



NOTICE OF CANCELLATION

The Thursday, December 16, 2021 Green River College Board of Trustees Regular Meeting is canceled.

This meeting is canceled due to ongoing COVID-19 health concerns and restrictions on public gatherings. A new special meeting with virtual attendance is scheduled in the notice below.

NOTICE OF MEETING OF VIRTUAL SPECIAL MEETING

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

December 9, 2021

The Board of Trustees of College District No. 10 will hold a virtual special meeting at 4:30p.m. on Thursday, December 9, 2021. Elaine Chu, Board Chair, will preside.

Attendance is to be virtual only to comply with COVID-19 regulations. To connect to the December 9, 2021 meeting go to: <https://us02web.zoom.us/j/84092909598> or call in at: 253-215-8782. Meeting ID #: 840 9290 9598. Passcode: 553112.

4:30 p.m. Special Meeting

1. CALL TO ORDER

2. ROLL CALL

3. PUBLIC COMMENT

To sign up for public comment, please make a comment in the chat box that you would like to make a public comment. Public comments will be limited to three minutes per comment.

4. CELEBRATING SUCCESS

Collaborative Online International Learning (COIL)

Vivette Beuster
Ethan Soldonia

TAB A

- | | | | |
|-----|--|--------------------------------------|-------------|
| 5. | APPROVAL OF MINUTES | Elaine Chu | Minutes TAB |
| 6. | REPORTS TO THE BOARD | | |
| 7. | STANDING REPORTS | | |
| | <i>Student Report</i> | Ash Mohamed-Bakhash | TAB B |
| | <i>Equity & Diversity Report</i> | | |
| | <i>DEI Leadership Training & Equity Audit</i> | Mark Brunke | TAB C |
| | BREAK – 10 Minutes | | |
| | <i>College Council Report</i> | Tammy Shilipetar | TAB D |
| | <i>Faculty Report</i> | Jaeney Hoene | TAB E |
| | <i>Classified Staff Report</i> | Jordan Harrington
Amanda Clifford | TAB F |
| | <i>President's Report</i> | Suzanne Johnson | TAB G |
| 8. | EXECUTIVE SESSION | | |
| 9. | RECOMMENDATIONS FOR BOARD ACTION | | ACTION TAB |
| | <i>2022 Board Meeting Dates</i> | | |
| 10. | TRUSTEES ASSOCIATION | | |
| 11. | OTHER BUSINESS/PUBLIC COMMENT | | |
| | To sign up for public comment, please make a comment in the chat box that you would like to make a public comment. Public comments will be limited to three minutes per comment. | | |
| 12. | 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



COLLEGE DISTRICT NO.10
Green River College
Auburn, Washington
October 21, 2021

The Board of Trustees of Green River College District No. 10 held a study session at 3:30 p.m. and a special meeting at 4:30 p.m. on October 21, 2021 virtually via Zoom, ID #: 897 0342 3629. Board Chair Elaine Chu presided.

3:30 p.m. Study Session

Director of Institutional Effectiveness, Fia Eliasson-Creek, presented a report on Metrics. A copy of the Power Point presentation is attached.

4:30 p.m. Special Meeting

TRUSTEES

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

STUDENTS/STAFF/GUESTS

Basha Alexander
Kit Alston
Kelsey Barrans
Scott Beals
Shirley Bean
Roseann Berg
Vivette Beuster
Mark Brunke
Catherine Cantrell
Deb Casey
Stefanie Chapman
John Clark

STUDENTS/STAFF/GUESTS

Phil Denman
Godfrey Drake
Jennifer Dysart
Sarah Edwards
Rolita Ezeonu
George Frasier
Fia Eliasson-Creek
Dan Fergusson
Jamie Fitzgerald
Christie Gilliland
Wright Harrison
Jamie Hatleberg
Jaeney Hoene
Suzanne Johnson
Nancy Kremer
David Larsen
Kara LaValley
Caven Lee
Chris Lewis

STUDENTS/STAFF/GUESTS

Suzanne McCudden
Rochelle Mitchell
Ash Mohamed-Bakhash
Camella Morgan
David Nelson
Dave Ortega
Sarah Postel
Cyndi Rapier
Tygerr Recchia
Rhonda Sample
Stephanie Scoby
Shanna Selvar
Janee Sommerfeld
Mark Thomason
Wendy Stewart
Jenny Wheeler
Elizabeth Williams
Catherine Wells

ROLL CALL

The meeting opened at 4:31 p.m. with Chair Chu, Vice Chair Ramirez Robson and Trustees Boschok, Navas and Pierini, present virtually.

