



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

November 20, 2025

The Board of Trustees of College District No. 10 will hold a regular meeting on Thursday, November 20, 2025 at 4:30p.m. Sharonne Navas, Board Chair, will preside. Attendance is available in-person in the Zgolinski Center Board Room or via zoom at: <https://us02web.zoom.us/j/86239897920> Meeting ID 862 3989 7920 Passcode 101879.

TIME (approximate)	TOPIC	PRESENTER	TAB
4:30pm	CALL TO ORDER	Sharonne Navas	
	ROLL CALL		
	PUBLIC COMMENT		
	CELEBRATING SUCCESS		
4:40pm	Harvest Fest 2025	Center of Transformational Wellness/Benefits Hub Representative	Celebrating Success
4:50pm	APPROVAL OF MINUTES	Sharonne Navas	Minutes
	October 16, 2025		
N/A	CORRESPONDENCE		Correspondence
N/A	INTRODUCTIONS		Introductions
	REPORTS TO THE BOARD		
5:00pm	AI Overview & Update	Ari Wilber Whitney Boswell	TAB A
	STANDING REPORTS		
5:10pm	Student Report	Mason LaMonica	TAB B
	Equity & Diversity Report	NO REPORT	
	College Council Report	NO REPORT	
5:20pm	Faculty Report	Dave Norberg	TAB C
5:30pm	Classified Staff Report	Richard Falk	TAB D
5:40pm	President's Report	Suzanne Johnson	TAB E

TIME (approximate)	TOPIC	PRESENTER	TAB
	EXECUTIVE SESSION		
	If needed		
	ACTION RECOMMENDATIONS	Sharonne Navas	ACTION
5:50pm	2026 Schedule of Board Meetings		
5:55pm	TRUSTEES ASSOCIATION		Trustees Association
6:00pm	PUBLIC COMMENT		
	OTHER BUSINESS		Other Business
6:10pm	Upcoming Activities/Meetings		
6:15pm	ADJOURNMENT		

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.

Green River College is an equal opportunity educator and employer. Learn more at www.greenriver.edu/accessibility.



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.





Report to the Board of Trustees of College District No. 10

Report Title: Harvest Fest – Creating community within the college and its impact on addressing food insecurity among our students.

Department: *Classified Staff Development & Training Committee*

Prepared By: *Micki Wells – Information Technology/Telecom Specialist*

Date of Board Meeting: *11/20/2025*

Celebrating Success - Overview of the Harvest Fest – sponsored by the Classified Staff Development & Training Committee

Main Purpose

The main purpose of the Harvest Fest is two-fold:

- **To combat student food insecurity:** By collecting food donations for the Gator Pantry, the event provides a crucial, immediate source of food assistance for students in need.
- **To foster community and belonging:** The Harvest Fest party element serves as a social engagement opportunity, helping all staff build connections, reduce isolation, and develop a sense of community on campus. The optional costume contest creates a lot of fun and enjoyment for the staff.

Impact on Student Outcomes

The Harvest Fest supports student success, access, equity, retention, graduation, and post-college outcomes in the following ways:

- **Student Success and Retention:** Addressing basic needs like hunger removes significant barriers to academic achievement. Food-insecure students are more likely to have lower GPAs and consider dropping out. By providing support through the Gator Pantry, students are better able to concentrate on their studies and remain on track academically.
- **Access and Equity:** Food insecurity disproportionately affects historically marginalized groups, including first-generation and international students. The food collection bin drive

promotes equity by making essential resources accessible to all students, regardless of their socio-economic background, thus leveling the playing field for academic opportunity.

Key Takeaways and Updates

- **Purpose:** The event aimed to provide a fun, community-building experience for all college staff while collecting food donations to combat student food insecurity. There was a costume contest with all staff encouraged to participate in, with a variety of award trophies – voted on by all staff (pictures and voting sent out to all campus employees by email so that everyone was able to participate and see the costumes and vote for their favorite.) Also during the Harvest Fest there were games and desserts to foster interaction with all staff and to enjoy community and commitment to Green River College.
- **Gator Pantry Operations:** The Gator Pantry provides free, temporary food assistance to GRC students. All GRC students are eligible to use the pantry as needed.
- **Donation Information:** Donations of non-perishable food items were encouraged before the event with the donation bin's being decorated. Donations bins were placed across campus in a variety of buildings and decorated – with voting of the most creative bin winning an award trophy. The pantry depends on staff/community donations to operate.

There were approximately 80 employees from around campus that participated and almost 200 that voted on the variety of costumes thru an email link.

We don't have a total of food donations but there were 13 very large collections bins that were full.

On a qualitative note, the experience of students coming into the pantry has been markedly different with the influx of items. The variety of items donated made it easier for students who have specific dietary needs to be able to meet their maximum item limit, which can be difficult for students who are Halal observant or vegetarian. Additionally, because of the timing of the donation in coordination with the government shutdown, we had the capacity to increase the number of food items available for students who have been impacted by the shutdown (i.e. people who didn't get SNAP on time could take double the item limits). Having that capacity helped to mitigate the anxiety many students were experiencing about how to access food.

Winning decorated Collection Bin,



Winning Large Group Costume – Toy Story



Gator Pantry with shelves filled from donations from staff!



11/20/2025 TAB Celebrating Success



COLLEGE DISTRICT NO.10

Green River College

Auburn, Washington

October 16, 2025 / 3:00 p.m. Study Session / 4:30 p.m. Regular Meeting

The Board of Trustees of Green River College District No. 10 held a study session at 3:00 p.m. and a regular meeting at 4:30 p.m. on October 16, 2025 in the ZC Boardroom and virtually via Zoom, ID #: 862 3989 7920. Board Chair Navas presided.

TRUSTEES

Chair Sharonne Navas
Vice Chair Jackie Boschok
Elaine Chu
Arlene Pierini

STUDENTS/STAFF/GUESTS

Kit Alston
Mark Brown
Laurie Centauri
Brandon Chandler
Amanda Chin
Andee Church
John Clark
dani crivello-chang
Katie Cunnion
Angela Davis
Phil Denman
Richard Falk

STUDENTS/STAFF/GUESTS

Dan Fergusson
Jamie Fitzgerald
Danielle Flores
Lionel Candido Flores
George Frasier
Georgina Garretson
Christie Gilliland
Eric Greer
Jaeney Hoene
Heather Hughbanks
Suzanne Johnson
Nancy Kremer
David Larsen
John McCormick
Suzanne McCudden
Andee Meldrum
Paul Metivier
David Norberg

STUDENTS/STAFF/GUEST

Elizabeth O'Connor
Shawn Percell
Bruce Riveland
Rhonda Sample
Amanda Schaefer
Lea Ann Simpson
Anthony Smith
Janee Sommerfeld
Wendy Stewart
Vaishnavi Thakar
Mark Thomason
Jamie Vandette
Staci Whitehouse
Ariadne Wilber
CJW
Others who did not to sign-in
or sign in was illegible

ROLL CALL

The study session opened at 3:07 p.m. with Chair Navas, Vice Chair Boschok, Trustee Pierini and Trustee Chu, present. Trustee Ramirez Robson was absent and excused.

