

BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT VIII
BELLEVUE, WASHINGTON

A regular meeting of the Board of Trustees of Community College District VIII, 3000 Landerholm Circle SE, state of Washington, will be held on Wednesday, March 2, 2011. The business session will begin at 1:30 p.m. in room B201. Vijay Vashee, Chair, will preside.

AGENDA -DRAFT

LUNCH – 12:00 PM – A201

The Trustees will have lunch together. No business will be conducted.

I. EXECUTIVE SESSION – 12:30 PM

There will be an executive session for sixty minutes to discuss the evaluation of state employees; to review collective bargaining sessions with an employee organization; and to discuss with legal counsel litigation or potential litigation to which the agency is a party.

II. BUSINESS SESSION – 1:30 PM

III. INTRODUCTIONS

IV. ROLL CALL

V. CONSENT AGENDA

January 28, 2011 Board Meeting Minutes

Lucinda Taylor

Tab 1

VI. CONSTITUENT REPORTS – 1:35 PM

Faculty

Doug Brown

Classified

Melissa Sitzenstock

Student

Shellton Barnes

VII. INFORMATION ITEMS – 2:05 PM

Bellevue College Speech and Debate Team

Denise Vaughan and
students

Tab 2

Fresh Start Success Stories

Tom Pritchard and
students

Tab 3

VIII. ACTION ITEMS – 2:30 PM

Tenure Review Recommendations for the 2011-12 Academic
Year

Tom Nielsen

Tab 4

RECEPTION – 2:40 PM

The Board will recess for approximately 30 minutes to host a reception for newly tenured faculty members. The college community is invited to attend.

IX. FUTURE ACTION ITEMS – 3:10 PM

Sabbatical Leave Authorization for the 2011-12 Academic Year Tom Nielsen

Tab 5

Please note: Times indicated on the agenda are only estimates and are subject to change.

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BELLEVUE, WASHINGTON

X. STAFF AND BOARD REPORTS – 3:20 PM

Capital and Facilities Mater Plan	Paul Chiles
Economic Development	Vijay Vashee
New Campus Development	Vicki Orrico
Foundation/Campaign	Vicki Orrico
Long Range Finance/Resource Planning	Steve Miller
Strategic Plan/Accreditation	Marie Gunn
TACTC Board of Directors	Marie Gunn
TACTC and BC Legislative Committees	Steve Miller, Vicki Orrico
Work Plan Oversight	Paul Chiles, Marie Gunn
President	Jean Floten

XI. UNSCHEDULED BUSINESS / COMMUNITY TESTIMONY – 4:00 PM

XII. EXECUTIVE SESSION – 4:15 PM

There will be an executive session for fifteen minutes to discuss the selection of a site or the purchase of real estate, when publicity regarding such consideration would cause a likelihood of increased price; and to discuss the evaluation of state employees.

XIII. ADJOURNMENT – 4:30 PM

**BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT VIII
BELLEVUE, WASHINGTON**

A regular meeting of the Board of Trustees of Community College District VIII, state of Washington, was held January 28, 2011 in room B201, Bellevue College, 3000 Landerholm Circle SE, Bellevue, Washington. Mr. Vijay Vashee, Chair, presided.

I. EXECUTIVE SESSION

Lucinda Taylor announced that there would be an executive session for approximately fifty minutes to review collective bargaining sessions with an employee organization and to discuss the selection of a site or the purchase of real estate, when publicity regarding such consideration would cause a likelihood of increased price. Tom Nielsen, Cesar Portillo, Rachel Solemsaas and Rod Younker were invited to join the board. The executive session began at 9:41 a.m. Lucinda announced that the executive session would be extended by approximately ten minutes. The executive session ended at 10:44 a.m.

II. BUSINESS SESSION

The Business Session began at 10:45 a.m.

