



**BELLEVUE
COLLEGE**



Board of Trustees

Community College District VIII

REGULAR MEETING
March 24, 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 24, 2021. The business session will begin at 2:00 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

Business Session Call-In Details:

Please click the link to join: <https://bellevuecollege.zoom.us/j/89905133059>

Or dial in by telephone: +1 253 215 8782 Webinar ID: 899 0513 3059

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 | BUSINESS SESSION |
| | I. Call to Order |
| | II. Agenda and Minutes |
| | A. Approval of Agenda for March 24, 2021 |
| | B. Approval of Minutes from March 3, 2021 |
| 2:05 PM | III. Constituent Reports |

		A. College Assembly	McCrory
		B. Faculty	Nightingale
		C. Foundation	Brock
		D. Student	Ahn
		E. Classified	Turnbull
2:25 PM	IV.	First Read Items	
		A. Deletion of Policy 2600: Family Educational Rights and Privacy Act: Disclosure of Student Information	MacLean
		B. Sabbatical Leave Requests	Jones
2:30 PM	V.	Action Items	
		A. Temporary Waiver of Vacation Accrual Limit	Jones
		B. Revision of Policy 4000: Institutional Commitment to Inclusion	Locke
		C. Revision of WAC 132H-121 General Conduct and Policy 6420: Weapons and Fireworks	Curran
		D. Tenure Candidates	Viens
3:00 PM	VI.	President's Report	Locke
3:10 PM	VII.	Board Report	Dietzel
3:20 PM	VIII.	Unscheduled Business or Public Comment	
3:30PM	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.		
4:30 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, March 3, 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 study session began at 2:00 PM.

I. **STUDY SESSION**

Albert Lewis, Vice President of Economic and Workforce Development hosted a study session on Economic and Workforce Development.

The business session was called to order at 3:00 PM.

II. **ROLL CALL**

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

Chair Dietzel announced that Dr. Lisa Chin recently resigned from the Bellevue College Board of Trustees a few months short of when her 10-year tenure would have ended. Chair Dietzel thanked her for her years of service and tireless dedication to the College. In her resignation, Dr. Chin shared it has been her honor to serve the Bellevue College community for the past 10 years.

Trustee Heu-Weller shared that she appreciated having a woman of color on the Board other than herself. She is grateful for the mentoring Dr. Chin provided and has a great sense of admiration for the ten years that she dedicated to the campus.

Trustees Leigh shared that he was appreciative that Dr. Chin always brought her insightfulness and incisiveness to Board discussion and challenged all of the trustees and the College to do and be better.

Trustee Fukutaki shared his appreciation for how much Dr. Chin has done for the Board and for him personally. He has learned a tremendous amount from her and is grateful for the time she dedicated to the Board despite how busy she was.

III. **AGENDA**

Trustee Fukutaki made a motion to approve the agenda (March 3, 2021) and minutes (January 27, 2021). Trustee Leigh seconded.

The motion passed unanimously.

IV. **CONSTITUENT REPORTS**

A. Classified

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

- Turnbull shared that she loved Dr Chin and that it was an honor to know her.
- Turnbull reported that she feels lucky to be able to work from home, but looks forward to getting back to work in the library.
- Many of the events staff and food service staff are working on campus, which is good news. Most of the Early Learning Center (ELC) staff are also working with reduced hours.
- With Governor Inslee's new decision to prioritize vaccinations for K-12 and daycare providers, Classified staff hope that the ELC staff will be vaccinated soon and will be able to work with a greater amount of safety.
- Turnbull shared that customer service staff at Continuing Education who were temporarily laid off are still only working part-time. Turnbull is concerned that the College is engaging with ReUp, which is work Turnbull believes could be done by the part-time staff to bring them back to working full-time.

B. College Assembly

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

- There are concerns among some Assembly members that the work of the previous Vice President of Diversity, Equity, and Inclusion VP DEI will be swept away with a change in leadership in that office, and questions if the staff in the diversity, equity, and inclusion office was consulted in the decision.
- Some Assembly members feel that campus leadership has stopped communicating with the campus.
- There is support for new Vice President of Diversity, Equity, and Inclusion, but there are concerns that the current dialogue on campus may halt progress on future diversity, equity, and inclusion efforts on campus.

