



Regular Meeting of the Board of Trustees

The Evergreen State College
2700 Evergreen Parkway NW, Evans Hall Boardroom 3201
Olympia, WA 98505
Thursday, September 4, 2025
10:30 a.m. – 5:00 p.m.

Business Meeting - Public Zoom link: <https://evergreen.zoom.us/j/82994414034>

Workshop - Public may attend in SEMII A-1107 at 3pm (no Zoom link)

"Ever Evolving Since 1971"

The Evergreen State College Mission Statement

As an innovative public liberal arts college, Evergreen emphasizes collaborative, interdisciplinary learning across significant differences. Our academic community engages students in defining and thinking critically about their learning. Evergreen supports and benefits from local and global commitment to social justice, diversity, environmental stewardship and service in the public interest.

AGENDA

- 10:30 a.m.
1. Call to order, determination of quorum
 2. Introductions
 3. Chair's opening remarks
 4. Open Public Meetings Act Executive Session*
 5. Executive Leadership Report
 6. Public comment**
 - LUNCH BREAK
 7. Approval of meeting minutes
 - a) Action item: *motion to approve minutes of June 12, 2025*
 8. Student Trustee report
 9. Representative reports
 - a) GSU (Geoduck Student Union)
 10. Student Achievement and Success Committee
 - a) Chair's report
 - b) Accreditation update
 - c) Strategic plan dashboard metrics
 11. Enrollment and retention update
 12. Authorizing legislative requests for 2026 supplemental operating budget
 - Action item: *motion to approve legislative requests for 2026 supplemental operating budget*
 13. Recess (conclusion of business meeting)

Following recess, the Board of Trustees will meet with the Board of Governors in a workshop setting. Members of the public will be welcome to attend and observe the workshop.

3:00 p.m. 14. Joint workshop with Board of Governors in SEM II A-1107
5:00 p.m. 15. Adjourn

* The Board will meet in Executive Session to review the performance of a public employee (RCW 42.30.110(1)(g) and to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party (RCW 42.30.110(1)(i)).

** The Board of Trustees welcomes public comment. It can be submitted in writing or made orally during the meeting. Written comment will be distributed to the Trustees per the [Board of Trustee's Public Comment Policy](#). Please submit written comment, or sign up to make oral public comment, no later than 10:30 a.m. Thursday, September 4, 2025, by signing in at the meeting location or by emailing trustees@evergreen.edu.

For more information or accommodations, please email trustees@evergreen.edu.

Trustees Attending:

Miguel Pérez-Gibson
Karen Fraser
Fred Goldberg
Ed Zuckerman
Joshua Coetzee
Pam MacEwan
Allyson Brooks

Absent:

Kris Peters

Staff Present:

John Carmichael, President
Dexter Gordon, Executive Vice President
Noah Coburn, Provost
William Ward, Chief Administrative Officer
Laurel Uznanski, Associate VP for Human Resource Services
John Reed, Chief Enrollment Officer
Abby Kelso, Vice President for Advancement
Doreen Swetkis, Academic Dean
Lisa Dawn Fisher, Director of Financial Planning (via Zoom)
Anna Johnson, Administrative Assistant to President and Executive VP
Andrew Beattie, Executive Associate to the President and Secretary to the Board of Trustees
Holly Joseph, Dean of Students
Andy Corn, Associate Dean of Student Engagement and Support
Kayla Mahnke-Hargett, Director of Student Activities and New Student Programs
David McAvity, Vice Provost for Academic Initiatives
Julie Slone, Executive Associate to the Provost
Elizabeth McHugh, Director of Student Wellness, Recreation & Athletics
Tamsin Foucrier, Director of CELTC
Page Archer, Assistant Director of CELTC
Trevor Speller, Vice Provost
Jadon Berry, Executive Associate to the Executive Vice President
Kendra Johnson, Communications Consultant

Others Present:

Sharon English, Assistant Attorney General
Casey Lalonde, Staff Representative
Janery Muñoz, GSU Representative
Andrea Kikukawa, Student
Sarah Williams, Faculty

This meeting took place at Evergreen's Olympia campus in Purce Hall, Room 7. Chair Pérez-Gibson called the meeting to order at 9:35 a.m. and Secretary MacEwan confirmed a quorum.

Chair's opening remarks

Chair Pérez-Gibson provided opening remarks.

Executive leadership report

President John Carmichael and Executive Vice President Dexter Gordon both offered remarks reflecting on the academic year and the graduation event ahead. Faculty member Sarah Williams and student Andrea Kikukawa joined to offer reflections on an academic program in Jamaica.