III. INTRODUCTIONS

Jean Floten, President	Cheryl Bateman, Asst. Attorney General
Lucinda Taylor, Sec., Board of Trustees.	Doug Brown, President, BCAHE
Melissa Sitzenstock, Classified Employee Representative	Shellton Barnes, President, ASG
Paula Boyum, VP of Workforce Development	Tom Nielsen, Executive Dean
Rachel Solemsaas, VP of Admin Services	Cesar Portillo, VP of Human Resources
Gaynor Hills, VP of Institutional Advancement	Tom Pritchard, VP of Student Services
Mike Talbott, Dean of Information Resources	Rosemary Richardson, Faculty
Mary Canan, Executive Director of Finance	Kelly Paustain, Manager, Finance
Faisal Jaswal, Assistant Dean, Student Programs	Patty James, Director of Institutional Effectiveness and Research
Gena Mendoza, ASG VP of Finance and Communication	Takhmina Dzhuraeva, ASG Associate Justice of Internal Affairs
Robert Rowe, ASG Chief Justice	

IV. ROLL CALL

Mr. Chiles, Ms. Gunn, Ms. Orrico, Mr. Miller and Mr. Vashee were present.

V. CONSENT AGENDA

Tab 1 November 17, 2010 Board Meeting Minutes

Lucinda Taylor brought the following amendment to the minutes forward for approval: Under the Faculty Report section, a bullet point was added stating,

“Doug clarified that, in recent years, the WEA representative has functioned as an advisor to faculty during bargaining rather than as the spokesperson.”

The minutes of the November 17, 2010 board meeting were approved as amended 5-0.

Tab 2 Financial Report for Period Ending December 31, 2010

Tab 3 Total Enrollment, Fall Quarter 2010

VI. CONSTITUENT REPORTS

Classified Staff Report

Melissa Sitzenstock, classified staff representative, reported that:

- Classified staff are engaged in professional development activities today with a theme of “Strive to Thrive;”
- The day began with a welcome from Jean, followed by a documentary about a group with disabilities who embarked on a fifteen day rafting trip in the Grand Canyon;
- We all have challenges and seeing others face their fears and overcome obstacles was inspiring;
- There are a wide variety of options available to participants, including a CPR refresher, yoga, a transportation panel, sessions on using MyBC, budget discussions, and a session on improv conducted by the Drama Department; and
- Vijay commented that it was heartening to hear that the theme for the day’s activities is “strive to thrive” rather than “strive to survive,” signaling an improvement from Melissa’s less optimistic report at the last meeting.

Faculty Report

Doug Brown, Bellevue College Association of Higher Education (BCAHE) president, reported that:

- Faculty is also engaged in professional development today;
- The faculty and administration have engaged in preliminary discussions with official bargaining sessions scheduled to begin on February 12;
- The initial tone of conversations is fairly positive and Doug hopes this bodes well for the continuing process;
- Items being proposed for budget reductions include both contractual and non-contractual items and Doug expressed appreciation for the efforts of administrative to approach all items as an integrated package;
- It may be that we are able to take the currently proposed cuts without major reconfiguration of the instructional structure, but this is likely to be the last major reduction we would be able to accommodate without a major restructure;

- The current organization of the faculty association is predicated on a relatively stable organizational structure and as changes become necessary it is also necessary to analyze the structure and function of the faculty association to focus on more than just contract bargaining;
- A reorganized and revitalized Teaching and Learning Center and Faculty Commons will help lead us toward a deeper model of shared governance;
- As we ask the full-time faculty to participate more fully in strategic planning and other areas of shared governance it becomes even more crucial that we achieve and maintain a healthy full-time – part-time faculty ratio;
- The faculty compensation structure is becoming antiquated and needs to be reviewed, particularly the sections related to instructional overloads and moonlighting;
- The faculty association is asking the board for support with the legislature in minimizing budget reductions, as well as in proposed legislation that would allow faculty to more fully negotiate salary structures. Doug mentioned SB5434 and HB1503;
- HB1631 would provide boards of trustees the authority to fund salary increments from local funds during times when the legislature is unable to fund increments due to economic conditions;
- Vijay commended Doug for the positive attitude and forward thinking of the association as they try to plan for the future;
- Vijay cautioned that Washington State will likely be on the trailing edge of recovery from the recession, as evidenced by the number of homes going into foreclosure and other indicators;
- Steve reported that he, Vicki and Jean were in Olympia earlier this week where they heard reports from national experts that indicated it is likely to be the end of the decade before the state economy fully recovers;
- It was commented that, while our ability to influence legislation is limited, we have more power together than we do individually; and
- There has been a great deal of discussion at the legislature regarding the value of higher education and the depth of cuts already experienced, but with the state of the economy there is no protection from further reductions.