STUDY SESSION

AAG, John Clark provided trainings on Ethics, Open Public Meetings Act (OPMA), and Public Records. A copy of the power point presentations is attached under TAB A.

ROLL CALL

The regular meeting opened at 4:37 p.m. with Chair Navas, Vice Chair Boschok, Trustee Pierini and Trustee Chu, present.

PUBLIC COMMENT

No public comment.

CELEBRATING SUCCESS

Scholarship Program Impact Report

Director of Philanthropy, Heather Hughbanks and Development Specialist, Danielle Flores, provided the Scholarship Program Impact Report. See attached report under TAB Celebrating Success. Trustees engaged with comments, and question & answer dialogue.

MINUTES

It was moved by Vice Chair Boschok and seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 approve the meeting minutes of September 18, 2025, as distributed. Motion passes.

CORRESPONDENCE

No correspondence.

INTRODUCTIONS

No introductions.

REPORTS TO THE BOARD

FY 2024/25 Budget Report and FY 2025/26 Update

Senior Director of Financial Services, Janee Sommerfeld, presented the fiscal year 2024/25 budget report and fiscal year 2025/26 budget update. A copy of the presentation is attached under TAB B. Trustees engaged with comments and questions throughout the presentation.

Revised Student Conduct Code

Director of Judicial Affairs and Compliance, Shawn Percell and Dean of Enrollment & Completion, David Larsen, were present and engaged in dialogue with Trustees regarding the submitted report, attached under TAB C. This report included a request for action.

2026 Schedule of Board Meetings

Trustees reviewed the draft 2026 board meeting schedule. Action will be brought forward in the November board meeting. See attached scheduled under TAB D. Trustees engaged in dialogue regarding the dates and agreed to change the meeting of December 17th to December 10th, to align with the anticipated academic calendar.

STANDING REPORTS

Student Report

ASGRC President, Mason LaMonica, was present and engaged in dialogue with Trustees regarding the submitted report, attached under TAB E.

Equity, Diversity and Inclusion Report

Interim Vice President of Equity, Diversity and Inclusion, Kit Alston, was present and engaged in dialogue with Trustees regarding the submitted report, attached under TAB F.

College Council Report

No Report

STANDING REPORTS CONTINUED

Faculty Report

United Faculty President, Dave Norberg, was present and engaged in dialogue with Trustees regarding the submitted report, attached under TAB G.

Classified Staff Report

No Report

President's Report

President, Dr. Suzanne Johnson, was present and engaged in dialogue with Trustees regarding the submitted report, attached under TAB H.

EXECUTIVE SESSION

No executive session.

ACTION

It was moved by Trustee Pierini, seconded by Trustee Chu, that the Board of Trustees of College District No. 10 approve the adoption of the Permanent Rules of Student Conduct (Chapter 132J-126 WAC) with effective date of November 18, 2025, and as attached under TAB C. Motion passes.

TRUSTEES ASSOCIATION

Trustees will attend the Fall ACT Conference in Seattle on November 13 & 14. Vice Chair Boschok will attend the Association of Community College Trustees (ACCT) Leadership Congress in New Orleans in October. Vice Chair Boschok has agreed to participate as the Green River College ACCT voting delegate. Information regarding the ACCT voting delegate is attached under TAB Trustees Association.

PUBLIC COMMENT

No public comment.

OTHER BUSINESS

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 Boschok, seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 adjourn its meeting of October 16, 2025, at 6:59 p.m. Motion passes.

Sharonne Navas, Chair
GRC Board of Trustees

Suzanne McCudden
Secretary to the Board of Trustees

GREEN RIVER COLLEGE AI TASK FORCE: PROGRESS, IMPACT & NEXT STEPS

WHITNEY BOSWELL
& ARIADNE WILBER

Building Responsible, Innovative AI Integration
at GRC

INSTITUTIONAL INFRASTRUCTURE & RESOURCES



7 MAJOR TOOLKITS (12 MORE IN DEVELOPMENT)

- Syllabus Statement Toolkit
- Student-Facing Language Toolkit
- AI-Enhanced Assignment Toolkit (Levels 1–5)
- Prompting Toolkits for Faculty & Staff
- AI Ethics & Privacy Toolkit
- Judicial Affairs Toolkit

