists in asking for funds for any Minor Works projects for the College. The overall visit went very well, and we are currently reviewing the draft report.
- Contractor bid walks conducted for upcoming classroom renovation project- converting computer networking classroom to a physics lab.

FINANCE

- Budget preparation and kick off meeting for Deans & Directors. The budget files were updated and improved over last year and distributed at the end of the month to all budget managers.
- Kickoff and document review meeting with Davis Farr- Auditors for the State. We are engaging in our FY22 audit and starting the document review/testing. We will have bi-weekly meetings to address the documents and answer any questions.

HUMAN RESOURCES, COMPLIANCE AND PAYROLL

- Recruitment: Advanced the search for the Vice President of Student Learning and four Full-Time Faculty positions into finalist demonstrations; launched new recruitments for the Director of Advancement and Assistant Director of Accessibility.
- Regulatory Compliance: Facilitated campus-wide completion of mandated training (FERPA, Ethics, Title IX) for the March 20 deadline and finalized state IPEDS data verification.
- Benefits & Operations: Modernized FMLA/PFML protocols to meet 2026 state standards and initiated the 2025–26 Annual Evaluation cycle utilizing updated digital workflows and standardized forms for all supervisors.

INFORMATION TECHNOLOGY SERVICES

- Information Technology Services, in partnership with Enrollment Management and Student Services, played a key role in supporting Cascadia's implementation of Parchment. Parchment is a platform that provides both current and former students with a variety of credential-related services, such as the ability to request transcripts.
- To facilitate Cascadia's new Guaranteed Transfer Admissions program with Western Washington University, ITS collaborated closely with the WWU IT team. This collaboration ensured that both institutions were able to receive and process the necessary data to successfully support the new transfer arrangement.
- The college's Information Security audit began this period, with ITS coordinating efforts among employees throughout the campus. This work included organizing interviews and collecting documentation required to support the College's Information Security Program.

Washington Oregon Higher Education Sustainability Conference (WOHESC)

- David Ortiz and Erin Richards presented at the 2026 WOHESC Conference on Wednesday, March 4, at the UW main campus. *Does Sustainability Require Democracy?*
- Stephan Classen with UWB staff gave one of the 9 WOHESC conference tours offered this year on March 2nd, 2026. The tour showcased Cascadia's award-winning grounds and management strategies in conjunction with UWB.

Student Math Conference

Cascadia was well represented at the 19th annual Western Washington Community College Student Mathematics Conference on Saturday, February 21st. Srividhya Venkatraman, math faculty, coached a team of eight students who received additional mentoring from UW Bothell's Dr. Subramanian Ramachandran (underwritten by our STEM Transfer Partnership grant). The students who presented include Asmitha Samuthrakumar, Nikhil Bandaru, Imadeep Thind, Robert Cole, Gibson Phelps, Waylen Chi, Yuxan Li and Katie Morrison.

Dr. Peg Harbol was invited onto the American Chemical Society (ACS) advisory board to work on the criteria and assessment tool for the 2YC Chemistry Recognition Program (launching approx. Spring 2027) stemming from her work as past chair.

Erin Richards took students from her State and Local Government and Water Policy classes, as well as a student from last quarter's State Government and Public Policy course to the state capitol 2/18. They met with the Secretary of State, Senator Stanford, Representative Duerr, and Representative Kloba's legislative assistant - Jore <https://www.flickr.com/photos/waosos/> WA Office of the Secretary of State.

Cascadia's STEM Transfer Partnership team with UWB is included in CCRI's Data Note 7, Expanding Organizational Change Teams: Insights from the STEM Transfer Partnership, which examines how we are scaling STEM transfer initiatives by expanding teams and centering student voices to address systemic barriers and foster sustainable, equity-centered organizational change. *More updates during a Spring Board report.

Green Infrastructure Summit of the Salish Sea - by Stewardship Partners

The conference hosts Mobius Hall annually, and Stephan Classen gave two targeted campus educational tours. The first on stormwater and wetland restoration work; the second on our grounds management strategies that are unique to the campus.

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

Campus Message from IAC

Earlier in the week, we realized that there was a feeling of overwhelm within our campus community. To that end, we sent a campus wide message that acknowledged global conflicts around the world and close to home with the war with Iran. We also acknowledged the budget challenges within the community college system and we encouraged everyone to reflect and keep each other lifted. We highlighted the initiatives that are meant to keep us united including the new 'Administrator on Duty' effort and the campus events in the Inclusion and Advocacy Center. We will also offer the Foundations of E&I course beginning in spring term where we will look at world events and how they interact with the core principles of equity and inclusion. Our goal will be to help support our campus community as we navigate these difficult times.

Cascadia Scholars – New Initiatives!

Cascadia Scholars Internship Program - We want to continue to support our Scholars and with pending budget constraints we wanted to 'think outside of the box.' We will add a Cascadia Internship to the many initiatives that we offer our Scholars. The new Cascadia Internship Program will present our students with the opportunity to learn about Human Resources, Information Technology Services, Finance, Facilities, College Advising, and Equity and Inclusion. This year-long program will give students a closer look at college operations. Students will select their top three interests and will rotate per quarter. For example, fall term in HR, winter term in facilities, and summer in finance. We are very excited to present this option to our students as they make decisions on life after college. We'd like to say a special thank you to Alia Mahdi for this wonderful idea and to Ifrah Mohamed for partnering in this idea as well. So exciting to see our community join to support our most vulnerable students.