Public comment

Chair Pérez-Gibson called for public comment at 10:10 a.m. There was no public comment.

Student Trustee report

Trustee Joshua Coetzee provided comments on his year as student trustee.

Representative reports

GSU Representative Muñoz offered a final verbal report as the Geoduck Student Union representative for the 2025-26 academic year.

Staff Representative Lalonde offered a final verbal report as staff representative for the 2025-26 academic year.

There was no faculty representative report.

Approval of meeting minutes

Action item: motion to approve meeting minutes of May 14

**Motion
2025-10**

Trustee Fraser moved to approve meeting minutes of May 14, 2025 as written. The motion was seconded by Trustee Zuckerman and passed on a voice vote.

Fundraising update

Vice President Abby Kelso provided an update on Advancement division's work and previewed introduced the new 5-year written agreement between the Evergreen State College and the Foundation.

Evergreen Foundation agreement

Action item: motion to reaffirm the Board's partnership with the Foundation for the next 5 years by approving the agreement between the College and the Foundation

**Motion
2025-11**

Trustee Zuckerman moved to reaffirm the Board's partnership with the Foundation for the next 5 years by approving the agreement between the College and the Foundation. The motion was seconded by Trustee MacEwan and passed on a voice vote.

Chair Pérez-Gibson announced a break at 10:45 a.m. Meeting resumed at 11:00 a.m.

Finance and Budget Committee

Trustee Goldberg offered the Chair's report. President Carmichael, Director of Financial Planning Lisa Dawn-Fisher and Dean of Students Holly Joseph presented Cost of Attendance and recommended fees and budget items.

Approval of fees and budget

Action item: motion to approve fees and budget.

Motion 2025-12 Trustee Fraser moved to approve fees and budget represented as items C through G as presented. The motion was seconded by Trustee Brooks and passed on a voice vote.

Item C: S&A Fee Increase and Budget

2025-2026 S&A Budget as recommended by the S&A Board, April 30, 2025

S&A Funded Programs and Organizations	Expenditures	Revenue	S&A Fees Needed
Student Activities Admin	\$405,034	\$25,500	\$379,534
College Activities Building	\$140,000	-	\$140,000
Children's Center	\$1,296,759	\$1,170,378	\$126,381
KAOS-FM	\$211,843	\$40,000	\$171,843
CRC Operations	\$166,088	-	\$166,088
Athletic Program	\$125,114	-	\$125,114
Recreation Program	\$15,000	-	\$11,374
TOP: The Outdoor Program	\$22,820	-	\$22,820
Tacoma S&A	\$157,614	-	\$157,614
NPP Student Governance Council	\$77,000	-	\$77,000
S&A Board – Olympia	\$34,300	-	\$34,300
MISC: Business Services Recharge	\$22,400	-	\$22,400
MISC: RSO Supply Line and Startup Budgets	\$8,150	-	\$8,150
BLISS Advised: Student Affinity Clubs	\$4,000	-	\$4,000
Salary/Benefits Contingency	\$116,530	-	\$116,530
Budget Contingency Unassigned	\$79,674	-	\$79,674
RSOs: 20 Student Groups			
RSO: CCTV	\$800	-	\$800
RSO: Chibi Chibi Con	\$5,000	-	\$5,000
RSO: Community Gardens	\$11,350	\$500	\$10,850
RSO: Cooper Point Journal	\$46,435	\$3,800	\$42,635
RSO: Evergreen Astronomical Society	\$780	-	\$780
RSO: Evergreen Bike Co-Op	\$1,650	-	\$1,650
RSO: Evergreen Fashion Club	\$2,700	-	\$2,700
RSO: Evergreen Gaming Guild	\$3,905	-	\$3,905
RSO: Evergreen Live Music Collective	\$3,115	-	\$3,115
RSO: Evergreen Tacoma NAACP	\$5,150	-	\$5,150
RSO: Evergreen Theater Club	\$14,370	-	\$14,370
RSO: Fermentation Foundation	\$2,557	-	\$2,557
RSO: Giant Clam Improv Collective	\$6,100	-	\$6,100
RSO: Giant Robot Appreciation Society	\$1,000	-	\$1,000
RSO: Indigenous Futurists Society (IFS)	\$4,530	-	\$4,530
RSO: MES Student Association (MESA)	\$11,900	-	\$11,900
RSO: Slightly West	\$6,371	-	\$6,371
RSO: The Arcade Projects	\$10,900	-	\$10,900
RSO: Yoga Club	\$1,850	-	\$1,850
RSO: Ultimate Frisbee	\$900	-	\$900
Special Initiative Fund	\$62,526	-	\$62,526
Total	\$3,086,215	\$1,240,178	\$1,842,411

