

Board of Trustees Community College District VIII

REGULAR MEETING March 3, 2021



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 3, 2021. The business session will begin at 3:00 PM. In accordance with Governor Inslee's Proclamation 20-28.5, which continues the prohibition on in-person meetings, this meeting will be conducted virtually. The meeting will be accessible to the public via Zoom. A telephone line will also be available. Greg Dietzel, Chair, will preside.

MEETING CALL IN DETAILS

Study Session Call-In Details:

Please click the link below to join: https://bellevuecollege.zoom.us/j/82121537239?pwd=WHlwVWluRWpnZGtXNWwyZEMvdS9wdz09

Meeting ID: 821 2153 7239 Passcode: study

Or dial in by telephone: +1 253 215 8782 Meeting ID: 821 2153 7239 Passcode: 478223

Business Session Call-In Details:

Please click the link to join: https://bellevuecollege.zoom.us/j/84581664631

Or dial in by telephone: +1 253 215 8782 Webinar ID: 845 8166 4631

Providing a Public Comment:

Students, faculty, staff, and community members may provide remarks to the Board during the "Public Comment" period of the meeting. All public comments are limited to two minutes. It is not the practice of the Board to respond directly to questions or comments during this portion of the meeting. You can provide your two-minute comment to the Board by accessing the meeting via the Zoom link or dialing the phone number listed above. You can indicate you want to provide a public comment by a "raised hand" within the Zoom meeting. To raise your hand when accessing the meeting by computer, click "Raise Hand" in your Zoom control bar. To raise your hand when accessing the meeting by telephone, enter *9. Meeting attendees who indicate they want to provide a public comment will be unmuted one at a time to provide their comment to the Board.

MEETING AGENDA

- 2:00 PM STUDY SESSION The Board will host a study session to discuss Economic and Workforce Development.
- 3:00 PM BUSINESS SESSION

Ι.

- Call to Order
- II. Agenda and Minutes
 - A. Approval of Agenda for March 3, 2021
 - B. Approval of Minutes from January 27, 2021
- 3:05 PM III. Constituent Reports
 - A. Classified
 - B. College Assembly
 - C. Faculty
 - D. Foundation
 - E. Student
- 3:25 PM IV. Quarterly Report
 - A. Finance
 - B. Student Success

4:25 PM V. First Read Items

- A. Tenure Candidates
- B. Revision of Policy 4000: Institutional Commitment to Inclusion
- C. Revision of WAC 132H-121 General Conduct and Policy 6420: Weapons and Fireworks
- 4:40 PM VI. Action Items
 - A. Deletion of Policy 2300: Establishing Residency for Tuition and Fee Purposes
- 4:45 PM VII. President's Report
- 4:55 PM VIII. Board Report
- 5:05 PM IX. Unscheduled Business or Public Comment

5:15 PM EXECUTIVE SESSION

The Board will be meeting in executive session to evaluate the performances of public employees and discuss matters with legal counsel regarding potential litigation and collective bargaining.

6:15 PM 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, 3000 Landerholm Circle SE, state of Washington, was held on Wednesday, January 27, 2021. In accordance with Governor Inslee's Proclamation 20-28.5, which continues the prohibition on in-person meetings, this meeting was conducted virtually. The meeting was accessible to the public via Zoom. A telephone line was also available. Greg Dietzel, Chair, presided.

MINUTES

The business session was called to order at 2:02 PM.

I. ROLL CALL

Chair Greg Dietzel, Vice Chair Richard Leigh, Lisa Chin, Merisa Heu-Weller, Rich Fukutaki, Hannah Stoddard, Gary Locke, and Bruce Marvin were present.

II. AGENDA

Trustee Heu-Weller made a motion to approve the agenda (January 27, 2021) and minutes (December 2, 2020; December 16, 2020; January 13, 2021). Trustee Leigh seconded.

The motion passed unanimously.

III. RECOGNITION OF TRANSFORMING LIVES NOMINEES

The Association of College Trustees (ACT) Transforming Lives Awards recognize current or former students whose lives have been transformed by attending a Washington state community or technical college. This year, Bellevue College faculty and staff nominated eight students for the ACT Transforming Lives Award.

The following students were nominated for the award and were recognized, along with their faculty/staff nominator:

Kiseuk Ahn	Nominated by Trevor Gamble
Kevin Allen	Nominated by Nora Lance
Megan Cambra	Nominated by Frank Lee
Patience Chivaka	Nominated by Linda Schinman
Adriennce Hubbard	Nominated by David Spataro
Sara Moghadasipour	Nominated by Victor Sandblom
Jenessa Pettit	Nominated by Teaessa Chism
Leticia Rossett	Nominated by Maria Paula McPherson

IV. CONSTITUENT REPORTS

A. Student

The Student report was provided by Ki Ahn, President of the Bellevue College Associated Student Government (ASG).

- The Social Responsibility Representative is working on removing plastic from the College through a petition.
- The Emerging Technology Representative has completed revamping the ASG website.
- ASG has successfully completed revising the entire ASG Financial Code. The next step will be working on the ASG bylaws and constitution.

B. Classified

The Classified report was provided by Becky Turnbull, Bellevue College Chief Shop Steward for the Washington Public Employee's Association (WPEA).

- Turnbull thanked Gary Locke for agreeing to stay on as Interim President at the College. Classified staff appreciate the continuation of leadership and his communication.
- Classified and Exempt Professional Development Day is scheduled for February 15, 2021.
- There is a tentative agreement for the WPEA for the two-year period starting July 2021.
- There is much concern about potential furloughs as they are very difficult for classified employees.
- Many employees are looking forward to the pizza kitchen opening. This would put four (4) employees back to work in the kitchen for five (5) days a week, which would also allow other staff members to get additional hours directing traffic to the COVID testing site.
- C. College Assembly

The College Assembly report was provided by Amy McCrory, Chair of the College Assembly.

- The Council for Inclusion and Diversity would like to call attention to the repeated delays of updating Policy 4000 Institutional Commitment to Inclusion.
- There are BC Governance members that are concerned about the frequency and repetition experienced in fulfilling their role in Governance, or in advocating for their constituents on-campus.
- D. Faculty

The Faculty report was provided by Sue Nightingale, President of the Bellevue College Association of Higher Education (BCAHE).

• Faculty negotiated to use some of the CARES act money for the hours spent updating canvas courses. Over 200 faculty are signed up to have one or more of their courses consulted on.

- Every January, the College begins the quarter with adjunct faculty who were recently promoted. This promotion comes with increased pay and increased responsibility, leading to more faculty office hours and accessibility for students.
- Faculty are feeling a lot of uncertainty. They are uncertain about when the vaccine may be available to faculty (are faculty included in teachers or essential workers?); they are uncertain about what summer will look like; they are uncertain about the Governor's budget, especially because faculty furlough days means there will be an 8% reduction in time with students. There is also uncertainty related to the work the Budget Stakeholder Group (BSG) is doing. The BSG is looking at all programs where the College can potentially find opportunities to balance the budget in a sustainable way. Everyone is a bit fearful that their program may be on a list of cuts. There is also uncertainty in Human Resources with the departure of the vice president of that area. Everything is harder without steady leadership in the Human Resources area, so faculty are hoping the College can find an interim quickly and hire a permanent vice president soon.
- E. Foundation

The Foundation report was provided by Lisa Brock, Chair of the Bellevue College Foundation (BCF).

- The BCF and KBCS are at 65% of their annual fundraising goals.
- This year's spring fundraiser will be a three-night virtual event on April 20-22 at 7 PM each night.
- Scholarships are now open and are being accepted through March.
- The Lockwood Grant applications are now open and all faculty are encouraged to apply.

V. FIRST READ ITEMS

A. Deletion of Policy 2300: Establishing Residency for Tuition and Fee Purposes

Tracy MacLean, Associate Director Planning and Accreditation, presented the deletion of Policy 2300: Establishing Residency for Tuition and Fee Purposes as a first read item to the Board.

Bellevue College follows Washington State law and the regulations related to establishing state residency for the purpose of setting the cost of tuition and fees. RCW 28B.15.11 – 28B.15.15 directs the Washington Student Achievement Council (WSAC) to work with the Office of the Attorney General to determine the regulations that public colleges and universities must follow when determining residency. Because the College is required to follow these rules, and because the College has established Policy 2400: Tuition and Fee Waivers, which provides for state approved exceptions to the residency rules, and because we have established a procedure that enforces state law and regulations related to establishing residency, there is no need to have a separate residency policy. Therefore, Student Affairs proposes to eliminate Policy 2300: Establishing Residency for Tuition and Fee Purposes.