Cascadia Scholars Peer Mentorship Program – We have a 'good problem' in that there are often more Scholars than mentors and our data shows that students consistently report the mentor as the most important part of the Scholars Program, followed by the scholarship. To that end, we recognize the importance and value of having someone with a similar background support our students. We also now have several graduates and second year Scholars who can serve as peer-mentors. Kayla Williams, Cascadia Scholars Program Lead, is working to create a mentorship training program. Those who complete the program will receive a certificate and begin work as a peer-mentor for our Scholars. This concept has been on our radar for quite some time and we are excited to see it come to fruition.

Inclusion and Advocacy Center

Our work in the Inclusion and Advocacy Center continues with our 'Tea Time Chats.' Given our current climate, the next 'chat' is quite timely. On, April 1, from 12pm to 1pm (CC1-002) - we will offer a 'How Are You?' Teatime event for faculty and staff. We will be available to listen, talk, and to just check-in. We hope folks will plan to join this important event.

From the Associate Vice President for Advancement, Brittany Caldwell

MARKETING & COMMUNICATIONS

The MarCom team is in the final stages of the Web Accessibility Project ahead of the **April 24 federal accessibility deadline**. Staff are conducting site-wide remediation and working with departments to determine the future of more than 400 public-facing PDFs.

Engagement on Cascadia social media increased significantly last month. Comments, reactions, and shares **rose 244%** while impressions **increased by 25%**, suggesting stronger performance in platform algorithms. We attribute this growth in part to an increase in video content.

Our team spent a morning interviewing a trio of **Cascadia alumni who are now staff members**. They shared their experiences as students as well as the moving reasons they chose to return to work at the college. Their video stories will be featured on the website and in upcoming social media posts.

FOUNDATION

Thank you to everyone who supported our annual **Pay it Forward** fundraising event! This is our largest fundraising effort of the year, supporting programs across campus throughout 2026-27. [View event photos here.](#)

100 guests filled Mobius Hall with joy as we gathered to celebrate Cascadia's impact on our students and the community. A special shout-out to our generous sponsors, compassionate donors, dedicated volunteers, and speakers Dr. Murray, Dr. Nina, Angie Nuevacamina, and students Alexandra Martínez & Robert Cole.

There's still time to help us reach our goal, and right now, your impact goes even further. Thanks to our generous partner, Amazon, eligible donations will be matched—doubled/tripled! If you know anyone who would like to support students, **please share this donation link** - <https://secure.qgiv.com/for/payitforward26/>. Thank you!



From the Vice President for Student Success, Erin Blakeney

Enrollment Management

- Connected with 33 prospective students across three high school visits: North Creek High School's CTC Week, Redmond High School's CTC Day, and an information session at Sultan High School
- Hosted 76 attendees for 3 Information Sessions and 13 attendees for Cascadia campus tours
- Hosted 21 new students for spring quarter Cascadia Orientation and Registration Experience (CORE) sessions

International Programs

- Advising: The team is working closely with high-risk international students to provide timely academic interventions and proactively contacting students to ensure they complete their status extensions considering potential regulatory changes.
- Marketing & Recruitment: The Assistant Directors are recruiting in Kyrgyzstan, Latvia, Armenia, Hungary, and Taiwan. The Director is recruiting in Malaysia, Vietnam, and Japan, and is partnering with EducationUSA to host a community college seminar in Kuala Lumpur, Malaysia. She is also working with Communications offices in Cascadia and the State of Washington to finalize a promotional video encouraging international students to study abroad at Washington Community Colleges.
- Study Abroad: Cascadia hosted a pre-departure orientation for the WCCCSA Berlin study abroad program on March 7. Twenty outbound students, along with their families, faculty, and study abroad coordinators from other Washington community colleges, attended the one-day orientation.

Student Accessibility Services (SAS) & CARE Team

- SAS Staff are playing an integral role in negotiating an extended and improved Interagency Agreement with the Division of Vocational Rehabilitation (DVR) and the Department of Services for the Blind (DSB). The Interagency Agreement allows CTCs to request reimbursement from DVR or DSB if a student is registered with either organization if accommodations reach \$7,500 or above during an academic year. The interagency agreement allows colleges to have either DVR or DSB help pay for ASL Interpreting or Braille transcription with 50/50 cost split. The agreement is set to expire in June and we are working with 3 other colleges to extend the agreement and identify effective ways to collaborate with DVR and DSB to improve student services.
- SAS's Testing Center was busy during the month of February. We proctored 54 exams!

Student Advising & Success Services

- Transfer advisors attended transfer information sessions at Western Washington University and Central Washington University to learn about updates to programs and transfer initiatives at these four-year partners.
- CWU Admission advisors and the University of San Francisco held information sessions on campus.
- Advisors met with Humanities and Math Division chairs and faculty from Communication Studies and American Indian and Indigenous Studies programs on Campus. We also met with advisors from WWU to learn more about the new Guaranteed Transfer Admissions program and an admission rep from the University of San Francisco.

Student Financial Services (SFS)

- Deann Holliday attended the Federal Student Aid Conference (hosted by the Department of Education) in Washington D.C. There are many changes that the One Big Beautiful Bill Act has made for financial aid and this conference was added to share guidance that impacts the 2026-27 year. This was vital time to work with colleagues and the Department to gain additional information as to how these changes will affect not only our financial aid offices and how we will process aid, but how it will affect our student's ability to receive funds.

Student Life

- Becky Riopel attended the First Year Experience conference to gather resources and ideas to support the reimagination of our New Student Orientation program (formerly Jumpstart orientation)
- Due to international travel restrictions, we were hoping to be able to livestream our graduation ceremony, unfortunately we do not have the streaming capability with our technology at this time, but are making plans to record it and have it available for viewing at a later date.



Board of Trustees Meeting Agenda

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

Executive Session & Regular Meeting
Wednesday, March 18, 2026
4:00 p.m.

