# CASCADIA COLLEGE BOARD OF TRUSTEES

Wednesday, October 15, 2025

October 8, 2025

Dear Trustees and Community Members:

While our 10$^{th}$ day census count is not yet finalized, we know that classes are full and enrollment was trending ahead of where we expected. The 10$^{th}$ day numbers will be available at the Board meeting next week and we are all anxiously/excitedly awaiting the results and how that will play out for the college's financial well-being.

"Pre-fall" training for faculty went well and our Teaching and Learning Academy (faculty professional development) group is doing well at leading the way in helping our instructors teach better and manage our societal landscape.

While federal challenges are ever-present and the looming shutdown will have implications, Cascadia is ready for these developments and feels confident that we can continue with our mission.

"Steady as she goes" seems to be the flavor of the day. =)

Dr. Eric Murray


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

**On-Campus & UWB:**

- Welcome Jumpstart Orientation students
- Foundation meetings (x2)
- Campus Marketing Consultations (x3)
- College Advisory Council
- Coffees for Three (x9)
- Equity Center Grand Opening
- CC5 Legislative Staff visit & tour

**Community & State:**

- Presented State of the College addresses for the Northshore School District, City of Kenmore, City of Duval, and City of Bothel.
- Dr. Justin Irish, Northshore School District Superintendent
- Dr. Ettore Palazzo, CEO Evergreen Health
- Malisa Files, Trustee Candidate
- Kirkland Chamber Education Luncheon
- WACTC Meetings (x5), including 3 days in Vancouver WA
- Woodinville Weekly Interview

## From the Vice President for Administrative Services, Sean Poellnitz:

**FACILITIES**
- Final preparations on 8 faculty offices; assisted new faculty with office move-ins; final classroom preparation
- Emergency manager, PIO and Facilities attended Active Threats preparedness training together and worked on tabletop scenarios.
- Assisted in relocating Inclusion, Advocacy & Community center back into their center in preparation for their grand re-opening.

**FINANCE**
- Re-engaged in FY22 audit with pulling detailed documents for testing, working with audit agency, Davis Farr, to ensure bank reconciliation and trial balance are aligned for testing
- Supported Kodiak Corner Enrollment during the first few days of classes, answering questions for students
- Reviewed and selected student payment plan vendor (Nelnet) and collections agency (AAI). Currently reviewing contracts for implementation

**HUMAN RESOURCES, COMPLIANCE AND PAYROLL**
- **Hiring and Staffing**
  Human Resources supported the successful onboarding of **11 full-time faculty and staff** and **25+ student/hourly employees** across multiple departments in September. Recruitment continues for several key vacancies, with active searches in Student Success, Administrative Services, Student Learning and Inclusion Advocacy & Community.
- **Compensation and Benefits**
  Preparations are underway for the **annual Open Enrollment period (October 27 – November 24)**. HR is training Benefits Administrators and developing communications for employees and their families.
- **Performance Evaluations**
  Planning has already begun for the **2025–26 cycle**, with a focus on improving compliance and consistency in goal setting and feedback.
- **Training and Development**
  The College will launch **mandatory compliance training for faculty and staff** on **October 7, 2025**, through the Vector Solutions platform. This rollout includes modules on FERPA, Title IX/Clery, Ethics, Workplace Violence Prevention, Hazing Awareness, and Preventing Harassment and Discrimination.

**INFORMATION TECHNOLOGY SERVICES**
- In collaboration with the Student Onboarding Team, renamed the "Cascadia Network Account" to "Kodiak Account" for easier reference across campus.
- Prepared 50 new laptops for student lending; 130 were checked out in the first week of fall, with 192 now on loan.
- Implemented automated software updates for non-Microsoft applications, greatly improving Cascadia's information security posture.

## From the Leadership Team for Student Learning, Dr. Erik Tingelstad & Shannon Bath:

**Computer Science:**

After several months of planning, Dr. Brian Bansenauer submitted an NSF-ATE grant proposal for review. The project is titled "Cascadia Computing Pathways: Bridging High School to Tech Careers through Mentorship, Alumni Engagement, and Applied Learning." It would run for three years at just under 1 million dollars. Computer Science faculty Mike Panitz, Justin Carlson and Anna Batra assisted. Feedback should be received by January.

**Sustainability:**

Cascadia featured a booth describing our campus elements and sustainable practices at City of Bothell's City Hall festival, Sustainamania. Staff (Stephan Classen) engaged with over 40 members of the public about our campus grounds, wetland and trail connections, and accessible education.

**CCF/Math:**

State Board staff met with Cascadia CCF and Math faculty (Erica Almeada, David Dorratcague and Megan Luce) as well as advisors (Gordon Dutrisec and Wenli He), on October 2nd as part of a listening tour around the system. The purpose was to learn more about the pathways that exist for BEdA students to transition into pre-college and college level math courses.

**Natural Science/STEM:**

Faculty, student team members, and staff will attend the Fall Convening of the STEM Transfer Partnership STP 2.0 as part of our continued participation in the community of practice led by the Community College Research Initiatives program. We are pleased to include two students: Shaanvir Buttar and Maxim Medveditskov, both engineering students.

**Opening Week for Faculty:**

The response to the offerings by the Teaching and Learning Academy during faculty sessions of Opening Week and the session on Deescalation led by Rosemary Simmons was enthusiastic; the workshops were timely. Faculty were also introduced to Watermark's Assessment software that streamlines student artifact rating and creates dashboards of the results for easier analysis. Faculty also began the norming process to assess our college-wide learning outcomes.

## From the Vice President for Equity & Inclusion, Chari Davenport

**Inclusion and Advocacy Center –** We had a successful Open House for the Center re-opening on Wednesday, October 1, with a wonderful ribbon cutting ceremony, celebratory cake and treats, and an engaged groups of visitors as we welcomed folks into our renovated space. All feedback was positive and many noted how much 'lighter' the room seemed. This is due to the new light blue walls, and repainted white ceiling – this truly opened the space. The biggest (and most exciting for me) is the new doors. Our new doors mirror the entrance to Mobius and now we are able to leave the doors open while we are present; which creates a true welcoming environment for all of our visitors – reinforcing our vision that 'We are Stronger Together!'

There are several workshops and events happening weekly in the Center. Please review our next newsletter for details.



**Cascadia Scholars** –

- We currently have 84 Scholars. We have completed several rounds of application reviews and there are more to come. In addition, we have 24 mentors with three who recently joined our team of student supporters.
- We had a great presence at Jumpstart on 9/18 and 9/19, sharing with nearly 200 students about the Scholars program and distributing promotional materials
- We have also attended several College 101 classroom visits, as well as an outreach visit to the IP Orientation to promote both the Center and the Cascadia Scholars Program
- We have added four new mentors and are always on the lookout for more
- For Fall programming, we have planned several welcome orientations:
    - Tuesday, October 7th (in person)
    - Thursday, October 30th (in person)
    - Tuesday, November 18th (virtual)

**Foundations of E&I** - We will have a total of 15 people taking the fall cohort (12 Cascadia employees and three are from the UWB Library). With this larger number – there will be two groups. We are very excited to once again offer this valuable opportunity for our Cascadia community.

## From the Vice President for Student Success Services, Erin Blakeney

**Leadership & Recognition**
Gordon Dutrisac was selected for the Middle Leadership Academy, a statewide initiative preparing equity-minded mid-level leaders to advance Guided Pathways and student success. Fellows complete an applied project addressing complex institutional challenges.

**Enrollment Management**
- Two new Student Ambassadors: Karizma Iosia and Marcus Yao.
- Outreach engaged 200 high-school counselors at 2 fall counselor workshops, 65 community members at the Redmond Together Center Extravaganza, and 66 prospective students through local events and visits.
- On campus: 18 tour attendees, 7 info-session participants, and 214 new students at CORE during the month of September.

**International Programs**
- Held a Cascadia/UWB prospective-student webinar for prospective students.
- October recruitment travel to Kazakhstan, Kyrgyzstan, Japan, Taiwan, and Malaysia.
- Continued English Conversation Group and College 101 visits to promote study-abroad opportunities.

**Student Accessibility Services & CARE Team**
Partnering with the Office of Inclusion for Disability Employment Awareness Month:
- **Oct 28** – Film Screening: Crip Camp (3:30–5:15 p.m., CC1-002).
- **Oct 29** – Disability Rights Panel (3:30–4:30 p.m., CC1-002).

**Advising & Student Success**
- Hosted the Fall Transfer Fair with WCHSCR and 20+ universities
- 1,080 Running Start students from 42 schools/home networks.
- Extended Zoom drop-in advising hours to 6 p.m. (Mon–Tue).

**Student Financial Services**
- Presented in College 101 classes and local high schools.
- Students completing files receive awards within one week.
- Team attending Washington Financial Aid Association Conference (Oct 22–24, Tacoma).

**Student Life**
- Jumpstart Orientation welcomed 240 new students; partnered with ARC Outdoor Wellness for activities to encourage students to get to know each other.
- 19 active clubs as of the first Club Council this year, including new Red Cross and Astronomy & Physics clubs.