VI. QUARTERLY REPORT

A. Enrollment

Zack Morgan, Executive Director of Effectiveness and Research presented the quarterly enrollment report. Generally, for-credit enrollment at Bellevue College continues to decline, partially mitigated by a large increase in enrollment from Running Start students. The average student at Bellevue College is taking more credits per quarter, driven both by the greater proportion of Running Start students but a slightly greater proportion of full-time noninternational non-Running Start students. The general racial/ethnic diversity of the Bellevue College student body has only shifted slightly over the past several years, primarily in the area of international students.

VII. PRESIDENT'S REPORT

Gary Locke, Interim President of Bellevue College, provided the President's Report.

- The College's winter enrollments are virtually identical to last year. Enrollment is down overall because of a big decrease in international students; however, if the College can stabilize international student enrollment, we could see an overall increase.
- There are concerns related to Governor Inslee's proposed budget. His budget calls for no COLAs for any group on our campus and proposes that all employee groups take one furlough day a month for the next two years. Governor Inslee's budget also proposes that the COLAS that were given to employees this current year were a mistake and should not have been given out, and that employee base compensation should go back to a pre-COLA amount. Further, the proposed budget indicates that the COLAS paid in the current fiscal year should not have been provided, so institutions may be asked to pay that money back. The College has sufficient reserves to absorb the COLA pay back and would not expect employees to cover that cost. Governor Inslee's proposed budget does include a robust construction budget and includes many of the projects on capital project list, including Bellevue College's Center for Transdisciplinary Learning and Innovation.

VIII. BOARD REPORT

Chair Dietzel shared that, in the past, trustees have done advocacy work to assist in legislative affairs. We are in the midst of an important legislative session, so it will be critical for trustees to assist the president as needed in legislative matters as they arise.

IX. UNSCHEDULED BUSINESS/COMMUNITY TESTIMONY

Megan Watson, staff member at Bellevue College, provided public comment on the Board communicating with students and employees to inform them of ways in which they may engage with legislature regarding furloughs.

Cara Diaconoff, faculty member at Bellevue College, provided public comment regarding the College's continued support of climate justice initiatives.

Christina Sciabarra, faculty member at Bellevue College, provided public comment regarding the College's continued support of climate justice initiatives.

Valencio Socio, staff member at Bellevue College, provided public comment regarding rumors of a blackout of vacation days and medical leave, and returning to campus.

X. EXECUTIVE SESSION

At 3:24 PM, Chair Dietzel announced there would be an executive session beginning at 3:30 PM that would last approximately 60 minutes to discuss matters with legal counsel regarding potential litigation and collective bargaining. The Board returned to regular session at 4:30 PM.

XI. ADJOURNMENT

There being no further business, Chair Dietzel adjourned the Board of Trustees meeting at 4:30 PM.

Greg Dietzel, Chair Board of Trustees

ATTEST:

Alicia Keating Polson Secretary, Board of Trustees Community College District VIII



REGULAR MEETING AGENDA ITEM

BELLEVUE COLLEGE FINANCIAL REPORT

FIRST READ

Description

Overview of the operating budget with updates on 20-21 enrollment trends, expense reductions, and one-time funding. An update on a series of expected scenarios over the rest of the fiscal year will be presented and discussed.

Key Questions

- * What is the financial impact of Gov. Inslee's proposed budget?
- * What is the status of operational budget cuts?
 - 4% Departmental cuts
 - 4% Institutional cuts
- * What is the overall impact on net operating margin?

Analysis

Overall enrollment remains nearly flat this year with a projected increase of 1-2%.

Governor Inslee's proposed budget would result in a \$15 million reduction in state allocation over the current year and next two years. While this is close to the 15% anticipated reduction in our projections for the next biennium, the governor's budget is spread differently over the three years at 4% for 2020-21 (retroactive cuts), 14% for 2021-22, and 16% for 2022-23.

BC "Departmental" cuts of 4% (\$3.5 million) are being extended to the next budget year. These reductions are split equally between academic and support programs.

"Institutional" budget reductions are defined as finding areas of the College (program and services) that can be discontinued. The 4% reduction goal will save an additional \$3.5 million dollars annually. Institutional programs are being reviewed by the Budget Stakeholder Group which is expected to make recommendations to the President's Cabinet by the end of Winter Quarter. The expected surpluses for the current 2020-21 year provide the College flexibility in accommodating potential cuts in the legislature's final budget. The surplus also allows the College to provide a \$5 million subsidy to Auxiliary and Self Support programs experiencing COVID-related losses. The four year financial projection is currently balanced without drawing down the 25% operational reserve account.

Background/Supplemental Information

PowerPoint presentation attached

Prepared by: Jim Craswell, Interim Executive Director of Finance and Auxiliary Services jim.craswell@bellevuecollege.edu



REGULAR MEETING AGENDA ITEM

STUDENT SUCCESS QUARTERLY REPORT

FIRST READ

Description

Achieving the Dream (ATD)/Guided Pathways provides the framework for Bellevue College's student success initiative with the goal of eliminating achievement gaps by race and ethnicity. We have identified three institutional metrics by which we will measure our success:

- 3-year completion and transfer rate
- Fall to fall retention/persistence rate
- Percentage of students completing college level math in their first year

This presentation will include an overview of the Bulldog Trail and how our ATD/Guided Pathways initiatives fit within the Trail, our Fall 2019 cohort institutional metric performance and future targets, and the work to date to redefine our leading indicators.

Key Questions

- How do our ATD/guided pathways initiatives fit within the Bulldog Trail?
- Did our Fall 2019 ATD cohort meet our institutional metric targets?
- What work has been done on redefining our leading indicators?

Analysis

The ATD leadership team has established annual institutional metric goals based on current performance and forecasting the progress needed to eliminate equity gaps. The Integrated Student Supports, Guided Pathways, and Faculty Professional Development workgroups will be engaging in work this year to positively impact these goals, particularly for Black/African American and Latinx students.

Background/Supplemental Information

A PowerPoint presentation will be shared as part of the presentation.

Recommendation/Outcomes

The Board of Trustees will receive information about the 20-21 institutional metric goals, the data that will be collected to measure success, and the ATD/Guided Pathways work plan for 20-21.

Prepared by: Kristen Jones, Provost kristen.jones@bellevuecollege.edu

Achieving the Dream (ATD) / Guided Pathways Quarterly Update to the BC Board of Trustees, March 2021

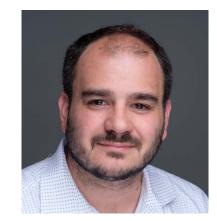
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BELLEVUE

COLLEGE



Kristen Jones, Provost



Zach Morgan, Executive Director Effectiveness and Research



Esteban Maldonado, Title III Director, ATD Co-lead



Jennie Kong Mayer, Faculty Physical Sciences Chair ATD Co-lead



Zak Yousuf, Interim Director Academic Success Center, ATD Co-lead



Outline for Presentation

- Bulldog Trail and Current Initiatives
 - How it all fits together
 - Highlight ATD Strategies: Intake Form, Ed Plan, Choosing a Pathway, Early Alert
- Institutional Metrics
 - Fall 2019 cohort performance compared to targets, targets going forward
- Leading Indicators
 - Update on indicators, targets

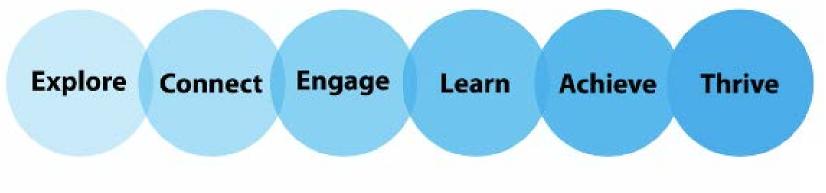


BC Student Success



Achieving the Dream (AtD) provides the framework, network, and resources for transformative institutional change. It is centered on redesigning the student experience, using the **Guided Pathways** model.

The **Bulldog Trail** is BC's vision of the student journey at BC from pre-entry to completion and beyond.





