



BELLEVUE
COLLEGE

Board of Trustees
Community College District VIII

Regular Meeting

March 4, 2015



Vision

Bellevue College is the region's college of choice, based on its excellence, innovation, and national recognition for exemplary programs.

Core Values

We, the Board of Trustees, faculty, staff and administration of Bellevue College, place students at the center of all we do and support and promote the excellence of their efforts. We affirm and embody pluralism; value collaboration and shared decision making; and honor creativity and innovation. We consider it our duty to anticipate changing demands in education and welcome the opportunity to shape its future. We acknowledge our responsibility to society and embrace the belief that widespread access to excellent postsecondary education is the cornerstone of a democratic society.

Mission

Bellevue College is a student-centered, comprehensive and innovative college, committed to teaching excellence, that advances the life-long educational development of its students while strengthening the economic, social and cultural life of its diverse community. The college promotes student success by providing high-quality, flexible, accessible educational programs and services; advancing pluralism, inclusion and global awareness; and acting as a catalyst and collaborator for a vibrant region.

Core Themes: *Mission Alignment*

Student Success

BC supports the success of all students in meeting their educational goals through its commitments to open access learning; to offer a portfolio of appropriate and well-chosen educational programs, services, and activities; and to its ongoing attention to student persistence and educational attainment.

Teaching and Learning Excellence

BC prepares and enables excellence in teaching and learning through its commitments to ensure relevance, responsiveness, and inclusiveness of curriculum; to maintain an effective teaching environment by supporting the teaching and professional achievement of all faculty; to provide for the accessibility of quality learning support services; and to monitor the academic and professional success of all students.

College Life and Culture

BC values a learning and working environment through its commitments to support a campus environment that is diverse, inclusive, open, safe, and accessible; to model a college community that affirms and embodies pluralism and values collaboration and shared decision making; and to honor and practice sustainability, creativity and innovation.

Community Engagement and Enrichment

BC strives to be a leader and partner in building a strong and vibrant region through its commitments to collaborate with businesses, industries, local school districts, primary transfer institutions, alumni, donors, and governmental and social services organizations to develop and refine educational programs that prepare individuals for academic success, employment, and lifelong learning; and to provide programs and space for use by the community at large.

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



A special meeting of the Board of Trustees of Community College District VIII, 3000 Landerholm Circle SE, state of Washington, will be held on Wednesday, March 4, 2015. The business session will begin at 3:00 pm in room B201. Steve Miller, Chair, will preside.

AGENDA

12:00 PM	LUNCH (A201)		
1:00 PM	EXECUTIVE SESSION (A201)		
	There will be an executive session to discuss collective bargaining, real estate, and to consider candidates for tenure.		
2:00 PM	STUDY SESSION (B201)		
	Bellevue College Community Perception Study		
3:00 PM	BUSINESS SESSION (B201)		
	I. Call to Order		
	II. Roll Call and Introductions		
	III. Consent Agenda		
	A. Approval of Agenda for March 4, 2015		3
	B. Meeting Minutes from February 3, 2015		5
	C. Meeting Minutes from February 18, 2015		8
3:05 PM	IV. Constituent Reports		
	A. Faculty	Brown	
	B. Classified Staff	Turnbull	
	C. Student	Jenkins	
	D. Foundation	King	
3:45 PM	V. Monitoring Reports (reports for this meeting in bold)		
	A. Student Success	All	10
	B. Instruction	All	12
	C. Economic and Workforce Development	All	13
	D. Student Affairs	All	14
	E. Equity and Pluralism	All	15
	F. Institutional Advancement	All	16
	G. Information Technology	Quarterly	
	H. Capital Facilities	Quarterly	
	I. Finance	Quarterly	17
	J. Human Resources	Quarterly	19
	K. Enrollment Report	Quarterly	

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

		L. Budget and Legislative Developments	As needed	
		M. Marketing and Public Relations	As needed	
4:00 PM	VI.	Action Items		
	A.	Tenure Recommendations	Nielsen	20
4:20 PM	VII.	Board Reports		
	A.	TACTC Board of Directors	Orrico	
	B.	TACTC and BC Legislative Committees	Miller/Orrico	
	C.	Foundation Liaison	Heu-Weller	
	D.	Individual Member Reports		
4:30 PM	VIII.	President's Report	Rule	
4:45 PM	IX.	Unscheduled Business/Community Testimony		
5:00 PM	X.	Adjournment		
		<i>Time and order are estimates only and subject to change.</i>		
5:00 PM		There will be a reception for former trustee, Marie Gunn immediately following the meeting.		

