

SHORELINE COMMUNITY COLLEGE

Board of Trustees

(Virtual) Special Meeting of Thursday, March 18, 2021

4:30 PM – Special Session

Zoom Link: <https://us02web.zoom.us/j/83014485202>

Webinar (“Meeting”) ID: 830 1448 5202

(See page 2 for information to connect to the meeting via telephone)

A G E N D A

4:30 PM – SPECIAL SESSION			
NO.	AGENDA ITEM	RESPONSIBILITY	TAB
1.	Convene Special Meeting	<i>Chair Catherine D’Ambrosio</i>	
2.	Report: Chair, Board of Trustees	<i>Chair Catherine D’Ambrosio</i>	
3.	Consent Agenda a. Approval of Previous Meeting Minutes •Special Meetings of February 24, 2021, March 5, 2021 & March 12, 2021 b. Two-Year College Calendar	<i>Chair Catherine D’Ambrosio & Trustees</i> <i>Lisa Malik</i>	1
4.	Action: Renewal of Second-Year Tenure Track Faculty Candidates	<i>Phillip King</i>	2
5.	Action: Tenure Considerations	<i>Phillip King</i>	3
6.	Communication from the Public (Public comments sent to the Board Secretary at lyonemitsu@shoreline.edu by 4:15 PM on Thursday, March 18, 2021 will be read aloud by College personnel. The total public comment period will be no more than thirty (30) minutes and up to two (2) minutes of each public comment received, will be read, with adjustments made if more than fifteen (15) public comments are received. All public comments received will be entered into the record, and attached to the minutes of the March 18 special meeting.)	<i>Chair Catherine D’Ambrosio</i>	
7.	College Update(s) <ul style="list-style-type: none">• BAS in Dental Hygiene• CRRSAA Funds: Winter Distribution• Guided Pathways: First Year Experience, Future Goals, Statewide Webinar	<i>Mary Burroughs</i> <i>Derek Levy</i> <i>Stephanie Schlitz</i>	

8.	Report: College President	<i>Cheryl Roberts</i>	
9.	Report: Enrollment Update	<i>Phillip King</i>	
10.	Report: Financial & Budget Update	<i>Cheryl Roberts & Dawn Beck</i>	
11.	Action: 2020-2021 Services & Activities (S&A) Budget & Spring 2021 Allocations	<i>Phillip King & Sundi Musnicki</i>	4
12.	Constituent Report: Shoreline Faculty	<i>Eric Hamako</i>	
13.	Constituent Report: Shoreline Classified Staff	<i>Paul Fernandez</i>	
14.	Constituent Report: Shoreline Associated Student Government	<i>Sunshine Cheng</i>	
15.	Report: Closing Remarks – Board of Trustees	<i>Trustees</i>	
16.	Executive Session, if necessary for the following reason(s): 1. To discuss matters of litigation or potential litigation with legal counsel. 2. To discuss matters involving collective bargaining.	<i>Chair Catherine D'Ambrosio</i>	
17.	Action: Adjournment	<i>Chair Catherine D'Ambrosio</i>	

•To connect to the March 18, 2021 special meeting:

- Via **link**, go to: <https://us02web.zoom.us/j/83014485202>

- Via **telephone**:

Call/Dial/Key-in to one of the following **numbers**. Start with the first number. If you receive a busy signal or an “all circuits are busy” message, try the next number on the list.

(253) 215-8782

(346) 248-7799

(312) 626-6799

- **Webinar (“Meeting”) ID:** 830 1448 5202

MINUTES

STUDY SESSION

The study session of the special meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Chair Catherine D'Ambrosio at 3:32 PM by audio/visual conference. A quorum of the Board was present by audio/visual conference.

Guided Pathways

The presentation (attached) on Guided Pathways by Acting Associate Dean Brigid Nulty, Professor Dutch Henry, Executive Director Ann Garnsey-Harter, Professor Amy Kinsel, and Manager Cheryl Allendoerfer included information on:

- Creating equitable outcomes by:
 - Presenting clear paths to credentials
 - Helping students plan their education with an end in mind
 - Reducing barriers and providing proactive just-in-time supports
 - Ensuring students understand the “why” of each course on their path
- The Core Leadership Teams and their work: Equity; Gateways; Gen Ed Outcomes; Intake and Advising; Meta-Majors; Student Voices.
- The Meta-Majors Project; Gateways Project; Student Voices Project

The Trustees had an opportunity to participate in a scenario through the lens of an undecided student by navigating the College's website and attempting to find a certificate or program of interest to study. Each Trustee shared what it was like to navigate the College's website to find a certificate or program of interest and discussed where prospective students may run into barriers.

At 4:18 PM, Chair D'Ambrosio called for a break and announced that the special session would start at 4:30 PM.

SPECIAL SESSION

The special session of the special meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Chair Catherine D'Ambrosio at 4:30 PM by audio/visual conference. A quorum of the Board was present by audio/visual conference.

MEMBERS PRESENT

Trustees Catherine D'Ambrosio, Tom Lux, and Eben Pobe were present via audio/visual conference.

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF FEBRUARY 24, 2021

Assistant Attorney General (AAG) John Clark represented the Office of the Attorney General via audio/visual conference.

REPORT: CHAIR, BOARD OF TRUSTEES

Chair D'Ambrosio noted that the Trustees received communication from Faculty Senate Chair Tom Genest regarding a vote of no confidence in President Roberts. She referred to some of the items contained in the communication noting, that the Board "not need to hear" the same things "over and over again. We will continue to listen, need to pull together, and work together."

CONSENT AGENDA

Chair D'Ambrosio asked the Board to consider approval of the consent agenda. On the agenda for approval:

- Minutes from the special meetings of January 27, 2021 and February 12, 2021.

Motion 21:08: Motion made by Trustee Lux to approve the consent agenda.

Motion seconded by Trustee Pobee. All three Trustees present (Catherine D'Ambrosio, Tom Lux, Eben Pobee) for this action item, voted *aye* to approve the motion.

COMMUNICATION FROM THE PUBLIC

Per the notice and the agenda for the February 24, 2021 (virtual) special meeting of the Board of Trustees:

Public comments sent to the Board Secretary at lyonemitsu@shoreline.edu by 4:15 PM on Wednesday, February 24, 2021 will be read aloud by College personnel. The total public comment period will be no more than thirty (30) minutes and up to two (2) minutes of each public comment received, will be read, with adjustments made if more than fifteen (15) public comments are received. All public comments received will be entered into the record, and attached to the minutes of the February 24 special meeting.

Two (2) public comments (attached) were received by 4:15 PM on Wednesday, February 24, 2021. Executive Director Ann Garnsey-Harter and Executive Academic Dean Nancy Dick read the public comments.

COLLEGE UPDATES

None.

REPORT: SHORELINE PRESIDENT

President Roberts read the *President's Report* (attached).

REPORT: FINANCIAL & BUDGET UPDATE

Business & Administrative Services Vice President Dawn Beck went over a slide presentation (attached) containing the following information:

- Cash Position
- Budget Update
- Looking Forward – Economic Trends for FY22

FIRST READING: 2020-2021 SERVICES & ACTIVITIES (S&A) BUDGET & SPRING 2021 ALLOCATIONS

Associated Student Government (ASG) President Sunshine Cheng and Budget & Finance Officer Nathan Sidik presented information on the *Services & Activities Fee Budget Allocation Proposal for Spring 2021*. (Slide presentation attached.)

The Trustees commended ASG President Cheng and ASG Budget & Finance Officer Sidik for a great report, their diligence, and professionalism.

FIRST READING: TWO-YEAR COLLEGE CALENDAR

Lisa Malik, Acting Dean of Access & Advising read tab 2 [First Reading: Two-Year College Calendar].

There were no questions from the Board regarding the two-year college calendar.

ACTION: NEW PROGRAM – BUSINESS INTELLIGENCE & DATA ANALYTICS (BIDA)

The Board conducted a first reading related to a proposal for a new program in Business Intelligence & Data Analytics (BIDA) at the January 27, 2021 Board meeting.

Tim Wright, Acting Executive Dean for Business, Communication Studies & Social Sciences, read tab 3 [Action: New Program – Business Intelligence & Data Analytics (BIDA)].

Motion 21:09: Motion made by Trustee Lux to approve the new program in Business Intelligence & Analytics (BIDA).

Motion seconded by Trustee Pobee. All three Trustees present (Catherine D'Ambrosio, Tom Lux, Eben Pobee) for this action item, voted *aye* to approve the motion.

ACTION: COLLEGE POLICIES &/OR RULES

Human Resources Executive Director Veronica Zura provided an overview of tab 4 [Action: College Policies &/or Rules – Created (New) • Revised] related to new policy 4128 (Infants on Campus) and revised policy 4127 (Children on Campus), recapped both policies, and elaborated on the provisions in place related to policy 4128 (Infants on Campus).

Motion 21:10: Motion made by Trustee Lux to approve new policy 4128 (Infants on Campus) and revised policy 4127 (Children on Campus).

Motion seconded by Trustee Pobe. All three Trustees present (Catherine D’Ambrosio, Tom Lux, Eben Pobe) for this action item, voted *aye* to approve the motion.

ACTION: FACULTY SABBATICAL LEAVE PROPOSALS (2021-2022)

President Roberts read tab 5 [Action: Faculty Sabbatical Leave Proposals (2021-2022)] containing the recommendation that “sabbatical leaves during the 2021 – 2022 academic year, at 100% compensation, be granted to Jessica Gibson, Mark Hankins, Michelle Kleisath, and Brooke Zimmers for two (2) quarters each.”

Motion 21:11: Motion made by Trustee Lux to approve the sabbatical leaves as presented.

Motion seconded by Trustee Pobe.

Trustee Lux and Chair D’Ambrosio remarked that they would “like to hear back about how things went” after sabbaticals are completed.

All three Trustees present (Catherine D’Ambrosio, Tom Lux, Eben Pobe) for this action item, voted *aye* to approve the motion.

CONSTITUENT REPORT: SHORELINE FACULTY

Professor and SCCFT President Eric Hamako read *Statement to the SCC Board of Trustees* (attached) which included the Faculty Senate Council’s statement and action.

Chair D’Ambrosio, while noting that she does not usually respond to a constituent report, stated that when “a vote is taken based on information that is not true,” that she must respond...

“We are all colleagues. Do people make mistakes? Yes, they do. Board is interested in listening. When the language becomes so personal...Please stay focused on why we are all here. Understand how difficult, for all of us, this past year has been. Need to pull together and not tear

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF FEBRUARY 24, 2021

each other apart. Even President Roberts is your colleague, our colleague. Focus on what is our mission. Too often what is being said, is personal and does not really address the business of the Board of Trustees.”

CONSTITUENT REPORT: SHORELINE CLASSIFIED

IT Administrator and WFSE Shop Steward Ric Doike-Foreman read statement (attached).

CONSTITUENT REPORT: SHORELINE ASSOCIATED STUDENT GOVERNMENT

Associated Student Government (ASG) President Sunshine Cheng read statement (attached).

