



COLLEGE DISTRICT NO.10

Green River College  
Auburn, Washington  
November 21, 2024

The Board of Trustees of Green River College District No. 10 held a regular meeting at 4:30 p.m. on November 21, 2024 in the ZC Boardroom and virtually via Zoom, ID #: 844 4012 0382. Board Chair Boschok presided.

**4:30 p.m. Regular Meeting**

TRUSTEES

Chair Jackie Boschok  
Elaine Chu  
Sharonne Navas  
Jennifer Ramirez Robson

STUDENTS/STAFF/GUESTS

Marwa Almusawi  
Kit Alston  
Whitney Boswell  
Miebeth Bustillo-Booth  
Beth Carter  
Tsai-En Cheng  
John Clark  
Lara Cooper  
dani crivllo-chang  
Phil Denman  
Anne Dolan  
Sky Dowling  
Neil Duldulao  
Yoav Duman  
Catherine Duva  
Jennifer Dysart  
Sarah Edwards  
Rolita Flores Ezeonu

STUDENTS/STAFF/GUESTS

Dan Fergusson  
Jamie Fitzgerald  
Callae Frazier  
Tsega Gaim  
Georgina Garretson  
Christie Gilliland  
Eric Jon Greer  
Ryan Hawes  
Kirsten Higgins  
Jaeney Hoene  
Suzanne Johnson  
Eunjin Kim  
Joan King  
Nancy Kremer  
Mason LaMonica  
David Larsen  
Kara LaValley  
Samuel Le  
Aaron Leavitt  
Marji MacKenzie  
Candice Mihaila  
Rochelle Mitchell  
Andres Montano Leal  
Lindsey Morris

STUDENTS/STAFF/GUEST

Suzanne McCudden  
Ajay Narayanan  
Dave Norberg  
Elizabeth O'Connor  
Shawn Percell  
Luu Phan  
Teague Rabkin  
Jennifer Rohan  
Leilani Salu  
Amanda Schaefer  
Shannon Sharpe  
Heidi Sheneberger  
Lea Ann Simpson  
Lindsey Smith  
Janee Sommerfeld  
Wendy Stewart  
Elaine Stricklin  
Leo Studach  
Mark Thomason  
Zai Watson  
Jenny Wheeler  
Ariadne Wilber  
And others who chose not to sign-in

ROLL CALL

The meeting opened at 4:31 p.m. with Chair Boschok, Vice Chair Navas, Trustee Ramirez Robson, and Trustee Chu, present. Trustee Pierini was absent and excused.

PUBLIC COMMENT

Rochelle Mitchell provided public comment regarding budget. A copy of the public comment is attached.

CELEBRATING SUCCESS

*Office of Diversity, Equity and Inclusion (ODEI)*

Director of ODEI, Marwa Almusawi; AANAPISI Project Director, Joan King; and Assistant Director of ODEI, Leilani Salu, provided an overview of the great work happening in ODEI. A copy of the Power Point presentation is attached from TAB Celebrating Success.

MINUTES

It was moved by Trustee Ramirez Robson and seconded by Vice Chair Navas, that the Board of Trustees of College District No. 10 approve the meeting minutes of October 17, 2024, as distributed. Motion passes.

CORRESPONDENCE

*No Correspondence*

INTRODUCTIONS

*No Introductions*

REPORTS TO THE BOARD

*Title IX Revisions*

Dean of Enrollment and Completion, David Larsen and Director of Judicial Affairs and Compliance, Shawn Percell, presented an overview of the Title IX Revision process and timeline with a request for action to continue the supplemental sex discrimination student conduct code and procedures (WAC 132J-126-500 through -570, adopted under the emergency rules and amendments process outlined in RCW 34.05.350 by this board on July 29, 2024. This action is requested to occur during this meeting. A copy of the Power Point presentation is attached under TAB A.

*SUSI Grant*

International Education Program Manager, Andres Montano Leal and International Education Program Advisor, Beth Carter, provided an overview presentation of the Study of the U.S. Institutes (SUSI) Grant with a request to accept the grant monies in the amount of \$252,000 annually for three years (2025-2027), for a total of \$756,000. This action will take place at the December board meeting. A copy of materials provided is attached under TAB B.

STANDING REPORTS

*Student Report*

ASGRC President, Isiah (Zai) Watson provided a verbal student report with an introduction of new ASGRC Marketing Coordinator, Eunjin Kim. Eunjin shared appreciation for having this position to connect with other students to create more opportunity for student involvement on campus.

STANDING REPORTS CONTINUED

*Equity & Diversity Report*

No Report

*College Council Report*

No Report

*Faculty Report*

United Faculty President, Dave Norberg and Instruction Council Co-Chair, Amanda Schaefer, provided the Faculty Report. A copy of each of their statements is attached under TAB E.

*Classified Staff Report*

No Report

*President's Report*

President Johnson provided a verbal President Report. President Johnson shared that we will support for our DACA students and further communication will come before the end of the quarter. President Johnson went on to discuss the college budget and next steps. In summary, there is a significant gap the college needs to cover in the current budget, and the most efficient way to do this is through hiring freezes, reduction in travel and discretionary spending. The College will face an anticipated \$14.2 million short fall that will need to be addressed in our 25-26 budget. The Executive Team is working to complete a comprehensive set of FAQs' and a fiscal sustainability website where continuous communication will be made. President Johnson thanked staff and faculty who have asked for information, a plan, and desire to help find solutions. Working together will be essential to staying true to our values and mission. Trustees thanked President Johnson for her leadership and transparency through this difficult time and ensured there will be intentional participation in the budget process.

