



the
evergreen
state college

Regular Meeting of the Board of Trustees

The Evergreen State College
2700 Evergreen Parkway NW, Evans Hall Suite 3200 Boardroom
Olympia, WA 98505
Wednesday, January 21, 2026
1:00 p.m. – 5:00 p.m.

Public Zoom link: <https://evergreen.zoom.us/j/92773200563>
"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

1:00 p.m.

- 1. Call to order, determination of quorum
- 2. Chair's opening remarks
- 3. Executive Leadership report
- 4. Legislative report
- 5. Public comment*
- 6. Student Trustee report
- 7. Representative reports
 - a) GSU (Geoduck Student Union)
 - b) Faculty
 - c) Staff
- 8. Approval of meeting minutes
 - a) Action item: *motion to approve minutes of November 18-19, 2025.*
- 9. Strategic planning scorecard: high-impact practices at Evergreen
- 10. Enrollment update
- 11. Student Achievement and Success Committee
 - a) Chair's report
 - b) Updates from the Writing Center
 - c) Student presentation
- 12. Finance and Budget Committee
 - a) Chair's report
- 13. Fundraising update and campaign preparation
- 14. Open Public Meetings Act executive session**
- 15. President evaluation and contract
 - a) Action item: *motion to approve the written evaluation for President John Carmichael.*
 - b) Action item: *motion to amend the president's contract.*

5:00 p.m.

- 16. Adjourn

* The Board of Trustees welcomes public comment at the business meeting on Tuesday, November 18. Comments 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 1:00 p.m. Tuesday, November 18, 2025, by signing in at the meeting location or by emailing trustees@evergreen.edu.

** 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)).

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



Regular Meeting of the Board of Trustees
November 18 and 19, 2025

Trustees Attending:	Miguel Pérez-Gibson Fred Goldberg Ed Zuckerman Acacia Engram Pam MacEwan Kris Peters Allyson Brooks Karen Fraser
Absent:	N/A
Staff Present:	John Carmichael, President Dexter Gordon, Executive Vice President Noah Coburn, Provost Abby Kelso, Vice President for Advancement William Ward, Chief Administrative Officer John Reed, Special Assistant for Strategic Initiatives Lisa Dawn Fisher, Director of Financial Planning Julie Slone, Executive Associate to the Provost 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 Erik Gimness, Director of Institutional Research David McAvity, Vice Provost for Academic Initiatives Trevor Speller, Vice Provost Tonya Strong, Associate Vice President for Enrollment, Marketing, and Communications Jadon Berry, Executive Associate to the Executive Vice President Kendra Johnson, Communications Consultant Ray Rector, Equal Opportunity and Affirmative Action Officer Amy Placette, Associate Director for Financial Analysis and Tech Services Dan Ralph, Associate Director of Policy Services Kate Cunningham, Director of Media Services Doreen Swetkis, Academic Dean Bentse Shrestha, Controller Chris Frasier, Assistant Accounting Manager Auditor Cory Mounts, Manager of Student Financial Services Mason Hadley, Photographer

Others Present: Pat McCarthy, Washington State Auditor (and team)
Sharon English, Assistant Attorney General
Sarah Dougherty, Staff Representative
Takaji Naotsuka, Student
Brianna Manolopoulos, Student

This meeting took place at Evergreen's Olympia campus in Evans Hall Boardroom 3201. Chair Pérez-Gibson called the meeting to order at 1:00 p.m. and Secretary MacEwan confirmed a quorum.

Chair's opening remarks

Chair Pérez-Gibson provided opening remarks and introduced new staff representative Sarah Dougherty.

Executive leadership report

President John Carmichael and Executive Vice President Dexter Gordon provided an executive leadership report.

Public comment

Chair Pérez-Gibson called for public comment at 1:40 p.m. There was no public comment.

Approval of meeting minutes

Action item: motion to approve meeting minutes of September 4.

Motion 2025-19 Trustee Zuckerman moved to approve meeting minutes of September 4, 2025 as written. The motion was seconded by Trustee MacEwan and passed on a voice vote.

Board of Trustees 2026 meeting schedule

Action item: motion to approve the 2026 Board of Trustees meeting schedule.

Motion 2025-20 Trustee Goldberg moved to approve 2026 Board of Trustees meeting schedule with amendments to dates presented. The motion was seconded by Trustee Zuckerman and passed on a voice vote.

Wednesday, January 21, 2026
Monday, March 9, 2026
Wednesday, May 13, 2026
Thursday, June 11, 2026
Wednesday, September 2, 2026
Tuesday, November 17, 2026
Wednesday, November 18, 2026 (Retreat)

Student Trustee report

Trustee Acacia provided the student trustee report and included remarks on behalf of GSU representative Martin.