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

A special meeting of the Board of Trustees of Community College District VIII, state of Washington, was held February 3, 2015 in room B201, Bellevue College, 3000 Landerholm Circle SE, Bellevue, Washington. Dr. Lisa Chin, Vice Chair, presided.

EXECUTIVE SESSION

The executive session was called to order at 12:30 pm. Lisa Chin announced that there would be an executive session for approximately two hours to review the performance of a public employee, to discuss collective bargaining and to consider candidates for tenure. The executive session was extended and adjourned at 2:45 p.m.

STUDY SESSION

Tim Jones began the presentation with an overview on the Civil Rights Pilgrimage. Students who have participated in the pilgrimage over the last few trips shared their experiences and the impact on their lives.

BUSINESS SESSION

The business session was called to order at 3:29 p.m.

I. **ROLL CALL**

Ms. Abji, Dr. Chin, Ms. Orrico, and Ms. Obregon were present.

II. **CONSENT**

Vicki Orrico made a motion to approve the consent agenda. Shelmina Abji seconded the motion. The motion passed.

III. **CONSTITUENT REPORTS**

Faculty Report

Doug Brown, Bellevue College Association of Higher Education, reported on the following items:

- Expressed appreciation for Tim Jones and his students for their presentation and work.
- Implementation of collective bargaining agreement and process for promotion.
- Reinventing College Governance task force
- WSU/BC Partnership

Classified Staff Report

Becky Turnbull, representing classified staff, reported on the following items:

- BC/WSU Partnership
- New dean of the Library Media Center – Vivienne McClendon
- Workplace behavior training has been implemented for classified staff. Staff are pleased with the training. Classified staff training scholarship committee funds were doubled this year and up to \$4000 in scholarship awards are available for professional development.

ASG Report

Hevel Fernandez, ASG Vice President of Finance and Communications, reported on the following items for student government:

- OSLA is sending 50 students for a rally in Olympia and are following a number of bills in Olympia.
- There was also a phone a thon checking in with new students.

Foundation Report

Dale King, Foundation President, reported on the following items:

- Congratulated the board on the recent positive press
- Three upcoming events that the foundation is supporting – Women of Color Empowered luncheon for Gita Bangera, State of the Eastside Forum and Young Women Empowered Ignite.
- The foundation has begun the search for an executive director has started. ACCT will be assisting with the search.
- The Become Exceptional Luncheon is scheduled for April 14th.
- Corporate sponsorships are currently at 58,000. End of year solicitation increased by about \$6,000.
- Next quarterly event is on March 12th.

IV. MONITORNG REPORTS

Carl introduced Marci Muhlstein to present the OLS program. It's now a national model with Lone Star College and Northwest Arkansas Community College partnering with Bellevue College. Six additional colleges are coming at the end of February to learn more about the program.

V. INFORMATION ITEMS

A. Campus Building Naming Conventions

Ray White presented the recommended guidelines for naming conventions for new buildings. The college is seeking the board's guidance as the college is currently doing master planning and creating way finding signage. The board encouraged Vice President White to move forward with the signage.

VI. FIRST READ

A. Tenure Recommendations for the 2015-2016 Academic Year

Tom Nielsen was available to respond to any questions regarding the tenure recommendations for 2015-2016.

VII. ACTION

A. Student Housing

Vicki Orrico made a motion to approve the concept, offer further guidance to the development team and authorizes the project to move forward into the design phase. Shelmina Abji seconded the motion.

The motion passed.

VIII. **BOARD REPORTS**

TACTC –No report.

TACTC Legislative Committee – No report.

Foundation Liaison – No report.

Individual Member Reports – No reports.

