



BELLEVUE
COLLEGE



Board of Trustees

Community College District VIII

REGULAR MEETING
March 15, 2023



**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 15, 2023. The business session will begin at 2:00 PM. This meeting will be conducted in a hybrid format. The in-person location will be B201, and the remote location will be via Zoom. A telephone line will also be available. Merisa Heu-Weller, Chair, will preside.

MEETING CALL IN DETAILS

Business Session Call-In Details: [Click to join meeting](#)

Or dial in by telephone: +1 253 215 8782 Webinar ID: 882 4257 5557

MEETING AGENDA

- | | | |
|---------|---|---|
| 2:00 PM | BUSINESS SESSION
I. Call to Order | Merisa Heu-Weller |
| 2:05 PM | EXECUTIVE SESSION
The Board will convene in executive session under RCW 42.30.110(1) for the following purpose: (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee; and (i) To discuss with legal counsel representing the agency litigation or potential litigation. No final action will be taken during this executive session. | |
| 2:35 PM | BUSINESS SESSION
II. Call to Order
III. Welcome and Introductions
IV. Approval of Agenda and Minutes
A. Approval of Agenda for March 15, 2023
B. Approval of Minutes for February 15, 2023;
February 25, 2023; March 7, 2023; March 8, 2023;
March 13, 2023, and March 14, 2023 | Merisa Heu-Weller |
| 2:40 PM | V. Constituent Reports
A. Classified
B. College Assembly
C. Faculty | Becky Turnbull
Valencio Socia
Sue Nightingale |

	D. Foundation	Dana Gray
	E. Student	Rebecca Mbaka
3:00 PM	VI. Public Comment	Merisa Heu-Weller
	Students, faculty, staff, and community members may provide remarks to the Board during this portion of the meeting. Public comments are limited to 2 minutes. Public comment can also be provided in writing to BoardofTrustees@bellevuecollege.edu .	
3:10 PM	VII. First Read	
	A. Sabbatical Candidates	Rob Viens
3:15 PM	VIII. Action	
	A. Tenure Candidates	Rob Viens
	B. Revision of Policy 6460: COVID-19 Vaccination Requirements	Dennis Curran
	C. President Contract Negotiation Delegate	Merisa Heu-Weller
3:35 PM	IX. Quarterly Reports	
	A. Student Success Report	Jennie Mayer, Esteban Maldonado, Zach Morgan, Rob Viens, and Christina Castorena
4:00 PM	X. President's Report	Gary Locke
4:10 PM	XI. Diversity, Equity, and Inclusion Report	Consuelo Grier
4:15 PM	XII. Presidential Search Process Update	Rich Fukutaki
4:20 PM	XIII. Board Report	Merisa Heu-Weller
4:25 PM	XIV. Unscheduled Business	Merisa Heu-Weller
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, February 15, 2023. This meeting was conducted in a hybrid fashion with the physical location in B201 and the remote location on Zoom: bellevuecollege.zoom.us/j/89965303055. A telephone line, +1 253 215 8782, was also available. Merisa Heu-Weller, Chair, presided.

MINUTES

Chair Heu-Weller called the business session to order at 2:09 PM.

I. **ROLL CALL**

Chair Merisa Heu-Weller, Vice Chair Rich Fukutaki, Trustee Greg Dietzel, Trustee Richard Leigh, Trustee Conor O’Meara, Trustee Pradnya Desh, President Gary Locke, Assistant Attorney General Tricia Boerger, and Board Secretary Alicia Keating Polson were present.

There were 36 guests in attendance.

II. **APPROVAL OF AGENDA AND MINUTES**

Trustee Desh made a motion to approve the agenda (February 15, 2023) and minutes (January 18, 2023.) Trustee Leigh seconded.

The motion passed unanimously.

III. **CONSTITUENT REPORTS**

A. Student

The Student report was provided by Rebecca Mbaka, President of Associated Student Government (ASG).

- ASG continues to encourage in-person events and has, since the last report, organized an MLK event and Valentine’s Day activity. The latter had 180 students in attendance and ASG collaborated with clubs to provide multiple activities within the event
- ASG is preparing for the S&A process. The Treasurer is sending out applications for students at large.
- ASG is working to form a student council of 9 seats. The selection process is time consuming with much interest. Seats will be selected based on essay questions.
- Chair Heu-Weller asked if there was food at the in-person events. ASG President Mbaka answered that there was a lot of food, which was a draw for students.

B. Classified

There was no Classified report.

C. College Assembly

The College Assembly report was provided by Valencio Socia, Chair of College Assembly.

- BC Governance (BCG) held its first Annual Retreat in winter quarter, on Friday February 3rd, and BCG plans to hold annual retreats mid-year in future, due to the timing for assessment. Thanks to Council and Assembly Chairs, members of the President's Cabinet, and nearly 40 governance members for a thoughtful and engaging afternoon. Conversations were framed around restorative justice principles presented in a keynote address by Michelle Strange, Director of Restorative Practices, and councils took time to reflect on their goals through this lens.
- Council chairs from Classified, Faculty, and Exempt Councils reported updates in January, focused on goals and the establishment of measurable benchmarks for their work. Classified Council is in need of a Chair, and many councils have a vacant seat or two. Yesterday's February meeting included Council updates from Resources & Planning, Infrastructure, Student Success, and Inclusion & Diversity.
- An energetic BC Governance election season will be launched later this quarter. The goal is to build enthusiasm around campus for staff, faculty, and students, so every Council will be full next year. Having a strong governance system with open communication has worked well, but it requires involvement from across the college.
- BC Governance appreciates the continued support from Interim President Locke and Cabinet members who serve as resource liaisons to each council, as proposals make their way through the system to improve college culture and operations.
 - Every cabinet member has presented a report at an Assembly meeting. Assembly looks forward to inviting other leaders from around campus attend future meetings.
 - The Assembly has endorsed two proposals at this last meeting that will be going to President's Cabinet.

D. Faculty

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

- Nightingale thanked Interim President Locke for accompanying her to Olympia to speak with legislators regarding fiscal requests.
- There are several bills in progress, supported by the labor unions. Many bills demonstrate a great deal of concern for and effort to help students with basic needs. Such bills focus on food and housing security, the coverage or partial coverage of Running Start fees by the state, the state covering the cost of books, and making College in the High School free. However, a request for generous compensation for employees fell like a lead balloon. Nightingale continues to try to communicate the impact of

vacancies on students. Still, there are many bills creating pockets of money for special projects, CS and Nursing in particular.

- College in the High School is only available to students that can afford it, as of now. If this was free, all students would have access. A significant portion of students in College in the High School also enroll at Bellevue College later – so this could benefit enrollment but may also compete with the Running Start program. Nightingale asks that the enrollment reports include data to observe these trends in the future.
- Nightingale reemphasized the burnout experienced by faculty, and anticipates high turnover rates from vacancies, increased workload, and increased student needs from those pre-pandemic.

E. Foundation

The Bellevue College Foundation (BCF) report was provided by Melissa Johnson, BCF Director.

- Recruitment for the golf tournament is underway. The tournament will feature a shotgun start, meaning all layers start on different holes, rather than Hole 1.
- Applications for scholarships are being reviewed and are open until March 12. Lockwood grants close March 20th, on track with last year, as staff take calls and schedule last-minute sessions.
- The Foundation is getting ready to announce the Excellence Awards at the April 19th Campus Community Day. Johnson shared that it is a joy to see nominations come in and to celebrate the part people play around campus.
- Corporate meetings, with Interim President Locke’s participation, have generated interest from a few local companies in starting cohorts with the college. The Foundation is hoping to announce more in upcoming Board meetings.
- The next Gala is scheduled for Feb 3, 2024.

IV. **FIRST READ**

A. Tenure Candidates

Rob Viens, Associate Vice President of Academic Affairs, reported that 12 candidates are recommended for tenure this year. Viens stated that he would answer any questions on the tenure candidates or the process in executive session.

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

Mae Sellers Arts & Humanities (World Languages)

Third Year Candidate(s) Recommended for Tenure

April Ambalina	Health Sciences, Education and Wellness Institute (Nursing)
Diane Walser	Institute for Business and Information Technology (NSCOM)
Helton Leal	Science (Mathematics)
Jaclyn Schultz	Social Science (History)
Jessica Wang	Science (Meteorology)

Katrina Malkin	Health Sciences, Education and Wellness Institute (Nursing)
Komal Ram	Institute for Business and Information Technology (Business Management)
Leo Kiralla	Social Science (Psychology)
Michelle Schewe	Library Media Center (Student Success Librarian)
Pratima Suneel	Institute for Business and Information Technology (Info Systems Technology)
Shadia Kanan	Health Sciences, Education and Wellness Institute (Nursing)
Tessa Cornish	Science (Biology)

V. QUARTERLY REPORTS

A. Enrollment

Zach Morgan, Executive Director of Effectiveness and Research; Christina Castorena, Associate Vice President of Student Affairs; and Rob Viens, Associate Vice President of Academic Affairs presented the quarterly Student Success Report.

Overall, Bellevue College credit enrollment for Fall 2022 fell short of projections by 2.6%, and dropped about 7.5% from Fall 2021. This drop in enrollment brings Bellevue College closer to other SBCTC counterparts in the long-term as those counterparts have largely mitigated their losses. However, for Winter 2023, enrollment has exceeded projections by about 4%, driven by sustained increases in international enrollment and strengthened enrollment in traditional state enrollments.

It is now projected that enrollments for this year will be near what was projected when the 2022-2023 budget was adopted. Future years' enrollments are projected to decline at a slower pace than previously expected, though the college is cognizant of the approaching 'demographic cliff' as the K-12 districts of its service area see shrinking enrollments in the younger grades.

B. Finance

Dennis Curran, Vice President of Administrative Services, and Sharon Kussy, Budget Director, presented the quarterly Finance Report.

The Board was provided with an update on the budget for fiscal year ending June 2023 along with an update on the development of the FY24 budget:

- The FY23 year-end is projected to have a surplus of \$73K.
- Projected FY23 revenues are \$5.2M higher than budgeted, while expenses are \$5.4M higher. Current FY23 EOY is projected to end with a small surplus of \$73K.
- Projected tuition is just \$2.2M higher than budgeted for FY23, and is based on actual enrollment numbers for summer, fall and winter, and projected enrollment numbers for the spring 2023 quarter.
- FY24 revenue is projected to have 0% growth when compared to FY23 projections, but expenses are currently projected to be 1.6% higher (\$1.9M). The current \$2M deficit

projected at the end of FY24 will be the focus of the next several weeks as the college prepares the budget for Board of Trustee approval.

VI. **DIVERSITY, EQUITY, AND INCLUSION REPORT**

Consuelo Grier, Vice President of Diversity, Equity, and Inclusion, provided the DEI report.