Achieving the Dream[™]



Alexa

3-year completion rates, 2017 cohort

- African-American (n=150, 36%)
- + Female (n=67, 30%)
- + Part-time (n=42, 26%)
- + Age 20-25 (n=4, 20%)

Note: "Alexa" is a hypothetical student at BC Image source: https://pxhere.com/en/photo/859168





 Explore
 Connect
 Engage
 Learn
 Achieve
 Thrive

- Mandatory orientation
- Complete intake form, select a pathway

Alexa





 Explore
 Connect
 Engage
 Learn
 Achieve
 Thrive

- Mandatory orientation
- Complete intake form, select a pathway
 - First Year Seminar
 - Advising develop Ed Plan

Alexa





Explore Connect Engage Learn Achieve Thrive

- Mandatory orientation
- Complete intake form, select a pathway
 - First Year Seminar
 - Advising develop Ed Plan
 - High 5, faculty development
 - Early Alert

Alexa





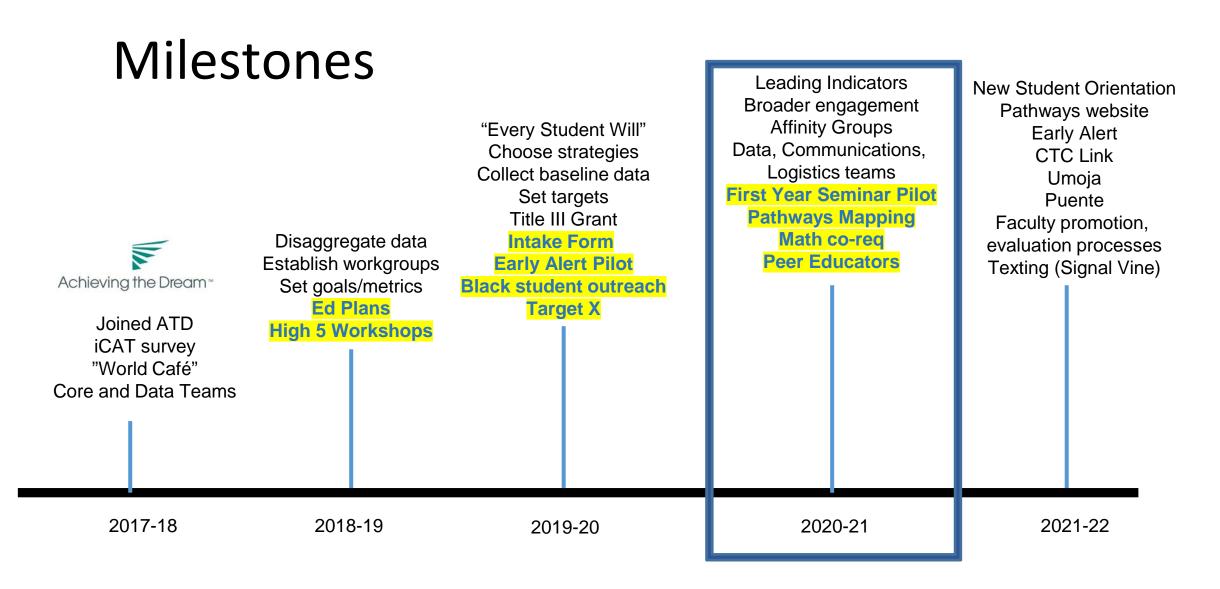
 Explore
 Connect
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 Learn
 Achieve
 Thrive

- Mandatory orientation
- Complete intake form, select a pathway
 - First Year Seminar
 - Advising develop Ed Plan
 - High 5, faculty development
 - Early Alert
- Build resumes
- Industry connections
- Gainful employment



Alexa

Note: "Alexa" is a hypothetical student at BC Image source: https://pxhere.com/en/photo/859168



Strategies implemented are highlighted



How well did institutional r

2018

Cohort

Actual

11.1%

28.3%

19.5%

20%

African

Asian

Latinx

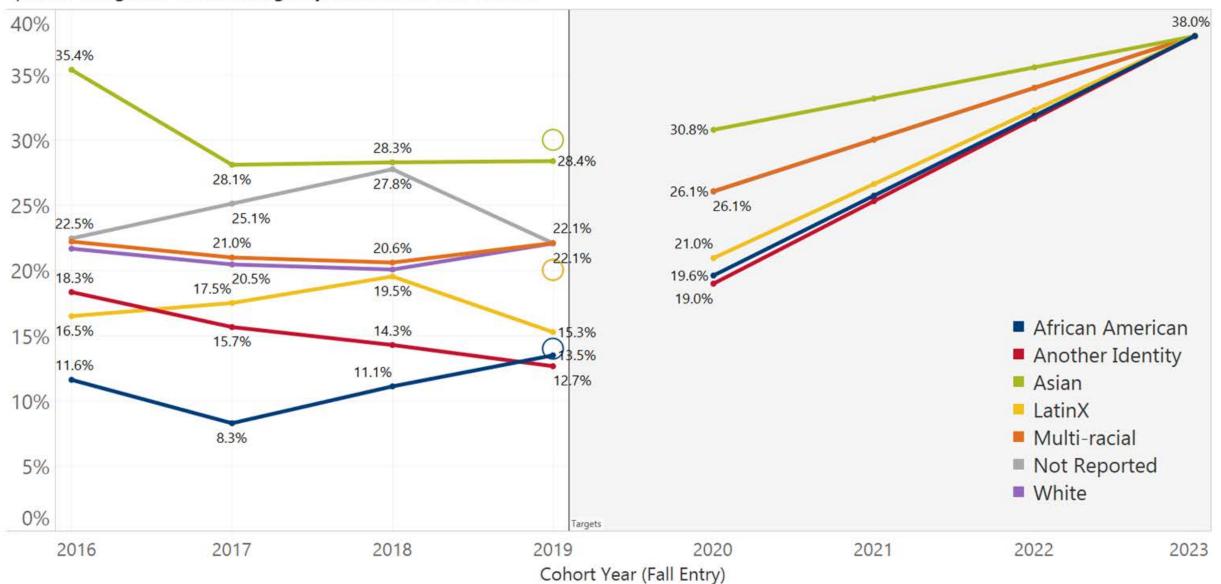
White

American

ell did we meet our onal metric targets?										
1-Year Math Completion			Fall to Fall Persistence			3-Year Completion				
2018 ohort Actual	2019 Cohort Target	2019 Cohort Actual	2018 Cohort Actual	2019 Cohort Target	2019 Cohort Actual	2016 Cohort Actual	2017 Cohort Target	2017 Cohort Actual		
1.1%	14%	13.5%	59.3%	60%	58.1%	24.8%	30%	36%		
8.3%	30%	28.4%	74.4%	76%	72.5%	45.6%	46%	48%		
9.5%	20%	15.3%	64%	68%	62.9%	28.7%	33%	32.8%		
20%	20%	22.1%	68.6%	71%	66.5%	42.3%	43%	42.1%		

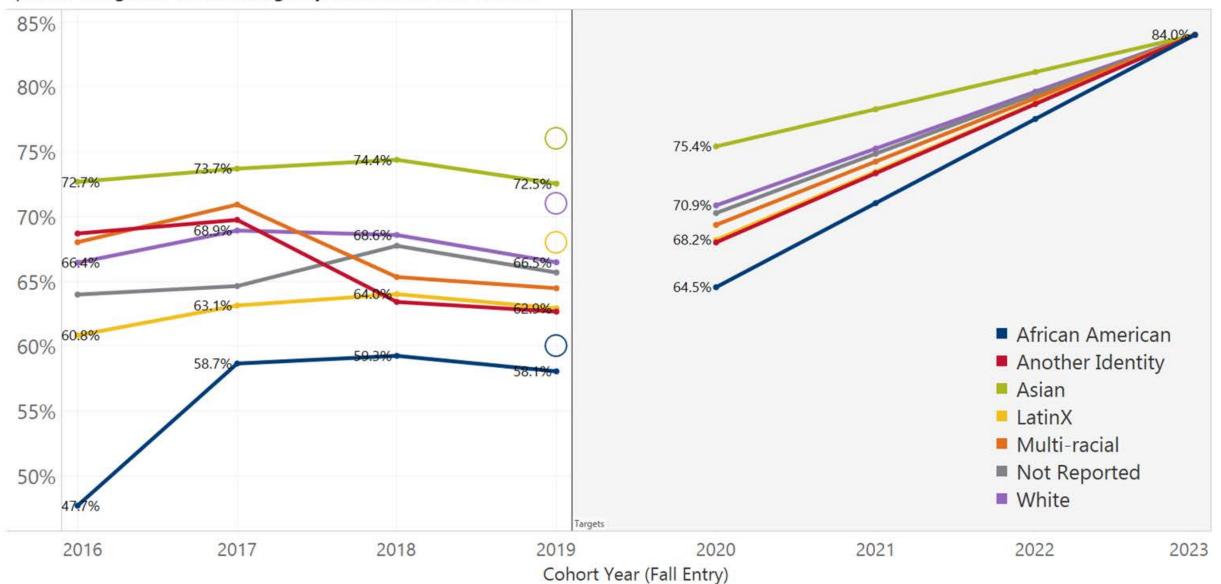
Math Completion, New Targets

Measured as the percentage of students from each cohort who have completed college level math at Bellevue College before the following Fall quarter. **Our goal is 38% for all groups in the Fall 2023 cohort.**