C. Faculty

The Faculty report was provided by Tobi Rosenberg, Vice President of the Bellevue College Association of Higher Education (BCAHE).

- Rosenberg expressed gratitude for Dr. Chin's 10 years of service, which have helped shape the Bellevue College campus.

- Rosenberg shared that it is also important to recognize faculty. Faculty have been working hard and have demonstrated tremendous resilience. Bellevue College is doing well while other colleges are struggling with enrollment, but faculty are still working in crisis mode. This is taking a toll. Faculty need more support and they would like the College to gather some data to see how they are really doing.
- Rosenberg also shared that it is important to change the tone around the talk on the college budget and that budget cuts should be made across all employee groups and not just adjunct faculty.

D. Foundation

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

- Brock thanked Dr. Chin for her service to the College and announced the BCF has named a scholarship in Dr. Chin's name which will be awarded in 2021-2022.
- BCF has met 69% of its fundraising goal for the fiscal year.
- KBCS has launched a marketing campaign celebrating roots, rock, and soul.
- BCF is looking forward to spring fundraiser which will have transitioned to a speaker series that will happen on April 20, 21, and 22. Invitations will be sent out soon.
- Student scholarship applications will close next week.
- Lockwood applications are being evaluated by the committee and will be awarded on April 1.

E. Student

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

- The Public Relations representative has started working to gather free mental health resources to learn more about how campuses are administering their mental health services.
- The Social Responsibility representative is working on creating a Zero Waste Taskforce as a part of the break free from plastic initiative.
- The Legislative Affairs representative is working with the Washington Student Association (WSA) on Title IX.
- As a whole, ASG has recently worked to update the ASG Financial Code and are now moving on to the ASG constitution and bylaws.

V. **QUARTERLY REPORT**

A. Finance

Jim Craswell, Interim Executive Director of Finance and Auxiliary Services, presented the quarterly finance report. Craswell provided an overview of the operating budget with updates on 2020-2021 enrollment trends, expense reductions, and one-time funding. An update on a series of expected scenarios over the rest of the fiscal year was presented and discussed.

Chair Dietzel and Trustee Heu-Weller commented that the trustees appreciate the proactive work the College is doing with the college budget.

B. Student Success

Kristen Jones, Provost; Zach Morgan, Executive Director of Effectiveness and Research; Esteban Maldonado, Title III Director and ATD Co-Lead; Jennie Mayer, Faculty Program Chair for Physical Science and ATD Co-Lead; and Zak Yousuf, Interim Director of the Academic Success Center and ATD Co-Lead provided the quarterly student success report.

ATD/Guided Pathways provides the framework for Bellevue College’s student success initiative with the goal of eliminating achievement gaps by race and ethnicity. Three institutional metrics have been identified to measure success: 1) 3-year completion and transfer rate; 2) Fall to fall retention/persistence rate; and 3) Percentage of students completing college level math in their first year. This presentation included an overview of the Bulldog Trail and how the ATD/Guided Pathways initiatives fit within the Trail, Fall 2019 cohort institutional metric performance and future targets, and the work to date to redefine the leading indicators.

Chair Dietzel and Vice Chair Leigh each shared that it is exciting to see the ATD efforts maturing and taking better shape every time the group presents to the Board.

VI. FIRST READ ITEMS

A. Tenure Candidates

Rob Viens, Associate Vice President of Academic Affairs, reported that eight candidates are recommended for tenure this year and one candidate is recommended for a fourth year. Viens stated he will answer any questions in executive session.

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)

B. Revision of Policy 4000: Institutional Commitment to Inclusion

Gary Locke, Interim President, and Tracy MacLean, Associate Director Planning and Accreditation, presented the revision of Policy 4000: Institutional Commitment to Inclusion as a first read item to the Board.

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 and addressed in the revised policy.

C. Revision of WAC 132H-121 General Conduct and Policy 6420

Dennis Curran, Vice President of Administrative Services, presented the revision of WAC 132H-121 General Conduct and Policy 6420 as a first read item to the Board.

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.

VII. **ACTION ITEMS**

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

Motion 02.21

Trustee Leigh motioned 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. Trustee Fukutaki seconded.

The motion passed unanimously.

