



**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 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/88242575557. 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 2:01 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. A quorum of the Board was present.

There were 31 guests in attendance.

II. **EXECUTIVE SESSION**

At 2:01 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 public employees. 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 2:31 PM, Chair Heu-Weller announced the executive session would be extended by 10 minutes.

The executive session ended at 2:40 PM.

III. **BUSINESS SESSION**

Chair Heu-Weller reconvened the business session at 2:44 PM.

IV. **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. A quorum of the Board was present.

There were 37 guests in attendance.

V. **APPROVAL OF AGENDA AND MINUTES**

Trustee Fukutaki made a motion to approve the agenda (March 15, 2023) and minutes (February 15; February 25; March 7; March 8; March 13; and March 14, 2023.) Trustee Dietzel seconded.

The motion passed unanimously.

VI. **CONSTITUENT REPORTS**

A. Classified

The Classified report was provided by Becky Turnbull, Shop Steward of the Washington Public Employees Association (WPEA).

- Classified Staff Professional Development Day was hybrid, as is the new standard. The Professional Development Day Committee offered many sessions for in-person or remote participation. Staff expressed enjoyment of the sessions they attended.
- The classified staff expressed concerns about the 1050 limit for part-time employees. Bellevue College relies on part-time employees for work, such as tutoring, conducting science and art labs, and staffing for flexible hours. The new legislation caps part-time staffing, and staff hours, at 1050, beyond which the employee must either be made permanent or be let go. There is no one solution for all affected employees. Some retired or disabled people may be limited to working less than 20 hours per week and want to maintain stable employment. Other part-time employees would appreciate working additional hours and accruing benefits. Human Resources is exploring options for individuals. Classified staff thank them for considering the nuances and finding creative solutions.

B. College Assembly

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

- In-person events continue to pick up. A big thank you to all who attend, organize, and facilitate our campus-wide days, such as the February 7 Winter Campus Community Day, the March 2 Classified, Exempt, and Faculty Professional Development Days, and the upcoming April 19 Spring Campus Community Day.
- The College Assembly and councils heard valuable presentations in February. Thanks to Faculty Assessment Coordinating Team, Achieving the Dream, Budget Review Advisory Committee, Capital Projects Review Committee, and Guided Pathways. We appreciate the hard work and preparation of these teams that shared their work with BC Governance.

- Several councils prepared and submitted questions to the presidential search process that just completed this week. BC Governance was glad to add our collaborative voices to the effort.
- Special thanks to Governor Locke for his guidance, leadership, and support during the pandemic and all the hard work throughout the time he stepped in to lead Bellevue College. Bellevue College is in a stronger position going forward.
- ASG met with Student Success Council and College Assembly to share that they have identified students who are interested in serving on the last of our constituency councils, Student Council. This council should be active starting Spring Quarter, and we are excited to welcome them to BC Governance.
- Elections for next year's BC Governance start this week with a nomination period for all 8 councils and Assembly Chair, and ballots go out in early April.
- The College Assembly, which is comprised of all the council chairs, looks forward to receiving more proposals ready to go to the President's Cabinet. It is hoped that over a half dozen proposals will be completed this year. Each proposal reflects months of research, review, writing, and collaboration before it is approved by the Assembly.
- Thank you to the Board of Trustees, Governor Locke, and President's Cabinet for their continued support of BC Governance.

C. Faculty

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

- The Faculty Professional Development Day was on the same day as the Staff Professional Development Day. There were some joint sessions. The faculty PD committee chose to have an in-person day as the day was focused on community building. It turned out to be a really great day with a lot of opportunities to meet with colleagues. There was a musical performance that had been written during the pandemic that was very moving and healing. It was a lovely day.
- Two of the tenure track faculty have resigned since the last board meeting. It may be that the trend continues, in some part due to moving to in-person classes.
- Faculty finished the demands to bargain over the student vaccine change. The faculty are satisfied with how that turned out.
- The Board receives a first read of sabbaticals today. One of the changes made in the last contract was around the compensation for faculty, while on sabbatical. The hope is to drive the number of applications, and spur competition for sabbaticals.

D. Foundation

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

- The Foundation is finalizing the details of the golf scramble coming up on March 27th at Glendale Country Club beginning at noon. One can register as a single or host foursome or sponsor a hole. All proceeds go to support Bellevue College athletic scholarships. If one

wants to support the event, but doesn't golf, people are welcome to come to the dinner, and/or donate. Reach out to Melissa with questions or interest in participating.