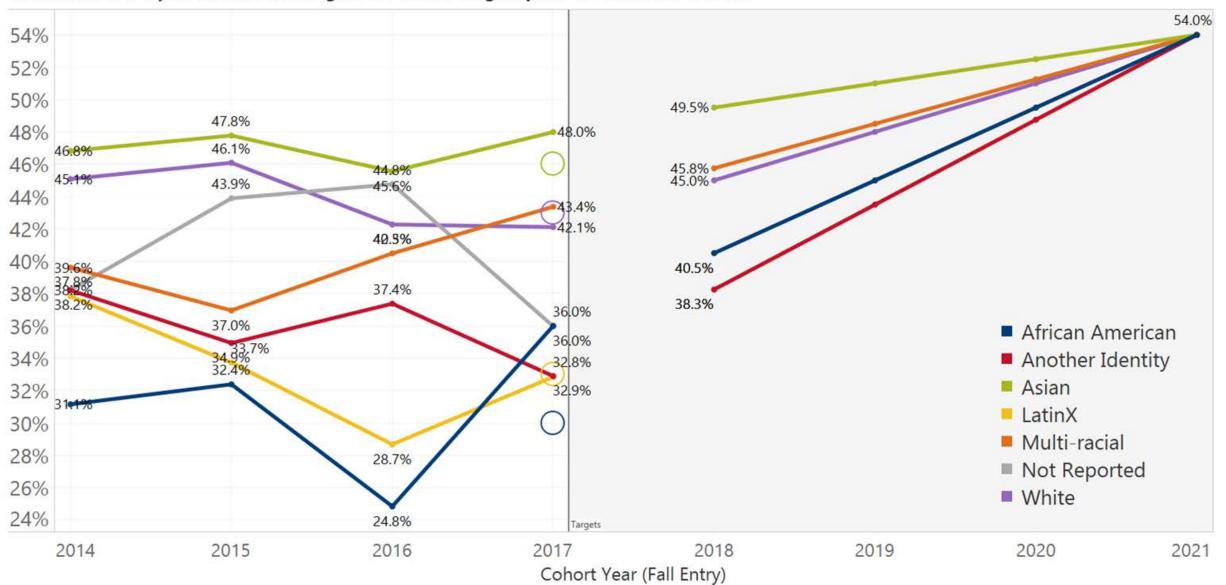
Fall to Fall Persistence, Previous Targets

Measured as the percentage of students from each cohort who have graduated or enrolled at Bellevue College or elsewhere as of the following Fall quarter. **Our goal is 84% for all groups in the Fall 2023 cohort.**



3-Year Completion, New Targets

Measured as the percentage of students from each cohort who have graduated from Bellevue College or another 2-year institution, or who have transferred to a 4-year institution. **Our goal is 54% for all groups in the Fall 2021 cohort.**



Progress on using data

- Data Workshops (Fall 2019-Spring 2020)
- ATD Data Team reboot (Fall 2020)
- Exec. Director of Effectiveness and Research (Fall 2020)
- Indicators, collecting meaningful data (Fall 2020)
- Data Governance
- Continued discussions about disaggregation
- Identify student academic goals

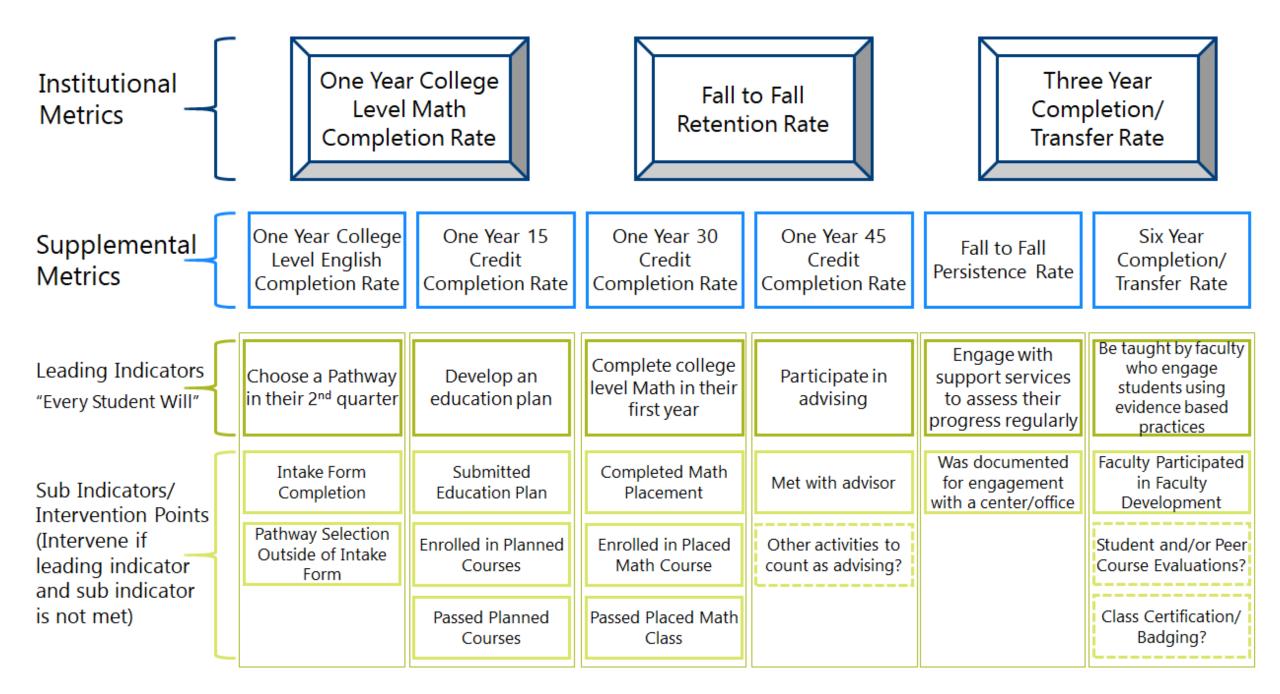


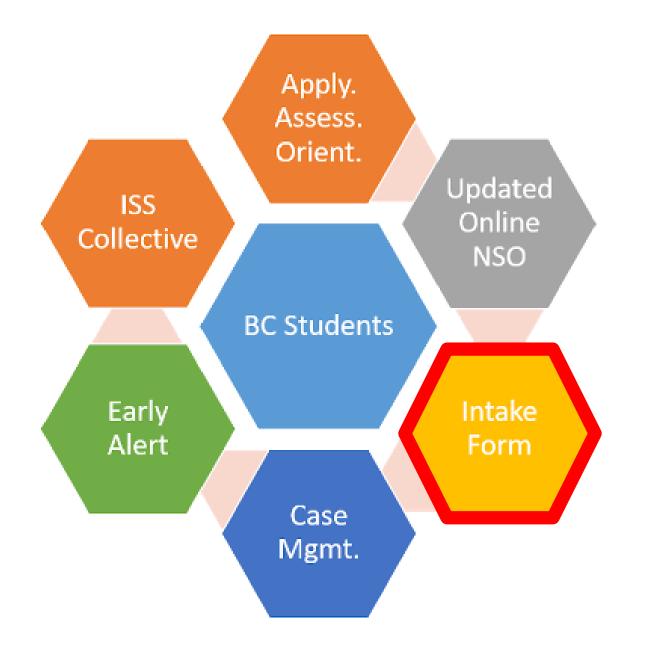
Leading Indicators/Every Student Will

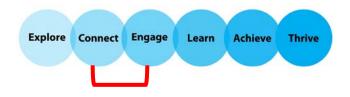
BC ensures every student will

- Develop an education plan
- Choose a Pathway in their 2nd quarter at BC
- Participate in advising
- Engage with support services to assess their progress regularly
- Complete college-level math in their first year
- Be taught by faculty who engage students using evidencebased practices







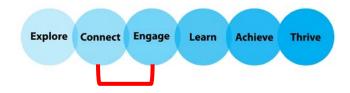


Every student will develop an education plan. Every student will choose a pathway in their 2nd quarter at BC.