- **Activities & Recreation Center (ARC)**
  Welcome Week Highlights & Student Attendance : Laser Light Show 500+ | ARC After Dark 425 | Glow Capture the Flag 98 | Glow Fitness 30 | Club Fair 1,300 | Taylor Swift Spin 9
- Fitness Center Check-ins: 2,473 (Sept 22–Oct 4)

**Board of Trustees Meeting Agenda**

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

**Executive Session & Regular Meeting**
**Wednesday, October 15, 2025**
**4:00 p.m.**

**Cascadia College**
**18345 Campus Way N.E.**
**Bothell, WA 98011**
**CC2-260 Tjossem Board Room**
**or via Zoom**

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

**Wednesday, October 15, 2025**
**4:00 p.m.**

**AGENDA**

1. **PUBLIC MEETING CALL TO ORDER**

2. **CONSENT AGENDA**

   A) Meeting Agenda

   B) Minutes from last meeting – September 17, 2025

3. **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.*

4. **NEW EMPLOYEES/PROMOTIONS**

   Introduction of New Employees/Promotions

5. **INFORMATION ITEMS**

   A) Strategic Plan Initiatives 25-26 (EM)

6. **DISCUSSION & PRESENTATION ITEMS**

   A) Mission Fulfillment Moment: Peer & National Comparisons (EM/MH)

B) 10<sup>th</sup> Day Enrollment and 2025-26 Fiscal Forecast (EB/SP)

C) Cybersecurity Update (SP)

D) Year-in-Review: Marketing & Communications (MW)

E) Year-in-Review: Cascadia College Foundation (BC)

**7. ACTION ITEMS**

None

**8. 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

**9. OTHER BUSINESS OR ANNOUNCEMENTS**

**10. NEXT MEETING**

The next meeting of the Board will be November 19, 2025, 4:00pm.

# Cascadia College Board of Trustees

## Regular Meeting Minutes – September 17, 2025

Location: 18345 Campus Way NE, Bothell, WA 98011

Time: 4:00pm – 4:56pm

### BOARD OF TRUSTEES

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

### EXECUTIVE STAFF

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

Susan Thomas (recorder)

Thais Lima (presentation assistant)

### AUDIENCE

Audience members via Zoom included: See Addendum A

### 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 4:00pm.

### 2. Consent Agenda

Chair Ponto presented the Consent Agendas for approval. No modifications were proposed.
MOTION: Trustee Lee
SECOND: Vice-Chair Quint
OUTCOME: Approved unanimously

### 3. Public Comments

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

### 4. New Employees / Promotions

Becky Riopel introduced the following new EAB members:
• Muskaan Grewal, Advocacy Chair
• Leyli Merdanova
• Moli Ny

- Jina Park
- Darin Chung
- Alex Tang

Ana Nina introduced the following new employee:
• Kayla Williams, Cascadia Scholars Program Lead

Maia Wood introduced the following new employee:
• Stephanie Whatley, HR Generalist

Kristina Young introduced the following new employee:
• Liberty Krieger, Instruction & Classroom Support Tech 2

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

## 5. Information Items
### A. Risk Register

VP Poellnitz discussed the list of risks identified for the College

In this year's assessment, there were no adjustments to the current list of risks. Two new risks were added due to the current administrative climate.

A. Federal Government Administrative Policy Changes
B. International Programs- Decline in international student programs enrollment

Mitigation plans are in process for the above identified risks.

### B. Policy Homework Overview

President Murray reviewed the policy review process. The Board reviews and approves the viability of 1/3 of the Board Policies each year. The assignment is given every September with a due date of the November Board Meeting. This year, the Board is asked to review Articles 1. Instructions and a worksheet will be sent after the Board meeting.

### C. Accreditation Update

President Murray discussed the presentation included in the packet to update the Trustees as Cascadia approaches the end of its 7-year accreditation cycle. This year (2025-26) is considered Year Six when the college's Standard 2 Report is due. This report covers college "Governance, Resources, and Capacity."

### D. 2025-26 Strategic Plan Initiatives

The Strategic Plan is an evolving set of initiatives within the three pillars of the college's work: Equity, Access, and Superior Learning. Each year, initiatives are sunset (finished and wrapped up), become operational or are kept on-going.

The presentation included in the packet details the status of the initiatives as we move from 2024-25 to 2025-26. Note that these initiatives are revisited throughout the year during monthly Board meetings as Mission Fulfillment Moments when we analyze them in more detail with accompanying data.

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## 6. Discussion & Presentation Items

### A. Mission Fulfillment Moment: UWB Transfer Report
Erin Blakeney introduced Michael Horn, who provided a brief overview of the Transfer Update Data Slide Deck included in the packet. Key highlights included:

- Strong transfer intent: Among Cascadia students, transfer intent remains high, with the percentage of full-time students indicating transfer goals continuing to rise over time.
- Highest yield rate to UW Bothell: Cascadia consistently achieves the highest yield rate for UW Bothell, meaning a greater proportion of admitted Cascadia students choose to enroll. This reflects both Cascadia students' commitment to UW Bothell and the strong support provided by UW and Cascadia staff to facilitate enrollment.

### B. Year-in-Review: Inclusion, Advocacy, and Community
Chari Davenport presented the IAC's 2024–25 Slide Deck, included in the packet. The discussion highlighted continued growth across several programs, including:

- Civil Rights Audit, HEDs Results, DIA
- Cascadia Scholars
- Diversity & Equity Center
- Foundations of E&I Course
- Student of Color Conferences
- Affinity Groups

### C. Year-in-Review: Administrative Services
Sean Poellnitz provided an overview of the Administrative Services' Year-in-Review Slide Deck, included in the packet:

- Financial Health: 2024–25 final revenue was under budget; no drawdown required; reserves remain in excellent condition.
- Department Accomplishments
- Report Card & Key Learnings
- Recap: Our "Secret to Success"

## 7. Action Items

### A. Election of 2025-26 Board Chair and Vice Chair

A new Board Chair and Vice Chair are determined each September. Their duties begin after the conclusion of the September meeting.

- Vice-Chair Quint has been nominated for Chair.
- Trustee Lee has been nominated for Vice-Chair.

MOTION: Trustee Qadri
SECOND: Vice-Chair Quint
OUTCOME: Approved unanimously

### B. Determination by Consensus of Sub-Committee Membership & School Board Liaisons

New sub-committee members and school board assignments must be determined each September. These duties begin after the conclusion of the September meeting.

**Consensus:**

- Finance Sub-Committee: Trustee Lee and Chair Ponto to serve.

- Accreditation Sub-Committee: Tabled for this year; Michael Horn and Shannon Bath will meet with the Board at a later date to discuss.

School Board Liaisons:

- Chair Ponto to represent at Northshore School District.

- Vice-Chair Quint to represent at Riverview School District.

- Trustee Qadri and Trustee Lee to represent at Lake Washington School District.

### C. Title IX Regulations Rules Adoption

Ellen Evans, AAG, reviewed the process the Trustees will follow for voting:

April 2024, the Department of Education issued a Final Rule amending the Title IX regulations. Cascadia implemented rules in compliance with those amendments in January 2025. That same month, a federal court issued a decision vacating the 2024 Final Rule, which meant that Institutions of Higher Education must comply with the 2020 Amendments to the Title IX Regulations. Cascadia began the rulemaking process to repeal WAC 132Z 119, which complied with the 2024 regulations, and adopt WAC 132Z-120 which aligns with the 2020 Amendments. These rules were first reviewed by the Board of Trustees on March 19, 2025.

Following the required rulemaking process under the Administrative Procedure Act, Cascadia filed a CR-101, published in WSR 25-09-066, and a CR-102, published in WSR 25-

13-083. A rulemaking hearing was held on August 5 at 2pm. No comments were received, and no changes were made to the rules as initially proposed.

*"Having reviewed the materials in the rulemaking file, I move to repeal WAC 132Z-119 and adopt WAC 132Z-120 as a new section to the Student Conduct Code."*

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

## 10. Other Reports

### A. Cascadia Events & Advocacy Board (EAB)
Muskaan Grewal greeted the Trustees and noted that she will provide a report at the October board meeting. She shared one update:

- The first major event of the quarter will be the ice cream social on the first day of school.

### B. Cascadia Community College Federation of Teachers (CCCFT)
Dave Shapiro
• No report this month. He did, however, recommend a great book to read: *Orbital* by Samantha Harvey.

### C. Cascadia Classified Union (WPEA)
Ryan Higgins provided the Board with an update on recent developments:

- OFM–WPPA Contract: A new tentative agreement between OFM and WPPA includes a 3% and 2% COLA, with back pay effective in July. The contract was sent out for a vote, and members approved it. The Head of OFM will determine the feasibility of the agreement; if feasible, it will move forward to the legislature for budget recommendation. If not feasible, bargaining may resume.
- Parking Rates: No decision has been made yet.

### D. Reports from Board Chair and Trustees
None

### E. President's Report – Dr. Murray
President Murray invites the Trustees to attend the ACT Fall Conference, scheduled for November 13–14 in SeaTac. Please advise him if you wish to be registered for the event. As November 13 coincides with our Foundation Fall Scholarship event, President Murray will not be in attendance at the conference on that date.

## 11. Other Business or Announcements
None

## 12. Next Meeting

Date: October 15, 2025, 4:00pm

## 13. Meeting Adjournment

Chair Ponto adjourned the meeting at 4:56.

