



Board of Trustees
Community College District VIII

Regular Meeting
March 7, 2018

**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 7, 2018. The business session will begin at 1:30 P.M. in room B201. Lisa Chin, Chair, will preside.

AGENDA

- | | | |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| 12:00 PM | EXECUTIVE SESSION/LUNCH (A201)
The Board will be meeting in executive session to evaluate the performances of public employees and to discuss issues related to collective bargaining. | |
| 1:30 PM | BUSINESS SESSION (B201) | |
| | I. Call to Order | |
| | II. Roll Call and Introductions | |
| | III. Consent Agenda | |
| | A. Approval of Agenda for March 7, 2018 | |
| | B. Meeting Minutes from February 7, 2018 | |
| 1:40 PM | IV. Constituent Reports | |
| | A. Faculty | Nightingale |
| | B. Classified Staff | Turnbull |
| | C. Foundation | Celis |
| | D. Student | Castaneda |
| 2:15 PM | V. Action Items | |
| | A. Tenure Recommendations | Bangera |
| | B. Reorganization of the Board | Chin |
| 2:20 PM | VI. First Read Items | |
| | A. Sabbatical Leave Recommendations | Bangera |
| 2:30 PM | VII. Information Items | |
| | A. Student Housing | Karim/White |
| | B. Student Success – Assessment | Bangera |
| 3:00 PM | VIII. President's Report | Weber |
| 3:15 PM | IX. Board Reports | |
| | A. Individual Member Reports | |

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

3:30 PM X. Unscheduled Business/Community Testimony

3:45 PM XI. Business Meeting Adjournment

Please note: Time and order are estimates only and are subject to change.

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 on February 7, 2018 at Bellevue College, 3000 Landerholm Circle SE, Bellevue, Washington. Merisa Heu-Weller, Vice Chair, presided.

EXECUTIVE SESSION

Ms. Heu-Weller announced that there would be an executive session for approximately ninety minutes to evaluate the performances of public employees and discuss collective bargaining. The executive session adjourned at 1:30 p.m.

BUSINESS SESSION

The business session was called to order at 1:35 p.m.

I. ROLL CALL

Mr. Cha, Mr. Dietzel, Mr. Fukutaki, Ms. Heu-Weller, Mr. Leigh, Mr. Marvin, and President Weber were present. Ms. Heu-Weller announced that Steve Miller's term has ended and a new trustee, Richard Leigh, has joined the Board. Richard thanked Merisa and said that he is pleased to be with Bellevue College. He is a twenty year resident of Bellevue and his wife has taken many courses in Continuing Education at Bellevue College. He is an attorney and serves on several non-profit boards.

Vice President Karim presented Tom Broxon, Dean of Natural Sciences and Mathematics at Pierce College, a Washington Executive Leadership Academy (WELA) cohort member, and mentee.

II. CONSENT AGENDA

Mr. Fukutaki made a motion to approve the consent agenda. Mr. Dietzel seconded. The motion passed unanimously.

Minutes from January 10, 2018. Mr. Fukutaki motioned to approve the minutes from January 10, 2018. Mr. Dietzel seconded. The motion passed unanimously.

III. CONSTITUENT REPORTS

A. Sue Nightingale, representing Bellevue College Association of Higher Education, reported on the following items:

- i. Sue thanked the trustees who came for Light up the Night event. Lighting and parking are common concerns that Sue hears regarding infrastructure.
- ii. Sue referenced a letter of concern from faculty dated October 2017 regarding issues that were happening at the Disability Resource Center. Sue spoke with President Weber in October. Significant improvements have been made, including note takers for students. It is harder to see positive changes, so faculty temperature on this is still cold. Faculty have made no progress on the demand to bargain. This was complicated by the departure of the former Vice President of Human Resources. While this is

understandable, Sue reported that faculty would like to work harder to get the issues resolved.