EXECUTIVE SESSION

No Executive Session

BOARD ACTION

It was moved by Trustee Chu and seconded by Trustee Ramirez Robson that the Board of Trustees of Community College District No. 10 approve the 2025 Schedule of Board Meetings, as attached. Motion passes.

It was moved by Vice Chair Navas and seconded by Trustee Chu that the Board of Trustees of Community College District No. 10 approve the continuation of the supplemental sex discrimination student conduct code and procedures (WAC 132J-126-500 through -570), adopted under the emergency rules and amendments process outlined in RCW 34.05.350 by this board on July 29, 2024, to remain in effect for an additional 120 days or until the permanent rulemaking process is completed, whichever comes first. A copy of this request is under TAB A. Motion passes.

TRUSTEES ASSOCIATION

Chair Boschok will speak with Trustee's individually to determine how to approach attendance at the ACCT Conference in February of 2025.

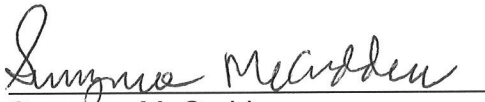
OTHER BUSINESS/PUBLIC COMMENT

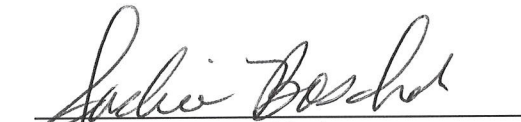
Ajay Narayanan provided public comment. Ajay shared that the College is doing a lot of things right and enrollments are growing. The decision to freeze hiring caused surprise because it could result in turning students away. Ajay would like to know how we are going to balance a budget by cutting a revenue stream and opportunity for students.

A list of upcoming activity dates was provided and is attached under other business.

ADJOURNMENT

There being no further business, it was moved by Vice Chair Navas, seconded by Trustee Ramirez Robson, that the Board of Trustees of College District No. 10 adjourn its meeting of November 21, 2024 at 6:03 p.m. Motion passes.

  
\_\_\_\_\_  
Suzanne McCudden  
Secretary to the Board of Trustees

  
\_\_\_\_\_  
Jackie Boschok, Chair  
GRC Board of Trustees





**NOTICE OF MEETING REGULAR MEETING**

BOARD OF TRUSTEES COLLEGE DISTRICT NO.10  
Green River College, Auburn, Washington

**November 21, 2024**

The Board of Trustees of College District No. 10 will hold a regular meeting on Thursday, November 21, 2024 at 4:30p.m. Jackie Boschok, Board Chair, will preside. Attendance is available in-person in the Zgolinski Center Board Room or via zoom at: <https://us02web.zoom.us/j/84440120382> Meeting ID 844 4012 0382 Passcode 98092.

<b>TIME (approximate)</b>	<b>TOPIC</b>	<b>PRESENTER</b>	<b>TAB</b>
4:30pm	<b>CALL TO ORDER</b>	Chair Boschok	
	<b>ROLL CALL</b>		
	<b>PUBLIC COMMENT</b>		
	<b>CELEBRATING SUCCESS</b>		
4:35pm	ODEI & Pono Supports for Student Success	Marwa Almusawi dani crivello-chang Joan King	Celebrating Success
4:45pm	<b>APPROVAL OF MINUTES</b> October 17, 2024	Chair Boschok	Minutes
	<b>CORRESPONDENCE</b> If needed		Correspondence
	<b>INTRODUCTIONS</b> None		Introductions
	<b>REPORTS TO THE BOARD</b>		
4:50pm	Emergency Title IX Rules	Eric Greer David Larsen Shawn Percell	TAB A
5:00pm	SUSI Grant	Andres Montano Leal	TAB B
	<b>STANDING REPORTS</b>		

5:10pm	Student Report	Isiah (Zai) Watson	TAB C
5:20pm	Equity & Diversity Report	Kit Alston	TAB D
	College Council Report	NO REPORT	
5:30pm	Faculty Report	Dave Norberg	TAB E
	Classified Staff Report	NO REPORT	
5:40pm	President's Report	Suzanne Johnson	TAB F
	<b>EXECUTIVE SESSION</b>		
	If needed		
	<b>ACTION RECOMMENDATIONS</b>	Chair Boschok	ACTION
5:50pm	2025 Schedule of Board Meetings		
	Emergency Title IX Rules		
	<b>TRUSTEES ASSOCIATION</b>	Chair Boschok	Trustees Association
	If needed		
6:00pm	<b>OTHER BUSINESS/PUBLIC COMMENT</b>		
	Upcoming Activities/Meetings	Chair Boschok	Other Business
6:05pm	<b>ADJOURNMENT</b>		

If you need disability related accommodations to make this event accessible, please contact Human Resources at 253-833-9111, ext. 2600; TTY 253-288-3359; or by email at [hr@greenriver.edu](mailto:hr@greenriver.edu).

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**BOARD OF TRUSTEES  
2023-2024  
STATEMENT**



Leading with equity, we collectively govern to carry out our legal responsibilities by creating policies, providing oversight, and evaluating progress of the strategic plan. Guided by community, we ensure that students have a quality, relevant learning experience that maximizes their potential for success.



## GRC EQUITY-CENTERED STRATEGIC PLAN GOALS



## BOARD OF TRUSTEES 2023-2024 GOALS

### Success for All Students

A

The Board will monitor the progress of student success outcomes by reviewing the dashboards quarterly.

### Excellence in Teaching and Learning

B

The Board will ensure that student metrics and benchmarks provide an opportunity to make data-driven decisions for improvement.