REPORT: CLOSING REMARKS – BOARD OF TRUSTEES

Trustee Lux provided closing remarks (attached).

Trustee Pobee provided closing remarks (attached).

Chair D’Ambrosio stated, “It sounds that there is a message of unification...calling for unification, collaboration, coordination, acceptance, and coming to peace with ourselves and each other. We can’t be at peace with each other if we aren’t at peace with ourselves.”

EXECUTIVE SESSION

No executive session.

ADJOURNMENT

Motion 21:12: Motion made by Trustee Pobee to adjourn the special meeting of February 24, 2021.

Motion seconded by Trustee Lux. All three Trustees present (Catherine D’Ambrosio, Tom Lux, Eben Pobee) for this action item, voted *aye* to approve the motion.

Chair D’Ambrosio adjourned the meeting at 5:54 PM.

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF FEBRUARY 24, 2021

Signed _____
Catherine D'Ambrosio, Chair

Attest: March 18, 2021

Lori Y. Yonemitsu, Secretary



Guided Pathways at Shoreline: Study Session for BoT

February 24, 2021



Outline



- Overview, 5min
 - Investigate and share, 10min
 - Meta Majors, 10min
 - Gateways, 10min
 - Student Voices, 5min
- 



Create equitable outcomes by

- Presenting clear paths to credentials
- Helping students plan their education with an end in mind
- Reducing barriers and providing proactive just-in-time supports
- Ensuring students understand the “why” of each course on their path



EQUITY

Providing training and tools to teams

INTAKE & ADVISING

Scale up orientation
Improve intake processes
Design high-touch proactive advising model
Explore what we need in a successful first year experience for students

GATEWAYS

Align and connect all student entry points, expand approaches that improve equitable student success in gateway courses (e.g., English and Math)

STUDENT VOICES

What can students tell us about rethinking our college?

GEN ED OUTCOMES

What do we want to be the key learning outcomes of our college?

META MAJORS

How do we create clear roadmaps for students to their degree?

How do we support undecided students?



Executive Sponsor: Philip King, VP

Co-Leads/Co-Chairs: Dutch Henry (faculty) and Brigid Nulty (admin)

Admin support: Moriah Shistle (Exec Asst to VP)

Core Leadership Team

Equity Team

Co-Leads
Rachel David (fac)
Crystal Hess (admin)

Team members
Jenna Durney (staff)
TaChalla Ferris (library)
Celine Pastore (admin)
Luckisha Phillips (PT fac)

Liaison(s) from other teams
Claire Putney
Maya Smorodinsky

Gateways Team

Co-Leads
Dutch Henry (fac)
Jonathan Molinaro (admin)

Team members
Ashley Baird (admin)
Shana Calaway (fac)
Pavielle Dawson (fac)
Ruthann Duffy (fac)
Laura Fujita (fac)
Jessica Gibson (fac)
Pamela Kocaturk (staff)
Mary Lockman (staff)
Tiffany Meier (fac)
Nirmala Savage (fac)
Shelby Sleight (fac)
Chilan Ta (fac)
Dannica Totten (staff)
Lauren Wilson (fac)
Zaira Valencia (staff)

Liaison(s) from other teams
Luckisha Phillips
Jackie Shepherd

Gen Ed Outcomes Team

Co-Leads
Bayta Maring (admin)
Romina Plozza (fac)

Team members
DuValle Daniel (fac)
Annika Fithian (staff)
DeAun Green (library)
Lauren Hadley (admin)
Tim Payne (fac)
Kristine Petesch (fac)
Nirmala Savage (fac)
Annamaria Winters (fac)

Liaison(s) from other teams
Jenifer Aydelotte
Rachel David
Amy Kinsel

Intake and Advising Team

Co-Leads
Anne Colpitts (staff)
Lisa Malik (admin)
Stephanie Schlitz (fac)
Ali Zweifach (advisor)

Team members
Laura Drake (admin)
Jenna Durney (staff)
DeAun Green (library)
Norah Peters (staff)

Liaison(s) from other teams
Rachel David
Laurel Ecke
Jonathan Molinaro
Romina Plozza
Adam Staffa
Sunny Ybarra

Meta-Majors Team

Co-Leads
Ann Garnsey-Harter (admin)
Amy Kinsel (fac)
Maya Smorodinsky (fac)

Team members
Jennifer Aydelotte (staff)
Leslie Potter-Henderson (admin)
Claire Putney (fac)
Jackie Sheppard (fac)
James Sloan (fac)
Sunny Ybarra (advisor)

Liaison(s) from other teams

Student Voices Team

Co-Leads
Cheryl Allendoerfer (admin)
Laurel Ecke (fac)

Team members
Jamie Ardena (staff)
Meredith Forrey (fac)
Abby Forster (fac)
Savena Garrett (admin)
Steve Seki (advisor)
Adam Staffa (admin)
Krystal Zaragoza (fac)
plus
Student Advisory Committee

Liaison(s) from other teams
Dutch Henry
Celine Pastore
Leslie Potter-Henderson
Stephanie Schlitz

Scenario



The undecided student

Jaylin is about to graduate high school. They know they ought to get a college degree but aren't sure what they want to do in the future or what to study in college. They've heard good things about Shoreline...

Task: Using only Shoreline's website, how will Jaylin select a certificate or degree to study? What path can they follow? What classes should they start with?



Two of the projects



Meta Majors project

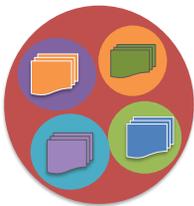
Co-Leads

Ann Garnsey-Harter (Exec. Director, Learning Resources & Continuing Education)

Amy Kinsel (FT faculty, History)

Maya Smorodinsky (FT faculty, English)

Areas of Study Help Students by . . .



Grouping together degrees, certificates, and pre-majors that have related courses

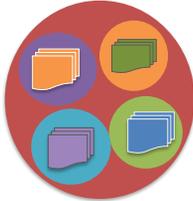


Identifying exploratory course sequences for undecided students



Integrating advising and academic support for cohorts of students

Grouping Together Degrees & Related Courses



Grouping together degrees, certificates, and pre-majors that have related courses

SVC | Areas of Study
SEASIDE VALLEY COLLEGE

BASIC EDUCATION FOR ADULTS

- English Language Skills
- GED® Preparation
- High School 21+
- On Ramp to I-BEST
- Adult High School Diploma

SCIENCE, TECHNOLOGY, ENGINEERING, & MATH

Sciences

- Astronomy
- Biology
- Chemistry
- Earth Science
- Environmental Conservation
- Geology
- Oceanography
- Physics

Technology

- Computer Information Systems
- Computer Science
- Multimedia & Interactive Technology

Engineering and Math

- Engineering Technology
- Operations Management
- Math

EDUCATION

- Early Childhood Education
- Education Paraprofessional
- Education K-12

BUSINESS

- Business
- Business Management
- Office Technology
- Accounting Paraprofessional
- Administrative Assistant

PUBLIC SERVICE & SOCIAL SCIENCE

Public Safety

- Fire Science
- Criminal Justice and Parks Service

Human Services

- Human Services
- Chemical Dependency

Social Sciences

- Anthropology
- Geography
- Philosophy
- Psychology
- Sociology

HEALTH SCIENCES

- Allied Health Education
- Medical Assistant
- Pharmacy Technician
- Pre-Nursing
- Nursing
- Health & Fitness
- Physical Education

ARTS & COMMUNICATION

Communications & Humanities

- Communication
- English
- Literature
- Philosophy
- World Languages

Fine & Performing Arts

- Drama
- Music
- Visual Arts

Graphic Arts

- Multimedia & Interactive Technology

FOOD & BEVERAGE MANAGEMENT

- Culinary Arts and Hospitality Management
- Culinary
- Baking & Pastry
- Restaurant Management
- Craft Brewing Certificate
- Sustainable Agriculture

INDUSTRIAL TECHNOLOGY & TRANSPORTATION

- Automotive
- Diesel Power
- Manufacturing and Composites
- Marine Maintenance
- Welding

Identifying Exploratory Course Sequences



Identifying exploratory course sequences for undecided students

MINNEAPOLIS
COMMUNITY & TECHNICAL
COLLEGE

School of Liberal Arts and Cultures Exploratory Major

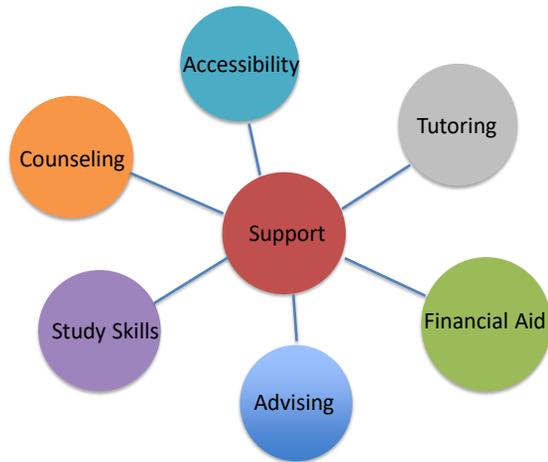
The courses listed below are introductory courses that also fulfill requirements for the A.A. They are great exploratory courses that meet requirements for multiple majors and taking them may help you discover the program of study that's right for you:

CMST 1005	<input type="checkbox"/>
HIST 1100, HIST 1110	<input type="checkbox"/>
PSYC 1110	<input type="checkbox"/>
SPAN 1000	<input type="checkbox"/>
HIST 1300, HIST 1301	<input type="checkbox"/>
AMIS 1000	<input type="checkbox"/>
GLOS 1500	<input type="checkbox"/>
PHIL 1171	<input type="checkbox"/>

Integrating Advising & Academic Support



Integrating advising and academic support for cohorts of students



Gateways project

Co-Leads

Dutch Henry (FT faculty, English)

Jonathan Molinaro (Assoc Dean, Transition Studies)



Gateway Team Projects:

- Math Co-Requisite and Pathway planning
- English Co-Requisite Project
- Other Gateway Courses
- Placement



Gateway: Math Co-Requisite and Pathways

- Ongoing delivery and assessment of math co-requisite courses
 - Use Dana Center Math Pathway guidelines to assess Shoreline's current math pathways
 - Identify needed revisions to existing pathways
 - Develop new math pathways
 - Shana Calaway, Nirmala Savage and Gateway Team members
- 



Gateway: English Co-Requisite Project

- Faculty from English, ESL, and ABE collaborating
 - Identify and assess current bucket and cluster models
 - Research, pilot, and assess alternative models for buckets, clusters, and co-requisites
 - Provide professional learning sessions to increase pool of faculty prepared to teach new models
 - Focus on equity-based, inclusive, antiracist teaching and assessment practices
- 



Gateway: Courses other than Eng and Math

- Gateway courses as defined by GP research:
 - High enrollment, first 45 credits/one year
 - Identify and share key practices in gateway courses with high success rates
 - Community of Practice for faculty in gateway courses to improve student success (10 faculty/10 hours)
- 



Gateway: Placement

Data Gathering

- Coordinating with Student Voices/Intaking Advising/C&M
- Hear from students (SV)
- Institutional placement data
- Placement website (C&M)

Assessment

- Look at placement methods
 - Student success rates (URM students)
 - Time to course requirement completion
- 



Engaging students in the work





Student Voices Project

Co-Leads

Cheryl Allendoerfer (Manager, Tutoring Services)

Laurel Ecke (Associate Faculty, Psychology)



Student Voices: Student Advisory Committee

- 15 committee members from a pool of 89 applicants, serving Jan – June
 - Strategically recruited to represent diverse voices
 - Weekly committee meetings/focus groups
 - The committee provides feedback to other GP project teams
 - Students are developing their own projects
- 



Student Voices: Additional Research

- Working with Communications & Marketing to understand previous student/user research
- Planning focus groups with students beyond the Committee
- Planning broader surveys of students



Questions



"To the Board of Trustees,

My name is Tom Genest. I am the chair of the faculty senate. Last week, I requested to be on the agenda for this meeting to report the results of a vote of no confidence in the leadership of President Cheryl Roberts. My request was denied. In response, I've asked the SCCFT President, Eric Hamako, to read my statement instead.