Overall Indicator: Running total % of students who have submitted an education plan by the end of the following summer quarter, based on data in TargetX.







Every student will participate in advising

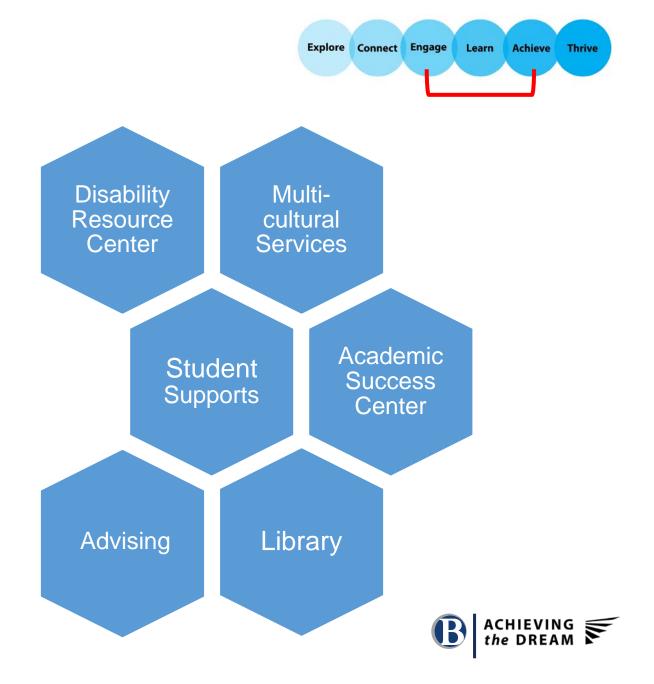
Overall Indicator: Running total % of fall cohort who have met with an academic advisor by the end of the following summer quarter, based on data provided by academic advisors (such as Microsoft Outlook & Booking).



Every student will engage with support services to assess their progress regularly.

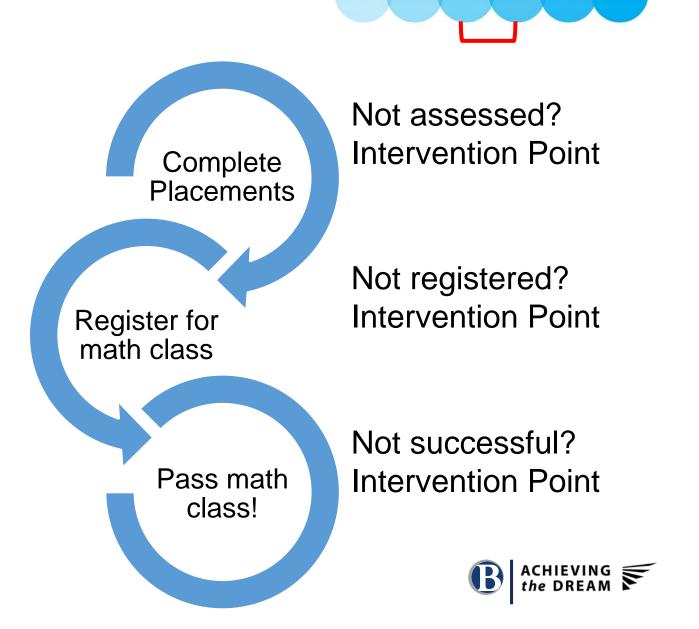
Overall Indicator:

Running total % of fall cohort who have had a documented engagement with a student services center or office by the end of the following summer quarter, based on data provided by those centers and offices.



Every student will complete college level math in their first year.

Overall Indicator: Running total % of fall cohort who have completed a college level math class by the end of the following summer quarter.

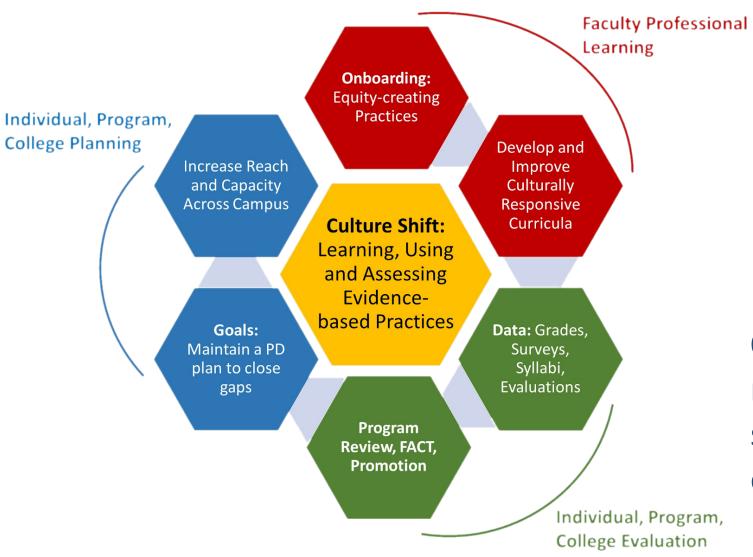


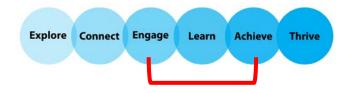
Explore Connect Engage

Learn

Achieve

Thrive





Every student will be taught by faculty who engage students using evidence-based practices.

Overall Indicator: % of classes rated highly on equity-building strategies based on classroom observation forms.



"While many colleges have been side-tracked by the challenges of pivoting to an on-line world, Bellevue College has maintained and even accelerated its attention around student success."

-Diane Troyer and Miguel Ceja, ATD Coaches



Areas of progress this year, 2020-2021

Positive feedback from ATD Coaches:

- Well-defined student experience based on research
- Strong faculty and administrative leadership for Guided Pathways
- Focus on clear and meaningful indicators for success
- Commitment to Equity
- Solid groundwork for an impactful First Year Experience course fully integrated into Guided Pathways
- Integrated student success agenda



Areas for further action

- Scale Plans/Goals
 - o First Year Seminar
 - o Math acceleration
 - o Early Alert
- Clear goals with accountability
- Data-based Equity Goals
- Classroom engagement



Dream Conference Take-aways / Next Steps

- Develop a "Culture of Care" at BC
 - Care for students
 - Care for employees
- Share stories from students about their experiences. Build actions from these stories. (i.e., Peer Educators)
- Hold ourselves accountable (e.g., equity scorecard)
- Discuss and develop actions on the data we have MCS focus group, United Way survey, Title III survey



Thank you!

- For more information, please visit the BC ATD/Guided Pathways website: <u>https://www.bellevuecollege.edu/atd/</u>
- ATD Core Team Meetings Open to the public!
 2nd Mondays of every month, 3-4:15 pm, on MS Teams
 Conference ID: 297 354 609#





REGULAR MEETING AGENDA ITEM

TENURE CANDIDATES

First Read

ACTION

Description

A recommendation from the Tenure Review Committee regarding tenure appointments for full-time faculty members listed below has been submitted to the College President, in accordance with the "<u>Collective Bargaining Agreement By and Between the Board of Trustees of Bellevue College –</u> Community College District VIII and the Bellevue College Association of Higher Education."

Fourth Year Candidate(s) Recommended for an Extended Probationary Period

Timothy Trammel

Science (Mathematics)

Third Year Candidate(s) Recommended for Tenure

Alfred Nehme	Science (Computer Science)
Chris Oliver	Arts and Humanities (Art)
Claudia Payne	Arts and Humanities (Basic and Transitional Studies)
Gail Mcfarland	Health Sciences, Education and Wellness Institute (NMTEC)
Jose Aparicio	Arts and Humanities (English)
Lindsay Haney	Arts and Humanities (English)
Michael Pulido	Social Science (History)
Sara Farag	Science (Computer Science)

Key Questions

- * What is the reason for granting tenure to faculty?
- * Has a process for granting tenure been followed for each candidate under consideration, and what elements are included in the process?

Analysis

According to the Tenure Guidelines, 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.

This year, eight tenure candidates will be presented for Board action at the next meeting, and one candidate will be recommended for the Fourth Year Action Plan. The candidates have participated in a rigorous tenure review process as outlined in the College's tenure guidelines. A recommendation has been forwarded to the President by the Tenure Review Committee (TRC) to grant tenure to eight candidates and extend the probationary period for one candidate.

As outlined in the Tenure Guidelines, the tenure process at Bellevue College normally consists of a three-year probationary period for each candidate, and includes three levels of review.