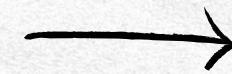
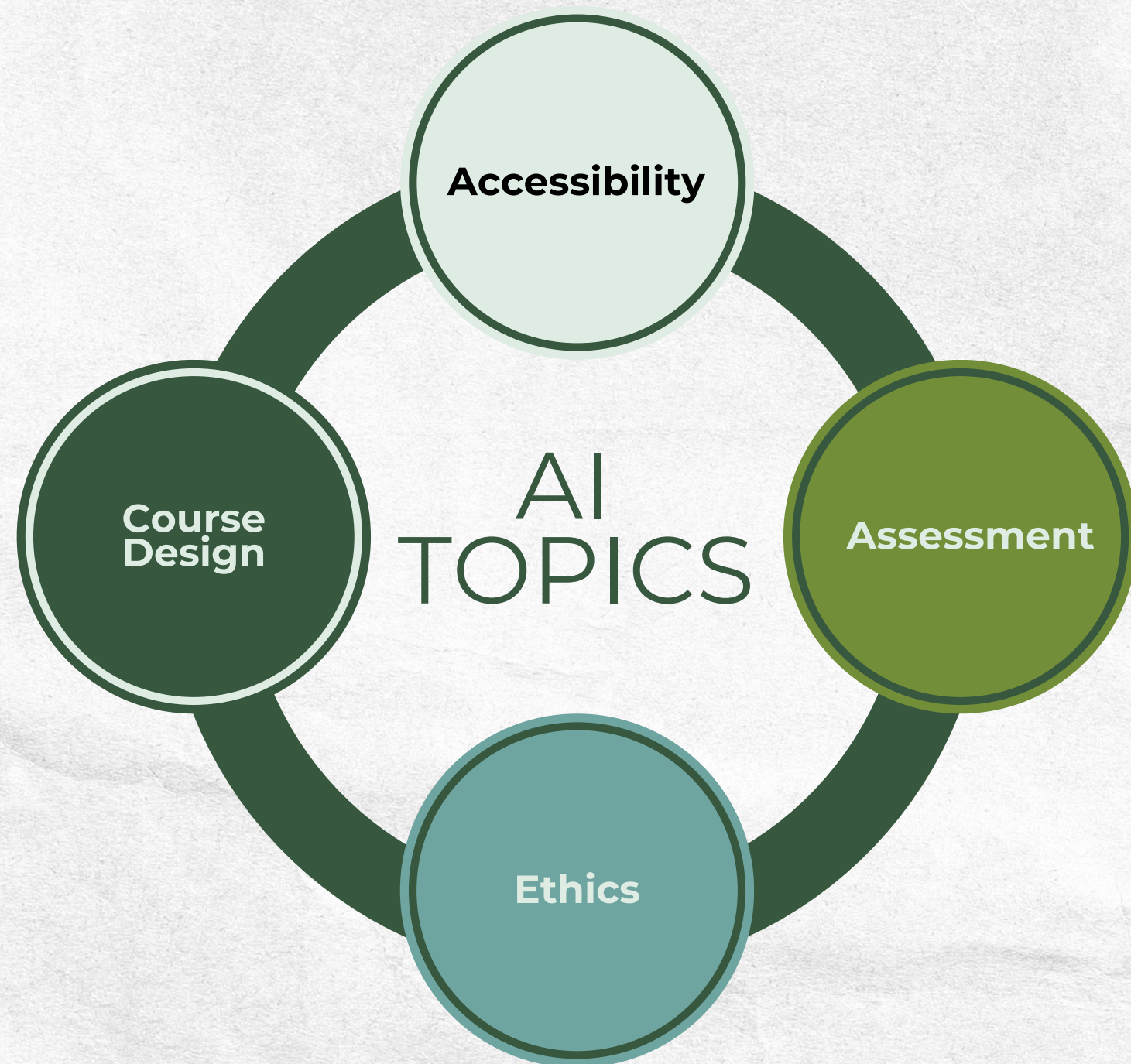
AI PLAYGROUND

- Over 50 categorized tools (Teaching, Research, Accessibility, Productivity, etc.).

Custom GPTs

- AI Policy Assistant, Accessibility GPT, Creative Author Aid, and more

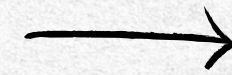
PROFESSIONAL DEVELOPMENT IMPACT



Launch of AI 101 for Faculty
(Summer Session)



Opening Week, In-Service Days, Professional
Days, and Divisional sessions



Prompting: Specific Use Cases



Over 367 faculty served

THE AI 101 COURSE



AI 101 for Faculty: 4 modules: Foundations, Prompting, Course Design, Ethical Practice



AI 101 for Students: Grant funded, implements in GRC Backpack



AI 101 for Staff: In development



Each built on an ethical, applied framework for immediate application

This is how we're scaling AI literacy *sustainably*



EXTENDING OUR REACH



EXTERNAL FUNDING OPPORTUNITIES

EDGE Institute *NSF*

- Year-long, expert mentoring to help GRC develop competitive NSF proposals in AI, ML, biotech, quantum, and advanced STEM pathways to NSF Future Core, ITYC, etc.
- Builds internal grant-writing capacity among faculty and administrators, reducing dependence on external consultants.
- Includes a fully funded in-person intensive that accelerates proposal development and strategic planning.
- Strengthens our ability to secure major NSF awards that support workforce programs and high-demand fields.
- Raises GRC's statewide and national profile as a leader in emerging technologies.

Application Deadline: Monday, 11/24, 2025

Elevate Washington *Microsoft*

- Provides the opportunity for GRC to receive funding, technology consultation, AI tools, and campus-wide training.
- Expands access to AI-skilling boot camps for faculty, staff, and students across campus.
- Supports responsible AI adoption tailored to our needs—administrative automation, instructional innovation, or comprehensive campus transformation.
- Helps establish shared language and cross-departmental capacity around AI, improving collaboration and implementation readiness.
- Positions GRC as a competitive candidate for statewide recognition and future Microsoft workforce initiatives.

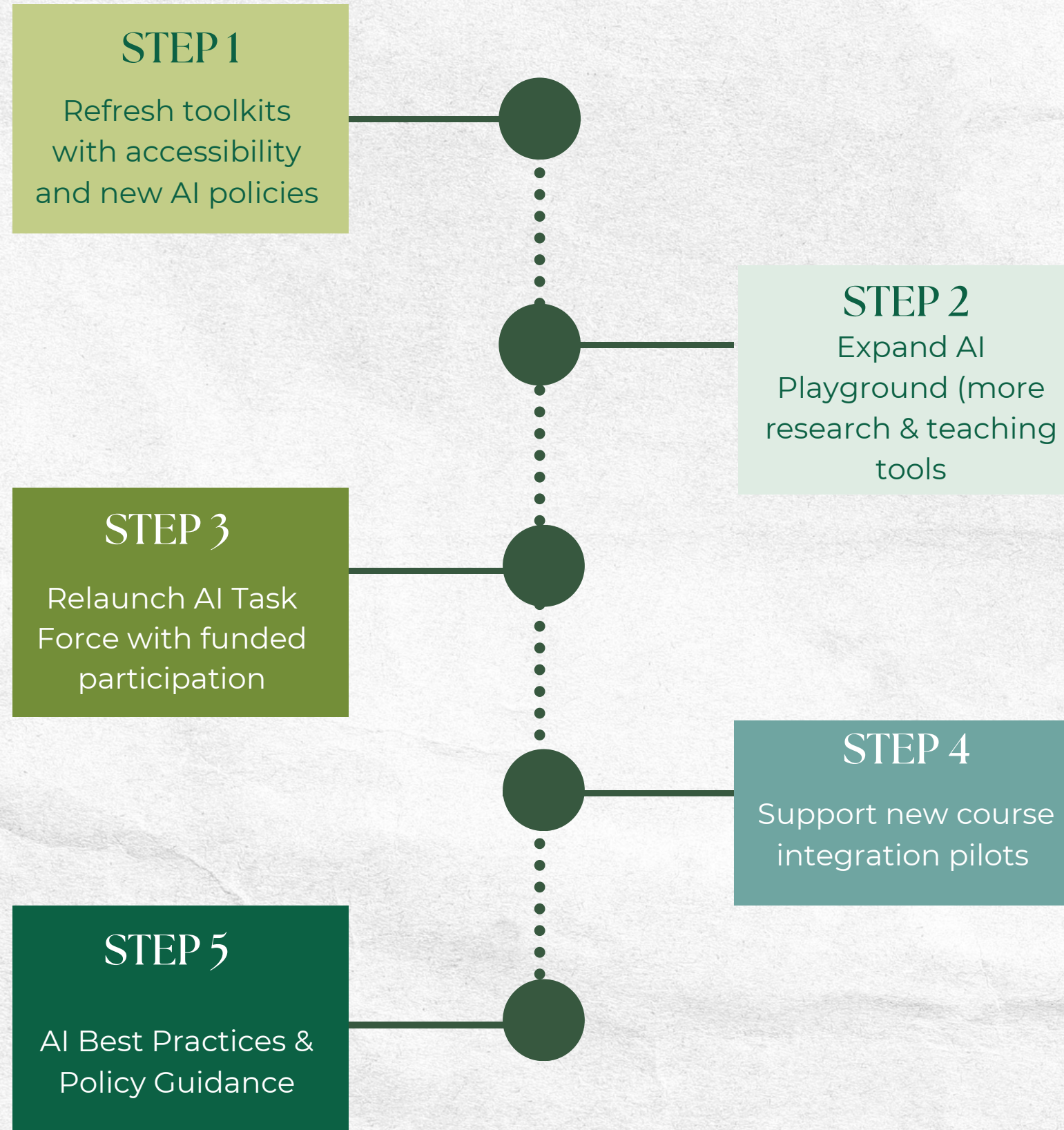
Application Deadline: January-February, 2026