Student Report

Shellton Barnes, Associated Student Government (ASG) President, reported that:

- Shellton introduced Gena Mendoza, ASG VP of Finance and Communication, Takhmina Dzhuraeva, ASG Associate Justice of Internal Affairs, and Robert Rowe, ASG Chief Justice;

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- ASG has spent some time further refining their goals and have established three overarching goals for the year: Global Citizenship; Governance and Leadership; and Environmental Sustainability and Social Responsibility;
- ASG organized a group of approximately 30 students as well as some faculty and staff to attend the MLK march in Seattle on January 17th;
- ASG has been participating in the Planning Council and serving on other campus committees, providing the student perspective in planning processes;
- ASG has been active in Olympia, including personal invitations to Shellton Barnes and Robert Rowe to testify in hearings;
- Students attended a rally in Olympia yesterday where they spent time championing their cause and where they were able to speak with Senator Tom;
- ASG is working to incorporate social media in their processes, including streaming Board of Director meetings on the plasma screens and creating blog opportunities;
- Jean reported that she has heard from a State Board member that Shellton is an extraordinary student leader and that his personal story was extremely moving;
- Steve reinforced that individual student stories can have a great deal of influence on legislators as they make their budget decisions;
- Steve also reported that he has heard community members comment positively on Shellton's work in Olympia;
- Vicki commented that there has been a greater focus on the impact of budget cuts on students and the importance of students to the economic recovery of the state. She offered her assistance in strategizing should the students wish;
- It was suggested that students also consider continuing their efforts once legislators are back in their local offices at the close of the session;
- Gena Mendoza reported that the ASG has improved their website with a goal of making sure everyone has an opportunity to be seen and have a voice, adding blog sections for each ASG member and each club and adding a "hero blog" to the front page to highlight current issues;
- The students also have a Facebook page and online feedback loops;
- The ASG legislative branch has administered a survey with feedback from over one thousand students and they are using this information as they lobby legislators;
- Vijay encouraged the students to not only reach out to the campus community but also to encourage all our students to be participative; and
- Mary Canan commented on the important role that the ASG plays on campus committees.

VII. FUTURE ACTION ITEMS

Tab 4 Tenure Review Recommendations for the 2010-11 Academic Year

Tom Nielsen presented Tenure Review Committee recommendations for the 2010-11 academic year. Tom noted that the published board overview presents ten candidates who are recommended for tenure. There is one additional candidate not listed on the published overview who is being recommended for fourth year candidacy. This item will be presented for approval at the March 2, 2011 meeting.

VIII. INFORMATION ITEMS

Tab 5 Work Plan Scorecard

Patty James presented an overview of a scorecard developed to present an easy visual reference for progress on annual institutional work plans. Key points included:

- The Board asked for a dashboard indicating status of the institutional work plan and Patty James has helped us develop a scorecard to accomplish this;
- Initiatives were launched fall quarter so there is not yet a great deal of progress to report;
- Each work plan item was updated to indicate if they are on time, lagging by less than one month, or delayed by more than one month;
- Work plan items were grouped by core theme and the front page of the score card provides an overview of progress for each core theme;
- Each core theme on the summary page is linked to a detailed report for the items within the core theme where the status for individual items is displayed;
- Future versions of the scorecard will have another layer for drilling down to view specific targets for each individual item;
- Vijay suggested that a hyperlink be added to take the viewer to a list of items grouped by status, making it easier to view just those items that are lagging or delayed; and
- Patty was commended for her work on the scorecard.