- Happy 15th day of Black History Month – the theme is resilience and empowerment of black women throughout history, and activities can be found on the Multicultural Services website.
- ODEI focus continues in the in main 4 buckets:
 - 2 cohorts for educational equity course: Section 1 for full and part time faculty, and Section 2 for tenured faculty.
 - Community engagement: ODEI is partnering with Bellevue school district for BOOM, BOOM & Shout. This program is for 7-12 across all gender identities, taking place on March 30, and brining ~500 students to campus.
 - Culture shift: it is difficult to measure change and shift, it takes time, and can feel like nothing is happening.
- Michelle Strange, Director of Restorative Practices, provided an update on the work happening around restorative practices at the college.

VII. **PRESIDENTIAL SEARCH PROCESS UPDATE**

Vice Chair Fukutaki provided an update on the presidential search process:

- The search for the president position went live in early December with the posting of the presidential profile. This profile describes the roles and responsibilities and desired qualifications and qualities of the next president and was guided by the work of the BC Priorities Report. Since the position posted, our executive search firm, EQU Advisors, has been hard at work generating a robust and diverse candidate pool for Bellevue College. Our search consultants received many nominations for potential president candidates from our BC community, as well as beyond, which kept them busy over the last two months reaching out to prospective candidates.
- Candidates were encouraged to submit application materials by February 3 for full consideration, which means the Presidential Search Advisory Committee is currently in the process of reviewing these applicant materials and interviewing candidates using the desired qualities and qualifications identified in the presidential profile and the BC Priorities Report as their criteria. The Presidential Screening Advisory Committee will soon provide a recommendation to the Board of Trustees of 3-4 finalists who should be considered for invitations to interview on campus.
- Alicia Keating Polson is working on scheduling a Special Meeting later this month to discuss the qualifications of the presidential candidates, including the 3-4 finalists recommended by the Presidential Search Advisory Committee. The Board will make a decision on the 3-4 finalists at that meeting and then move quickly to confirm the specific dates of the finalist interviews, which are scheduled to occur the weeks of March 6 and March 13. Once the schedules are confirmed, the names of the presidential finalists will be shared with the campus.

- It is important to keep in mind that while we are shopping for our next president, we are also selling our college, so we should put our best feet forward.
- During their interview days, each candidate will participate in a Presidential Candidate Open Forum, which will be open to all members of the BC community. This session will be hybrid, so available both in-person and remotely. The sessions will also be recorded for those unable to attend. The tentative Presidential Candidate Open Forum dates are as follows:
 - Wednesday, March 8, 11:15am – 12:15 pm
 - Thursday, March 9, 11:15am – 12:15 pm
 - Tuesday, March 14, 11:15am – 12:15 pm
 - Wednesday, March 15, 11:15am – 12:15 pm
 - Thursday, March 16, 11:15am – 12:15 pm
- More specific details will be shared with the campus by March 1.
- It is anticipated that we will remain on schedule with the timeline the Board announced in November, which likely will result in the selection of Bellevue College’s next president by the end of March 2023.

VIII. **PRESIDENT’S REPORT**

Gary Locke, Interim President of Bellevue College, provided the monthly president report.

- Discovery Day was this last Saturday. There were over 500 attendees, and lots of interest in Running Start. There will be another Discovery Day in 2 months.
- Locke thanked the faculty who have completed the Online Excellence Program, most of which have completed both modules well in advance. Thank you to the faculty union for embracing this.
- Enrollments are a concern, but the college is finishing this year in good shape. Fall enrollments are less than hoped, and growth in international enrollment has been helpful while decreases in all other categories are a concern. Thanks to Jean D’Arc Campbell, Dean of International Education and Global Initiatives, and his strategies for diversifying partnerships.
- The college is working towards partnerships with local companies for upskilling their current employees.
- The current budget projection suggests unfilled positions may remain unfilled even as key positions that serve students. COLAs may present challenges in the following year as they are not fully funded, creating a 35 million dollar hit to funding across state, and several million for the college alone.
- Associate Justice of the Washington Supreme Court Mary Yu has agreed to be our commencement speaker in June.

IX. **BOARD REPORT**

There was no Board report.

X. **PUBLIC COMMENT/UNSCHEDULED BUSINESS**

Sascha West, student at Bellevue College, provided public comment on a dental and medical clinic on campus.

Zach Morgan, staff member at Bellevue College, provided public comment on the Healthy Minds Study Survey.

There was no unscheduled business.

XI. **EXECUTIVE SESSION**

At 3:56 PM, Chair Heu-Weller announced the Board would convene for 30 minutes in executive session under [RCW 42.30.110\(1\)](#) for the following purpose: (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee; and (i) To discuss with legal counsel representing the agency litigation or potential litigation. Chair Heu-Weller announced that no final action would be taken during the executive session. In accordance with [RCW 28B.50.102 \(2\)](#), Trustee O'Meara excused himself from the executive session.

At 4:25 PM, Chair Heu-Weller announced the executive session would be extended by 15 minutes.

At 4:40 PM, Chair Heu-Weller announced the executive session would be extended by 5 minutes.

The executive session ended at 4:45 PM.

XII. **BUSINESS SESSION**

Chair Heu-Weller reconvened the business session at 4:48 PM. Chair Heu-Weller excused Vice Chair Fukutaki and Trustee Leigh from the Equity in the Training Process training session due to their previous participation in the training in November 2022.

XIII. **BOARD TRAINING**

Abner Pagunuran and Jahkari Aujla-Singh presented the Equity in the Screening Process training to the trustees.

XIV. **ADJOURNMENT**

There being no further business, Chair Heu-Weller adjourned the Board of Trustees meeting at 6:12 PM.

Merisa Heu-Weller, Chair
Board of Trustees

ATTEST:

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



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

A special meeting of the Board of Trustees of Community College District VIII, 3000 Landerholm Circle SE, state of Washington, was held on Saturday, February 25, 2023. This meeting was conducted in a hybrid fashion with the physical location in B201 and the remote location on Zoom: bellevuecollege.zoom.us/j/86259844558. A telephone line, +1 253 215 8782, was also available. Rich Fukutaki, Vice Chair, was the presiding officer due to Chair Heu-Weller's need to attend the meeting remotely.

MINUTES

Vice Chair Fukutaki called the business session to order at 2:30 PM.

I. **ROLL CALL**

Chair Merisa Heu-Weller, Vice Chair Rich Fukutaki, Trustee Greg Dietzel, Trustee Richard Leigh, Trustee Conor O'Meara, Trustee Pradnya Desh, President Gary Locke, Assistant Attorney General Tricia Boerger, and Board Secretary Alicia Keating Polson were present.

There was one guest present in the meeting.

II. **EXECUTIVE SESSION**

At 2:30 PM, Vice Chair Fukutaki announced the Board would convene for 30 minutes in executive session under [RCW 42.30.110\(1\)](#) for the following purpose: (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. Vice Chair Fukutaki announced that no final action would be taken during the executive session. In accordance with [RCW 28B.50.102 \(2\)](#), Trustee O'Meara excused himself from the executive session.

At 3:00 PM, Vice Chair Fukutaki announced the executive session would be extended by 5 minutes.

The executive session ended at 3:05 PM.

III. **BUSINESS SESSION**

Vice Chair Fukutaki reconvened the business session at 3:07 PM.

IV. **APPROVAL OF AGENDA**

Trustee Dietzel made a motion to approve the agenda (February 25, 2023.) Trustee Leigh seconded.

The motion passed unanimously.

V. **PUBLIC COMMENT**

There was no public comment.

VI. **ACTION ITEMS**

A. Selection of President Search Finalist Candidates

Vice Chair Fukutaki described to the Board the process used by the Presidential Search Advisory Committee to recommend president finalist candidates to the Board, including using the college priorities as identified in the BC Priorities Report as a primary means to evaluate candidates. Vice Chair Fukutaki reported that the entire Board, with the exception of Trustee O'Meara in accordance with [RCW 28B.50.102 \(2\)](#), had access to all candidate applications and a thorough discussion occurred in executive session where the Board had the opportunity to ask questions and evaluate the qualifications of the Advisory Committee's recommended finalists. Vice Chair Fukutaki also reported that a code will be used to identify the candidates to protect confidentiality until such time they accept a finalist interview with the college.

On behalf of the Advisory Committee, Vice Chair Fukutaki recommended Candidates W930, W1230, F1040, and S920 as finalists to be brought to campus for interviews and campus-wide open forums with Bellevue College community members during the weeks of March 6th and 13th.

Motion 03.23

A motion to approve the finalists: Candidates W930, W1230, F1040, and S920, was made by Chair Heu-Weller. Trustee Desh seconded.

The motion passed unanimously.

Chair Heu-Weller thanked Vice Chair Fukutaki in advance for taking on the responsibility of negotiating contract terms with the president finalist candidates. Trustee Dietzel thanked the members of the Presidential Search Advisory Committee.

VII. **ADJOURNMENT**

There being no further business, Vice Chair Fukutaki adjourned the Board of Trustees meeting at 3:26 PM.

Rich Fukutaki, Vice Chair (Presiding Officer)
Board of Trustees

ATTEST:

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



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

A special meeting of the Board of Trustees of Community College District VIII, 3000 Landerholm Circle SE, state of Washington, was held on Tuesday, March 7, 2023. This meeting was conducted in a hybrid fashion with the physical location in B201 and the remote location on Zoom: bellevuecollege.zoom.us/j/85121797726. A telephone line, +1 253 215 8782, was also available. Merisa Heu-Weller, Chair, presided.

MINUTES

Chair Heu-Weller called the business session to order at 5:30 PM.

I. **ROLL CALL**

Chair Merisa Heu-Weller, Vice Chair Rich Fukutaki, Trustee Richard Leigh, Trustee Pradnya Desh, and Board Secretary Alicia Keating Polson were present. A quorum of the Board was present.

Trustee Greg Dietzel, Trustee Conor O’Meara, President Gary Locke, and Assistant Attorney General Tricia Boerger were absent.

There were no guests present in the meeting.

II. **EXECUTIVE SESSION**

At 5:31 PM, Chair Heu-Weller announced the Board would convene for 65 minutes in executive session under [RCW 42.30.110\(1\)](#) for the following purpose: (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. Chair Heu-Weller announced that no final action would be taken during the executive session.

The executive session ended at 6:35 PM.

III. **BUSINESS SESSION**

Chair Heu-Weller reconvened the business session at 6:36 PM.

IV. **APPROVAL OF AGENDA**

Trustee Desh made a motion to approve the agenda (March 7, 2023.) Trustee Fukutaki seconded.

The motion passed unanimously.

V. **PUBLIC COMMENT**

There was no public comment.

VI. **ADJOURNMENT**

There being no further business, Chair Heu-Weller adjourned the Board of Trustees meeting at 6:38 PM.

Merisa Heu-Weller, Chair
Board of Trustees

ATTEST:

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



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

A special meeting of the Board of Trustees of Community College District VIII, 3000 Landerholm Circle SE, state of Washington, was held on Wednesday, March 8, 2023. This meeting was conducted in a hybrid fashion with the physical location in B201 and the remote location on Zoom: bellevuecollege.zoom.us/j/89004739723. A telephone line, +1 253 215 8782, was also available. Merisa Heu-Weller, Chair, presided.

