

**Western Washington University
Board of Trustees
Meeting Minutes
Thursday, October 12, 2017**

CALL TO ORDER

Board Chair Sue Sharpe called the regular meeting of the Board of Trustees of Western Washington University to order at 3:03 pm in the Board Room, Old Main 340, in Bellingham, WA.

Board of Trustees

Sue Sharpe, Chair
Earl Overstreet, Vice Chair
John Meyer, Secretary
Betti Fujikado
Chase Franklin
Karen Lee
Trista Truemper
Mo West

Western Washington University

Sabah Randhawa, President
Brent Carbajal, Provost and Vice President for Academic Affairs
Richard Van Den Hul, Vice President for Business and Financial Affairs
Stephanie Bowers, Vice President for University Advancement
Melynda Huskey, Vice President for Enrollment and Student Services
Donna Gibbs, Vice President for University Relations and Marketing
Allison Giffen, Faculty Senate President
Kerena Higgins, Assistant Attorney General
Paul Cocke, Director of University Communications
Paul Dunn, Senior Executive Assistant to the President
Barbara Sandoval, Assistant to the President and Secretary to the Board of Trustees
Rayne Rambo, Assistant Secretary to the Board of Trustees

1. APPROVAL OF MINUTES

The minutes we approved as amended.

MOTION 10-01-2017: Trustee Franklin moved that the Board of Trustees of Western Washington University, upon the recommendation of the President, approve the following Minutes:

- Board of Trustees Special Meeting July 20, 2017
- Board of Trustees Meeting August 18, 2017

The motion passed.

1. EXECUTIVE SESSION

At 3:04 p.m. Chair Sharpe announced that the Board would convene in Executive Session for approximately 40 minutes to discuss a personnel matter as authorized in RCW 42.30.110 (1)(g)&(i).

Chair Sharpe announced a break at 3:40 a.m. The board reconvened the meeting at 3:48 a.m.

2. DIVERSITY, EQUITY, AND INCLUSION

Provost Brent Carbajal invited the panel to introduce themselves and their position at Western. Spencer Anthony-Cahill, Chair, Chemistry Department and former Faculty Senate President, explained that during his tenure at Western, the topic of diversity, equity and inclusion has been a long standing topic of discussion. He pointed out that the under-representation of women in Science, Technology, Engineering and Math (STEM) fields is an area of focus for him and his department. Anthony-Cahill highlighted the recent achievement of receiving the Howard Hughes Medical Institute Research Award that was awarded to Western and is one of the premier, privately supported bio-medical research awards in the world. He added that this prestigious award will bring one million dollars over the course of five years to Western to enhance recruitment, retention and success in the natural sciences for first-generation, historically underrepresented racial and ethnic minority, female, and transfer students at Western. Anthony-Cahill highlighted the fact that Western received this award because of the unheralded commitment of those that worked tirelessly to promote equity, inclusion and diversity for years prior to receiving the Advancing Excellence and Equity in Science (AEES) award.

Regina Barber-DeGraaff, Instructor of Physics and Astronomy and the STEM Inclusion and Outreach Specialist for the College of Science and Engineering, outlined the process of creating a position that would allow her to collaborate with multiple programs and projects. Barber-DeGraaff emphasized the importance of networking, awareness, and support. She stated that networking with other scientists helps create connections, such as attending the annual Society for Advancement of Chicanos/Hispanics and Native Americans (SACNAS) conference which she has attended with students from the College of Science and Engineering for the past four years. Barber-DeGraaff also added that her role as a faculty advisor to student clubs allows her to mentor under-represented students within the clubs as they plan their annual event, "STEM Mix It Up". She explained that the event promotes equity and inclusion with a new theme every year and is sponsored by the College of Science and Engineering.

Trula Nicholas, Associate Professor Human Services Program in the Woodring College of Education stated she was representing the Faculty Senate Social Justice and Equity Committee that was approached by the President's Task Force on Equity, Inclusion and Diversity regarding financial awards for faculty to conduct research and develop techniques in the classroom to promote inclusion. Nicholas explained that it was important to create a sense of community by creating a faculty learning lab which encourages faculty awardees to collaborate on ideas, exchange research, and share classroom experiences. Nicholas provided an overview of the Campus Wide Dialogues that provide professional training to a cohort of faculty, staff, students and community members on facilitating difficult conversations which allows for campus and community wide dialogues which then provides feedback to the cohort. Nicholas added that working on social justice and equity topics helps break down stereo-types and allows for people to engage on a personal level.