Tab 6 2010-13 Budget Preparation Update

Rachel Solemsaas presented an update on budget development. Key points included:

- Rachel recognized the Planning Council, leadership, and administrators for their participation in the process of developing proposed budget reductions;
- We are currently involved in planning for additional reductions to the budget for 2010-11 as well as the next biennium of 2011-13;

- Guiding principles and the cumulative impact of reductions to date were reviewed;
- We have cut \$6.1 million over the past two years with an additional \$1.3 million cut in December when the legislature passed a supplemental budget;
- Based on current information, we are anticipating an additional \$3.9 million reduction for the new biennium;
- The college has already implemented stage one reductions for 2010-11 totaling \$967,184;
- A proposal for stage two reductions totaling \$2,675,766 has been presented to campus and we are currently seeking feedback from Planning Council and the campus community at large;
- Reduction strategies were presented, including breakdowns by category of cut and by division;
- The proposed reductions are only for state funded budgets. It is acknowledged that self-support units are also likely to face reductions in order to remain viable;
- The timeline for campus communication and further action was presented;
- Staff are being provided with multiple opportunities to discuss budget proposals, both by constituency as well as by division;
- Jean addressed the campus community last Friday to provide an overview of budget assumptions, the unknown variables involved, and to reassure the community that we are committed to an open and transparent process that is as respectful of impacted individuals as possible; and
- Rachel was commended for an excellent job.

Tab 7 2011 Board Meeting Planning

Lucinda Taylor presented an overview of anticipated agenda items for 2011. Key points included:

- Upcoming agenda items have been outlined for review; and
- Board members will provide feedback directly to Lucinda via email.

IX. STAFF AND BOARD REPORTS

Capital and Facilities Master Plan

- No report.

Economic Development

Vijay Vashee and Paula Boyum reported that:

- Bellevue College will be the lead college with Centers of Excellence and partner colleges on an application for a statewide consortium grant

focusing on four industry sectors to be submitted to the U.S. Department of Labor;

- The major goal of the grant is to support capacity building for community colleges to expand and improve their ability to deliver education and training programs that serve workers eligible for Trade Adjustment Assistance and prepare them for high-wage, high-skill occupations;
- This grant opportunity is particularly exciting as it supports programs that tie directly to our college mission and core themes with sustainable, long-term outcomes;
- Given our shrinking budget and increasing student base, it becomes ever more important to revamp our approach to curriculum to include modularized learning, accelerated programs, and new ways of imparting learning;
- Steve suggested looking at Azanza Foothill as a potential partner or model;
- One strength of our application will be the four Centers of Excellence that are already in place to work with industry and other colleges across the state; and
- We have been invited to meet with Rogers Weed, Executive Director of the Washington State Department of Commerce, to discuss the role of software engineering in the aerospace industry and the role of Bellevue College's Center of Excellence for Information and Computing and Technology in establishing a tighter relationship between the software sector, the high-tech training and education community, and the aerospace industry.

New Campus Development

Vicki Orrico reported that:

- We have signed the purchase and sale agreement for Bellevue College to purchase the proposed property in Issaquah;
- We should be ready to close on the property within the next few weeks;
- The Issaquah community has been incredibly welcoming and supportive of this effort;
- The location and proximity to woodlands as well as industry will provide many opportunities for developing innovative and exciting programs;
- One of the next steps will be to explore possible investments to help us build out the campus; and
- Local businesses are beginning to reach out to us to explore potential collaborations.

