

Clark College
Minutes of the Regular Meeting of the Board of Trustees
August 25, 2021
Via Zoom

In Attendance

Rekah Strong, Chair
Jeanne Bennett, Vice Chair
Cristhian Canseco Juarez, Trustee
Paul Speer, Trustee

Absent

None.

Administrators

Dr. Karin Edwards, President
Galina Burley, Executive Vice President of Operations
Dr. Michele Cruse, Interim Vice President of Student Services
Dr. Genevieve Howard, Interim Vice President of Instruction
Brad Avakian, Vice President of Human Resources
Rashida Willard, Vice President of Diversity, Equity and Inclusion
Valerie Moreno, Chief Information Officer

Others

Tsering Cornell, Assistant Attorney General
Jenny Shadley, WPEA Steward
Lisa Gibert, CEO, Clark College Foundation
Stephanie Welsky, Recorder

I. Call to Order/Agenda Review

Chair Strong called the meeting to order at 5:01pm.

II. Action Items

- A. #1 – June 9, 2021, Board Meeting Minutes
- B. #2 – July 28, 2021 Board of Trustees Retreat Minutes
- C. #3 – 2021-22 Calendar for Board of Trustees Executive Sessions, Work Sessions and Regular Meetings
- D. #4 – 2021-22 Appointment of Board Officers and Committee Assignments
- E. #5 – Board Equity Statement
- F. #6 – Use of Discretionary Funds

MOTION: Trustee Canseco Juarez made a motion to approve Agenda Items II A-F with a correction to the meeting minutes from the July 28, 2021 meeting. Trustee Speer requested to pull Agenda Item II E (Board Equity Statement) and seconded the motion of approval with Agenda Items II A, B, C, D, F, with a correction to the 2021-22 calendar for the Board of Trustees Executive Sessions, Work Session and Regular Meetings as well as revisiting the appointment of Board Officers and Committee Assignments once the open Trustee position has been filled. Agenda Items II A, B, C, D, F unanimously passed.

MOTION: Trustee Speer highlighted the Board Equity Statement and read it in its entirety. Trustee Speer made a motion to approve Agenda Item II E. Trustee Canseco Juarez seconded the motion. Agenda Items II E unanimously passed.

III. Constituent Reports

A. ASCC

There was no ASCC report. Next report will be during the September Board of Trustees meeting.

B. AHE

There was no AHE report. Next report will be during the September Board of Trustees meeting.

C. WPEA

Jenny Shadley gave an update on WPEA. Ms. Shadley highlighted that WPEA would like to address issues of hostile work environments at Clark. Ms. Shadley shared that several classified staff members have recently left the college because of the hostile environment in their departments. The WPEA is hopeful that we can work with the college to make Clark a desirable place for staff to work again. Ms. Shadley shared that the WPEA would like to address a concern about supervisory training and shared that several years ago, the College made it mandatory that supervisors complete a certain amount of supervisory specific training. Ms. Shadley shared that even before the COVID pandemic; these trainings went from few and often cancelled, to non-existent. Ms. Shadley shared that proper supervisory training is essential to a functioning organization, and will decrease unnecessary conflict. Ms. Shadley shared her appreciation for Dr. Edwards and Ms. Burley for participating in the WPEA open forum where over 100 classified staff attended.

The Trustees expressed interest in learning more about the supervisory training.

D. Foundation

CEO Gibert gave an update on the Foundation and highlighted coming back to campus and actively participating in the recovery management system and reported that the Foundation is on the way to fully vaccinated organization. CEO Gibert shared that the Foundation Offices will remain closed in the fall and personnel are available by appointment and on site. CEO Gibert shared that due to the Delta variant, The Foundation Board will continue to meet via Zoom and the Student Awards Ceremony will be rescheduled for another date. GEO Gibert shared that the Memo of Understanding will be going to the Executive Committee for their feedback on September 2 and expressed appreciation for the work that has been done on this document.

IV. Reports from Board Members

Trustee Strong shared that she participated in the Board Retreat and that there was an Equity Training led by Rashida Willard and Melissa Williams. Chair Strong shared that there are some action

items that as a Board they will be moving forward with and will share more at the September Board of Trustees meeting. Trustee Strong shared her appreciation for President Edwards and the phenomenal job she has done at Clark in a brief period of time.

Trustee Canseco Juarez shared that he participated in Commencement and that it was an amazing opportunity to celebrate in person with other students and Clark employees. Trustee Canseco Juarez shared that he participated in the Board Retreat and expressed appreciation for the Allyship Equity Training led by Rashida Willard and Melissa Williams. Trustee Canseco Juarez shared that Trustee Tuesday's have been helpful in learning more about the roles of the Trustees and encouraging/promoting racial equity within the college environment.