IX. **PRESIDENT’S REPORT**

President Rule updated the board on the following items:

- Thanked Tim Jones for his presentation. President Rule will be attending the pilgrimage in October.
- The college received Title III eligibility.
- Searches in progress include the executive director for foundation and Vice President for Economic and Workforce Development.
- Emergency preparedness drills are occurring throughout various areas on campus.
- BC speech and debate team won a tournament in Oregon.
- Stassney Obregon, Shelmina Abji, Vicki Orrico and Dave Rule will be attending the ACCT National Legislative Summit in Washington, D.C.
- President Dave Rule will be going to Biloxi, MS for the Combase winter board meeting.

X. **UNSCHEDULED BUSINESS**

There was no unscheduled business.

XI. **ADJOURNMENT**

There being no further business, the meeting of the Board of Trustees adjourned 4:24 p.m.

Lisa Chin, Vice Chair
Board of Trustees

ATTEST:

Lisa Corcoran
Secretary, Board of Trustees
Community College District VIII

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

A special meeting of the Board of Trustees of Community College District VIII, state of Washington, was held February 18, 2015 in room B201, Bellevue College, 3000 Landerholm Circle SE, Bellevue, Washington. Steve Miller, Chair, presided.

EXECUTIVE SESSION

The executive session was called to order at 11:00 am. Steve Miller announced that there would be an executive session for approximately one hour to discuss collective bargaining and to consider candidates for tenure. Vicki Orrico and Merisa Heu-Weller participated via conference call. The executive session was extended and adjourned at 12:15 p.m.

BUSINESS SESSION

The business session was called to order at 12:15 p.m.

I. **ROLL CALL**

Ms. Abji, Dr. Chin, Mr. Miller and Ms. Obregon were present.

II. **INFORMATION ITEM**

A. Discussion of possible partnership between Bellevue College and Washington State University

Board Chair Steve Miller reviewed the mission statement of Bellevue College. Each trustee was invited to share their perspective and goals in a partnership model.

Discussion items included

- current funding model challenges;
- limited ability for the college to expand baccalaureate offerings;
- BC/WSU Working Group;
- commitment to student access; and
- compatibility of mission statements.

III. **UNSCHEDULED BUSINESS**

There was no unscheduled business.

IV. **ADJOURNMENT**

There being no further business, the meeting of the Board of Trustees adjourned 1:30 p.m.

Steve Miller, Chair
Board of Trustees

Board of Trustees Minutes

February 18, 2015

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ATTEST:

Lisa Corcoran

Secretary, Board of Trustees

Community College District VIII

STUDENT SUCCESS



ACCESS TO FUNDING

Background

One way Bellevue College assesses students' needs and institutional effectiveness is by administering nationally normed instruments to students. The Community College Survey of Student Engagement (CCSSE) is administered on a three-year schedule for this purpose. The college has collected four rounds of data via the CCSSE—2004, 2008, 2011, and 2014.

The results from the CCSSE have been used to evaluate and improve selected services to students. For example, the 2004 CCSSE provided the impetus for establishing a First-Year Experience program for incoming students. Other CCSSE items bring attention to barriers students face in completing their educational goals. One such question asks respondents to indicate the likelihood they “would withdraw from class or from this college due to lack of finances”.

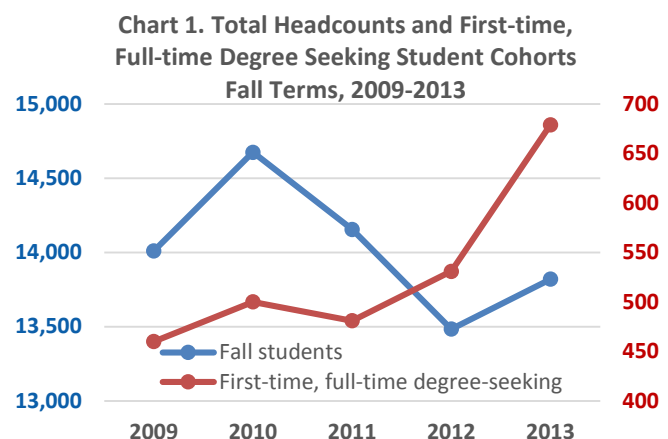
- **In every CCSSE administration at BC, *two-thirds* of respondents indicated this circumstance was likely.**

The February *Student Success Monitoring Report* addressed the reporting requirements of the federal Integrated Postsecondary Education Data System (IPEDS) regarding graduation rates. This month's report compares financial aid information for all students reported to IPEDS for fall terms over five years to the cohorts of first-time, full-time degree-seeking students in the graduation rate report.