MINUTES

Chair Heu-Weller called the business session to order at 5:30 PM.

I. **ROLL CALL**

Chair Merisa Heu-Weller, Vice Chair Rich Fukutaki, Trustee Greg Dietzel, Trustee Richard Leigh, Trustee Conor O’Meara, Trustee Pradnya Desh, and Board Secretary Alicia Keating Polson were present.

President Gary Locke and Assistant Attorney General Tricia Boerger were absent.

There was no guests present in the meeting.

II. **EXECUTIVE SESSION**

At 5:30 PM, Chair Heu-Weller announced the Board would convene for 65 minutes in executive session under [RCW 42.30.110\(1\)](#) for the following purpose: (g) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. Chair Heu-Weller announced that no final action would be taken during the executive session. In accordance with [RCW 28B.50.102 \(2\)](#), Trustee O’Meara excused himself from the executive session.

The executive session ended at 6:35 PM.

III. **BUSINESS SESSION**

Chair Heu-Weller reconvened the business session at 6:36 PM.

IV. **APPROVAL OF AGENDA**

Trustee Dietzel made a motion to approve the agenda (March 8, 2023.) Trustee Desh seconded.

The motion passed unanimously.

V. **PUBLIC COMMENT**

There was no public comment.

VI. **ADJOURNMENT**

There being no further business, Chair Heu-Weller adjourned the Board of Trustees meeting at 6:37 PM.

Merisa Heu-Weller, Chair
Board of Trustees

ATTEST:

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



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 2023–2024 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 Board of Trustees has committed, through the Negotiated Agreement, to make “every reasonable effort to grant at least 12 FTEF 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 the calculation of the potential cost of replacement.

The Sabbatical Leave Committee received 14 faculty members (32 FTEF total) for sabbatical leave to occur during the 2023–2024 academic year. The Sabbatical Leave Committee met in February and March to review and rank the proposals and is recommending the requested leaves for six individuals totaling 12 FTEF.

Ranking of Sabbatical Leave Requests by Sabbatical Leave Committee (12 FTEF):

1. Tonya Estes, Full Professor, Arts and Humanities - Basic & Transitional Studies (3 FTEF)
2. Jennifer Anderson, Full Professor, Arts and Humanities - Communication Studies (1 FTEF)
3. William Payne, Full Professor, Arts and Humanities - Philosophy (1 FTEF)
4. Natalie Martinez, Associate Professor, Arts and Humanities - English (3 FTEF)
5. Sonya Doucette, Full Professor, Science - Chemistry (1 FTEF)
6. Ahmad Ghashmari, Associate Professor, Arts and Humanities – English Language Institute (3 FTEF)

Alternates

1. Sheere Zupan, Full Professor, Health Sciences Education and Wellness Institute – Radiologic Technology (1 FTEF)
2. Carol Anderson, Full Professor, Social Science – Psychology (2 FTEF)
3. Tim Jones, Full Professor, Social Science – Political Science (2 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.

Background/Supplemental Information

Summary of Sabbatical Leave Requests for 2023–24.

Recommendation/Outcomes

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

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

SUMMARY and RANKING OF SABBATICAL LEAVE REQUESTS FOR 2023–2024

1. Tonya Estes, Full Professor, Arts and Humanities- Basic & Transitional Studies (3 quarters)

Tonya has held many different roles in her nearly 15 years at Bellevue College. She is applying for three quarters of sabbatical leave, during which time she would devote time to building her competency in teaching and assessing critical thinking. She plans to complete coursework at the Foundation for Critical Thinking, focusing on building competency in teaching and assessing critical thinking, especially as it applies to adult basic education and general education. She also plans to travel to Africa in spring 2024 in order to help develop an understanding of critical thinking in indigenous cultures. Upon her return, Tonya would bring her knowledge back to assist with BC assessment work and re-designing curriculum in the basic skills program.

2. Jennifer Anderson, Full Professor, Arts and Humanities- Communication Studies (1 quarter)

Jen is a communication studies professor who plans to use her one-quarter sabbatical, if granted, to delve into the question “Is college worth it?”. She plans to interview and job shadow with individuals in various fields to gain a deeper, more detailed knowledge of what skills and communication practices are desired in the current workplace. She will use this experience to create assignments in her communications classes that are more authentic, relevant, and engaging for students. Jen also plans to spend time researching the impact of AI on higher education and in the workplace. She is interested in discovering ways we can work with AI rather than try to eradicate it. Her research would help to redesign several communications courses that are required for BAS degrees.

3. William Payne, Full Professor, Arts and Humanities - Philosophy (1 quarter)

Russ is applying for a one quarter sabbatical leave, where he aims to revise an OEM *Introduction to Philosophy* that he wrote a decade ago. This text has been downloaded and read thousands of times over the past ten years, and Russ plans to use his sabbatical time to update it to produce an improved second edition. He also plans to rebuild his philosophy Canvas courses to better align with current online pedagogy standards. Russ will spend some of his sabbatical time in Japan, reacquainting himself with Zen Buddhism in anticipation of teaching Eastern Philosophy at BC after Mark Storey retires. When he returns to campus he plans to share his findings and insights through Philosophy Talks, blog posts, and workshops.

4. Natalie Martinez, Associate Professor, Arts and Humanities- English (3 quarters)

Natalie is applying for a three-quarter sabbatical leave, during which time she will research and write a full-length book of poetry. Natalie would spend her time first doing an intensive language study of the heritage languages that will be an essential part of her book, then traveling and partaking in site based archival research and travel, and finally writing, designing, revising, and editing her book. Upon return, Natalie plans to share her work with Bellevue College through a colloquium in Arts and Humanities, and

by taking part in the greater Seattle poetry community during National Poetry Month. During that time she would also offer student workshops, particularly focusing on affinity groups such as Puente and the Native Student Association.

5. Sonya Doucette, Full Professor, Science- Chemistry (1 quarter)

As a chemistry professor and a climate justice leader at BC, Sonya is applying for one quarter of sabbatical leave. She will use that time to online publish a Chem 161 climate justice curriculum, prepare papers focused on teaching climate justice in STEM for publication, create real-world problem sets for Chem 161 focused on climate justice, science, and solutions; and write a proposal for a second NSF IUSE grant to continue work on teaching climate justice in STEM. All of these activities will improve Sonya's professional skills as an instructor and climate justice leader. In turn, Bellevue College would benefit through Sonya sharing new information and educational research with faculty and students, colleague mentoring, and, if funded, the proposed grant would benefit the College financially.

6. Ahmad Ghashmari, Associate Professor, Arts and Humanities- English Languages Institute (3 quarters)

Ahmad is an ELI instructor who is been actively involved in the climate justice curriculum initiative at BC. Ahmad is applying for a three-quarter leave, during which time he has plans to be a visiting scholar a Jordan University of Science and Technology. In that time, he plans to study the role of language in climate literacy and advancing climate justice. He would use those findings to write a paper on infusing climate topics in English language and literature courses and its impact on the learners' views of the climate crisis. Through his studies, Ahmad aims to show that integrating climate topics in the language classroom sends a message that climate change is not confined to the geo sciences but is a topic that needs to be taught across the curriculum. He also hopes to build bridges for collaboration between BC and Jordan University, as well as share his findings with the larger campus community through PD days, workshops, and presentations.

ALTERNATES

1. Sheere Zupan, Full Professor, Health Sciences, Education & Wellness Institute- Radiologic Technology (1 quarter)

Sheere has been with Bellevue College in the Radiologic Tech program for nearly 20 years and is applying for two quarters of sabbatical leave. If granted, Sheere would use the time to research the present state of healthcare and the effects that contract workers have on the medical imagine community and the effect on clinical education. Through conducting interviews with people working in the healthcare community, Sheere will be able to identify the pros and cons of travelers in clinical education and solutions to improve clinical education in the present healthcare climate. This project will benefit the Radiologic Technology program by collaborating with clinical sites and the work force to improve learning opportunities during the current healthcare staffing shortage.

2. Carol Anderson, Full Professor, Social Science- Psychology (2 quarters)

Carol is applying for a two-quarter sabbatical leave to refresh her toolbox of teaching strategies. Carol plans to study current findings on students' sense of belonging in academia and to study classic theories in an effort to convert the findings into practical tools to be used in the classroom, at the college, and in the broader community. She would then create the tools (e.g., assignments, projects) that she will share with colleagues in a Professional Development Day workshop and/or Faculty Commons workshops.

3. Tim Jones, Full Professor, Social Science- Political Science (2 quarters)

As a Political Science and International Studies Professor, Tim Jones is requesting two quarters of sabbatical leave to continue the work he started on a previously-granted one-quarter leave to broaden and deepen his understanding of civil rights histories in the U.S. He will also take time during his sabbatical to improve the accessibility of his courses. Tim plans to use the experiential knowledge he gains to directly impact his students by way of influencing the assignments in his American Government classes here at BC. Tim plans to visit government and civil rights sites both locally and around the country and bring back educational materials that will inspire his students. Upon return, Tim plans to create a Professional Development workshop to share what he has learned with other BC faculty.



REGULAR MEETING AGENDA ITEM

TENURE CANDIDATES

INFORMATION

FIRST READ

ACTION

Description

A recommendation from the Tenure Review Committee concerning twelve 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 all twelve faculty candidates listed below 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 13 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 will be able to access 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 Mae Sellers, Arts & Humanities (World Languages), 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 2023–24 academic year to April Ambalina, Health Sciences, Education and Wellness Institute (Nursing).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Diane Walser, Institute for Business and Information Technology (NSCOM).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Helton Leal, Science (Mathematics).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Jaclyn Schultz, Social Science (History).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Jessica Wang, Science (Meteorology).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Katrina Malkin, Health Sciences, Education and Wellness Institute (Nursing).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Komal Ram, Institute for Business and Information Technology (Business Management).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Leo Kiralla, Social Science (Psychology).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Michelle Schewe, Library Media Center (Student Success Librarian).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Pratima Suneel, Institute for Business and Information Technology (Info Systems Technology).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Shadi Kanan, Health Sciences, Education and Wellness Institute (Nursing).

Recommendation: that the Board of Trustees of Bellevue College hereby grants tenure for the 2023–24 academic year to Tessa Cornish, Science (Biology).

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



REGULAR MEETING AGENDA ITEM

REVISION OF 6460: COVID-19 VACCINATION REQUIREMENTS

INFORMATION

FIRST READ

ACTION

Description

The college proposes revising Policy 6460: COVID-19 Vaccination Requirements in order to align with updated guidance from the state. As of October 31st, the state's emergency COVID proclamations were rescinded, which removed the requirement for campuses to declare they are a "vaccinated campus" or "unvaccinated campus," along with all the associated sub-requirements. The revisions to the 6460 policy and procedures remove all references to Washington State proclamations and eliminate the requirement for student vaccination attestations. As of now, employees will still be required to attest their vaccination status.

