

CASCADIA COLLEGE
BOARD OF TRUSTEES

Wednesday, November 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.

November 11, 2026

Dear Trustees and Community Members:

This fall quarter has been one of the smoothest over the last few years. We have full classes, we are mentoring a dozen tenure-track faculty, and we are fully staffed. Our enrollment numbers were decent this fall and our associated revenues are therefore stable.

This stability has afforded me the opportunity to be out in the community more and to help facilitate campus morale initiatives, like our Great Cascadia Game Show Spectacular. It's been a truly fun time to be on campus.

This meeting marks the last public session with discussion and action items. Although December is technically a public meeting, we'll move directly into executive session to begin the President's yearly annual review process. The December meeting also follows two weeks after this one, with Thanksgiving in the middle. Therefore, there will be no cover letter or executive team reports in December.

Dr. Eric Murray

President's Activities Since Last Meeting:

Campus

- College Advisory Council
- Coffee for Three (x11)
- Deans & Directors meeting
- Evening Administrator on Duty
- Fall Festival Week activities
- Great Cascadia Game Show Spectacular, 4 episodes
- Health & Wellness Prevention (tour of co-located service office)
- Welcome, IT state-wide commission

UWB

- UWB & Cascadia Quarterly meeting with City of Bothell
- Megan Kennedy, UW Seattle Liaison
- Annual Giving Luncheon

State/Community

- Inglemoor High School Business Panel
- Great Seattle Korean Business Association planning meeting (student recruitment)
- Woodinville Rotary social
- WACTC weekly (with monthly occurring Nov 19-20)
- State of College Addresses: Cities of Bothell and Kenmore, Riverview Schools
- Dr. Justin Irish, Superintendent Northshore School District
- Move Redmond (transit) meeting
- Washington College Presidents focus group

From the Vice President for Student Success, Erin Blakeney

Accessibility & Student Support Services

- In October, collaborated with Inclusive, Advocacy & Community office to host a panel recognizing Disability Employment Awareness Month. Topics included barriers to employment and how to create safe spaces for the disability community in the workplace. Our panelists included representatives from the City of Bothell and Division of Vocational Rehabilitation as well as a community advocate who is a Cascadia alum.
- SAS had 69 students meet with us and go through an Access Meeting. Access Meetings are where we sit down with students and go through an interactive process to determine accommodations. At this time last year we conducted 58 Access Meetings.
- The Emergency Grant has had a busy start to the quarter. We've awarded 40 students and given out $40,443 in award disbursements.

Enrollment Services

- Enrollment for Winter and Spring 2027 quarters is underway. Continuing students and students with priority enrollment have taken advantage of their earlier enrollment opportunity to enroll in higher numbers than this time last year. Enrollment Services will continue communicating with students to complete their enrollment.

International Programs

- **Marketing and Recruitment:** IP is concluding its fall outreach efforts in Germany and South Korea. We also hosted a new recruitment partner agency that represents students from across Latin America.
- **Admissions and Advising:** Advisors have been busy conducting College 101 visits and meeting with students for follow-up advising appointments. The federal government has proposed imposing a $70,000 fee on schools for each student's initial Optional Practical Training (OPT) recommendation, but the proposal is not yet in effect and is currently in the public comment stage.

Outreach & Admissions

- We are now better utilizing our CRM system, Navigate, to send email automations with students' Next Steps to Enroll, send reminders to complete enrollment steps, and are working towards being able to better connect with prospective students to get them through admissions and enrollment
- So far, for November we are signed up to attend 6 various events including college fairs, high school lunch tabling etc. We are continuing to connect with high schools and community organizations to make further connections.
- We got connected with the school districts' communication teams to include information in their weekly newsletters to families. We plan to include information about our General Information Sessions, Running Start Information Sessions, and information about admissions and enrollment for our upcoming terms.

From the Associate Vice President for Human Resources, Ifrah Mohamed

Human Resources

Open Enrollment for the 2027 plan year is underway and closes November 23, 2026. HR is providing guidance and one-on-one support so employees can make informed benefit decisions and submit their elections on time.

HR welcomed a new HR Generalist this fall, adding capacity in recruitment, onboarding, and employee relations.

Payroll

Payroll, in partnership with HR, is preparing affected employees to move to time reporting on January 1, 2027. Training sessions for employees and supervisors will be held December 1 and December 8, with open office hours to follow, so time is reported accurately from the first pay period.

Compliance

The College is implementing Washington's new exempt salary threshold effective January 1, 2027. Employees who fall below the threshold will be reclassified as overtime eligible, keeping the College compliant with state wage and hour requirements.

All staff and faculty are required to complete three annual compliance trainings through Vector Solutions. The trainings open December 1, 2026, are due June 30, 2027, and take about 2 hours and 15 minutes in total.

Training	Approx. time
FERPA: Family Educational Rights and Privacy Act	20 minutes
Hazing Awareness and Prevention	53 minutes
Title IX and Clery Act	60 minutes

HR will track progress throughout the year and partner with supervisors to reach full completion by the deadline.

From the Associate Vice President for Administrative Services, Shawna Pitts

FACILITIES

- Attended quarterly OFC Conference at the Capitol campus for WA State Community and Technical Colleges. Received state department updates and CMMS system updates.
- Attended PCAPPA annual conference, along with our UWB cohorts, for universities and colleges from Nevada to Canada. Connecting with peers, industry experts, and colleagues through roundtable discussions, presentations and team building exercises. Also explored the latest products and services from vendors.
- Lighting of 110th Ave NE project that is upgrading and adding light poles to the back of CC3 for added safety is 85% percent completed with delayed parts arriving this month for completion.

FINANCE

- In preparation for 1098-T processing, prep work as well as training and information sessions were attended.
- Throughout the month, the team has attended weekly meetings with the auditors to expedite and assist in closing out the testing documents phase of FY22 audit. The draft final report will be ready for review in mid-November with a Final Opinion & Letter the first week of December. We will then move on to FY23 audit.
- We are reviewing and updating the contract with the transit agencies for the ORCA card program for staff and students for another year.
- Completed the review of all contracts for Cascadia and submitted the list of the contracts to DES per state requirements.

INFORMATION TECHNOLOGY SERVICES

- **Cybersecurity:** ITS continued improving the college's cybersecurity posture and reducing risks identified through audits. In October, the team improved how it finds and fixes software security weaknesses, addressed newly discovered weaknesses, and continued improving how it monitors and responds to security issues.
- **Network Infrastructure:** ITS moved forward with a major project to update the college's network by replacing its firewalls and edge network switches. In October, the team continued planning and working with vendors. Installation is scheduled for winter break to limit disruption to classes and campus operations.
- **Account Security:** ITS continued preparing the campus for stronger sign-in security using multifactor authentication, which requires more than a password. The team worked on user communications, help guides, and technical changes as less-secure sign-in methods are phased out.
- **ctcLink Governance:** Cascadia continued working with colleges across the state to guide ctcLink decisions and improve shared processes. This work included how employees join and leave the college, how sensitive HR information is protected, and how Washington's community and technical colleges can make their business processes more consistent.