### Responsive Educational Programs and Support Services

C

The Board will support the commitment to on-going EDI professional learning for all College employees and trustees.

### Integrated and Effective Organizational Structure, Systems, and Processes

D

The Board will review board policy and procedures to ensure they support the commitment to becoming an anti-racist college.

### Accessible and Responsive Facilities and Technology

E

The Board will continue to develop forward thinking policies and provide fiduciary oversight to ensure institutional sustainability, growth, and capacity-building.

### Impactful Community Connections

F

The Board will advance community partnerships with local school districts, business and industry partners, and local organizations.





I am speaking to you today not just as a faculty member but as an employee of GRC. As I am sure you are aware, we have budget shortfalls and need to tighten our belt. Frankly, I am surprised we haven't needed to make significant changes before now. During times like these, strong leadership is paramount. I suppose I am coming to you looking for some leadership as I do not feel I am getting it from the President or her Executive team.

The campus was made aware of budget issues at a "State of the College" address this past week. About 10 minutes of the 2-hour meeting was used to discuss budget issues, mainly that there is a hiring freeze. Ten minutes or less was allowed for questions. When questions were asked, we were told a committee is being formed to evaluate hiring. Basically, we were told there is a hiring freeze but given no other information. We were told there will be other budget cuts/changes, but no other information was given. Most questions couldn't be asked due to time constraints and the ones asked were not answered.

I mentioned before that I am surprised we haven't needed to make budget cuts sooner. During Covid most colleges were dealing with cuts, but we were saved by this magical "savings account" that we have. One would think we would be able to see when that savings account was running out and make plans for budget cuts ahead of time. Different parts of campus could probably even help and give ideas if the budget was shared in a clear way with the projected budget side by side with the actual revenue and costs. I know for instruction, we haven't been able to get any clear answers around the budget for years.

So, I ask you "what do you expect of the college president and executive team?" Do you expect them to clearly lay out a plan for the college? Do you expect them to wait to share the plan until an all-campus meeting (if they have a plan)? Do you expect the plan to be issued in an oral format and not in writing or any follow up in writing? Do you expect them to be able to answer

questions about the plan? Do you expect them to be able to clearly explain the budget or share the budget so campus is aware of the deficits? What do you expect of leadership? These are the things I expect in a president and leadership team. And these are the things that have been missing for years. These are the issues I have brought up before at BOT meetings. However, I have not articulated them so directly. I focused on the lack of communication and lack of willingness to talk about the difficult or bad things that are happening. But here I am asking again.

So, I ask you should the majority of a "State of the College" address be focused on the amazing work around the campus with little time to discuss the issue everyone is worried about? Should the entirety of the BOT meetings be a celebration of how amazing the college is without addressing any concerns? I don't think so.

A wise person on campus recently told me there cannot be solutions to problems without conflict, and simply not engaging in conflict doesn't mean there isn't any conflict or problem. Not listening to the worries of employees, not having a plan, not answering questions, as president, looking to someone else for answers, and hiring more executive team members is not what I would call leadership.

Please ask for leadership from the president on behalf of the employees of the college; we desperately need it.



Green River College  
**OFFICE OF DIVERSITY  
EQUITY & INCLUSION**

11/21/2024 TAB CELEBRATING SUCCESS

# Interdepartmental Collaborations

Office of Diversity, Equity, and Inclusion

- **The Foundation (ongoing):** Endowment
- **Veteran Services:** Kent Car Show
- **Running Start:** RAP sessions, Bridge to College
- **Recruitment and Outreach:** Grad to Gator workshops
- **CTW/BH & VP of EDI (ongoing):** Financial Wellness workshops
- **Math Learning Center (Tutoring):** Diversity training & study halls
- **Athletics:** Study halls
- **Faculty:** Summer Institute, ALP, Embedded Tutoring (Math + English), AFAC , Nursing + UTOPIA
- **IDC (adjunct faculty group):** Outreach presentation
- **PIAA Caucus:** May heritage month\*\*\*, GDEC

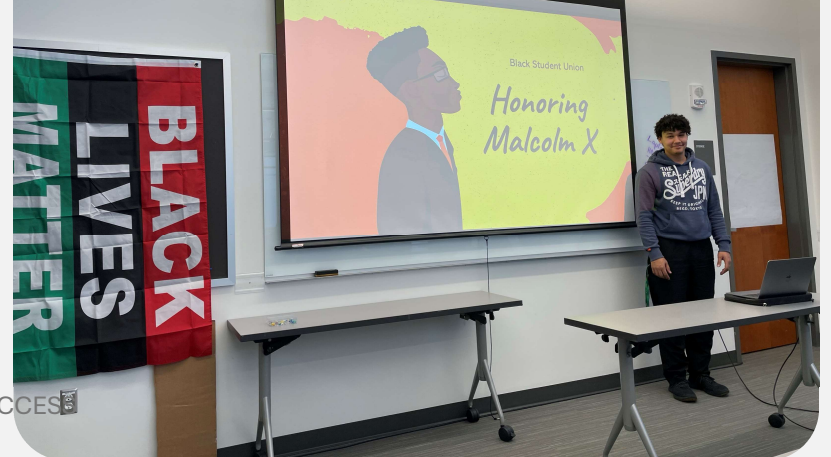


Mission

# Student Leadership Collaboration:

- **Application Review**
- **Interview Processes**
- **Student Leadership Training**
  - **Cross Department Training**
  - **Campus Safety**
  - **CTW/BH**
  - **CUSP Conference**
  - **SOCC**

Office of Diversity, Equity, and Inclusion



11/21/2024 TAB CELEBRATING SUCCESS

# Events

## Diversity Educational Series (DES)

The series offer educational opportunities and forums to engage in dialogue, learning, and capacity building as it relates to diversity, equity & inclusion matters.