Additionally, the college is proposing revisions to associated Procedure 6460P2: Employee COVID-19 Vaccination Requirements and proposing the repeal of Procedure 6460P: Student COVID-19 Vaccination Requirements. Procedure 6460P: Student COVID-19 Vaccination Requirements is proposed for elimination as the College will no longer require students to attest to their vaccination status.

Key Questions

- * Why are revisions to the policy necessary?
- * What changes and eliminations are proposed?

Analysis

As of October 31st, the Washington State Governor rescinded the state's emergency COVID-19 proclamations. This includes proclamations impacting Institutions of Higher Education. Colleges will no longer be required to distinguish themselves as "Fully Vaccinated" or "Not Fully Vaccinated." Bellevue College is open access and does not require any vaccinations for any infectious disease as a precondition to enrollment. Additionally, other colleges in the area eliminated vaccine requirements as a precondition to student enrollment. Bellevue College is actively working to remove barriers that impede access to and participation in the services we provide. The vaccination requirements instituted through much of 2020 through the present 2022 were based on the emergency proclamations from the state. With the proclamations expiring we are working to align with current requirements and remove barriers to access.

Comments received during the review period:

- Seven comments requesting or stating that the vaccination requirements for employees and/or students should be maintained.
- Two comments in support of the changes.

- One question about why the employee attestation requirement remains.
- Request to clarify the definition of volunteer relating to online volunteers.

Recommended Motion

That the Board of Trustees of Community College District VIII approves the revisions to Policy 6460: COVID-19 Vaccination Requirements.

Prepared by:

Dennis Curran, Vice President of Administrative Services

dennis.curran@bellevuecollege.edu

6460 COVID-19 Vaccination Requirements

Original Date: 12/21/21 * Last Revision Effective: 06/15/22
Policy Contact: Vice President of Administrative Services

PURPOSE

This policy establishes COVID-19 vaccination requirements. This policy is intended to protect the health and safety of the public and the campus community and was developed in accordance with federal, state and local guidance. This policy will be reviewed at least annually, no later than January 31st of each year, to assess impacts and alignment with current federal, state and local guidance.

POLICY

The college requires faculty, staff, and volunteers (defined below) to either:

- Be fully vaccinated against COVID-19 using an *authorized vaccine* (defined below) OR
- To ask and be approved for an *authorized exemption* (defined below).

VERIFICATION AND DOCUMENTATION

All faculty, staff, and volunteers must complete a Vaccination Attestation form and provide documentation as indicated within the form. In the event Human Resources requests additional documentation or information needed to resolve missing, unclear, inconsistent, or incongruent information submitted initially with the Vaccination Attestation form, such subsequent information must also be provided to be in compliance with this policy.

Exemptions approved due to a temporary condition or circumstance will be reviewed and reevaluated based on the stated timeframe noted in the original approval.

AUTHORIZED EXEMPTIONS

Faculty, staff, and volunteers are exempt from the vaccination requirement if they ask for and are approved, and a reasonable accommodation is granted, as appropriate, for at least one of the following authorized exemptions:

1. Medical Exemption
 - Requires documentation from a healthcare provider who determines that a medical reason or condition exists for which the vaccination should not be given for health and safety reasons.
2. Religious Exemption
 - Requires that there be a conflict between receiving the vaccine and sincerely held religious beliefs or practices.

RESPONSIBILITIES

Human Resources

- Manages the tracking, collection of documentation, exemptions, verification, reasonable accommodations, confidentiality, and enforcement of this policy and the related procedures for all faculty, staff, student employees, and volunteers.

DEFINITIONS

Authorized Vaccines

- Include COVID-19 vaccines approved by the federal [Food & Drug Administration \(FDA\)](#), including those approved under Emergency Use Authorization and the [World Health Organization \(WHO\)](#).

Fully Vaccinated

- A person is fully vaccinated two weeks after receiving:
 - The second dose in a two-dose series OR
 - A single-dose vaccine.

- Being fully vaccinated may include a COVID-19 booster if deemed necessary as set forth by the state, or if the college determines that federal, state, and local requirements or recommendations are needed to help keep the campus community safe from COVID-19.

Volunteer

- An uncompensated person who is scheduled to come to campus to perform work related tasks or work connected to a college project but receives no pay or stipend.

RELEVANT LAWS AND OTHER RESOURCES

[Washington Department of Labor & Industries \(L & I\) Workplace Health and Safety Rules](#)

[Food & Drug Administration \(FDA\) Vaccine Approval](#)

[World Health Organization \(WHO\) Vaccine Approval](#)

[U.S. Equal Employment Opportunity Commission](#)

[Washington State Department of Health: Building Confidence and Busting Myths](#)

[Centers for Disease Control and Prevention: COVID-19 Vaccines are Safe and Effective](#)

REVISION HISTORY

Original: 12/21/2021; 06/15/2022

APPROVED BY

Board of Trustees

6460 COVID-19 Vaccination Requirements

Original Date: 12/21/21 * Last Revision Effective: 06/15/22
Policy Contact: Vice President of Administrative Services

PURPOSE

This policy establishes COVID-19 vaccination requirements ~~needed to comply with the Washington Higher Education Vaccinated Campus rules, the Labor & Industries workplace safety policies, and public health requirements~~. This policy is ~~also~~ intended to protect the health and safety of the public and the campus community ~~and was developed in accordance with federal, state and local guidance~~. ~~In developing this policy, the college worked in accordance with federal, state, and local guidance and rules related to COVID-19, and proclamations issued by the Washington State Governor. This policy will be reviewed at least annually, no later than January 31st of each year, to assess impacts and alignment with current federal, state and local guidance.~~

POLICY

The college requires faculty, staff, ~~and~~ volunteers, ~~and students~~ (defined below) to either:

- Be fully vaccinated against COVID-19 using an *authorized vaccine* (defined below) OR
- To ask and be approved for an *authorized exemption* (defined below).

VERIFICATION AND DOCUMENTATION

All faculty, staff, ~~and~~ volunteers, ~~and students~~ must complete a Vaccination Attestation form and provide documentation as indicated within the form. In the event Human Resources ~~or Student Affairs~~ requests additional documentation or information needed to resolve missing, unclear, inconsistent, or incongruent information submitted initially with the Vaccination Attestation form, such subsequent information must also be provided to be in compliance with this policy.

Exemptions approved due to a temporary condition or circumstance will be reviewed and reevaluated based on the stated timeframe noted in the original approval.

~~The college randomly collects documentation verifying the vaccination status of individual students.~~

AUTHORIZED EXEMPTIONS

Faculty, staff, ~~and~~ volunteers, ~~and students~~ are exempt from the vaccination requirement if they ask for and are approved, and a reasonable accommodation is granted, as appropriate, for at least one of the following authorized exemptions:

1. Medical Exemption
 - Requires documentation from a healthcare provider who determines that a medical reason or condition exists for which the vaccination should not be given for health and safety reasons.
2. Religious Exemption
 - Requires that there be a conflict between receiving the vaccine and sincerely held religious beliefs or practices.
- ~~3. College in the High School, and Pacific NW College Credit Exemption (students only)~~
 - ~~○ For high school students in these programs who are exclusively taking classes in their home high school.~~

RESPONSIBILITIES

~~Human Resources and Student Affairs jointly share responsibilities in the following manner:~~

Human Resources

- Manages the tracking, collection of documentation, exemptions, verification, reasonable accommodations, confidentiality, and enforcement of this policy and the related procedures for all faculty, staff, student employees, and volunteers.

~~Student Affairs~~

- ~~Manages the tracking, collection of documentation, exemptions, verification, confidentiality, and enforcement of this policy, reasonable accommodations, and the related procedures for all students who are not employees or volunteers.~~

DEFINITIONS

Authorized Vaccines

- Include COVID-19 vaccines approved by the federal [Food & Drug Administration \(FDA\)](#), including those approved under Emergency Use Authorization and the [World Health Organization \(WHO\)](#).

Enrollment/Enrolled

- ~~A student who has applied for admission or has registered or signed up to take classes.~~

Fully Vaccinated

- A person is fully vaccinated two weeks after receiving:
 - The second dose in a two-dose series OR
 - A single-dose vaccine.
- Being fully vaccinated may include a COVID-19 booster if deemed necessary ~~to be compliant with 'Institutions of Higher Education (IHEs) Fully Vaccinated Campuses' requirements~~ as set forth by the state, or if the college determines that federal, state, and local requirements or recommendations are needed to help keep the campus community safe from COVID-19.

Students

- ~~Includes all persons taking courses at or through the college, whether on a full time or part time basis, and whether such courses are credit courses, noncredit courses, online courses, or otherwise. Persons who withdraw, graduate, or complete courses who are not officially enrolled for a particular term but who have a continuing relationship with the college, or who have been notified of their acceptance for admission may be considered "students." These persons include those under the age of 18, continuing education students, and those taking courses through tombo.~~

Volunteer

- An uncompensated person who is scheduled to come to campus to perform work related tasks or work connected to a college project but receives no pay or stipend.

RELEVANT LAWS AND OTHER RESOURCES

[Washington Department of Labor & Industries \(L & I\) Workplace Health and Safety Rules](#)

[Food & Drug Administration \(FDA\) Vaccine Approval](#)

[World Health Organization \(WHO\) Vaccine Approval](#)

~~State of Washington Office of the Governor Proclamation COVID-19 Vaccination Requirement~~

~~State of Washington Office of the Governor Proclamation for Higher Education-~~

~~2050 Student Conduct Code~~

[U.S. Equal Employment Opportunity Commission](#)

[Washington State Department of Health: Building Confidence and Busting Myths](#)

[Centers for Disease Control and Prevention: COVID-19 Vaccines are Safe and Effective](#)

REVISION HISTORY

Original: 12/21/2021; 06/15/2022

APPROVED BY

Board of Trustees



REGULAR MEETING AGENDA ITEM

STUDENT SUCCESS REPORT

INFORMATION

FIRST READ

ACTION

Description

This presentation provides a summary of the process and results of revising Bellevue College' Achieving the Dream/Guided Pathways student success strategies.

Key Questions

1. What are the ATD Student Success Goals? How were they determined and what are our plans for meeting the goals?
2. What is the progress made on the ATD/Guided Pathways Student Success strategies? What successes and challenges remain for current strategies? What plans do we have to lay the groundwork for newer efforts?

Analysis

Bellevue College's Achieving the Dream/Guided Pathways Student Success goals are to increase and close equity gaps for fall-to-fall retention and three-year completion rates. The ATD Data Team with collaboration from BC Deans and President's Cabinet will present the targets for 2022-2027 ATD cohorts to monitor the impact of ATD initiatives and strategies for students who declare an intent to earn a pre-baccalaureate degree or certificate. We will also present progress on ATD/Guided Pathways strategies that will help us reach our goals.