Respectfully,
-Tom"

Tom Genest, M.Ed

Professor of English as a Second Language

tgenest@shoreline.edu

(206) 546-4777

Pronouns: he, his, him

Shoreline Community College

FOSS Room 5339

16101 Greenwood Ave North

Shoreline Wa, 98133

From: [Magrath, Adria](#)
To: [Yonemitsu, Lori](#)
Subject: public comment
Date: Wednesday, February 24, 2021 4:15:42 PM

public comment:
for today's meeting

When do leaders' words matter?

Should a leader be held accountable when they don't actually do what they claim to do?

Should a board of trustees block and ignore uncomfortable information?

Why does this board of trustees repeatedly refuse to let the faculty senate chair speak at these meetings?

Nor answer people's questions?

Our college president claims to conduct college work with inclusive and collaboration but instead uses an approach that exacerbates power inequities.

The trustee board should put on its listening ears and be responsive, in the way the college president has not or at least has not been able to demonstrate to the college community at large. Or these issues will just continue.

Adria Magrath
Biology Professor
Science Division
Shoreline Community College
16101 Greenwood Avenue N
Shoreline, WA 98133

BOT meeting: February 24, 2021

Good evening Board Chair and Trustees, Members of our College Community and thank you for joining us via ZOOM.

Let me begin by thanking our dedicated and talented faculty, staff, and administrators who have worked tirelessly for almost a year in a very challenging time focused on students, their learning. They have provided learning and support services our students so dearly need. Our students depend on us and because of the dedication of our campus community, we have delivered this promise with care and compassion.

After our painful work to align our budget to reflect declining enrollments associated with the COVID-19 pandemic, this is time to come together as a campus focused on our common ground to help our students succeed. We have key initiatives like ctclink and Guided Pathways that are focused on being relevant, responsive, and result-oriented for our students. I call this the new 3-Rs.

Our students require us to work together. This does not mean we will always agree. It does mean that we continually find a way forward

together with respect, regard for each other, and clarity about how our actions are in service to our students. I, the Executive Team, and administrators are committed to working together with our campus community to support each other in this work our students need and depend on.

As we bring a year under the strain and stress of living with the COVID-19 pandemic to a close, I want to thank our Board of Trustees, campus community, and students for believing in each other and our extraordinary College. Together we create something very special because of the heart and courage we all have shown.

And finally, as I shared with the campus on February 1st, after 41 rewarding years in higher education, (25 in community colleges), I announced my decision to retire. I want to say how privileged I have felt to serve the students, Board of Trustees, faculty, staff, and administrators at Shoreline Community College. The decision to retire was monumental with so many exciting projects ahead of us. However, given the need to begin refreshing our strategic plan, it seemed appropriate to be open and transparent, as I had shared with our

Board, that I will be retiring on June 30, 2022. This will allow the new president the opportunity to begin work as I did—engaging the campus and larger community in this important and focused work. We have much ahead of us with reopening the College, completing the capital campaign, continuing work on the major capital projects, implementing ctcLink, and all the student success initiatives supporting Guided Pathways.

As always, I'm committed to moving these transformative efforts, forward.

I look forward to ushering in 2021, a new federal Administration and legislature as we all focus on the important work before us: Serving the educational, workforce, and cultural needs of our diverse students and communities.

Thank you, Board Chair D'Ambrosio. This concludes my Report.

Financial & Budget Update

February 24, 2021 Board of Trustees Meeting



Cheryl Roberts, Ed.D.

(she, her)

President

and

Dawn Beck, CPA

(she, her)

Vice President for Business & Administrative Services

Cash Position

Account Summary for 02/22/2021

Transfer Funds

Account Name / Account Number	Bank Name ^	CCY	Ledger Balance [?]	Collected Balance [?]	Opening [?] Available Balance
SHORELINE C C GENERAL	US Bank Washington	USD	\$21,232,180.26	\$21,228,055.68	\$21,232,180.26
MUNICIPAL INVESTMENT ACCT	US Bank Washington	USD	\$1,000.00	\$1,000.00	\$1,000.00

Budget Update

Expenses

- We are more than half way through FY21 and actual expenses are tracking well to the yearly budget

Enrollment

- Fall quarter enrollment was down 12% which is 2% lower than budgeted
- Winter quarter enrollment was
 - down by 12% in total
 - down 27% in international and
 - down 10% in domestic
 - this represents \$2.9M in revenue for the year but is within our budget for 2020-21

Covid Relief - CARES and CRRSAA

- CARES ACT 2.0 (CRRSAA or Cressa) has been received and is \$3.4M of institutional funds and \$1.2M of student relief. The previous CARES funds are all spent or committed
- Housing occupancy remains low at 40% but within the Department of Health guidelines

Budget Update

	Budget FY21	Actual 1/31/21	\$ Remaining	42% of year remaining
Revenues				
State Operating Appropriations	\$ 27,361,674	\$ 14,093,284	\$ 13,268,390	48%
Operating Tuition	9,646,651	6,516,955	3,129,696	32%
Running Start Tuition	1,501,934	876,129	625,805	42%
International Education Tuition	4,008,779	2,335,454	1,673,325	42%
CEO Tuition	646,730	377,255	269,475	42%
ABE/ESL SBCTC Reimbursement	275,174	16,741	258,433	94%
	<u>43,440,942</u>	<u>24,215,817</u>	<u>19,225,125</u>	44%
Expenditures				
Exempt	4,354,521	2,713,956	1,640,565	38%
Full-Time Faculty	9,887,588	5,030,897	4,856,691	49%
Part-Time Faculty	7,833,202	5,051,041	2,782,161	36%
Classified and Other	6,481,929	3,937,562	2,544,367	39%
Benefits	8,871,295	5,530,750	3,340,545	38%
Expenses	5,692,531	2,168,216	3,524,316	62%
Total Expenditures	<u>43,121,066</u>	<u>24,432,421</u>	<u>18,688,645</u>	43%
Net Income/(Deficit)	<u>\$ 319,876</u>	<u>\$ (216,604)</u>	<u>\$ (536,480)</u>	

Looking Forward - Economic Trends for FY22

Revenues and Expenses

-  The State is beginning to forecast an improved economic
-  Increased costs related to re-opening the College for in-person classes
-  Unfunded health care and other labor increases

Enrollment

-  Enrollment usually increases 2-3 years after an economic downturn
-  Negative enrollment trend continues and is projected to decrease through FY22
-  Continued decline in international enrollment has a magnified revenue impact

COVID and CARES/CCRSSA

-  Institutional CRRSAA funds of \$3.4M have been made available
-  COVID costs are estimated to be in excess of CARES and CCRSSA

Other (non-operating)

-  The Legislature is working to approve increased capital construction projects for the 2021-23 biennium



Services & Activities Fee Budget Allocation Proposal Spring 2021

Presented by:
Sunshine Cheng, ASG President
Nathan Sidik, ASG Budget & Finance Officer
Sundi Musnicki, Director of Student Leadership & Residential Life

2020-2021 YTD S&A Budget Recap

- Projected budget for 2020-2021: \$1.2 million (incl. \$200,000 in reserves)
- Total revenue generated to-date: \$857,994
- Total amount of funding spent to-date: \$381,714

Spring S&A Budget Allocation

- Amounted requested for spring: \$105,706
- Total allocation: \$86,747

S&A Expenses to Date & Spring Allocations

S&A Supports:

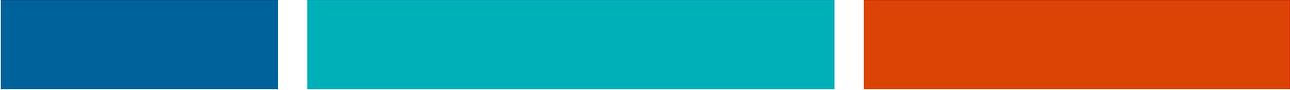
- 18 Programs
- Student Clubs
- Discretionary Funding: Mini-Grant & Contingency

Programs	FY2020-2021 Allocation TD	FY2020-2021 Allocation Spent	FY2020-2021 Allocation Remaining	Spring 2021 Requested	Spring 2021 Allocation
Arts & Entertainment	\$54,228	\$18,902	\$35,326	\$3,000	\$3,000
Art Gallery	\$0	\$0	\$0	\$0	\$0
Assoc. Student Gov.	\$40,586	\$9,313	\$31,273	\$0	\$0
ASG - Student Clubs	\$35,000	\$2,138	\$32,862	\$0	\$0
ASG - Mini-Grant	\$75,000	\$3,000	\$72,000	\$0	\$0
Athletics	\$216,020	\$63,661	\$152,359	\$0	\$0
Choral Groups	\$3,833	\$0	\$3,833	\$3,274	\$0
Concert Band	\$1,100	\$0	\$1,100	\$0	\$0
DECA	\$150	\$0	\$150	\$0	\$0
Ebbtide	\$21,440	\$18,911	\$2,529	\$13,408	\$13,408
Gender Equity Center	\$17,229	\$1,000	\$16,229	\$11,884	\$0
Instrumental Music	\$4,114	\$0	\$4,114	\$0	\$0
Multicultural Center	\$17,421	\$12,563	\$4,858	\$8,164	\$8,164
Opera & Musicals	\$0	\$0	\$0	\$0	\$0
Parent/Child Center	\$53,000	\$0	\$53,000	\$26,500	\$26,500
Plays & Video	\$5,925	\$2,334	\$3,591	\$2,150	\$2,150
Spindrift	\$10,476	\$20,110	-\$9,634	\$14,014	\$14,014
Student Life	\$274,168	\$170,070	\$104,098	\$0	\$0
Theater Tech	\$5,301	\$495	\$4,806	\$4,801	\$1,000
Tutoring	\$56,883	\$50,048	\$6,835	\$18,511	\$18,511
TOTAL	\$891,874	\$381,714	\$510,160	\$105,706	\$86,747

Notable Changes

Programs	FY2020-2021 Allocation TD	FY2020-2021 Allocation Spent	FY2020-2021 Allocation Remaining	Spring 2021 Requested	Spring 2021 Allocation
Art Gallery	\$0	\$0	\$0	\$0	\$0
Assoc. Student Gov.	\$40,586	\$9,313	\$31,273	\$0	\$0
ASG - Student Clubs	\$35,000	\$2,138	\$32,862	\$0	\$0
Athletics	\$216,020	\$63,661	\$152,359	\$0	\$0
Concert Band	\$1,100	\$0	\$1,100	\$0	\$0
DECA	\$150	\$0	\$150	\$0	\$0
Instrumental Music	\$4,114	\$0	\$4,114	\$0	\$0
Opera & Musicals	\$0	\$0	\$0	\$0	\$0
Student Life	\$274,168	\$170,070	\$104,098	\$0	\$0

- No additional funding was requested from the above programs for spring quarter.