Ted Pratt, Dean of Students, introduced the idea of building future students. Pratt said that the Child Development Center on Western's campus provides child care for students, faculty and staff and has the potential to build future Western students. He added that the Compass 2 Campus program that provides fifth graders with the opportunity to visit Western's campus and experience campus life for a day, also helps build potential Western students. Pratt said that the first cohort of the program are entering as freshman this fall at Western. He stated that these programs, in conjunction with the admissions office create opportunities for recruitment of new populations of students. Pratt also elaborated on the partnership between the Admissions Office and the Office of Financial Aid which provides important guidance to help retain first generation, low income, Pell Grant eligible, ethnic minority populations. Pratt continued to list additional offices that support student retention that include the Student Outreach Services that provides specific counseling for student groups like DACA, Native American students and student veterans.

Simrun Chhabra, President, Associated Students, brought forward the student perspective of equity and justice. Chhabra emphasized the idea of critical hope as Western's focus as we continue to work on these very important issues. Chhabra touched on a few points that are important to students; the importance of being critical when evaluating Western's resources, improving Western's relationship with indigenous tribes, and creating a dialogue with students with regards to difficult conversations and providing a safe space for difficult conversations. Chhabra said that the work that is accomplished now is for all future Western students and the hope is to provide as much diversity and inclusion knowledge for the issues that we face as a nation.

Sue Guenther-Schlesinger, Vice Provost, Equal Opportunity & Employment Diversity and Title IX Coordinator, updated the board on the work of the Equal Opportunity Office. Guenther-Schlesinger noted that campus climate surveys have been facilitated by the Higher Education Research Institute, (HERI) that conducted three surveys that included faculty, staff and students. She explained that these surveys will allow for Western to compare itself to other peer institutions that have also participated in the HERI surveys. She added Western will also be able to compare the results with previous climate surveys. Guenther-Schlesinger said a summary will be provided to the vice presidents and the deans in the coming week, and will then be shared with their departments. Guenther-Schlesinger highlighted the work undertaken by the task force on Preventing and Responding to Issues of Antisemitism that was formed after a series of events on campus. The task force membership included faculty, staff, administrators and students whose charge was to develop recommendations to educate campus community members about anti-Semitism and its negative impacts targeting Jewish members of Western community. Guenther-Schlesinger also mentioned the work undertaken on gender-neutral facilities. Gender-neutral facilities guidelines have been established for the first time at Western as a result of recommendations provided by an advisory group. These guidelines are based on recognizing the importance of providing safe, accessible and reasonably convenient restroom and locker room facilities for people of all gender identities.

Provost Carbajal shared with the board the work of the Provost's Diversity and Inclusion Hiring Initiative. Carbajal noted that the initiative recognizes that it is critical to hire, retain, and advance faculty who are committed to effectively mentoring and educating Western's increasingly diverse student body. The pilot work will begin in the fall beginning with eight new faculty searches and will include an Equity and Inclusion Advocate training session for a tenured faculty member who will sit on the search committee. Carbajal added that the job description will include required elements related to diversity and inclusion that will also apply to how the faculty member is eventually evaluated. He noted that increased Equal Opportunity Office

consultations would be available for faculty members and that the future expectations would be inclusive of the college and department level to support faculty by implementing ways to formally value the efforts related to diversity and inclusion in teaching.

Trustee Sharpe thanked the panel for their attendance and their important work on a topic that is very important to the board and the university community. Trustee Fujikado summarized the conversation and pointed out the importance of critical hope. She stressed the importance of the work around diversity, equity and inclusion and that the commitment from the panel is exceptional and to continue to have conversations and taking risks is vital to the success of these these initiatives.

3. INTRODUCTION OF ASSOCIATED STUDENTS BOARD OF DIRECTORS

Trustee Sharpe welcomed the Associated Students available to attend the meeting. The Associated Students Board of Directors present were:

- Simrun Chhabra, President, Associated Students
- Annie Gordon, Associated Students Vice President for Student Life
- Alexander LaVallee, Associated Students Vice President for Business and Operations

Trustee Sharpe thanked those present for attending the meeting adding that the board looks forward to a productive academic year.