Caveat: The students selected for IPEDS reporting are determined by the State Board for Community and Technical Colleges (SBCTC) staff. The results of an analysis conducted by BC's research office comparing college-determined criteria to those used by SBCTC shows differences in the populations included and excluded from these cohorts. A subgroup of the Research and Planning Commission is working with SBCTC staff to improve those criteria to more accurately reflect the IPEDS reporting expectations. That said, the criteria used by SBCTC have been fairly stable for the past five years and are used in the analysis that follows.

Key Points

Enrollments: In **Chart 1**, the **blue** line depicts the enrollment pattern of students over the five-year time period. Enrollments follow the fluctuations expected as a result of the recession—increased enrollments as the unemployment rate rises and workers turn to education for improved employability—and the recovery—students find living-wage jobs and suspend or abandon educational pursuits. The **dark red** line shows the number of students



entering postsecondary education for the first-time enrolled in 12 or more credits their first term (nearly all of these students were in-state tuition-paying students).

- Since 2009, BC has reported about 14,000 students in postsecondary courses each year.
- In 2013, first-time, full-time degree-seeking students represented nearly 5% (4.9%) of the total.

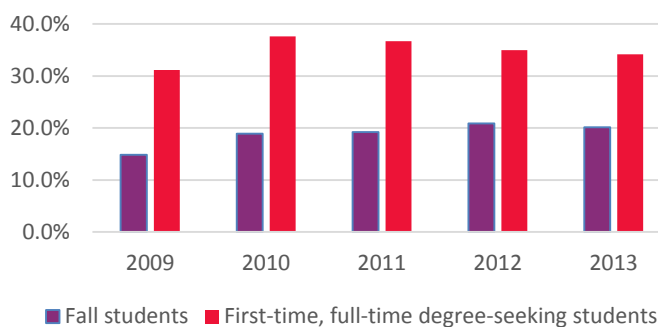
Financial Aid: **Chart 2** compares the percentages of those same two student populations relative to the amount of grant or scholarship aid received.

Comparing first-time, full-time degree-seeking students (the **red** bar) to all students (the **purple** bar), the data show

- **More than one-third** (34.2%) of the first-time students received grants or scholarship in Fall 2013

And, the *number* of students receiving aid in fall 2013 **was nearly 60 percentage points higher than in 2009.**

**Chart 2. Grant or Scholarship Aid Received
Percentages of Student Populations
Fall Terms, 2009-2013**



When looking at all students, about **one out of five** of the Fall 2013 student population received some form of grant or scholarship aid; not considered a high proportion overall. However, comparing 2013 to 2009

- the number of students receiving aid in 2013 **was more than 30 percentage points higher**. In addition, the amount of funding going to such students was just over 50 percentage points higher—increasing from \$9.3 million to \$14 million.

Students access multiple forms of aid in order to complete their educational goals. In addition to grants and scholarships, nearly one out of ten (9.2%) fall 2013 students received federal loan dollars; an increase of 15.1 percentage points over fall 2010.

Report by: Patty James, Associate Vice President, Effectiveness and Strategic Planning
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INSTRUCTION



BACHELOR OF APPLIED SCIENCE PROGRAMS

Key Points

- Bellevue College leads the Washington State System of Community and Technical Colleges in the development of Bachelor of Applied Science degree programs with a total of six degree programs. As of winter quarter 2015, total combined FTE enrollments were 147.7. This represents an increase of 45.6 FTE enrollments from winter quarter 2014.