- The Foundation expresses appreciation for being part of the presidential finalist interview process. The Foundation is excited about the pool of candidates.
- The Foundation Board Scholarship has accepted the largest number of applications ever applied for scholarships with over 700 applications received. It now moves into the review period. Jessica Trumbull, the scholarship and program manager, does an exceptional job of ensuring that applications are scored by multiple readers, and it is an equitable process.
- The Foundation Board will be participating in sustainability activities on campus during Earth Day as well as Community Day. The Foundation will be awarding this year's excellence awards on Community Day.

E. Student

The Student report was provided by Sophia Oliveira, Events Representative of Associated Student Government (ASG).

- ASG has the Services and Activities Committee (S&A), where faculty, a classified staff and the students have decided how to interview and choose applicants. Decisions will be made by Friday.
- ASG has changed the Bylaws regarding vacancies. At the beginning of the year, ASG came to the board talking about the discrepancies in elections last year and how hard it is to run elections again.
- The Student Environmental Sustainability Fund (SESF) Committee is working to get charging stations around campus for laptops and phones for students.
- Loreen Keller and ASG President, Rebecca Mujinga are working to get the Student Council ready with 9 students, by next year.
- ASG is Collaborating with the Student Affinity Coordinators of the Office of Student Engagement to get life back to campus back. The Hardy Party with Valentine's Day was a huge celebration on campus. ASG will help Affinity Coordinators to support Pride Month activities. ASG is also interested in helping the Neurodiversity coordinators with Autism Month activities. For finals week, ASG got bagels to show support for students.
- Communication with the staff is still a concern for ASG. Students report a lack of replies to student emails. The instructors do not always reply to student questions within 48 hours. A concern for online classes is that instructors are not being attentive.

VII. **PUBLIC COMMENT**

Raymona Baldwin, staff member at Bellevue College, provided a public comment on the 1050 rule affecting staff.

Zach Morgan, staff member at Bellevue College, provided a public comment on staff accolades.

VIII. **FIRST READ**

A. Sabbatical Candidates

The Sabbatical Leave Committee received 14 faculty members (32 Full-Time Equivalent Faculty [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 Board will vote on this item at their meeting on April 12, 2023.

IX. **ACTION ITEMS**

A. Tenure Candidates
Motion 04.23

Trustee Fukutaki moved that the Board of Trustees of Community College District VIII hereby grant 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.

Trustee Dietzel seconded.

The motion passed unanimously.

Motion 05.23

Trustee Dietzel moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to April Ambalina, Health Sciences, Education and Wellness Institute (Nursing).

Trustee Desh seconded.

The motion passed unanimously.

Motion 06.23

Trustee Dersh moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Diane Walser, Institute for Business and Information Technology (NSCOM).

Trustee Fukutaki seconded.

The motion passed unanimously.

Motion 07.23

Trustee Fukutaki moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Helton Leal, Science (Mathematics).

Trustee Dietzel seconded.

The motion passed unanimously.

Motion 08.23

Trustee Dietzel moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Jaclyn Schultz, Social Science (History).

Trustee Dersh seconded.

The motion passed unanimously.

Motion 09.23

Trustee Dersh moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Jessica Wang, Science (Meteorology).

Trustee Fukutaki seconded.

The motion passed unanimously.

Motion 10.23

Trustee Fukutaki moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Katrina Malkin, Health Sciences, Education and Wellness Institute (Nursing).

Trustee Dietzel seconded.

The motion passed unanimously.

Motion 11.23

Trustee Dietzel moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Komal Ram, Institute for Business and Information Technology (Business Management).

Trustee Desh seconded.

The motion passed unanimously.

Motion 12.23

Trustee Desh moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Leo Kiralla, Social Science (Psychology).

Trustee Fukutaki seconded.

The motion passed unanimously.

Motion 13.23

Trustee Fukutaki moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Michelle Schewe, Library Media Center (Student Success Librarian).

Trustee Dietzel seconded.

The motion passed unanimously.

Motion 14.23

Trustee Dietzel moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Pratima Suneel, Institute for Business and Information Technology (Info Systems Technology).

Trustee Dosh seconded.

The motion passed unanimously.

Motion 15.23

Trustee Dosh moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Shadi Kanan, Health Sciences, Education and Wellness Institute (Nursing).

Trustee Fukutaki seconded.

The motion passed unanimously.

Motion 16.23

Trustee Fukutaki moved that the Board of Trustees of Community College District VIII hereby grant tenure for the 2023–24 academic year to Tessa Cornish, Science (Biology).

Trustee Dietzel seconded.

The motion passed unanimously.

B. Revision of Policy 6460: COVID-19 Vaccination Requirements

Motion 17.23

Trustee Dietzel moved that the Board of Trustees of Community College District VIII, approve the revisions to Policy 6460: COVID-19 Vaccination Requirements.

Trustee Dosh seconded.

The motion passed unanimously.