Representative reports

Staff Representative Dougherty was introduced provided brief initial comments.

There were no faculty or GSU representative reports.

Enrollment and Retention Update

Associate Vice President for Enrollment, Marketing, and Communications Tonya Strong was joined by Director of Institutional Research Erik Gimness to provide an update on college enrollment and retention.

Student Achievement and Success Committee

Trustee Peters was joined by Provost Noah Coburn to deliver a chair's report.

Provost Coburn introduced new Director of Media Services Kate Cunningham, who provided an update on Media Services approach to supporting student academic work. Director Cunningham was joined by students Takaji Naotsuka and Brianna Manolopoulos to share about their work with Media Services.

Director of Institutional Research Erik Gimness provided an overview of the strategic plan dashboard metrics.

Chair Pérez-Gibson announced a break at 3:00 p.m. Meeting resumed at 3:10 p.m.

Executive Session

Chair Pérez-Gibson announced an executive session at 3:10 p.m. No action was taken during the session. Open meeting resumed at 11:45 a.m.

Chair Pérez-Gibson announced a break for lunch at 12:00 p.m. Open meeting resumed at 3:49 p.m.

Evaluation of the President for 2024-25

Chair Pérez-Gibson provided initial comments about the presidential evaluation period and process.

Action item: motion to authorize the Board Chair to develop a written evaluation of the President including feedback from the Board.

Motion 2025-21 Trustee MacEwan moved to authorize the Board Chair to develop a written evaluation of the President including feedback from the Board. The motion was seconded by Trustee Brooks and passed on a voice vote.

Responding to President Carmichael's nomination to Panorama Corporation Board

Action item: motion to approve that President Carmichael be allowed to serve on the board and take leave as needed each month to serve on the outside board, in accordance with all provisions of his Evergreen contract.

Motion 2025-22 Trustee Fraser moved that should President Carmichael be appointed to serve on the Panorama Corporation board, the Board of Trustees approve his service on the Panorama board and allow he take leave as needed each month to serve on the outside board, in accordance with all provisions of his Evergreen contract. The motion was seconded by Trustee Peters and passed on a voice vote.

Finance and Budget Committee

Auditor Pat McCarthy was joined by her team to present the college with the State Auditor's Stewardship Award. Auditor McCarthy provided remarks in recognition of Evergreen for outstanding fiscal responsibility, clean audit results (few or no findings), strong internal controls, transparency, and cooperation with the State Auditor's Office (SAO) to safeguard public funds. Evergreen was acknowledged as the only the second institution of higher education in the state of Washington to have ever received the award. Staff from the Finance division were present to receive the acknowledgement.

Trustee Goldberg and Trustee Brooks provided a brief chair's report, followed thereafter by an overview of recommended tuition rates for 2026-27 by Director of Financial Planning Lisa Dawn-Fisher. No action was taken on this item.

Vice Provost David McAvity and Dean Doreen Swetkis shared details on a tiered tuition model for graduate programs. No action was taken on this item.

Advancement Report

Vice President for Advancement Abby Kelso provided an Advancement report.

Recess until day 2

At 4:30 p.m., Chair Pérez-Gibson announced that the Board would go into recess until day two of the business meeting and retreat.

November 19 Retreat

Chair Pérez-Gibson called the meeting to order at 9:14 a.m. No decisions or actions were taken during the retreat. Chair Pérez-Gibson adjourned the meeting at 3:00 p.m. on November 19.

Miguel Pérez-Gibson, Chair

Pam MacEwan, Secretary



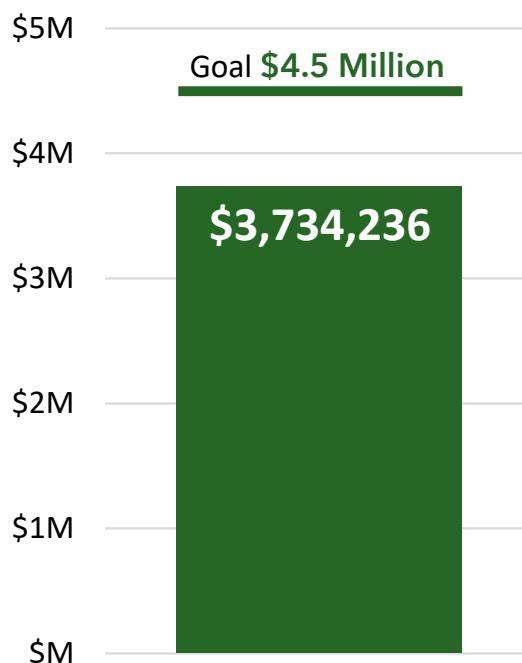
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2025-26 Fundraising Progress as of December 31, 2025