In Conclusion...

- As of February 23, 2021, the S&A fee has brought in **\$857,994** in revenue and S&A programs have spent a total of **\$381,714**, leaving approx. **\$470,280** remaining to date.
- Based on requests received, the committee has allocated **\$86,747** for spring quarter, noting that any funding needed and/or not approved may continue to be requested from ASG through the mini-grant process.



Thank You. Questions?





SCCFT President Eric Hamako
Statement to the SCC Board of Trustees
2021.02.24
Permalink: <http://bit.ly/SCCFTtoBOT2021-02>
Video: <http://bit.ly/SCCFTtoBOT2021-02Video>

I ask that my comments be read into the record.

Trustees of the Board:

My name is Eric Hamako. I am the President of the faculty's union, the Shoreline Community College Federation of Teachers (SCCFT), Local 1950 of the American Federation of Teachers (AFT).

Seven weeks ago, a now-former President of the United States fomented a violent insurrection. Much of the country called out for impeachment, for accountability and consequences. But, some insurrection-apologists suggested that no such accountability was warranted and pointed out that the then-President would soon be leaving office; wouldn't that be enough? Six weeks ago, in its own call for accountability, the United States House of Representatives impeached that now-former President for those actions. Eleven days ago, the United States Senate voted to acquit that now-former President. With that, the Senate endorsed impunity over accountability. Nonetheless, because of the House's actions, the 45th President of the United States is now the only U.S. President to have been impeached, if not convicted, twice. Is that enough? No. But, both the actions of the House and the actions of the Senate are now matters of historical record, to which people will look back, now and in the future.

There is a saying, attributed to Mary Quinn, "There are times when you must speak, not because you are going to change the other person, but because if you don't speak, they have changed you." That idea informs the importance of speaking truth to power -- not only so that there is a record of resistance, but also so that we can maintain some integrity and so that we can recall those things for which the powerful should be called to account. By speaking truth to power, we contribute to counternarratives that challenge the powerful and their master narrative. So, it is understandable that the powerful would seek to quash and erase such statements and such counternarratives.

Here at the College, the Faculty Senate Council (FSC) is the representative body for the Faculty Senate, of which all Shoreline Community College faculty are members. Although I am a faculty member, and thus a member of the Faculty Senate, I do not currently serve on the Faculty Senate Council. Although the Shoreline Community College Federation of Teachers (SCCFT) and the Faculty Senate Council are two different faculty bodies, with two different domains, we are both means by which the faculty organize and represent our collective-self. Here at the College, it is the purview of the Faculty Senate Council, not the SCCFT or WFSE (the two labor unions representing College faculty and Classified staff), to call on the faculty to vote its confidence or lack of confidence in College leadership. After more than a year of research and deliberation, the Faculty Senate Council has issued a report and called for a Vote of No Confidence in College President Cheryl Roberts. For the past week, the faculty have been voting. The Faculty Senate Council asked the College for time at today's Board of Trustees meeting to present a statement and the results of the Vote of No Confidence, on the public record. But, the College denied the Faculty Senate Council's request.

So, the Faculty Senate Council asked the SCCFT to use our regular platform at the Board of Trustees meeting to put the Faculty Senate Council's statement and action on the public record. In solidarity with the Faculty Senate Council and its request, I now present to you this statement by the Faculty Senate Council, as follows.

To the Board of Trustees at Shoreline Community College:

My name is Tom Genest. I am the current chair of the Faculty Senate. Please include my statement into the minutes of this meeting.

I'd like to begin by giving an overview of why the Faculty Senate was established and what its role is on campus. RCW 28B.50145 requires that each of the state Community Colleges in Washington form a Faculty Senate. Moreover, Section 2 of the Faculty Senate Bylaws (under Membership) state that "All annually contracted faculty whose duties include less than fifty percent administration and all associate faculty shall be members of the Senate."

The Faculty Senate at Shoreline Community College serves as a forum to review and make recommendations on academic standards, grading, policy review, general education outcomes, pedagogical issues and non-contractual faculty issues. Also, the Faculty Senate Council is the only body on campus that can hold a vote of no confidence in either the President of a college or its Board of Trustees.

The College Governance Policy at Shoreline (Policy 2301) states that "College governance at Shoreline Community College shall be a shared, participatory system in which every member of the college community can influence decisions

regarding operational policies and priorities and provide direction for the college.”

The Faculty Senate Council began investigating a vote of no confidence in the leadership of President Cheryl Roberts on June 12, 2019.

Shoreline Community College faculty, staff, and students deserve skilled and compassionate leadership. The responsibilities of the president, as stated in the contract, includes the ability to conduct long-range and strategic planning and to oversee sound financial, capital, and human resources, amongst other responsibilities. President Cheryl Roberts’ inability to perform essential administrative and fiscal duties as outlined in her contract has compelled the College community to take action. We feel we have no other choice but to seek a change in leadership.

On January 8, 2020, a motion was made and passed to form a subcommittee to investigate a possible vote of no confidence in the leadership of President Cheryl Roberts. Over the next year, the VONC subcommittee conducted research, gathered feedback from members of the campus community across different constituent groups and wrote a report which recommended a vote of no confidence, giving detailed justification for the vote. On January 13, 2021 (one year after the subcommittee began its research), the Faculty Senate Council voted unanimously to conduct a vote of no confidence in the leadership of President Cheryl Roberts. The report and a timeline of events were sent to all faculty members, the Board secretary, the President and the Board of Trustees.

On Wednesday February 17th 2021, the ballot and PINs were sent to all faculty members.

The language on the ballot is as follows:

“The Faculty Senate Council recommends a Vote of No Confidence in the leadership of President Cheryl Roberts based on her management of the college during her tenure as President. A timeline of events leading up to the vote and a report generated by a subcommittee within the Faculty Senate Council has been presented to the Faculty of Shoreline Community College. Those documents were provided to each Faculty member along with a ballot and a PIN for this vote.

All Faculty (both full time and associate) of Shoreline Community College are asked to vote in an anonymous ballot election. Members will vote "No

Confidence" or "Confidence" in the leadership of President Cheryl Roberts. The Faculty Senate Council has designed this voting process to be totally anonymous and confidential. Names will not be connected to votes (only a randomized, 7 digit PIN). The list of names and PINS will not be shared with anyone, and separate people will work on different processes to ensure the integrity of the voting process.

Ballots are due by Tuesday, February 23rd 2021 at 9 pm."

The results follow:

*135 faculty voted. **86% voted no confidence in the leadership of President Cheryl Roberts.***

"No confidence" - 116 votes

"Abstain" - 10 votes

"Confidence" - 9 votes

The Faculty Senate Council asks the Board to carefully consider these results and to work diligently with the Shoreline Community College community to resolve this issue. Thank you for the opportunity to present this information.

That concludes the statement issued by the Faculty Senate Council, but not my remarks.

Over the past several years, the SCCFT has spoken truths to you, the Board of Trustees; discomfoting truths to challenge the master narrative that has attempted to glorify or at least justify the College's leadership -- your leadership. We have called for transparency, meaningfully shared governance, and accountability. Regardless of the story you tell, your actions have moved the College and labor-management relations farther from those goals. At each meeting of the Board of Trustees, my predecessors and I have made our statements to you, putting ourselves on record. Now, the Faculty Senate Council, another representative body of the faculty, has put itself on record. So, Trustees Jackson, Lux, Pobee, and Chair of the Board D'Ambrosio, although your response to the Faculty Senate Council's Vote of No Confidence may be as pre-determined as the response of the United States Senate to the impeachment of the now-former U.S. President, your response or absence thereof will also be a matter of record, to which people will look back, now and in the future.

Good night.

###

I ask that my comments be read into the record. Good evening everyone. My name is Ric Doike-Foreman and I have the honor to serve as the Washington Federation of State Employees (WFSE) Assistant Chief Shop Steward.

Troubling are the times at Shoreline Community College. Over the last six years, far have we fallen. Each time we stumble, as we rise back up, we become more and more confused about who we are ... what we are. Screaming in self-righteous indignation, we do not see what we have become as we are caught in the glimmers of times past. The stones we cast, forgetting that we are each in glass houses, have shattered our ability to view the reflection of the present. We refuse to see the truth of what we have become.

We believe that we believe in inclusion. Our inclusion extends only so far as the tip of the finger pointed in accusation disparaging another's truth. We believe we embrace diversity but shed the parts of us that creates that diversity as a snake molts its skin when we are uncomfortable or do not wish to listen to a differing truth. For we must be the right, the only right, as our reality tells us so. Equity ... a distorted visage engendered to ensure a fairness and access only to the singular us.

The us and we are the divided factions of this once great educational establishment. We all rally around the realities of our group without consideration or desire to understand the others. We all exist on the same playing field, but do not think we are on the same team. Our actions paint the ugliness of a caste and prejudiced system highlighting the hypocrisy of our words. To think otherwise is to advocate for a continuance of ignorance and distain, finding excuses to not reclaim what we have lost or embrace the values we claim to uphold.

We all need embrace each other. Understand each other. Collaborate with each other. Listen to each other. Accept each other. Respect each other. Our culture, our behaviors, our perspectives, our needs. All are important. All are a part of our story. What we do with those stories defines us.

You are the Board of Trustees. You are the Administration. You are the Faculty. You are the Classified Staff. You are not better than any because you have something they do not. You are not more powerful than any because you do something they do not. You are our colleague. You are our coworker. YOU are our equal.

WE are Shoreline Community College.

James Doike-Foreman

Systems Administration
Technology Support Services

Shoreline Community College

www.shoreline.edu | 206.533.6710

To the Trustees of the Board, good evening. My name is Sunshine Cheng, I am the student body president.

Over the last quarter, ASG has been partnering with faculty and other programs to offer ways for students to engage with the college and one another as we continue on with our operations remotely. Some of these have included virtual activities and events, giveaways, our leadership series, and opportunities for civic engagement. We have continued to develop our campus improvement initiatives, and, looking ahead to Earth Week, are planning several opportunities and events for students to be involved in sustainable practices. We are thankful for the time and energy of everyone who has come together to foster a sense of community among our students as we persist through this challenging time.

I recently saw a question cross my inbox as we prepare for our Day of Learning: how do we foster inclusive change at Shoreline? With the many changes this last year has brought, and the many changes that are to come before us, I would like to take a few minutes to respond to this question. I would like to start off by first sharing a little about myself.