Background/Supplemental Information

PDF: Data slides from Office of Effectiveness and Research

Prepared by: Zach Morgan, Executive Director, Office of Effectiveness and Research
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Jennie Mayer, Faculty, ATD co-lead
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Esteban Maldonado, Title III Director, ATD co-lead
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BELLEVUE
COLLEGE

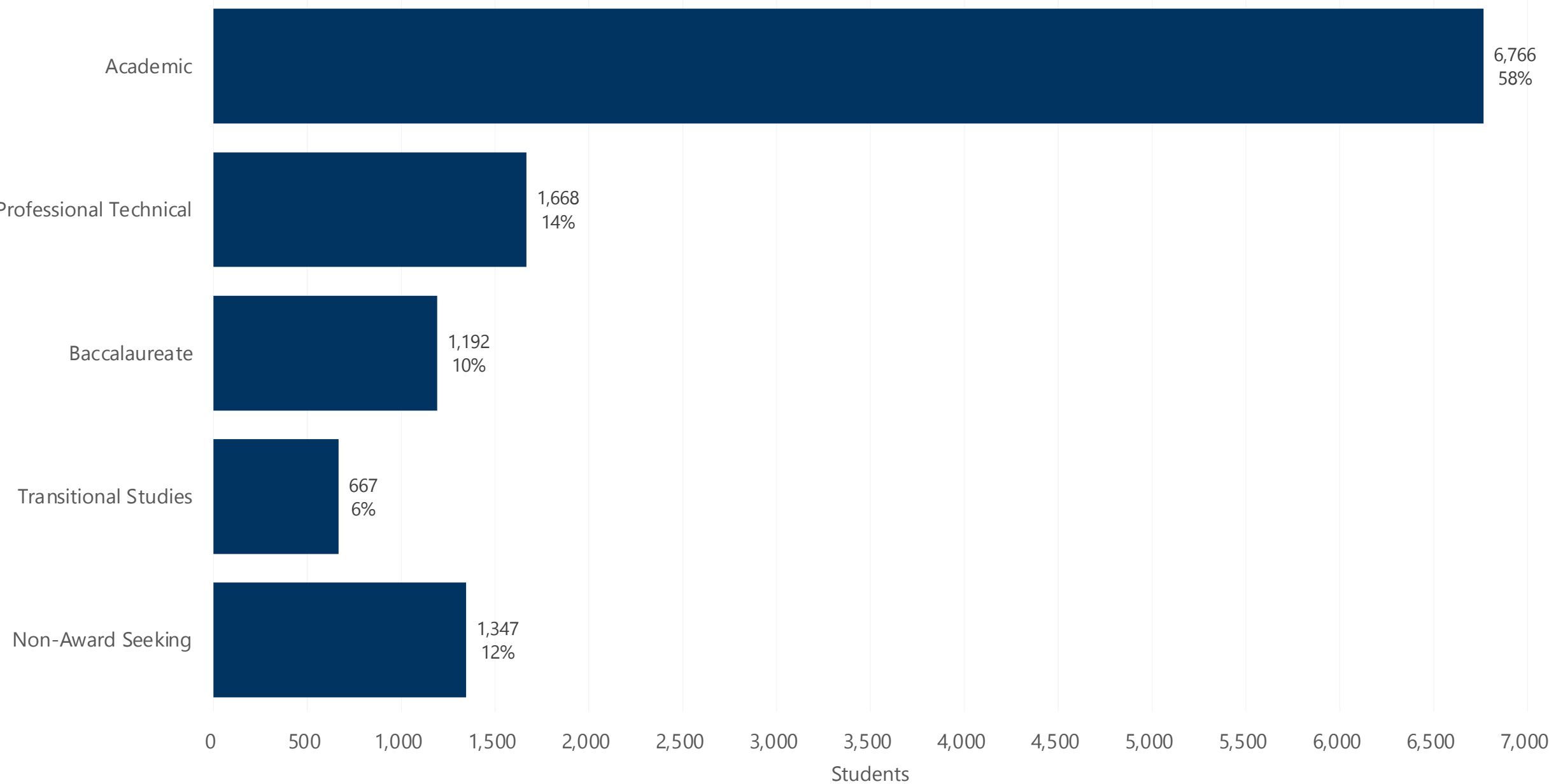
Student Success Update

March 2023 Board of Trustees Meeting

Zach Morgan, Executive Director, Effectiveness and Research

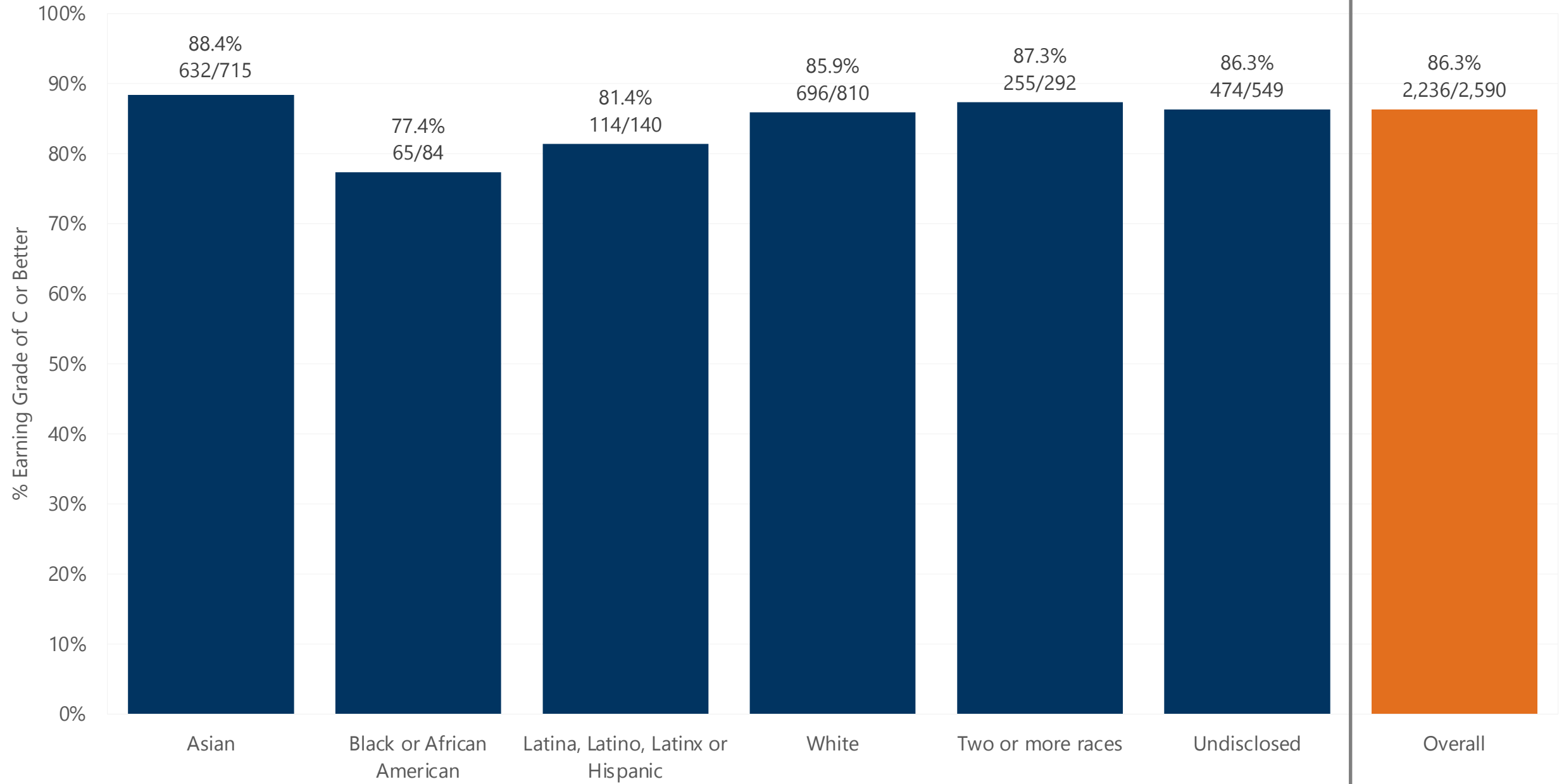
Fall 2022 | Students' Academic Programs

Number of students within each broad academic program, regardless of quarter of entry.



Fall 2022 | Course Success of Non-Award Seeking Students

Percentage of grades earned of C or better within that grading scheme, disaggregated by major race/ethnicity groups. American Indian or Alaska Native, as well as Native Hawaiian or other Pacific Isla