FIPSE Special Projects *ED*

- Supports innovative projects that directly improve student success, retention, and equitable outcomes.
- Provides federal funding for initiatives that strengthen institutional capacity and advance strategic goals.
- Encourages large-scale solutions that benefit multiple departments and student groups.
- Enhances GRC's competitiveness and visibility in regional and national higher-education innovation efforts.
- Aligns with our mission to expand access, eliminate barriers, and support diverse learners.

Application Deadline: Wednesday, 12/3, 2025

ROADMAP



WE'VE REACHED A WALL



FUNDING EXHAUSTED

No budget for faculty stipends
or design time



SUSTAINED BY COMMITMENT

Leadership and updates
sustained voluntarily - but we
need decision making
authority for these
opportunities



READY TO REIGNITE

Projects paused, not
abandoned — *ready to
accelerate with support*

INVEST IN WHAT'S WORKING



FACULTY STIPENDS



COURSE SUPPORT



DESIGN/TECH SUPPORT



PD/TRAINING FUNDS

A modest investment will sustain institutional leadership



POSITIONING GRC AS A STATE LEADER IN ETHICAL AI

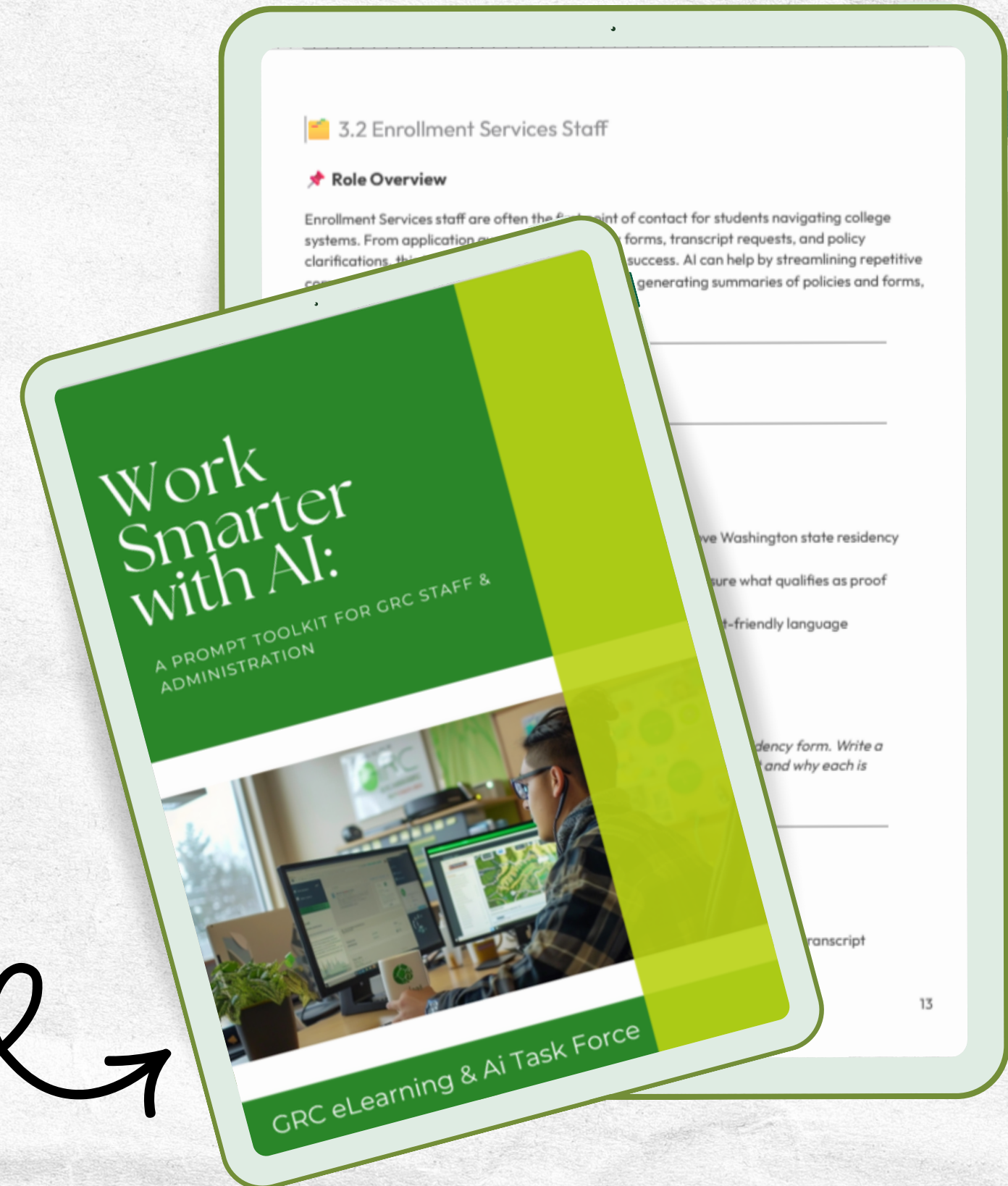
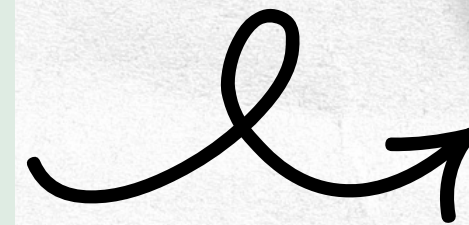
- ✓ GRC is a model for applied, responsible AI integration in community colleges.”
- ✓ Faculty across Washington reference our toolkits.
- ✓ We’re already mentoring other institutions in AI literacy.