VIII. **PRESIDENT'S REPORT**

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

- It has been a year since the College had to pivot to a remote environment. No one would have thought a year ago that the College would still be operating in remote status. It has really taken a toll on people and despite great stress, faculty and staff are doing great work. President Locke asks that staff at the College think about what the new normal will be.

- President Locke is really appreciative of the hard work that is being done by the ATD team.
- The College has concluded its national search for the Vice President of Diversity, Equity, and Inclusion and Consuelo Grier will begin that position on April 1. President Locke thanked Dr. Gilbert Villalpando for all of the hard work that he contributed to the campus serving in the interim position.
- President Locke has recently been testifying on SB 5194 and other bills to the legislature.

IX. **BOARD REPORT**

Trustee Fukutaki recognized all the hard work the campus has done over the last year and thanked the campus for allowing him to participate in recent events.

Chair Dietzel thanked Trustee Stoddard for advocating on behalf of community colleges to legislators about the impacts of COVID-19 on students and the campus.

Chair Dietzel also shared that the trustees have heard the concerns raised by faculty and staff on COLAS and furloughs and reported that it seems there is not momentum on those sorts of cuts in the legislature at this time.

Chair Dietzel also shared that he was impressed by the campus community and their work over the last year.

X. **UNSCHEDULED BUSINESS/COMMUNITY TESTIMONY**

Sajonna Sletton, faculty member at Bellevue College, provided a public comment on proposal 1246, the hiring process for the Vice President of Diversity, Equity, and Inclusion, and stability and commitment to DEI.

Amanda Chamba, student at Bellevue College, provided a public comment on the Black Student Union, Board/Cabinet inaction, and the hiring process for the Vice President of Diversity, Equity, and Inclusion.

Abner Pagunuran, staff member at Bellevue College, provided a public comment on the hiring process for the Vice President of Diversity, Equity, and Inclusion.

Rachel Wellman, staff member at Bellevue College, provided public comment on the hiring process for the Vice President of Diversity, Equity, and Inclusion, and the departure of two vice presidents and one trustee from Bellevue College.

Teresa Descher, staff member at Bellevue College, provided a public comment on the hiring process for the Vice President of Diversity, Equity, and Inclusion.

Christina Sciabarra, faculty member at Bellevue College, provided a public comment on the hiring process of the Vice President of Diversity, Equity, and Inclusion.

Beabe Akpojovwo, staff member at Bellevue College, provided public comment on the hiring process for the Vice President of Diversity, Equity, and Inclusion, changing of personnel, and the systemic work that needs to be done at the College.

Jill Powell, staff member at Bellevue College, provided a public comment on the hiring process for the Vice President of Diversity, Equity, and Inclusion

XI. **EXECUTIVE SESSION**

At 5:10 PM, Chair Dietzel announced there would be an executive session beginning at 5:15 PM that would last approximately 60 minutes to discuss matters with legal counsel regarding potential litigation and the performance of public employees. At 6:15 PM, Chair Dietzel announced the executive session would be extended by 5 minutes. The Board returned to regular session at 6:20 PM.

XII. **ADJOURNMENT**

There being no further business, Chair Dietzel adjourned the Board of Trustees meeting at 6:20 PM.

Greg Dietzel, Chair
Board of Trustees

ATTEST:

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



REGULAR MEETING AGENDA ITEM

**DELETION OF POLICY #2600 FAMILY EDUCATION RIGHTS AND PRIVACY ACT:
DISCLOSURE OF STUDENT INFORMATION**

INFORMATION

FIRST READ

ACTION

Description

Bellevue College follows the federal Family Education Rights and Privacy Act (FERPA) of 1974, as amended law and the regulations related to the disclosure of student record information, and the right of students to inspect and amend their education records. Because the College is required to follow these rules, and because the College has established and recently revised the procedure 2600P Family Education Rights and Privacy Act: Disclosure of Student Information, which complies with the federal law and regulations, there is no need to have a separate FERPA policy.

Key Questions

- * Why should this policy be deleted now?
- * Will this impact students?

Analysis

Because of the law and the revised procedures, students will still be fully covered by FERPA protections.

Recommendation/Outcomes

That the Board of Trustees of Community College District VIII approves the deletion of Policy 2600 Family Education Rights and Privacy: Disclosure of Student Information.