The Evergreen State College and The Evergreen State College Foundation

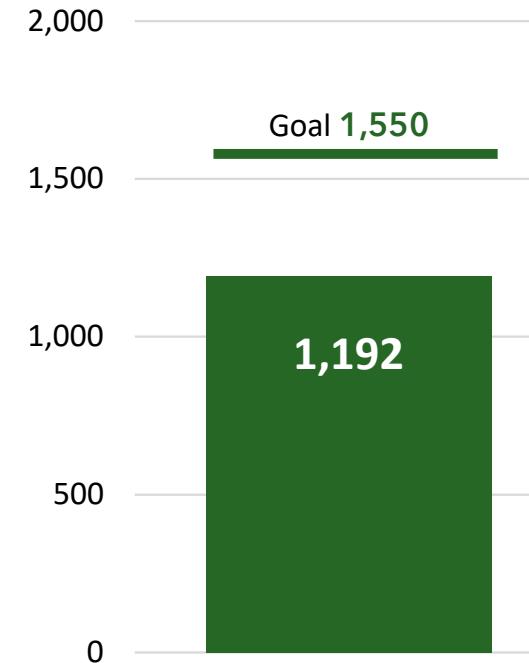
New Commitments

New gifts, grants, planned gifts and pledges



Total Donors

Foundation and College donors



Impact Growth 2019-2026

\$2,791 Average scholarship award for 2025-2026 academic year¹

87% Increase in student aid budget²

26% Increase in average budgeted scholarship award²

37% Increase in individual scholarship awards per year³

1,800 Scholarship recipients from July 2019 to December 2025⁴

1,000 Student Emergency Fund recipients from July 2019 to December 2025⁴

2,341 Upward Bound student participation from July 2019 to December 2025⁵

82 Summer Undergraduate Research Fellowship (SURF) projects⁴

¹ Average scholarship award disbursement budgeted in the 2025-2026 academic year

² Percent change in scholarship total budget, 2019 to 2026

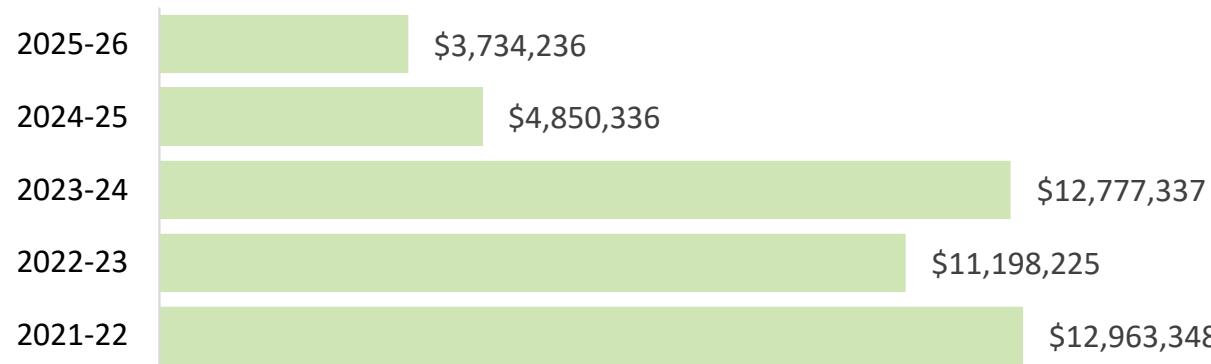
³ Percent change in number of scholarship awards budgeted, 2019 to 2026