Trustee Speer shared an update regarding policy (Presidential Selection Process) and provided a draft with recommendations to the President and Executive Cabinet. Trustee Speer shared that the Board Handbook has some new proposed items and requested that the other Trustees review and provide feedback to Ms. Weldy. Trustee Speer shared that the recommended changes to the Board Handbook would be on the September Board of Trustees Agenda for approval. Trustee Speer shared that the creation of a Trustee and Requirement handbook, with an emphasis on equity and best practices have been presented to the Governor's Office and SBTC Board, with an intent to introduce it at the state conference. Trustee Speer shared his appreciation for Trustee Canseco Juarez for his work regarding affinity work and approval for a Trustees Affinity Group for People of Color and his authorship in that request. Trustee Speer shared that the next Trustee Tuesday is September 13. Trustee Speer shared his appreciation for Clark events being highlighted on social media platforms. Trustee Speer shared that the Board Retreat was helpful and appreciated Dr. Andrea Cook facilitating a discussion in conjunction with Executive Cabinet as well as the Allyship Equity Training led by Rashida Willard and Melissa Williams. Trustee Speer shared that he is looking forward to planning ahead and the strategic planning process.

Chair Bennett shared that she helped with the annual presidential evaluation and reaffirmed Trustee Strong's sentiments regarding gratitude for President Edwards and her work at the College. Chair Bennett shared that the Board Retreat was helpful and enjoyable bringing everyone in together for the day to share ideas. Trustee Bennett shared that she has been working on the Board Budget Committee and expressed her appreciation for President Edwards' leadership in this area as well as Sabra Sand.

V. President's Report – President Edwards

A. President's Updates

President Edwards shared her appreciation for Trustee Strong and her service and support on the Board. President Edwards shared that during the work session, there was discussion regarding the return to campus plan and invited Dr. Genevieve Howard and Dr. Michele Cruse to present.

Dr. Howard and Dr. Cruse presented a PowerPoint that highlighted the plan, implementation of the plan and a collaborative approach to increase student success, improve campus climate, obtain financial stability, expand, and deepen community engagement.

President Edwards shared that there is a pilot program in which Washington State Achievement Council identified students who receive SNAP Benefits and notified them that they will be

immediately accepted into Clark College and their tuition will be paid for; the purpose of the pilot program is to help close disparities.

President Edwards followed up from the Board Work Session regarding the fund balance reserves. President Edwards recommended that that Board hold the funds (\$8,199,233) due to an anticipated short fall within the next three to four years.

MOTION: Trustee Speer made a motion to approve the recommendation to the Board to maintain the total available cash at the end of July 1, 2021 of \$8,199,233 as tool to use in future years where our current projection show as having short falls. Trustee Canseco Juarez seconded the motion. The motion to approve the recommendation to the Board unanimously passed.

VI. Public Comment

The following people gave public comment: Courtney Braddock and an anonymous comment was read by Ms. Weldy.

VII. Next Meeting

The next regular meeting of the Board of Trustees is currently scheduled for Wednesday, September 22, 2021, at 5:00pm via Zoom.

VIII. Executive Session

The Board went into executive session pursuant to RCW 42.30.110(1)(g) for tenure candidate review. The Board went into executive session at 6:32pm and announced it was expected to last until 6:52pm. At 6:52pm, an announcement was made that the executive session would be extended to 7:02pm. At 7:02pm an announcement was made that executive session would be extended to 7:21pm. Executive Session under RCW 423.30.110(1) ended at 7:21pm. No final action was taken by the Board during executive session. The regular meeting reconvened at 7:21pm.

Chair Bennett shared the College has not made a practice of granting early tenure and unable to do so until the Board gathers and considers additional information about the impacts of entertaining such a practice. The Board shared their appreciation of the candidate's hard work and that if additional information is needed from the candidate or the tenure review committee; the Board will be in touch. Chair Bennett shared that in the meantime, the Board will continue to follow the regular tenure process and update all tenure review committees when they have decided.

IX. President's Evaluation/Contract Extension

The Board of Trustees shared they are supportive of President Edwards' work, resiliency, and her leadership at Clark. The Board shared that President Edwards' contract has been extended to 2024 and her salary is \$247,200 with a one-time Board contribution of \$8k for her retirement.

X. Adjournment

There being no further business, the meeting adjourned at 7:31pm.

Jeanne K. Bennett

Jeanne Bennett, Chair

Stephanie Weldy, Recorder
August 25, 2021