From the Associate Vice President for Advancement, Brittany Caldwell

Check out our **new Advancement go.Cascadia page** with numerous resources for all!
https://cascadiacc.sharepoint.com/advancement

>> Foundation Highlights



- We had a hugely successful Fall Scholarship Cycle! Led by Foundation Program & Events Manager, Heather Erickson, our Scholarship Selection Committees read over 100 applications, and we were able to award **36 scholarships to 36 students with a total value of $64,500.** Big thanks to all of our volunteers!
- In partnership with Student Life, we are crafting our year-end appeal to donors to support the Kodiak Cave.
- The date for **Pay it Forward**, our annual fundraising event has been set! Please mark your calendars for **Wednesday, February 24th**. We hope to see you there! More details to come soon.

>> Marketing & Communications (MarCom) Highlights

- **Social Media:**
  - October drove strong momentum across Facebook, Instagram, and TikTok. Video content stood out as a primary driver of engagement, generating **15,357 views (up 110.4%)** through campus reels and authentic student experience highlights. Overall engagement rate increased by **10.7%** and gained **68 new followers.**

- **Ongoing Initiatives:**
  - Actively reviewing and updating MarCom policies regarding social media, posting, and photo releases.
  - Continuing cross-departmental support for IAC (social media, podcast, events), HR (website and presentations), Student Learning (Celebration of Learning), Outreach (marketing materials), and Accessibility Services (website and forms).
  - Amplifying student success stories, including Kenmore Youth Poet Laureate and Running Start student, Forrest Cole (special thanks to Erin Blakeney for the connection).

- **Website UX Analysis:**
  - We are in the process of evaluating the user experience of our website. With a combination of engagement analytics, staff and faculty feedback, and AI analysis, we will be identifying key themes and requests and creating a list of recommendations for website updates.
  - Thanks to everyone who completed the website survey!

Board of Trustees Meeting Agenda

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

Regular Meeting
Wednesday, November 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, November 18, 2026
4:00 p.m.

AGENDA

1. **PUBLIC MEETING CALL TO ORDER**

2. **CONSENT AGENDA**

   A) Meeting Agenda

   B) Minutes from last meeting – October 21, 2026

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. **Honoring Dr. Julie Miller, Trustee from 2009-2019**

5. **NEW EMPLOYEES/PROMOTIONS**

6. **INFORMATION ITEMS**

   NONE

7. **DISCUSSION & PRESENTATION ITEMS**

   A) Exempt Sabbatical Reports (Deann & Kristina)

B) Mission Fulfillment Moment: A.I. Task Force (IBL)

C) Self-Assessment Review (EM)

D) Year-in-Review: Inclusion, Advocacy, & Community (CD)

E) Year-in-Review: Student Learning (IBL)

8. ACTION ITEMS

A) Policy Overview Approval (Postponement / Update) (EM)

B) Adoption of Self-Assessment (EM)

9. OTHER REPORTS

A) Cascadia Events & Advocacy Board (EAB)

B) Cascadia Community College Federation of Teachers (CCCFT)

C) Cascadia Classified Union Washington Public Employees Association (WPEA)

D) Board Chair and Individual Board Members

E) President

10. OTHER BUSINESS OR ANNOUNCEMENTS

11. NEXT MEETING

The next meeting of the Board will be an executive session on December 2, 2026. There will be no public session in December. There will be an executive session on January 6, 2027 and next public session is scheduled for January 20, 2027.

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 – October 21, 2026

Cascadia College
18345 Campus Way NE
Bothell, WA 98011

Tjossem Boardroom, CC2-260
4:00 PM

BOARD OF TRUSTEES

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

EXECUTIVE STAFF

Chari Davenport, Erin Blakeney, Dr. Ilder Betancourt Lopez, Brittany Caldwell, Shawna Pitts, Ifrah Mohamed, Dr. Eric Murray, Dr. Ellen Evans, AAG.

Shannon Bath (presentation assistant)

Susan Thomas (recorder)

AUDIENCE

Audience members included: See Addendum A

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1. Public Meeting Call to Order

Chair Alex Lee officially called the regular meeting of the Cascadia College Board of Trustees to order at 4:08 pm.

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2. Consent Agenda

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

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

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3. Public Comments

No Public Comments

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4. New Employees / Promotions

Jina Park, EAB chair, shared copies of an introduction to the EAB team with pictures

AVP Ifrah Mohamed introduced **Ashneel Reddy**, Assistant Director of Human Resources

VP Erin Blakeney introduced **Jordan Keithley**, Assistant Director for Student Advising and Success Services

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5. Information Items

A. College Values

President Eric Murray reviewed the process underway to evaluate and potentially refresh the College's values.

During Convocation on September 21, employees engaged in a workshop to review existing values and discuss their ongoing relevance and identify potential new values. Nineteen small groups generated 24 proposed values, which were subsequently ranked and organized into draft themes.

Exempt and classified employees reviewed these values during today's DIA meeting. President Murray noted a high degree of alignment among participants, with four of the top five values identified by 80 attendees being the same. Faculty will review the proposed values as the process continues.

B. Shared Governance at Cascadia

President Murray provided an overview of Cascadia's Shared (or "Participatory") Governance model, which has been in place since 2011. Following a year-long review during 2010-11, the framework was established and remains substantially unchanged today.

President Murray noted that the governance model was reviewed, revised and adopted by the employee Assemblies during 2024-25.

Supporting documents included in the packet:

· The agreed-upon definition of *Participatory Governance* at Cascadia

· Chart outlining Council *Areas of Influence*

· *Decision Making Flow Chart* outlining how decisions are made

· *Councils and Work Groups* chart listing all groups (updated each September)

· Administrative Procedure (*AP2.1.10*) approved by the executive team which outlines the entire scope of the shared governance system

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President Murray emphasized that Cascadia's participatory governance model is a well-defined and functional system that is shared freely.

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6. Discussion Items

A. 10th Day Enrollment and Financial Forecast

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

VP Erin Blakeney reported that overall enrollment is up 2%. Enrollment is tracking well against budget projections, with 30 more students than anticipated. Running Start enrollment is up 8%, reflecting strong outreach efforts and collaboration with Marketing.

AVP Shawna Pitts reviewed the financial forecast and reported that the College's financial outlook remains positive. Expenses are currently projected to be about $20,000 under budget, while tuition revenue is approximately $87,000 above budget. AVP Pitts noted that the projected net loss has been reduced to about $135,000 and that the College is performing nearly $100,000 better than originally projected.

B. Year-in-Review: Student Success Services

VP Erin Blakeney presented the Student Success slide deck included in the packet. She described Student Success as a journey, and emphasized the College's commitment to providing students with a clear path and the support needed to reach their goals.

VP Blakeney highlighted several accomplishments from the past year, including efforts to strengthen student onboarding, expand outreach and partnerships, assess programs, and improve student support services. She reviewed the presentation sections, including *The Journey Continues*, *Checking the Odometer by the Numbers*, *A Better On-Ramp: Starting Strong at Cascadia College*, *New Routes and Connections: Expanding Our Reach*, *Navigating the Journey: Program Assessment*, and *Next Destination: Looking Ahead*.

VP Blakeney noted that behind the data are individual students and expressed pride in the network of support services available across the College. She emphasized the goal of ensuring that students know they do not have to navigate their educational journey alone.

C. Year-in-Review: Human Resources

AVP Ifrah Mohamed presented the Human Resources Year-in-Review slide deck included in the packet. She provided an overview of the HR team, noting the addition of two new employees and one current vacancy.

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AVP Mohamed reviewed the department's work over the past year, including support provided across the College, new hires by employee group, promotions and internal hires, hiring and onboarding efforts, professional development opportunities, mandatory compliance training for faculty and staff, process improvements, payroll operations, labor and compliance activities, the Employee Assistance Program, and Title IX initiatives.