Cascadia College
18345 Campus Way N.E.
Bothell, WA 98011
CC2-260
or [via Zoom](#)

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

**Wednesday, March 18, 2026
4:00 p.m.**

AGENDA

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

2. TRANSITION to EXECUTIVE SESSION (4:02)

The Board will meet in a 45-minute Executive Session to discuss number 2 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. CONSENT AGENDA (4:45)

A) Meeting Agenda

B) Minutes from last meeting – February 18, 2026

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

NONE

7. DISCUSSION & PRESENTATION ITEMS

- A) Faculty Sabbatical Presentation, Debra Waddel
- B) Mission Fulfillment Moment: Assessment & Program Review Part 2 (KY/TS)
- C) Fee Requests
- D) Finance Update: Repair & Replacement, Reserves (SP/LH)

8. ACTION ITEMS

NONE

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 regularly scheduled Board meeting is April 15, 2026.

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 - February 18, 2026

Cascadia College, 18345 Campus Way NE, Bothell, WA 98011, Tjossem Boardroom CC2-260
4:00pm

BOARD OF TRUSTEES

Present: Dr. Meghan Quint, Chair; Alex Lee, Vice Chair; Dr. Colleen Ponto, Shahryar Quadri, Dr. Rania Hussein

EXECUTIVE STAFF

Chari Davenport, Erin Blakeney, Sean Poellnitz, Brittany Caldwell, Dr. Eric Murray, Dr. Ellen Evans, AAG.

Susan Thomas (recorder)

Shannon Bath (presentation assistant)

AUDIENCE

Audience members via Zoom included: See Addendum A

1. Public Meeting Call to Order

Chair Dr. Meghan Quint officially called the regular meeting of the Cascadia College Board of Trustees to order at 4:01 pm.

2. Consent Agenda

Chair Quint presented the Consent Agendas for approval. No modifications were proposed.

MOTION: Trustee Hussein

SECOND: Trustee Ponto

OUTCOME: Approved unanimously

3. Public Comments

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

4. New Employees / Promotions

There were no new employees or promotions to announce.

5. Information Item

A. President's Work Plan

Each year in December-January, the Trustees review the President's performance and yearly goals. In February, the President presents the agreed upon goals, or "work plan", in final form to the Trustees.

President Murray presented his 2026 Work Plan summary which will be reviewed at the June Board Meeting.

B. Accreditation Standard 2 Report

The final version of the Standard 2 report is included in the packet.

The Board expressed appreciation to Shannon Bath and the other contributors for their significant work on this extensive project.

6. Discussion & Presentation Items

A. Mission Fulfillment Moment: Assessment and Program Review (Part 1)

One of the college's three recommendations from the NWCCU mid-cycle review was to develop an effective system of assessment and program review.

The three recommendations by NWCCU:

- Improving Institutional Effectiveness
- Student Learning
- Student Achievement

Kristina Young presented the *Road to Accreditation* slide deck, covering:

- Accreditation 2020 Findings
- The Challenge
- Mid-Cycle
- Assessment Committee
- Collegewide Student Learning Outcomes (SLO)
- Assessment College-wide Student Learning Outcomes Framework
- SLO Assessment Framework
- Example results from last fall's Learn Actively outcomes ratings
- Next Steps
- Preview of Coming Attractions – the rating will happen in May

Faculty workload concerns were acknowledged. While assessment practices are required and beneficial, the college continues to explore adjustments to support faculty in meeting these requirements.

B. 10th Day Enrollment Report

Each quarter, the Board reviews 10th day (post-census) enrollment to monitor trends and budget implications.

VP Erin Blakeney summarized the report included in the packet, noting:

- Overall enrollment is up over last quarter.
- Running Start participation continues to trend upward.
- International enrollment is up compared to last winter.
- Increased engagement efforts are underway to support student retention.
- Fall quarter enrollment and recruitment activities—both local and international—are ramping up.

C. Monthly Finance Report

VP Sean Poellnitz presented the Finance slide deck included in the packet, highlighting:

- Estimated Projections for the current fiscal year based on enrollment.
- FY27 Budget Timeline
- Budget methodology: a conservative budgeting approach

Cascadia's reserves total \$17.3 million. Ongoing conversations focus on maintaining and stewarding these funds wisely.

7. Other Reports

A. Cascadia Events & Advocacy Board (EAB)

Muskaan Grewal referenced her report in the board packet and highlighted recent events and advocacy initiatives:

Events:

- Swipe Right on Clubs Tabling (134 students)
- Casino Night in the ARC Overlook (400 students, 111 CC)
- Disco Party Dance on February 13th (53 students)
- Lunar New Year celebration will be on February 26th
- Traveled to Olympia with Dr. Murray and Trustee Hussein and enjoyed meeting with the legislators.

Advocacy:

- Continuing to work on reusable water bottle campaign
- Continuing to Advocate for cameras in parking garages due to complaints
- Checking in with students about how they feel in today's world

B. Cascadia Community College Federation of Teachers (CCCFT)

Dr. Dave Shapiro was not in attendance and had no additions to his report in the packet.

C. Cascadia Classified Union (WPEA)

Ryan Higgins was not present; no report submitted.

D. Reports from Board Chair and Trustees

- Trustee Ponto attended the Northshore School District Board meeting. She shared how much she enjoys attending.
- Trustee Hussein reported on meetings in Olympia with Dr. Murray and Muskaan Grewal. She noted productive discussions and expressed hope that legislators consider the college's priorities. She also reiterated her strong support for Running Start.
- Vice Chair Lee will attend the upcoming Lake Washington School District Board meeting.
- Chair Quint will attend the Riverview School District meeting in February.