- iii. Sue provided information for trustees as they speak to members of the public and legislators regarding faculty step increases.
 - iv. Sue was asked to serve on the Washington State Board committee for strategic enrollment management. She has found it interesting to work with leadership from various colleges as they approach this common problem. College's take different approaches. Pierce College was highlighted as a college that does significant work in this area. Sue feels Bellevue College will have a heavy burden in this area because of the ratio of part-time to full-time faculty. Many items under the Achieving the Dream (ATD) initiative will focus on teaching and what faculty are doing in the classroom.
 - v. Sue shared a concern about the hiring process. She has talked to President Weber about speeding up the hiring process. Eleven positions are approved to be hired, only six are currently advertised. She believes that every one of them should have been advertised by February to attract skilled faculty. She is concerned about contraction in the number of full-time faculty positions and recommends keeping an eye on that.
 - vi. The class of eleven tenure candidates were of sixteen that were hired.
- B. Becky Turnbull, representing classified staff, reported on the following items:
- i. Classified Staff will meet with President Weber tomorrow at College Issues Day.
 - ii. Classified staff is aware of leadership shift. They enjoy hearing from President Weber and appreciate him asking for feedback.
 - iii. Recently, President Weber asked for personal anecdotes from classified staff regarding the cost of living in this region. Becky reported that she has spoken to several legislators about these issues. President Weber commented that he has shared the stories, which he also collected from faculty and exempt staff. President's Cabinet will evaluate and choose the most representative stories; these will be sent to the legislature. Some trustees are going to a national Trustees conference in Washington D.C. and will speak with legislators. These compelling personal narratives will underscore the conversation.
 - iv. Becky believes that the Disability Resources Center (DRC) has been severely understaffed. She reported that they have had almost complete turn-around in the last five years with much difficulty to retain employees. Students in crisis are in the DRC and there is often no manager presence.
- C. Rebecca Chawgo, representing Bellevue College Foundation, reported on the following items:
- i. The Annual Foundation Luncheon is set for April 25, 2018. On behalf of Foundation Board President, Laura Celis, Rebecca asked the Board to serve as Table Captains at the luncheon. Merisa thanked Foundation staff for the support they provide table captains each year.
 - ii. The Alumni Association is holding a social outreach event called Pub and Grub on March 15, 2018 at the Mustard Seed in Newport Hills.
- D. Amber Castaneda, representing the Associated Student Government (ASG), reported on the following items:

- i. ASG has resolved that this is a transition year with a focus on outreach, relationship building, and restructuring student government.
- ii. Currently the ASG are working on revising their bylaws, which need to be aligned with the ASG constitution. The most recent version ASG were able to find through a records search was from 2007. It was suggested that Bruce Marvin may be able to assist in looking for the document. They would like to address changes needed and get this issue resolved.
- iii. Student Council meetings will be moved to every other week in order to align with Governance meetings.
- iv. ASG is proud to host Black History Month keynote speaker, Rasheed Cromwell, who will address the Black Lives Matter movement in his speech, February 14, 2018.
- v. More seats for student representatives are available on the BC Governance functional councils.
- vi. ASG thought the recent Light up the Night event was important and a good experience. They support holding this event again in summer. Safety on campus is an ongoing conversation for every council in Governance.

IV. **FIRST READ ITEMS**

A. Tenure Recommendations

Dr. Gita Bangera, Interim Vice President of Instruction, reported recommendations from the Tenure Review Committee for third year tenure candidates.

- a. In response to the previous ASG report, VP Bangera thanked everyone for coming to the Light up the Night event and believes that it confirms that college management cares about safety. VP Bangera thanked Vice President White's team, reported that the ASG feedback will be added to the surveys already done, and agreed that conversations about safety should continue throughout the year.
- b. The candidates for tenure were provided in the overview. Notebooks including all the required information will be sent to the Board via a secured link.

V. **INFORMATION ITEMS**

A. Foundation Annual Report

Dr. Gayle Barge, Vice President of Institutional Advancement, presented information. Key discussion points were:

- a. Dr. Barge is the first of this current senior leadership team to present an annual unit report to the Board. An executive summary of how Foundation is supporting President Weber's vision was included in the packet and VP Barge narrated a presentation which served as a snapshot of that more detailed document.