AVP Mohamed also shared priorities for 2026-27, including process improvement, data-informed decision-making, training and support, HR staff development, regulatory compliance, and cross-campus collaboration.

D. Board Self-Assessment

President Murray reviewed the Board self-assessment questions included in the meeting packet and discussed proposed revisions to streamline the process and maintain its value as an accountability tool.

President Murray highlighted Sections 4, 5, and 6 for possible consolidation or removal and suggested reducing the overall number of questions through the use of summary questions. He also noted the importance of Board approval of the assessment metrics.

He also emphasized that the proposed revisions are a first draft and invited Trustee feedback. The Board will consider approval of the revised self-assessment after edits have been completed.

E. Mission Metrics Review

President Murray presented the Mission Metrics Overview report included in the meeting packet. He shared that the Executive Team revised the mission metrics over the summer to better align with State Board expectations and to provide a consistent way to track the College's progress year over year.

He explained that the revised metrics are intended to help guide discussions about the measures being used and how the results may inform future strategic priorities.

President Murray invited Trustee feedback on the proposed metrics and noted that the metrics will continue to be refined as needed. The Board will receive updates throughout the year.

7. Action Items

A. Adoption of Changes to Self-Evaluation

No action was taken today, and the item will be brought back for consideration at a future meeting.

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8. Other Reports

A. Cascadia Events & Advocacy Board (EAB)

Advocacy Chair **Jina Park** reviewed the Events & Advocacy Board (EAB) report included in the meeting packet. She highlighted several recent events, including the Ice Cream Social, which was attended by 300 students; the Involvement Fair, which drew 229 students on the first day and 119 students on the second day; and the Sweater Weather Social on October 14, which attracted 115 students.

Upcoming activities include voter registration tabling, participation in Voter Education Week, and the Spooktacular event in the ARC Overlook.

Jina also discussed student advocacy priorities, including the elimination of bus route 372 and its impact on transportation access and costs, belonging and accessibility for non-traditional students, parking costs, and evening bus safety concerns.

B. Cascadia Community College Federation of Teachers (CCCFT)

Dr. David Shapiro was not present; his report is in the Board packet

C. Cascadia Classified Union (WPEA)

Ryan Higgins was not present; no report submitted.

D. Reports from Board Chair and Trustees

- Chair Lee shared an article on CEO expectations and highlighted several points that underscored the Board's role in supporting President Murray.
- Trustee Quint reported on her attendance at a recent Riverview School District Board meeting. She noted that district representatives were pleased to have Cascadia in attendance. Discussions included enrollment trends, statewide funding concerns, and the need for continued advocacy for state support. Trustee Quint also shared reflections on Convocation and the College Values workshop, noting that evaluating and refining institutional values is a more complex process than it may initially appear.
- Trustee Ponto reported on a recent Northshore School District Board meeting and commented on President Murray's presentation, which was well received.

E. President's Report – Dr. Eric Murray

- President Murray noted that school district meeting notes are available in the Board folder.
- President Murray recently concluded a two-meeting series with the School District Enrollment Task Force. Discussions focused on the impact of enrollment trends

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across various sectors. Although the series has concluded, the College will continue its partnerships with local school districts and city managers.

- President Murray will be meeting with Move Redmond next week to discuss the organization's transportation goals and transit service to Cascadia. He plans to explore opportunities for Move Redmond to advocate for expanded bus service to the College.
- The first President's Advisory Council meeting of the 2026-27 academic year will be held tomorrow and he shared excitement to host and facilitate this.
- The Associate of College Trustees (ACT) conference will take place in November and asked those planning to attend let us know.

9. Other Business or Announcements

There was no other business

10. Next Meeting – Public Meeting

Date: November 18, 2026, 4:00pm

Meeting Adjournment

Chair Lee adjourned the public meeting at 5:24 pm.

Approval of Minutes

Approved and Adopted on: November 18, 2026

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Alex Lee, Board Chair

Attest:

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Dr. Eric Murray, President

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Addendum A

Board of Trustees Meeting Attendance

Eric Murray, President	X
Alex Lee	X
Meghan Quint	X
Colleen Ponto	X
Shahryar Quadri	X
Ellen Evans, AAG	X
Brittany Caldwell	X
Shawna Pitts	X
Ifrah Mohamed	X
Ilder Betancourt Lopez	X
Erin Blakeney	X
Chari Davenport	X
Jina Park	X
Susan Thomas	X
Shannon Bath	X
Tonio Shimono	X
Daniel Tran	X
Teya Viola	X
Thais Lima	X
Becky Riopel	X
Jacinth Nurse	X
Gergina Lazarova	X
Gordon Dutrisak	X

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Kristina Young	X
Abbi Gilbertson	X
Ozge Demirci-Richardson	X
Jordan Keithley	X
Ashneel Reddy	X

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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:

Dr. Alexandria Alveshere, Tenure Track Faculty

Dr. Alexandria "Lex" Alveshere is one of those rare individuals that decided what she wanted to be when she grew up at twelve years old: a college chemistry professor. In the pursuit of that goal, she attended Calvin University in Grand Rapids, Michigan, where she majored in Chemistry with a minor in Spanish. After graduating from Calvin in 2015, Lex moved to Vermont to pursue her PhD in Organometallic Chemistry. While at the University of Vermont, Lex served as the Executive Director for "Chem Camp", a one-day science camp run by the graduate students in the Chemistry Department, which ultimately led to her doing a split dissertation in Chemical Education, where she explored barriers to effective chemistry education in elementary schools. After lecturing for a year at UVM, Lex moved to Oregon to take a job as a Visiting Assistant Professor at Willamette University. While at Willamette, Lex has spearheaded the overhaul of the general chemistry curriculum, including eight new labs, a new set of student learning objectives, and a change to an atoms-first approach to the curriculum, and worked closely with the STEM Fellows Program, where she's worked with first-generation and low-income students to help demystify some of the hidden pre-requisites of being a successful STEM major.

Dr. Angela Putman, Tenure Track Faculty

Dr. Angela L. Putman is most recently a communication scholar and educator specializing in intercultural and organizational communication, with a focus on race, identity, social justice pedagogy, and communication in diverse learning environments. She holds a Ph.D. in Intercultural Communication from the University of New Mexico, as well as an M.A. and B.A. in Organizational Communication from Western Michigan University. Her academic training includes coursework and teaching in intercultural communication, public speaking, interpersonal communication, gender and communication, communication research methods, and environmental justice activism, and her experience includes teaching across both community college and university settings.

Dr. Cameron Wright, Tenure Track Faculty

Also joining the mathematics faculty is Cameron Wright. Cameron is a product of the community college system in Texas, completing his high school degree at Richland Community College before earning his bachelor's degree in mathematics from Carleton College in

Minnesota. He then came to Seattle, where he completed his master's degree in applied mathematics and is nearing completion of his Ph.D. in Mathematics at the University of Washington. At the UW, he has been involved in several mentorship opportunities, including the Washington Directed Reading Program and the Washington Experimental Mathematics Laboratory (WXML). In addition to his graduate teaching experience, Cameron has tutored middle- and high-school students and completed a Fulbright Fellowship at the Rényi Institute in Budapest, Hungary, during the 2016–17 academic year.