We seek to create space for the representation of voices, knowledge, expertise, and narratives of underrepresented communities.



# Events

## Pono Mental Health Programming

SPONSORED BY PONO PROGRAM

PONO PROGRAM & ODEI PRESENTS:  
**THE ART OF HEALING**

RAC LOFT  
SU 120

12PM-1PM  
FIRST MONDAY OF  
EVERY MONTH

**CANDACE CASADY**

Join healing facilitator and sound alchemist, Candace Casady, to learn practices of self-regulation + monthly guided processes to safely address stress, grief, and unresolved trauma.

RSVP by emailing Leslie Phin at [leslie.phinegreenriver.edu](mailto:leslie.phinegreenriver.edu)

If you need disability-related accommodations to make this event accessible, please contact Disability Support Services at 253-931-6450, TTY 253-288-3359, or by email at [dss@greenriver.edu](mailto:dss@greenriver.edu)

Pono Program Presents

**Inner Wellness  
8 Part Series**

Live Zoom Event  
12 PM - 1:30 PM (PST)

**SPEAKERS**

**Sala Afalava MA**  
Licensed Mental Health Counselor

**Scarlett Ekeroma MA**  
Licensed Marriage, Family Therapist & Boundaries Coach

October 3, 2024 - What's Therapy?  
October 10, 2024 - Navigating Cultural Stigmas in Mental Health  
October 17, 2024 - What's Underneath your Anger?  
October 24, 2024 - Know your Feelings  
November 7, 2024 - Trauma: From Understanding to Thriving  
November 14, 2024 - Depression and Anxiety: What Does it Look Like and Cultural Impact  
November 21, 2024 - What's your Boundary?  
December 5, 2024 - Cultural Fatigue

Join us via Zoom:  
<https://us02web.zoom.us/j/82319506810>  
Meeting ID: 823 1950 6810

Public Health  
Seattle & King County

Green River College

AAANAPISI

If you need disability related accommodations to make this event accessible, please contact Disability Support Services at 253-931-6450, TTY 253-288-3359, or by email at [dss@greenriver.edu](mailto:dss@greenriver.edu). Green River College is an equal opportunity educator and employer. Learn more at [www.greenriver.edu/accessibility](http://www.greenriver.edu/accessibility).

# Transgender Day of Remembrance

Join us for an evening of love and community.



THANK YOU TO OUR SPONSORS

**NOVEMBER 20, 2024**

**6:00 PM - 9:00 PM**

**GREEN RIVER COLLEGE**

**12401 SE 320TH ST  
AUBURN, WA 98092**

**JOIN US! RSVP BELOW**

**[BIT.LY/UTOPIA-TDOR2024](https://bit.ly/UTOPIA-TDOR2024)**

## What is TDOR?

Transgender Day of Remembrance (TDOR) is an annual commemoration that is observed on November 20th to memorialize our trans and gender diverse siblings we have lost to anti-transgender violence and to shine a light on the persistence of transphobia.



## Performances By



Tepa Vaina  
Miss Island Goddess 2024



Diandra Medici Brown  
Miss Snow Queen of Alaska 2024



Ebo Barton  
Poet



Yohana Lara  
Emcee



## Office of Diversity, Equity, and Inclusion Translation & Multilingual Services

Language	ODEI Staff	Role	Contact Info
Pashto Persian	Tanwen Galay	ODEI Office Assistant	tanwen.galay@greenriver.edu
Urdu Hindi	Simra Babar	ODEI Peer Navigator	Simra.babar@greenriver.edu
Korean	Eunjin Kim	ODEI Peer Navigator	eunjin.kim@greenriver.edu
Indonesian/ Malay	Keegan Yeo Lafael Petersen Rangga Pandya	ODEI Peer Navigator ODEI Office Assistant ODEI Office Assistant	keegan.yeo@greenriver.edu lafael.petersen@greenriver.edu rangga.pandya@greenriver.edu
Polish	Abigail Zablocka	ODEI Peer Navigator	abigial.zablocka@greenriver.edu
Mandarin	Abraham Chen	PONO Peer Navigator	abraham.chen@greenriver.edu
Vietnamese	Aileen Pham	PONO Office Assistant	aileen.pham@greenriver.edu
Mokilese Pohnpeian	Ampelina Johnson	PONO Peer Navigator	ampelina.johnson@greenriver.edu
Arabic	Marwa Almusawi	Director of ODEI	Malmusawi@greenriver.edu

If you need disability related accommodations to make this event accessible, please contact Disability Support Services at 253-931-6460; TTY 253-288-3359; or by email at [dss@greenriver.edu](mailto:dss@greenriver.edu). Green River College is an equal opportunity educator and employer. Learn more at [www.greenriver.edu/accessibility](http://www.greenriver.edu/accessibility).