The table below shows current programs, year established, and recent program growth from winter 2014 to winter 2015.¹

Program	Year Established	Winter 2014 FTE Enrollment	Winter 2015 FTE Enrollments
BAS Radiation & Imaging Science	2007	3.1	6.1
BAA Interior Design	2010	49.3	54.9
BAS Health Care Technology and Mgmt	2012	18.3	40.0
BS Nursing	2013	7.1	14.2
BAS Information Systems & Technology	2013	8.7	19.0
BAS Data Analytics	2015	0.0	5.3
Total		102.1	147.7

- Two new Bachelor of Applied Science programs have received approval from the State Board of Technical and Community Colleges. They are:
 - BAS degree in Applied Accounting (To begin fall 2015, pending NWCCU accreditation approval)
 - BAS degree in Molecular Bioscience (To begin fall 2016, pending NWCCU accreditation approval)
- Chris Bell joined the Office of Instruction team in December to fill the position of Director of Applied Baccalaureate Development.

Next Steps

- Future degrees in the pipeline for development to be submitted to the SBCTC by their February deadline:
 - BAS degree in Health Promotion Management
 - BAS Degree in Healthcare Management (a re-envisioning of existing degrees that combines the management tracks from Radiation and Imaging Sciences and from Health Care Technology and Management to create a stand-alone HCM degree.)
 - B.S degree in Computer Science.

Report by: Tom Nielsen, Vice President, Instruction
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¹ Enrollment Data provided by Office of Effectiveness and Strategic Planning

ECONOMIC & WORKFORCE DEVELOPMENT



CONTINUING EDUCATION

Key Points

Continuing Education (CE) is conducting a review of the product inventory in IT. Typically, there are 70+ sections that run successfully each year. This will help determine the future direction for course development.

- Review each course with adjunct instructors for relevance to the profession, perceived needs, and changes that may be indicated.
- Review the “track record” of each course for frequency of offering and for any trends based on student numbers.
- Develop a list of software needed for new offerings.
- Review the system capabilities to determine the upgrades necessary to run software for new “cutting edge” courses.

Next Steps

- Meet with Information Technology Services (ITS) to discuss upgrades.
- CE’s Business Training Institute (BTI) will finalize several contracts with the private sector for substantial blocks of contracted training.
- CE is will review and fill some vacant staff positions. Some positions may be consolidated to reduce expenses.

Report by: Carl O. Ellis, Interim Vice President of Economic & Workforce Development
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STUDENT AFFAIRS



STUDENT ATHLETES

The reported numbers are for currently eligible athletes participating in following sports.

Sport	Full roster	Cum GPA
Baseball	25	2.95
M Basketball	12	2.94
W Basketball	13	2.84
M Golf	6	2.91
W Golf	3	2.93
M Soccer	27	2.81
W Soccer	20	2.63
Softball	16	2.92
W Tennis	8	3.18
Volleyball	13	2.75
Total	143	2.89

Fall Sports

- *Men's Golf*: Team First Place in three of four tournaments; finished second in the last. Won First Place Medalist in three of four tournaments; tied for third in one.
- *Women's Golf*: Team First Place in three of four tournaments; finished second in the last, playing against 4-year schools. Won First Place Medalist in two of four tournaments; tied for second in one; finished 4, 5, and 6 in another.
- *Women's Soccer*: Third place in West Region, advanced to the quarter-finals for first time since 2008. One player selected for Women's Soccer All-Stars, three for All-Region. One student-athlete for NWAC All Academic Sports Team (criteria: sophomore, minimum 36 credits earned, 3.25 cumulative GPA).
- *Men's Soccer*: Tied for third place in West Region. One player selected as North-West Region MVP and Men's Soccer All-Star. Three players selected for Men's Soccer All-Region. One student-athlete honored on All Academic Sports Team.
- *Volleyball*: Second Place in North Region with a 10-2 league record, 20-12 overall. Three players selected as NWAC All-Stars. One student-athlete honored on All Academic Sports Team.

Winter Sports

- *Men's Basketball*: Currently ranked 1st in NWAC Coaches Poll; 1st in Joward Power Ranking. Two student-athletes honored on All Academic Sports Team
- *Women's Basketball*: Currently ranked 5th in NWAC Coaches Poll; 4th in Joward Power Ranking. North Region #1

Next Steps

Continue to pursue highest level of excellence on the field and off and consistently place among the top three in all sports each year.