Prepared by: Brenda Ivelisse, Associate Vice President of Student Affairs
Brenda.ivelisse@bellevuecollege.edu

2600 Family Education Rights and Privacy Act: Disclosure of Student Information

Original Date: 4/30/1998 * Last Revision Effective: 7/9/2016

Policy Contact: Vice President, Student Affairs

POLICY

Bellevue College implements policy contained in this chapter in compliance with Public Law 93-380, the [Family Educational Rights and Privacy Act of 1974](#) ("FERPA"). This law establishes that the education records of students attending or having attended the college are confidential and can be released only with written permission of the student. The Family Educational Rights and Privacy Act also authorizes the college to release so-called "directory information" without that prior written permission.

The college has adopted procedures to implement the Family Educational Rights and Privacy Act. Questions pertaining to the procedures and their implementation should be directed to the vice president of student affairs.

DEFINITIONS

Directory Information

- is that information routinely released without the student's permission. This includes: name of student, student's email address, degree or certificate awarded, dates of attendance, athletic statistics, scholarships received, membership or office in BC Student Government or honor society, part-time time or full time student status, previous schools attended.
- For the sole purpose of disbursing financial aid funds to students, the College expands its definition of Directory Information to include: Address, Telephone Number, Gender and Birthdate. This additional information is shared only with the State Board for Community and Technical Colleges in the form of an electronic file to be transmitted to the financial vendor the college contracts with to disburse financial aid funds.

Education Records

- any record (in handwriting, print, tapes, film, computer, e-mail, or other medium) maintained by Bellevue College or an agent of the college which is directly related to a student, except:
 - A personal record kept by a staff member if it is kept in the sole possession of the maker of the record and is not accessible or revealed to any other person except a temporary substitute for the maker of the record.
 - Records created and maintained by public safety for law enforcement purposes.
 - An employment record of an individual whose employment is not contingent on the fact that he or she is a student (work-study employment is NOT an exception), provided that the record is used only in relation to the individual's employment.
 - Records made or maintained by the counseling center, if the records are used only for treatment of a student and are made available only to those persons providing the treatment.
 - Alumni records which only contain information about a student after he or she is no longer in attendance at the college and which information does not relate to the person as a student.

Student

- any person who attends or has attended Bellevue College.

RELEVANT LAWS AND OTHER RESOURCES

- [20 USC 1232g](#)
- 34 C.F.R. 89
- Bellevue College Procedure [#2600P Family Education Rights and Privacy Act: Disclosure of Student Information](#)

REVISION HISTORY

Original 4/30/1998

Revisions 7/10/2001; 3/22/2005; 5/21/2009; 4/6/2015

APPROVED BY

President's Cabinet

Board of Trustees



REGULAR MEETING AGENDA ITEM

SABBATICAL LEAVE REQUESTS

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 members have applied for sabbatical leave for the 2021–2022 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 10 faculty members for sabbatical leave, to occur during the 2021–22 academic year. The Sabbatical Leave Committee met in February to review and rank the proposals and is recommending the requested leaves for all 10 individuals totaling 7.5 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 Interim President.

The Board of Trustees has committed, through the Negotiated Agreement, to make “every reasonable effort to grant at least 5 FTE Sabbatical Leaves annually; provided that at least that number of applicants have applied and are ranked by the Sabbatical Leave Committee...” (Article 22, 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 10 faculty members submitted applications for sabbatical leaves during the 2020–21 academic year. The Acting President recommended that the Board of Trustees grant sabbatical leaves for these 10 individuals for a total number of quarters equivalent to 6.005 FTEF. The replacement cost was \$245,984.94 for the 2020–21 academic year. All 10 requests were approved by the Board of Trustees on April 22, 2020. Due to the COVID-19 pandemic, 4 requests were canceled by faculty members. The

adjusted replacement cost for the remaining 6 individuals for a total number of quarters equivalent to 3.669 FTEF was \$150,324.13.

The Interim 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 2021–22.