## Approval of Minutes

Approved and Adopted on: October 15, 2025

_____

Colleen Ponto, Board Chair

Attest:

_____

Dr. Eric Murray, President

**Addendum A**

| Board of Trustees Meeting Attendance | Present |
|---|---|
| Eric Murray, President | X |
| Colleen Ponto, Chair | X |
| Meghan Quint, Vice Chair | X |
| Alex Lee, Trustee | X |
| Shahryar Qadri, Trustee | X |
| Ellen Evans, AAG | X |
| Erin Blakeney | X |
| Chari Davenport | X |
| Sean Poellnitz | X |
| Ryan Higgins | X |
| Muskaan Grewal | X |
| Dave Shapiro | X |
| Thais Lima | X |
| Susan Thomas | X |
| Deann Holliday | X |
| Erik Tingelstad | X |
| Michael Horn | X |
| Shannon Bath | X |
| Shawna Pitts | X |
| Maia Wood | X |
| Ana Nina | X |
| Kayla Williams | X |
| Larissa Tikhonova | X |

| | |
|---|---|
| Becky Riopel | X |
| Leyli Merdanova | X |
| Moli Ny | X |
| Jina Park | X |
| Darin Chung | X |
| Alex Tang | X |
| Stephanie Whatley | X |
| Liberty Krieger | X |
| Gordon Dutrisak | X |
| Tasha Vice | X |
| Jenny Piper | X |
| Chantell Carancho | X |
| Vickie Ashe | 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 employees have joined Cascadia since the last Board meeting:

Sonja Kjelstrup, Customer Service Specialist III

I am excited to introduce Sonja Kjelstrup as one of our newest Customer Service Specialists in Enrollment Services. You can find Sonja in Kodiak Corner at the front counter or in the Enrollment inbox when she is working remotely. Sonja is another member of the team that will be able to assist with Admissions, Enrollment, and Records requests as she continues to learn processes. Sonja has already been extremely helpful with various enrollment requests and is learning quickly. Please help me welcome and congratulate Sonja in her new role!

Sonja graduated from UW last year, with a degree in French Studies and History. She spent the last school year teaching English in France and travelling around Europe. She has three dogs. If you ever want to see pictures of her dogs, she will happily comply. In her down time, Sonja can often be found reading. If you ever want book recommendations from her, she will happily comply. Sonja is looking forward to upholding the Cascadia Community's missions and values and supporting the students who make campus great.

Kerstin Miller, Customer Service Specialist III

Kerstin is our newest Customer Service Specialist in Enrollment Services. She has officially been with us for 24 hours and I am already so excited for her to be here! As Kerstin learns Enrollment Services processes, she will be able to assist with Admissions, Enrollment, and Records requests. You can find Kerstin in Kodiak Corner at the front desk and in the Enrollment inbox when working remotely. Please help me welcome and congratulate Kerstin in her new role as well! HR and Enrollment Services have been busy searching for and filling vacant roles as you can see. Welcome Kerstin!

Kerstin is originally from Spokane Washington, they got their Bachelors in Political Science and German at Western Washington University, and recently got their Masters in Political Science at the University of Southern Mississippi. She just moved back to Washington, and is excited to be back on the West Coast. She enjoys spending time outdoors and hanging out with her two dogs and two cats.

Chensen Tsai, Assistant Director of Natural Science Labs

We're pleased to introduce Dr. Chen-Hsun (Chensen) Tsai as our new Assistant Director of Natural Science Laboratories. Chensen brings extensive lab management experience, from establishing his PI's lab during his Ph.D. at UT Austin—coordinating equipment procurement, vendor negotiations, and inventory systems—to managing high-throughput operations at Exact Sciences under FDA and CLIA compliance standards. His academic credentials include a Ph.D. in Chemical Engineering, three first-author publications in molecular biology research, and multiple semesters as a teaching assistant in undergraduate lab courses. Most notably, as an immigrant who believes "equity plays a pivotal role in society," Chensen has consistently championed inclusive STEM education through mentoring diverse students and organizing community outreach programs. His vision to "create inclusive, hands-on learning environments that inspire students to pursue STEM with confidence and curiosity" aligns with Cascadia's mission to serve our diverse students with CUREs support and other active learning lab practices. Beyond the lab, he brings the same curiosity and energy to his personal life, whether following baseball, reading science fiction and fantasy, or finding inspiration outdoors through kayaking and hiking.

Anna Batra, Tenure track Computer Science Faculty

Anna is our new tenure track Computer Science faculty; she has been teaching at Cascadia for the past year. Her undergraduate degree is in Linguistics with minors in Mathematics and Data Science. She then continued her studies with an MS in Computational Linguistics, all from the University of Washington (UW). At the UW, she spent three years as a Teaching Assistant, Head Teaching Assistant, and Lecturer. Her Computing Education research focused on Accessible Design in CS Education and Student Attitudes and Expectations in CS Education. Anna has expressed interest in student activities and finding ways to engage CS students outside of the classroom.

Dr. Justin Carlson, Computer Science Faculty

Justin is also coming to Cascadia as a new Computer Science faculty member in the Fall. Justin is most recently from industry, where he spent most of the past 15 years as a Software Engineer at Google and then Aurora Innovation, where he worked on the development of an autonomous driving system. He earned his BS in Computer Science from the University of the Pacific and later earned his Ph.D in Robotics from Carnegie Mellon University (CMU). There, he worked briefly as a teaching assistant and then had the opportunity to be part of a team that launched a satellite campus of CMU in Qatar. There, he taught classes and was involved in high school outreach, coordinating BotBall and programming competitions.

# Cascadia College Board of Trustees

## Information Item 5.A

**Subject:**   Strategic Plan Update

**Justification:**

One of the Trustees' responsibilities is to assure mission fulfillment, in part by staying abreast of the college's Strategic Plan initiatives.

**Background:**

The attached chart provides an update on the college's 2025-26 active Strategic Plan initiatives in the areas of Access, Equity and Superior Education. These initiatives have associated benchmarks and metrics that will be reviewed in June.

The college's 2024-25 initiatives were reviewed at the Board retreat in September.

# Strategic Plan 2025-26

**INSTITUTIONAL GOALS**

- ACCESSIBLE EDUCATION: Improve educational access for all and dismantle the barriers to higher education
- EQUITABLE EDUCATION: Reduce the disparities in progression and student success
- EDUCATIONAL EXCELLENCE: Ensure high-quality educational experiences, student support, and instructional quality

| # | ICON | STRATEGIC OBJECTIVE | PERFORMANCE INDICATOR | LEAD | GOVERNANCE | STATUS |
|---|------|---------------------|------------------------|------|------------|--------|
| | | **ACCESSIBLE** | | | | |
| Ac1 | ◯ | Re-imagine the student onboarding experience | • Student fall-winter retention rate (successful onboarding should reduce first-year attrition) | Chantal Carrancho | Erin Blakeney | Continuing (Yr3) |
| Ac2 | ◯ | Further develop new student orientation and on-boarding | • Student retention fall-winter rate (successful onboarding should reduce first-year attrition) | Chantal Carrancho | Erin Blakeney | Continuing |
| Ac3 | ◯ | Implement CRM software to better communicate with prospective and current students | • Software installed <br> • User adoption rate | Veronica Corral | Erin Blakeney | Continuing (Yr2) |
| Ac4 | New | Conduct a formal assessment on the Redmond Center | • Course completion rates for RTC (learner engagement and program effectiveness) | Erik Tingelstad | Erik Tingelstad | New, Fall 2025 |
| Ac5 | New | Technology accessibility | • (WCAG 2.1 success criteria under development for application to Cascadia) | Shannon Bath | Shannon Bath | New, Fall 2025 |
| | | **EQUITABLE** | | | | |
| Eq1 | ◯ | Develop the American Indian Studies (AIS) program | • % of students who successfully complete AIS courses | Victor Begay | Chari Davenport | Continuing (Yr2) |
| Eq2 | New | Implement a neuro-diverse student support group and pilot program to help students thrive. | • Student membership or service usage <br> • Awareness of group | Bryan Fauth | Erin Blakeney | New, Fall 2025 |

| # | Icon | Strategic Objective | Performance Indicator | Lead | Governance | Status |
|---|------|---------------------|----------------------|------|------------|--------|
| | | EXCELLENCE | | | | |
| Ex1 | ○ | Implement pathway continuous improvement | • Increase of 10%, students in a pathway by 30 credits | Chantal Carrancho | Erik Tingelstad | Continuing |
| Ex2 | ○ | Remove barriers to transfer for Engineering and STEM students and increase UWB partnership. | • Regular processes established, for UWB faculty to visit Cascadia classes<br>• Increase faculty participation in STP 2.0 project | Kristina Young | Erik Tingelstad | Continuing |
| Ex3 | New | Review our math placement co-requisite model and implementation. | • The first-year math course completion rate | Erik Tingelstad | Erik Tingelstad | New, Fall 2025 |
| Ex4 | New | Obtain College in High School national accreditation. | • Completion of accreditation application | Erik Tingelstad | Erik Tingelstad | New, Fall 2025 |

New = New for the 2025-26 academic year

# Cascadia College Board of Trustees

## Discussion Item 6.A

**Subject:**     Mission Fulfillment: Peer and National Comparisons

**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 base student achievement data on clear national and peer comparisons. (see ==below==). This agenda item overviews what we've done to improve 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)