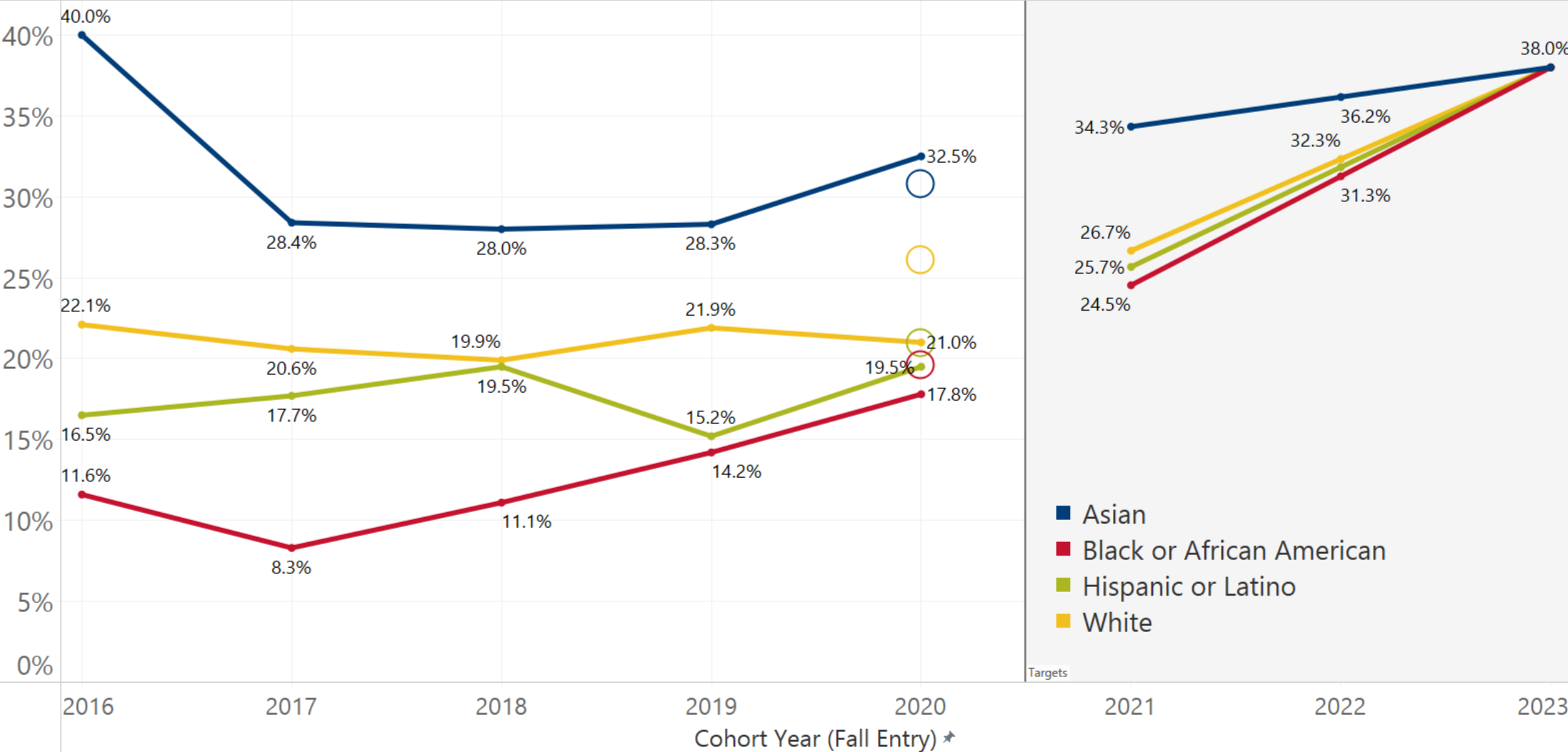
Student Success Goals and Targets

Pre-Pandemic Student Success Goals

- Math Completion in 1st Year
 - Goal of 38% for Fall 2023 Cohort
- Fall-to-Fall Persistence
 - Goal of 84% for Fall 2023 Cohort
- 3-Year Completion
 - Goal of 54% for Fall 2021 Cohort

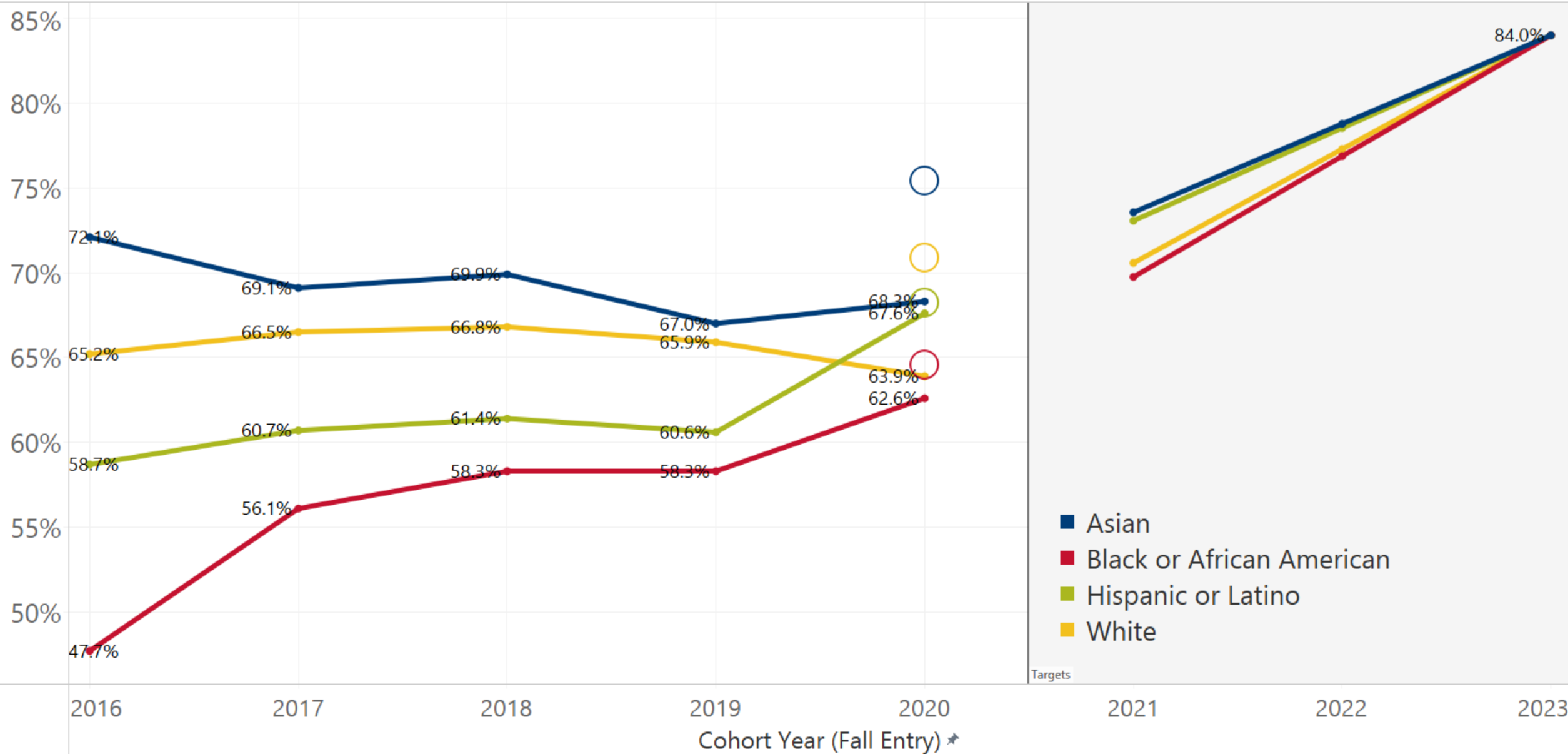
Math Completion

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 was 38% for all groups in the Fall 2023 cohort.**



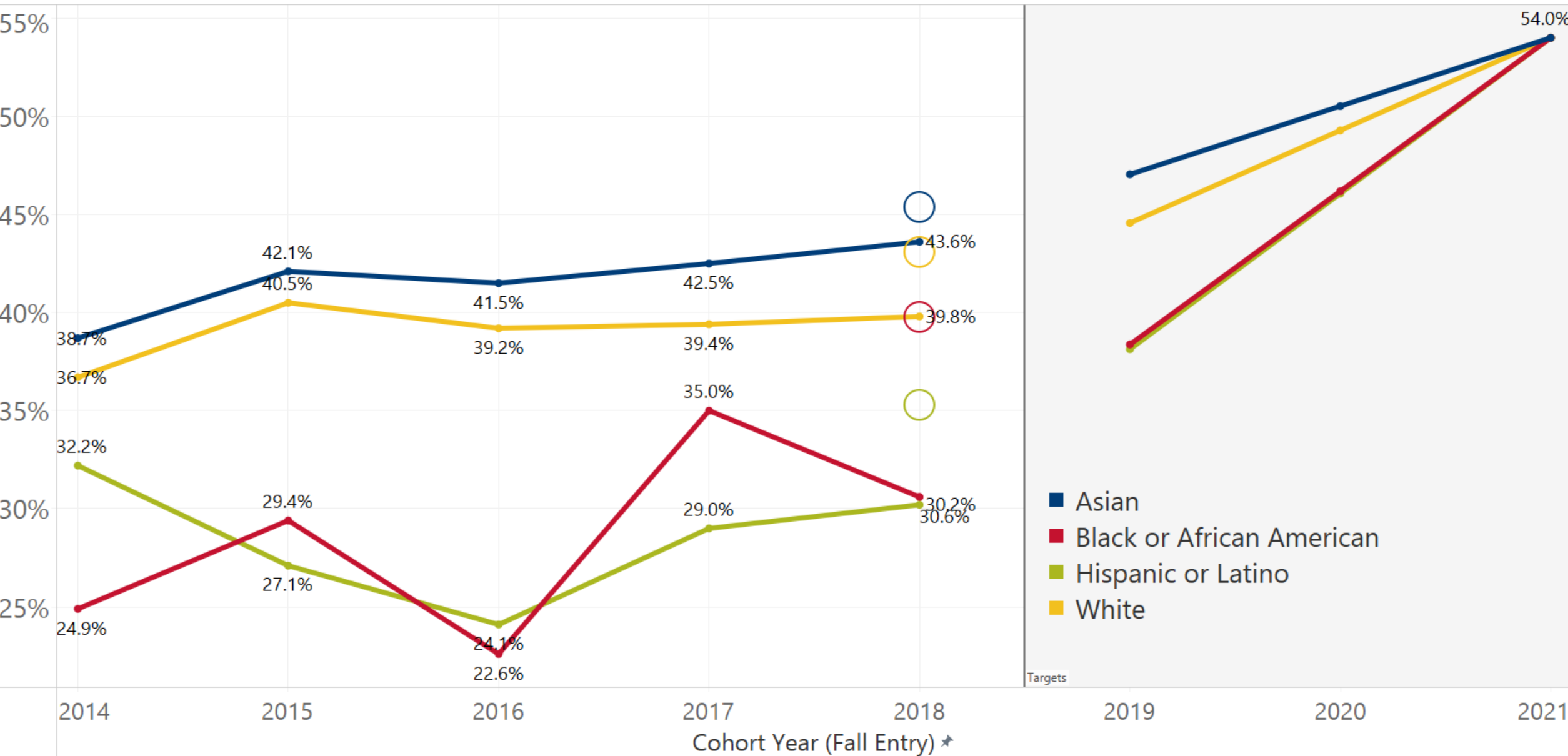
Fall to Fall Persistence

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 was 84% for all groups in the Fall 2023 cohort.**



3-Year Completion

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 was 54% for all groups in the Fall 2021 (this fall's) cohort.**



A Data-Informed and Inclusive Process

Achieving the Dream Data Team

- Clarified cohort and metric definitions
- Drafted intentional goals and targets

Bellevue College Deans

- Reviewed SBCTC strategic plan, BC student success data, and external benchmarking data
- Developed student success goal proposal
- Thoughtful conversations regarding change to meet goals

Bellevue College Campus Community

- Open public comment period
- Open office hours
- Conversations with BC Governance councils