Foundation Campaign

Vicki Orrico reported that:

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- The Foundation received a substantial planned gift in December;
- The Advancing Student Success Campaign is now at 97 percent of goal;
- New board members include Faith Roland of Roland Resources, Inc., Stacie Wyss-Schoenborn of BECU, and Sophie Hager Hume of Starbucks;
- The BC Foundation had a small fall scholarship offering and awarded 40 scholarships in December (almost double what was awarded last year);
- The BC Foundation is partnering with the Microsoft Store in Bellevue Square for the month of February. There will be a number of different and fun events throughout the month such as a speaker series, store tours, and Kinect tournaments;
- Vicki encouraged all trustees to be table captains at the luncheon;
- The premier sponsor for the luncheon this year is Columbia Athletic Clubs;
- Gaynor announced that we now have corporate sponsorship pledges totaling more than our total income from last year's luncheon;
- We recently received a major gift from a long-time supporter of the college;
- We anticipate being able to announce reaching our campaign goal at the luncheon; and
- The need for scholarships is increasing and this is likely to continue.

Long Range Finance/Resource Planning

- No report.

Strategic Plan/Accreditation

Jean Floten reported that:

- We have a first year accreditation report due this year and we are on target for completing this on time.

TACTC Board of Directors

- No report.

TACTC and BC Legislative Committee

Steve Miller and Vicki Orrico reported that:

- The recent TACTC meeting was fairly substantial with a good deal of information being presented;
- One presentation focused on new ways to support student success such as having lectures available online to free up class time for more collaborative and high touch activities;

- The Gates Foundation is sponsoring a conference to educate trustees and presidents on an initiative to support student success, including cohort tracking;
- We have been invited to participate and it is recommended that at least three trustees and the president attend; and
- Steve Miller, Marie Gunn, Vicki Orrico and Paul Chiles volunteered to participate.

Work Plan Oversight

- No report.

President

Jean Floten reported that:

- Jean had the opportunity to testify at a meeting of the Higher Education Committee regarding transfer students and data and was able share some interesting statistics;
- Thirty percent of UW graduates started at community colleges;
- Sixty-two percent of the students who transfer to four-year colleges and universities started with developmental coursework at community colleges;
- Most transfer students maintain their high GPAs throughout their four year programs;
- Ten percent of the transfer students who graduate with a four-year degree in Washington transferred from Bellevue College;
- Last year, for the first time, University of Phoenix accepted more transfer students from Bellevue College than University of Washington, Seattle;
- Community and technical colleges produce an increasing number of baccalaureate recipients through the new applied baccalaureate degrees and university centers on their campuses;
- The Governor has proposed a unified department of education to oversee K-20 education under the direction of a Secretary of Education;
- The CTC presidents are generally in support of most of the underlying policy objectives outlined in the Department of Education proposal but have questions about the implementation and structure;
- We signed a new agreement with UW Bothell for guaranteed admission for a select group of Chinese business students recruited specifically for this business program;
- Our nursing program has just finished a visit from the national accreditation team. The visiting team expressed concern regarding the number of instructors with masters degrees and voiced their commendation for our student success orientation and clinical programs;

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- We had a wonderful program of events during our week-long MLK celebration;
- We continue to negotiate with AIE, an Australian digital education firm, to bring their operations to the region;
- We have hired Russ Beard as our new Vice President of Information Resources; and
- Jean thanked Mike Talbott for volunteering to continue providing leadership for our Information Resources program during the transition.

X. UNSCHEDULED BUSINESS

No unscheduled business.

XI. EXECUTIVE SESSION

It was announced that the Board would move into executive session for approximately forty-five minutes to discuss the evaluation of state employees. Tom Nielsen was invited to join the Board. The Executive Session began at 1:41 p.m. Lucinda announced that the executive session was being extended by approximately five minutes. The executive session ended at 2:37 p.m.

XII. ADJOURNMENT

There being no further business, the regular meeting of the Board of Trustees adjourned at 2:37 p.m. The next regular meeting will be held on March 2, 2011.

ATTEST:

Vijay Vashee, Chair
Board of Trustees

Lucinda Taylor
Secretary, Board of Trustees
Community College District VIII

REGULAR MEETING AGENDA ITEM

Tab 2

March 2, 2011

Information **Discussion** **Action**

Topic

Bellevue College Speech and Debate Team

Description

The Bellevue College Speech and Debate team was founded in the summer of 2008 with two students and a faculty coach. By the end of the fall, the team was over 20 students. By the end of the competitive season, BC Speech and Debate was ranked number three in the Pacific Northwest Region National Forensics Conference, Division III. Our region is Washington, Oregon, Idaho, Montana and Alaska. This year, the debate team boasts over 30 student participants and is ranked number two in debate PNW Region, NFC, Division III.