# ACCREDITATION UPDATE

*Recommendation Review*

# NWCCU Recommendations

- Three recommendations, each corresponds to an accreditation standard.
  - Improving Institutional Effectiveness (1.B)
  - Student Learning (1.C)
  - Student Achievement (1.D)
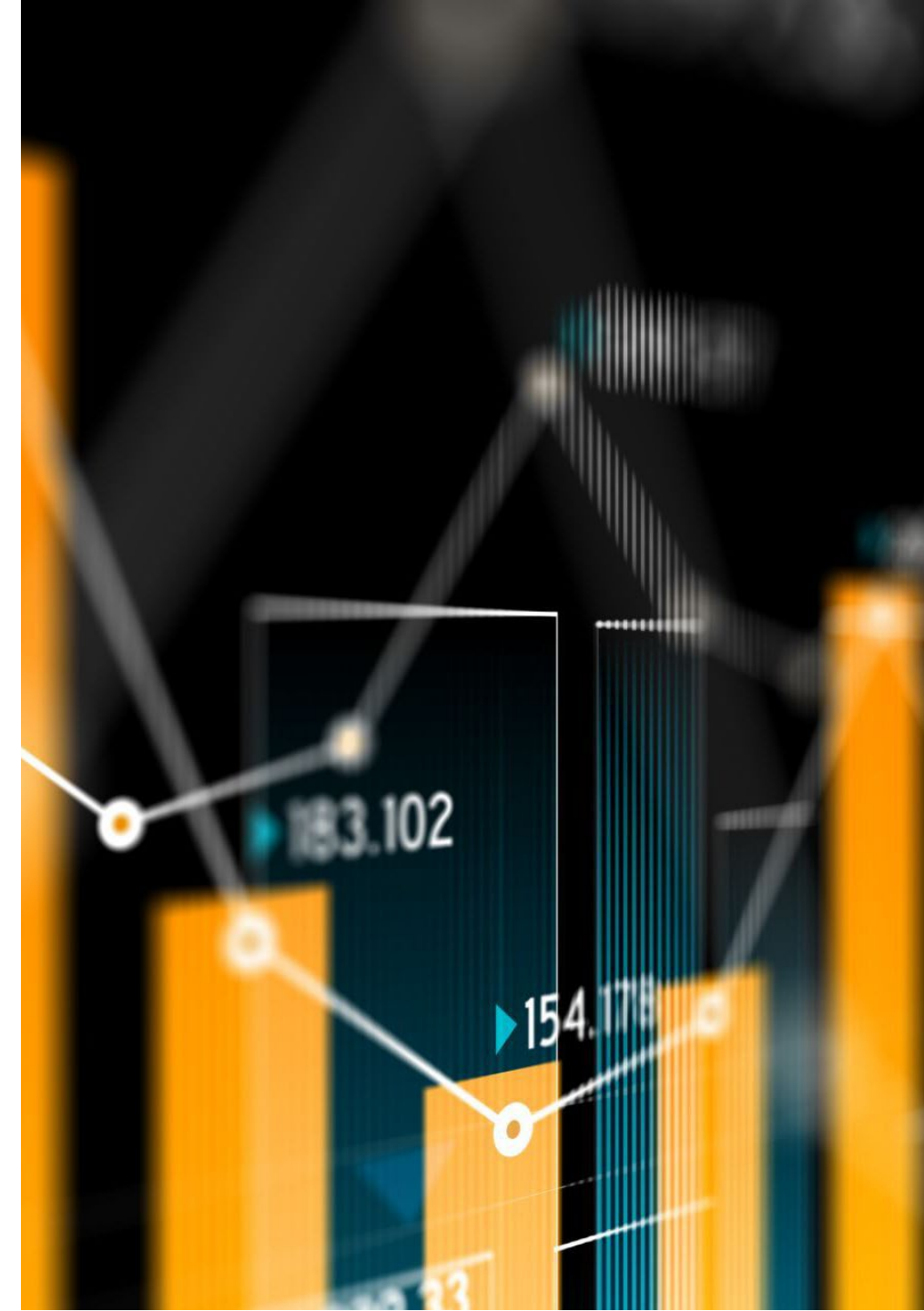- Recommendations are based on 2020 review with 2023 "check up" mid-cycle review.

# NWCCU Recommendations

- **Improving Institutional Effectiveness (1.B)**
  - Use an ongoing and systematic evaluation and planning process to inform decision making and resource allocation, toward improving institutional effectiveness and achieving mission fulfillment

- **Student Learning (1.C)**
  - 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

- **Student Achievement (1.D)**
  - 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

# Improving Effectiveness

*Recommendations*

1. **Use Data (1.B)**: data is not used to guide strategies, resource allocation, or demonstrate improvements.

2. **Need oversight (1.B):** Unclear responsibility for ensuring indicator data is used.

3. **Benchmarks (1.D):** Indicators for measuring mission fulfillment are not compared with peer institutions.

## Recommendations Addressed

### Data Use & Oversight

- Student Success Council reviews mission metrics to recommend strategies, resource allocation, and improvements.
- Recommendations are shared with the Divisions, Councils, and E-Team. Decisions made for Strategic Plan.
- Individual units review data, implement initiatives, and assess. (examples to come in 25-26)
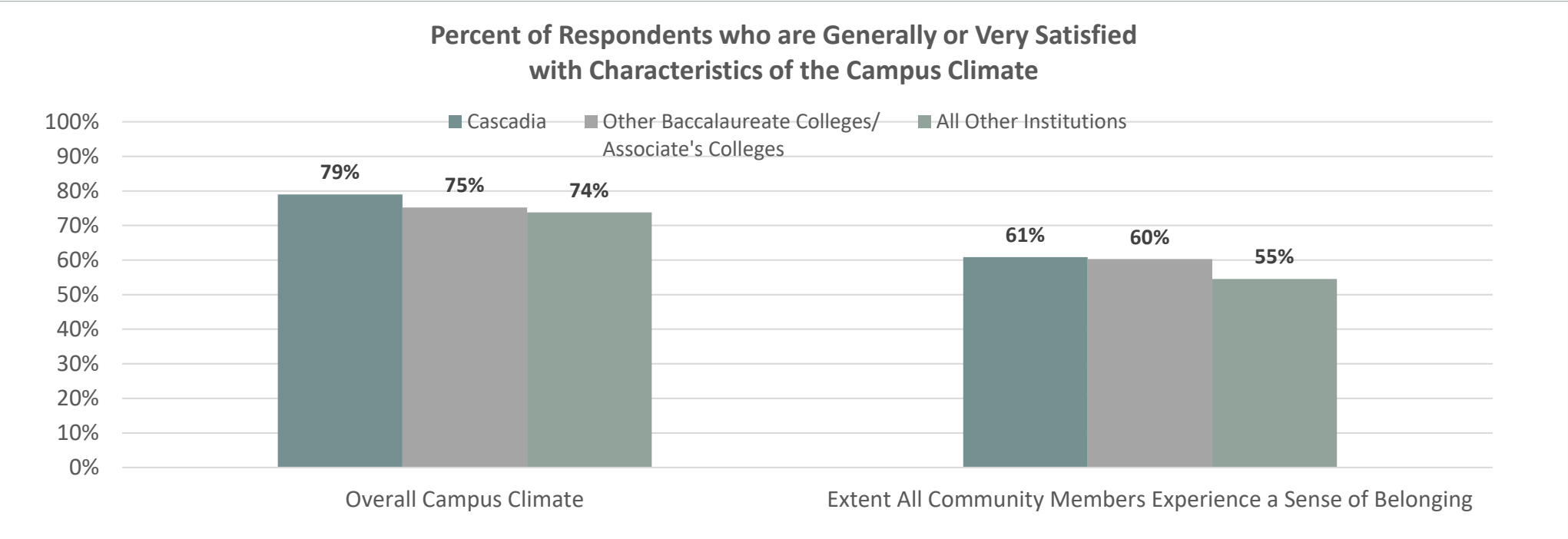
### Benchmarking

- Indicators for measuring mission fulfillment are being reported regularly.
- Including comparisons with peer institutions.

## NWCCU Recommendation

### Use of data and peer review

# EXAMPLES (1.D)

# Exhibit 1. Indicators for Sense of Belonging, benchmarked against other institutions, reported since 2023



**Percent of Respondents who are Generally or Very Satisfied with Characteristics of the Campus Climate**

Legend:
- Cascadia
- Other Baccalaureate Colleges/ Associate's Colleges
- All Other Institutions

Overall Campus Climate:
- Cascadia: 79%
- Other Baccalaureate Colleges/Associate's Colleges: 75%
- All Other Institutions: 74%

Extent All Community Members Experience a Sense of Belonging:
- Cascadia: 61%
- Other Baccalaureate Colleges/Associate's Colleges: 60%
- All Other Institutions: 55%