Chair Chu and President Johnson invited Rochelle Mitchell to speak to the passing of long-time GRC math faculty, Mike Kenyon, who is very deeply missed. A recording of this is available.

PUBLIC COMMENT

No public comment.

CELEBRATING SUCCESS

United Way Bridge to Finish Campaign and Edquity App to the Emergency Funding

Dean of Enrollment and Completion, David Larsen and Assistant Director of Progress & Completion, Basha Alexander, presented an overview of the United Way Bridge to Finish Campaign, which has been a great asset to our students and community. David & Basha also introduced the Edquity App to the Emergency Funding, another great support for students to access.

Center for Transformational Wellness

ASGRC President, Ash Mohamed Bakhsh and Assistant Director of Violence Prevention, Kelsey Barrans, provided a brief review of the Center for Transformational Wellness, explaining what the center does and what violence prevention is.

MINUTES

It was moved by Trustee Boschok, seconded by Vice Chair Ramirez Robson, that the Board of Trustees of College District No. 10 approve the meeting minutes of September 16, 2021, as distributed. Motion passes.

REPORTS TO THE BOARD

College Outcome Policies

Director of Institutional Effectiveness, Fia Eliasson-Creek, presented a report on proposed changes to College Outcome Policies CO-1 through CO-8. Action is requested in the action portion of the meeting. A copy of the Power Point presentation is attached.

ctcLink Update – GoLive

Executive Director of IT, Camella Morgan, provided an update on ctcLink. Camella thanked everyone who has worked so hard, and therefore the success GRC has had with ctcLink. Trustees shared their appreciation as well. A copy of the Power Point presentation is attached.

New Title IX Regulations

Vice President of Student Affairs, Deb Casey and Judicial Affairs and Compliance Officer, Godfrey Drake, presented changes to the Title IX Regulations, with a request for action in the action portion of the meeting. A copy of the Power Point presentation is attached.

2022 Board Meeting Dates

Trustees briefly discussed the 2022 board meeting dates, which reflect continuing with the third Thursday of every month at 4:30pm. A copy of the document is attached.

BREAK

Chair Chu called for a break from 5:32pm until 5:42pm.

STANDING REPORTS

Student Report

ASGRC President, Ash Mohamed-Bakhsh, presented the student report. A copy of the Power Point presentation is attached.

Equity & Diversity Reports

Center of Excellence for Veteran Student Success Grant

Vice President of Student Affairs, Deb Casey, and Senior Director of Student Support Services, Jamie Hatleberg, presented an overview of the Center of Excellence for Veteran Student Success Grant, requesting action to accept funds in the amount of \$448,975. A copy of the Power Point presentation is attached.

Office on Violence Against Women Campus Program Grant

Director of Violence Prevention, Sarah Postel and Assistant Director of Violence Prevention, Kelsey Barrans, presented an overview of the Office on Violence Against Women Campus Program Grant, requesting action to accept funds in the amount of \$299,986. A copy of the Power Point presentation is attached.

College Council Report

Co-Chair of the College Council, Tammy Shilipetar, provided a Power Point presentation that is attached, but did not present at the meeting.

Faculty Report

United Faculty President, Jaeney Hoene, presented the faculty report. A copy of the faculty report is attached.

Classified Staff Report

WFSE Union Steward, Jordan Harrington, provided the classified report in writing, and was not present at the meeting. A copy of the classified report is attached.

President's Report

President Johnson expressed gratitude to all presenters at tonight's board meeting, noting that there is a lot going on as we complete our 8th term with COVID impacted operations. Senior Director of Human Resources, Mark Brunke, provided a brief review of the exemption/accommodation process as well as data related to exemptions. Vice President of Student Affairs, Deb Casey provided a similar update from the student side.

EXECUTIVE SESSION

No Executive Session.