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. Kristen Jones, Provost
kristen.jones@bellevuecollege.edu

SUMMARY OF SABBATICAL LEAVE REQUESTS FOR 2021–22

Ariane Hayes-Kouadio, Associate Professor, Health Sciences Education and Wellness Institute - Allied Health

Ann has been a Professional Technical professor since 2008 in Washington's SBCTC and started her second tenure appointment at Bellevue College in 2016 to develop and implement a Medical Assisting program in Health Sciences. Within her first year, Ann was appointed as the first Program Chair of the Allied Health department by election where she managed seven certificate programs including an additional HEET (Hospital Employee Education Training) grant funded cohort. Ann established certification with the NCCT (National Center for Competency Testing) so that graduates could sit for and pass national exams after program completion and initiated the process of Bellevue College's testing center site for graduates from other NCCT programs. Ann was also integral in getting dedicated clinical simulation space on campus, partnering with the Greater Bellevue LIONS club, and assisting the application and rewarding of the IBEST (Integrated Basic Education and Skills Training) program for the MAA (Medical Assistant Administrative) certificate. Ann plans to continue her education in Behavioral Mental Healthcare and utilize her knowledge to enhance the HSEWI department in this area.

David Spataro, Associate Professor, Social Science - Political Science/International Studies

David joined Bellevue College in fall 2014 and he teaches political science, international studies, geography and interdisciplinary studies (IDS) courses. David specializes in the study of social movements in U.S. politics, and he brings this focus to his courses and his service work on the Climate Justice in the Curriculum Project (which he co-chairs with Sonya Doucette). The last decade reveals that social movements—from two waves of #BLM demonstrations to the growing Climate Justice protests—are significant institutions in U.S. politics. For his sabbatical project, David proposes to continue collecting oral history interviews and primary source documents for an archive on the public demonstrations during the Republican National Convention in 2004. David's work on the RNC demonstrations is one piece of a book project on contemporary urban social movements. He is also proposing to collaborate closely with BC affinity groups to infuse BC programming (such as MLK Week, Earth Week, Latinx-Hispanic Heritage Month, Pride Month) with key ideas, events and individuals involved in social justice movements.

Elizabeth Harazim, Associate Professor, Arts and Humanities - English

Elizabeth has been teaching at Bellevue College for eleven years. She teaches full-time in the English department, and occasionally in the Cultural and Ethnic Studies Department and Interdisciplinary Studies. She serves on the President's Budget Stakeholder's Committee, the Faculty Association of Community and Technical Colleges, and as a DEI advocate for Screening Committees. She collaborates with colleagues to facilitate workshops, book groups, and discussion forums on how to fight racism in the classroom and in our communities. Elizabeth is currently a student in the University of Washington's Masters of Social Work program, with a concentration in research and policy. In this program, she is expanding her knowledge of anti-racism education, activism, community organizing, and advocacy at the community, state, and national level. She plans to use her leave to further develop her skills as an anti-racism educator and advocate.

Ethan Anderson, Senior Associate Professor, Arts and Humanities - English Language Institute

During Ethan's twelve years at BC, he has become increasingly involved in leadership and is currently serving as BC Faculty Council Chair. Some of his proudest accomplishments include working collaboratively with BCAHE on ELI faculty parity in 2017-18, helping align outcomes of ELI and pre-college English classes with credit-bearing ones, representing A&H as Faculty Council chair and helping bring "Food Truck Day" to campus. Ethan plans to get further trained in emerging technologies related to pedagogy and "EdTech" so as to serve the needs of students in an increasingly digitized landscape. He is focusing his sabbatical on becoming more literate regarding instructional design, virtual reality and general computer science to improve his teaching, learning newer strategies in order to better engage his students. From this experience, he expects to be able to improve and update his teaching effectiveness and be a digital resource not only for BC students but for fellow faculty, including presenting during professional development days, as higher education, continues to call for more technologically advanced modes and methodologies.

Frank Lee, Full Professor, Science - Engineering Sciences

Frank has been Engineering Sciences program chair since 1990 (31 years), maintaining curriculum currency, student advising and adjunct faculty mentoring. In the early 2000's, was active in faculty leadership, serving four years as a faculty association officer including two years as president. During 2014~2016, was the site Principal Investigator for BC as part of a joint University of Washington grant titled "Consortium to Promote Reflection in Engineering Education (CPREE)". In addition, starting 2008, was head coach of BC's women's soccer team for three seasons (Go Bulldogs!). Frank plans to interact with local engineering companies to: survey the important characteristics employers seek in engineering students graduating from college and consider how to strengthen those characteristics in BC students; build ties such as company tours, student mentors, guest speaker visits; and evaluate how to incorporate the current skills used by practicing engineers into BC engineering courses.