**Fall to Winter Retention Rates**

Cascadia: 88%, 86%, 88%, 89%, 90%

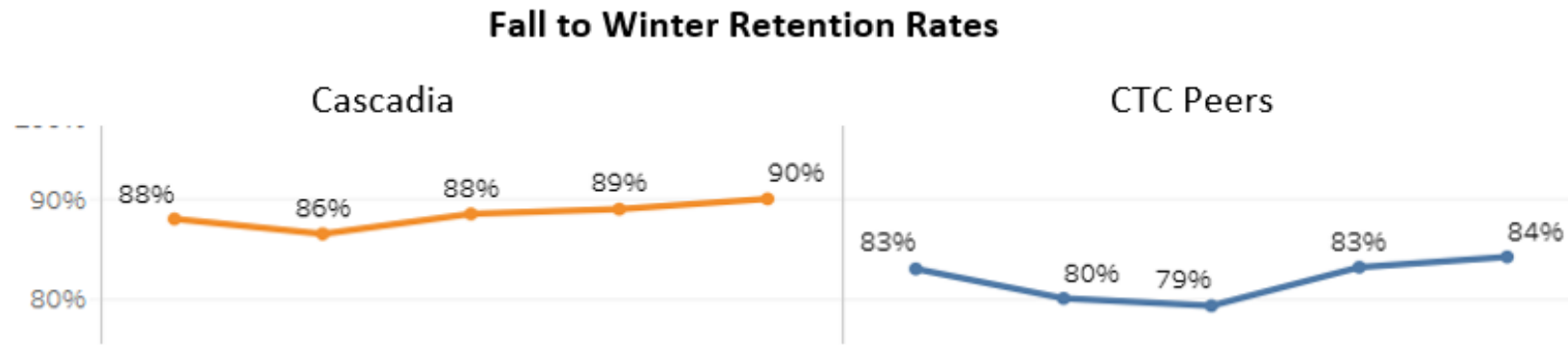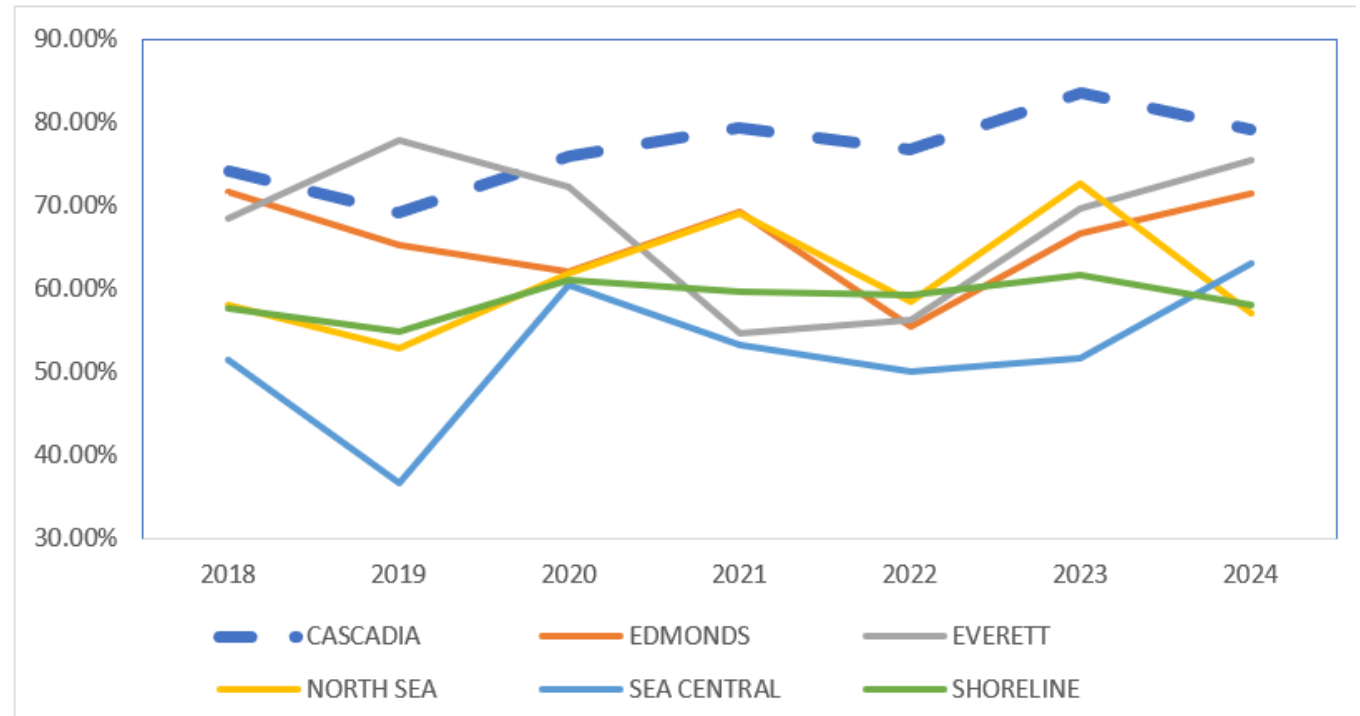CTC Peers: 83%, 80%, 79%, 83%, 84%

EXHIBIT 2. INDICATORS FOR FALL-WINTER RETENTION, BENCHMARKED AGAINST WA PEER INSTITUTIONS, REPORTED SINCE 2022

# EXHIBIT 3. INDICATORS FOR % OF ADMITTED STUDENTS, BENCHMARKED AGAINST WA PEER INSTITUTIONS, 2025



**UW-Bothell Yield Rate**, % of admitted students who enroll (enrolled / admitted).

# Cascadia College Board of Trustees

## Discussion Item 6.B

**Subject:**        10th Day Enrollment and Financial Forecast

**Justification:**

Each quarter the Board of Trustees reviews the enrollment as of the 10th day (post census) for changes in patterns and impact to budget.

**Background:**

**\*\***
*Background information for this item will be presented at the Board meeting. Census data for 10th day enrollment numbers is available as of 10/9. Fiscal forecasts will be available as of 10/14.*
**\*\***

Tenth day enrollment provides a snapshot of our current position compared to previous years and provides the foundation for understanding our enrollment pattern for the academic and fiscal year. The data presented will include data drawn10/8/25 and supplemented with applicable updates after the 10th day census is complete.

Erin Blakeney and Sean Poellnitz will be available to respond to questions.

# 2025-26 Fiscal Forecast

**Sean Poellnitz**

**CFO and VPAS**

# Cascadia College Board of Trustees

## Discussion Item 6.C

**Subject:**    Cybersecurity Update

**Justification:**

The Board requested an update on this topic.

**Background:**

A thorough assessment of Cascadia's cybersecurity is conducted each year. This overview helps the Trustees understand the scope and results of this assessment.

# Annual Cybersecurity Assessment & Threat Strategy Report

# Agenda

- **Board-Level Summary:** 2025 Cybersecurity Update

- Appendix

  ◦ Current Threat Landscape

  ◦ Cascadia's Current Security Posture

  ◦ Performance Highlights

  ◦ Successes in 2025

  ◦ Market Trends & Forward Risks

  ◦ Strategy for Continued Success

  ◦ Conclusion

# Cybersecurity Successes

Annual Assessment

# Cybersecurity Successes Annual Assessment

## Board-Level Summary: 2025 Cybersecurity Update

- ❑ **Zero Major Breaches / System Resilience:**

  - ○ Cascadia College achieved *zero significant cybersecurity incidents* in 2025 while maintaining *>99.9% uptime* across all critical systems; demonstrating enterprise-level reliability and proactive defense posture.

- ❑ **Operational & Cultural Strength:**

  - ○ The IT Security Operations team, staffed by certified professionals, implemented *10 of 11 recognized layers of defense*, positioning Cascadia among the top-performing institutions statewide.

  - ○ Faculty and student phishing-report engagement has significantly improved, reinforcing a *college-wide culture of cybersecurity vigilance*.

- ❑ **Strategic Alignment & Next Steps:**

  - ○ Expanded collaboration with the *State IT Commission* and vendor partners enhanced intelligence sharing and resilience planning.

  - ○ The *Annual Cybersecurity Assessment & Threat Strategy Report* outlines forward initiatives, including full multi-factor authentication (MFA) coverage, continuous vulnerability scanning, and strengthened vendor risk management protocols.

# Thank you

Sean Poellnitz

Vice President of Administrative Services

# Appendix

# Current Threat Landscape

Higher education institutions remain high-value targets for cybercriminals due to decentralized access systems, sensitive research data, and broad user populations. Based on our 2025 threat analysis, the top risks include:

1. Phishing and Social Engineering: Attempts to compromise faculty, staff, and student accounts.

2. Ransomware Attacks: Growing in sophistication, often targeting institutions with limited MFA coverage.

3. Credential Theft: Exploiting weak or reused passwords.

4. Endpoint Vulnerabilities: Risks associated with unmanaged or personal devices. 5. Third-Party Vendor Risks: Particularly in cloud services and student-facing platforms.

# Executive Summary

Cascadia's Current
Security Posture

**Our college compares strongly against peers across the system. Based on the January 2025 IT Commission benchmark.**

**Dedicated Information Security Staff:** Cascadia's IT Security Operations are managed by certified IT Services staff with broad expertise, rather than a dedicated Information Security Officer.