E. President's Report – Dr. Eric Murray

- Two Lake Washington School District Board Members toured our campus recently. It was a positive opportunity for collaboration.
 - Congratulations to Muskaan Grewal, named Woodinville Chamber *Student of the Month*. She will be honored at their luncheon tomorrow.
 - The Foundation's Pay it Forward event is one week from today, and we are excited and hope to see you all there.
 - CC5 Building – Funding status continues to fluctuate. Shawna Pitt and the facilities team are working with architects to avoid reapplying for permits. The college still awaits confirmation regarding state funding. Dr. Murray expressed appreciation for the team's efforts.
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8. Other Business or Announcements

There was no other business

9. Next Meeting – Public Meeting

Date: March 18, 2026, 4:00pm

Meeting Adjournment

Chair Quint adjourned the meeting at 4:55 PM.

Approval of Minutes

Approved and Adopted on: March 18, 2026

Meghan Quint, Board Chair

Attest:

Dr. Eric Murray, President

DRAFT

Addendum A

Board of Trustees Meeting Attendance

Eric Murray, President	X
Meghan Quint	X
Alex Lee	X
Colleen Ponto	X
Shahryar Quadri	X
Rania Hussein	X
Ellen Evans, AAG	X
Erin Blakeney	X
Sean Poellnitz	X
Brittany Caldwell	X
Muskaan Grewal	X
Susan Thomas	X
Shannon Bath	X
Kristina Young	X
Erik Tingelstad	X
Teya Viola	X
Ana Nina	X
Michael Horn	X
Shawna Pitts	X
Laura Heddal	X
Antonio Shimono	X
Becky Riopel	X
Jacynth Nurse	X
Gergina Lazarova	X

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 employee has joined Cascadia since the last Board meeting:

Sala McNamee – College Operations Manager

Sala will be helping us maintain momentum across daily operational coordination, tracking, and follow-through while we continue progressing on key priorities.

Sala brings a business background, and is highly organized, and has demonstrated excellent customer service experience. She will be a great support resource as we manage multiple moving parts over the coming weeks.

Please join me in welcoming Sala and helping her get connected quickly as she ramps into our workflow.

The following employee has been promoted since the last Board meeting:

Vaishnavi Srinivasan – Assistant Director of HR Compliance

We are pleased to welcome Vaishnavi Srinivasan as the Assistant Director of HR Compliance. She brings over five years of HR experience in operations, compliance, employee relations, workforce planning, payroll, and benefits. She holds an MBA in Human Resources and Finance. Vaishnavi began her HR career at HCL Technologies, supporting large-scale workforce planning and compliance efforts for teams of 800+ employees. At Cascadia, she will support HR compliance, employee relations, policy implementation, investigations, reporting, training, and records management.

Outside of work, she enjoys singing, cooking, and traveling.

Cascadia College Board of Trustees
Information Item 7.A

Subject: Faculty Sabbaticals

Justification:

Within the scope of the budget approval process, the Board delegates approval of faculty and staff sabbaticals to the President. As a requirement of the granted sabbatical, employees are required to offer a presentation to the Board via podcast, written report, or verbal presentation.

Background:

In academic year 2024-25, seven sabbaticals were offered to faculty. The faculty name, discipline, and length of sabbatical is listed below. Each faculty opted for either a podcast, written, or verbal report which is also indicated below.

The Board has been linked to 6 of the 7 sabbatical presentations since January. The seventh faculty member (Debra Waddel – Communications) will be making an in-person board report during the March meeting.



Braver Ange

A journey with the Braver Angels

Debra Waddell Sabbatical Report 2026



Braver Ange

The Braver Angels Way

We state our views freely and fully without fear.

We treat people who disagree with us with honesty, dignity, and respect.

We welcome opportunities to engage with those with whom we disagree.

We believe all of us have blind spots and none of us are not worth talking to.

We seek to disagree accurately, avoiding exaggeration and stereotypes.

We look for common ground where it exists and, if possible, find ways to work together.

We believe that, in disagreements, both sides share and learn.

In Braver Angels, neither side is teaching the other or giving feedback on how to think or say things differently.



Braver Ange

Braver Angels Vision

We envision an America where courageous citizenship is the honored norm, renewing civic culture and building trust across political differences.

Seek to inspire and equip Americans to *practice courageous citizenship* across political differences through **skill-building, convening, and collaborative action.**

Integration of Nonviolent Communication (NVC)

The Braver Angels approach heavily incorporates elements of NVC, a framework designed to improve relationships through empathy and clear communication.



Braver Ange

Workshops with structured conversations, our most common workshops:

Depolarizing Within (develop strategies for engaging in politics without demonizing the other side and learn to constructively intervene in conversation with like minded peers)

Red/Blue A small balanced group of Reds and Blues

Disagreeing Better (Skills building) Teaches essentials skills for communicating across differences and finding common ground

Family and Politics: Preserving family bonds while still being true to your values and political beliefs.

Skills for Bridging the Divide

Being Red in a Blue Environment



Focus on Curiosity

iLAPP Technique: Invite a conversation ("Is this a good time?"), Listen to understand, and Acknowledge the other person's perspective ("What I hear you saying is...?").

Designed to **foster empathy and understanding** between people with differing viewpoints.

Using the **iLAPP** framework:

1. Invite,
2. Listen,
3. Acknowledge, and
4. Practice (**Pivot**) . It focuses on curiosity over judgment, encouraging participants to understand *how* someone reached their view rather than trying to change their mind.