The Debate Team is an academically linked extracurricular activity. Debate is an incredibly effective way to teach and practice critical thinking. Students are empowered to express and defend their ideas. They are assigned sides on a wide range of topics. They must, therefore, engage in research, study politics, economics, science and current events, and be able to speak intelligently about those topics from any perspective in an incredibly short amount of time. They must also take criticism from judges with diverse backgrounds which teaches students about shaping arguments to an audience and also how to handle critiques.

Debate also teaches leadership and teamwork. The whole team works together to host fundraisers and educational events. We will be having a fundraiser with a concert from a rock band (our student Jef Bromberg's band Radimus) and a silent auction. The students design and run these events. We also volunteer for Skwant, a Native American Science Camp last summer and this upcoming summer. Students teach speaking skills and storytelling. Students also design this event with the instructor. Students must also work on their own to plan individual events and to prepare for debate in teams of two. The larger team, usually about 18 students at any traveling event, must also work together to prepare for each round and to get along during travel. They take care of one another. The team came up with the idea last year that all debt was team debt. Rather than each debater paying equally for trips, the team took on costs together. That way, if one or more students could not pay for travel, they would not be excluded. This tradition continues.

The team is incredibly diverse with students from Japan, Italy, Indonesia, Brazil and the United States. We are the only team in our conference with non-native speakers of English. Interestingly, many of our non-native speakers win speaker awards on the circuit!

Students from the Speech and Debate Society will speak to the Board about their experience. Student speakers will include:

Samuel Pizelo, President

David Sassaman

Stephanas Pizelo

Tatsuya Waida

Guilia Balzola

Key Questions

- * How does the Speech and Debate Team benefit our students?
- * How does the Speech and Debate Team benefit our community?
- * What are the key skill fostered by the Speech and Debate Team?

Analysis

The Speech and Debate Society was formed a year and a half ago. In that time, the team has raised to the level of number three overall and number two in debate in our region (Washington, Oregon, Idaho, Montana and Alaska). This is a huge accomplishment. We also compete in numerous individual events and three styles of debate, NPDA, IPDA and Worlds.

Accomplishments include: working with Skwant, Numerous speaker awards, Division rankings, Sweepstakes awards (overall points at a tournament), and debate awards. Last year, our coach also won a coaching award!

The Speech and Debate Team is open to all students. Participation fosters cohesiveness, community service, leadership and empowerment.

Recommendation/Outcomes

That the Board of Trustees of Community College District VIII has an opportunity to hear from Debate Team members about their experiences and accomplishments.

Prepared by: Denise Vaughan, PhD, Faculty member English, Political Science,
Communications, Debate Team Coach
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REGULAR MEETING AGENDA ITEM

Tab 3

March 2, 2011

Information **Discussion** **Action**

Topic

Fresh Start Success Stories

Description

Fresh Start is a student success program designed to increase the success of students 1) on academic probation (30+ credits with GPA below 2.00) or 2) who are in danger of academic dismissal (60+ credits with GPA below 2.00). A registration block is placed on previously unidentified students with cumulative GPAs below 2.00 who will have completed 55 or more credits by the end of each quarter. These students are also contacted via email and phone to schedule appointments with counseling and advising staff.

The student first completes a Learning and Study Strategies Inventory (LASSI) survey online and submits answers to the following questions to their counselor:

1. What are your educational goals and what is your plan for achieving them?
2. What factors have contributed to your academic difficulties?
3. What academic and personal strengths will help you succeed?

The student then meets with a counselor for a one hour in-depth discussion of the various issues that may be impeding academic success, after which the registration block is removed. Students who complete these Fresh Start requirements can remain enrolled at BC indefinitely as long as they maintain a 2.00 quarterly GPA while their cumulative GPA is below 2.00. Students who do not meet minimum GPA requirements are dismissed from the college for one year.