B. Student Success – Fulbright Scholar

Dr. Gita Bangera presented information about Bellevue College's visiting Fulbright Scholar, James Riggall. Key discussion points were:

- a. James has become familiar with the school and the area. He mentioned that many of the people he wanted to meet, he has met in the region.
- b. James has been co-teaching an online class with Bruce Wolcott of the Institute for Business and Information Technology; students from around the world are attending.
- c. Dr. Bangera thanked all the people who helped with this project including Rebecca Cory, Vivienne McClendon, RISE Learning Institute staff, and Bruce Wolcott.
- d. Virtual Reality is the focus of some of James' work and Dr. Weber asked for a simile of the Virtual Reality (VR) goggles to take to the California Community College Registry job fair, which he will attend with many Bellevue College faculty members in an effort to achieve greater diversity of applicants to full-time faculty positions.
- e. A tour of the RISE space and demonstration of the Virtual Reality project is being planned for the Board's March 7th meeting. President Weber mentioned that Bellevue College has been working with Washington Technology University and are developing a formal Memorandum of Understanding (MOU). President Weber suggested that the RISE tour occur following the board meeting.
- f. This presents a wonderful promotional opportunity for Bellevue College. The President's Office is working on a one-pager with links to stories; this should be included and provided to the Board for their upcoming conversations with legislators.
- g. Institutional Advancement will work with Instruction on a case study.
- h. James will continue teaching with Bruce and is interested in continuing other collaborations he has established during his time at Bellevue College. Instruction will continue to explore courses to develop. Vivienne McClendon, Dean of Library Media Center (LMC), worked with Bruce to write the Lockwood Grant then LMC matched the grant funds to get the VR headsets. Faculty has been introduced to the headsets and feedback is being collected. Bruce and James are working with Dean McClendon on a book relating to VR and how it is transforming education.

VI. **QUARTERLY ENROLLMENT REPORT**

Dr. Gita Bangera presented data showing enrollment trends over time. Key discussion points included:

- A. It was decided that the quarterly enrollment report should be presented by the Office of Effectiveness and Strategic Planning; therefore, Dr. Alec Campbell, Interim Associate Vice President of Effectiveness and Strategic Planning will present the next regularly scheduled enrollment report.
- B. It is likely that Bellevue College will still not make the allocation target. Up to 2% of total enrollment is allowable from self-support programs; the College is currently at 1.6%
- C. It is important to identify an ideal model (size and composition) for allocation of students groups (international, running start, self-support). This should be addressed in the future strategic marketing plan. A new environmental scan should be conducted and decisions made regarding appropriate targets.

- D. Dr. Bangera explained that the allocation is a complicated calculation of the State Board for Community and Technical Colleges (SBCTC), which evaluates enrollment over the last three years and considers the enrollment trends of all community colleges in the system.
- E. Many colleges in the SBCTC system are not reaching their enrollment targets. Discussion on what is impacting enrollments across the state. President Weber a member of the board for the American Association of Community Colleges (AACC) who receive national enrollment information. President Weber reported that this is the first time in history that declining enrollments have been reported for five consecutive years. There are different theories, but President Weber believes there is disruption in competition of which administrators and boards may not be aware. He also believes there are quicker paths to the workforce in high-tech industries. President Weber will attend the AACC conference in April and looks forward to learning more.
- F. Board members agreed that this presentation was much clearer than what has been presented offered in past enrollment reports.