Braver Ange

Braver Angels Vision and Opportunities

Anyone can also choose to have a guided experience:

Take an eCourse

Attend a Debate

Have a 1:1 conversation

Attend a Workshop either online or in person

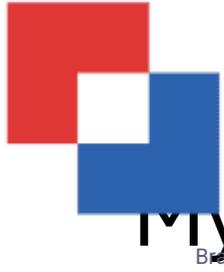


Braver Angels: My Experience

- ❖ Took an early workshop to learn more: Depolarizing Within online
- ❖ Went to the **Braver Angels Convention** in Kenosha WI (had to be accepted)
 - Required to be equally split “leaning Red, leaning Blue, or Center”
- ❖ Attended Workshops, Debates, Open Forums **and**
- ❖ The Presidential Debate with over 800 other audience members about half Red and Blue sitting together with a mix of Center/Exempt

On my return: Attended a small talk by Monica Guzman Braver Angels
Communication/Media representative and author of

“I Never Thought of it That Way”



Braver Angels Sabbatical Experience

My Official Sabbatical began Spring Quarter

- ❖ During that time attended various workshops both online and in person
- ❖ Visited Gettysburg
- ❖ Visited Washington D.C.
- ❖ Trained and facilitated a Depolarizing Ourselves workshop with a BraverAngels Moderator Elizabeth Doll (someone who “leans red”) There were over 135 persons in the in person and online environment at St. Marks
- ❖ NOW preparing several activities for my classes in Public Speaking and Interpersonal Communication using the Braver Angels techniques in both Listening and Disagreeing Better.

Cascadia College Board of Trustees

Discussion Item 7.B

Subject: Mission Fulfillment: Assessment & Program Review (Part 2)

Justification:

This item helps provide Trustees with information about how the college has responded to NWCCU recommendations.

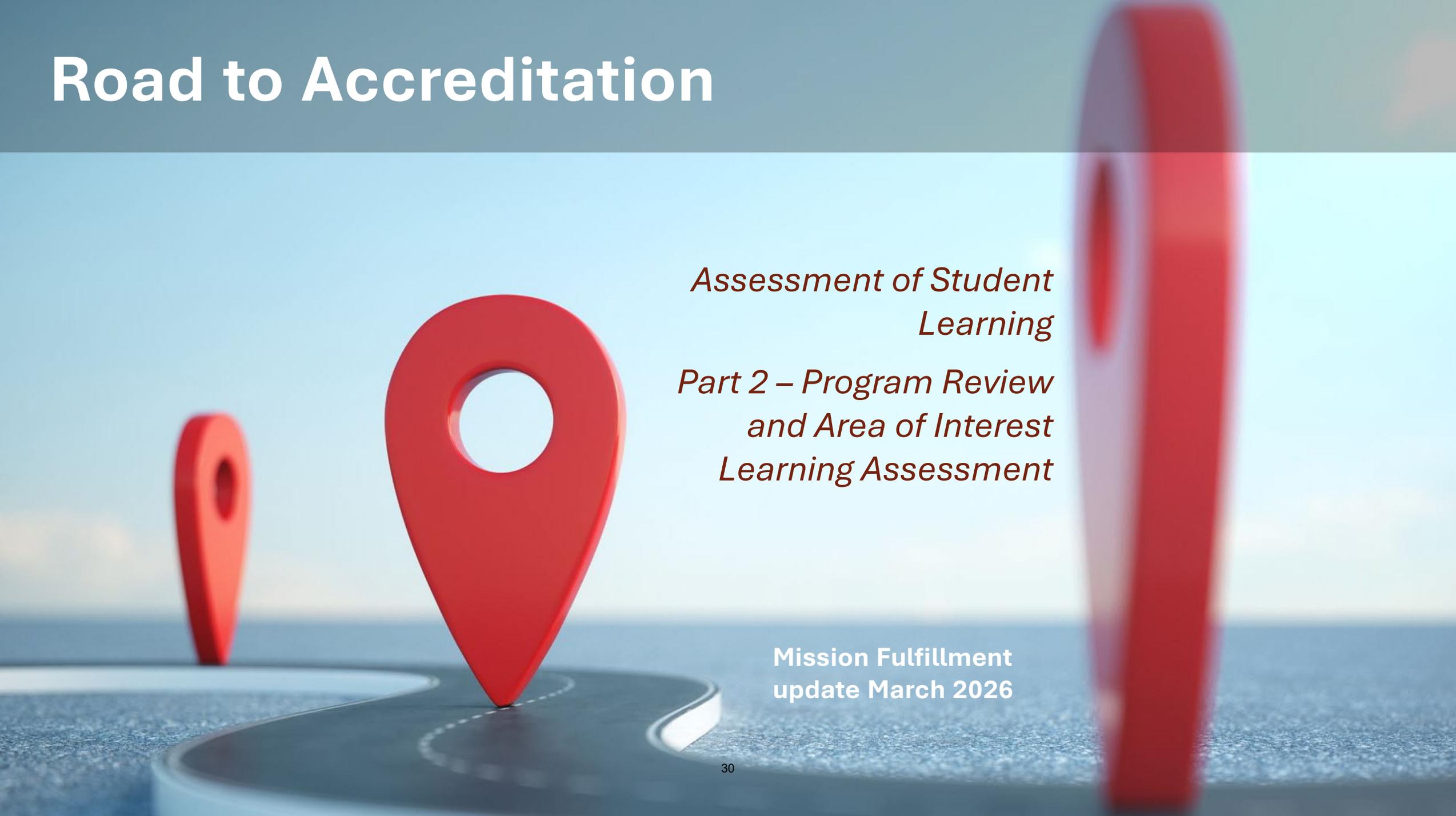
Background:

One of the college's three recommendations at the NWCCU mid-cycle review was to develop an effective system of assessment and program review (see **below**). This agenda item overviews how we accomplished this.