Dr. Christopher Karmosky, Tenure Track Faculty

Dr. Christopher Karmosky was most recently an Associate Professor of Meteorology and Climatology at SUNY Oneonta whose teaching and research focus on climatology, physical meteorology, remote sensing, and climate change. He earned his PhD in Geography from The Pennsylvania State University, with prior degrees from the University of Delaware and Colgate University. Dr. Karmosky's scholarship centers on cryospheric and atmospheric processes, particularly surface melt dynamics in Antarctica and Greenland, land–air–ice–ocean interactions, and snowfall climatology in the United States. An active member of several national and international professional societies, he has received multiple awards for teaching, research, and service, and regularly involves undergraduate students in research, conference presentations, and externally funded projects.

Dr. Fernanda Meer, Tenure Track Faculty

Dr. Fernanda Meer is an accomplished chemist and dedicated educator whose teaching experience spans community colleges and major research universities. She earned her Ph.D. in Chemistry from the University of California, Davis, following graduate training in molecular imaging at the University of Western Ontario and undergraduate studies in pharmacy and biochemistry at the University of São Paulo. Since 2023, Dr. Meer has taught a wide range of chemistry courses at Cascadia College and Green River College—including General Chemistry, Organic Chemistry with lab, and Introduction to Organic Chemistry and Biochemistry—bringing a student-centered, active learning approach to every class. Her teaching is deeply informed by her extensive research background in computational chemistry, natural products, and molecular imaging, as well as her commitment to equity, accessibility, and inclusive laboratory design. As a multilingual, neurodivergent educator with international experience, Dr. Meer brings a rich set of perspectives to her work, striving to remove barriers to student success and to create learning environments where all students can thrive.

Josh Johnson, Tenure Track Faculty

We are excited to welcome Josh Johnson, who joins Cascadia from his current role as a full-time instructor at Clovis Community College in New Mexico. Josh earned his bachelor's degree in applied mathematics from Central Washington University in Ellensburg and completed his master's degree at the University of Montana, Missoula, last spring.

While at Central, Josh minored in Russian language and spent a summer studying Russian through an immersion program (Study, Research and Custom Programs Abroad - SRAS) in

Bishkek, Kyrgyzstan. Josh was attracted to Cascadia's commitment to active and collaborative learning and employs a variety of evidence-based practices in his classes to keep students motivated and engaged.

Dr. Qing Kovarik, Tenure Track Faculty

Dr. Qing (pronounced "Ting") Kovarik will be joining the Accounting/Business/Economics discipline. Dr. Kovarik earned her bachelor's degree in Management of International Business from Guangdong University, her master's degree in Accounting from Singapore Management University, and her Ph.D. in Accounting and Auditing from Aarhus University in Denmark. She is a native speaker of Mandarin Chinese. Prior to teaching, Dr. Kovarik advanced through several roles at Deloitte Touche, beginning as an Audit Intern and progressing to Associate Auditor and Senior Auditor. During her doctoral studies, she served as a Lecturer and Teaching Assistant at Aarhus University. Most recently, she has been teaching Accounting at Seattle Central and North Seattle Colleges. She enjoys connecting accounting theory to real-world applications and is currently studying for the CPA exam.

Valeria Martinez, Academic Advisor – Engagement Specialist

Valeria Martinez brings a wealth of experience in student success, advising, outreach, case management, transfer support, and student re-engagement from her work at Long Beach City College, Los Angeles Valley College and Coastline Community College. In her new role, she will advise students pursuing transfer pathways, develop innovative strategies to connect students with advising services, and serve as the Content Lead for Navigate 360, managing student-facing content that enhances the student experience. Val's work is grounded in a commitment to diversity, equity, and culturally responsive practices, with a focus on fostering inclusive, supportive environments that empower students from diverse backgrounds to thrive. She holds a Master of Science in Counseling Psychology from Mount Saint Mary's University, a Master of Arts in Educational Foundations from California State University, Los Angeles, and a Bachelor of Arts in Communication Studies from California State University, Long Beach. When not at work, Val likes to wire wrap and create jewelry, enjoy the outdoors, read fiction books and listen to live music. Val's office will be in Kodiak Corner, and she will be working on campus Mondays through Wednesdays. When you see her around campus, please take a moment to stop by, introduce yourself, and help us make her feel at home in the Cascadia community. We are excited to have Val join our team and look forward to the knowledge, energy, and student-centered perspective she brings to Cascadia!

Morna Golke, Student Success Services Program Coordinator

With extensive experience supporting students through admissions, records, enrollment, and international programs at Walla Walla Community College, Morna brings a strong commitment to student success and navigating educational pathways. Along with a Master of Education from the University of Washington, Morna's background also includes teaching, poising her as a valuable resource for our Running Start students and educational partners. Outside of work, Morna looks forward to spending time with family in the area (2 adult kids and their pets), doing genealogy, and finding free music and theater tickets.

Olivia Borg, Student Accessibility Services Program Coordinator

Olivia will be supporting Students Accessibility Services (SAS) with coordinating accommodation requests, scheduling ASL interpreters, proctoring students in the testing center, and will often be the first contact students connect with when registering with our department. Olivia gained a passion for disability advocacy after taking Disability Studies courses at Eastern Washington University. After graduating from EWU, she worked at Bellevue College for four years in the Neurodiversity Navigators Program as a Program Coordinator. She's excited to be a part of the SAS team!

Anna Craddock, Fiscal Specialist 2

Anna joins our Accounts Payable team bringing three years of experience supporting fiscal operations in the Washington Community and Technical College system. Originally from Las Vegas, Nevada, she earned her Bachelor of Arts in Art History before moving to Washington State to pursue a Master of Arts in Arts Leadership from Seattle University. From 2016 to 2020, Anna focused her career in the nonprofit sector, where she developed a passion for building connections and supporting communities. Her career began in fundraising and business development with the Seattle Art Museum and the National Nordic Museum, which opened in May 2018. Beyond her professional museum experience, Anna has also volunteered with several organizations throughout the greater Seattle area. In 2022, Anna transitioned from fundraising to accounting and discovered a strong interest in higher education. She is excited to continue growing in this field and expects to complete her bookkeeping certificate by the end of the year. Outside of work, Anna has fallen in love with the natural beauty of the Pacific Northwest. She enjoys gardening, reading, and has joined a Scottish country dance demonstration team.

Michael Sanbeg, HR Generalist

Mike joins Cascadia College as an HR Generalist, bringing experience in employee relations, recruiting, onboarding, benefits administration, compliance, and HR operations. Prior to Cascadia, he served as an HR Specialist with a nonprofit dedicated to meeting the needs of individuals with disabilities, and he previously worked in HR consulting and employee support roles. He holds bachelor's degrees in Business and English Writing from Fairleigh Dickinson University and is a SHRM-Certified HR Professional. We are excited to welcome Mike to the Cascadia College community and the Human Resources team. Outside of work, Mike enjoys spending time with family, camping, reading, live music, and various other assorted activities besides.

Cascadia College Board of Trustees

Discussion Item 6.A

Subject: Staff 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 2025-26, two sabbaticals were offered to staff. Deann Holiday, Director of Student Financial Services, and Kristina Young, Dean of Student Learning, will present about their 1-month (July-Aug 2026) experiences.