Coming from a broken home and being a first generation college student, a higher education was something I had always been told would never be possible for me. My family simply did not have the money and, although I know they wanted the best for me, the guidance of a guardian in my life was a luxury I was never afforded. I have been on my own since I was fourteen years old.

But to me, college represented a means of breaking the generational chains of my socioeconomic status, and to give back to those who have sacrificed so much for me to be here. If I could only go to school, I resolved early on, I could find a way to take care of my family. That was all I ever wanted. If only I could go to school, I told myself, maybe my mother - who I know little more than by name - wouldn't have to labor on broken bones until the day she dies, and I could finally afford my father the care he needs.

An inclusive education is not having to worry about being priced out of the system because I have to choose between tuition and a place to sleep at night. It is building connections with educators and students whose backgrounds may differ from mine, but whose stories resonate with the familiar feeling of defying the odds and triumphing in the face of uncertainty. It is offering class schedules that can accommodate a working student, and recognizing that, for many of us, balancing our livelihoods with school is walking the only tightrope that allows us to be here.

Many years later, I am so privileged and so proud to be a part of this college and community. The story I've told here today is not unique to me. It is my hope that, in your search for the next president, you will set your sights on a candidate who truly uplift the values of equity and inclusion, and who centers the stories that too often go unheard in their vision for our college's future.

In practice, how we choose to foster inclusive change - and how we define our role and responsibility in making our ideals a reality - is the difference between whether or not an education continues being accessible to students like me. They are the difference between whether or not we will be able to go on to become the people we want to be.

Thank you.

Shoreline Community College Board of Trustees – 2/24/21 – Tom Lux, Trustee

This week I received a statement from the Faculty Senate Council concerning the Vote of No Confidence. The statement was very disturbing to me but what was more disturbing was that several of the arguments were based on alternative facts. I will comment on only a couple that relate more closely to the Board than to the Administration.

First on the question of Financial Oversight. We know that 85% of the college's revenues are used to support faculty and staff. Colleges are labor intensive operations. It is not like aerospace, for instance, where labor amounts to only about 3% of the planes cost. Revenues had been eroding for many years leading up to 2019, mainly due to significant declines in state-wide enrollment. This was not a Shoreline problem alone. Prior to 2019, there was hope that this enrollment trend would reverse, and no staff would have to be cut. To do this, cash reserves were used from 2015-19 to retain faculty and staff.

The administrative costs at Shoreline are around 6% of total budget and are in alignment with all colleges in the state. According to the 2019 Washington State Community and Technical Colleges Expenditures Report, Shoreline Community College dedicated more of its revenue to faculty than any other college in the state. (repeat) Instruction was 59.5% of total budget, where the CTC average is 44%, but institutional support is 13% at Shoreline where the CTC average is 21%.

Secondly, on the question of the ULP. The Faculty Senate Council's letter unfortunately made several incorrect statements about the unfair labor practice (ULP) complaint the faculty filed with PERC in 2017.

The letter incorrectly said that PERC found the college "guilty" of three ULPs and that the College acted illegally and in bad faith. The letter also provided a link to an overruled examiner decision and incorrectly suggests the link is PERC's decision. The decision in that link was reversed by PERC because it contained errors. PERC's decision agreed with the College's position. People are welcome to read the correct PERC decision, which can be viewed on PERC's website. Again, PERC's final order agreed with the College and clearly stated "the Examiner's Order is vacated."

The letter's attempt to inform faculty that PERC found the College guilty of three ULPs is an extreme misstatement of PERC's actual decision.

The timing of the call for a Vote of No Confidence is most unfortunate given that we are about to start a search for a new president due to Dr. Robert's retirement in 2022. This will not serve any of us well, first of all our students and also the faculty and staff, the administration or the board.

If we are to move forward we need to collaborate and make decisions based on real data and facts.

Hello good evening,

I will start by referring to when I joined the board of trustees in 2019, in my second meeting, I heard from a public comment that the college was operating without a budget, instantly my antenna went up. In my third meeting, I heard the same comment made, I was confused because why would a college be operating without an approved balanced budget? As a budget Analyst by profession, I felt embarrassed to be sitting on a board that is operating without a budget.

After the meeting, I spoke to President Roberts to get the minutes from when the budget was approved and the approved budget as well. I got to know that the college was and has been operating with an approved and balanced budget for 2019/2020 AY.

In subsequent meetings, I still heard public comments “the college is operating without a budget”, at that moment, I flagged that as a hearsay or false statement because the college was indeed operating with a budget.

I would like to comment on the remarks made by the assistant Chief Shop Steward who mentioned three key words, “embrace, accept and respect”. And in his remarks, he kept using “we”, as a matter of fact, this gladdened my heart because he brought to everyone’s attention that we should be collectively looking for the best interest of the college and not any individual.

My mom used to tell me, “nobody cares how much you know, but they want to know how much you care”. This should go to all of us, during our study session, we were educated on Guided Pathway, and I do appreciate the necessary framework and strategies put around this program to help students find their path to success. But how do we guide our students if we cannot work collaboratively, if we cannot “embrace, accept, and respect” each other?

Shoreline Community College has one of the best film departments in the state, honestly, I have high respect for the folks in there, they will appreciate my scenario of continuity, for a film to be better, you need a better continuity person—I am saying this to add to what Trustee Lux said, “the announcement of President Robert’s retirement should actually rekindle our desire to cement the

great work done by her, and pursue continuity". This is the time to build, not the time to break or tear down, let us pursue unity and peace. I know we all have our favorite books that we like to quote from, and my favorite is the Bible, In Romans 12:18 "If possible, so far as it depends on you, be at peace with all people."

I just want to encourage each one of you gathered here this evening to come together and work for the best interest of the college. There are better days ahead. Thank you for your time and attention!

MINUTES

The special meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Chair Catherine D'Ambrosio at 8:36 AM by audio/visual conference. A quorum of the Board was present by audio/visual conference.

MEMBERS PRESENT

Trustees Catherine D'Ambrosio, Tom Lux, and Eben Pobe were present via audio/visual conference.

COMMUNICATION FROM THE PUBLIC

Per the notice for the special meeting of the Board of Trustees on March 5, 2021:

Public comments sent to the Board Secretary at lyonemitsu@shoreline.edu by 8:15 AM on Friday, March 5, 2021 will be read aloud by College personnel. The total public comment period will be no more than ten (10) minutes and up to two (2) minutes of each public comment received, will be read, with adjustments made if more than five (5) public comments are received. All public comments received will be entered into the record, and attached to the minutes of the March 5 special meeting.

Seven (7) public comments (attached) were received by 8:15 AM on Friday, March 5, 2021 and were read by Executive Director Ann Garnsey-Harter and Director Randy Gottfried.

EXECUTIVE SESSION

At 8:47 AM, Chair D'Ambrosio announced that the Board would convene in executive session until 4:45 PM to review the performance of public employees, and would reconvene in open session following the executive session, to adjourn the meeting.

At 4:45 PM, a notice in the open session's *Zoom Room* was posted on the screen, noting that the Board was extending its executive session by fifteen minutes.

ADJOURNMENT

The Board reconvened in the open session's *Zoom Room*.

Motion 21:13: Motion made by Trustee Pobe to adjourn the special meeting of March 5, 2021.

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF MARCH 5, 2021

Motion seconded by Trustee Lux. All three Trustees present
(Catherine D'Ambrosio, Tom Lux, Eben Pobe) for this action
item, voted *aye* to approve the motion.

Chair D'Ambrosio adjourned the meeting at 5:05 PM.

Signed _____
Catherine D'Ambrosio, Chair

Attest: March 18, 2021

Lori Y. Yonemitsu, Secretary

From: [Davis Oldham](#)
To: [Yonemitsu, Lori](#)
Subject: Public Comment
Date: Wednesday, March 3, 2021 7:13:11 PM

1.

A colleague posted this to our faculty email list. I felt it was important for the Board to hear, so with their permission, I am submitting it as a public comment.

Imagine...

Imagine if the chair of the board of trustees had said, "A vote of no confidence is a serious matter. I might not agree with the findings of the Faculty Senate's report, but I can recognize the gravity of the action."

Imagine if the chair of the board of trustees had said, "I find it frustrating that we are rehashing these same talking points year after year. Clearly, something in our relationship is broken. I will work on finding a way to fix it."

Imagine if the chair of the board of trustees had said, "Our students deserve to belong to a college that has a thriving and enthusiastic faculty and a well-supported staff. Our students deserve a place where the leadership of the college is trusted and trusting. This vote of no confidence signals to me that those things are not currently in place. For our students, I will commit to making things right."

That is the kind of leadership I wish we had here. And for what's it worth, Gloria recognized the necessity of this kind of communication and leadership, *especially from the top*, and tried to help us get to a better place together. Alas.

To the Board of Trustees of Shoreline Community College,

I felt it necessary to respond to Dr. Catherine D'Ambrosio's, "Board of Trustees Chair's Response to: the Shoreline Faculty's Vote of No Confidence in Shoreline President, Dr. Cheryl Roberts."

- It is misleading to write that "116 (of 388) faculty supported this vote of no confidence." Yes, we have 388 faculty currently at the College. Of those faculty, 135 faculty voted. 116 voted "no confidence." 9 faculty voted "confidence." For context, this vote had the same percentage of eligible voters as the national percentage for the 2020 Presidential Election which had a very strong turnout.
- The turnout for this vote is similar to the last vote of no confidence in 2005 for former SCC President Holly Moore. In that vote, the senate's motion passed 121-26 with 121 votes of "no confidence" and 26 votes of "confidence."
- Associate faculty outnumber full-time faculty by roughly 30%. Yet only 45 associate faculty voted in the election (compared to 72 full time faculty who voted). Some associate faculty choose not to vote because of fear of retribution from the college. Others are less engaged with the campus because they need to work several part time positions at multiple schools to make ends meet.
- In this election, less than 7% of voting faculty voted "confidence" in the leadership of President Cheryl Roberts. 85% of the voting faculty voted "no confidence" in the leadership of President Roberts. These numbers are facts.
- PERC did overturn its own PERC Examiner's decision regarding the Unfair Labor Practice (ULP) against the college. But PERC did so because it felt the Union should have gone first to a grievance in the CBA, essentially deciding that PERC was not the proper jurisdiction. That reversal is a significant abdication of PERC's responsibilities -- as was decided in a rare split decision, with one PERC Commissioner dissenting against the other two. The Union is currently appealing the decision now. Yes, the faculty (and the Union) are appealing it (and not the administration). The current status is "on appeal in Court of Appeals Division I."

One of the main issues that the Faculty Senate Council raises in the report is that the College's lack of sound financial management (overspending revenue for 6 years) led to a deficit of approximately 11 million over the last 4 years, which prevented the college from being able to sustain economic downturns (like the one we are currently in). During the tenure of President Roberts, the amount of money spent on administrative positions has increased by 76% (the equivalent of 21 new, full time positions). While the Board emphasized that Shoreline Community College spends more of its revenue on faculty than any other college in the state, this isn't really relevant to the report's findings. If you use marginally more money than other schools on faculty (from a pie that isn't growing - hasn't grown for years - the money allocated in total to faculty), this does not preserve jobs or improve the lives of faculty (many of whom have lost their class sections, teaching positions or entire programs).