**Firewalls & Endpoint Security:** Fully deployed and maintained across systems.

**Backup Solutions:** Robust and regularly tested, ensuring resilience against ransomware or data loss.

**Security Awareness Training:** In place, though completion rates require continued focus.

**Multi-Factor Authentication (MFA):** Enabled across several systems but still limited in student adoption due to access and usability challenges.
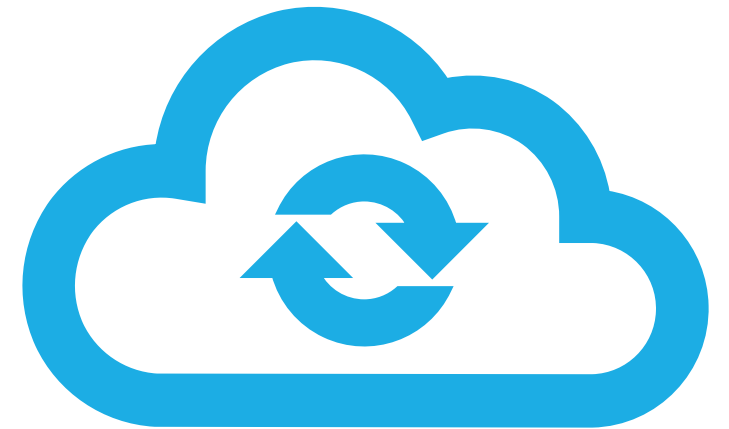
# Cascadia's Current Security Posture

# Performance Highlights

# Performance Highlights

• Cascadia received a Prevention Scorecard rating that demonstrates strong backup reliability, endpoint protection, and system uptime.

• The college ranks among the highest performing institutions in Washington state for implemented tools, scoring 10 out of 11 possible layers of defense

# Successes in 2025

# Successes in 2025

• Zero Major Breaches: Cascadia experienced no confirmed cyber incidents resulting in data loss or financial impact.

• Uptime & Service Reliability: Critical systems maintained >99.9% availability despite attempted intrusions.

• Vendor & Partner Engagement: Strengthened collaboration with state-level IT Commission and peer colleges to share intelligence and best practices.

• Faculty & Student Engagement: Steady increase in reported phishing attempts, showing improved awareness

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# Market Trends & Forward Risks

# Successes in 2025

• AI-Powered Threats: Increased use of generative AI by malicious actors to craft highly convincing phishing campaigns.

• Cloud Vulnerabilities: More attacks targeting SaaS and virtual infrastructure.

• Ransomware Evolution: Shift toward double-extortion models, where stolen data is leaked even if ransoms are paid.

• Regulatory Pressure: Increasing state and federal compliance requirements for higher education security posture.

# Strategy for Continued Succes

To sustain and build on our success, Cascadia will:

1. **Expand MFA Coverage:** Extend deployment to all students and remaining internal systems.

2. **Elevate Training Completion Rates:** Enhance participation through tailored campaigns and incentives.

3. **Adopt Continuous Scanning & Assessment**: Implement regular internal vulnerability scans and periodic penetration tests to complement existing weekly external scans.

4. **Enhance Security Operations Visibility:** Leverage system-wide SIEM (Security Information & Event Management) tools to improve real-time monitoring.

5. **Strengthen Third-Party Risk Management:** Formalize vendor security assessment protocols.

# Strategy for Continued Success

Cascadia College remains well-positioned to prevent, detect, and respond to cybersecurity threats.

Our layered defenses, proactive staff, and system partnerships have resulted in measurable success, including the absence of major incidents in 2025.

# Conclusion

With focused investment in MFA, awareness training, and continuous monitoring, Cascadia will continue to protect institutional integrity and position itself as a cybersecurity leader among community colleges.

# Thank you

Sean Poellnitz

Vice President of Administrative Services

# Cascadia College Board of Trustees

## Discussion Item 6.D

**Subject**:     Year-in-Review: Marketing & Communications

**Justification**:

Each Fall, the Trustees hear from division leaders on their "Year-in-Review" to help keep the Trustees informed of operations, challenges, and successes.

**Discussion**:

Executive Director Meagan Walker will present on Marketing & Communication's 2024-25 work.

# MARKETING & COMMUNICATIONS

Year in Review

(October 2024-September 2025)

# Role of Department

Strategic Marketing

Digital Presence

Communications

Creative Services

## Strategic Marketing

### *Highlights 2024-25*

**Brand Management**................ Published Visual Brand Standards
Published Identity Standards

**Campaign Development**........... General Enrollment Campaign (5 videos over two cycles)
Prof-Tech Enrollment Campaign (5 videos + mailer)

**Enrollment Marketing**.............. Paid ads on Instagram, Facebook, YouTube, (TikTok)
Paid ads on Google Ad Words
Drive traffic/Tie-in to website

**Strategic Marketing**

**General Enrollment Campaign: Google and Meta**

Targeting 18-25 on Instagram and their parents on Facebook
Targeting all on Google
Ads served based on zip code, age, education level and online behaviors

Google 60% and Meta 40%
- Display ads – designed to build brand awareness
- Search ads – based on search terms entered
- Clickable – generates leads

Results for September 1 through September 20
- Impressions: 763,978
- Clicks 3,782
- Conversions 135
- Drives #s to website

**Strategic Marketing**

**General Enrollment Campaign continued**

83.27% clicks from mobile
8.63% clicks from computer
7.72 clicks from tablets

Referrals to website up 101.3% in Sept. (result of google search)

1/3 of activity came from 98012 and 98034

Top search terms
- Community College
- Bellevue college
- Cascadia College
- Community College Bothell
- Everett Community College

**Strategic Marketing**

**Prof-Tech Enrollment Campaign: YouTube**

Ads served based on zip codes, 18-40, education level, environmental interest, computer tech interest, job seekers

Results for May 21 through June 30
- Overall impressions: 699,917
- Overall video views: 416,430
- Overall video view rate: 35.9%
- Overall clicks: 692

Top Performing Ad
- Water Resource Management
- Impressions: 286,813
- Video views: 180,460
- View rate: 60.4%
- Clicks:273

**Strategic Marketing**

**Prof-Tech Enrollment Campaign: Meta**

Same target audience

Results for 7-15 through 8-15
- Overall impressions: 535,825
- Overall video views: 26,713
- Overall clicks: 5,821
- Overall video view rate 35.9%

Top performing ad
- Computer Science 15-second spot

**Prof-Tech Enrollment Campaign: Mailer**

20,000 post cards mailed
no data collected

**Digital Presence**

*Highlights 2024-25*

**Website Management**............... Improved functionality
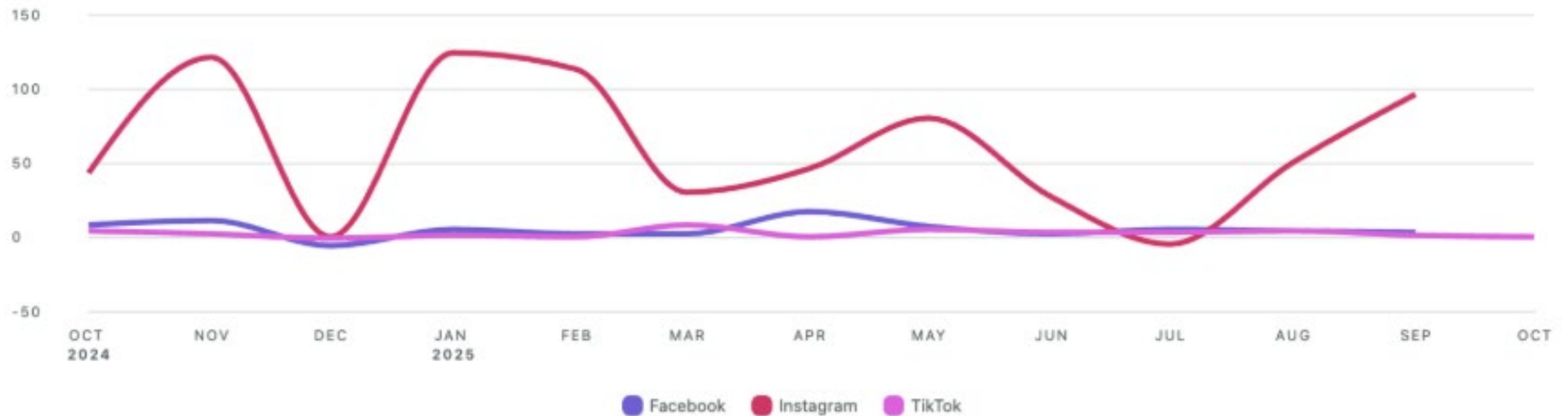New module development (policies, org chart)
Home page strategy coordination/tie-in
Accessibility Project

**Social Media Unpaid**................ Official college channels
YouTube relaunch
Content collection
Schedule, edit, post, track

**Digital Presence**

**Instagram and Facebook**

Impressions: 4,119,032
Engagements: 13,219  Audience
Total: 7,093
Audience Growth: 815

**Communications**

*Highlights 2024-25*

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**Crisis Communications............** Public Information Officer (PIO) FEMA training
PIO crisis communication plan for campus
PIO weather alerts and drills

**External Communications........** Media releases
Article in Everett Daily Herald
Article in Woodinville Weekly

**Internal Communications.........** Failed attempt

## Creative Services

### Highlights 2024-25

**Graphic Design**....................... New slate of student recruitment materials
Foundation scholarship campaign
Pole banners

**Video Production**..................... Two 25th Anniversary videos
Prof-Tech program videos
Ads for enrollment campaigns

**Photography**.......................... Faculty and staff portraits
Website

# RUNNING START

**CASCADIA COLLEGE BOTHELL**

### What is Running Start?

Running Start is a program that allows eligible high school juniors, seniors, and rising juniors to earn college credits by attending any of Washington's 34 community and technical colleges.

### Benefits of Running Start

- **Flexible Schedule!**
  - > Students can participate in Running Start part-time or full-time, enrolling in classes that fit their schedule!

- **Tuition-Free!**
  - > Families can save over $10,000 in college tuition — all while students stay on track to graduate high school.