Student Financial Services – Operation Calendar

SUMMER 2026 – SABBATICAL PROJECT

DEANN HOLLIDAY

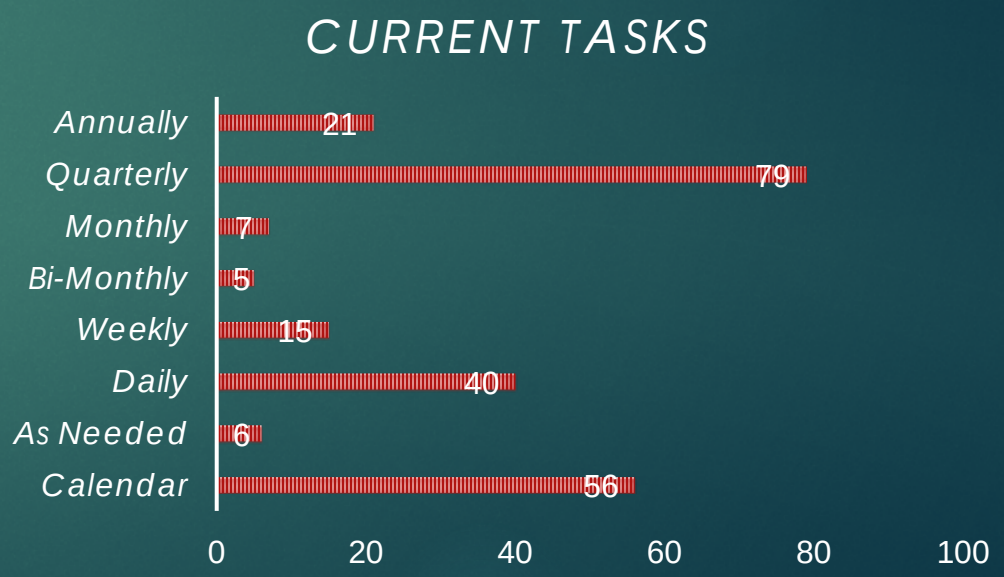
DIRECTOR, STUDENT FINANCIAL SERVICES

Why an Operation Calendar?

- Encourages accountability among staff
- Ensures compliance with federal and state deadlines
- Improves department efficiency
- Documents the scope of our responsibilities
- In case of absence, nothing is missed

What platform did we use and how?

- Microsoft Planner – Split into the following categories:
  - Annual
  - Quarterly
  - Monthly
  - Bi-Monthly
  - Weekly
  - Daily
  - As Needed
  - Calendar Events



Long-Term Impact & Sustainability

- Centralizes recurring tasks and deadlines in one shared location.
- Promotes accountability by making responsibilities visible to the team.
- Provides a living resource that can be updated throughout the year and rolled over annually.

Areas of Interest (AOI) Program Review: Telling the Story of Our Students

Kristina Young
Dean, Student Learning
November 18, 2026

7 Areas of Interest at Cascadia

Each AOI is made up of several pathways and degrees that roll up into a program with common learning outcomes.



Business



College and Career Foundations



Communication, Creative Arts and Design



Earth Sciences, Sustainability and Environmental Studies



Health and Wellness



Science, Technology, Engineering and Mathematics



Social Sciences, Human Services and Education

Every AOI has a story.
Program Review helps us write the next chapter.

Program Review helps AOIs:

- Understand their students further
- Review student progress through Cascadia
- Identify successes, challenges, and patterns
- Connect student experiences with student outcomes
- Reflect on changes already made
- Recommend actions that improve learning and student success

What do we review?

Who We Are

- Program purpose and mission
- Pathways and degrees
- Student populations

How Students Are Doing

- Retention
- Completion
- Transfer
- GPA and assessment results

Student Experiences

- Student feedback
- Program and pathway changes
- Teaching and learning initiatives

What We Learned

- Trends and comparisons
- Analysis of strengths and gaps
- Recommendations for future action

AOI Program Reviewers

- Assessment Committee Reps
- Student Learning Council Reps
- Division Chairs
- Dean/Administrators
- Advisors
- Students

Evidence Sources

- Learning Assessment Data
- Student Demographic
- Transfer Outcomes
- Student Voice and Surveys
- College and State Dashboards
- Past AOI Action Plans
- Partner Post-Transfer Information

Timeline

Fall Opening Week to DIA: Overview to AOI Reviewers

Fall DIA: Data Review

Fall End: Recommend and Draft

January: Revisions/Review Recommendations

May: Share to College

What Happens to the Review?

Submitted to the Student Learning Council, the Student Success Council, and the Vice President for Student Learning

Published to all faculty by the end of the year

Used directly in our accreditation drafting in Winter through Spring

Recommendations from Program Review help inform:

- Strategic initiatives
- Curriculum refinement
- Student recruitment efforts
- Advising strategies
- Professional development priorities
- Resource allocation decisions
- The work does not end with the report.
- Program Review is how we move from understanding what happened to deciding what comes next.

QUESTIONS

Cascadia College Board of Trustees

Discussion Item 6.B

Subject: Mission Fulfillment: A.I. Task Force

Justification:

This item helps provide Trustees with information about current strategic iniatives.

Background:

This summer, Dr. Ilder Betancourt Lopez was tasked with leading an on-going task force to carry forward the college's work around A.I. policy and integration. Dr. Betancourt Lopez will outline the goals and progress of this group.



Artificial Intelligence at Cascadia College

Ilder Betancourt Lopez
Vice President, Student Learning
Board of Trustees Presentation
November 18, 2026

AI Overview

Higher education is grappling with AI

AI impacts all areas of college experiences in decentralized ways while higher ed is slow to develop guidance for ethical, responsible, and effective AI use.

Cascadia's foundation for AI considerations

College Policy 4.14 attempts to mitigate issues with AI and recognizes further development is needed.

College Advisory Council recommended AI Taskforce in Spring 2026

Goal: To develop recommendations and best practices that align AI use with Cascadia's mission, values, learning outcomes, academic integrity, employee effectiveness, and student success.

AI Taskforce Membership

FACULTY

Anna Batra, Computer Science

Angela Putman, Communication Studies

Devin Ensz, Art

Jason Pfau, College Strategies

Kimia Ghangeigi, Physics

Matt Jackson, History

Nataliya Husar, English Foundation

STUDENT

Jina Park, EAB Events & Advocady

INSTRUCTIONAL SUPPORT

Kristina Young, Dean for Student Learning

Kelly Leahy, Asst. Director, Learning & Design

OPERATIONS

Ana Nina, Director of Inclusion, Advocacy, Community

Bryan Fauth, Director, Accessibility and Student Support

Gordon Dutrisac, Conduct Officer

Jeunai Stebbins, Director of Advancement

Laura Hedal, Senior Director of IT

Thais Lima, Operations Manager of HR

Taskforce Timeline

Fall 2026 → Winter 2027 → Spring 2027

Goal:
Develop AI Framework and Principles for Cascadia College

Goal:
Develop AI Literacy Framework, Employee Use Guidelines, Syllabus AI Statement Menu

Goal:
Develop Academic Integrity and Equity Guidance, Employee Professional Development Plan

Current Status

Fall 2026

Goal:
Develop AI Framework and Principles for Cascadia College

- ☑ Employee survey
- ☑ Student survey
- ☑ Review policies of Cascadia and other CTCs

Survey Highlights

75% "Cascadia has an obligation to help students develop AI literacy as part of their education"

79% "Cascadia should help students develop responsible AI-use skills as part of their education."

89% "Cascadia should help students understand the risks and limitations of AI related to the learning process."