Report by: Ata U. Karim, Vice President of Student Affairs
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EQUITY AND PLURALISM



BLACK HISTORY MONTH

Current initiative:

- The theme for 2015 Black History Month was the “The Whole Story.” Coordinated by members of the The Black Employees Group, programs focused on telling a contextualized account of African and African-American history. Events included:
 - Two presentations by activist and author, Kevin Powell. Kevin Powell is one of the most acclaimed political, cultural, literary and hip-hop voices in America today. Kevin is the author of 11 books, including *Barack Obama, Ronald Reagan, and the Ghost of Dr. King: Blogs and Essays*.
 - Keynote lecture by Dr. Runoko Rashidi, titled: “African History is Everybody’s History”. He is a fierce advocate for the importance of African people viewing the world through an African lens. He is an anthropologist and historian with a major focus on what he calls “the Global African Presence--that is, Africans outside of Africa before and after enslavement. He is the author or editor of eighteen books, the most recent of which are “Black Star: The African Presence in Early Europe” published and “African Star Over Asia: The Black Presence in the East.”
 - Keynote lecture and film viewing by Lamin Jatta titled, *Kunta Kinteh Island – Coming Home Without Shackles*. Lamin Jatta is a 9th generation descendant of Kunta Kinteh. The American mini-series “Roots” laid the foundation for this documentary film about the family and life in the Gambia of today.

Report by: Yoshiko Harden, Vice President for Diversity/Chief Diversity Officer
yoshiko.harden@bellevuecollege.edu

INSTITUTIONAL ADVANCEMENT



Key Points

- Dr. Gayle Barge has been named as one of 2015's top 25 women in higher education by *Diverse: Issues in Higher Education*. In honor of Women's History Month, *Diverse* will publish its annual special report recognizing the contributions of women to higher education. In the edition, *Diverse* identifies 25 women from around the country who stand out for their ability to forge solutions to the unprecedented challenges facing the nation's higher education community. The special edition will be published in the middle of March.
- Institutional Advancement has completed a first draft of its strategic plan.
- Interviews for the Web Editor-in-chief position are currently underway.
- The Foundation Executive Director search committee will begin reviewing resumes in the beginning of March.
- Recruitment for the 50th Anniversary Project Management Associate position is in process.
- As part of the national messaging campaign to support the college's 50th Anniversary, the marketing team continues to pursue national and local advertising opportunities including publications such as: *Diverse: Issues in Higher Education*, the *Mariners Yearbook* and a full season of the *Mariners Game Program*.
- The agreement between the Foundation Board has reviewed and voted on the updated Memorandum of Understanding between Bellevue College and the Bellevue College Foundation.
- Scholarship applications are now being accepted by the Bellevue College Foundation. The Foundation has 54 different named scholarships and has just over \$270,000 funding available to assist Bellevue College students with the costs of tuition, eligible fees and books during the 2015-2016 academic year.
- Please plan to attend and host tables for the April 14th Become Exceptional Luncheon.

Report by: Dr. Gayle Colston Barge, Vice President of Institutional Advancement
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FINANCIAL REPORT



FOR PERIOD JULY 1, 2014 TO DECEMBER 31, 2014

Key Questions

1. How has the financial environment changed since the current budget (Jun-14) was built?

While revenue estimates for tuition rates and state allocation are proving accurate, **enrollment figures are lower than anticipated**. Latest fall figures show a decline over last year of -3.1% and BC's operating budget was built on planning figures of -2.0%. If these enrollment levels remain constant through the academic year, the result will be a \$314k overstatement of revenues.

Additionally, planning numbers used for **operating expenditures did not include faculty salary increases** made to the faculty agreement. With the expected increase in faculty salaries, expenditures for the year are understated by \$649k. Together the increased salary expense and decline in enrollments **suggest a potential overstatement of the financial position by nearly \$1 million**.