- **Get ahead!**
  - > Students can earn college credits that will apply towards their bachelor's degree of choice, with many completing their associate degree while also fulfilling high school graduation requirements.

### Your First Stop on Your Success Story

- **Modern Campus Vibes** – Study in Bothell or Redmond with sleek facilities and serene surroundings.
- **Transfer Made Easy** – Seamless pathways to top universities and highest transfer rate in state to UW Bothell.
- **#1 in Sustainability** – Six years running as the most eco-friendly campus in the U.S.
- **Small Classes, Big Support** – With an average 20:1 student-to-faculty ratio, you're never just a number.
- **Shared Campus with UW Bothell** – The only community college in Washington with direct access to university resources and opportunities.

### Follow these steps to get started!

1. Apply for admission to Cascadia College
2. Complete the Running Start Documents (check the QR code) with your high school counselor and parent/guardian
3. Upload documents to the Running Start Portal
4. Check your email and follow instructions to register for classes!

### Start your Application Today

Contact us:
runningstart@cascadia.edu
425.352.8146

Upload Running Start Documents online!

Sign up for a Running Start Information Session!

Cascadia College is committed to creating a supportive environment for a diverse student, faculty, and staff population.

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# FINANCIAL AID

**CASCADIA COLLEGE BOTHELL**

## WAYS TO FUND COLLEGE

### Grants

**Money you don't pay back!**

These are federal, state, and college funds offered on the basis of need. Includes Federal Pell Grant, Washington College Grant, Cascadia Grant, College Bound, Workforce and Worker Retraining Grants, and others.

### Loans

**Money that must be paid back.**

There are a variety of loans available based on eligibility. These include Stafford Loans and Parent PLUS Loans.

### Scholarships

**Money you don't pay back!**

Scholarships are awarded based on academics, community service, work experience, field of study, and financial need. They come from sources like the state, schools, churches, and community groups. Search and apply at washboard.wsac.wa.gov.

### Work Study

**Money you earn by working.**

Eligible students can earn money working at a part-time job on or off campus.

### Cascadia College Foundation

316 students received awards!
The Foundation raises money for student scholarships, bookstore vouchers, emergency grants, and other programs that support students.

**we Believe in your Dreams**

Cascadia offers two application cycles, one in the fall and one in the spring. Current and incoming students, including international students, are encouraged to apply.

One form connects you to all available scholarships.

### Student Testimonials

"Going to college as a first-gen Latina always felt like an impossible dream. So, thank you so much for making college possible for me!"
– Vitoria

"It shows me that investing in myself and my education is the right decision. That someone else sees something worthwhile about me."
– Chelsea

# QUESTIONS?

Year in Review

(October 2024-September 2025)

**Cascadia College Board of Trustees**

**Discussion Item 6.E**

**Subject**:     Year-in-Review: Foundation

**Justification**:

Each Fall, the Trustees hear from division leaders on their "Year-in-Review" to help keep the Trustees informed of operations, challenges, and successes.

**Discussion**:

Executive Director Brittany Caldwell will present on the Cascadia College Foundation's 2024-25 work.

# Cascadia College Foundation

The Foundation plays a crucial role in offering scholarships and grants to students needing financial support, while also backing key college initiatives.

**SIGN UP FOR OUR NEWSLETTER**

⌖ 18345 Campus Way NE, Bothell, WA 98011

✉ foundation@cascadia.edu

☎ 425.352.8840

# Cascadia College Foundation
# STRATEGIC PLAN

goals

**1** Board Development

**2** Fundraising

**3** Community Outreach & Communication

**CASCADIA COLLEGE FOUNDATION**

# 2024-25 Highlights

![Cascadia College Foundation logo]

# Board *of* Directors

**Ross Thomas - Chair**
The Foundation for Aviation Safety, Director of Business Development

Cascadia College Alumnus
**Nate Hill - Vice Chair**
Amazon Web Services, Strategic Accounts

**Jackie Hizzey - Treasurer**
MainStreet Property Group, Co-President & CFO

**Carmin Dalziel**
Kirkland Community Foundation, Executive Director

Cascadia College Alumnus
**Justin Gillebo**
Origis Energy, Senior Director - Supply Chain Operations

**Jessika Groce**
EvergreenHealth, Chief Human Resources Officer

**Deby Rourke**
John L. Scott Real Estate, Managing Broker

**Samantha St. John**
Port of Seattle, East King County Community & Government Relations Manager

**Jennifer Tennyson**
Tennyson Remodel & Tennyson Paint, Owner

Cascadia College Alumnus
**Abubakar Ndemasi**

**Scarleth Lever Ortiz**
King County, Operations Specialist

**Erin Price**
Microsoft, Chief of Staff | Exec Office, Global Channel Sales and Channel Chief

**Dr. Eric Murray - Ex Officio Director**
Cascadia College, President

**Alex Lee - Director Emeritus**
Auxano Advisers, Client Advisor / Partner

**Tom McAndrew - Director Emeritus**
Coalfire, CEO

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# Foundation Events

- **Scholarship Reception Event**

- **25th Anniversary Event**

- **Rosé Revival...and Cool White Wines Event**

- **(3) President's Advisory Council Meetings**

*2024-25 Highlights*

CASCADIA COLLEGE FOUNDATION

# President's Advisory Council

## Council Members

- Alex Lee — Client Advisor/Partner, Auxano Advisors
- Alice Darnton — Regional Manager, King County Library System
- Angela Birney — Mayor, City of Redmond
- Carmin Dalziel — Kirkland Parks & Community Foundation
- Carol Lee — Woodinville Rotary
- Derek Wyckoff — Northshore Rotary
- Jamyang Dorjee — Public Affairs, Community Transit
- Dr. Jon Holmen — Superintendent, Lake Washington School District
- Kathryn Straub — Executive Director, Greater Kirkland Chamber
- Kelly Marquardt — District Director, Congresswoman Suzan DelBene
- Kim Sarnecki — CEO, Together Center
- Kimberly Ellertson — Executive Director, Woodinville Chamber

- Kyle Stannert — City Manager, City of Bothell
- Mason Thompson — Mayor, City of Bothell
- Melissa Riley — Assistant Superintendent, Northshore School District
- Michelle Evans — Council member, City of Woodinville
- Mike Rue — Investment Advisor, Etesian Wealth Advisors
- Nigel Herbig — Mayor, City of Kenmore
- Osman Salahuddin — Council member, City of Redmond
- Sandra Lee — Executive Director, Bothell Kenmore Chamber
- Scott F. Biethan — Director of Valuation PNW, Cushman & Wakefield
- Stephanie Lizza — Community Engagement & Legislative Affairs, EvergreenHealth
- Dr. Susan Leach — Superintendent, Riverview School District
- Wendy Poischbeg — Vice President of Economic Development, Economic Alliance Snohomish County

*2024-25 Highlights*

# 25 ANNIVERSARY CELEBRATION
Cascadia College

CASCADIA COLLEGE FOUNDATION

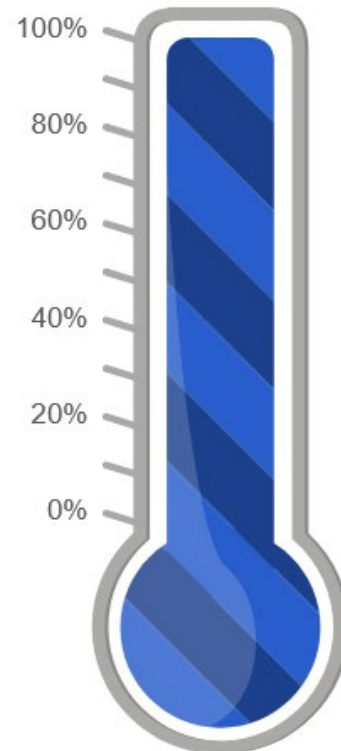PAY IT Forward — Cascadia College Foundation

2025 Goal: $25,000 in 25 Days

$25,000.00
goal

125%
of your goal reached

amazon

**Double or Triple Your Donation!**
Thanks to Amazon the following donations will be matched up to:

$200+ *Doubled!*     $1,000+ *Triple!*

*$75,000+*

Rosé REVIVAL
...and cool white wines!

CASCADIA COLLEGE FOUNDATION

# Alumni Engagement

**First-Ever Foundation Event Invitations to Alumni**

- **25th Anniversary Event**
  - **65.2%** open rate / **50** registered to attend

- **Rosé Revival…and Cool White Wines Event**
  - **61.5%** open rate / **17** registered to attend

*2024-25 Highlights*

CASCADIA COLLEGE FOUNDATION

# Scholarships

Added a new Endowed Scholarship!

- Wolfram Family Endowed Scholarship

Added 5 new Annually Funded scholarships!