Cascadia College Board of Trustees

Discussion Item 6.C

Subject: Board Self-Assessment

Justification:

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

Background:

Boards of Trustees are required to engage in a yearly self-assessment process to help guide their work and development as Trustees. Cascadia has used a consistent version of the self-assessment for multiple years.

Based upon last year's work, the Board tasked the President with recommending changes to streamline the instrument. President Murray presented the first draft in October. Based on the Board's recommendation of using an AI tool to further refine this work, a second draft was created.

Attached is an original list of all previous questions with their new disposition highlighted. A second attachment illustrates the streamlined instrument.

The AI evaluation affirmed the work in the first draft, AND was able to find even more redundancy and offered suggested resolutions. After human review (by President Murray), a majority of those resolutions were adopted. Some were not, based on assessment of their individual importance to our work.

Trustee suggestions and discussion are fully welcomed as this is an instrument for the Board's own use.

Once an agreed upon instrument is determined, the Board will need to vote on its adoption.

Trustee Self-Assessment

Please indicate your level of agreement or disagreement with each statement.

1. Governance & Roles

Question 1.1 The Board is provided effective orientation, development opportunities, and training for their role.
Question 1.2 Board members clearly understand the goverrnance responsibilities of the Board, President, and College administration.
Question 1.3 The Board understands and adheres to its roles and responsibilities.
Question 1.4 The Board appropriately focuses on policy and strategic oversight rather than operational management.
Question 1.5 The Board's policies are up to date and comprehensive.
Question 1.6 I understand the college's shared governance model.
Question 1.7 The Board maintains an effective system of supporting, evaluating, and holding the President accountable.

2. Board Culture & Ethics

Question 2.1 Board materials and agendas provide sufficient information for informed decision making.
Question 2.2 Board meetings are conducted efficiently and support meaningful discusion of key issues.
Question 2.3 Trustees come prepared and use meeting time effectively.
Question 2.4 Trustees engage in healthy dialogue during meetings.

3. Financial & Institutional Stewardship

Question 3.1 The Board regularly receives and reviews reports on the financial status of the institution.
Question 3.2 Board policies and practices assure effective fiscal management and internal controls.
Question 3.3 Decisions about budget allocations are based on evidencing effectiveness and supporting mission fulfillment.
Question 3.4 The Board adequately gives consideration to enrollment monitoring.
Question 3.5 The Board approves and evaluates measures used to determine mission fulfillment.
Question 3.6 The Board is aware that the college routinely evaluates the effectiveness of efforts to improve student success.

4. Strategic Leadership & Advocacy

Question 4.1 The Board supports faculty, staff, and student participation in college decision-making.
Question 4.2 The Board adequately gives consideration to fostering equity.
Question 4.3 The Board adequately gives consideration to employee satisfaction.
Question 4.4 The Board actively participates in strategic planning to assure that it reflects mission priorities.
Question 4.5 I am knowledgeable about the institution's programs and services.
Question 4.6 I advocate for the institution with local, state, and federal governing bodies.

5. Additional Question

Question 5.1 My main area(s) of expertise that I contribute to the Board are...

Trustee Self-Assessment

Section 1	Roles and Responsibilities
	Please indicate your level of agreement or disagreement with each statement.
Question 1	The Board understands and adheres to its roles and responsibilities.
Question 2	~~The Board relies on board policy in making decisions and in guiding the work of the institution.~~
Question 3	~~The Board ensures that the institution's plans are responsive to the community's needs.~~
Question 4	~~Agenda items provide sufficient information to enable good board decision-making.~~
Question 5	~~The Board sets and communicates clear expectations for president's performance.~~
Question 6	~~Board meetings and study sessions provide sufficient opportunities to explore key issues.~~
Question 7	~~Trustee development activities are available to the Board members.~~
New	Board members clearly understand the goverrnance responsibilities of the Board, President, and College administration.
New	The Board appropriately focuses on policy and strategic oversight rather than operational management.
New	The Board is provided effective orientation, development opportunities and training for their role.
New	Board materials and agendas provide sufficient information for informed decision making.
New	Board meetings are conducted efficiently and support meaningful discusion of key issues.
New	Trustees come prepared and use meeting time effectively.

Section 2	Board of Trustees / President Relationship
	Please indicate your level of agreement or disagreement with each statement.
Question 10	~~Board members' behavior exemplifies ethical behavior and conduct that is above reproach.~~
Question 11	~~New members participate in a comprehensive orientation to the board and college.~~
Question 12	~~The Board maintains a positive working relationship with the president.~~
Question 13	~~The Board regularly reviews the president's contract to assure appropriate support and compensation.~~
Question 14	~~The Board regularly evaluates the president.~~
Question 15	~~Disagreements among members are carefully handled by the Board Chair.~~
Question 16	~~The Chair serves as the voice of the Board when dealing with the public and media.~~
Question 17	The roles and responsibilities of the Chair are clear and supported by all trustees.
New	The Board maintains an effective system of supporting, evaluating, and holding the President accountable.
New	Board members demonstrate ethical conduct, maintain confidentiality, and avoid actual or perceived conflicts of interest.
New	Board discussions encourage respectful, constructive debate.
New	Once decision are made, Trustees support Bpoard actions collectively.
New	I feel my contributions are valued.

Section 3	Board Meetings and Efficiency
	Please indicate your level of agreement or disagreement with each statement.
Question 20	~~Trustees come to each meeting prepared and ready to debate issues fully and openly.~~
Question 21	~~Board members avoid conflicts of interest and the perception of such conflicts.~~
Question 22	~~Board meetings are conducted in an orderly, efficient manner.~~
Question 23	The Board's policies ~~manual~~ are up to date and comprehensive.
Question 24	~~The Board clearly delegates the administration of the institution to the president.~~
Question 25	The Board regularly receives and reviews reports on the financial status of the institution.
Question 26	Board policies and practices assure effective fiscal management and internal controls.
Question 27	The Board expects and supports faculty, staff, and student participation in college decision-making.
Question 28	~~The Board clearly understands its policy role and differentiates its roles from those of the president and college staff.~~
Question 29	~~The Board honestly debates the issues affecting its community.~~
Question 30	~~The Board speaks with one voice once a decision or policy is made.~~

Section 4	Institutional Effectiveness Information
	Please indicate the level of consideration that has been given to each indicator over the last three years.
Question 33	~~Student Achievement Data~~
Question 34	~~Program Review Reports~~
Question 35	~~Trustee activity in the community~~
Question 36	~~Data review (Transfer data, Graduation data, Retention data)~~
Question 37	~~Positive media coverage~~
Question 38	Enrollment Monitoring
Question 39	~~Disaggregated student cohort data on successful completion of Basic Skills courses~~
Question 40	~~Student data on completion and placement by occupational programs~~
Question 41	~~Data on the effectiveness of customized and/or short-term workforce training~~
Question 42	Fostering ~~success and~~ equity
Question 43	Employee satisfaction
	Please indicate your level of agreement or disagreement with each statement.
New	The Board approves and evaluates measures used to determine mission fulfillment

Section 5	Readiness - Level of Implementation
	~~*Please indicate the level of implementation for each statement.*~~
Question 46	~~The Board regularly receives and reviews reports on student outcomes (OAC, Measuring Up, Surveys).~~
Question 47	~~Board members participate in trustee development activities.~~
Question 48	~~The Board participates in an evaluation process that is used to help enhance its performance.~~
Question 49	~~The Board measures it accomplishments against its goals.~~