- 1) A Tenure Evaluation Subcommittee (TES), composed of members elected within the candidate's division and chosen by the candidate and approved by the Tenure Review Committee (TRC), is formed for each candidate. This group gathers information and data in support of the candidate's tenure, and provides mentoring and assists the candidate throughout the three-year process.
- 2) The Tenure Review Committee, including six members elected by the faculty, reviews the documentation prepared by the TES to ensure that college and program 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 recommendations of the TES is sound, and provides a recommendation each year to the President.
- 3) During the first two years of a candidate's employment, the President uses the recommendation of the TRC to decide whether or not to continue the probationary period. In the third year, the President considers the recommendation of the TRC in formulating their recommendation to the Board of Trustees to grant tenure or to extend the probationary period.

Finally, the Board of Trustees, giving serious consideration to the recommendation of the President and the TRC, decides to grant or not grant tenure.

Background/Supplemental Information

An electronic notebook in .pdf format have been assembled for all tenure candidates, and all pertinent documents for each of the nine cases has been shared for review by members of the Board of Trustees. Each member of the Board will be able to access the tenure documents via a secure SharePoint site.

Recommendation/Outcomes

This item will be presented for Board action at the March 24, 2021 meeting.

Prepared by: Dr. Rob Viens, Associate Vice President for Academic Affairs rob.viens@bellevuecollege.edu



REGULAR MEETING AGENDA ITEM

REVISION OF POLICY 4000: INSTITUTIONAL COMMITMENT TO INCLUSION

First Read

ACTION

Description

In 2016, the Office of Equity and Pluralism sponsored Bellevue College Listening Sessions on Equity for more than 150 staff, faculty, students, and community members. Feedback from the sessions included several comments about BC Policy 4000: Affirmation of Inclusion, which was originally adopted in 1992. Key stakeholders in those listening sessions felt the statement was outdated and not relevant to the social and political climate on campus today. As a result, the Vice President for Diversity asked the Council of Inclusion and Diversity to propose a revision. Their work, seen in this revision and renamed the Institutional Commitment to Inclusion, reflects the importance of actively cultivating a safer and yet still vibrant community for staff and students. After an extended campus notification period, additional questions were raised by different groups and individuals. These have been addressed.

Key Questions

- * Why is this policy being revised now?
- * Why has some of the terminology changed?
- * What process was used to ensure adequate input for this revision?

Analysis

The language in this policy has been strengthened to reflect current thinking on the importance of acting affirmatively to fight against systemic racism and other forms of oppression. It is not enough to affirm the importance of an inclusive community; the College must take active steps to achieve that goal. This revision provides more specific guidance than the version currently in force. References to a printed catalog and quarterly schedule have been deleted as these materials are now online.

Recommendation/Outcomes

That the Board of Trustees of Community College District VIII approves the name change and revision for Policy 4000 at their Board meeting on March 24, 2021.

4000 Institutional Commitment to Inclusion

Original Date: 6/9/1992 ***** Last Revision Effective: XXXX Policy Contact: President

POLICY

In order to develop and maintain an intentionally inclusive environment, Bellevue College will:

- Affirm the diversity of human identities and experiences;
- Ensure honest, fair, and ethical behavior;
- Distribute resources and services to increase access and participation;
- Create safer spaces, free from harassment and discrimination;
- Foster meaningful dialogue that facilitates dignity, respect, understanding and transformation.

This commitment serves to challenge systems of power, privilege, and oppression and will guide practices, decisions, and activities.

This policy will be widely distributed on BC's campuses and made available online.

REVISION HISTORY

Original 6/9/1992 Revisions 5/10/2005; 5/21/2009; 4/7/2015

APPROVED BY

Board of Trustees

4000 Institutional Commitment to Inclusion AFFIRMATION OF INCLUSION

Original Date: 6/9/1992 ***** Last Revision Effective: 4/7/2015 XXXX Policy Contact: President

POLICY

Bellevue College's affirmation of inclusion is as follows:

In order to develop and maintain an intentionally inclusive environment, we, the students and employees of Bellevue College, wills:

- Affirming the diversity of human identities and experiences;
- Ensure honest, fair, and ethical behavior;
- Distribute resources and services to increase access and participationing;
- ing all individualsincludingCreate safer spaces, free from harassment and discrimination;
- Foster meaningful dialogue that facilfacilitates dignity, respect, ities understanding and transformation.

This commitment will serves to challenge systems of power, privilege, and oppression and will guide practices, decisions, and activities. guide practices, decisions, and activities and serve to challenge systems of power, privilege, and oppression.Our beliefs an The College's values practices, ,

Bellevue College is committed to maintaining an environment in which every member of the campus community feels welcome to participate in the life of the college, free from harassment and discrimination.

We value our different backgrounds at Bellevue College, and students, faculty, staff members, and administrators are to treat one another with dignity and respect.

This affirmation of inclusion shall be printed in the college catalog and quarterly schedule and shall be posted prominently throughout the campus. This policy will be widely distributed on BC's campuses and made available online.

REVISION HISTORY

Original 6/9/1992 Revisions 5/10/2005; 5/21/2009; 4/7/2015

APPROVED BY

Board of TrusteesAll College Council President's Cabinet



REGULAR MEETING AGENDA ITEM

REVISION OF WAC 132H-121 GENERAL CONDUCT AND POLICY 6420: WEAPONS AND FIREWORKS

INFORMATION

First Read

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Description

WAC 132H-121, General Conduct, and Policy 6420, Weapons and Fireworks, have been updated to bring them into compliance with other Bellevue College policies as well as city and state law. Exceptions to the prohibition on objects that could be construed as weapons have been clarified. Administrative Services withdrew the scheduled presentation of Policy 6420 at the September Board of Trustees meeting as it was determined the policy should be codified. Policy 6420 is being codified under WAC 132H-121 General Conduct.

Key Questions

- * Why is this policy being updated?
- * What are the exceptions to the policy?

Analysis

This policy and WAC have been revised to reflect the Bellevue College Student Conduct Code, changes to the Revised Code of Washington regarding concealed weapons permits, and City of Bellevue ordinances prohibiting the discharge of fireworks within the city limits.

Exceptions have been clarified, including but not limited to, exemptions for knives used for cooking/work purposes and for religious ceremonial daggers.

Other changes to 132H-121 include updating the name of the college and references to outdated WAC and RCW numbers under sections 132H-121-010, Smoking and 020, Hazing.

Background/Supplemental Information

No supplemental information.

Recommendation/Outcomes

That the Board of Trustees of Community College District VIII approves the revision of Policy 6420 Weapons and WAC 132H-121 at their Board meeting on March 24, 2021.

Chapter 132H-121 WAC

GENERAL CONDUCT

Last Update: 10/6/00

WAC 132H-121-010 Smoking.

- 132H-121-020 Hazing rules.
- 132H-121-030 Definitions.
- 132H-121-040 Weapons.

132H-121-050 Fireworks.

WAC 132H-121-010 Smoking. It shall be the policy of Bellevue College, consistent with its efforts to promote wellness, fitness, and a campus environment conducive to work, study, and activities for staff, students, and the public, to maintain a smoke/tobacco free indoor campus environment. Smoking and tobacco use is permitted only in designated locations. Receptacles for smoking materials are provided and are required to be used to maintain litter free campus grounds.

Information regarding the Bellevue College smoking policy is available in Campus Operations, located in K100.

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WAC (11/05/2020 03:49 PM) [1] NOT FOR FILING
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[Statutory Authority: RCW 28B.15.605. WSR 00-21-013, § 132H-121-010, filed 10/6/00, effective 11/6/00. Statutory Authority: Chapter 34.05 RCW and RCW 28B.50.140. WSR 92-19-051, § 132H-121-010, filed 9/10/92, effective 10/11/92.]

WAC 132H-121-020 Hazing rules. Community College District VIII board of trustees has authorized the college to adopt rules to regulate hazing activities within college sponsored organizations, associations, or living groups.

(1) Hazing is prohibited. Hazing means any method of initiation into a student organization, association, or living group, or any pastime or amusement engaged in with respect to such an organization or living group that causes, or is likely to cause bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending any institution of higher education or post-secondary institution.

PENALTIES

(1) Any organization, association, or living group that knowingly permits hazing shall:

(a) Be liable for harm caused to persons or property resulting from hazing, and

(b) Be denied recognition by Bellevue College as an official organization, association or student living group on the Bellevue College campus. If the organization, association or student living group is a corporation, whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.