# Book Loan Program Data

Fall Quarter Stats	
Number of ODEI students this quarter	107
Total # of student requests for BLP	91
Total # of Book Loan requests	149
Total # of textbooks provided	85
Number of access codes provided	19



# AANAPISI Data

Fall Qtr Stats	
Total # students applied	26
Number of students admitted	12
Number of students pending meet and greet	14

# Faculty Data

Summer-Fall Qtr Stats	
Number of faculty attended Summer Institute	6
Number of faculty attended Opening Week Pono session	14

What is one take away you're going to use from this session?	What could be improved in future sessions?	How relevant was the content to your professional development?	Would you recommend this session to your colleagues?
<p>This is for Cultural Competency. Form is making me choose a Thursday class too.</p> <p>The part about it being the speaker's responsibility to decode responses is going to make me listen closer to the questions being asked by my students.</p>		Very relevant	Yes



Mission

Office of Diversity, Equity, and Inclusion

# Pono Program Coach- Leslie Phin (she/her)

- **Building procedure for onboarding students**
  - **Capital needs assessment**
  - **Direct outreach for cultural programming**
  - **One-on-one scholarship navigation**
  - **And more**



# Thank you!

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Follow us: @grcodei





COLLEGE DISTRICT NO.10

Green River College  
Auburn, Washington  
October 17, 2024

The Board of Trustees of Green River College District No. 10 held a regular meeting at 4:30 p.m. on October 17, 2024 in the ZC Boardroom and virtually via Zoom, ID #: 844 4012 0382. Board Chair Boschok presided.

**4:30 p.m. Regular Meeting**

**TRUSTEES**

Chair Jackie Boschok  
Elaine Chu  
Sharonne Navas  
Arlene Pierini  
Jennifer Ramirez Robson

**STUDENTS/STAFF/GUESTS**

Shirley Bean  
Whitney Boswell  
Miebeth Bustillo-Booth  
Tsai-En Cheng  
Miriam Chitiga

**STUDENTS/STAFF/GUESTS**

dani crivello-chang  
John Clark  
Rolita Ezeonu  
Jamie Fitzgerald  
Christie Gilliland  
Dan Holverson  
Sydace Jackson  
Suzanne Johnson  
Nancy Kremer  
Alex Martinez  
Andres Montano Leal  
Suzanne McCudden

**STUDENTS/STAFF/GUEST**

Ben Orr  
Justin Pitt  
Jay Rawson  
Paul Guerra Sanchez  
Lea Ann Simpson  
Janee Sommerfeld  
Stephenie  
C W  
Staci Whitehouse  
Michael Wilson  
And others who chose not to sign-in

**ROLL CALL**

The meeting opened at 4:30 p.m. with Chair Boschok, Trustee Ramirez Robson, Trustee Pierini, and Trustee Chu, present. Trustee Navas joined the meeting after roll call occurred.

**PUBLIC COMMENT**

No public comment.

**CELEBRATING SUCCESS**

*Welding*

Dean, Lea Ann Simpson; Faculty, Justin Pitt; and Faculty, Ben Orr provided a presentation on recent community engagement with the Auburn Fire Department. A copy of the Power Point presentation is attached from TAB Celebrating Success.

**MINUTES**

It was moved by Trustee Ramirez Robson and seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 approve the meeting minutes of September 19, 2024, as distributed. Motion passes.

CORRESPONDENCE

*No Correspondence*

INTRODUCTIONS

*No Introductions*

REPORTS TO THE BOARD

*2025 Schedule of Board Meetings*

Trustees reviewed and discussed the draft schedule of board meetings for 2025. A copy of the draft is attached under TAB A.

*Stevens Initiative Virtual Exchange Grant*

Faculty, Erin Fernandez Mommer and Director of International Education, Paul Guerra Sanchez, provided an overview presentation of the Stevens Initiative Virtual Exchange Grant with a request to accept the grant monies in the amount of \$300,000. A copy of materials provided is attached under TAB B.

STANDING REPORTS

*Student Report*

ASGRC President, Isiah (Zai) Watson presented the student report. A copy of the Power Point presentation is attached under TAB C.

*Equity & Diversity Report*

Faculty, Chitra Solomonson, in collaboration with Interim Vice President of Equity, Diversity and Inclusion, Kit Alston, provided an in-depth overview of the LSAMP Program. A copy of the Power Point presentation is attached under TAB D.

*College Council Report*

No Report

*Faculty Report*

United Faculty President, Dave Norberg provided a verbal faculty report: the quarter is off to an encouraging start despite usual hiccups and AI challenges; enrollment is improving and encouraged that waitlists are coming back; in-person classes are increasing and creating more opportunity for in-person dialogue and connections; encouraged by the current executive team and ability to conversate and share ideas; and, goal to support the SBCTC ask for a 6.5% COLA while also addressing concerns related to the OFM error, AFT pay equity for adjunct faculty and pay overall.

*Classified Staff Report*

No Report

*President's Report*

President Johnson shared: enrollment is growing as work continues to close the gap compared to 2019, with international students and running start students increasing faster than state support students; legislative visits are set for January 30<sup>th</sup>; the State of the College Address is on November 13<sup>th</sup> at 1:00pm; Office of Financial Management (OFM) will be engaging during the legislative session with intention to recoup the \$47 million overpayment to the SBCTC system that occurred during fiscal years 2024 and 2025; we have made a request for fully funded competitive compensation of 6.5% for each year in the biennium; operating budget spending and reliance on fund balance needs to be reduced; and, LPN to BSN initial accreditation has been granted with zero recommendations for improvement.

EXECUTIVE SESSION

No Executive Session

BOARD ACTION

It was moved by Trustee Pierini and seconded by Trustee Chu that the Board of Trustees of Community College District No. 10 officially name the MESA Center the "Kristine Schroeder MESA Center" in honor of inaugural MESA Program Director Kristine J. Schroeder who passed away in June of 2023 after a several-year-long battle with cancer. A courtesy copy of the request and power point presentation is attached. Motion passes.

It was moved by Trustee Chu and seconded by Trustee Ramirez Robson that the Board of Trustees of Community College District No. 10 accept the Stevens Initiative Virtual Exchange Grant, as described. The total value of this award is anticipated to be \$300,000 over the three-year grant period of October 15, 2024 – November 30, 2026. Motion passes.