VII. **PRESIDENT'S REPORT**

- A. Vice President of Administrative Services, Ray White, has tendered his resignation. Vice President White is proud of the work done in the last six years. He plans to return to teaching.
- B. Trustees Fukutaki and Dietzel participated in the intake process for the College's recent audit. Trustee Dietzel and President Weber then participated in the exit interview portion of that process. Trustee Dietzel recognized the staff for their work, with particular mention of the finance team. President Weber will work with the auditors to bring more audits in the future.
- C. College Issues Day is set for February 8. Two sessions will be offered on the topic of Achieving the Dream (ATD) and the Core Team is working with ATD coaches. A full day of presentations has been organized by Interim Vice President of Diversity, Sayumi Irey, and other members of staff. There will be a panel discussion on Student Housing. Representatives from Edmonds Community College and Green River Community College will discuss life before and after student housing. This is a good opportunity to have college-wide discussions.
- D. President Weber has talked to Andy Wappler from Puget Sound Energy regarding the Energize Eastside project and brought forward the concerns raised at the previous Board of Trustees meeting by the community group Coalition of Eastside Neighborhoods for Sensible Energy (CENSE). President Weber will consider all the information he has received. At the March meeting, a decision will be made regarding Bellevue College's support of the initiative.

VIII. **BOARD REPORTS**

- A. Trustee Heu-Weller reported that President Weber met with President Cauce of University of Washington (UW) to reaffirm their shared desire to work better together, particularly with regard to legislation. Trustee Heu-Weller's husband is the incoming Alumni President at UW and opportunities for collaboration are numerous.
- B. Trustee Fukutaki reported that he, along with Trustee Dietzel and Trustee Cha, attended the Washington Association of College Trustees (ACT) conference and Transforming Lives Dinner. Trustee Fukutaki was also on the Transforming Lives awards committee. He can provide insight for future Transforming Lives Award nominations.

- C. Trustee Cha reported that it was inspiring to attend the ACT event and learn of the ways students have overcome challenges. He wants to be more active on campus, particularly to assist struggling students.

IX. **UNSCHEDULED BUSINESS**

- A. Community member, Fiona Cofield, state that she appreciated the significant amount of time allowed at the previous meeting to provide testimony regarding Energize Eastside and the College's ongoing consideration and analysis of this project and hopes to connect with Bellevue College administration again soon. She directed people who are interested in the project to the CENSE website www.CENSE.org.

Meeting adjourned at 2:56 pm.

Merisa Heu-Weller, Vice Chair
Board of Trustees

ATTEST:

Donna Sullivan
Secretary, Board of Trustees
Community College District VIII

REGULAR MEETING AGENDA ITEM

TENURE REVIEW COMMITTEE RECOMMENDATIONS FOR THE 2018-19 ACADEMIC YEAR



BELLEVUE
C O L L E G E

☐ 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 "Collective Bargaining Agreement By and Between the Board of Trustees of Bellevue College 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-three 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 2018-19 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.

TENURE REVIEW COMMITTEE RECOMMENDATIONS FOR THE 2018-19 ACADEMIC YEAR

continued

- 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 assembled for each tenure candidate, and all pertinent documents for each case has been provided for review by members of the Board of Trustees.

Recommendation/Outcomes

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Dianne Caraway, Health Sciences, Education & Wellness Institute (Nursing).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Kurt Friedrich, Institute for Business & Information Technology (Information Systems).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to David Goodwin, Health Sciences, Education & Wellness Institute (Diagnostic Ultrasound).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Liz Hollerman, Institute for Business & Information Technology (Digital Media).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Jean Irons-Dendy, Health Sciences, Education & Wellness Institute (Nursing).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Danielle Jacobson, Science (Mathematics).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Sheila Lozan, Social Sciences (Business Transfer Program/Accounting).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Chelsea Murphy, Science (Nutrition).

TENURE REVIEW COMMITTEE RECOMMENDATIONS FOR THE 2018-19 ACADEMIC YEAR

continued

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Wendy “DeeDee” Orcajo, Health Sciences, Education & Wellness Institute (Early Learning Education).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2018-19 academic year to Jono Vaughan, Art & Humanities (Art).

Recommendation: that the Board of Trustees of Bellevue College hereby grants a fourth probationary year to John Lott, Health Sciences, Education & Wellness Institute (Neurodiagnostic Technology), in that all conditions required by RCW 28B.50.852 for advancement to a fourth year have been met.