Similarly, the Board stressed that the College's spending on administrative positions was equivalent to most colleges in the state. While that's true, it doesn't address the problems we face or offer much of a solution to consistent decreases in retention over several years. Our college (like many in the state) increased its spending on administrative positions with the hopes of

increasing retention. However, from 2015 to 2018, retention of first year students dropped by 9%. Unfortunately, the increase in administrative spending did not work. The faculty ask the Board to listen to their voices and to take action in order to ensure that our college will learn from the past instead of repeating it by entering into the same spending patterns.

I would also like to stress that the main role of faculty in leadership positions is to advocate for faculty, always. For many years, the faculty have felt that their voices were not heard by the Board. Many faculty have publicly raised concerns about the high-level decision making at the college. The vote of no confidence happened. This is a sign that something isn't working at our school. The Faculty Senate Council was disappointed by the Board's response because it focused on facts that didn't address the concerns of faculty. Instead, it cast doubt on the validity of the report and called for unity (without accountability for the actions of the college or concrete solutions to its problems).

Respectfully,

Tom Genest

Faculty Senate Chair

Public Comments to be read into the minutes of the BOT meeting on March 5, 2021.

To the Board of Trustees in Response to the Comments about Faculty and Faculty Representatives made by members of the Board of Trustees (BOT) at the February 24, 2021 meeting and to the February 25, 2021 Communique titled: Shoreline Community College (SHORELINE) Board of Trustees: Dr. Catherine Post D'Ambrosio, Board of Trustees Chair's Response to: the Shoreline Faculty's Vote of No Confidence in Shoreline President, Dr. Cheryl Roberts

As so often in the past, I am deeply disappointed and greatly disturbed by the BOT's response to the Faculty when you were made aware that 116 faculty members at this college voted no confidence in the President. Instead of demonstrating concern and inviting the Faculty Senate Chair to meet with you and ask questions, you summarily dismissed the faculty, the classified staff (who did not participate in the vote), and dismissed current and previous faculty who have come to you to ask that you listen and take action.

Let us be clear, although you, the BOT, vigorously defended this administration and basically called the faculty and classified employees that have been bringing their concerns to the BOT liars and whiners who keep disrupting the BOT meetings with their incessant, unfounded complaints, I want to say on behalf of all faculty and staff, we won't be discouraged or dissuaded from our resolve. We know that you, the BOT, must defend the administration as you are complicit in the behaviors pointed out as being inappropriate. We will not let you silence us and berate us in the way that you have without response.

Let us be clear, we are all concerned that the **BOT refused to allow Tom Genest, Chair of the Faculty Senate**, to be on the agenda because you were already hearing from a faculty representative. The FSC is separate from the Union, and while the Union represents all faculty in enforcing the CBA, the Faculty Senate represents all faculty, period, members or not, always. That the BOT, knowing that there was a VONC to present to the BOT denied Tom permission to be on the agenda suggests that this BOT is no longer able to separate itself from this administration in its need to defend it, and therefore our faculty and staff no longer have an ability to appeal to you with regards to problems we face at the college. We must look for alternative ways to be heard.

Let us be clear, it was our union that discovered the **financial discrepancies** and lack of proper oversight by the College and the BOT, and you did not respond immediately. We spoke up at the BOT meetings, at Budget meetings, month after month for almost two years, presenting the BOT with evidence (including your own minutes from years earlier when the BOT at the time voted to have an audit every year) before action was taken by the College and the BOT to review our finances. And for the record, when the internal audit was finally started, at the insistence of the Union, only Bellevue College and Shoreline College had not been doing yearly audits, not several as implied in your response.

Let us be clear, **Gloria** was qualified for the position he applied for. It was, in mine and others' opinion, unethical for the chair of the screening committee to be appointed to a position that they did not apply for since they did not meet the position requirements that the screening committee interviewed a number of candidates for. It is also unethical for the BOT to provide information related to former employee about a hiring process that is supposed to be privileged to the entire

campus community in order to justify their decisions as well as the Administration. That the information is inaccurate does not excuse the action, and I'm sure Gloria will be very disappointed to hear that the BOT announced publicly that he was unqualified for the position. I hope there are legal remedies for this.

Let us be clear that while there may be **388 faculty** at any given time on this campus, at the time of the vote, there were not 388 faculty actively working at Shoreline. Regardless, even if there were 388 faculty working, that does not mean that 253 faculty **have confidence**. It just means that they did not vote, for whatever reason. Of those that voted, 83% voted "no confidence." If you discount those that abstained, 93% voted "no confidence." That's a lot of active faculty that are engaged in what is going on, that are not afraid of retaliation, that chose to voice an opinion. That's a lot of faculty that the BOT is discounting.

Let us be clear, regarding the **ULP**, the faculty senate said there were **3 findings against the College in the one ULP**, which is correct, **not 3 ULPs** as reported by the BOT. The College did appeal the ULP. PERC did overturn the decision but not based on the merits of the case. They overturned it based on the question of the proper jurisdiction for our original grievance. There was a dissenting opinion of the chair of the PERC committee even when it was overturned. The decision that it should have gone first to a grievance/arbitration process is being appealed by the Union as this has far-reaching consequences to all Unions. We are not the only union concerned with that decision. If you read the ULP, you will see that the status is that it is on appeal. However, if we had gone to arbitration, and it did not work, we would have appealed it to PERC, and PERC has already found that the College did the following in the original decision:

CONCLUSIONS OF LAW

1. The Public Employment Relations Commission has jurisdiction in this matter under Chapter 28B.52 RCW and Chapter 391-45 WAC.
2. By its actions described in findings of fact 3 through 40, the employer refused to provide relevant information requested by the union in violation of RCW 28B.52.073(1)(d) and derivatively interfered in violation of RCW 28B.52.073(1)(a).
3. By its actions described in findings of fact 3 through 40, the employer refused to bargain in good faith in violation of RCW 28B.52.073(1)(d) and derivatively interfered in violation of RCW 28B.52.073(1)(a).
4. By its actions described in findings of fact 3 through 40, the employer unilaterally changed the status quo in violation of RCW 28B.52.073(1)(d) and derivatively interfered in violation of RCW 28B.52.073(1)(a).

ORDER

Shoreline Community College, its officers and agents, shall immediately take the following actions to remedy its unfair labor practices:

1. CEASE AND DESIST from:
 - a. Failing or refusing to provide information to American Federation of Teachers, Local 1950.
 - b. Failing or refusing to bargain in good faith with American Federation of Teachers, Local 1950.
 - c. Making unilateral changes to mandatory subjects of bargaining without first providing the union with notice of any proposed changes and an opportunity to bargain over the proposed changes.
 - d. In any other manner interfering with, restraining, or coercing its employees in the exercise of their collective bargaining rights under the laws of the state of Washington.

2. TAKE THE FOLLOWING AFFIRMATIVE ACTION to effectuate the purposes and policies of Chapter 28B.52 RCW:
 - a. Provide the American Federation of Teachers, Local 1950 with complete information concerning missed increment compensation.
 - b. Give notice to and, upon request, negotiate in good faith with American Federation of Teachers, Local 1950 before making unilateral changes to mandatory subjects of bargaining without first providing the union with notice of any proposed changes and an opportunity to bargain over the proposed changes
 - c. Contact the compliance officer at the Public Employment Relations Commission to receive official copies of the required notice for posting. Post copies of the notice provided by the compliance officer in conspicuous places on the employer's premises where notices to all bargaining unit members are usually

posted. These notices shall be duly signed by an authorized representative of the respondent and shall remain posted for 60 consecutive days from the date of initial posting. The respondent shall take reasonable steps to ensure that such notices are not removed, altered, defaced, or covered by other material.

- d. Read the notice provided by the compliance officer into the record at a regular public meeting of the Shoreline Community College Board of Directors, and permanently append a copy of the notice to the official minutes of the meeting where the notice is read as required by this paragraph.
- e. Notify the complainant, in writing, within 20 days following the date of this order as to what steps have been taken to comply with this order and, at the same time, provide the complainant with a signed copy of the notice provided by the compliance officer.
- f. Notify the compliance officer, in writing, within 20 days following the date of this order as to what steps have been taken to comply with this order and, at the same time, provide the compliance officer with a signed copy of the notice the compliance officer provides.

ISSUED at Olympia, Washington, this 8th day of February, 2019.

PUBLIC EMPLOYMENT RELATIONS COMMISSION

ERIN J. SLONE-GOMEZ, Examiner

In Solidarity,

DuValle Daniel,
SCCFT Member
Shoreline CC Faculty Senate Member

From: [Fader, Brad](#)
To: [Yonemitsu, Lori](#)
Subject: Public Comment - BOT Meeting
Date: Thursday, March 4, 2021 9:53:13 PM

Hi Lori - I would like to submit the following public comment to the BOT meeting on Friday and have it read to and recorded in the public meeting minutes. Thank you.

In the Board of Trustees Chair's Response to Faculty Senate Council Vote of No Confidence, it is stated that "Accurate facts are paramount." Also listed are "the facts the Board is relying on" but they fall short of expressing full and correct understanding of those facts and goes further in an attempt to discredit the faculty by stating "The Board's patience with and ability to continue listening to the relentless issuing of constituent statements that are not based on facts actually prevents the College from moving forward." In an attempt to bring an understanding of the correctness of "the facts the Board is relying on" and those "constituent statements that are not based on facts," I am making the following statement with regards to the bullet items "The College's financial statements are current" and "The College's audits are current" and the later comment "none of us can change the past."

The past is essential to understand because it reveals the intense effort it has taken to effect the changes bringing us to where we are currently. Certainly, the issues surrounding the budget and overspending in general over the past 7 years are not explained by a decline in enrollment, the loss of tuition, or the pandemic as is alluded to by the BOT. The decline in net position started 6 years ago, shortly following the arrival of Dr. Roberts at Shoreline. Enrollment was either stable or increasing for the first 5 years under her administration, yet, in those same first 5 years, the net position declined each and every year. The decline was in direct correlation with Dr. Roberts' decision to hire 21 administrative Individual Contributors – her exact number provided to the BOT. The IC's alone added \$2 million per year to the salary costs – the approximate dollar amount of the annual decline. The decline in enrollment and the issues with COVID did not occur until the 6th and 7th years of her administration and can only explain the supplemental declines in the net position. The declining net position turned negative in her 4th year as administrator.

In addition, for more than 3 years the school failed to have a detailed budget and failed to produce the required audited financial reports for 6 years. The BOT approved only a high level budget amount with a plus or minus allowance managed by the President for several years in a row. The BOT approved a high level budget amount that did not match the rollup of the lower level detailed budget in any of the given years. The detail rollup missed by as much as \$3 million in total making it difficult for any administrative manager to fulfill budgetary responsibilities. The specific and correct budget amounts for their departments were never provided. It was only after several years of continued persistence by the faculty and classified unions that the BOT met in emergency executive session to act on the need for these financial statements to be created. The capital projects resulted in budget overruns of more than \$5 million for requirements that should have been known but had not been planned. These actions do not reflect good fiduciary leadership and in itself leads to no confidence in the ability to manage the financial position of the school.