PROMPTING TOOLKIT FOR GRC STAFF & ADMINISTRATION

We're leaving you with something you can use
today:

THE PROMPTING TOOLKIT FOR GRC STAFF & ADMINISTRATORS.

It includes ready-to-use prompts for
communication, reports, and process efficiency



Attribution & Responsible AI Use

Acknowledgments

This presentation was created by Ariadne Wilber & Whitney Boswell on behalf of the Green River College AI Task Force.

All content, toolkits, and resources were developed by GRC faculty and are shared under a Creative Commons Attribution–NonCommercial 4.0 License (CC BY-NC 4.0).

Visual design aligns with GRC branding standards and faculty-created materials from the AI Hub.

AI Use & Attribution

AI tools were used as assistive technologies, not as authors or decision-makers.

Tools Utilized:

- ChatGPT (GPT-5) – for idea generation, structure refinement, and draft copy editing.
- Canva Magic Design – for visual layout inspiration and slide graphics.
- Microsoft Copilot – for formatting, accessibility checks, and slide readability testing.

Human Oversight:

All data, visuals, and language were fact-checked, verified, and edited by the presenters.

Final decisions on structure, tone, and message were made by GRC faculty.

Ethical Commitment

We model responsible AI integration by:

- Using AI as a collaborative drafting tool, not a content source.
- Ensuring accuracy, transparency, and intellectual ownership.
- Upholding FERPA and privacy standards in all resource creation.



QUESTIONS



Report to the Board of Trustees of College District No. 10

Report Title: *Student Report*

Department: *ASGRC*

Prepared By: *Mason LaMonica, ASGRC President*

Date of Board Meeting: *11.20.2025*

Executive Summary

The purpose of this recurring report is to provide student voice to the highest levels of the college, making sure to bring student activities to the attention of individuals and departments that are not always student-facing. The intent is to influence the decision-making process around Green River College to be student centric.

The overarching goal of this particular report is to bring updates on various aspects of student life that has happened between each board report, covering updates around the Associated Students of Green River College, the Student Union 240 office, general student comments and complaints, and various club event updates highlighting student engagement.

The report for the November to October focuses on general updates, alongside with highlighting advocacy and legislative work being done. The three key issues identified by students last year to be advocated for this year are as follows:

- Free CTC Programs
 - Housing
 - CTC Student Trustees
-

Details

Student highlights from around Campus Life Office since last month to now:

Gator Activities Board (GAB): Various Campus Programming, such as the Moonlight Quartet and Vegetable Baskets. The former was a programmed event from last year that brought performers to campus. The latter was a partnership with the Benefits Hub to give out vegetables to students.

International Student Ambassadors (ISA): Various Campus Programming, such as a Burke museum & UW field trip and the GABxISA Karaoke Night that had a total attendance of 130

students. Also, 666 students attended the annual Halloween Part, a collaboration with GAB, Korean Student Associate (KSA), and Indonesian Student Association (ISO).

Office of Diversity, Equity, and Inclusion (ODEI): Various Campus Programming alongside with Book Loan Program. Highlight includes the Drowned Land Film, partnering with a Faculty member & Film Maker attending. Another highlight was the career prep workshop.

Associated Students of Green River College Executives:

President: Finalized TRAC students, Finalized Tech Fee students, Working on improving various aspects of the Office (Updating it), working with team to finalize Fall tasks and beginning work on Winter and year-long projects. Outreached to various departments and clubs.

Advocacy: Washington Community & Technical College Student Association (WASCTCSA) weekly meetings, Working on 2025-2026 legislative agenda, reviewing ASGRC and WACTCSA constitution & bylaws Interviewing with students and getting feedback, working on more general feedback (such as surveys).

Finance: Weekly Club Funding Council (CFC) Meetings, Club Fair, tracking 522 budget, working on year-long 522 projects.

Marketing: Weekly Club Funding Council (CFC) Meetings, advertising ASGRC, helping different departments work on their advertising, working on posterboards around campus. Ordered ASGRC yearly merch.

Student Involvement: Weekly Club Funding Council (CFC) Meetings, Club outreach and emailing. Catching up on training for position.

Advocacy & Legislative work

As mentioned perviously, three three issues identified are Free CTC Programs, Housing, and CTC Student Trustees.

WACTCSA continues to develop its one-pager and more detailed report about each issue. Our advocacy coordinator will focus the rest of this month and next on collecting student feedback about each particular issue.

The student executives met with Dr. Johnson and discussed advocacy day and how we can be prepared.

Financial Impact

Club Funding Council (CFC) – *This is our weekly meeting where clubs can request funds for meetings or events. Provided is a list of funding since the last report to now, covering where students are both sending 522 Club money and also providing a look into different active parts of campus life. More information can be found in the specific CFC minutes.*

10.14.2025: Girls in Aviation \$950, Japanese Club \$35, Engineering Club \$190.40

10.21.2025: American experience Club \$600, Japanese club \$300

10.28.2025: Chemistry Club \$370.81

11.04.2025: Artificial Intelligence Club \$100, Tennis Club \$446.75, Korean Student Association \$41.97

11.11.2025: Veterans Day

Student Executive Board – *This includes any request to our 522 budget and our Executive budget, such as Bills.*

11.13.2025: [Pending – We vote on this bill next Executive Meeting, on 11.20.2025] Bill 25-25-01 \$1090, for purchasing a Student Life & Club iPad alongside with CapCut Pro, as to allow for better marketing and to store student life accounts on a compatible work device.