Key Questions

- * Has the Fresh Start program improved our student success rates within the target population?
- * How has the Fresh Start program improved the lives of individual students?
- * What have we learned from the Fresh Start program that we can apply across populations?

Analysis

The Fresh Start program has achieved measurable success within the target population.

Fall 2008 baseline cohort (did not receive FS services)

88 earned a 2.0 or higher GPA the following quarter (Winter '09) (45.1%)

107 earned less than a 2.0 in Winter '09 (54.9%)

78 earned a 2.0 or higher GPA in Spring '09 (46.7%)

89 earned less than a 2.0 in Spring '09 (53.3%)

Fall 2009 Fresh Start cohort

98 earned a 2.0 or higher GPA the following quarter (Winter '10) (70.0%)

42 earned less than a 2.0 in Winter '10 (30.0%)

79 earned a 2.0 or higher in Spring '10 (62.2%)

48 earned less than a 2.0 in Spring '10 (37.8%)

More research is needed to factor in the many possible variables involved, but even though there is no proven causal relationship, the above data suggest that the Fresh Start Program is a successful intervention strategy for one of our highest-risk student cohorts.

This is further demonstrated through anecdotal evidence. The following are student comments following their counselor meetings:

- I procrastinate way too much and need to grow up and take my studies seriously.
- I learned I probably come off as a bit abrasive when talking to new people (not my intention).
- More relevant to academia, I learned that my situation, while certainly not ideal is not as dire as I make it out to be in my head. Excessive stress and anxiety aren't going to help me improve anything.
- I learned that I don't utilize campus resources as frequently as I should. Instead of only attending classes and hiding my troubles from the attention of others, in the future I should use what is offered to me in order to succeed. (supplementary I learned through that statement that I am shy)
- What I learned about myself was that I can force myself to be motivated, I can plan out my time better to study and do homework, and if I focus enough on what I'm doing I will do and be better with what I'm doing rather it be working on homework or studying. Also, if I have a big goal I will do anything to get there.
- That I can be a much better student and do well if I can manage time effectively.

Mandatory student success intervention programs, including CSI, One-Stop Matriculation, First-Year Experience, and Fresh Start, continue to be successful at BC

High-risk student cohorts do not respond to voluntary intervention programs in numbers large enough to “move the needle.”

Recommendation/Outcomes

That the Board of Trustees of Community College District VIII has an opportunity to learn about the Fresh Start program and hear directly from students who have benefited.

Prepared by: Matt Groshong, Dean of Student Success
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REGULAR MEETING AGENDA ITEM

Tab 4

March 2, 2011

Information Discussion Action

Topic

Tenure Review Committee Recommendations for the 2011-12 Academic Year

Description

A recommendation from the Tenure Review Committee for eleven full-time faculty members has been submitted to the Board of Trustees, in accordance with the "Agreement Between the Board of Trustees of Community College District VIII and the Bellevue Community College Association of Higher Education." On the basis of this recommendation and in accordance with the provisions of the Agreement, it is the recommendation of the President that ten of the faculty members listed below be granted tenure, and one candidate receives an additional probationary year.

Key Questions

- * Have the third-year probationary tenure candidates fulfilled all the necessary responsibilities as described in Article Fifteen, Section II of the faculty contract as part of the process of receiving tenure?
- * Has the Tenure Review Committee thoroughly reviewed the required documents as described in the tenure guidelines, and deliberated the merits of each probationary candidate?
- * As a result of the Tenure Review Committees deliberations, have any of the candidates received a recommendation for an additional year of probationary status?
- * Has the pertinent documentation for all eleven candidates been made available for review by the Board of Trustees?
- * What is the recommendation of the Tenure Review Committee regarding the tenure status for the eleven probationary candidates for the 2011-12 year?

Analysis

The reason for tenure, as stated in the Revised Code of Washington, is to protect faculty employment rights. Further, tenure protects academic freedom and promotes collegiality and professionalism among faculty.