2. How do actual revenues and expenditures compare to budgeted?

REVENUE AND EXPENSES For the Period Ending DECEMBER 31, 2014					
	FY 15 BUDGET	FY 15 ACTUAL	FY 14 ACTUAL	% Change FY15 - FY14	
STATE OPERATING					
ALLOCATION	\$28,464,007	\$14,634,852	\$14,192,935	3%	
REVENUE	\$22,247,835	\$18,292,693	\$17,996,150	2%	
RESERVE	\$0	\$423,748	\$0		
EXPENSE	\$50,711,842	\$24,113,304	\$23,062,204	5%	
DEDICATED LOCAL					
REVENUE	\$16,991,458	\$8,688,645	\$8,747,692	-1%	
EXPENSE	\$16,991,458	\$6,809,799	\$5,667,461	20%	
GRANTS & CONTRACTS					
REVENUE	\$21,335,399	\$8,307,428	\$9,344,718	-11%	
EXPENSE	\$21,335,399	\$5,013,799	\$3,997,310	25%	
PROPRIETARY					
REVENUE	\$16,768,693	\$8,964,283	\$9,561,751	-6%	
EXPENSE	\$16,386,581	\$8,608,907	\$7,738,274	11%	
TOTALS					
REVENUE	105807392	59311649	59843246	-1%	
EXPENSE	105425280	44545809	40465249	10%	

3. Are there reasonable explanations for significant variances?

- **Dedicated Local** revenue and expense YTD continue to reflect the change in accounting for network-related expenses previously shown in the **Proprietary** funds. There is also increased activity in design funds for several capital-related projects.

- **Grants and Contracts** revenues show the earlier collection of running start and other high-school related revenues in FY15 compared to FY14 and an increase in YTD international business transfer and English Language Institute revenues.
- **Proprietary** revenues reflect the shift in activity from the computer services fund to the local dedicated fund in FY15. Student activities revenue is also lower YTD due to the tuition decline. The radio station donation activity was transferred to the Bellevue College foundation in FY15 which contributes to lower activity in FY15 compared to FY14.

Revolving Quarterly Review - *Annual Report*

The State Auditor's Office is scheduled to audit both fiscal years 2013-14 and 2014-15 financial statements for the first time this fall. Subsequent audits are scheduled annually for an October-December time frame each year. Results will be presented to Bellevue's board during the winter quarter financial report.

These financial statements will include a Statement of Net Position, Statement of Revenues, Expenditures and Changes in Net Position, and a Statement of Cash Flows. The financial statements will be formatted according to GASB. The State Board has provided guidance on GASB formatting and some colleges with earlier accreditation requirements, have already had audits performed.

Report by: Ray White, Vice President of Administrative Services
ray.white@bellevuecollege.edu

HUMAN RESOURCES



Key Points

On January 30, a team of Bellevue College faculty and staff attended the California Community College Job Fair in Los Angeles. The team consisted of Vice President of Instruction, Tom Nielsen, Associate Dean of Nursing Vicky Hertig, Dean of Undergraduate Research, Gita Bangera, Mathematics Faculty, Tony Akhaghi, Benefits Manager Karsten Caesar and Human Resources Generalist Alicia Tarigan and Vice President of Human Resources Aaron Hilliard.

The purpose of attending included recruitment of candidates for the fifteen (15) current faculty vacancies at Bellevue College. The college also wants to build relationships with candidates who may meet qualifications or have the ability to refer others who may be interested in future faculty opportunities at Bellevue College. Finally the college wanted to intentionally reach out to candidates to increase the diversity of candidate pools for current and future postings.

Efforts resulted in collecting eighty-nine (89) resumes from candidates who are focused on a variety of faculty opportunities. There was also interest expressed in other employment opportunities in exempt to classified positions. Tony Akhaghi was able to collect additional resumes of candidates interested in applying for positions in the math sciences area. Vicky Hertig collected a number of resumes for candidates interested in current or future nursing or health science opportunities. Upon return from the Job Fair, HR staff has followed up with the eighty-nine (89) candidates thanking them for their interest, directing them to the college's web page and explaining the application process. More than a dozen of those candidates have responded favorably to the e-mail message.