Jacqueline Drak, Full Professor, Science - Chemistry and Molecular Biosciences

Jacqui Drak has been an instructor at BC since 2008. She is currently a Professor in the Chemistry program and the Chair of the Molecular Biosciences Program (MBS). Jacqui currently teaches Chemistry, Biochemistry and the capstone class in MBS. As her project during the sabbatical leave, she would visit Dr. Isoherranen's laboratory at the UW Dept. of Pharmaceutics (to which Dr. Isoherranen has agreed) and participate in a research project that has been dubbed "The Reproducibility Problem" where the variability on the data available for specific drug parameters for different drugs is being investigated. This would allow her to review and learn some of the statistical analysis methods used in this field and to work with the Drug Interaction Database developed at UW. The scope of this project spans from chemistry all the way to equity issues as the data does not always include information from minority populations. She would then be able to mentor BC students inside and outside the MBS program so that they can conduct undergraduate research in similar projects.

Nan Ma, Senior Associate Professor, Arts and Humanities – English | Affiliate Faculty, Social Science - Cultural and Ethnic Studies

Nan is a 1.5-generation Asian American immigrant and has experienced the Chinese and American higher education system both as a student and as a teacher. She joined BC in 2013, teaching writing and literature courses in the English department and Asian American studies courses in the Cultural and Ethnic Studies department. She has been actively practicing Culturally Responsive and Sustaining Pedagogies, where she centers the voices and experiences of minoritized communities. During the pandemic, she has increased the use of personal narratives as a pedagogical tool to validate student experiences, increase student engagement and empower student voices and has shared her findings on Opening Day, Faculty PD Day and various campus workshops. Nan plans to do more in-depth research at the intersections of the craft and politics of the personal narrative, critical pedagogy, literary theory and Asian American history. Her research will provide more content and directions in her teaching and governance work and will culminate in the writing of an interdisciplinary academic memoir that melds personal history, teaching narratives and findings from her research.

Sue Nightingale, Full Professor, Science - Life Sciences

Sue has been at Bellevue College for 27 years. Over the course of her career she has taught in Biology, Oceanography and Environmental Science and dedicated considerable time and energy to governance. The last six years Sue has been out of the classroom on release time as Life Science Program Chair and as a faculty union officer. Over the next few years her plan is to transition back to teaching regularly and over the next few years to build a lasting collection of teaching specimens for use by the department. By interning with the Burke Museum she will learn the techniques and skills needed to prepare specimens for teaching use and be able to obtain the necessary Federal permits to increase BC's collection. Throughout her leave and upon her return she will work to conserve and expand the College's existing collection.

William Russell Payne, Full Professor, Arts and Humanities – Philosophy

Russ has taught philosophy at Bellevue College for 20 years, full-time since around 2004. Russ has served as the Philosophy Program Chair for over a decade and expects to for some while yet. He has also been active in governance serving recently on the Tenure Review Committee and currently as the Faculty Assessment Coordinating Team (FACT) representative Arts and Humanities. Russ authored an open-source Introduction to Philosophy text which he's been teaching for several years. Aiming to make his Introduction to Philosophy to more accessible to diverse learning styles and more inviting to our diverse students, he plans to use a quarter of sabbatical leave during spring 2022 to substantially revise his Intro text and course and to renew his study of Eastern Philosophy in anticipation of taking over Bellevue College's Eastern Philosophy course in a few years.

Yu-ting Su, Associate Professor, Student Affairs- Counseling Center

Yu-ting joined the counseling team in 2015. She is a bilingual psychologist who speaks English and Mandarin. She has been very involved in advocating for and supporting international students and students of color. To better serve students with diverse cultural backgrounds, Yu-ting has always worked on advancing her multicultural competence and developing a better list of therapists, with needed specialties, whom she can refer students to for long term treatments. Yu-ting sees the push for telemental health services globally as an opportunity for the Counseling Center to potentially collaborate with counselors in Taiwan and China. Yu-ting plans to use her leave to visit Taiwan and China and identify counselors she can refer our international students to, if they decide to return to their home countries after experiencing psychological crisis. She plans to visit college counseling centers there to learn how they reach out and support their students, despite the strong stigma attached to mental illness. Yu-ting believes this effort will help the college develop a better system to address mental health needs of international students.



