



Hello Trustees,

I am looking forward to connecting with you after a long time since our last meeting.

Below are some highlights for your upcoming meeting. There is a lot to cover. In the spirit of full transparency, I believe this meeting will last longer than 2 hours. We will try to be as expeditious as possible.

Presentations:

- You will have an opportunity to dive deep into the Medical Assisting program, with presentations from an employer, a graduate and the lead faculty member.
- You will meet the men and women and coaches representing the 2023 Basketball Teams.

Standing Reports:

- Our new Student Council President is Hedvig Persson. Isaiah Penniston-John is no longer a member of the student council.
- Lara Starcevich, Faculty Senate First Speaker
- Tim Williams, Peninsula College Faculty Association
- Terye Senderhauf, Manager of Institutional Effectiveness, will provide data on the Core Theme: *Achieving Student Success*

President's Report

- I will brief you on:
 - DEI efforts
 - Connecting with the community related to wraparound services for students and healthcare needs
 - Policy Review
- Carie Edmiston will review 2nd Quarter Financials

Board Chair/Trustee Activities Update

- I presume some or all you will want to report out on:
 - Government to Government Summit
 - ACT Winter Conference, Olympia
 - ACCT Legislative Conference, Washington DC

Items for Board Study

- There are three professors up for tenure consideration: Dr. T. Nicholas Jones, Anna King, Dr. Sam Zwenger. Materials are in the Board packet.



- If you are up for staying 30 minutes late, we could have time to review the Board and President evaluation rubrics that have been in your packet for a few meetings. I attended a session at ACCT about this topic. When we meet, I can share some new insight I gathered. If the timing doesn't work for you, we can push it to March, but I worry about moving it much later because before we know it, we'll need to be putting the new evaluation rubrics into place.

Item for Board Action

- The Faculty Senate unanimously voted to award an honorary diploma to Mark Morey. He passed away at 46 years old at the end of January after a battle with cancer. Mark was a Peninsula College alum in the Journalism program, and had a distinguished career at the Peninsula Daily News and the Yakima Daily Herald. I will be asking for your permission to grant an honorary degree, per Board Policy 155.



**Meeting of the Board of Trustees
February 14, 2023
Port Angeles, WA
2:00 p.m.
Room A-12, Cornaby Center**

Trustees:

*Dwayne Johnson, Chair
Mike Maxwell, Vice Chair
Mike Glenn
Joe Floyd
Claire Roney*

ROLL CALL and DETERMINATION OF QUORUM

MODIFICATION TO THE AGENDA

APPROVAL OF MINUTES

December 13, 2022
January 17, 2023, Special Meeting of the Board of Trustees

INTRODUCTIONS

Basketball Teams

PUBLIC FORUM/CORRESPONDENCE

PRESENTATIONS

Medical Assisting Presentation

Jessica Jones, Medical Assistant, Jamestown Family Clinic (PC grad)
Elizabeth Moseley, Jamestown Family Health- Medical Assistant Supervisor
Rachel Pairsh, Medical Assisting Faculty and Program Director, Peninsula College

STANDING REPORTS:

- ASC – Hedvig Persson
- Senate – Lara Starceovich, Faculty Senate First Speaker
- PCFA – Tim Williams
- Institutional/Enrollment Report –Terye Senderhauf- Core Theme: Achieving Student Success

PRESIDENT'S REPORT

2nd quarter Financials- Carrie Edmiston
Updates
Community Connections

TRUSTEE UPDATE

Government to Government Summit
ACT Winter Conference
ACCT National Legislative Summit

ITEMS FOR BOARD STUDY

Tenure consideration for Nicholas Jones
Tenure consideration for Anna King

Tenure consideration for Sam Zwenger
President Evaluation
Board Evaluation

ITEMS FOR BOARD ACTION

Honorary Degree- Mark Morey

EXECUTIVE SESSION

None



**Meeting of the Board of Trustees
December 13, 2022
Port Angeles, WA
2:00 p.m.
Room A-12, Cornaby Center**

Trustees:

*Dwayne Johnson, Chair
Mike Maxwell, Vice Chair
Mike Glenn
Joe Floyd
Claire Roney*

ROLL CALL and DETERMINATION OF QUORUM

Dwayne Johnson, Chair- excused
Mike Maxwell, Vice Chair- excused
Mike Glenn- acting Chair -present
Joe Floyd- present
Claire Roney-present

Mike Glenn called the meeting to order at 2:05 pm, quorum is met with Mike Glenn, Joe Floyd and Claire Roney present.