2026-2027 S&A Budget as recommended by the S&A Board, April 30, 2025

S&A Funded Programs and Organizations	Expenditures	Revenue	S&A Fees Needed
Student Activities Admin	\$405,034	\$25,500	\$379,534
College Activities Building	\$140,000	-	\$140,000
Children's Center	\$1,296,759	\$1,170,378	\$126,381
KAOS-FM	\$215,054	\$40,000	\$175,054
CRC Operations	\$166,088	-	\$166,088
Athletic Program	\$125,114	-	\$125,114
Recreation Program	\$15,000	-	\$11,374
TOP: The Outdoor Program	\$22,820	-	\$22,820
Cooper Point Journal	\$44,389	\$3,800	\$40,589
Tacoma S&A	\$157,614	-	\$157,614
NPP Student Governance Council	\$77,000	-	\$77,000
S&A Board – Olympia	\$34,300	-	\$34,300
MISC: Business Services Recharge	\$22,400	-	\$22,400
MISC: RSO Supply Line and Startup Budgets	\$8,150	-	\$8,150
FY27 Tier II Budgets to be assigned	\$163,000	-	\$163,000
Salary/Benefits Contingency	\$180,000	-	\$180,000
Budget Contingency Unassigned	\$162,849	-	\$162,849
Total	\$3,235,571	\$1,239,678	\$1,992,267

Item D: New Recreation Fee

Implement a \$4/credit student fee to support the operations of a student Recreation Program at the Costantino Recreation Center (CRC). This fee would be charged to Evergreen students attending the Olympia campus for Fall, Winter, Spring and Summer Quarter beginning with the Fall Quarter 2025.

Item E: Housing and Dining Fee increaseHousing Rates:

Residential and Dining Services is recommending a 4% increase for FY25-26.

Proposed Academic Year Base Housing Rates for 2025-26:	
Apartment – Single Occupancy	\$3,210
Residence Hall – Single Occupancy	\$2,293
Residence Hall – Double Occupancy	\$2,130

Dining Rates:

For the 25-26 academic year, Residential and Dining Services is recommending a 4% increase.

Proposed Academic Year Base Dining Rates for 2025-26:	
Flex Meal Plan	\$5,028.00
All Access with \$75 DB Meal Plan	\$7,281.00

Item F: Clean Energy Fee increase

Increase the Clean Energy Fee from \$1/credit to a \$2/credit student fee to continue purchasing renewal energy credits, support the operations of the Clean Energy Committee, and related projects. This fee would continue to be charged to all Evergreen students for Fall, Winter, Spring and Summer Quarter with the fee increase beginning Fall Quarter 2025.

Item G: New Student Fee increase**2025-2026 New Student Fee Revenue Model**

	Fee Rate	SEES Revenue - 63%	Academics Revenue - 37%	Combined Total
Fall Quarter	\$300	\$147,892	\$86,857	\$234,749
Winter Quarter	\$300	\$23,106	\$13,570	\$36,677
Spring Quarter	\$300	\$19,549	\$11,481	\$31,030
Total		\$190,547	\$111,909	\$302,456

Budget Model for New Student Fee	2025-2026
Academics Budget (Faculty Salary Pool)	\$111,909
SEES Division Staff (1.0 FTE)	\$90,000
- Asst Dir for New Student Programs (0.5 FTE)	
- Director for Student Activities & NSP (0.25 FTE)	
- Secretary Supervisor (0.25 FTE)	
SEES Geoduck Guides (Student positions)	\$30,000
SEES Goods/Services	\$63,000
SEES Travel	\$5,000
Total	\$299,909

Approval of tuition and spending plan

Action item: motion to approve 2025-26 tuition and spending plan

**Motion
2025-13**

Trustee Brooks moved to approve the 2025-26 tuition and spending plan. The motion was seconded by Trustee Zuckerman and passed on a voice vote.

College Spending Plan by Fund Type	2025 Budget	2026 Budget	Differences
State General Fund (001-1)	\$39,723,000	\$37,883,000	(\$1,840,000)
Tuition Revenue	\$16,072,465	\$18,272,410	\$2,199,945
Service/Auxiliary Funds	\$11,789,810	\$12,870,000	\$1,080,190
Local Dedicated Funds (148-6)	\$7,598,000	\$8,255,000	\$657,000
Grants and Contracts	\$6,662,165	\$7,243,000	\$580,835
Workforce Education Investment Trust (24J-1)	\$3,024,000	\$6,858,000	\$3,834,000
Education Legacy Trust (08A-1)	\$2,725,000	\$2,725,000	\$0
Institutional Reserves	\$3,358,758	\$1,500,000	(\$1,858,758)
Other	\$1,299,000	\$204,000	(\$1,095,000)
Totals	\$92,252,198	\$95,810,410	3,558,212

College Spending Plan by Fund Type	2025 Budget	2026 Budget	Differences
Capital expenditures*	\$32,189,510	\$16,000,000	(\$16,189,510)

*Biennial capital budget = \$37,912,000 including reappropriations from FY25; FY26 expenditures projected and subject to change.