Motion Requested

N/A

Acronyms Used

Associated Students of Green River College (ASGRC)

Campus Corner Apartments (CCA)

Gator Activities Board (GAB)

International Student Ambassadors (ISA)

Office of Diversity, Equity and Inclusion (ODEI)

Recreation and Athletics Center (RAC)

Resident Assistants (RA)

11/20/2025 TAB B

Washington Community & Technical College Student Association (WASCTCSA)

Club Funding Council (CFC)

Korean Student Associate (KSA)

Indonesian Student Association (ISO)

Other Information or Questions

N/A



Report to the Board of Trustees of College District No. 10

Report Title: Faculty Report

Department: Instruction

Prepared By: David Norberg

Date of Board Meeting: 11/20/25

The Green River Budget Crisis - One Year Later

It has now been one year since President Johnson made the announcement that we are in a budget crisis, and we still do not have a clear, commonly agreed upon explanation of what happened. The President put forward a number of explanations last year. Two points were commonly advanced. First, she claimed that Covid costs and inflation were to blame. In one campus meeting, President Johnson appealed to emotions by claiming that she worked to keep people employed during Covid, and that we'd have a balanced budget if she'd just made the heartless decision to lay people off. Second, we heard that President Johnson had been given bad information by the Vice-President in charge of the budget and was shocked to learn that we had such serious problems last November. Neither of those explanations hold up.

As shown in budget presentations last year, President Johnson did not simply keep people employed during Covid. Rather, President Johnson added numerous new positions and dramatically increased the size of our budget. Furthermore, a quick review of the budget books from 2020-2025 shows the College was running serious deficits and relying on fund balance to maintain operations, making her decision to expand the budget incomprehensible. While there was a brief reduction in deficit spending in 2021-2022, deficits increased over the following years. While it may be true that the College ran out of fund balance 6-12 months sooner than expected, nobody can credibly claim to be surprised that we fell on hard times. There was no plan to bring the College back to sustainability, and the Board of Trustees approved overspent budgets year after year without asking hard questions or demanding a plan to get back to a balanced budget. In short, the problem was clearly visible to any administrator or Trustee who carefully read the reports, and we do not have a common agreement on what happened because those responsible for failing to manage these systems and provide oversight, the President and Board of Trustees, are seemingly unwilling to admit reality and take

accountability. To be fair, at least one Trustee did publicly take accountability last year, but the general response from those in power has been defensiveness, denial, and obfuscation.

Green River Operating Budget Deficits by Year:

- 2020-2021: \$13.2 million (\$9.9 million in fund balance; \$3.2 million in Covid funding)
- 2021-2022: \$10.8 million (\$4.8 million in fund balance; \$6 million in Covid funding)
- 2022-2023: \$12.5 million (\$10 million in fund balance; \$2.5 million in Covid funding)
- 2023-2024: \$14.2 million
- 2024-2025: \$14.2 million

One year later, our budget is in somewhat better shape due to increased enrollment, but the College has not yet made the permanent budget cuts required to balance the budget. Several budget workgroups were established to improve College processes but progress has been slow, despite good-faith efforts by those involved in the groups, and substantial updates to the campus about that work has been minimal. To anyone standing outside of those workgroups, the work appears to be at a complete halt, if it ever even started in earnest. In general, last year's crisis demanded swift action, but the College's response has not been fitting of a crisis of this magnitude.

Lack of Shared Governance

A root cause of our budget issues, and many other problems at the College, is a lack of shared governance. The Director of Instructional Budgets has done excellent work in the past year to build the Instructional Council and faculty more generally into work related to the instructional budget. Beyond that, however, budget decisions are being made behind closed doors without any meaningful involvement of staff and faculty. For years, faculty members repeatedly expressed concerns about the budget, asked for information on how Covid related funds were being spent, and asked the President if our spending was sustainable. Time after time, she assured them that everything was fine and chastised them to stop approaching these matters with a "scarcity mindset." The College would be in a different place today if faculty leadership had not been ignored.

Building and maintaining an effective system of shared governance is not just a good idea for running the College effectively, NWCCU accreditation standards require it. Standard 2.A.4, in particular, requires the institution to have clear "decision-making structures and processes" that "are documented and publicly available" and "include provisions for the consideration of the views of faculty, staff, administrators, and students on matters in which each has a direct and reasonable interest." Green River is utterly out of compliance with that standard and has been out of compliance for the past twelve years.

The final year seven evaluation prepared by our accreditors in 2013 recommended that the College "clarify and operationalize its system of governance with particular attention to communication regarding process and decision-making with all college constituencies." In response, the Ely administration created the College Council through a top-down process.

Faculty were given a very limited role on the Council, and the general feeling among faculty was that the Council was intentionally designed to minimize and suppress the voice of faculty. Good people made sincere efforts to get the College Council running after the strike in 2016, but that body never had a clear mandate, struggled, and did not satisfy the demands of accreditors. Notably, the 2013 report also recommended that the “college undergo an external financial audit for each year of operation” If President Johnson had implemented those recommendations when she arrived in 2017, perhaps we’d be better off today.

In 2020, the year seven evaluation *again* recommended the College implement efforts “to demonstrate and document an effective and widely understood system of governance with clearly defined authority, roles, and responsibilities.” In Fall 2022, President Johnson, in an effort to respond to this recommendation, established Cabinet, later renamed SPARC, through a top-down process. Many faculty members expressed concerns about Cabinet: it was a huge body, it had minimal faculty representation, members were chosen through an opaque process, and the initial charter was established by executive team members who ran meetings and unilaterally decided what sort of revisions to the charter would and would not be considered. Dr. Johnson brushed those concerns aside and suggested that long-serving faculty members were simply living in the past and were resistant to change. As predicted by those faculty members and despite sincere efforts by some Cabinet members, Cabinet failed. In stark contrast to the optimistic reports given by administrators to the Board of Trustees on this new shared governance body, Cabinet struggled to get itself established, members simply drifted away, and that body has not met in a long time.

Our accreditors will be returning for their year seven visit next year. The simple reality is that shared governance at Green River is in worse shape than it was in 2013 and 2020, and two recent developments highlight this problem. First, on October 28th, President Johnson announced that she was going to move four executives serving in interim positions into permanent positions without going through any form of official process. Administrative hiring processes, when conducted properly, include faculty and staff. Top-down appointments like this, without any consideration of the views of faculty and staff are a gross violation of shared governance principles. Adding to our concerns, WAC 131-16-070 requires that “each college district board of trustees shall adopt and publish a statement of personnel selection practices and standards governing all nonclassified service personnel.” I have searched through Board policies in vain, and it appears that we are very much out of compliance with this WAC. Secondly, the Board of Trustees, in September, announced that all reports must be submitted in advance and radically changed how meetings are conducted, but none of those changes were adopted through official business in open meetings. As a body accountable to the public, the Board must comply with its own by-laws. BSR-4 outlines requirements for reports and does not say anything about submitting reports in advance. If the Board wishes to change the by-laws concerning faculty and staff reports, then the Board must revise and amend its by-laws through an official vote held in an open public meeting. That has not been done.