TRUSTEES ASSOCIATION

Available Trustees will attend the ACCT conference in Seattle, October 23-26, 2024. Trustee Ramirez Robson along with President Johnson and VP/COS Dr. Davis will be presenting during the conference. Chair Boschok, in agreeance with Trustees, will serve as the voting member of the delegation during the conference. Available Trustees will attend the ACT conference in Seattle, November 14, 2024.

OTHER BUSINESS/PUBLIC COMMENT

A list of upcoming activity dates was provided and is attached under other business. Reminder of the Foundation Scholarship Banquet on November 14<sup>th</sup>. No public comment.

ADJOURNMENT

There being no further business, it was moved by Trustee Ramirez Robson, seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 adjourn its meeting of October 17, 2024 at 6:05 p.m. Motion passes.

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Jackie Boschok, Chair  
GRC Board of Trustees

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Suzanne McCudden  
Secretary to the Board of Trustees

# TITLE IX REVISIONS

Presentation to Board of Trustees, Green River  
College District 10

11/21/2024 TAB A

11/21/2024 TAB A



## WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972.

- Protects people from discrimination based on sex in education programs or activities that receive federal financial assistance.

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

## TITLE IX REVISION TIMELINE

- Department of Education issued final rule April 19, 2024
- Rule takes effect August 1, 2024
- Old Title IX rules (2020) remains operative for any incident that occurs prior to August 1, 2024, regardless when it is reported.

## *Timeline for Model WAC Rules Revision and 2024 Title IX Regulation*

July 25, 2024

- CR 101 filed

July 29, 2024

- Board of Trustees approved Emergency Title IX Supplemental Rules

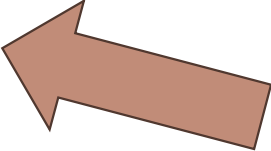
August 1, 2024

- CR 103E and OTS Rules | Emergency Rule Filed | 2024 Title IX Regulation only
- Effective for 120 days

October 23, 2024

- CR 102 and Proposed WAC rules Filed

# POLICY, PROCEDURE, AND WAC CHANGES NECESSARY FOR GREEN RIVER COLLEGE

- To Be Updated:
  - Chapter 132J-126 WAC 
- New:
  - GA-31 Sex Discrimination Investigation Procedure
  - GA-32 Employee Sex Discrimination Disciplinary Procedure
  - GA-33 Pregnancy and Pregnancy Related Conditions

# STUDENT CONDUCT CODE - RULEMAKING

Rulemaking governed by Washington's Administrative Procedure Act (the APA), RCW 34.05.310-.395

Permanent rulemaking usually is a three-step process:

- Publication of the proposed rule
- Public comment proposed rule
- Adoption by Board and codification of the rule in WAC



# STUDENT CONDUCT CODE – EMERGENCY RULEMAKING

Rulemaking process reduced to one step in an emergency

An emergency arises when the agency “for good cause finds:”

- “state or federal law or federal rule or a federal deadline for state receipt of federal funds requires immediate adoption of a rule;” or
- immediate adoption or revision of rule is necessary “for the preservation of the public health, safety, or general welfare, and that observing the time requirements of notice and opportunity to comment upon adoption of a permanent rule would be contrary to the public interest”

RCW 34.05.350(1)(a)&(b)

## EMERGENCY RULE ADOPTION

- Emergency rule must be adopted by Board at an Open Public Meeting
- Rule effective upon filing with Code Reviser or on date specified (Rule filed on August 1, 2024)
- Emergency rule remains in effect for **120 days** (November 29, 2024)
- Emergency rule **cannot be renewed** unless
  - There has been a change in circumstance; or
  - College has filed a notice to engage in rulemaking and is actively engaged in permanent rulemaking process

RCW 34.05.350(2)

# BOT REQUEST AND APPROVAL

The College requests the BOT to:

- Approve the continuation of the supplemental sex discrimination student conduct code and procedures (WAC 132J-126-500 through -570), adopted under the emergency rules and amendments process outlined in RCW 34.05.350 by this board on July 29, 2024, to remain in effect for an additional 120 days or until the permanent rulemaking process is completed, whichever comes first.

Once approved, a new CR-103E will go to the Code Revisor's Office for next steps:

- December 3, 2024 - Public Meeting
- January 16, 2025 - BOT Meeting, presenting final WAC Student Conduct Rules to Board for approval and adoption date
- January 17, 2025 - Submit CR 103P for effective date of February 17, 2025 (30 days after submitting CR 103P)
- February 17, 2025 - Anticipated effective date for permanent WAC changes

11/21/2024 TAB A

## **SUSI Grant- Madeleine K Albright Young Women Leaders Program**

### **Summary of the Grant:**

The Study of the US Institute (SUSI) grant comes from the US Department of State, and it funds the Madeleine K Albright Young Women Leaders Program at Green River College. This is a five-week intensive Summer academic institute which focuses on women's leadership and environmental issues. Participants live with host families and engage in classroom studies on women & gender, US culture & history, public speaking, and grant writing on the GRC campus; hear guest speakers; engage in community service projects; travel to a conference in Washington, DC; and go on an environmental field studies tour of the Olympic Peninsula in Washington state.

The grant funds all expenses for the program, both during the program and during planning throughout the year. This includes personnel, transportation, meals, lodging, admissions to various field trip sites, and supplies & equipment to support the administration of the program.