Brad Fader
Faculty, Accounting Department
(206) 546-4688

5.

Hello Lori,

I respectfully request that the following statement be read at the 3/5/2021 Board of Trustees meeting and recorded in the minutes:

Trustees of the Board,

My name is Rosemary Whiteside. I am a faculty member at Shoreline Community College. I am deeply committed to the students I serve, to my fellow colleagues, and to the excellent academic institution that is Shoreline. I am writing to you to express my profound disappointment and frustration with the Board's recent response to the Faculty Senate Vote of No Confidence (VONC) in the leadership of President Roberts.

Over the past several years, numerous faculty, staff, and students have presented valid concerns to you regarding the college's direction, leadership and fiscal management. Time and time again, you the Board have failed to heed those concerns. At the Board Meeting on February 24, 2021, not only did the Board fail to acknowledge the concerns presented by the Faculty Senate, the Board went so far as to dispute the meticulously researched Faculty Senate report, downplay the VONC, and essentially scold the faculty and accuse them of misrepresentation.

The legal power and responsibility for the operation of Shoreline Community College rests with the Board of Trustees. Your charge is to represent the public interest and ensure the basic fiscal integrity of the college. I implore you to listen to the concerns with which you have been presented and to carry out your duties as charged.

Sent from [Mail](#) for Windows 10

From: [Kleisath, Michelle](#)
To: [Yonemitsu, Lori](#)
Subject: Public Comment. Friday March 5th, 2021 BOT meeting
Date: Friday, March 5, 2021 5:18:16 AM

6.

Dear Members of SCC,

In Monday's announcement titled "Update on the 2020-21 Administrative Exempt Cost of Living Adjustment" President Roberts stated her decision to end the brief pause to the 2020-21 Cost of Living Allocation (COLA) for Administrative Exempt staff. She then stated that "all employee groups are now at a level playing field."

President Roberts' annual salary is \$222,545. She did not award herself a COLA. If she HAD awarded herself a COLA, it would amount to a whopping \$6,676 increase. She doesn't need a COLA. There is a golden parachute waiting for her upon her retirement.

Let's look at a couple of positions which did receive a COLA just 3 business days after the Vote of No Confidence results were announced:

VPSL Phillip King's salary is \$160,062

VPSES Maria Herrera's salary is \$148,055

VP Advancement/ED Mary Brueggeman's salary is \$139,786

EXEC Dean of Stem Guy Hamilton's salary is \$120,509

These are the top of the list under the president. If we add together all salaries of admin exempt staff (excluding the president), the total is around \$5,256,969. That's more than 5 million dollars annually. I am not a math professor, but I know how to calculate percentages. 3% of 5 million dollars is \$150,000 annually.

Compare this to a full-time faculty salary of \$65,000. A 3% COLA amounts to \$1,950 annually. Compare this to a Secretary Senior salary of \$20,000. A 3% COLA amounts to only \$600!

A great number of faithful, hard-working staff and faculty were just ruthlessly laid off and now the President and the board are rewarding the admin exempt staff with more than \$150,000 annually in COLAs. That's enough to hire back seven staff positions equivalent to Senior Secretary and give them all a raise. Only in a flat world could you call this a level playing field.

In Solidarity,
Dr. Michelle Kleisath

From: [Norah Peters](#)
To: [Yonemitsu, Lori](#)
Subject: Public Comment for BOT
Date: Friday, March 5, 2021 6:37:31 AM

7.

** I would like this letter to be submitted for public record

Hello,

As a classified staff member, I would like to say that I am in full support of the Faculty and their vote of No Confidence in President Roberts. In fact, if the classified staff was not so afraid of retribution, I am sure you would get many letters like mine.

To say I am disgusted by the Boards reaction to this vote would be a gross understatement. It takes a lot of work, research and courage to put a vote like this forward and you treated it like it was nothing. Shame on you for discounting this work and for treating the faculty like they were incompetent in their fact gathering. Shame on you for pulling out phrases like “alternative facts” which brings to mind a certain ex-president that we would all like to forget. Shame on you for gaslighting the faculty and making some of them doubt their own research and feelings. But mostly, shame on you for not using this vote as an opportunity to figure out what is wrong with our college community and trying to help fix it.

You are supposed to be the Board of Trustees for Shoreline Community College, not the Board for President Roberts alone. However, in your statements during our last BOT meeting you made it clear that the only person you are working for is President Roberts. Please note that, the only real thing your statements did was make us realize that we have no confidence in you!

MINUTES

The special meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Chair Catherine D'Ambrosio at 4:30 PM by audio/visual conference. A quorum of the Board was present by audio/visual conference.

MEMBERS PRESENT

Trustees Catherine D'Ambrosio, Tom Lux, and Eben Pobe were present via audio/visual conference.

COMMUNICATION FROM THE PUBLIC

Per the notice for the special meeting of the Board of Trustees on March 12, 2021:

Public comments sent to the Board Secretary at lyonemitsu@shoreline.edu by 4:15 PM on Friday, March 12, 2021 will be read aloud by College personnel. The total public comment period will be no more than ten (10) minutes and up to two (2) minutes of each public comment received, will be read, with adjustments made if more than five (5) public comments are received. All public comments received will be entered into the record, and attached to the minutes of the March 12 special meeting.

Two (2) public comments (attached) were received by 4:15 PM on Friday, March 12, 2021 and were read by Executive Director Ann Garnsey-Harter and Executive Academic Dean Nancy Dick.

EXECUTIVE SESSION

At 4:36 PM, Chair D'Ambrosio announced that the Board would convene in executive session for fifteen minutes to review the performance of public employees, and would reconvene in open session following the executive session, to adjourn the meeting.

The executive session commenced at 4:39 PM.

At 4:54 PM, a notice in the open session's *Zoom Room* was posted on the screen, noting that the Board was extending its executive session by fifteen minutes.

At 5:09 PM, a notice in the open session's *Zoom Room* was posted on the screen, noting that the Board was extending its executive session by five minutes.

ADJOURNMENT

The Board reconvened in the open session's *Zoom Room*.

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF MARCH 12, 2021

Motion 21:14: Motion made by Trustee Lux to adjourn the special meeting of March 12, 2021.

Motion seconded by Trustee Pobee. All three Trustees present (Catherine D'Ambrosio, Tom Lux, Eben Pobee) for this action item, voted *aye* to approve the motion.

Chair D'Ambrosio adjourned the meeting at 5:14 PM.

Signed _____
Catherine D'Ambrosio, Chair

Attest: March 18, 2021

Lori Y. Yonemitsu, Secretary

From: [gloria_ngezaho](#)
To: [Yonemitsu, Lori](#)
Subject: PUBLIC COMMENTS
Date: Thursday, March 11, 2021 10:24:06 PM

Dr. D'Ambrosio and Shoreline Community College Board Of Trustees,

My name is Dr. Gloria Ngezaho. I was employed at Shoreline Community College as Executive Director for Employee Engagement, Equity, and Organizational Development from April, 2018 to May 2019.

It is with great sadness and disappointment that I am writing this letter, in response to a sensitive matter involving my personal and professional reputation. I am saddened that without ever discussing with me, never knowing the circumstances involving mine and the departure from Shoreline Community College, of many over-qualified, excellent talents who identify as BIPOC, through you, the Board of Trustees would approve and send out a message to the Shoreline community tarnishing my name and professional reputation. And I quote, "Gloria Ngezaho, with his agreement to remove HR responsibilities because he did not have the HR experience or the knowledge base needed. While the candidate hired did not meet the minimum of five years of HR experience required..."

I prefer to be referred to as Dr. Gloria Ngezaho. When Dr. Cheryl Roberts offered me the position, the decision to split it had already been made according to her. I agreed to what was offered to me and did not agree to the removal of HR responsibilities, because I knew I could do the job given my prior experience although I did not have HR certifications. I agreed to a position I more than qualified for and despite the constant, intentional interference in my work, I more than exceeded my expectation in the one year I was at Shoreline. I developed a 360 evaluation that never saw the light of day, a three year professional development plan, I designed and led transformational conversation series that were central to uncovering so much of the trauma, pain, and

unethical practices, which included the terror that employees had been working under, especially those in lower positions. I led the excellent execution of a Day of Learning unlike any Shoreline had ever put together. These are just a few highlights of my achievements, a majority of which were never implemented. And if you really want to know why, you can talk to Dr. Marisa Herrera, and/or Mary Brueggeman.

I chose to leave Shoreline CC on my own good terms, without ever wanting to bring up some of the racism, harassment and outright interference in my work I experienced on a daily basis. So, for the reputation I have spent a good two decades building to be disparaged publicly makes me very angry. I am respectfully requesting that my name be cleared and an apology issued. I am requesting another message from you to the Shoreline community clarifying my qualifications, because as a Black man who has more than earned my professional place in this society, I feel very insulted by your message. What action I take next will depend on yours and actions of the Board of Trustees. Thank you!

With humility and gratitude, Shine,

Dr. Gloria Ngezaho, MACR

President and Founder

Black Healing Fund

E-mail: president@blackhealingfund.org

Direct Phone: 425-737-1253

Facebook: [@WeCanNOTBreathe](https://www.facebook.com/WeCanNOTBreathe)

Twitter: [@WeCanNOTBreath1](https://twitter.com/WeCanNOTBreath1)

Website: www.blackhealingfund.org

"...Because the scars of racial trauma are lifelong..."

From: [Anderson, Michelle](#)
To: [Yonemitsu, Lori](#)
Cc: [Ric Doike-Foreman](#)
Subject: BOT Public Comments
Date: Friday, March 12, 2021 3:50:15 PM

My name is Missy Anderson and I would like my comments added to the record. It has been my honor to work for our military connected students at Shoreline for the past 7 years. In those 7 years I have worked hard and kept my head down. I have not spoken out about my concerns for fear losing my job, and fear that the Veteran & Military Student Services program at Shoreline would lose the support of Dr Roberts and the Administration. I cannot remain silent any longer.

I do not write this expecting any action. I write this because I feel disrespected and silenced by you, the Board of Trustees.

For over two years faculty, staff and even students have continued to attend BOT meetings, asking you, to hear and address our collective concerns. We have asked you to review the facts found and presented by the Faculty Union and supported by the Classified Union. You accept our remarks and simply move on.

For over two years, you, the Board of Trustees, have turned a blind eye to the actions of Dr. Roberts and the Administration. You continue to accept as truth - the word of one - and dismiss the collective concerns and evidence presented to you by your campus community. Your continued dismissal of our concerns led to the Vote of No Confidence in President Roberts. And once again you accepted our remarks and dismissed us.

You dismissed us when Dr. D 'Ambrosio had a prepared statement ready to read in response to the Vote of No Confidence presented by Erik Hamako. I was shocked and disheartened when she began chastising Erik, the faculty, and classified staff who support the vote of no confidence, dismissing our concerns, and stating the information provided was false.