REGULAR MEETING AGENDA ITEM

TEMPORARY WAIVER OF VACATION ACCRUAL LIMIT

INFORMATION

FIRST READ

ACTION

Description

The combined effect of the COVID pandemic and the upcoming workload demands for ctcLink implementation has created a situation in which a number of Classified and Exempt employees either have exceeded or will exceed their maximum amount of vacation leave. Vacation leave for Classified employees at the CTCs is governed by RCW 44.01.040 - .044, which limits the amount of accrued vacation time to 240 hours. The College has adopted a 240-hour limit for Exempt employees as well. Currently, employees who exceed 240 hours on their anniversary month have to request approval for an extension or risk losing their excess leave balance. Under the statute cited above, the Board of Trustees has authority to suspend the accrual vacation accrual limitations imposed by RCW 44.01.041 for Classified employees and the College’s own vacation leave policy for Administrative Exempt employees.

Key Questions

- Why should the Board of Trustees approve a temporary waiver of the vacation accrual limit for Classified and Exempt employees due to the COVID-19 pandemic and the pending workload demands of ctcLink implementation?

Analysis

We estimate as many as 300 employees could exceed the 240-hour limit due to COVID and ctcLink implementation demands. Rather than grant individual approval for every employee who exceeds the 240-hour limit, the College proposes issuing a temporary “blanket approval” for Classified and Exempt employees to exceed their maximum leave accrual.

Background/Supplemental Information

In response to the COVID pandemic, Governor Inslee issued Proclamation 20-43 which allows Classified employees (WPEA and WFSE) to maintain vacation leave balances in excess of 240 hours. On January 19, 2021, this Proclamation was extended until the termination of the COVID-19 State of Emergency or until it is rescinded, whichever occurs first. The ability to exceed the maximum vacation accrual of 240 hours ensures employees will have more time to use the leave they earned in case they need time for COVID-related absences, for a true post-pandemic vacation, or even to donate to Bellevue College’s

Shared Leave Program. The attached resolution includes a cutoff date of December 31, 2021 for excess accrual. Employees will then have the subsequent 12 months after the cutoff date to use their excess leave and bring their balance under 240 hours.

Recommendation/Outcomes

That the Board of Trustees of Community College District VIII approve the Temporary Waiver of the Vacation Accrual Limit for Classified and Exempt employees.

Prepared by: Kristen Jones, Provost and Acting VP of Human Resources
kristen.jones@bellevuecollege.edu

Bellevue College
Temporary Waiver of Vacation Accrual Limit
March 2021

As a temporary measure in response to the unprecedented COVID-19 pandemic and the pending workload demands of ctcLink implementation, it is recommended that the Board of Trustees temporarily waive the Vacation Accrual Limit for Classified and Exempt employees as follows:

1. Until December 31, 2021, there will be no limit on how much vacation leave Classified and Administrative Exempt staff accrue. Employees will have 12 months from the end of the blanket approval to use any vacation leave beyond 240 hours. Vacation hours over 240 will be lost effective January 1, 2023.
2. Required supervisory approval to carry over 240 vacation hours on employee's anniversary will be waived.
3. Employees leaving Bellevue College to work for another state employer, with no lapse in service, are entitled to have their vacation leave transferred to the succeeding state office, institution, or department. If the gaining state employer limits how much vacation leave can be transferred, the College will cash out the difference between this amount and the employee's accrued vacation balance (up to 240 hours).
4. In the event of a state mandated furlough, vacation hours cannot be used.



REGULAR MEETING AGENDA ITEM

REVISION OF POLICY 4000: INSTITUTIONAL COMMITMENT TO INCLUSION

INFORMATION

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 to Policy 4000: Institutional Commitment to Inclusion.