Section 6	Readiness / Awareness
	Please indicate your level of agreement or disagreement with each statement.
Question 52	The Board is aware that the college routinely evaluates the effectiveness of efforts to improve student success ~~and uses the results to improve policy and practice.~~
Question 53	~~The Board is aware that there is alignment and extensive collaboration of efforts to improve student success.~~
Question 54	~~The Board is aware that the College has established a strategic planning and accreditation process based on data to create objectives for measuring student success.~~
New	The Board actively participates in strategic planning to assure that it reflects the needs of the community and mission priorities
Question 55	Decisions about budget allocations are based on evidencing effectiveness and supporting ~~of~~ mission fulfillment.
Question 56	~~The Board is aware that there is training available to the Board, faculty, and staff on using data and research to improve programs and services.~~

Section 7	Future Professional Development
	Please choose your best answer to each question.
Question 59	~~Do you understand the role/responsibilities of the president?~~
Question 60	~~Do you understand the time commitment as a Trustee?~~
Question 61	~~Are you knowledgeable about Strategic Planning?~~
Question 62	Do you read and understand the organization's financial statements?
Question 63	Are you knowledgeable about the institution's programs and services?
Question 64	Do you advocate for the institution with local, state, and federal governing bodies?
Question 65	~~Do you understand your roles and responsibilities as a Trustee?~~
Question 66	Do you understand shared governance?
Question 67	~~Do you understand and support the mission of the organization?~~

Section 8	Trustee Satisfaction
	Please indicate your level of agreement or disagreement with each statement.
Question 70	~~The quality, amount, and frequency of information provided to the board are satisfactory.~~
Question 71	~~Overall, I receive satisfaction serving as a board member.~~
Question 72	~~Board members adhere to confidentiality.~~
Question 73	~~My contributions to the Board are valued.~~
Question 74	~~Overall effectiveness of board management and organization is satisfactory.~~
Question 75	~~My time as a board member is used effectively.~~

Section 9	Misc
Question 78	My main area(s) of expertise that I contribute to the Board areplease select no more than three (3) areas.:
Question 79	Other primary expertise not listed (please specify):
Question 80	~~In what ways, if any, has your Board promoted or addressed student success at your institution in the past year?~~

Trustee Self-Assessment

Section 1	Roles and Responsibilities
	Please indicate your level of agreement or disagreement with each statement.
Question 1	The Board understands and adheres to its roles and responsibilities.
Question 2	~~The Board relies on board policy in making decisions and in guiding the work of the institution.~~
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Question 29	~~The Board honestly debates the issues affecting its community.~~
Question 30	~~The Board speaks with one voice once a decision or policy is made.~~

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	Please indicate the level of consideration that has been given to each indicator over the last three years.
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Question 41	~~Data on the effectiveness of customized and/or short-term workforce training~~
Question 42	Fostering ~~success and~~ equity
Question 43	Employee satisfaction
	Please indicate your level of agreement or disagreement with each statement.
New	The Board approves and evaluates measures used to determine mission fulfillment

Section 5	Readiness - Level of Implementation
	~~*Please indicate the level of implementation for each statement.*~~
Question 46	~~The Board regularly receives and reviews reports on student outcomes (OAC, Measuring Up, Surveys).~~
Question 47	~~Board members participate in trustee development activities.~~
Question 48	~~The Board participates in an evaluation process that is used to help enhance its performance.~~
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Section 6	Readiness / Awareness
	Please indicate your level of agreement or disagreement with each statement.
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New	The Board actively participates in strategic planning to assure that it reflects the needs of the community and mission priorities
Question 55	Decisions about budget allocations are based on evidencing effectiveness and supporting ~~of~~ mission fulfillment.
Question 56	~~The Board is aware that there is training available to the Board, faculty, and staff on using data and research to improve programs and services.~~

Section 7	Future Professional Development
	Please choose your best answer to each question.
Question 59	~~Do you understand the role/responsibilities of the president?~~
Question 60	~~Do you understand the time commitment as a Trustee?~~
Question 61	~~Are you knowledgeable about Strategic Planning?~~
Question 62	Do you read and understand the organization's financial statements?
Question 63	Are you knowledgeable about the institution's programs and services?
Question 64	Do you advocate for the institution with local, state, and federal governing bodies?
Question 65	~~Do you understand your roles and responsibilities as a Trustee?~~
Question 66	Do you understand shared governance?
Question 67	~~Do you understand and support the mission of the organization?~~

Section 8	Trustee Satisfaction
	Please indicate your level of agreement or disagreement with each statement.
Question 70	~~The quality, amount, and frequency of information provided to the board are satisfactory.~~
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Question 75	~~My time as a board member is used effectively.~~

Section 9	Misc
Question 78	My main area(s) of expertise that I contribute to the Board areplease select no more than three (3) areas.:
Question 79	Other primary expertise not listed (please specify):
Question 80	~~In what ways, if any, has your Board promoted or addressed student success at your institution in the past year?~~

Cascadia College Board of Trustees

Discussion Item 6.D

Subject: Year-in-Review: Inclusion, Advocacy, and Community

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:

Vice President Chari Davenport will present on the work in Inclusion, Advocacy, and Community.

Inclusion, Advocacy, and Community End of Year Review











Cascadia Scholars 2025 / 2026

- 99 Scholars
- 36 Graduates
- 22 Mentors
- 54 Workshops / Trainings

Beginning fall 2026

- 117 Scholars
- 24 Mentors – with 7 more on the way
- Textbook Program Continues
- More workshops / Trainings!

Cascadia Scholars 2026 / 2027

Internship Program – 3 Current Interns

- Advancement, Accessibility, HR, Advising, Outreach, and IT

Peer Mentoring Program

Scholars who complete the training will be eligible to serve as mentors once they leave Cascadia. The skills acquired in the training (e.g., unbiased and inclusive communication, active listening, navigating student crises) will be valuable for their personal and professional growth.

Inclusion & Advocacy Center (2025 / 2026)

- **Hosted 38 Events**
  Workshops, Panel Discussions, Tabling, and Classroom Visits
- **Served over 1,000** members of the Cascadia Community

Inclusion & Advocacy Center (2026 / 2027)

- Community Partner Events / Workshops
- Native American Art Walk
- Accessibility and Student Services
- Mental Health Awareness

Student of Color Conferences

Northshore Student Justice Conf.

- 120 high school students
- Administrators and Parents
- Workshops
- Cascadia Scholars and Outreach

Lake Washington STOC

- 230 high school students
- Administrators and Parents
- Workshops
- Cascadia Scholars and Outreach

Foundations of E&I

- Two original courses completed
- Foundations Refresher
- Foundations Deeper Dive
- 40 faculty, staff, and community partners

Affinity Groups

- BIPOC (Staff, Employees, Allys)
- Working Parents and Caregivers
- Asian and Pacific Islanders
- Community Against Patriarchy (CAP)
- Accessibility and Mental Health Affinity Group
- LBGTQ+ Affinity Group

Cascadia Ombuds Program

The primary function of this new Program is to assist faculty and students with conflict resolution through non-judgmental listening, clarifying issues and policy, brainstorming next steps, providing resources, coaching, training, and referrals to Cascadia's offices and services. If The Ombuds can also facilitate direct conversations through mediation and shuttle diplomacy.