The main aims and objectives of the SUSI Albright Young Women Leaders Program:

1. Provide participants with instructional and experiential activities, including excursions and a study tour focused on the themes of leadership, environmental issues, and social change.
2. Give participants a better understanding of women's issues, U.S. history, environmental issues, U.S. contemporary life, politics, society and culture by closely examining America's foundational principles, underlying values, and supporting institutions.
3. Expose participants to models of successful female leadership.
4. Provide opportunities for participants to interact with Americans from a variety of backgrounds, including activities where they can share their own cultures and experiences.
5. Help participants gain an understanding of how important it is to be an agent of change.
6. Provide opportunities to develop skills which will transfer to the participants' home context and influence their future careers as leaders in their communities.
7. Provide an opportunity for participants to initiate follow-on projects back home to demonstrate what they have learned, especially in terms of economic empowerment, social change and environmental justice/leadership.

### **Motion Requested:**

I move that the Board of Trustees of Community College District No. 10 accept the SUSI Grant, as described. The total value of this award is anticipated to be \$252,000 each year over the three-year grant period of 2025-2027.





# Study of the U.S. Institutes

Madeleine K. Albright  
Young Women Leaders Program

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Hosted by  
the Women's Global Leadership Consortium







# Request For Approval

- BSR-1: <sup>11/21/2024 TAB B</sup> The Board of Trustees reserves unto itself the authority to enter into major contracts, other than public works contracts, for amounts in excess of \$100,000.
- For your consideration we request acceptance of the SUSI grant in the amount of \$252,000 annually for three years (2025-2027), for a total of \$756,000.

## Report to the Board of Trustees

November 21, 2024

Good evening, it's been a tumultuous month since we gave the last faculty report, and we find ourselves facing significant challenges as a College. I know Dr. Johnson will have more details on the budget in her report, but the faculty learned last week that the College spent more of its fund balance than expected last year. Because of that, there will be a soft hiring freeze, or a hold on hiring, to rein in spending and balance the budget.

Within the faculty, we understand the gravity of the current situation and, additionally, we are painfully aware of the uncertain future we face. We still don't know how the state will handle OFM's overpayment to Washington Colleges. We know that the state is facing a significant budget deficit in the next biennium and that outgoing Governor Inslee has called on state agencies to cut spending. Finally, we are bracing for what is to come on the national scene. Among other concerns, we don't know what will happen with the Department of Education and how that will affect us. These are hard, uncertain times.

Given everything, Amanda and I called a joint Instructional Council / United Faculty all-faculty listening session last Friday to hear faculty questions and concerns. Based on what we heard, we have several asks:

1. The faculty want information. Within our ranks, we have CPAs and people with extensive experience managing large, complicated budgets. I am not a budget expert, but I too have administrative experience from previous corporate jobs and know my way around the budget. We want highly detailed information. We have and are working with the budget books posted on Gatornet, however the budget books for this year and the past few years are only twenty-some pages long and are relatively thin on details. In the past, the books were more than a hundred pages and provided a more detailed, comprehensive view of the budget. We want to see that level of detail again. We are looking to see exact numbers - both projected and actual amounts. We want to know; how much are we looking to save this year? Next year? Beyond? Budgets aren't boring to us, we have a deep



desire to know more, and we can't take part in meaningful conversations about the budget without more information. Ultimately, we are action-oriented and solution-minded, but we need sufficient tools to play our part.

To give an example of why this is so important to us, we, in faculty circles, have been discussing the need to fund salary increments. Full-time faculty earn incremental salary increases through professional development, and both full-time and adjunct faculty earn incremental salary increases through longevity. Earned salary increments, however, are not guaranteed under the CBA and are partly funded by turnover savings. In past years, the College has covered the gap between the cost of increments and the amount available through turnover savings, but we have not been able to close that gap this year – yet. We are working collaboratively with the administration to find funding, especially for our adjunct faculty members, because increments are obviously important for morale and retention. You can certainly understand how demoralizing it is to earn a salary increase and not receive it. Making progress on this issue is a must for us, but we understand that funding increments will have ramifications on other parts of the budget. This is why we want a complete, detailed picture of the budget. We need it to make good, informed proposals and decisions.

2. We must center student needs and learning. We, the faculty, are the institution's direct employees, and our work in the classroom is the work that generates revenue for the College. Although there is a hold on hiring, or a soft hiring freeze, we understand that we will continue to hire and replace mission critical employees. Our position is that faculty jobs are inherently mission critical, because we are the ones who do the essential work of the College. We teach students, and that is why this institution exists.
3. We must stay true to our values as we work to balance the budget. We sincerely appreciate that the Executive Team approved our request to hire new adjunct faculty members for next quarter. It's critical, because we have fully enrolled classes that need to be staffed. As reported last month, enrollment is recovering, and that means we need more faculty.

We cannot, however, solve our budget problems through an increased reliance on adjunct faculty. Some disciplines have an extremely hard time finding adjuncts, because private sector jobs pay far more. This is especially true in STEM fields and CTE, but any idea that we might hire replacement full-time faculty positions in those disciplines and place full-time positions in other disciplines on hold would be divisive and reminiscent of the PPP program of yesteryear. We can't do that. Beyond that, any idea that we can balance the budget on the backs of underpaid adjunct labor would be unethical. Thankfully, I have not heard anyone suggest that we should do that, but placing a hold on hiring full-time replacement positions will inevitably take us down that road. Let's not go there. We need to serve our students by keeping the faculty whole and by staying true to our core values. Those values will soon be tested. Holding true to them and living them, particularly our stated commitment to equity, diversity, and inclusion, will be more important than ever as we look to next year, the formation of a new presidential administration, and the profound, new hardships that will come.