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, will:~~

- ~~• Affirming the diversity of human identities and experiences;~~
- ~~• Ensure honest, fair, and ethical behavior;~~
- ~~• Distribute resources and services to increase access and participation;~~
- ~~• ing all individuals including Create safer spaces, free from harassment and discrimination;~~
- ~~• Foster meaningful dialogue that ~~faci~~ facilitates dignity, respect, ~~it~~ understanding and transformation.~~

~~This commitment will serve 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 Trustees All 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

ACTION

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.

<h4>Key Questions</h4> <ul style="list-style-type: none">* 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 WAC 132H-121 General Conduct and Policy 6420 Weapons and Fireworks.

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.

[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 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.

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:

(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-12~~60-100200~~ (12)~~(3)~~, 132H-12~~60-010210~~ through 132H-12~~60-340475~~.

(4) Hazing violations are also misdemeanors punishable under state criminal law according to RCW ~~28B.10.9019A.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 subject to sanctions available under WAC 132H-12~~60-100200~~ (12)~~(3)~~, 132H-12~~60-010210~~ through 132H-12~~60-340475~~, 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;
- 4) An individual with a valid concealed weapons permit may store a pistol in their vehicle parked on college property in accordance with RCW 9.41.050, 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

- [City of Bellevue – Fire Code: 23.11.5608.2 Fireworks Discharge Prohibited.](#)
- [Revised Code of Washington 9.41.010 Terms Defined](#)
- [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~~ campusesproperty, 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 9.41.050, 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 College~~ 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

- [City of Bellevue – Fire Code: 23.11.5608.2 Fireworks Discharge Prohibited.](#)
- [Revised Code of Washington 9.41.010 Terms Defined](#)
- [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
~~President's Cabinet~~

REGULAR MEETING AGENDA ITEM**TENURE CANDIDATES** **INFORMATION** **FIRST READ** **ACTION**

Description

A recommendation from the Tenure Review Committee concerning nine 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 – Community College District VIII and the Bellevue College Association of Higher Education.”](#) On the basis of this recommendation and in accordance with the provisions of the Agreement, it is the recommendation of the President and the Tenure Review Committee that one faculty candidate be granted a three-quarter extension of the probationary period and eight faculty candidates be granted tenure.

Key Questions

- * Has the third-year probationary tenure candidate fulfilled all the necessary responsibilities as described in Article 24 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 nine candidates been made available for review by the Board of Trustees?

Analysis

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

The tenure process at Bellevue College involves four levels:

- 1) The Tenure Evaluation Subcommittee (TES) gathers information, mentors the candidate, and prepares the tenure document.
- 2) The Tenure Review Committee (TRC), including six faculty members elected by the faculty at large, reviews the documentation prepared by the TES to ensure that similar standards and expectations are met across the many disciplines. The TRC provides an objective look at each document to make sure that the case supporting the recommendation of the TES is sound.
- 3) The College President, after reviewing the recommendations of the TRC, submits those recommendations and accompanying materials, along with his/her own recommendation, to the Board of Trustees.
- 4) Finally, the Board of Trustees, giving serious consideration to the recommendation of the President and the TRC, decides to grant or not grant tenure or extend the probationary period. During the first two years of candidates' employment, the President uses the recommendation of the TRC to decide whether or not to continue the probationary period.

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

Background/Supplemental Information

An electronic notebook in .pdf format has been assembled regarding the tenure candidates, and all pertinent documents for each case has been included for review by members of the Board of Trustees. Each member of the Board has access to the tenure documents via a secure SharePoint site.

Recommendation/Outcomes

Recommendation: that the Board of Trustees of Bellevue College hereby grants a fourth probationary year to Timothy Trammel, Science (Mathematics), in that all conditions required by RCW 28B.50.852 for advancement to a fourth year have been met.

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2021-22 academic year to Alfred Nehme, Science (Computer Science).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2021-22 academic year to Chris Oliver, Arts and Humanities (Art).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2021-22 academic year to Claudia Payne, Arts and Humanities (Basic and Transitional Studies).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2021-22 academic year to Gail Mcfarland, Health Sciences, Education and Wellness Institute (NMTEC).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2021-22 academic year to Jose Aparicio, Arts and Humanities (English).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2021-22 academic year to Lindsay Haney, Arts and Humanities (English).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2021-22 academic year to Michael Pulido, Social Science (History).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2021-22 academic year to Sara Farag, Science (Computer Science).

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