⁴ Numbers reflect actual total recipients per award/program, 2019 to 2026

⁵ Returning students counted up to 4 times each, 2019 to 2025

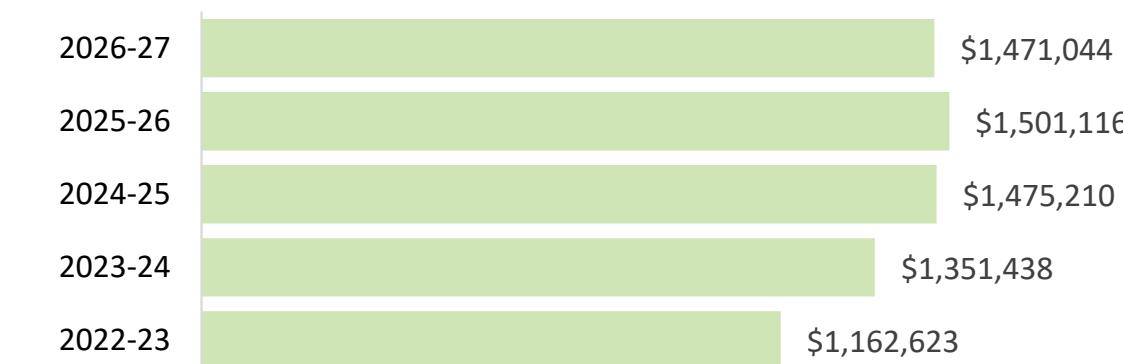
New Commitments Compared to Prior Years

New grant commitments, gifts and planned gifts secured to College and Foundation



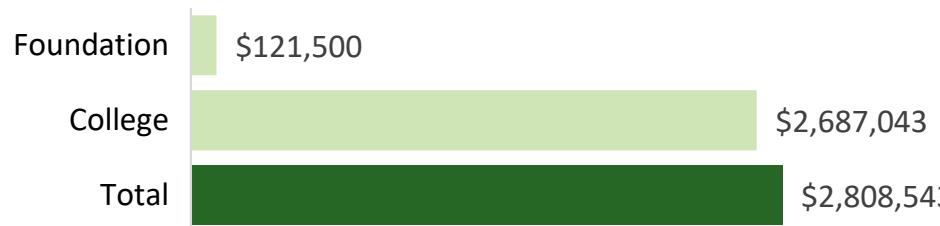
Student Aid Budget Year Over Year

Scholarship, fellowship, and Emergency Fund budget totals per disbursement period



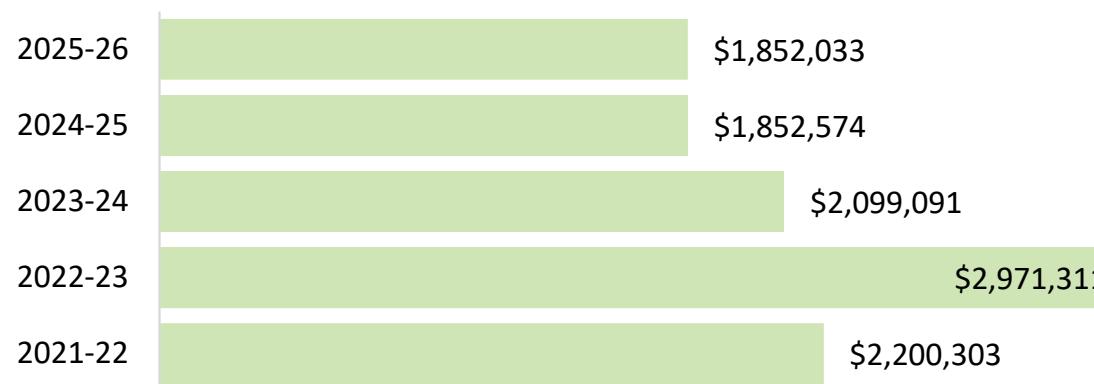
New Pledges

New commitments and planned gifts made; may be received in future years



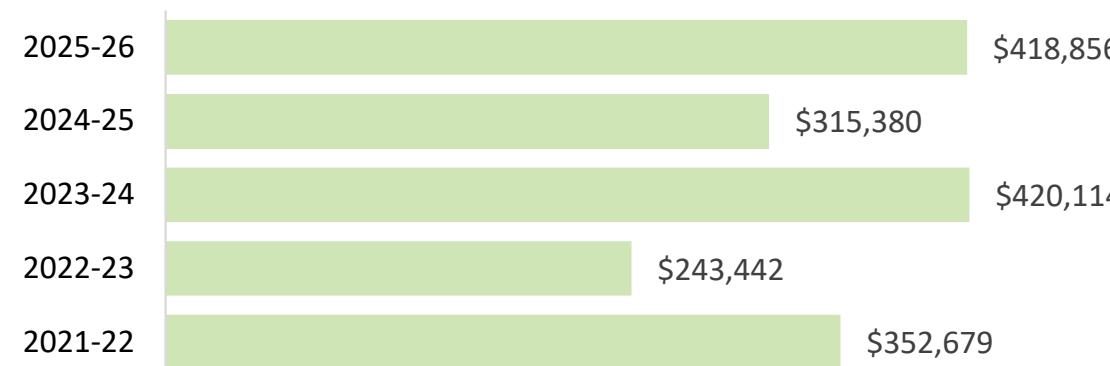
Foundation Total Raised

Gifts received and pledge payments to be received by June 30



Evergreen Funds Raised

Includes gifts to the Evergreen Fund, Evergreen Scholarship Fund, Undergraduate Research Fund, Tacoma Annual Fund, Student Emergency Fund and Art of Giving to be received by June 30