*The Instructional Council serves as the voice of the faculty to make recommendations on instructional matters to the Vice President of Instruction. 11 division chairs, the IESL faculty representative, the deans of instruction and the Vice President of Instruction. Only the faculty are voting members. We do not consider matters related to contractual negotiations.*

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First, I want to echo what Dave said: We appreciate that the College supports hiring mission critical positions. Hiring adjunct faculty to staff winter classes, many of which are already fully enrolled, is essential to our mission of serving our local and global communities. We also strongly advocate moving forward with the approved tenure track-positions, as they, too, are key to providing equitable access to our programs.

And I would say our enrollments aren't just recovering but thriving. I just came from an Operational Enrollment Management meeting, and many winter classes are already full, and many others are close to full. ENGL& 101 classes, for example, is at 89% capacity. Adding sections is contingent on adding instructors, as many instructors are maxed out, and as Dave said, finding adjunct instructors in many disciplines is no small feat. At minimum, we need to maintain staffing levels if not increase them.

As we wrap up fall quarter, faculty are understandably concerned about the impact of our evolving political climate. Our DACA and undocumented students will be particularly vulnerable in the days ahead.

Our ask is that we:

- Stay true to our mission of advancing social and economic justice
- Make this commitment visible, in words, actions, procedures, and policy

Our equity statement says, "We commit to be an anti-racist institution where all students, faculty, and staff receive the access, resources, and services needed to achieve their educational, career, and personal goals. Faculty are on the front lines, interacting with and supporting students every day. To uphold the commitment embodied in our equity statement, we are asking our leadership for clear, specific, proactive guidance and resources; when we walk into our classrooms January 2<sup>nd</sup>, we need to know, for example, how to respond to any inquiries or policies that have the potential to jeopardize our students' ability to fulfill their educational goals, and, even more importantly, their safety. Winter quarter is too late to have this conversation.

We are also cognizant that the coming year may bring challenges both to academic freedom and to our DEI efforts. We commit to being steadfast in the face of these challenges, supported by an administration that shares these values. In instruction, in collaboration with Dr. Ezeonu and the deans, the Instructional Council, specifically, will continue our work to:

- Support the critical exchange of ideas within the classroom without interference. As the AAUP says, “The knowledge produced and disseminated in colleges and universities is critical for the development of society and for the health of a democracy”
- Improve retention of faculty of color
- Be intentional in our hiring practices, aiming to increasingly reflect the diversity of our community within our faculty
- Support and collaborate with the Office of EDI (Kit Alston) on campuswide policies/procedures such as HR-22 (non-discrimination and harassment)
- Support the work of IC subcommittees such as the Instructional Diversity Committee, which is currently working on developing resources that promote best practices in the classroom, including a statement on the Non-Verbalization of Racial Slurs
- Contribute to reducing opportunity gaps in retention, progression and completion by developing a more learner-centered schedule
- Support professional development in culturally responsive and equity-centric teaching

These are certainly not the purview of instruction alone - and we look forward to strong, integrated collaborations across departments and divisions. We, without a doubt, have some significant challenges ahead, but with strong support and accessible, documented policies and procedures in place, I am optimistic that we can successfully navigate them.





The Board of Trustees of Green River College District No. 10 will meet in the Zgolinski Center Boardroom at 12401 SE 320<sup>th</sup> St., Auburn, WA 98092, on the following dates in 2025:

Thursday, January 16  
Thursday, February 20  
Thursday, March 20  
Thursday, April 17  
Thursday, May 15  
Thursday, June 12

Thursday, July 17  
Thursday, August 21  
Thursday, September 18  
Thursday, October 16  
Thursday, November 20  
Thursday, December 11

DRAFT

<b><u>2024/25 Upcoming Events, Meetings and Conferences</u></b>			
Board Meeting	11/21/2024	4:30pm	Board Room & Zoom
ACT Trustee Tuesday	12/10/2024	8:00am	Zoom
Board Meeting	12/19/2024 (12/12 possibly instead)	4:30pm	Board Room & Zoom
ACT Trustee Tuesday	1/14/2025	8:00am	Zoom
Legislative Hill Climb	1/30/2025	All Day	Olympia
ACCT NLS	February 9-12, 2025	4 days	Marriot Marquis, WA DC
Board Meeting (unconfirmed)	1/16/2025	4:30pm	Board Room & Zoom
Board Meeting (unconfirmed)	2/20/2025	4:30pm	Board Room & Zoom
ACT Trustee Tuesday	3/11/2025	8:00am	Zoom
ACT Trustee Tuesday	4/8/2025	8:00am	Zoom
Board Meeting (unconfirmed)	4/17/2025	4:30pm	Board Room & Zoom
Board Meeting (unconfirmed)	5/15/2025	4:30pm	Board Room & Zoom
ACT Spring Conference	May 22-23, 2025	2 days	Spokane - Davenport Grand Autograph Hotel
Student Showcase	6/11/2025	8am to 3pm drop in	Student Union
Board Meeting	6/12/2025	4:30pm	Board Room & Zoom
Commencement	6/18/2025	TBD	TBD
Board Meeting (will need to be moved - Holiday)	6/19/2025 (6/12 possibly instead)	4:30pm	Board Room & Zoom
Board Meeting (unconfirmed)	7/17/2025	4:30pm	Board Room & Zoom
Board Retreat	8/6/2025	8am to 4pm	TBD
ACCT Leadership Congress	October 22-25, 2025	4 days	New Orleans, Marriott and Sheraton
ACCT Leadership Congress	October 21-24, 2026	4 days	Chicago, Hyatt Regency