BOARD ACTION

It was moved by Trustee Boschok, seconded by Vice Chair Ramirez Robson, that the Board of Trustees of College District No. 10 rescind College Outcome Policies 3, 4, 5 & 6 as reflected in TAB B. Motion passes.

It was moved by Vice Chair Ramirez Robson, seconded by Trustee Boschok, that the Board of Trustees of College District No. 10 adopt the proposed revisions to College Outcomes Policy, CO-1, to include a newly adopted mission statement, as proposed in TAB B. Motion passes.

It was moved by Vice Chair Ramirez Robson, seconded by Trustee Boschok, that the Board of Trustees of College District No. 10 adopt the proposed revisions to College Outcomes Policy, CO-2, to include a newly adopted vision statement, as proposed in TAB B. Motion passes.

BOARD ACTION, CONTINUED

It was moved by Trustee Pierini, seconded by Trustee Navas, that the Board of Trustees of College District No. 10 adopt the proposed revisions to College Outcome Policy, CO-7, to include a newly adopted college goals and assigned as CO-5 College Goals, as proposed in TAB B. Motion passes.

It was moved by Trustee Pierini, seconded by Trustee Navas, that the Board of Trustees of College District No. 10 adopt the proposed revisions to College Outcomes Policy, CO-8, to include newly adopted value statements and assigned as CO-4 College Values, as proposed in TAB B. Motion passes.

It was moved by Trustee Navas, seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 adopt the college's equity statement and assigned as CO-3 College Equity Statement as proposed in TAB B. Motion passes.

It was moved by Trustee Navas, seconded by Trustee Pierini, that the Board of Trustees of College District No. 10 approve the proposed Title IX Student Conduct Procedures in Chapter 132J-126 WAC as emergency rules to comply with the updated Federal Title IX regulations to become effective upon filing with the Washington Code Reviser. Detailed information is included under TAB D. Motion passes.

It was moved by Vice Chair Ramirez Robson, seconded by Trustee Navas, that the Board of Trustees of College District No. 10 approve the receipt of the Center of Excellence for Veteran Student Success Grant from the U.S. Department of Education, a three year grant beginning October 1, 2021 lasting until September 30, 2024, in the amount of \$448,975. Detailed information is included under TAB G. Motion passes.

It was moved by Trustee Pierini, seconded by Trustee Boschok, that the Board of Trustees of College District No. 10 accept the U.S. Department of Justice's Office on Violence Against Women award #15JOVW-21-GG-02383-CAMP, as described in TAB H. The total value of this award is anticipated to be \$299,986 over the three-year grant period of October 1, 2021 – September 30, 2024. Motion passes.

TRUSTEES ASSOCIATION

Trustee Pierini provided a brief overview of her experiences of attending ACCT, and offered to share with other Trustees, materials provided at the conference.

OTHER BUSINESS/PUBLIC COMMENT

No other business.

No public comment.

ADJOURNMENT

There being no further business, it was moved by Trustee Navas, seconded by Vice Chair Ramirez Robson, that the Board of Trustees of College District No. 10 adjourn its meeting of October 21, 2021 at 6:59p.m. Motion passes.

Elaine Chu, Chair
GRC Board of Trustees

Suzanne McCudden
Secretary to the Board of Trustees

Student Report

December 9, 2021



ASGRC Executives 2021-2022



- The ASGRC had our first resources promotion event on the 12th of November with The Centre for Wellness and Transformation and the Counselling Centre.
- We will be holding the next resources promotion event on the second week of January with the benefits hub.

ASGRC Executives 2021-2022



- The ASGRC also worked with the Nursing Department and the Trades Department to create an appreciation video for all their efforts during the pandemic and how they paved the way for Green River and guided us towards an amazing reopening schedule through their experiences.
- The Appreciation video has now been completed and we were blessed to have been able to interview all the students and faculty that we did, The first version of the video will be out likely before Christmas

ASGRC Executives 2021-2022



- The Club Fair was a complete success with over 150 student attending the event (120 in person and 30 online).