Approval of athletics budget

Action item: motion to approve athletics budget

**Motion
2025-14**

Trustee Brooks moved to approve the intercollegiate athletics budget. The motion was seconded by Trustee Coetzee and passed on a voice vote.

Intercollegiate Athletics 2025-2026 Budget			
Expense	Amount	Revenue	Amount
Business Operations Manager (.25)	21,912	Institutional Athletics Budget	1,211,128
Director SWRA (.25)	53,032	S&A Athletics Budget	113,740
Assoc Director Athletics (1.0)	109,432	Contracts and Rentals	433,689
Rec & Athletics Specialist 1 (0.5)	36,589		
Men's Soccer Coach (0.55)	55,696		
Women's Soccer Coach (0.55)	55,696		
Women's Volleyball Coach (.55)	55,696		
Women's Basketball Coach (.55)	55,696		
Men's Basketball Coach (.55)	55,696		
Men's Wrestling Coach (.55)	55,696		
Women's Wrestling Coach (.55)	55,696		
Cross Country and Track and Field Coach (1.0)	89,173		
Sports Information Director (.92)	82,933		
Athletic Training (1.92)	166,414		
JV Men's Basketball Assistant Coach	10,000		
Assistant Coaches (2.25)	110,000		
Game Management hourly staff	12,500		
Team Pre-Season Travel	18,450		
Team In-Season Travel	225,000		
Team In-Season Bus Travel	75,000		
Team Post-Season Contingency Travel	65,000		
Referee Services and Entrance Fees	50,000		
Athletic Equipment/Uniforms	70,000		
General Goods & Services	40,000		
Sports Medicine Goods & Services	7,000		
Insurance	68,000		
NAIA & CCC Dues	37,000		
NAIA & CCC Video Platform	4,250		
Website Contract	17,000		
Total	1,758,557		

Combined Exempt/Executive Session

Chair Pérez-Gibson announced a combined exempt and executive session at 11:30 a.m. No action was taken during the session. Open meeting resumed at Noon.

SSSSU 2025-27 CBA

Associate Vice President for Human Resource Services presented Student Support Services Staff Union 2025-27 CBA.

Action item: motion to approve the Student Support Services Staff Union 2025-27 CBA with Washington Federation of State Employees

Motion	Trustee Brooks moved to approve the Student Support Services Staff Union 2025-27
2025-15	CBA with Washington Federation of State Employees. The motion was seconded by Trustee Fraser and passed on a voice vote.

Chair Pérez-Gibson announced a break for lunch at 12:03 p.m. Open meeting resumed at 1:00 p.m.

SMBA Proposal

Provost Noah Coburn shared details on a new Sustainability and Social Impact MBA program.

Action item: motion to adopt Resolution 2025-03 proceeding with SMBA program development

Resolution 2025-03	Trustee Zuckerman moved to adopt Resolution 2025-03 proceeding with SMBA program development. The motion was seconded by Trustee MacEwan and passed on a voice vote.
---------------------------	--

2025-26 officers and committee assignments

Trustee Goldberg shared nominations committee recommendations on board officers for 2025-26

Chair

Trustee Miguel Pérez-Gibson

Vice Chair

Trustee Ed Zuckerman

Secretary

Trustee Pam MacEwan

Action item: motion to elect 2025-26 Board of Trustees officers as presented by nominations committee

Motion 2025-16

Trustee Brooks moved to approve elect 2025-26 Board of Trustees officers as presented by nominations committee. The motion was seconded by Trustee MacEwan and passed on a voice vote.

Chair Pérez-Gibson confirmed committee assignments for 2025-26 academic year.

Executive Committee

Trustee Miguel Pérez-Gibson
Trustee Ed Zuckerman
Trustee Pam MacEwan
Trustee Fred Goldberg

Finance and Budget Committee

Trustee Fred Goldberg (Chair)
Trustee Allyson Brooks (Vice Chair)
Trustee Miguel Pérez-Gibson
[Student Trustee]

Student Success Committee

Trustee Kris Peters (Chair)
Trustee Pam MacEwan
Trustee Ed Zuckerman
Trustee Karen Fraser

Chair Pérez-Gibson announced a break at 1:22 p.m. The open meeting resumed at 1:34 p.m.