For reference, these are the three recommendations by NWCCU.

- **Improving Institutional Effectiveness**
 - Use an ongoing and systematic evaluation and planning process to inform decision making and resource allocation, toward improving institutional effectiveness and achieving mission fulfillment (1.B.1, 1.B.2)
- **Student Learning**
 - Engage in an effective system of assessment to evaluate the quality of learning in its programs. These assessment efforts should be used to inform academic and learning support-planning and practices to continuously improve student learning outcomes (1.C.5, 1.C.7)
- **Student Achievement**
 - Establish and share widely a set of indicators for student achievement that are disaggregated and compared to regional and national peer institutions in a manner that identifies and removes barriers to academic excellence and success (equity gaps), and promotes student achievement (1.D.2, 1.D.3)

Road to Accreditation



*Assessment of Student
Learning*

*Part 2 – Program Review
and Area of Interest
Learning Assessment*

Mission Fulfillment
update March 2026

Mid-Cycle

- Still lacking:
 - Defined Program Learning Outcomes (PLOs) for most programs.
 - Evidence of systematic PLO assessment.
 - Use of assessment results to drive improvements or planning.
 - Program-level assessment in newly defined Areas of Interest learning outcomes (AOIs).



The Challenges

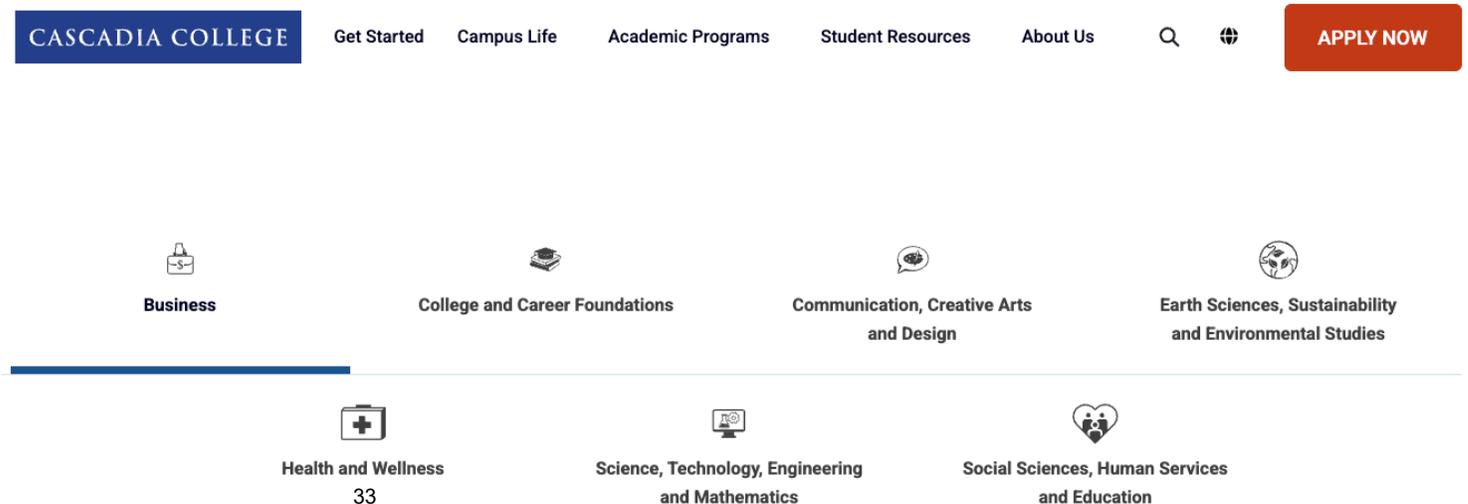
- Establish “programs” where none existed.
- Develop interdisciplinary yet focused outcomes for learning and achievement.

All while trying to:

- Create an assessment process that meets Cascadia’s needs and values while adhering to accreditation standards.
- Example guiding questions:
 - Who meets student learning outcomes?
 - Who does not?
 - Where are students meeting student learning outcomes?
 - What indicators of success can we replicate?

What is a Program?

- Program = Area of Interest
- Parallel to university “School of...”
- Includes all pathways developed under guided pathways
- Includes professional and technical programs/pathways as well as transfer and BAS/BS degrees
- Includes separate Transitional Studies AOI for College and Career Foundations (CCF)



Areas of Interest (AOI) Assessment Process

3-Year Assessment Cycle | Current Status: Year 4 of Implementation

Date	Milestone	Status	Description
Fall 2019	Assessment Committee Established	✓ COMPLETED	Foundation established for program review process
2020	Accreditation Recommendation	✓ COMPLETED	7-year accreditation results recommended program review reinstatement
2022	AOI Action Plans Development	✓ COMPLETED	Series of yearly AOI Action Plans began development
>2025	Implementation Phase	✓ COMPLETED	Collect student artifacts, develop rubrics, prepare for assessment
2026	First Assessment of AOI Outcomes	📄 UPCOMING	*Norm collected artifacts, all faculty in assigned AOI groups rate work; first review of AOI student achievement data; action plans continue
2027	Discussion of Results of Baseline	📄 UPCOMING	Faculty analyze and discuss results of spring rating work; integrate achievement data for students within AOIs
2027+	Cycle 2	 IN PROGRESS /  UPCOMING	Continue to collect AOI artifacts, rate, analyze (with comparison), action plan drafting, take action

*Norming is coming to consensus about how rubric criteria apply to specific artifact examples.