Prepared by: Dr. Gita Bangera, Interim Vice President, Instruction
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BELLEVUE
COLLEGE

REGULAR MEETING AGENDA ITEM

SABBATICAL LEAVE AUTHORIZATION FOR THE 2018–19 ACADEMIC YEAR

☐ INFORMATION

☒ FIRST READ

☐ ACTION

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 2018–19 year?
- * What is the Board of Trustees' role in the sabbatical leave process?
- * How have sabbatical leaves been affected by ongoing budget constraints?

Analysis

The Sabbatical Leave Committee received requests from seven (7) faculty members for sabbatical leave, to occur during the 2018–19 academic year. The Sabbatical Leave Committee met in February to review and rank the proposals, and is recommending the requested leaves for all seven (7) individuals totaling 3.67 FTEF. The Office of Human Resources has provided the committee with the FTE replacement cost for these sabbaticals. This information, along with the committee's recommendation, has been forwarded to the President.

The Board of Trustees has committed, through the Negotiated Agreement, to make "every reasonable effort to grant at least five (5) FTE Sabbatical Leaves annually; provided that at least that number of applicants have applied and are ranked by the Sabbatical Leave Committee..." (Article 21, Section 3.6). The number of leaves granted is subject to fiscal and budget constraints and also the calculation of potential cost of replacement.

Last year nine (9) faculty members submitted applications for sabbatical leaves during the 2017–18 academic year. The President recommended that the Board of Trustees grant sabbatical leaves for these nine (9) individuals plus one carry-over request from 2016–17 for a total number of quarters equivalent to 4.67 FTEF. The replacement cost was \$142,355 for the 2017–18 academic year.

The President's recommendation on sabbatical leave requests will be presented to the Board of Trustees as an action item in April.

Background/Supplemental Information

Summary of Sabbatical Leave Requests for 2018–19.

REGULAR MEETING AGENDA ITEM

continued

Recommendation/Outcomes

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

Prepared by: Dr. Gita Bangera, Interim Vice President, Instruction
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SUMMARY OF SABBATICAL LEAVE REQUESTS FOR 2018–19

LAURA BURNS, Senior Associate Professor (Arts & Humanities — English)

Laura has taught at Bellevue College for 28 years. This re-application for a second quarter of sabbatical leave is to continue her work on a non-fictional biography of Anne Rogers Clark, a popular and highly-respected dog handler and show judge. Since Anne's career spans cultural shifts in the dog show world as it transformed from an upper-class white sport to a more racially-integrated middle-class sport, Laura will use this biography as a "lens" for examining gender roles, changing class structures, and race issues. In addition to the research and early-chapter drafting, Laura will become more involved with writing groups and creative writing classes to obtain more immediate feedback on her writing process. Laura believes a writing instructor who is actively engaged in the writing process will have a significant impact on students. The study of race, class, and gender within one specific sport will also inform classroom discussion of these topics and the publication of the biography will bring attention to the English department and the college.

RAY BUTLER, Health and Physical Education Program Chair and Wellness Center Director (Health Sciences, Education & Wellness Institute)

Ray has served at Bellevue College for 18 years, working in a number of roles, as instructor, coach, program chair, interim dean, assistant dean, and Wellness Center founder and director. In this first application for sabbatical leave, Ray hopes to take 3 quarters to develop educational opportunities with a global health and wellness focus. One concentration will be the research and development of a Global Wellness Explorations course, which will offer experiential learning during short trips to Shanghai, China and Costa Rica during winter and spring breaks in the coming academic year. Students will gain a wider global wellness perspective as they look at health expectancy, causes of premature death, national healthcare approaches, and lifestyle choices affecting health. In addition, Ray hopes to audit healthcare and epidemiology courses, carry out in-depth research on disease prevention, improve his Canvas course development skills, develop an online version of Health 145, and create a professional development workshop for other faculty enabling them to infuse their course material with a cultural, environmental, and wellness curriculum.