New Connection and Initiatives

New Connections

- UWB Libraries
- HBCU Connections
- King County

New Initiatives

- IAC Podcast
- Re-Entry Program
- Equity Advocate Training

Cascadia College Board of Trustees

Discussion Item 6.E

Subject: Year-in-Review: Student Learning

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:

Vice President Ilder Betancourt Lopez will present on the work in Student Learning.



Student Learning Division Year in Review

Ilder Betancourt Lopez
Vice President, Student Learning
November 18, 2026

CASCADIA COLLEGE



In Lak'ech
By Luis Valdez

Tú eres mi otro yo.
You are my other me.

Si te hago daño a ti,
If I do harm to you,

Me hago daño a mi mismo.
I do harm to myself.

Si te amo y respeto,
If I love and respect you,

Me amo y respeto yo.
I love and respect myself.





Student Learning Team

5 Areas Supporting Students



Student Learning Office

Instructional Divisions

Learning Technologies & Design

Bock Learning Center

Institutional Effectiveness

Student Learning Office



Highlights

- Restructure in Office
- Lab Fee Transparency
- Articulation Agreements

Looking Ahead

- Accreditation

Instructional Divisions



Highlights

- Curriculum Work
- New Tenure-Track Faculty
- Faculty Awards and Publications
- Open-Educational Resources (OER)

Looking Ahead

- Program Review

Learning Technologies & Design



Highlights

- Teaching and Learning Academy
- Digital Accessibility

Looking Ahead

- AI Work

Bock Learning Center



Highlights

- 13% Increase in Student Usage
- Embedded Tutors in English, ESL, Programming, Biology
- Guided Study Sessions for Gatekeeper STEM Courses

Looking Ahead

- Testing center

Institutional Effectiveness



Highlights

- Quarterly Enrollment Reporting
- Running Start Grades and Billing
- College in the High School Enrollment

Looking Ahead

- Power BIs

Thank You!



CASCADIA COLLEGE

Cascadia College Board of Trustees

Action Item 7.A

Subject: Policy Review

Justification:

NWCCU requires that the Trustees periodically review all Board policies.

Background:

The policy review process is broken up into three equal parts whereby 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 was asked to review Articles 2 & 3. Instructions and a worksheet were sent after the September Board meeting.

POSTPONEMENT. Trustee Hussein identified several key factors in four policies that need to be addressed so that they sync with Washington State law. This process is taking a bit longer than expected as AAG Evans helps us get these in order. As such, we will postpone final approval of this year's updates until that work is finished.

After modifications are reviewed by AAG Evans, we will incorporate changes and bring this item back to be adopted by the Trustees.

Recommendation (not needed yet):

"I move to adopt the updated policies updates as presented."

Action:

Trustee makes motion: _____

Trustee seconds motion: _____

Vote:

	Yes	No	Abstain
Hussein			
Lee			
Ponto			
Qadri			
Quint			

Date of Adoption: _____

Cascadia College Board of Trustees

Action Item 7.B

Subject: Board Self-Assessment

Justification:

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

Background:

Based on discussion earlier in this meeting, the Board must adopt their revised instrument for self-assessment. This annual assessment will be conducted in Summer 2027.

Recommendation, if opting to approve:

"I move to approve the Trustee Self-Assessment Instrument as discussed and modified in this meeting."

Action:

Trustee makes motion: _____

Trustee seconds motion: _____

Vote:

	Yes	No	Abstain
Hussein			
Lee			
Qadri			
Quint			
Ponto			

Report to the Board of Trustees

November 2026

Events & Advocacy Board

Cascadia College

By Jina Park, Advocacy Chair

Recent Events:

- **[Went over during BOT 10/21]** Sweater Weather Social – October 14th from 2:00-5:00pm at the CC1-1st Floor Vista
    - Pumpkin painting, carving, and fun drinks.
- **[Went over during BOT 10/21]** Voter Ed. Week – October 19th & 22nd from 12:30-3:30pm at CC1-LLL and October 20th from 3:30-4:30 at CC2-081
    - Encourage and educate students on voting (who is running, what is midterms, how to vote, what's on the ballot, how does one affect the other, etc.)
- Spooktacular – October 29th from 4:00-7:00pm at the ARC Overlook and North Creek Event Center
    - Attendance: 376 – UWB; 82 Cascadia; 26 guests
    - Hypnotist show, bug/reptile encounters, pizza, crafts, free candy bar, Murder Mystery with giveaways

Upcoming Events:

- Spark a Club tabling – November 10th from 11:00am-1:00pm at CC1-LLL
    - The tabling is to encourage students to join active clubs or start a club. There will be Red Bull energy drinks for filling out for interacting with the tabling.
- Free Time? Free Birds! – November 18th from 4:00-6:00pm at the ARC Overlook
    - EAB and Kodiak Cave is hosting a movie night showing "Free Birds." There will be cookie decorating, fall crafts, and pizza. Kodiak Cave will also provide fall-themed meal kits for students who attend!

Advocacy:

- On November 20th, EAB members are going to South Puget Sound College in Olympia, WA to join WACTCSA's Legislative Academy.
    - This event will help prepare student leaders for the 2027 legislative session with content built around developing an agenda, understanding the bill making process, and working with legislators. Guest speakers will include past student leaders, advocacy experts, and elected officials.

- EAB reached out to BOCK and Advising in hopes to collaborate on an event/workshop to help guide students through their academic journey and transferring to universities.
- ARC Phase 2 – Met with ARC in a SFAC meeting; EAB brought up concerns about how it may affect affordability for students; ARC is still looking into the cost and effects or what the new building would fully entail.

Cascadia Community College Federation of Teachers
Local 6191, AFT

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

v Resisting State Initiative I-638

I am including in my report, this message from our AFT-WA President, Jacqui Cain, in response to the passage in Washington State, of I-638, the *Sex Verification for Female Sport*. We stand with AFT-WA in opposition to this horrible initiative.

The Message:

Along with the sighs of relief and cheers of victory we woke up to on Wednesday, there was also the news that I-638, the Sex Verification for Female Sport initiative passed. The impact of I-638 will be felt by many different groups, including girls, their families and communities, as they try and deal with the invasive new standards; but the target of this legislation and the immediate impact is being felt most keenly today by trans girls.

Since last December, when it became clear that wealthy interests were interfering with Washingtonians' right to decide for ourselves how to have conversations and make decisions centered on our values of inclusion, equity, and dignity, the Executive Board took the position to try to prevent, and then defeat, this initiative. It unjustly singles out trans girls, creating barriers preventing them from engaging in school athletics: activities that are available to all other children.

Our emphatic opposition to this measure aligns with Resolution 2025-01, passed unanimously at our latest Convention which specifically calls on us to resist efforts to create legislation that targets the wellbeing and visibility of the LGBTQIA+ community. You are going to hear news about efforts to prevent the implementation of I-638, set to go into effect on December 3rd, possibly through court challenges. Regardless of what happens next, I want you to know that AFT Washington stands in solidarity and will always stand with our trans members, students, and community.

Members of our trans community are feeling vulnerable. Transgender people, not just in our state but across the country, have been and continue to be targeted and have their experiences and rights publicly debated in dehumanizing ways. To them I say, our union places transgender and queer rights at the center of our fight for labor and civil rights; our work is done in the knowledge that workers' rights are human rights and intersect with all other rights. We cannot have workers' rights while denying anyone their civil rights.

We are with you, and we will continue to have as many hard conversations as are needed to change hearts and minds, so that you have the sense of peace and respect you deserve.

In solidarity,



Jacqui Cain, President, AFT Washington