ASGRC Executives 2021-2022



- My team and I were able to attend the Student Legislative discussion meetings and were able to compile a lot of very useful information we would like to present to the State Legislator this coming January.
- I was blessed enough to be 1 of 3 people that presented our discussion points during the state board meeting this past week and raise points of concerns and also share discussions points with the state board members who were all in agreement with the points we had and appreciated how passionate we were with them.

ASGRC Executives 2021-2022



- The Vice President for the ASGRC has also stepped down from his position which opened up a vacancy. Therefore Our new Vice President for the ASGRC is Tygerr Recchia she was nominated and voted into position by the board.
- This opens up a vacancy with the Chief Justice position which we are currently taking nominations and will be voting for the new Chief Justice during our first meeting in January.

DEI Learning and Development UPDATE

DECEMBER 9, 2021



DEI Supervisor Learning Series

Consulting team: Fleur Larson
and Andrea Paull

Tailored specifically to
provide supervisors with
foundational knowledge and
practical skills in racial equity

Eight 2-Hour blocks from
November 2021 to June 2022

*All supervisors at Green River College are
undergoing a required learning series to develop
their competencies in the areas of diversity,
equity, and inclusion*


About Us

Fleur Larsen, of *Fleur Larsen Facilitation*, began facilitating 20 years ago on challenge course programs with youth and adults. Her style is based on sharp analysis, flexible thinking, joy, and purposeful results. Her work is relationship-based with connection, collaboration, and community as integral elements to reach goals.

Currently, she works with several corporate and nonprofit groups facilitating retreats, trainings and workshops in addition to one on one coaching.

Fleur's work as a Seattle-based facilitator is focused on equity, social justice, diversity and inclusion, team building, emotional intelligence, experiential education and community development.



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DEI Supervisor Learning Series

Equity Leadership Skills
Healthy Conflict
Generational Differences
Managing for Bias
Dominant Culture Norms
Creating a Culture of Belonging

**People**

Leadership + Staff: Have a shared language and analysis; each member is clear on how to integrate equity into their role and can speak to it.

**Transition**

Offer education and learnings for staff to support organizational values internally and increase mission impact externally.

**Transformation**

Increase awareness and understanding of cultural norms and HR policy through a lens of equity and inclusion.

**Targets**

What does it mean to live equity? Name and commit to long term vision with assessments along the way.

**Investment**

Diversity work is nuanced work; it takes time, money and resources.

HR Audit: Operationalize Equity

About Us

Andrea Pauli, M.Ed., of *AP Consulting*, has been facilitating workshops centered on racial equity, building cultural capacity and transformation for the past 15 years, and has dedicated her life to supporting leaders who are committed to creating extraordinary results towards an equitable world. She has worked with Seattle University, United Way, Forum for Theological Exploration, Everett Community College, YMCAs of Snohomish County, and Treehouse, among others.

Andrea has worked in the education sector for 15 years, four of those focused on HR equity, and previously worked in the banking and real estate industries. She earned her Bachelor's degree in Economics from the University of Washington, Seattle, and her Master's in Education from Western Governors University.

Andrea is a Filipina immigrant currently residing in the greater Seattle area with her husband and two children.



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Deliver comprehensive report with recommendations to leadership

Focus on putting equity into HR practices: to create an equitable and inclusive workplace that attracts and retains diverse talent

HR Audit reviews HR policies, employee job descriptions, employee handbooks, as well as recruiting, hiring, and onboarding practices in order to operationalize equity best practices

Foundations of Leadership Series

Mark Brown, MBA-HR
Learning and Development Manager
Green River College

The Role of the Manager/Supervisor
Developing Employee Performance
Performance Coaching
Workload Management
Employee Onboarding

16 FOL graduates in 2 cohorts representing: HR, Facilities, Business and Finance, Student Affairs - Workforce Education, Progress & Completion, Career & Advising, and Basic Skills

Provides early career to mid-career managers and supervisors with a best-in-class learning experience and engagement in a community of practice

FOL includes formal classroom and informal outside learning activities to maximize learning experience

Provides managers with concepts, tools, and resources to apply to work immediately

Building a Culture of Respect

Mark Brown, MBA-HR
Learning and Development Manager
Green River College

Creating a work environment where individuals feel safe and appreciated for the work they do and build a positive work culture where team members can accomplish goals together

