

REGULAR MEETING OF THE
GRAYS HARBOR COLLEGE BOARD OF TRUSTEES
March 16, 2021
Board Meeting – 1:00 p.m.

Members Present: Dr. Paula Akerlund, Ms. Astrid Aveledo, Mr. Art Blauvelt, Dr. Harry Carthum,
Mr. Jim Sayce

Members Absent: None

Others Participating in the Meeting:

Mr. Kwabena Boakye, Dr. Ed Brewster, Ms. Wendy Carlson, Ms. Karys Downes,
Mr. Andrew Glass, Ms. Shelly Hoffman, Ms. Nicole Lacroix,
Ms. Cara Beth Stevenson, Ms. Linda Sullivan-Colglazier, Dr. Arlene Torgerson,
Mr. Shiloh Winsor, Ms. Sandy Zelasko

I. Call to Order/Roll Call

Roll was called and all members were present.

II. Agenda Adoption

Dr. Brewster requested that adoption of the Student Government budget be added to agenda item VIII – Action. His request was approved. It was moved and seconded to approve the agenda as amended. Motion carried.

Ms. Aveledo acknowledged that the land the college is located on originally belonged to the Chehalis land. She said she would like to take the opportunity to recognize Ms. Deb Haaland, the first Native American person to head the U. S. Interior department.

III. Public Comments

None

IV. Celebration

Dr. Brewster said he wants to celebrate the college's dedicated staff and the work they do on a day to day basis. He said he specifically wants to recognize the staff who responded to an emergency on Sunday, March 14th involving a broken water pipe. The Aberdeen Policy discovered the leak and contacted the college. Mr. Chris Macht and Mr. Rich McGuire came to the campus at 4 a.m. and shut off the water to the campus. Their quick response prevented what could have been a disaster.

V. Faculty Rehire and Tenure Decisions (action)

Dr. Brewster said the Board will go into executive session to discuss faculty in the tenure process.

The Board entered into executive session at 1:12 p.m. for approximately one hour. At 2:22 p.m. the Board extended the executive session for thirty minutes. At 3:02 p.m. the session was extended for an additional thirty minutes. The meeting was reconvened at 3:38 p.m.

VI. Executive Session

Under RCW 4230.110, an executive session may be held for the purpose of receiving and evaluating complaints against or reviewing the qualifications of an applicant for public employment or reviewing the performance of a public employee; consultation with legal counsel regarding agency enforcement actions, or actual or potential agency litigation; considering the sale or acquisition of real estate; and/or reviewing professional negotiations.

VII. Action Items as a Result of the Executive Session

Mr. Blauvelt moved that the Board of Trustees authorize the rehire of the following faculty:

Ms. Lindsey Kargbo

Mr. Brian Snell

Mr. Kelly Richters

Motion seconded and carried.

Mr. Blauvelt moved that the Board of Trustees grants full tenure to the following candidates:

Dr. Andrew Gaines

Ms. Debi Brogan

Dr. Hannah Mechler-Mills

Mr. Jaime Reino

Dr. Jenel Cope

Ms. Tiffany Smith

Dr. Tracey Ushman

Motion carried.

Mr. Blauvelt moved that the Board of Trustees schedule a special meeting before April 12, 2021 to consider additional candidates. The motion was seconded and carried.

VIII. Action Items

1. Approval of February 16, 2021 Board Retreat Minutes

Ms. Aveledo asked that the following sentence be deleted from agenda item #3, diversity, equity, inclusion discussion because it was not reflective of her statements. “ Ms. Aveledo suggested doing the self-assessment session first.” It was moved and seconded to approve the minutes as amended. Motion carried.

2. Approval of February 16, 2021 Regular Board Meeting Minutes

It was moved and seconded to approve the February 16, 2021 Board meeting minutes. Motion carried.

3. Approval of the FY 21-22 Service & Activity Fee and Technology Fee Budgets

ASGHC President Ms. Hoffman and Ms. Karys Downes, Executive Vice President of ASGHC presented a proposal to establish a Student Life Operations Fee. This fee would cover the cost of student life operations and allow those funds to be reallocated to support student activities and initiatives. The fee would be established for five years with the cost of the fee decreasing starting in FY 24-25 and will no longer be charged after FY 25-26. It was moved and seconded to establish a \$3.00 per credit fee beginning in summer term 2021 for a period of five years with the cost of the fee decreasing starting in FY 24-25 until the fee will no longer be charged after FY 25-26. Motion carried. Motion carried.

IX. Information

1. Graduate Follow-Up Update

Mr. Matt Edwards responded to follow up questions from the Board from his presentation of the 2020 graduate follow up survey. Topics included:

Where are our students employed?

The largest group of students (48%) remain with employers in Grays Harbor and Pacific Counties.

Are there differences in salary/salary increase based on location?

In Grays Harbor & Pacific Counties, average annual earnings are \$29,000.00. Other areas in Washington have average annual earnings between \$18,000.00 and \$36,000.00.

What are the differences in salary/salary increase by business sector?

Students see the largest increase in annual earnings when employed with employers in the Health Care and Social Assistance and Construction sectors. The lowest increases were seen for students whose employers were in the Information, Education/Educational Services, and Real Estate and Rental sectors.

