

SHORELINE COMMUNITY COLLEGE  
DISTRICT NUMBER SEVEN  
BOARD OF TRUSTEES  
SPECIAL MEETING OF MAY 7, 2013

MINUTES:

The Special Meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order at 5:00 PM by Chair Phil Barrett in the Central Conference Room (#1020M) of the Administration Building (#1000) at Shoreline Community College, 16101 Greenwood Avenue North, Shoreline, Washington 98133.

MEMBERS PRESENT:

Trustees Phil Barrett, Shoubee Liaw, Roger Olstad and Gidget Terpstra were present. Trustee Tayloe Washburn connected to the Special Meeting via conference call.

Assistant Attorney Bruce Marvin represented the Office of the Attorney General.

EXECUTIVE SESSION

Chair Barrett called for the Board to convene in Executive Session to review the performance of a public employee.

At 5:55 PM, Assistant Attorney General Bruce Marvin announced that the Executive Session would be extended for approximately ten minutes.

RECONVENE IN SPECIAL SESSION

At 6:07 PM, the Board reconvened in Special Session in the Board Room (#1010M) in the Administration Building (#1000).

ACTION: PRESIDENT'S CONTRACTUAL TERMS

Chair Barrett stated that any negotiation over a person's employment requires careful thought and "back and forth." He added that there was nothing to report.

Motion 13:11: A motion was made by Chair Barrett to form an Executive Retention Committee to be composed of himself and Vice Chair Liaw regarding President Lambert's continued employment at Shoreline Community College.

Trustee Terpstra seconded the motion, which was then unanimously approved by the Board.

Chair Barrett indicated that he and Vice Chair Liaw would "negotiate with President Lambert in the coming days" and that he hoped the Board would have something to report soon.

COMMUNICATION FROM THE PUBLIC

Professor and Federation President Amy Kinsel read a statement addressed to the Board of Trustees from Professor Judy Penn. (Statement attached.)

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Classified Staff Chief Shop Steward and Instructional Support Technician Jerry Owens stated that it “is an insult to the Classified Staff to negotiate a salary increase for the President during this time. There has been an increase to my retirement by 50%, medical premiums have gone up and our wages have gone down by 3%.” He added, “If we are all in this together, it has to be heartfelt. Administrators have not had raises too. Morally, it doesn’t make sense to offer an increase.”

Professor DuValle Daniel conveyed that she attended the meeting to show her “support to my colleagues and to President Lambert.” She added that if President Lambert were to get the position with Pima Community College, “he should consider it because I want him to be happy.” Professor Daniel closed by stating, “I support my colleagues, my friends, my President. We have all been having a rough time.”

ADJOURNMENT:

Chair Barrett adjourned the Special Meeting 6:20 PM.

Signed \_\_\_\_\_  
Phil Barrett, Chair

Attest: May 22, 2013

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Lori Y. Yonemitsu, Secretary

TO: Board of Trustees  
Shoreline Community College

DATE: 7 May 2013

RE: Potential Action at Special Meeting

I am unable to attend today's special meeting because of my lengthy commute (110 miles round trip) and my need to serve my students first by spending that time working on my classes.

Because most of you probably don't know who I am, I want you to know that I am completing my 23rd year of service to students at this College. I teach both online and on the ground. I have served on countless tenure and governance committees, served as program chair for my department, led faculty learning communities, and represented this College at national conferences.

I have learned that you may vote to offer our College President a raise at this meeting. I want to express my extreme disappointment that the Board would even consider this at a time when we don't yet know the state allocations to next year's budget. Our President tells us we will face more budget cuts in the upcoming biennium. How, then, could your conscience allow you to reallocate funds that could be used directly to help students and give it to an executive?

**At SCC, we teach students about topics such as service to community and social justice.** Yet that seems like hypocrisy if the Board of Trustees acts like an elite corporate board and pads the CEO's salary while laying off those who directly work with students. If Lee gets the position at Pima, then this is the perfect time to **demonstrate to the College that you value ALL employees equally.** Handle his position exactly like you would a faculty or staff layoff. Leave it vacant for a year or so (or hire someone part-time at a lower salary & with no benefits), divide his workload amongst the other administrators, and use that money to save existing positions. That is how you said faculty sabbatical money would be used. Your actions today will have a huge impact on morale at this institution.

I love teaching at Shoreline Community College. I love helping students to succeed and collaborating with my colleagues. **I would like to be proud to say that my College's Board did the right thing for students. I would like to be proud to say that a President at this College is not treated any differently than the lowest-paid staff professional.** I sincerely hope your decision will be driven by your conscience and will make me proud to say I teach at Shoreline.

Sincerely,



Judy L. Penn,  
Professor, Biology/Microbiology  
2012 Faculty Excellence Award Recipient  
2011 SBCTC Leadership & Innovation in eLearning Award Recipient

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## MEMORANDUM

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**TO:** SHORELINE COMMUNITY COLLEGE BOARD OF TRUSTEES  
**FROM:** AMY KINSEL, SCCFT LOCAL 1950 PRESIDENT  
**SUBJECT:** BOARD ACTION  
**DATE:** MAY 7, 2013  
**CC:** PRESIDENT LEE LAMBERT

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It is difficult to write a comment in advance when the nature of the action the Board may take today is unclear. However, as President of the Shoreline Community College Federation of Teachers Local 1950, and as a representative of the faculty, I would like to express concern that a Board decision to offer President Lee Lambert a salary increase to encourage him to remain at the College as our President, however well intentioned, is the wrong move at this time for this College.

First, our administration has told faculty repeatedly that they should embrace change as an opportunity rather than a challenge. Just yesterday, Vice President James Jansen told the Social Sciences division that we should welcome a merger with the Humanities division as an opportunity for professional innovation and curricular growth. Such a merger is necessary in order to reduce the number of deans as a way to meet the College's limited budget.

While none of us likes change and the status quo is always more attractive than change, I urge the Trustees to regard a potential change in leadership at the top of our institution as an opportunity for innovation and growth rather than as something to be avoided at high cost, particularly when the College budget continues to be so limited.

Second, a Board decision to offer a salary increase to the President after the College has endured several painful years during which faculty and staff (and, yes, administrators) have suffered significant layoffs, lapsed positions, salary stagnation, and wage cuts, as well as ever-increasing workloads would be unconscionable. Faculty and staff (and administrators) have made major sacrifices in order to ensure the financial health of this institution, not to enable the Board of Trustees to offer additional compensation to the College president.

Third, the Board's focus on retaining this president—or indeed any president—suggests a fundamental misunderstanding on the part of the Trustees of the strengths of this institution. The Board seems to believe that the President is the College and that if the President leaves then the College will be diminished.

From the perspective of faculty who have given passionate dedication and long working hours to Shoreline Community College for ten, twenty, thirty, and even forty years, the President is not the College. The institution thrives because of the community of faculty, staff, students, and administrators that we create here. The College is this community working together to educate our students and each other. The health of the institution does not rest on the leadership of any one individual, even the President.

Having worked under multiple administrators, and multiple presidents, Shoreline faculty are confident that the College will do well under new leadership. Together with staff and students and our remaining administrators, we will continue to create a community of learners among the faculty, staff, students, and administrators who make up the College. That the Board does not recognize that this community of learners rather than the President generates the true strength of this institution is disappointing in the extreme.

I urge the Board to accept that it will not be able to retain the current President in his position indefinitely given the ability of other institutions to make attractive offers to him to do meaningful work elsewhere. I urge the Board to look to the strengths of the institution—that is, to the strengths of a community of faculty, staff, students, and administrators who work together to educate our students—as the foundation on which this College will continue to thrive.