Next Steps

The next steps of the team is to get together to evaluate the trip, the presentation at the Job Fair and how the college's presentation compared to other participants. HR staff will also monitor the number of applicants generated by BC's presence at the job fair with an understanding that this event will be one method of many to recruit candidates to Bellevue College.

Report by: Aaron Hilliard, Vice Preident for Human Resources
Aaron.hilliard@bellevuecollege.edu

REGULAR MEETING AGENDA ITEM



TENURE REVIEW COMMITTEE RECOMMENDATIONS FOR THE 2015-16 ACADEMIC YEAR

☐ INFORMATION

☐ FIRST READ

☒ ACTION

Description

A recommendation from the Tenure Review Committee concerning eleven tenure candidates 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 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 and the Tenure Review Committee that ten of the faculty candidates listed below be granted tenure and one be granted a two-quarter extension of the probationary period.

Key Questions

- * Have the third year probationary tenure candidates fulfilled all the necessary responsibilities as described in Article Twenty-two 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 their deliberations, has the Tenure Review Committee recommended an extension of probationary status for any of the candidates?
- * Has the pertinent documentation for all eleven candidates been made available for review by the Board of Trustees?
- * What are the recommendations of the Tenure Review Committee regarding the tenure status for the eleven probationary candidates for the 2015-16 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 four levels:

1. The Tenure Evaluation Subcommittee (TES) gathers information, mentors the candidate, and prepares the tenure document.
2. The Tenure Review Committee (TRC), including six faculty members elected by the faculty at large, reviews the documentation prepared by the TES to ensure that similar standards and expectations

are met across the many disciplines. The TRC provides an objective look at each document to make sure that the case supporting the recommendation of the TES is sound.

3. The College President, after reviewing the recommendations of the TRC, submits those recommendations and accompanying materials, along with his/her own recommendation, to the Board of Trustees.
4. Finally, the Board of Trustees, giving serious consideration to the recommendation of the President and the TRC, decides to grant or not grant tenure or extend the probationary period. 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 candidates that provide evidence that the process described above has been strictly followed.

Background/Supplemental Information

Electronic notebooks in .pdf format have been distributed to each board member on a thumb drive. All pertinent documents for each tenure candidate are included for review by members of the Board of Trustees. The President's recommendations on the candidates are included as a separate document.

Recommendation/Outcomes

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Sean Allen, Arts & Humanities (English).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Brian Casserly, Social Science (History).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Elizabeth Harazim, Arts & Humanities (English).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Terry Hatcher, Health Sciences, Education and Wellness Institute (Diagnostic Ultrasound).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Bethanne Luzzi, Counseling.

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Steven Martel, Counseling.

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Nancy McEachran, Arts & Humanities (Developmental Education).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Maurya Radvilas, Health Sciences, Education and Wellness Institute (Radiation and Imaging Sciences).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Sabrina Sanchez, Social Science (History).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants tenure for the 2015-16 academic year to Aron Segal, Social Science (Business Administration).

Recommendation: That the Board of Trustees of Community College District VIII hereby grants a two quarter extension to Linda Schinman, Health Sciences, Education and Wellness Institute (Radiation Therapy).

Prepared by: Tom Nielsen, Vice President of Instruction
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February 24, 2015

Dear Board of Trustees:

After careful review of the tenure candidates' documentation and personal interviews with each of the candidates, I recommend that the board of trustees grant tenure to the following tenure candidates:

Name	Division	Program
Sean Allen	Arts & Humanities	English
Brian Casserly	Social Science	History
Elizabeth Harazim	Arts & Humanities	English
Terry Hatcher	Health Sciences, Education & Wellness Institute	Diagnostic Ultrasound
Bethanne Luzzi	Student Affairs	Counseling
Steve Martel	Student Affairs	Counseling
Nancy McEachran	Arts & Humanities	Developmental Education
Maurya Radvilas	Health Sciences, Education & Wellness Institute	Radiation and Imaging Sciences
Sabrina Sanchez	Social Sciences	History
Aron Segal	Social Sciences	Business Administration

I also recommend that the board grant a two quarter extension to the following candidate:

Linda Schinman	Health Sciences, Education & Wellness Institute	Radiation Therapy
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Sincerely,

David L. Rule, Ph.D.
President