What we are seeing, over and over again, is that the College President and Board of Trustees seemingly have little regard for process, the principles of shared governance, and the voices of

faculty and staff. We know our programs, our students, their needs, and the ins and outs of the College. Collectively, we have countless years of experience and we have a good understanding of what will likely work and what won't. Top-down decisions that ignore the voices of faculty, as in the case of budget planning and efforts to establish Cabinet, routinely fail and many other examples come quickly to mind. The end result is that we see a campus of demoralized workers, wasted time and efforts, and we are still woefully out of compliance with accreditation standards. The President and the Board do not seem to realize or care, but I doubt our accreditors will be so non-chalant. It seems that outside scrutiny might be the only thing that will shake up this Board and rouse the administration to finally recognize the need for a legitimate system of shared governance that will build the perspectives of faculty and staff into all decision-making processes, including the hiring and evaluation* of executive leadership.

Finally, I understand that the Board changed how reports are presented in an effort to make better use of time and allow for more interaction. However, reports to the Board are not just meant for the Board. Board meetings are open to the public under the Open Public Meetings Act (OPMA), because information contained in these reports gives the public a greater understanding of the work of the College and puts Board actions into context. Not allowing constituents to give full reports undermines the spirit of the OPMA. Additionally, many faculty members see this change as an effort to silence dissent. While that may not have been the intent, that was arguably the effect. Board members and the President dominated discussion in the last Board meeting. I would be happy to answer questions about this report, but only if I am allowed to present it in its entirety so that the audience knows the full scope of the report and can understand questions and discussions in context.** If the Board is not willing to allow a full report, then I present this as a written report and will not answer any questions.

*As a side note, accreditation standard 2.F.4 requires clear systems for evaluating administrators. We are not even remotely in compliance with this standard.

2.F.4 Faculty, staff, and administrators are evaluated regularly and systematically in alignment with institutional mission and goals, educational objectives, and policies and procedures. Evaluations are based on written criteria that are published, easily accessible, and clearly communicated. Evaluations are applied equitably, fairly, and consistently in relation to responsibilities and duties. Personnel are assessed for effectiveness and are provided feedback and encouragement for improvement.

**The Board suggested that all members of the audience and public will be able to read the reports before coming to meetings. While that may be the case, we all know that few will read the full Board packet and the reports. Limiting reports to the packet is akin to government agencies announcing bad news at the very end of the day on Friday - such actions bury unwanted stories where few people are likely to see them.



Report to the Board of Trustees of College District No. 10

Report Title: Classified Staff Report

Department:

Prepared By: Richard Falk

Date of Board Meeting: 11/20/2025

Executive Summary

Over the past several years, Classified and Exempt staff have had limited opportunities to participate in the shared governance of the college. Neither the Classified nor Exempt Councils have met since before the financial deficit crisis (and in the case of the Exempt Council, not for several years). This lack of engagement has significantly reduced staff participation in college decision-making processes.

The Northwest Commission on Colleges and Universities (NWCCU) requires institutions to maintain effective systems of shared governance. Since January, I have made multiple attempts to reestablish the College Councils, reaching out to both Dr. Johnson and Dr. Davis. As of my most recent follow-up on October 16, there has been no progress. I am concerned that reimplementing shared governance may not be a current institutional priority, despite its importance for accreditation compliance and organizational trust.

Additionally, I have been working since January to initiate a staff survey for Classified and Exempt employees. The goal is to better understand communication challenges and barriers to staff engagement regarding the college's financial situation. Although I provided both a finalized version and an editable copy of the survey to the Financial Working Group, it has not yet been distributed. Without this feedback, Classified and Exempt staff remain without a formal mechanism to express their perspectives or contribute solutions.

The continued exclusion of Classified and Exempt employees from executive team and possibly other hiring committees also limits their representation in key institutional decisions, further eroding confidence in shared governance.

Finally, I would like to acknowledge the departure of Dr. Davis as a significant loss to the college. She exemplified collaborative leadership, empowering others and fostering a culture of respect and accountability. Her presence and leadership will be deeply missed and her actions to help others at the college will never be forgotten.

Details

Classified and Exempt staff are able to have a say in the governance of our college. Open hiring processes give faculty and staff a voice.

Financial Impact

Immeasurable loss of current or future students and staff and/or accreditation risks

Motion Requested

Motion to please ensure that a trackable action plan to implement successful shared governance structures are put into effect for Classified and Exempt staff by college leadership, so that we may do well on our accreditation review primarily and secondarily, that Classified and Exempt staff have a say in VP, Dean, Directors, Executive team members, or any other non-faculty hirings at the college as the college on 3/20 has said in WFSE UMCC “has been past practice”.

Acronyms Used

N/A

Other Information or Questions

N/A

President's Report to the Board

November, 20, 2025

There are several items of importance to share with the Board this month.

First, I would like to address state and federal budget issues and potential impacts on the college's operating budget for 26 – 27.

1. State budget / revenue forecast / upcoming supplemental short legislative session:
Although supplemental short legislative sessions (60 days including weekends) are typically routine and largely continuations of the biennium legislative session, this year's short session may be more challenging. The current revenue forecast for the state of Washington and the overall state budget raises concern about maintaining the current level of funding to the CTC system. As you may recall, the CTC system did experience reduced funding to the 34 community and technical colleges with the adoption of the current state biennium budget. Given recent reports from OFM, our system will likely need to advocate hard during the supplemental session to retain the funding level we received. However, our system will have both operating and capital requests for this session. The Operating budget requests will focus on two specific issues: fully funding COLAs and I-732 increases (currently the state funded 78% of COLAs, leaving the remaining 22% for colleges to use local funds to meet the pay increase for employees) and increased funding to all colleges for rising utility costs. The Capital budget requests will include some builds at specific colleges and funding to all colleges to address requirements of de-carbonization. Given where the overall state finances are, maintaining our current funding may become our primary priority. Our legislators know the significance of the community colleges in our state and the role that each of our colleges play in our communities as both employers of its residents and pathways to education and career advancement. This, like the last legislative session, will be a very difficult one with hard decisions to be made at the state level.
2. Federal government shutdown / grant funding / impacts on GRC:
 - a. Green River College responded to the government shutdown and impacts on students with open arms and full hearts. The college's Harvest Fest brought considerable food donations to fill the food pantry, and employees across the college donated monetarily to the College Foundation fund specifically directed to providing funding for additional food purchases for the food pantry and emergency funding to students. Fortunately, the government shutdown is behind us for now. We will continue to monitor and assess

students' basic needs and look for ways to meet these growing needs in our community.