Identify when you are being disrespectful

Understand how disrespectful behavior damages an organization

Recognize how disrespect is the same as bullying

Recognize the difference between respectful and disrespectful behaviors

Respect in the workplace means the team feels listened to and gets the support they need to achieve department and organizational goals

Questions

December 2021 Classified Staff Report

Contract & bargaining:

- November 28th: Deadline for staff contract bargaining team nominations
- Thru December 31st: New contract proposals are being accepted from our full dues-paying members for the 2023-25 contract (hot topic: remote work policies)

<https://www.wfse.org/contract-proposal>

Staff participation:

- Our new stewards Leilani Hoglund and Chris Moe have completed steward training and CBA training!
- Steward Jordan Harrington was elected to the Local 304 Executive Board
- Two classified staff members, Leilani Hoglund and Noah Avirom, are on the college's Remote Work Policy Committee, which is completing a policy draft this month
- Stewards Amanda Clifford and Richard Nattinger are continuing to represent staff on the Reopening Committee

Events/Meetings:

- **December 2nd Remote Work Policy Committee**
- **December 14th Reopening Committee** with a focus on the plan for on-campus student services for Winter quarter
- **December 14th UMCC (Union-Management Communication Committee)** with a focus on vaccine exemption/accommodation renewals for staff and updating our Staff Performance Evaluation and the New Hire Checklist from the move to Sharepoint

Union-Management relations:

The extent to which the college has been willing to resolve issues and share information through the UMCC has been a mixed bag. Three of our classified staff are still awaiting communication about their vaccine mandate accommodation decisions; they remain in “no loss in pay” status per the WFSE MOU.

<https://www.wfse.org/all-contracts> >> CCC Vaccine Mandate MOU

Two ULP complaints brought by the Union have been through mediation sessions – one has been resolved and one is in extended mediation.

Written report prepared on December 3rd by: WFSE Steward Jordan Harrington



The Board of Trustees of Green River College District No. 10 will meet on the following dates in 2022 as follows:

Thursday, January 20
Thursday, February 17
Thursday, March 17
Thursday, April 21
Thursday, May 19
Thursday, June 16

Thursday, July 21
Thursday, August 18
Thursday, September 15
Thursday, October 20
Thursday, November 17
Thursday, December 15

2022					
Event/Meeting	Date(s)	Time	Location		
Board Meeting	1/20/2022	4:30pm	TBD		
ACT New Trustee Orientation	1/24/2022	TBD	RL Hotel, Olympia		
ACT Transforming Lives Award Dinner	1/24/2022	TBD	RL Hotel, Olympia		
ACT Winter Legislative Contact Conference	1/25/2022	TBD	RL Hotel, Olympia		
ACCT National Legislative Summit	2/6 to 2/9	4 days	Washington DC		
Board Meeting	2/17/2022	4:30pm	TBD		
Trustee Tuesday	3/8/2022	TBD	TBD		
Tenure Meetings	3/11 to 3/16 (1 day in this range, tbd)	TBD	TBD		
Board Meeting	3/17/2022	4:30pm	TBD		
Trustee Tuesday	4/12/2022	TBD	TBD		
Board Meeting	4/21/2022	4:30pm	TBD		
Board Meeting	5/19/2022	4:30pm	TBD		
Trustee Tuesday	6/14/2022	TBD	TBD		
Board Meeting	6/16/2022	4:30pm	TBD		
Commencement	6/17/2022	5:00pm	TBD		
Trustee Tuesday	7/12/2022	TBD	TBD		
Board Meeting	7/21/2022	4:30pm	TBD		
Annual Board Retreat	8/3/2022	All Day	TBD		
Board Meeting (usually cancel)	8/18/2022	4:30pm	TBD		
Trustee Tuesday	9/13/2022	TBD	TBD		
Board Meeting	9/15/2022	4:30pm	TBD		
Board Meeting	10/20/2022	4:30pm	TBD		
ACCT Leadership Congress	10/26 to 10/29	4 days	New York, New York		
Board Meeting	11/17/2022	4:30pm	TBD		
Trustee Tuesday	12/13/2022	TBD	TBD		
Board Meeting	12/15/2022	4:30pm	TBD		