C. President Contract Negotiation Delegate

Motion 18.23

Trustee Heu-Weller made a motion for the Board of Trustees of Community College District VIII to approve Vice Chair Rich Fukutaki as the delegated authority to negotiate the president contract with all finalists on behalf of the Board.

Trustee Dietzel seconded.

The motion passed unanimously.

X. **QUARTERLY REPORTS**

A. Student Success Report

Jennie Mayer, ATD co-lead; Esteban Maldonado, Title III Director, ATD co-lead; Zach Morgan, Executive Director, Office of Effectiveness and Research; Rob Viens, AVP of Academic Affairs; and Christina Castorena, AVP of Student Affairs, presented the quarterly student success report.

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 presented 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. Also presented was the progress on ATD/Guided Pathways strategies that will help reach ATD goals.

XI. **PRESIDENT'S REPORT**

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

- Enrollments are on track with projections for the Spring Quarter, at or slightly above targets that the budget is based on.
- Bellevue College is looking at a deficit of near 2.5 million dollars for the next year. The biggest factor in that budget shortfall is the anticipated cost of living increases that the State will provide for faculty staff, exempt and classified staff. The legislature over the last several years only paid 81% of that. They will mandate a particular COLA for the various groups of employees but will not provide all the money for it.
- Bellevue College has a consultant now wrapping up an evaluation of the enrollment registration process. Recommendations can be put in place to address complaints and reduce the hassle factor of the enrollment process, to keep and attract students.
- The office is continuing exploration of partnerships with the community, with the goal to make Bellevue College a regional education partner with organizations offering customized education programs. Liz Hollerman, Dean of the School of Business and Technology, has been helping with this outreach effort. Melissa Johnson is also working on this. Bellevue College has tentative agreements with Alaska Airlines, T-Mobile, and the Snoqualmie Tribe.
- The partnership with the University of Washington is moving forward. Offering lower division courses on tribal enterprises for tribal members or tribal employees who are interested in pursuing a business degree. For the first year, the program would be asynchronous or online students participating from throughout the State. Bellevue College would be the disseminator, the fiscal agent of the online courses.

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

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

- The four main areas of focus are capacity building education, skill building, cultural, shifting, and constituency and community engagement.
- The interview portion of the Presidential search has concluded. Special thanks to the Board and the BC community for placing such a high emphasis on the importance of anti-racism, equity, and inclusion.
- The Education Equity Advisory Committee will soon be accepting applications for additional committee members. There is rolling participation on that committee. Please be on the lookout for communication sent to all campus to open this process. There is an opportunity to help plan and shape equity education through professional development and skill building for faculty staff and students across campus.
- Committee members will hold a chat and chew in the Social Justice Center, located in B 207 on Tuesday, March 20th. This fantastic and committed group, among many other efforts, will support planning for the October 11th Equity Focused Professional Development Day.
- Next week in honor of Women's History Month, the college will host L. Ross Carter on Wednesday, March 20th from 1-2:30, for a discussion about how to turn test into testimony. One cannot become a solid practitioner if they miss the act of reflection.

XIII. **PRESIDENTIAL SEARCH PROCESS UPDATE**

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

- Special thanks to the Bellevue College community participation in the presidential search and feedback provided on the candidates. The Board was pleased by the hundreds of people who participated at various points during each candidate's 10+ hours of interviews. Community involvement and perspective is critical to the Board in our evaluation of the candidates and the trustees sincerely appreciate the time and energy committed to engaging in the search. The Board will read every comment submitted and seek to identify consistent feedback tied to the themes from the BC Priorities Report, which will inform the Board's discussion on the candidates.
- It is clear from reviewing the comments submitted that there is a very competitive candidate pool. The candidates bring varied backgrounds and areas of strength. While it will be impossible to select a candidate who is every person's top choice, the Board feels confident that we have a tremendous group of well-qualified finalists to select from who will boldly lead Bellevue College into the future.
- The Board will meet in two Special Meetings. The first meeting is scheduled for Friday, March 24 at 2 PM when the Board will meet in executive session (which is closed to the public) to discuss the qualifications of the applicants. No final action will be taken during this Special Meeting. The second Special Meeting is scheduled for Tuesday, March 28 at 5 PM where the Board expects to appoint its next president.

XIV. **BOARD REPORT**

There was no Board report.

XV. **UNSCHEDULED BUSINESS**

There was no unscheduled business.

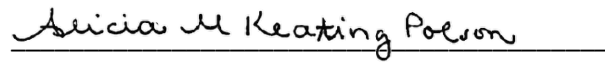
XVI. **ADJOURNMENT**

There being no further business, Chair Heu-Weller adjourned the Board of Trustees meeting at 4:45 PM.



Merisa Heu-Weller, Chair
Board of Trustees

ATTEST:



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