Dr. D 'Ambrosio, the Chair of the Board of Trustees for Shoreline Community College, essentially called the faculty and staff bringing this information to their attention - Liars.

And then, in the next breath, Dr. D 'Ambrosio encouraged us to come together, to work together for a common good? How are we to do this?

How do we work with you when you disregard us and call us liars?

How do we work with you when we feel silenced by you?

How do we work with you when we do not have confidence in you?

The Board of Trustees currently represents:

A campus community pleading to have our collective voices heard.

A campus community that is also scared of speaking out for fear of retaliation.

A campus community devastated by continued loss of colleagues and friends.

A campus community crushed by the demands of being asked to do so much more with so much less.

A community college offering so much less - to students who need and deserve so much more

Thank you

Missy Anderson (She/Her)

Program Specialist III | Certifying Official

Veteran & Military Student Services (VMSS)

GOT YOUR 6 ALLY www.shoreline.edu | 206.546.4645

**Please check the Shoreline website regularly for the latest updates on the College's response to COVID-19.*

At this time, we are moving all appointments to phone, email, and videoconferencing.

**SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF MARCH 18, 2021**

TAB 1

CONSENT AGENDA

Subject: Two-Year College Calendar

Background

The Board of Trustees conducted a first reading of the 2022-2023 and tentative 2023-2024 academic calendars at its special meeting of February 24, 2021.

The 2022-2023 and tentative 2023-2024 academic calendars are attached.

Recommendation

It is recommended that the Board of Trustees approve the 2022-2023 and tentative 2023-2024 academic calendars.

Prepared by: Lisa Malik
Acting Dean of Access and Advising
Shoreline Community College
March 15, 2021

SHORELINE COMMUNITY COLLEGE DISTRICT NUMBER SEVEN 2022-2023 CALENDAR

(Draft Tentative)

KEY

Shaded, bolded areas = Instructional Days
Boxed, bolded, italic numbers = Holidays

() Faculty Prep Days

< > Exam Days

○ Grades Due

[] First/Last Day Instruction

— FT Faculty Contract Days

{ } Commencement

* Campus closed

FALL QTR 2021	
INSTR	50
FAC/PREP	1
EXAMS	3
TOTAL	54

WINTER QTR 2022	
INSTR	49
FAC/PREP	1
EXAMS	3
TOTAL	53

SPRING QTR 2022	
INSTR	49
FAC/PREP	1
EXAMS	3
TOTAL	53

SUMMER QTR 2022	
INSTR	31
FAC/PREP	0
EXAMS	--
TOTAL	31

Additional undesignated FT faculty days = 7 (excluding summer quarter)

SEPTEMBER 2022

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MARCH

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	(21)	<22>	<23>	<24>	25
26	27	28	29	30	31	

10/12-11/9
After 11/9
11/1

Drops show as W
Drops show as Z, NC, or V
Last day for P/NC option

FALL QUARTER

9/5	Holiday* - Campus Closed
9/22	Opening Week Begins
9/28	Instruction Begins
11/11	Holiday* - Campus Closed
11/24 & 11/25	Holiday* - Campus Closed
12/9	Instruction Ends
12/12	Prep Day
12/13, 12/14, 12/15	Exams
12/20	Grades Due
12/26	Holiday* - Campus Closed

OCTOBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

1/24-2/22
After 2/22
2/13

Drops show as W
Drops show as Z, NC, or V
Last day for P/NC option

NOVEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

WINTER QUARTER

1/2	Holiday* - Campus Closed
1/9	Instruction Begins
1/16	Holiday* - Campus Closed
2/20	Holiday* - Campus Closed
3/20	Instruction Ends
3/21	Prep Day
3/22, 3/23, 3/24	Exams
3/28	Grades Due

DECEMBER

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	(12)	<13>	<14>	<15>	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JUNE

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	(13)	<14>	<15>	<16>	{17}
18	19	20	21	22	23	24
25	26	27	28	29	30	

4/17-5/16
After 5/16
5/8

Drops show as W
Drops show as Z, NC, or V
Last day for P/NC option

JANUARY 2023

S	M	T	W	T	F	S
	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JULY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SPRING QUARTER

4/3	Instruction Begins
4/28	Day of Learning
5/29	Holiday* - Campus Closed
6/12	Instruction Ends
6/13	Prep Day
6/14, 6/15, 6/16	Exams
6/17	Commencement
6/20	Grades Due

FEBRUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

7/6-7/27
After 7/27
2/24

Drops show as W
Drops show as Z, NC, or V
Last day for P/NC option

SUMMER QUARTER

6/26	Instruction Begins
7/4	Holiday* - Campus Closed
8/17	Instruction Ends (Exams on last day of class)
8/22	Grades Due

SHORELINE COMMUNITY COLLEGE DISTRICT NUMBER SEVEN 2023-2024 CALENDAR

(Draft Calendar)

KEY

Shaded, bolded areas = Instructional Days

Boxed, bolded, italic numbers = Holidays

() Faculty Prep Days

< > Exam Days

○ Grades Due

[] First/Last Day Instruction

FT Faculty Contract Days

* Campus closed

FALL QTR 2023	
INSTR	50
FAC/PREP	1
EXAMS	3
TOTAL	54

WINTER QTR 2024	
INSTR	49
FAC/PREP	1
EXAMS	3
TOTAL	53

SPRING QTR 2024	
INSTR	50
FAC/PREP	1
EXAMS	3
TOTAL	54

SUMMER QTR 2024	
INSTR	31
FAC/PREP	0
EXAMS	--
TOTAL	31

Additional undesignated FT faculty days = 6 (excluding summer quarter)

SEPTEMBER 2023

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	[27]	28	29	30

MARCH

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	[18]	(19)	<20>	<21>	<22>	23
24	25	(26)	27	28	29	30
31						

10/11 - 11/19 Drops show as W

12/19 Drops show as Z, NC, or V

11/7 Last day for P/NC option

FALL QUARTER	
9/4	Holiday - Campus Closed *
9/21	Opening Week Begins
9/27	Instruction Begins
11/10	Holiday - Campus Closed *
11/23 & 11/24	Holiday - Campus Closed *
12/8	Instruction Ends
12/11	Prep Day
12/12, 12/13 & 12/14	Exams
12/19	Grades Due
12/25	Holiday - Campus Closed *

OCTOBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL

S	M	T	W	T	F	S
	1	2	[3]	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

1/23 - 2/20 Drops show as W

3/26 Drops show as Z, NC, or V

2/9 Last day for P/NC option

WINTER QUARTER	
1/1	Holiday - Campus Closed *
1/8	Instruction Begins
1/15	Holiday - Campus Closed *
2/19	Holiday - Campus Closed *
3/18	Instruction Ends
3/19	Prep Day
3/20, 3/21 & 3/22	Exams
3/26	Grades Due

NOVEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

4/17-5/14 Drops show as W
6/25 Drops show as Z, NC, or V
5/7 Last day for P/NC option

SPRING QUARTER	
4/3	Instruction Begins
4/26	SCC Professional Development
5/27	Holiday - Campus Closed *
6/13	Instruction Ends
6/14	Prep Day
6/17, 6/18 & 6/19	Exams
6/20	Commencement
6/25	Grades Due

DECEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	[8]	9
10	(11)	<12>	<13>	<14>	15	16
17	18	(19)	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	[13]	(14)	15
16	<17>	<18>	<19>	20	21	22
23	24	(25)	26	27	28	29
30						

JANUARY 2024

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	[8]	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JULY

S	M	T	W	T	F	S
	[1]	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

7/11 - 8/1 Drops show as W

8/27 Drops show as Z, NC, or V

7/25 Last day for P/NC option

SUMMER QUARTER	
7/1	Instruction Begins
7/4	Holiday - Campus Closed *
8/22	Instruction Ends
	(Exams on last day of class)
8/27	Grades Due

FEBRUARY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

AUGUST

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	[22]	23	24
25	26	(27)	28	29	30	31

**SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF MARCH 18, 2021**

TAB 2

ACTION

Subject: Renewal of Second-Year Tenure Track Faculty Candidates

Background

Under separate cover, the Board received copies of the Appointment Review Committees' comprehensive evaluation reports and recommendations for four second-year tenure track faculty candidates. On March 5, 2021, the Board met in executive session with the faculty chair of each second year Appointment Review Committee (ARC).

Listed below are the second-year tenure track faculty candidates and committee chairs.

<u>Faculty Member</u>	<u>Discipline/Area</u>	<u>Years on Probation</u>	<u>Committee Chair</u>
Jeff Kashiwa	Music Technology	2	Jeff Junkinsmith
Sheryl Rasmussen	Nursing	2	Christine Shafner
Kim Sharp	English Composition	2	Maya Smorodinsky
Mollie Sharp	Nursing	2	Anna Sterner

Recommendation

At this time the Board may consider taking action on the tenure track faculty candidates.

Prepared by: Phillip King
 Vice President for Student Learning, Equity & Success
 Shoreline Community College
 March 16, 2021

**SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF MARCH 18, 2021**

TAB 3

ACTION

Subject: Tenure Considerations

Background

Under separate cover the Board received copies of the Appointment Review Committees' comprehensive evaluation reports and recommendations for eight third-year faculty candidates.

On March 5, 2021, the Board met in executive session with the faculty chair of each third-year Appointment Review Committee (ARC). Listed below are the tenure candidates and committee chairs.

<u>Faculty</u>	<u>Discipline/Area</u>	<u>Committee Chair</u>
Pru Arnquist	Nursing	Anna Sterner
LeAnn De Luna	Nursing	Betty Kost
TaChalla Ferris	Library	Elena Esquibel
Dina Kovarik	Biotechnology	Kira Wennstrom
Zach Mazur	Studio Arts	Matthew Allison
Melanie Meyer	Health Informatics & Information Management (HIIM)	Alison Leahy
Kristine Petesch	Chemistry	David Phippen
Claire Putney	Studio Arts	Alan Yates

Recommendation

At this time the Board has two options: 1) to award tenure or 2) to not award tenure.

Prepared by: Phillip King
Vice President for Student Learning, Equity & Success
Shoreline Community College
March 16, 2021

**SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
(VIRTUAL) SPECIAL MEETING OF MARCH 18, 2021**

TAB 4

ACTION

Subject: 2020-2021 Services & Activities (S&A) Budget & Spring 2021 Allocations

Background

Associated Student Government (ASG) President Sunshine Cheng and Budget & Finance Officer Nathan Sidik presented the Services & Activities (S&A) fee budget allocation proposal for spring 2021 at the February 24, 2021 Board of Trustees meeting.

- Based on requests received, the S&A Committee has allocated \$86,747 for spring quarter, noting that any funding needed and/or not approved, may continue to be requested from the ASG through the mini-grant process.

Recommendation

That the Board of Trustees approve the allocation of \$86,747 from the S&A fee budget for disbursement to programs and clubs for spring quarter 2021.

Prepared by: Sundi Musnicki
Director, Student Leadership & Residential Life
Shoreline Community College
March 15, 2021