(2) A person who participates in the hazing of another shall forfeit any entitlement to state-funded grants, scholarships or awards for not less than one academic quarter and up to and including permanent forfeiture, based upon the seriousness of the violation(s).

(3) The student code of Community College District VIII may be applicable to hazing violations, WAC 132H-126-100 (12), 132H-126-010 through 132H-126-340.

(4) Hazing violations are also misdemeanors punishable under state criminal law according to RCW 28B.10.901.

SANCTIONS FOR IMPERMISSIBLE CONDUCT NOT AMOUNTING TO HAZING

(1) Impermissible conduct associated with initiation into a student organization or living group or any pastime or amusement

engaged in, with respect to the organization or living group, will not be tolerated.

(2) Impermissible conduct which does not amount to hazing may include conduct, not otherwise protected by law, which causes embarrassment, sleep deprivation or personal humiliation, or may include ridicule or unprotected speech amounting to verbal abuse.

(3) Impermissible conduct not amounting to hazing and not otherwise protected by law may be subject to sanctions available under WAC 132H-126-100 (12), 132H-126-010 through 132H-126-340, the student code of Community College District VIII, depending upon the seriousness of the violation. [Statutory Authority: RCW 128B.50.140 [28B.50.140]. WSR 95-19-050, § 132H-121-020, filed 9/14/95, effective 10/15/95.]

WAC 132H-121-030 Definitions.

For the purposes of this chapter, the following definition shall apply:

"College property" shall include, but not be limited to, all campuses of the college, wherever located, and all college controlled land, buildings, facilities, vehicles, equipment, and any other property owned or used by the college, including study abroad program, retreat, and conference sites.

WAC (11/05/2020 03:49 PM) [4]

WAC 132H-121-040 Weapons.

Possessing, holding, wearing, transporting, storing, or exhibiting any firearm, dagger, sword, knife or other cutting or stabbing instrument, club, explosive device, or any other weapon apparently capable of producing bodily harm is prohibited on college property, subject to the following exceptions:

- Commissioned law enforcement personnel or legally authorized military personnel are not subject to these restrictions while in performance of their duties.
- (2) Bank-related security personnel required by their office to carry such weapons or devices are not subject to these restrictions.
- (3) Licensed and bonded third-party security personnel hired for hosted events are not subject to these restrictions, subject to approval by the director of public safety.
- (4) An individual with a valid concealed weapons permit may store a pistol in their vehicle parked on college property in accordance with RCW 9.42.050, provided the vehicle is locked and the weapon is concealed from view.
- (5) The president or their designee may grant permission to bring a weapon on campus upon a determination that the weapon is reasonable and related to a legitimate pedagogical purpose. Such permission shall be in writing and shall be subject to such terms or conditions incorporated in the written permission.
- (6) Possession of a knife or ceremonial dagger for religious purposes is not prohibited. Maximum length of the knife

WAC (11/05/2020 03:49 PM) [5]

or ceremonial dagger should not exceed seven (7) inches in length;

- (7) Possession and/or use of disabling chemical sprays for purposes of self-defense is not prohibited;
- (8) Possession of knives for cooking or cutting instruments used for the purposes of work on campus is not prohibited.

Violations of this section will be subject to appropriate disciplinary and/or legal action.

WAC 132H-121-050 Fireworks

The possession, distribution, or discharge of fireworks is prohibited on college property. The City of Bellevue prohibits the discharge of fireworks by ordinance within city limits. Violations of this section will be subject to appropriate disciplinary and/or legal action.

Chapter 132H-121 WAC

GENERAL CONDUCT

Last Update: 10/6/00

WAC 132H-121-010 Smoking.

132H-121-020 Hazing rules.

132H-121-030 Definitions.

132H-121-040 Weapons.

132H-121-050 Fireworks.

WAC 132H-121-010 Smoking. It shall be the policy of Bellevue Community College, consistent with its efforts to promote wellness, fitness, and a campus environment conducive to work, study, and activities for staff, students, and the public, to maintain a smoke/tobacco free indoor campus environment. Smoking and tobacco use is permitted only in designated locations. Receptacles for smoking materials are provided and are required to be used to maintain litter free campus grounds. Information regarding the Bellevue Community College smoking policy is available in Campus Operations, located in K100.

[Statutory Authority: RCW 28B.15.605. WSR 00-21-013, § 132H-121-010, filed 10/6/00, effective 11/6/00. Statutory Authority: Chapter 34.05 RCW and RCW 28B.50.140. WSR 92-19-051, § 132H-121-010, filed 9/10/92, effective 10/11/92.]

WAC 132H-121-020 Hazing rules. Community College District VIII board of trustees has authorized the college to adopt rules to regulate hazing activities within college sponsored organizations, associations, or living groups.

(1) Hazing is prohibited. Hazing means any method of initiation into a student organization, association, or living group, or any pastime or amusement engaged in with respect to such an organization or living group that causes, or is likely to cause bodily danger or physical harm, or serious mental or emotional harm, to any student or other person attending any institution of higher education or post-secondary institution.

PENALTIES

(1) Any organization, association, or living group that knowingly permits hazing shall:

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WAC (11/05/2020 03:49 PM) [2]
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(a) Be liable for harm caused to persons or property resulting from hazing, and

(b) Be denied recognition by Bellevue Community College as an official organization, association or student living group on the Bellevue Community College campus. If the organization, association or student living group is a corporation, whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.

(2) A person who participates in the hazing of another shall forfeit any entitlement to state-funded grants, scholarships or awards for not less than one academic quarter and up to and including permanent forfeiture, based upon the seriousness of the violation(s).

(3) The student code of Community College District VIII may be applicable to hazing violations, WAC 132H-1260-100200(12)(3), 132H-1260-010210 through 132H-1260-340475.

(4) Hazing violations are also misdemeanors punishable under state criminal law according to RCW <u>28B.10.901</u>9A.20.021.

SANCTIONS FOR IMPERMISSIBLE CONDUCT NOT AMOUNTING TO HAZING

(1) Impermissible conduct associated with initiation into a student organization or living group or any pastime or amusement engaged in, with respect to the organization or living group, will not be tolerated.

(2) Impermissible conduct which does not amount to hazing may include conduct, not otherwise protected by law, which causes embarrassment, sleep deprivation or personal humiliation, or may include ridicule or unprotected speech amounting to verbal abuse.

(3) Impermissible conduct not amounting to hazing and not otherwise protected by law may be is subject to sanctions available under WAC 132H-12<u>60-100200</u> (12)(3), 132H-12<u>60-010210</u> through 132H-12<u>60-340475</u>, the student code of Community College District VIII, depending upon the seriousness of the violation. [Statutory Authority: RCW 128B.50.140 [28B.50.140]. WSR 95-19-050, § 132H-121-020, filed 9/14/95, effective 10/15/95.]

WAC 132H-121-030 Definitions.

For the purposes of this chapter, the following definition shall apply:

"College property" shall include, but not be limited to, all campuses of the college, wherever located, and all college controlled land, buildings, facilities, vehicles, equipment, and any other property owned or used by the college, including study abroad program, retreat, and conference sites.

WAC 132H-121-040 Weapons.

Possessing, holding, wearing, transporting, storing, or exhibiting any firearm, dagger, sword, knife or other cutting or stabbing instrument, club, explosive device, or any other weapon apparently capable of producing bodily harm is prohibited on college property, subject to the following exceptions:

- (1) Commissioned law enforcement personnel or legally authorized military personnel are not subject to these restrictions while in performance of their duties.
- (2) Bank-related security personnel required by their office to carry such weapons or devices are not subject to these restrictions.
- (3) Licensed and bonded third-party security personnel hired for hosted events are not subject to these restrictions, subject to approval by the director of public safety.
- (4) An individual with a valid concealed weapons permit may store a pistol in their vehicle parked on college property in accordance with RCW 9.42.050, provided the vehicle is locked and the weapon is concealed from view.
- (5) The president or their designee may grant permission to bring a weapon on campus upon a determination that the weapon is reasonable and related to a legitimate pedagogical purpose. Such permission shall be in writing

and shall be subject to such terms or conditions incorporated in the written permission.

- (6) Possession of a knife or ceremonial dagger for religious purposes is not prohibited. Maximum length of the knife or ceremonial dagger should not exceed seven (7) inches in length;
- (7) Possession and/or use of disabling chemical sprays for purposes of self-defense is not prohibited;
- (8) Possession of knives for cooking or cutting instruments used for the purposes of work on campus is not prohibited.

Violations of this section will be subject to appropriate disciplinary and/or legal action.