Areas of Interest Workplans

- Incremental added layers as we added identity
- Defined pathways within AOIs
- Defined core courses for assessment points
- Defined outcomes, overwhelmingly learning outcomes
- Created rubrics to assess the student learning outcomes for the AOIs

Example AOI Workplan 2025-26

Name of AOI: Health & Wellness

Previous Action Plan summary

In 2024-2025, all AOIs will take a baseline assessment of our student learning outcomes. If you completed the rubric and course list, you may add up to 2 more action items for your AOI. These should be linked to the student learning outcomes assessment information provided on our Assessment dashboard.

In addition, our AOI completed the following:

- Our AOI will designate target courses for outcomes assessment.
- Our AOI will develop an assessment rubric for our student learning outcomes.

Action Plan 2025-2026

What will be done?

- Norm SLO rubric-pre-fall 2025; rate SLO student work in fall
- Norm and rate AOI student work-winter quarter
- Discuss findings for SLO and AOI-spring quarter
 - Classes, assignments appropriate
 - Rubric
- Collect AOI student work for round 2–fall25, winter25, spring25
- In addition, our AOI work group will designate raters.

Who will take the actions?

- All faculty, except probationary, are expected to rate student work
- AOI Lead - we will all work together -> shared lead.

What will be needed to support the actions?

- Continued support from Brandy Long to provide the student work anonymously
- Prioritize ample time for assessment during DIA

Who will support these actions?

- AOI work group
- Assessment Committee

When will this be done/completed?

Action Plan Timeline

5.15.2025 DIA Workgroup

- AC representative: Kevin Joyce
- AOI Lead: Shared
- List of Faculty or others who contributed to developing action plan
- Khai Button
- Nataša Kesler
- Getachew Eshete

Example Continued

Faculty Rating Group

Please list faculty who can rate student work for the H&W AOI. ***If there are special considerations, e.g., someone can do nutrition (NUTR), biology (BIOL), math (MATH) and/or physics (PHYS) for example, then please indicate that (also can indicate subjects preferred not to rate).*** This is Tori's attempt at putting together the list and I know I've missed people. People can be in multiple categories.

Button: BIOL, NUTR

Collin-Claussen: BIOL, NUTR

Eshete: BIOL, NUTR

Gorsuch: BIOL, NUTR

Kesler: BIOL, NUTR

Mackie: BIOL, NUTR

Rosenthal: BIOL, NUTR

Merging Achievement and Assessment

- May DIA – Assessment norming and Achievement introduction
- Pre-Fall – Achievement overview and Assessment analysis
- Workplan refinement
- In 2026, Achievement is defined as
 - baseline identification of students within their pathways (which roll up to the Areas of Interest)
 - Baseline retention of these students
 - Baseline progress markers, such as completion of English 101, credits, etc.
 - Other data as discoverable
 - Insights from the new state transfer dashboard [After College Status: Transfers](#) *(must be logged in from college site)*
- Faculty within AOs will use the achievement data known and baseline assessment data to craft 1-3 concrete Action Plan objectives/action items for 2026-2027.
- Example action items might include:
 - Narrow-focused study of specific gateway course pedagogies that improve assessment of Interactions
 - Goal setting for completion based on interventions like tutoring
 - More linked courses in early pathways to build cohorts
 - More collaboration on online teaching strategies for sense of belonging

What's Next?

- Faculty engagement in AOI analysis and planning
 - May DIA – Assessment norming and Achievement introduction
 - Pre-Fall – Achievement overview and Assessment analysis
- Accreditation Preparations--Draft Standard 1 report
 - Continue to collect exemplars
 - Dedicate summer exempt sabbatical time to program review
- Continuation of Assessment cycle for SLO and AOI learning outcomes
- Review and refine the overall process for effectiveness, equity, and capacity

Questions?

For follow up questions: Kristina Young, kyoung@Cascadia.edu

Cascadia College Board of Trustees

Discussion Item 7.C

Subject: Fee Increase - Enrollment Verification/Transcript Request for Third Parties

Justification:

The Trustees must approve all fee increases.

Background:

Parchment is a secure digital credential service that allows students, alumni and employers to request, send and receive official transcripts, diplomas, and records.

Parchment reports that transcript requests average **\$15** statewide. Transcript fees across the state vary, but the common range for student requests is **\$7–\$15**:

Proposed Fee Structure

To reduce financial burden on students, the plan is to:

- Continue charging **students \$8.40** per official transcript
- Charge **third-party requestors \$15 per official transcript/degree verification**, which aligns with common rates.

Rationale for Charging Third Parties

- Third-party transcript requests are uncommon, so higher fees do not significantly affect students.
- Third-party verification requests, however, are common—especially from large background-check providers such as HireRight.
- Charging third-party requestors helps make up the difference created by offering students a lower transcript fee. This allows the college to maintain a balanced approach to cost recovery.

Recommendation:

- Continue charging **students \$8.40** per official transcript
- Charge **third-party requestors \$15 for official transcripts/degree verification** which aligns with common rates across the system and nationally.

Cascadia College Board of Trustees
Discussion Item 7.D

Subject: Monthly Finance Report

Justification:

The Board has fiduciary responsibility for the college's spending and budget management.

Background:

The finance report will include the following topics:

- Current update on College's reserves
- Estimates for FY27 reserve spending in IT and Facilities.

Items Covered in 26-27 IT Repair & Replacement Request

- Upgrading audio-visual equipment in 3 older classrooms.
- Special AV equipment replacement for CC2-170, being converted into a Science lab.
- Replacing the existing digital signage solution to allow for expansion into CC5.
- Replacing 10% of employee desktops, laptops, monitors.
- Replacing main campus firewalls due to end of support and insufficient capacity.
- Replacing 25% of batteries in campus network closets.