The tenure process at Bellevue College involves three levels:

1. The Tenure Evaluation Subcommittee (TES) gathers information, mentors the candidate, and prepares the tenure document.
2. The Tenure Review Committee (TRC) reviews the documentation prepared by the TES to ensure that similar standards and expectations are met across the many disciplines. The faculty at large elects the six faculty members on the TRC. The TRC provides an objective look at each document to make sure that the case supporting the recommendation of the TES is sound.
3. Finally, the Board of Trustees, giving serious consideration to the recommendation of the TRC, decides to grant or not grant tenure. During the first two years of candidates' employment, the President uses the recommendation of the TRC to decide whether or not to continue the probationary period.

Required documents have been gathered by the TES and the tenure candidate that provide evidence that the process described above has been strictly followed.

Background Information

Electronic notebooks in .pdf format have been distributed to each board member on a thumb drive. An executive summary and all pertinent documents for each tenure candidate are included for review by members of the Board of Trustees.

Recommendation/Outcomes

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Jacqueline Drak, Science Division (Chemistry).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Francisco Ebreo, Social Science Division (Business Transfer & Paraprofessional Accounting).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Weihong Geiger, Arts & Humanities Division (World Languages, Chinese).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Renee Grant, Health Sciences, Education and Wellness Institute (Diagnostic Ultrasound).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Allison Lau, Counseling Center (Counselor).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Xiao (Winnie) Li, Social Science Division (Business Administration and Computer Science).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Jeffrey Novack, Science Division (Biology).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Lori Saffin, Social Science Division (Sociology)

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Anne Stewart, Arts and Humanities Division (World Languages, Japanese).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2011-12 academic year to Anthony Tessandori, Social Science Division (Anthropology).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants a fourth probationary year to Leticia Lopez, Arts and Humanities Division (English), in that all conditions required by RCW 28B.50.852 for advancement to a fourth year have been met.

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REGULAR MEETING AGENDA ITEM

Tab 5

March 2, 2011

Information **Discussion** **Action**

Topic

Sabbatical Leave Authorization for the 2011-12 Academic Year

Description

The purpose of a Sabbatical Leave shall be to improve the professional skills of the faculty member through study, research, and creative work. The College will receive direct benefit of such an experience through the increasing effectiveness of those persons participating in a professional leave program.

Key Questions

- * What is the purpose of sabbatical leave?
- * How many faculty have applied for sabbatical leave for the 2011-12 year?
- * How many FTE are being requested in total?
- * What is the Board of Trustee's role in the sabbatical leave process?
- * How have sabbatical leaves been affected by ongoing budget constraints?

Analysis

The Sabbatical Leave Committee is scheduled to meet in March and will identify a chair at that time. The Office of Human Resources is to provide the committee with FTE replacement cost for the requested sabbaticals. The committee will deliberate and make a recommendation to forward to the President. The President's recommendation will be presented to the Board of Trustees as an action item in May.

Background Information

The Sabbatical Leave Committee has received requests from three (3) faculty for sabbatical leave during the 2011-12 academic year. The total number of quarters requested is equivalent to 3.0 FTEF. The Board of Trustees has committed, through the Negotiated Agreement, to make "every reasonable effort to grant at least 5 FTE leaves annually, provided that at least that number of applicants have applied and are

ranked by the Sabbatical Leave Committee..." (Article IX, Section IV, C). The number of leaves granted is subject to fiscal and budget constraints and also the calculation of potential cost of replacement.

Last year seven faculty submitted applications for sabbatical leaves totaling 3.67 FTEF. Due to budget constraints, the President recommended that the Board of Trustees grant sabbaticals for two faculty members. These requests were for one quarter each, and amounted to .67 FTEF total. The replacement cost for last year was \$17,279.

The President will make a recommendation for consideration and action at the May meeting.

Recommendation/Outcomes

That the Board of Trustees of Community College District VIII receives information about sabbatical leave requests as a future action item.

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