MODIFICATION TO THE AGENDA

None

APPROVAL OF MINUTES

Nov. 8, 2022

Motion to approve Joe Floyd, seconded by Claire Roney. All approved.

INTRODUCTIONS

Student Services- Introductions made by Krista Francis, Vice President for Student Services
Veronica Bechtold, Student Success Navigator
Abby Rand, FA Outreach Specialist
Steven Luther, FA Outreach Specialist
Sheila Fullingim, Customer Service Specialist 2 Pirate Central

Administration/Finance- Introduction made by Roy Lirio, Director of Fiscal Operations
Tina Robinson, Payroll & Benefits Specialist

PUBLIC FORUM/CORRESPONDENCE

None

PRESENTATIONS

Dr. Luke Robins- Robins Green Resolution – Mike Glenn presented the Robins Green Resolution #2022-05 and a yard sign to Dr. Robins.

Dr. Luke Robins served as Peninsula College President for 10 years, Mike Glenn served as a Trustee the entire time. The dedication of the green behind the Pirate Union Building was made at commencement. Joe Floyd and Claire Roney also shared their appreciation to Dr. Robins for his time at Peninsula College.

Luke Robins thanked the Board and President Ames for the honor.

STANDING REPORTS:

- ASC – Laken Folsom spoke on behalf of the ASC President, who was not able to make it. The ASC had some good events fall quarter, they had black light dodgeball, a faculty pie in the face event for the food bank and they are working on the Pirate pantry. The ASC is working on wrapping up fall qtr.
- Senate – Lara Starceovich, Faculty Senate First Speaker- The Panto is going on- Goldilocks and the Ultimate Rampage. There is also Jingle Jazz this week. The Faculty Senate voted that they would like Dr. Steven Thomas, VPI to attend Faculty Senate meetings, they are excited about the collaboration and open communication. They discussed Guided Pathways and what that will mean for faculty and students. At the last Faculty Senate, Cheryl Crane did a presentation on the non-transfer Associates degree and the pros and cons of having this type of degree, it was a good discussion.
- PCFA – Tim Williams is out sick. Tim asked Suzy to share that, with a lot of collaboration and communication, the bargaining team and administrators came up with a solution that does not bring additional cost to the college and provides ongoing transparency. Related to academic advisors the PCFA voted unanimously to move forward with an agreement. Also thank you to Derek Leuzzi for his help with this.
- Institutional/Enrollment Report –Terye Senderhauf- Core Theme: Strengthening Communities - report in board packet.

PRESIDENT'S REPORT

Updates

- The Board Members were given 3 books written by our faculty: Kate Reavey, Matt Teorey, Michael Cassella-Blackburn and a small gift from Japan.
- Congratulations to Professor Rae Rawley, she was granted Sabbatical for next year.
- Suzy Ames and Sophia Iliakis-Doherty had a very successful trip to Asia, they wanted to send a strong message that Peninsula College is back and excited to welcome International Students. There was a theme that recruiting international students continues to be a challenge. Peninsula College appeals to the students that are not interested in going to a big city. The dollar value also poses a challenge for students. We are focusing our efforts on recruitment of cohorts. There is still interest in international students coming for our athletics program
- We have secured a partnership with the YMCA in Sequim for childcare for our students so they can attend ESL classes in Sequim. Suzy Ames thanked Cheryl Crane and Getta Workman for their leadership on this.
- There is a new community partnership grant for bookkeeping classes with a paid internship included. The EDC will be selecting the students and Peninsula College will be working closely with the EDC and Grays Harbor College.
- We joined West Sound STEM and are working on office space for them in building 202 in Port Townsend.
- ACT is in Olympia Jan 23-24, Mike Maxwell, Claire Roney and Joe Floyd are planning to attend.
- ACCT is Feb. 4-8 in Washington DC, Claire Roney and Suzy Ames will be attending.
- June Claypool will be leaving Peninsula College in early January. The Foundation, Communications, IR and temporarily the Longhouse will report to the President's Office.
- The Bookstore will report to Steven Thomas, Vice President of Instruction.
- The Market and Deli will report to Carie Edmiston, Vice President of Finance and Administration.
- We will be recruiting for a Vice President for Human Resources and Diversity, Equity, and Inclusion. We will be doing a national search. The goal would be eventually to also create a manager of HR as well.