- b. As a reminder, in anticipation of the potential government shutdown and grants cancellations, our planned federal funding contingency line in our operating budget this year has served the college well. While other colleges may have had to lay off staff during the government shutdown or due to cancelled grants over the past several months, we secured an amount of funding in our operating budget work that has protected employees who are fully or partially funded through federal grants. We will be watching carefully as this newest continuing resolution that extends federal government funding through January 2026 comes to an end. There is ongoing concern about the next federal budget including whether programs like TRiO will be continued, if levels of financial aid available for students will be reduced, whether there will be continued CTE funding through Perkins, whether there will be continued Adult Basic Education funding, how short-term Pell and college program eligibility will be implemented, and more.
3. Building the 26 – 27 operating budget for the college: As we did last year, we will be monitoring carefully both state and federal budget issues and taking them into consideration as we look to build the college's next budget for 26 – 27 in the late winter and spring. Through very successful collaboration across the college this past year we were able to create ways in which we could address reductions in funding from the state and cancelled grant funding from the federal government. We will work with that same strategy throughout this academic year. January will likely be an interesting month as the federal government's continuing resolution comes to an end and the State's legislative short session opens on January 12th.

New allocation model for the CTC system:

The CTC system will be implementing a new allocation model for our colleges beginning July 1, 2026. The new model that was adopted by the SBCTC board late this summer, and after more than a year of review by SBCTC / WACTC, will be an improvement to the current allocation model. Extensive input and feedback was provided by all colleges as the review of the allocation model occurred over the past year and a half. The Executive Director of SBCTC, Nate Humphrey, has indicated that the new allocation model represents a significant step forward for our system prioritizing the system's vision and mission, building in greater accountability, and ensuring that funding follows students. As some of you learned last week at the ACT fall conference when the allocation model was reviewed for Trustees, it will be implemented across six years beginning July 1, 2026. Green River College will be one of the colleges that will benefit from the new allocation model and

should expect increased allocation funding as the model is implemented. The new allocation model has been shared with commissions and councils in our system now and Bruce Riveland and Janee Sommerfeld recently provided a high-level overview of the new allocation model to the Instructional Council.

External partnerships:

The college hosted a visit from Mokpo National University with a college tour and MOU signing on October 22nd to strengthen study abroad opportunities for students from both schools. Mokpo National University is a public national university in South Korea. This partnership offers opportunities to students, potential faculty exchange experiences, and potential research partnerships in sustainability and environmental sciences. I want to thank Paul Sanchez and Andres Montano Leal for their assistance and support for this visit, and Conference Services which provided a lovely luncheon for the visiting group, College President Ha Cheoi Song, Director of the Office of International Affairs Sun-Kee Hong, and executive secretary Kyughee Yu.

Continuing with external partnership, the college had its second meeting with the Muckleshoot Tribal College this fall as we continue to build and strengthen our partnership. We traveled to the Muckleshoot Tribal College for this second meeting with Dr. Denise Bill and her team, after hosting the first meeting at the college last month at our Indigenous Student Success Center, to discuss our current projects and potential future projects. I want to thank Jamie Fitzgerald, who has been leading these conversations around academic programs, and the additional staff and faculty who have been part of these meetings: Marwa Almusawi, Kit Alston, Vik Bahl, dani Crivello-Chang, George Frasier, Eric Greer, Lelani Salu, Wendy Stewart, Genevieve Corin, Leslie Kessler, and Monica Paulson-Priebe for their attendance at one or both of the meetings.

Lastly, I continue to share with community leaders and groups in our service area the impacts of federal funding cuts at the college. Thus far I have provided briefs for the Auburn Cities and Schools organization (which includes the mayors, city council members from Algona, Pacific, and Auburn, and the school superintendent of Auburn Schools), the Algona city council, and this week, the Auburn Rotary. I will continue sharing this information with the cities and communities in our services area to emphasize the real hometown impacts of changes to federal grant funding and shifting federal government priorities. And although there have been ongoing communications with U.S. Congressional members and State Legislators over the past months since January 2025 about federal impacts at GRC, it is always important to share with our local communities so they know what's happening to their community's college.

College Foundation Scholarship Banquet:

In closing, I would like to share information regarding the annual College Foundation Scholarship Banquet which was held last week. This was the 25th year holding this special event and it captures the strength of community, the power of human connection and investment in people's futures and shows the reason we are all here at the college. This fall term 261 students received scholarships from the College Foundation and \$560,900 in scholarship funding has been distributed this year. Last week's event had approximately 400 people in attendance and provided opportunity for donors and scholarship recipients to meet and share time together. It was a wonderful night full of hope and dreams and a promising future. I want to thank all of you who were able to attend and for your continued support of the College Foundation's efforts to support our students.

Thank you for your time and attention in reviewing this information.

Board Meeting	11/20/2025	4:30pm	Board Room & Zoom
Trustee Tuesday	12/9/2025	8:00am	Zoom
Board Meeting	12/11/2025	4:30pm	Board Room & Zoom
Trustee Tuesday	1/13/2026	8:00am	Zoom
Trustee Tuesday	3/10/2026	8:00am	Zoom
Trustee Tuesday	4/14/2026	8:00am	Zoom
Trustee Tuesday	6/9/2026	8:00am	Zoom
ACCT National Legislative Summit	February 8-11, 2026	4 days	Washington DC, Marriott Marquis
ACT Spring Conference	May 7-8, 2026	2 days	Semiahmoo Resort in Blaine, WA
ACCT Leadership Congress	October 21-24, 2026	4 days	Chicago, Hyatt Regency



The Board of Trustees of Green River College District No. 10 will meet in the Zgolinski Center Boardroom at 12401 SE 320th St., Auburn, WA 98092, on the following dates in 2026:

Thursday, January 15
Thursday, February 19
Thursday, March 19
Thursday, April 16
Thursday, May 21
Thursday, June 18

Thursday, July 16
Thursday, August 20
Thursday, September 17
Thursday, October 15
Thursday, November 19
Thursday, December 10