Are historically underserved student of color more likely to be place bound?

Yes. After leaving GHC, 64% of HU-SoC (Historically Underserved Students of Color) were employed with an employer located outside of Grays Harbor and Pacific Counties. This rater was 70% for Non Hu-SoC students. Data is limited to students where the pre-GHC employer was located in Grays Harbor of Pacific County.

X. Standing Reports

1) Student Government Report (Ms. Shelly Hoffman)

Ms. Hoffman reported that in March, 2021 the ASGHC Budget Committee approved the Service and Activities Fee Budget and the Technology Fee Budget. Ms. Hoffman and Ms. Downes reviewed the proposed FY-21-22 Budgets. After discussion, it was moved and seconded to approve the FY 21-22 Service and Activities Fee Budget and Technology Fee Budget as proposed. Motion carried.

2) Classified Staff Report (Ms. Cara Beth Stevenson)

Ms. Stevenson reported the following:

- She was on the committee that bargained for a new WPEA contract last Fall. A tentative contract was agreed upon in mid-December. A vote of the membership was conducted the first week of March, 2021 and was approved by a 99.2% vote. Ratification is up to the Legislature.
- A number of staff have reported they have had their first dose of the COVID vaccine. She acknowledged Dr. Brewster for sending the e-mail to faculty and staff announcing vaccine opportunities for faculty and staff.

- The Staff Development Training Committee announced they have received two applications for funding from classified staff to continue working toward their educational goals.
- 3) Faculty Report (Mr. Shiloh Winsor)
Mr. Winsor reported the following:
- Winter Quarter finals are next week.
 - Faculty and students are adjusting to remote learning.
 - Faculty appreciate Dr. Brewster’s message to the campus regarding accessibility to COVID vaccinations.
 - Enrollment is down, but additional sections have been added in specific areas.
- 4) Administrative Services Report (Mr. Kwabena Boakye)
Mr. Boakye reported the following:
1. The estimated impact of the Governor’s FY 2021-23 biennium budget proposals on GHC’s budget that included:
 - Taking back the 3% COLA allocation for exempt employees for this year.
 - Taking back the 3% COLA allocation for all employees for the next biennium.
 - Reducing payroll by 4% in 24 furlough days for all employees for the biennium.
 - Proposed increase in healthcare premiums for all employees.
 2. E-team budget planning and budget development/preparation processes are ongoing and will leverage the use of the following additional funding sources to maintain a balanced budget:
 - GEER (Governor’s Emergency Education Relief Fund - \$392,094
 - CARES (Coronavirus Aid, Relief, and Economic Security Act - \$651,697
 - CRRSAA – Corona virus Response and Relief Supplemental Appropriations Act - \$2,019,871
 - CARES – Strengthening Institutional Program - \$110,325
 - TOTAL - \$3,173,987
 - ARPA (American Rescue Plan Act) funding is pending
- 5) Instruction Report (Ms. Nicole Lacroix)
Ms. Lacroix reported the following:
- Spring Quarter starts April 12, 2021.
 - Progress continues on the estimated launch of Guided Pathways in the Fall of 2021.
 - Faculty are developing new pathways in cultural awareness and values and civic engagement and social justice.
- 6) Student Services Report (Dr. Arlene Torgerson)
Dr. Torgerson reported that enrollment is down approximately 21% for Spring Quarter compared to this time last year. Recruitment and retention efforts continue.

Graduation will be a hybrid event that will include a drive through celebration for specific programs in the afternoon where students will receive a swag bag, graduation cap and tassel. The traditional graduation will be virtual and take place in the evening. The ceremony will be available on the web.

7) President's Updates (Dr. Ed Brewster)

Dr. Brewster reported the following:

Legislature- It is anticipated that we will receive funding for a new Student Services/Instruction Building. In addition, we expect funding for infrastructure replacement, i.e., sewer lines. Both projects are likely to take place at the same time and construction sequencing is being planned.

Grants – We are applying for two major federal grants. The Education Opportunity Center which is associated with the TRIO program is to help adults pursue their education with GHC or other higher ed institutions. The second grant is for Title III funds which would provide funding to enhance many of the actions and activities of our Strategic Plan.

COVID Update – The GHC Health Department has declared GHC employees, including Board members, eligible for vaccinations.

8) Board Report

1. Anti-Racism Consultant – Ms. Aveledo and Dr. Brewster contacted several consultants to work with the Board to develop policies that pertain to diversity, equity and inclusions. They received two responses and decided to move forward with the Educate to Liberate Consulting company. They proposed the following timeline:
 - Begin with a three-hour session to focus on developing a common definition of equity.
 - Follow-up sessions will be one hour incorporated into monthly Board meetings.
 - At the end of the training there will be a two to three-hour review session.

The first session will be from 9 a.m. to noon on April 20 prior to the regular Board meeting that begins at 1:00 p.m. One-hour sessions will be held during the May, June and July Board meetings. The final session will be incorporated in the summer Board retreat.

XI. Good of the Order

XII. Adjournment

The meeting was adjourned at 5:10 p.m.

Dr. Ed Brewster, Secretary

Dr. Harry Carthum, Chair