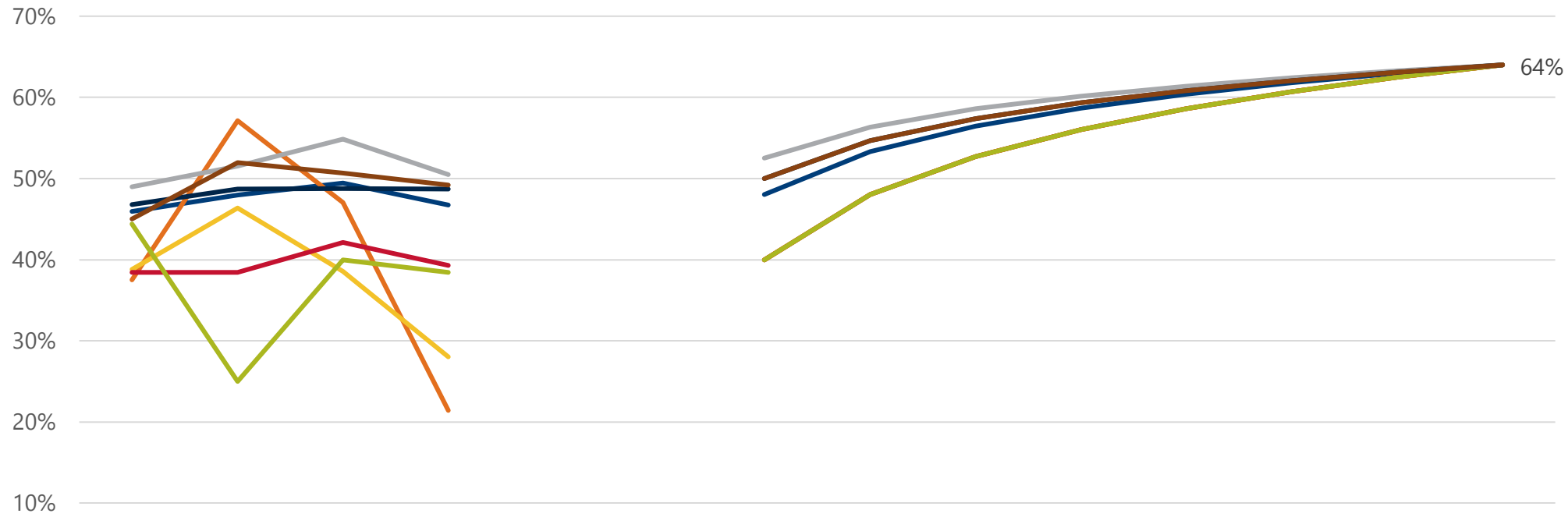
President's Cabinet

- Review of Feedback
- Revision of Goals
- Adoption of Goals

Cohort Definitions

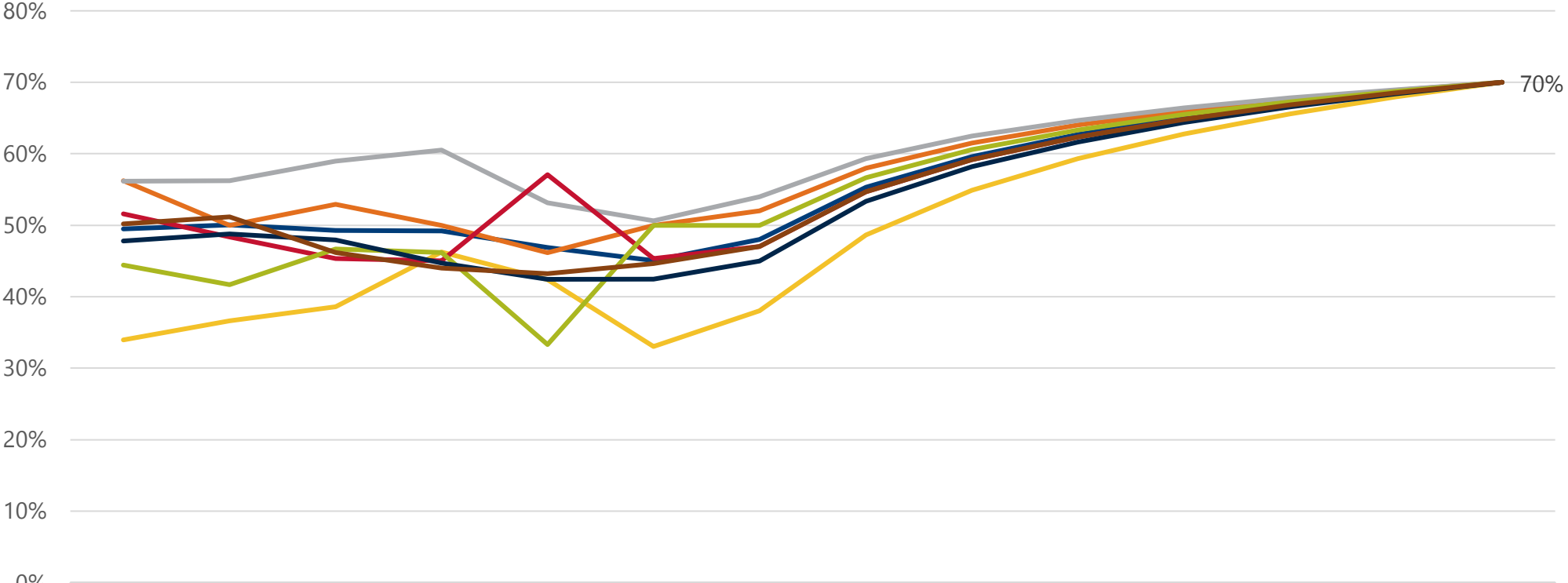
- Old
 - *ATD cohorts are composed of **students** for whom the given Fall quarter is the first **major quarter of college-level** coursework or **pre-college Math or English** coursework at the college. Generally, metrics are filtered to exclude **Running Start and International Contract students**.*
- New
 - *ATD cohorts are composed of **postsecondary students** for whom the given Fall quarter is the first major quarter enrolled in an **award-seeking non-baccalaureate** program-plan stack.*

Newly Adopted 3-Year Completion Goals



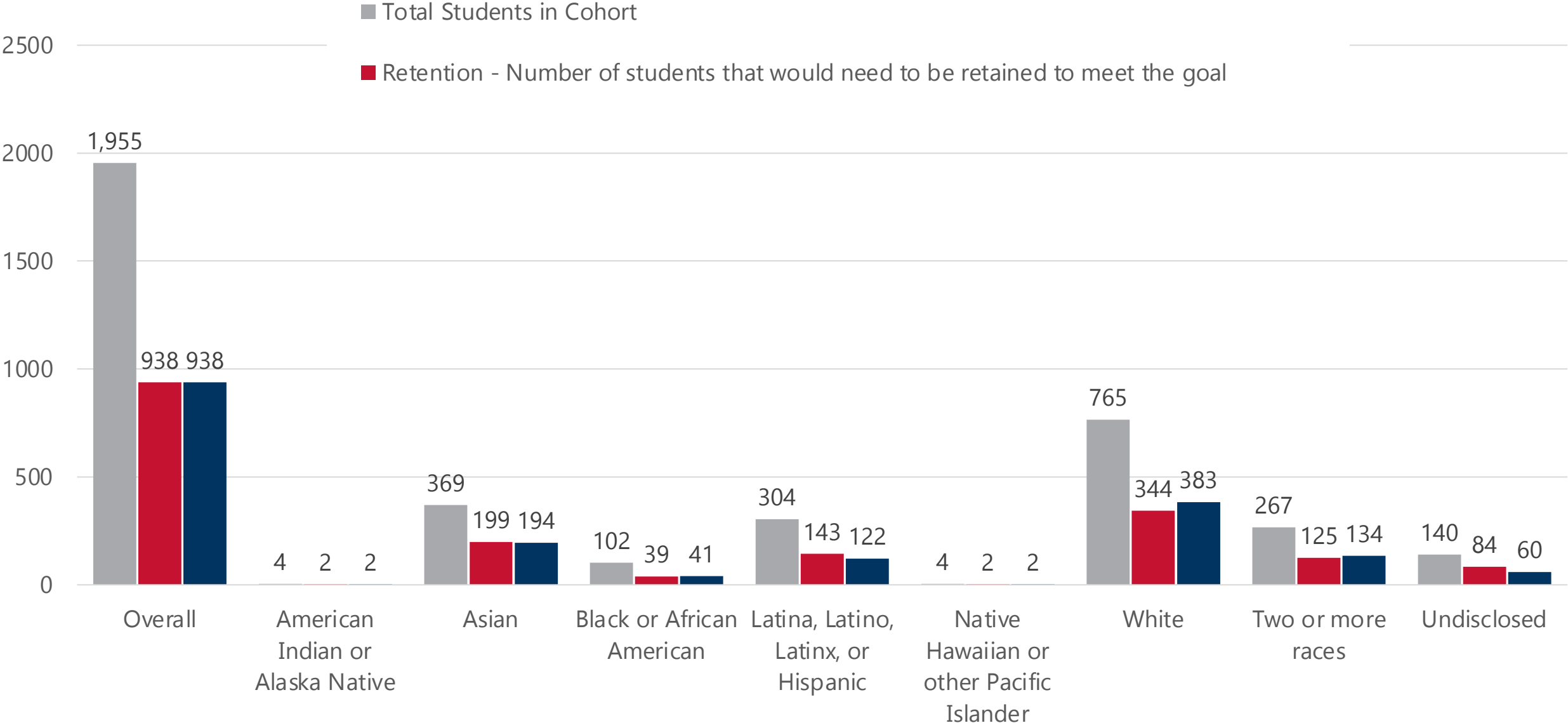
	Actual Entering Fall 2016	Actual Entering Fall 2017	Actual Entering Fall 2018	Actual Entering Fall 2019	TBD Entering Fall 2020	TBD Entering Fall 2021	Target Entering Fall 2022	Target Entering Fall 2023	Target Entering Fall 2024	Target Entering Fall 2025	Target Entering Fall 2026	Target Entering Fall 2027	Target Entering Fall 2028	Goal Entering Fall 2029
# Students in Cohort	3,404	3,054	3,061	2,777	2,630	2,535	1,955							
Overall	45.9%	47.9%	49.4%	46.8%			48.0%	53.3%	56.5%	58.7%	60.4%	61.8%	63.0%	64.0%
American Indian or Alaska Native	37.5%	57.1%	47.1%	21.4%			40.0%	48.0%	52.7%	56.0%	58.6%	60.7%	62.5%	64.0%
Asian	49.0%	51.5%	54.9%	50.5%			52.5%	56.3%	58.6%	60.2%	61.4%	62.4%	63.3%	64.0%
Black or African American	38.8%	46.3%	38.6%	28.0%			40.0%	48.0%	52.7%	56.0%	58.6%	60.7%	62.5%	64.0%
Latina, Latino, Latinx, or Hispanic	38.5%	38.4%	42.1%	39.3%			40.0%	48.0%	52.7%	56.0%	58.6%	60.7%	62.5%	64.0%
Native Hawaiian or other Pacific Islander	44.4%	25.0%	40.0%	38.5%			40.0%	48.0%	52.7%	56.0%	58.6%	60.7%	62.5%	64.0%
White	46.8%	48.7%	48.8%	48.7%			50.0%	54.7%	57.4%	59.3%	60.8%	62.1%	63.1%	64.0%
Two or more races	45.0%	52.0%	50.7%	49.2%			50.0%	54.7%	57.4%	59.3%	60.8%	62.1%	63.1%	64.0%