JENNIFER LAVEGLIA, Senior Associate Professor (Science — Math)

Jennifer has been at Bellevue College for 24 years. This is her first application for sabbatical leave, but she hopes to take 3 quarters of leave over the course of 2 academic years. During her time at BC, Jennifer has been increasingly involved in leadership and administration, but she has had fewer opportunities to teach. She worked as developmental math coordinator for 5 years, and currently serves in a second term as program chair. Jennifer wishes to re-dedicate herself to teaching since that was the reason why she came to Bellevue College. In this sabbatical leave, Jennifer will focus on teaching by learning newer strategies for engaging students. She will work on revitalizing the pre-calculus sequence, as well as revising her own teaching methods. She plans to examine innovative curricula, research effective co-requisite course models, complete the Accessibility 101 training, attend some conferences and re-design the day-to-day delivery of her courses. A major goal is to better serve her students by improving success and retention, especially in STEM-pathway courses.

EVA NORLING, Senior Associate Professor (Arts & Humanities — World Languages)

Eva started at Bellevue College in 1993 as an adjunct instructor, but has been full-time faculty since 2004. She teaches French and German. Last year Eva applied for a 3-quarter leave, but was granted only one quarter. She is re-applying for 2 additional quarters in the 2018-19 academic year. Eva's purpose is to live in Europe, strengthening her language skills by immersion but also exploring changes in culture

that have developed over the past few decades. Germany, for example, has changed substantially in recent years due to unprecedented waves of immigrants. Eva plans to attend classes and cultural events, visit schools and universities to investigate new language methodologies and pedagogy, and research how other countries in Europe are integrating and successfully balancing technology into their courses and lives to benefit student learning. A two-quarter leave will allow Eva to come back to Bellevue College with a new energy to stimulate her students and colleagues.

HYESU PARK, Associate Professor (Arts & Humanities — English)

Hyesu has been with Bellevue College for 5 years. When she started here in 2013, she was completing her PhD from Ohio State University. She credits the support of her colleagues and the mentoring of her Tenure Evaluation Subcommittee members for enabling her to complete her doctorate while going through the tenure process. Hyesu's academic teaching has been complemented by international conferences, published articles, and speaking engagements. This first application is for a one-quarter sabbatical leave. Hyesu plans to finish work on publishing *Media Culture and Race Matters in Asia: Convergences and Divergences*. The book is an anthology that will be published either by Rutgers University Press, or by a Netherlands publishing company. Hyesu is co-editor with Dr. Maya Dodd in India. Hyesu will write the book's introduction and conclusion, as well as a chapter on Korean media. She anticipates needed travel to both Korea and India. In addition to the research, travel and writing, Hyesu will coordinate with the other contributors and do whatever is needed to meet the manuscript's due date of November 2018.

ANNE MATSUMOTO STEWART, Senior Associate Professor (Arts & Humanities — World Languages)

Anne started at Bellevue College in 2008 as an adjunct instructor of Japanese; she became full-time faculty and obtained tenure in 2011. She has created many teaching materials that are in use by the Japanese instructors at BC. Anne wants to take one quarter of sabbatical leave to develop even more effective teaching materials. She is particularly interested in studying and developing some of the newer digital learning tools for Japanese classes. She plans to work in Canvas, developing exercises on conjugation, particles, and character recognition, as well as creating online quizzes, drills, short essay topics, and reading and hearing comprehension assignments. She hopes to explore the Nearpod website, which works with Canvas and allows instant feedback and interactive participation. She also wants to investigate Suzuki-kun, a Japanese language tutoring website that can aid in fluency. Finally, she will scrutinize HelloTalk, a chat website for students to speak with native Japanese speakers. It could be powerful new tool for the instructors and students, provided it is a safe environment.