Notable Gifts and Grants

- \$ 1,860,290 grant commitment for TRiO Student Support Services
- \$ 399,366 grant supplement for Strengthening Institutions - Holistic Advising
- \$ 250,000 gift received for President Support Fund
- \$ 204,000 grant commitment to support students experiencing homelessness
- \$ 168,903 grant supplement for Child Care Access Means Parents in School (CCAMPIS)
- \$ 150,000 gift received for media internships
- \$ 108,000 pledge commitment for the Glenn Huntley Public Service Endowed Scholarship
- \$ 100,000 gift received for the Angel Fund
- \$ 53,074 grant commitment for affordable childcare
- \$ 50,000 gift received for the House of Welcome Endowment
- \$ 50,000 gift received for Millarckee Farm Scholarship Endowment
- \$ 50,000 gift received for the Sara Ann Bilezikian Emergency Fund Endowment
- \$ 50,000 gift received for the Evergreen Fund
- \$ 35,000 gift received for the Gordon and Vestrich Scholarship Endowment
- \$ 34,000 pledge commitment for the new Step-Up Scholarship
- \$ 30,000 gift received for Re-Entry Student Support
- \$ 30,000 gift received for the Evergreen Fund
- \$ 25,000 gift received for New Media Projects
- \$ 25,000 gift received for Dr. Juliette Graziano Endowed Scholarship in Equity and Justice
- \$ 25,000 gift received for the House of Welcome Endowment
- \$ 20,000 gift received for Muckleshoot Scholarship
- \$ 20,000 gift received for the Civil Dialogue Project
- \$ 20,000 gift received for Art of Giving
- \$ 20,000 gift received for the House of Welcome



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Proposed Campaign Counting Guidelines – January 2026

For discussion in preparation for votes at the February 27, 2026, Board of Governors meeting and the March 9, 2026, Board of Trustees meeting.

The following applies to the comprehensive fundraising campaign to be launched in 2027. Evergreen will adhere to the CASE Global Reporting Standards, 2nd edition, with the following exceptions, considerations, and amplifications:

1. **Pledges received:** Pledge payments received after July 1, 2027, towards pledges that were committed previously will be counted in the campaign, so long as they were not counted in the Forever Green Campaign (2019-2024).
2. **Pre-campaign gifts:** Beginning March 10, 2026, Evergreen will count gifts and commitments made prior to the official campaign period that equal or exceed \$100,000 and are referenced as counting in the campaign in the gift documentation.
3. **Government funds:** Government funds from competitive grants to the College and the Foundation will be included. Government grants will be counted based on the grant award documentation. This includes funds from tribal, local, regional, state, and federal governments. The campaign will not count legislative appropriations, earmarks, and grants awarded without a competitive process (i.e. COVID relief grants from the federal government that were awarded automatically based on non-competitive formula).
4. **Pledge periods:** The CASE suggested five-year payment period will be honored. 10-year payment periods for gifts of \$1,000,000 and above may be approved by the President of The Evergreen State College and the Executive Director of The Evergreen State College Foundation.
5. **Planned gifts/bequests/legacy intentions:**
 - a. **Documentation:** Planned gift commitments must be documented during the campaign period by a copy of the portion of the will mentioning Evergreen or an affiliated entity, a gift agreement or a properly executed bequest intention form.
 - b. **Counting:** Planned gift commitments will be reported separately in campaign reports.

Campaign credit will be at full face value regardless of the donor's age. If a specific dollar amount is not stipulated in the gift documentation, an estimate of the present value provided by the donor and validated by staff will be counted in the campaign.

- c. **Updates:** If a donor amends an earlier planned gift commitment during this campaign to reflect a larger specific amount or percentage, that increase will be counted. Planned gifts realized during the campaign will be counted if a planned gift commitment was not recorded prior to the campaign, or, if the amount realized is greater than the prior planned gift commitment, the increased amount will be counted.
- 6. **Pledge write-offs:** Although rare in Evergreen's recent history, it is inevitable that there will be some write-offs to pledges where the pledge is unable to be fulfilled. During the campaign period, the total of all pledges that are written off before the campaign ends will be reported on the campaign report.