WAC 132H-121-050 Fireworks

The possession, distribution, or discharge of fireworks is prohibited on college property. The City of Bellevue prohibits the discharge of fireworks by ordinance within city limits. Violations of this section will be subject to appropriate disciplinary and/or legal action.

6420 WEAPONS AND FIREWORKS

Original Date: 7/7/1970 ***** Last Revision Effective: 10/15/2015 Policy Contact: Vice President, Administrative Services

POLICY

Weapons

This policy sets forth restrictions on the ability to carry firearms or weapons, concealed or otherwise, on all college property.

Possessing, holding, wearing, transporting, storing, or exhibiting any firearm, dagger, sword, knife or other cutting or stabbing instrument, club, explosive device, or any other weapon apparently capable of producing bodily harm is prohibited on college property, subject to the following exceptions:

- 1) Commissioned law enforcement personnel or legally authorized military personnel are not subject to these restrictions while in performance of their duties;
- 2) Bank-related security personnel required by their office to carry such weapons or devices are not subject to these restrictions;
- 3) Licensed and bonded third-party security personnel hired for hosted events are not subject to these restrictions, subject to approval by the director of public safety;
- An individual with a valid concealed weapons permit may store a pistol in their vehicle parked on college property in accordance with RCW 9.41.050, provided the vehicle is locked and the weapon is concealed from view;
- 5) The president or their designee may grant permission to bring a weapon on campus upon a determination that the weapon is reasonable related to a legitimate pedagogical purpose. Such permission shall be in writing and shall be subject to such terms or conditions incorporated in the written permission;
- 6) Possession of a knife or ceremonial dagger for religious purposes is not prohibited. Maximum length of the knife or ceremonial dagger should not exceed seven (7) inches in length;
- 7) Possession and/or use of disabling chemical sprays for purposes of self-defense is not prohibited;
- 8) Possession of knives for cooking or cutting instruments used for the purposes of work on campus is not prohibited.

Violations of this section will be subject to appropriate disciplinary and/or legal action.

Fireworks

The possession, distribution, or discharge of fireworks is prohibited on college property. The City of Bellevue prohibits the discharge of fireworks by ordinance within city limits. Violations of this section will be subject to appropriate disciplinary and/or legal action.

DEFINITIONS

"College property" shall include, but not be limited to, all campuses of the college, wherever located, and all college-controlled land, buildings, facilities, vehicles, equipment, and any other property owned or used by the college, including study abroad program, retreat, and conference sites.

RELEVANT LAWS AND OTHER RESOURCES

- <u>City of Bellevue Fire Code: 23.11.5608.2 Fireworks Discharge Prohibited.</u>
- <u>Revised Code of Washington 9.41.010 Terms Defined</u>
- Revised Code of Washington 9.41.050 Carrying Firearms

REVISION HISTORY

Original 7/7/1990 Revisions 5/10/2005; 5/21/2009; 9/7/2011; 10/15/2015

APPROVED BY

Board of Trustees

6420 WEAPONS AND FIREWORKS

Original Date: 7/7/1970 * Last Revision Effective: 10/15/2015 Policy Contact: Vice President, Administrative Services

POLICY

Weapons

This policy sets forth restrictions on the ability to carry firearms or weapons, concealed or otherwise, on all college property.

Possessing, holding, wearing, transporting, storing, or exhibiting any firearm, dagger, sword, knife or other cutting or stabbing instrument, club, explosive device, or any other weapon apparently capable of producing bodily harm is prohibited on the college campuses property, subject to the following exceptions:

- 1) Commissioned law enforcement personnel or legally authorized military personnel are not subject to these restrictions while in performance of their duties;
- 2) Bank-related security personnel required by their office to carry such weapons or devices are not subject to these restrictions;
- 3) Licensed and bonded third-party security personnel hired for hosted events are not subject to these restrictions, subject to approval by the director of public safety;
- 4) An individual with a valid concealed weapons permit may store a pistol in their vehicle partked on college property in accordance with RCW 9.41.050, provided the vehicle is locked and the weapon is concealed from view;
- 5) The president or their designee may grant permission to bring a weapon on campus upon a determination that the weapon is reasonable related to a legitimate pedagogical purpose. Such permission shall be in writing and shall be subject to such terms or conditions incorporated in the written permission:
- 6) Possession of a knife or ceremonial dagger for religious purposes is not prohibited. Maximum length of the knife or ceremonial dagger should not exceed seven (7) inches in length-;
- 7) Possession and/or use of disabling chemical sprays for purposes of self-defense is not prohibited-;
- 8) Possession of knives for cooking or cutting instruments used for the purposes of work on campus is not prohibited.

Violations of this section will be subject to appropriate disciplinary and/or legal action.

Fireworks

The possession, distribution, or discharge of fireworks is prohibited on Bellevue C college property. The City of Bellevue prohibits the discharge of fireworks by ordinance within city limits. Violations of this section will be subject to appropriate disciplinary and/or legal action.

DEFINITIONS

"College property" shall include, but not be limited to, all campuses of the college, wherever located, and all college-controlled land, buildings, facilities, vehicles, equipment, and any other property owned or used by the college, including study abroad program, retreat, and conference sites.

It shall be the policy of the college that carrying, exhibiting, displaying, or drawing any firearm, dagger, sword, knife, or any other cutting or stabbing instrument or club or incendiary device, or explosive, or any facsimile weapons, or any other weapon apparently capable of producing bodily harm and/or property damage, is prohibited on college property; provided, however that this regulation shall not apply to law enforcement or bank-related security personnel required by their office to carry such weapons or devices. Possession of fireworks and/or use of fireworks anywhere on campus are not permitted per City of Bellevue ordinance. Possession of a concealed weapons permit is not an exemption from this policy.

RELEVANT LAWS AND OTHER RESOURCES

- <u>City of Bellevue Fire Code: 23.11.5608.2 Fireworks Discharge Prohibited.</u>
- <u>Revised Code of Washington 9.41.010 Terms Defined</u>
- <u>Revised Code of Washington 9.41.050 Carrying Firearms</u>

Original 7/7/1990 Revisions 5/10/2005; 5/21/2009; 9/7/2011; 10/15/2015

REVISION HISTORY

Board of Trustees President's Cabinet



REGULAR MEETING AGENDA ITEM

DELETION OF POLICY 2300: ESTABLISHING RESIDENCY FOR TUITION AND FEE PURPOSES

INFORMATION

FIRST READ

Action

Description

Student Affairs is recommending the elimination of Policy 2300: Establishing Residency for Tuition and Fee Purposes. Recently, the procedures associated with this policy were updated. They will remain in effect.

Key Questions

- * Is information about establishing residency still available for students?
- * Why is it important to establish residency?

Analysis

Bellevue College follows Washington State law and the regulations related to establishing state residency for the purpose of setting the cost of tuition and fees. RCW 28B.15.11 – 28B.15.15 directs the Washington Student Achievement Council (WSAC) to work with the Office of the Attorney General to determine the regulations that public colleges and universities must follow when determining residency.

Because the College is required to follow these rules, and because the College has established Policy 2400: Tuition and Fee Waivers, which provides for state approved exceptions to the residency rules, and because we have established a procedure that enforces state law and regulations related to establishing residency, there is no need to have a separate residency policy. Therefore, Student Affairs proposes to eliminate Policy 2300: Establishing Residency for Tuition and Fee Purposes.

Background/Information

See Policy 2300: Establishing Residency for Tuition and Fee Purposes on the next page.

Recommendation/Outcomes

That the Board of Trustees of Community College District VIII approves the deletion of Bellevue College Policy 2300: Establishing Residency for Tuition and Fee Purposes.

2300 ESTABLISHING RESIDENCY FOR TUITION & FEE PURPOSES

Original Date: 9/16/1993 ***** Last Revision Effective: 4/6/2015 Policy Contact: Vice President, Student Affairs

POLICY

The Washington State Legislature has established rules for determining residency in the state of Washington. Bellevue College applies those rules to students requesting admission to the college to determine their eligibility for in-state tuition and fees. Under certain circumstances, established by the legislature, a non-resident student may be exempt from these rules.

RELEVANT LAWS AND OTHER RESOURCES

- RCW <u>28B.15</u>
- WAC <u>250-18-030</u>, <u>250-18-035</u>
- Bellevue College Procedure #2300P Establishing Residency for Tuition & Fee Purposes
 REVISION HISTORY

Original 9/16/1993 Revisions 3/22/2005; 5/21/2009; 4/6/2015

APPROVED BY

President's Cabinet