JEFFERY WHITE, Senior Associate Professor (Arts & Humanities — English)

Jeffery has taught at Bellevue College for 24 years. He makes a first application for one quarter of sabbatical leave, although he anticipates needing a second quarter of sabbatical leave in a subsequent academic year. During this quarter of sabbatical leave, Jeffery hopes to begin formulating a book on the evolution and impact of storytelling. We tell stories to give our lives direction and meaning; however, for Jeffery this conventional understanding of fiction is being challenged in light of scientific views of consciousness and self-identity. As he re-examines his own assumptions about the act of fabricating meaning, Jeffery will use a multi-disciplinary approach (e.g., history, psychology, and myth/religion as cultural identity) to define the scope and structure of the book, and begin querying agents and editors. His goal is to bring greater awareness to the ways in which the story-telling impulse constructs our experience and our perception of reality. In the classroom, Jeffery hopes this work will help him show students how certain fictions and narratives shape their lives and influence their decisions.

STUDENT SUCCESS

ASSESSMENT AND PROGRAM REVIEW



General Education Learning Outcomes Assessment

The Office of Instruction is working together with faculty to go to full scale with a new Learning Outcome Assessment process. Over the past two years a dedicated team of faculty have been working to create, pilot, and implement this process.

The first step in the process was an investigation into best practices in campus wide outcomes assessment. Art Goss, Astronomy faculty, chaired a “General Education Outcomes Task Force” that worked to create the plan for assessment of the General Education Outcomes (Gen Eds). The Task Force developed multiple potential plans and created a number of venues for faculty to give feedback on each. They then took that feedback and chose the plan that best reflected both the best practices and the faculty desires for ease of use and quality of data. Once the plan was refined and presented to the faculty for final review, the plan was passed on to the Faculty Assessment Coordinating Team (FACT) for implementation.

Under the direction of Caroline Leffall, FACT Chair and Business Management instructor, and Caleb Teel, Physics instructor, FACT reviewed technology for support of the process, created draft rubrics for use in the process, and piloted the process in their own classes. The faculty team who reviewed software chose to use Canvas, a platform that is already in use by faculty at Bellevue College. The team also created initial draft rubrics for each Gen Ed Outcome based on the American Association of Colleges and Universities (AAC&U) Value Rubrics.

Winter and Spring of 2017 were pilot quarters for the process. The FACT team and selected faculty tested the process in their own classes. In fall 2017, at the Faculty College Issues Day, the FACT team ran a workshop to bring all the faculty up to date on the new assessment plan, and ask them to start working on it in their disciplinary groups and in cross discipline groups. The workshop was engaging, with faculty diving into what the learning outcomes mean, across disciplines, as they developed the rubrics for the college to use. Winter 2018 is the full scale quarter, with faculty from across campus finalizing the rubrics and starting assessment in their classes.

The benefit of this new, standardized, assessment process will be the ability to show student learning across time and across disciplines. The process will provide larger data sets and therefore the ability to disaggregate down by demographics.

Program Review

The Office of Instruction and the Office of Equity and Pluralism have been working with faculty on a revision of the program review process, in which every program conducts a self-study every five years. This review is aimed to assist both the program and the Office of Instruction in celebrating victories and

STUDENT SUCCESS

continued

finding areas for improvement. Historically, the Program Chairs were given the template, developed by a team of faculty, populated with data from their program. The tables were cumbersome, and made manipulating the data for comparison of categories difficult, they also contributed to the review documents being approximately eighty pages, many of which were large data tables.

With the help of the Office of Equity and Pluralism, the templates now include links to Tableau dashboards instead of pre-populated tables. Faculty are able to engage with the data in a variety of ways, and create their own understanding of what the data means, then report that in the template, which is now reduced to five pages.

Once the reports are written, the faculty meet with members of the Office of Instruction for a reflective conversation. This gives the administrative staff a more in-depth understanding of the programs, and provides the faculty an opportunity to share what they find significant about their program.

The program review process was already aligned with Achieving the Dream goals. Some of the data that faculty are asked to analyze includes data pertaining to success of students broken down by demographic categories. Faculty are asked to address any discrepancies they see in that data.

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