Recognitions

Chair Pérez-Gibson offered recognitions to Chief Enrollment Officer John Reed, Student Trustee Joshua Coetzee, and GSU Representative Janery Muñoz who were all present.

Emeritus faculty resolutions

Provost and Vice President for Academics Noah Coburn introduced two retiring faculty who have each been nominated and unanimously affirmed by their colleagues to stand for faculty emeritus.

Resolution 2025-04 Trustee Allyson Brooks moved to adopt resolution number 2025-04 of the Board of Trustees of The Evergreen State College conferring emeritus status upon Stokley Towles. The motion was seconded by Trustee Ed Zuckerman and passed on a voice vote.

Resolution 2025-05 Trustee Joshua Coetzee moved to adopt resolution number 2025-05 of the Board of Trustees of The Evergreen State College conferring emeritus status upon Larry Geri. The motion was seconded by Trustee Karen Fraser and passed on a voice vote.

Chair Pérez-Gibson adjourned the meeting at 2:18 p.m.

Miguel Pérez-Gibson, Chair

Pam MacEwan, Secretary



TO: Board of Trustees
FROM: John Carmichael, President
DATE: September 4, 2025
RE: Proposed Supplemental Operating Budget Request

1. Administrative Recommendation:
Approve a motion to authorize staff to submit supplemental operating budget requests for the 2026 legislative session.
2. Purpose: To approve the submission of the Supplemental Operating Budget Request to the Office of Financial Management.
3. Request summary: The proposed Supplemental Operating Budget Request includes the following components:

	Budget Decision Packages	
Working title	Brief Description	Estimated request
Rescind unnecessary 2027 cuts	In addition to the FY26-27 cuts applied to all public four-year institutions, Evergreen is targeted for another \$2.7 million cut in FY27. The cut is intended as the first in a series to move Evergreen's appropriation down to \$18,000 per student in FY29. The cut is unnecessary and counterproductive. Evergreen's extraordinary enrollment growth will achieve the \$18,000 per student target by FY29 without this cut. If the cut is implemented nevertheless, the college will be forced to cut programs, likely resulting in enrollment loss, driving the per-student cost in the wrong direction and threatening Evergreen's viability.	\$2,689,500

	Budget Decision Packages	
Working title	Brief Description	Estimated request
Basic support for the Historic Lord Mansion on the Capital Campus	Evergreen assumed stewardship of Lord Mansion in 2018, but no M&O funding was redirected to support its upkeep. Despite revenue efforts, the facility operates at a deficit, pulling resources from core student services amid declining state and federal support. This request seeks dedicated M&O funding to sustain operations. Without it, Evergreen will seek to relinquish the property. Strategic investment now ensures responsible asset management and protects educational priorities.	\$227,000
Estimated TOTAL		\$2,916,500

NOTE: Requests are still being refined and amounts are subject to change prior to September 10.

4. Scheduling: Following Board approval, college staff will prepare and submit the detailed requests, which are due September 14, 2025. The funding would be received for the biennium that begins July 1, 2025.
5. Fiscal Impact: Submitting a thoroughly prepared Supplemental Operating Budget Request is critical to the financial sustainability of the college.
6. Program Impact: The requested funds avert significant budget cuts, which would reduce programs and services available to students, harm efforts toward enrollment recovery, and threaten the financial viability of the college.
7. Legal Process: Under the Board's Delegation of Authority, the Board reserves the authority to approve the content of budget requests.
8. Staff review:

LDF Director of Financial Planning

AB Secretary to Board of Trustees



Joint workshop Board of Trustees and Board of Governors

September 4, 2025 3:00 – 5:00 PM PDT

Seminar II, A1107

Goals

1. Establish and deepen relationships between Trustees and Governors, building a sense of trust and shared commitment to the success of Evergreen.
2. Trustees and Governors will expand their understanding of higher education's national and state context, laying the groundwork for future board partnerships to advance Evergreen's mission through philanthropy, advocacy and reputation-building.

Agenda

3:00-3:15	Welcome & introductions – Miguel Perez Gibson & Ben Anderson
3:15-3:45	Presentation on higher education and Evergreen's position in the state and national context – John Carmichael, Noah Coburn, Tonya Strong and Sandy Kaiser
3:45-4:30	Small group discussions – facilitated by Abby Kelso
4:30-5:00	Large group discussion