26-27
IT Repair &
Replacement

Category	Expense
Classroom A/V	\$235,000.00
CC2-170 A/V	\$75,000.00
Digital Signage	\$56,800.00
End-User Hardware	\$100,000.00
Main Campus Firewalls	\$100,000.00
UPS Batteries	\$9,200.00
Grand Total	\$576,000.00

Facilities Repair & Replace 2027 Plan

Type	Areas	Description	Cost
Furniture	CC1/CC2 Vistas, L1,L2,L3	Seating/tables in “knuckle” vistas	\$90,000
Furniture	Stock replenish	ADA desks-office/classroom	7,000
Painting	CC1/2-Level 2 & 3	Corridor/classrooms	\$25,000
Carpet	CC1/2 Level 2 & 3	Corridors/Classrooms	\$320,500
Total Requested			\$442,500

Reserves:

1		Available Reserves a/of February 2026	a/o Feb 2026	
	1A	Local Funds	\$6,069,233	
	1B	Bonds (12/25)	\$1,250,000	
	1C	Bonds (6/26)	\$1,250,000	
	1D	Bonds (6/2027)	\$2,230,000	
	1E	Bonds (11/27)	\$1,335,000	
	1F	Bonds (6/2028)	\$1,350,000	
	1G	Bonds (1/29)	\$1,300,000	
	1H	LGIP	\$2,561,245	
			\$17,345,478	Sub-Total



Report to the Board of Trustees

March 2026

Events & Advocacy Board

Cascadia College

By Muskaan Grewal, Advocacy Chair

Recent Events:

- Disco Party Dance – February 13th
 - The Disco Party Dance brought together 53 students to enjoy a night of disco fun! Students enjoyed a DJ bringing the energy, photo areas for students to take pictures, a dance floor, and some appetizers! This social event encouraged students to meet new people, enjoy themselves with friends, and dress up for the night.

- Lunar New Year - February 26th
 - EAB hosted a Lunar New Year celebration that brought together 189 students. Students got to enjoy food, games, calligraphy, lantern making, and small competitions to win prizes! There was also a lion dance that demonstrated the cultural holiday, and to entertain and educate students on many aspects of Asian culture!

- International Women’s Day Tabling- March 5th
 - EAB hosted an International Women’s Day tabling event with 139 students in attendance. Students were invited to create their own mini flower bouquets, choose an affirmation card, and enjoy a sweet treat. The event aims to raise awareness about International Women’s Day (March 8) while creating a welcoming space for all students to celebrate and feel appreciated.

Upcoming Events:

- Slime Lab - March 11-12th

EAB will be hosting a fun and interactive Slime Lab event on the 1st Floor Vista on Wednesday, March 11, 1–3pm and Thursday, March 12, 11-1pm. Students will

have the opportunity to create their own custom slime and decorate it with a variety of colorful and textured add-ins. This hands-on activity is designed to help students relax and de-stress before finals week while bringing energy and fun to campus.

- Finals Noodle Tabling - March 17-18th

EAB will host a Finals Noodle Table in the CC1 Lower-Level Lobby on March 17 from 10:30-12:30pm and March 18 from 1:30-3:30pm to support students during finals week. We will be providing instant noodles to help students refuel and stay energized as they prepare for exams and finish the quarter strong.

Advocacy:

- EAB is still working on the previous water bottle campaign of handing out reusable water bottles and encouraging students to use those rather than purchasing bottled water.
- EAB has also been looking through applications to recruit students to join the S&A fee committee in the spring. We had a record number of applicants this year (49 applications compared to 10 last year).
- Lastly, EAB did some passive programing to find out how students are feeling about the world today. Some common themes throughout students responses were concerns about ICE, the world feeling unfriendly, and some students struggling to stay connected while trying to avoid the negative.

Cascadia Community College Federation of Teachers Local 6191, AFT



*Report to the Board of Trustees
Cascadia Community College
Meeting Date: February 2026*

❖ Teaching in 2026 (cont.)

In my January Board report, I somewhat sardonically editorialized on world events affecting the experience of teaching in 2026 by noting that we weren't even two weeks into the New Year at that time.

Now, we're more than two months in, and things continue to be even more fraught, as the US military is now engaged in a bombing campaign in Iran while the regional conflict continues to expand, leading to a wider war in the region and perhaps a global conflict the likes of which the world has not seen in decades.

Such world events affect our students (and their teachers) and make our jobs and lives more challenging in times and situations that are, by their very nature, challenging to begin with.

And yet, we carry on.

Our colleague in Physics and Engineering, Dr. Kimia Ghanbeigi, put it beautifully in a letter she wrote to her students as the war in Iran began: "I believe deeply that continuing our work matters. In times when the world feels unstable, choosing to think clearly, to learn, and to build is an act of strength"

As faculty members, in conjunction with our students, we continue to perform and inspire that act of strength. We offer our thanks to Cascadia, its staff, administration, and Board of Trustees for their ongoing support in this effort.

❖ Budget Woes

CCCFT members appreciate Dr. Murray's budget updates, even when—perhaps especially when—the news is not so great. We are sorry to hear that ten (10) exempt employees have been notified that their contract will not be renewed on July 1, 2026; we wish our colleagues all the best in their future endeavors. And we are pleased that, despite budget challenges, that the College is continuing our hiring committees for new (and replacement) full-time faculty positions.

We recognize that we face these budget challenges together and appreciate the collaborative approach the College has adopted to meeting them. As always, we seek to place students at the center of all that we do and want to emphasize our campus-wide commitment to that as hard decisions have to be made in these difficult budget times.