Newly Adopted Fall-to-Fall Retention Goals



	Actual Entering Fall 2016	Actual Entering Fall 2017	Actual Entering Fall 2018	Actual Entering Fall 2019	Actual Entering Fall 2020	Actual Entering Fall 2021	Target Entering Fall 2022	Target Entering Fall 2023	Target Entering Fall 2024	Target Entering Fall 2025	Target Entering Fall 2026	Target Entering Fall 2027	Target Entering Fall 2028	Goal Entering Fall 2029
# Students in Cohort	3,404	3,054	3,061	2,777	2,630	2,535	1,955							
Overall	49.5%	50.0%	49.2%	49.2%	46.9%	45.0%	48.0%	55.3%	59.6%	62.7%	65.0%	67.0%	68.6%	70.0%
American Indian or Alaska Native	56.3%	50.0%	52.9%	50.0%	46.2%	50.0%	52.0%	58.0%	61.5%	64.0%	65.9%	67.5%	68.8%	70.0%
Asian	56.1%	56.3%	58.9%	60.5%	53.1%	50.6%	54.0%	59.3%	62.5%	64.7%	66.4%	67.8%	69.0%	70.0%
Black or African American	33.9%	36.6%	38.6%	46.2%	42.4%	33.0%	38.0%	48.7%	54.9%	59.3%	62.8%	65.6%	67.9%	70.0%
Latina, Latino, Latinx, or Hispanic	51.6%	48.3%	45.3%	45.0%	57.1%	45.4%	47.0%	54.7%	59.2%	62.3%	64.8%	66.8%	68.5%	70.0%
Native Hawaiian or other Pacific Islander	44.4%	41.7%	46.7%	46.2%	33.3%	50.0%	50.0%	56.7%	60.6%	63.3%	65.5%	67.2%	68.7%	70.0%
White	47.8%	48.8%	48.0%	44.7%	42.4%	42.5%	45.0%	53.3%	58.2%	61.7%	64.3%	66.5%	68.4%	70.0%
Two or more races	50.2%	51.2%	46.2%	44.0%	43.2%	44.7%	47.0%	54.7%	59.2%	62.3%	64.8%	66.8%	68.5%	70.0%

Goals for entering Fall 2022 Cohort | 1,955 Students



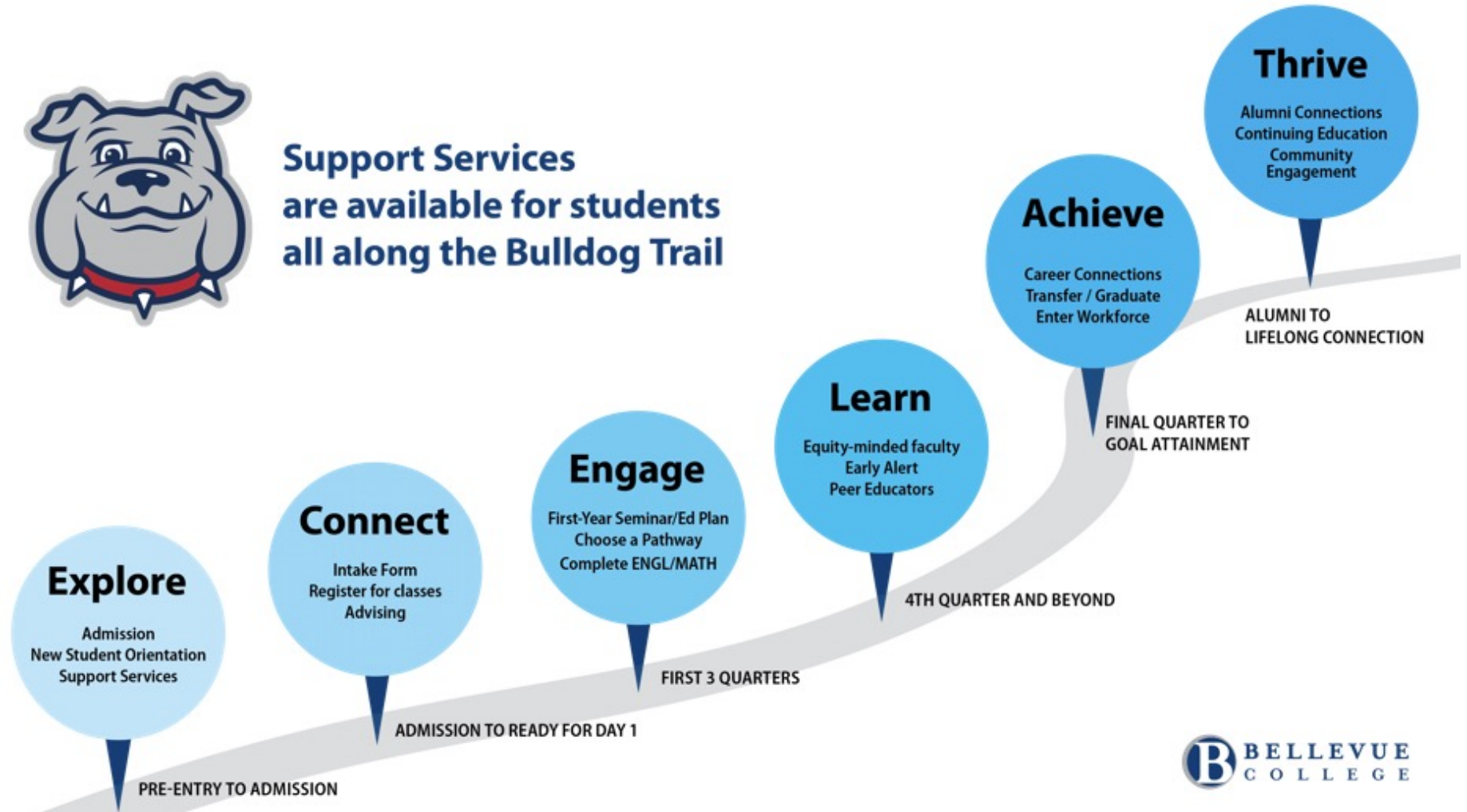


Student Success Highlights March 2023

Esteban Maldonado, ATD co-lead
Jennie Mayer, ATD co-lead



**Support Services
are available for students
all along the Bulldog Trail**

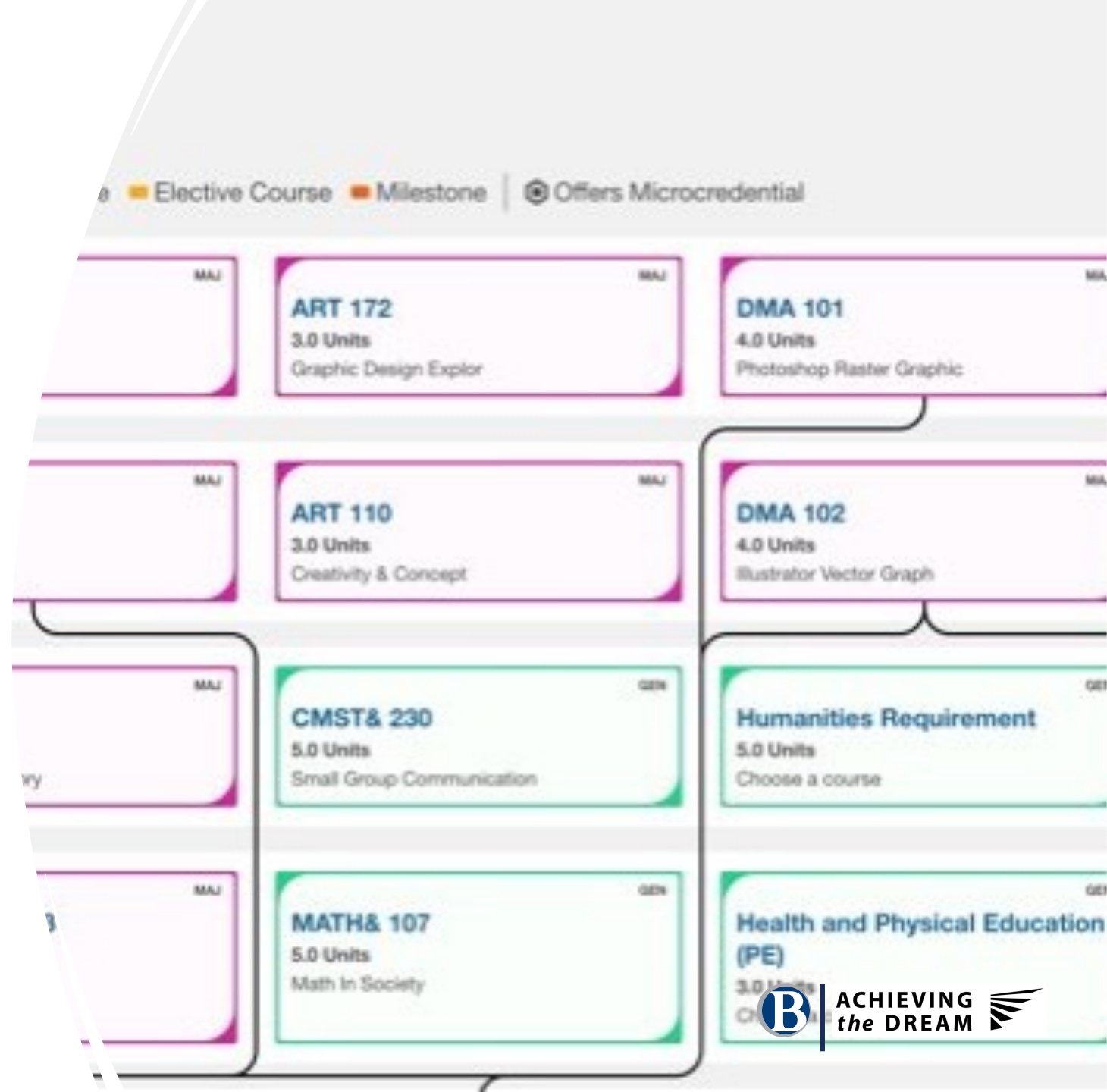


Redesigning the student experience -
<http://www.bellevuecollege.edu/atd>

WHY IS THIS WORK IMPORTANT? WHAT IMPACT WILL IT HAVE?

BC Pathways

- Course maps for all BC degrees and certificates will be available on our BC website by end of Spring 2023!



BC Pathways



Exploring Pathways Day April 2023

STEM

Visual & Performing Arts

Humanities & Communication



**First Year Seminar (FYS)-equivalent
course for students in Basic and
Transitional Studies is in
development**

Math Redesign



NEW MATH 076 CLASS
NEW GRADING SYSTEM



MATH 107/130
COREQUISITE STARTS IN
FALL 2023!



POTENTIAL COREQUISITE FOR
THE BUSINESS AND SOCIAL
SCIENCE COURSE, MATH 138.

Faculty Professional Development

Mid-quarter student evaluation was created and piloted

- More meaningful feedback
- Reduction of bias observed by some (not all) faculty
- Need support for faculty experiencing bias

Integrated Student Supports (ISS)

- Building connections between faculty and staff (the ISS Collective)
- New Student Orientation updated and available as online Canvas course
- Building proactive mechanisms to provide students with resources from the start (intake form)