- Puget Sound Energy Foundation's Powerful Scholars Scholarship (2)
- Rourke Family Annual Scholarship
- DK Sather Memorial Scholarship
- Wolfram Family Annual Scholarship

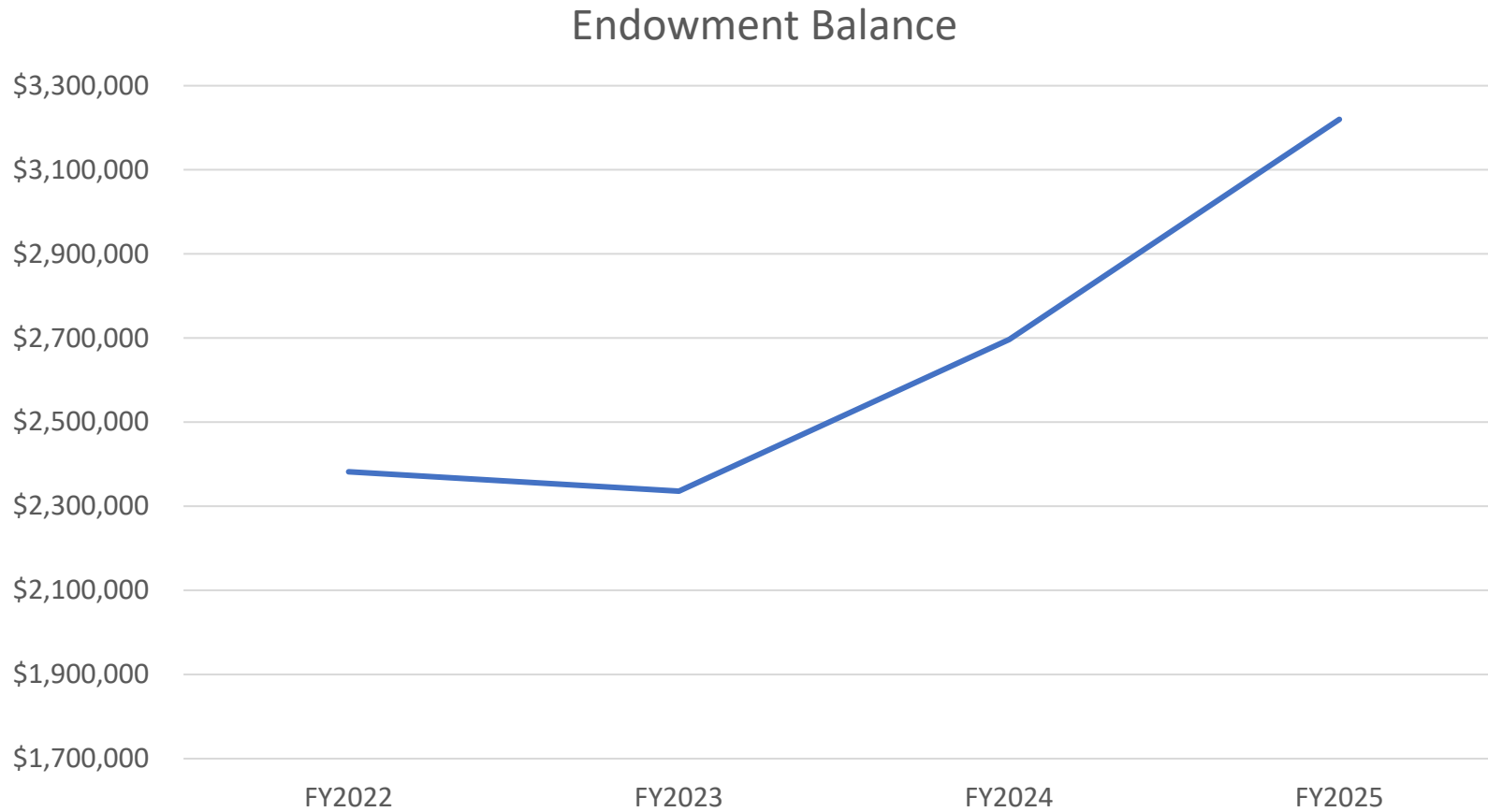**118** Total Scholarships Awarded in 2024-25

*2024-25 Highlights*

CASCADIA COLLEGE FOUNDATION

# Endowment Growth

## New Endowment Contributions

| FY22 | FY23 | FY24 | FY25 |
|------|------|------|------|
| $31,900 | $47,270 | $138,519 | $247,794 |

## Endowment Earnings

| FY22 | FY23 | FY24 | FY25 |
|------|------|------|------|
| $-328,684 | $243,481 | $334,859 | $365,963 |

# Endowment Growth

Endowment Balance

*2024-25 Highlights*

# Evaluating Cascadia College's Investment in the Foundation

# Adequate Consideration Report

CASCADIA
COLLEGE
FOUNDATION

# Adequate Consideration Report

## Evaluating Cascadia College's Investment in the Foundation

"The annual value of the space and equipment, supplies, personnel, and other services the College provides to the Foundation will not ordinarily exceed a range of 70 to 80 percent of the Foundation's average annual program output over a rolling three-year period, subject to annual review."

| | Program Output | Year 3 In-kind | Ratio |
|---|---|---|---|
| 2011-13 3yr avg: | $115,340 | $143,322 | 124% |
| 2022-24 3yr avg: | $386,063 | $234,854 | 61% |
| 2023-25 3yr avg: | $367,112 | $243,600 | 66% |
| 2024-26 3yr avg: | $388,271 | $253,591 | 65% |

CASCADIA COLLEGE FOUNDATION

# Moving into 2025-26

# CASCADIA COLLEGE FOUNDATION

## 2025-26 Budget
## Program Funding Allocations

**FOCUS**

- **Improve Access**

- **Support Recruitment**

- **Strengthen Retention**

AT A GLANCE

**$134,200**
Foundation Scholarships

**$257,207**
College Programs

# 2025-26 Program Funding Allocations

The Foundation is proud to support the following Cascadia College programs to best serve our students:

## Foundation Scholarships

$134,200 - Scholarships for Cascadia students disbursed throughout the year, each ranging from $1,000 - $5,500.

## Emergency Grants

$70,000 - Funding to help students who need support with utilities, transportation, medical bills, childcare, and/or food.

## Cascadia Scholars

$60,000 - Scholarships for students enrolled in the Cascadia Scholars program, designed to serve underrepresented students.

## Kodiak Cave Food Pantry

$20,000 - Support for students with food insecurities (demand for the campus food pantry grew over 28% this past year).

## College & Career Foundations (CCF)

$30,000 - Rosa Pielle Memorial Scholarships, math support, and transportation assistance for CCF students.

## International Programs (IP)

$46,000 - Scholarships for International & Study Abroad students as well as funds for IP events & outreach activities.

## Running Start

$10,000 - Textbook funding assistance to ensure Running Start is more accessible to students who qualify.

## Complete Your Dreams/PT Scholarships

$7,500 - Scholarships to support students working part time or within 15 credits of graduating from Cascadia.

## Faculty & Employee Awards and Prof. Dev.

$8,707 - Funds Cascadia's annual faculty and staff awards and faculty professional development.

## President's Discretionary Fund

$5,000 - Funds hospitality and outreach that enhances community engagement on and off campus.

# 2025-26 Foundation Events

**Scholarship Reception Event**

November 13, 2025

**Pay it Forward Fundraising Event**

February 25, 2026

**Rosé Revival...and Cool White Wines Event**

May 29, 2026

# Food Services at Cascadia

- Vending Machines in CC1/2, CC3, & Innovation Hall

- Specialty Vending *Coming Soon* to the Lower Level of CC2!

CASCADIA COLLEGE FOUNDATION

www.Cascadia.edu/foundation

*Report to the Board of Trustees*

*October 2025*

*Events & Advocacy Board*

*Cascadia College*

*By Muskaan Grewal, Advocacy Chair*

Recent Events:
- Ice Cream Social – Sept. 24th
  - We kicked off the year with a fun-filled Ice Cream Social, bringing together over 302 students to celebrate the first day and make new friends. Students enjoyed free ice cream, popcorn, and a variety of activities designed to help everyone connect and start the year with excitement and community spirit.

Upcoming Events:
- Spooktacular - October 30th
  - Spooktacular will be on October 30th from 4:30 PM - 7:30 PM at the ARC Overlook and North Creek Event Center. A night of Halloween fun featuring carnival games, air hockey, arts & crafts, and a photo booth. This will be a cosponsored event with UWB's Campus Events Board (CEB).
- Fall Involvement Fair - October 9th and 10th
  - EAB will participate in the Fall Involvement fair where most of Cascadia's clubs will be at. Students will get the chance to explore and meet the clubs at Cascadia and Student Life.

Advocacy:
- Voter Registration - October 13th-16th
  - EAB is currently organizing a voter registration tabling event on October 13th-16th from 10:00 AM – 3:00 PM to help students get informed and ready to vote. The goal is to encourage civic engagement by providing resources, answering questions, and making the registration process quick and easy for everyone.

# Cascadia Community College Federation of Teachers
# Local 6191, AFT

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

❖ **2025-2026 Academic Year**

CCCFT members look forward to another year of providing accessible, equitable and superior educational experiences to inspire our students to achieve their educational and career goals.  We are pleased to see that enrollment remains robust and that this positions us well for the ongoing support of initiatives that serve students and support the college community as a whole.

❖ **2025-2028 Collective Bargaining Contract**

As reported in the June 2025 Board meeting, CCCFT membership ratified the 2025-2028 CBA.  We are pleased with the agreement and look forward to working in our Joint Contract Administrative Committee (JCAC) to collaboratively address any issues or questions of interpretation that arise during the period of the contract.

❖ **Thanks to Shannon Bath**

Special thanks from CCCFT to Shannon Bath her work in formatting and finalizing the CBA document.  Much appreciated; the final copy of the agreement document wouldn't have happened without her expertise.