- Government to Government Summit – Jan 17, 2023, we will be inviting the Trustees, Tribal Council Members, College Staff and State Board Staff. The morning will be the College and State Board Staff and the Tribal members will join for lunch. Dwayne Johnson will facilitate the day.

Community Connections

The contacts Suzy Ames has made in the last month are in the board packet.

BOARD CHAIR UPDATE

None

TRUSTEE ACTIVITIES UPDATE

There was a Trustees Tuesday training this morning and the topic was preparing for the Legislative session. Joe Floyd shared that his experience and dedication and passion for education is something he can share with our Legislators. We need people who can think critically and know about science and why colleges should be supported.

Claire Roney went to an event with the Jefferson County Historical Society and would like Suzy Ames to meet with them and other Port Townsend tourism boards and community members. The President's office has done a President welcome reception for Suzy Ames in Port Angeles and Forks and are still planning to do a Presidential Reception in Port Townsend.

ITEMS FOR BOARD STUDY

None

ITEMS FOR BOARD ACTION

Strategic Plan- The Strategic Plan Focus Priorities were revised based on feedback from employees. The original Strategic Plan was created before Covid.

Motion to approve Claire Roney, seconded- Joe Floyd. All approved.

Presidential approval of union MOUs- Our AAG's recommendation is that Union MOU be signed by the President. The President will keep the Board of Trustees informed if any MOUs are significant changes to operations. PCFA President Tim Williams is in support of this recommendation.

Motion to approve Joe Floyd, seconded Claire Roney. All Approved.

ASC to Refurbish Field Turf- Rick Ross – in 2009 we had the worst soccer field in the NWAC, Dr. Keegan found a way to build the turf field. Since that time, we have had the best field. A lot of championships have been won. It had a 12-year lifespan and it is now falling apart. The students voted unanimously for a student life fee to pay for the field. We just replaced our gym floor with donations and did not feel like we could ask so soon for more donations. The new turf will be the same that is on the Portland Timbers field, it is a FIFA regulated/certified field.

In the Spring the fitness center was paid off, over \$100K in interest was saved. We have a healthy reserve balance. We would like to lend internal funds to the ASC following board policy. It is a net zero impact.

Internal Lending for Field Turf Motion to approve made by Claire Roney, seconded by Joe Floyd. All approved.

EXECUTIVE SESSION

None

Mike Glenn made a motion to adjourn the meeting at 3:35pm all approved.

Mike Glen, Acting Board Chair

Date

Suzy Ames, President

Date



Special Meeting of the Board of Trustees
January 17, 2023
Port Angeles, WA
2:00 p.m.
Peninsula College Longhouse

Trustees:

Dwayne Johnson, Chair
Mike Maxwell, Vice Chair
Mike Glenn
Joe Floyd
Claire Roney

ROLL CALL and DETERMINATION OF QUORUM-

Dwayne Johnson, Chair- present
Mike Maxwell, Vice Chair- present
Mike Glenn- -excused
Joe Floyd- present
Claire Roney-present

Dwayne Johnson called the meeting to order at 9:05, quorum is met.

MODIFICATION TO THE AGENDA

None

PRESENTATIONS

Land Acknowledgement by Jonathan Arakawa
Presentations by Lynn Palmanteer-Holder, Director, Tribal Government Affairs, SBCTC and Peninsula College employees.

Tribal Leaders arrived at 11:30 and the Tribal Leaders, Board of Trustees and SBCTC had discussions about Covid Challenges, and student successes and how the College can better support Indigenous students.

ITEMS FOR BOARD STUDY

None

ITEMS FOR BOARD ACTION

Deliberation on relations with the Tribes

EXECUTIVE SESSION

None

Dwayne Johnson made a motion to adjourn the meeting at 3:02 all approved.

Dwayne Johnson, Board Chair

Date

Suzy Ames, President

Date

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the slide, framing the central text. The overall aesthetic is clean and modern.

Institutional Effectiveness

Board of Trustees Meeting

February 14, 2023



Core Theme: Achieving Student Success

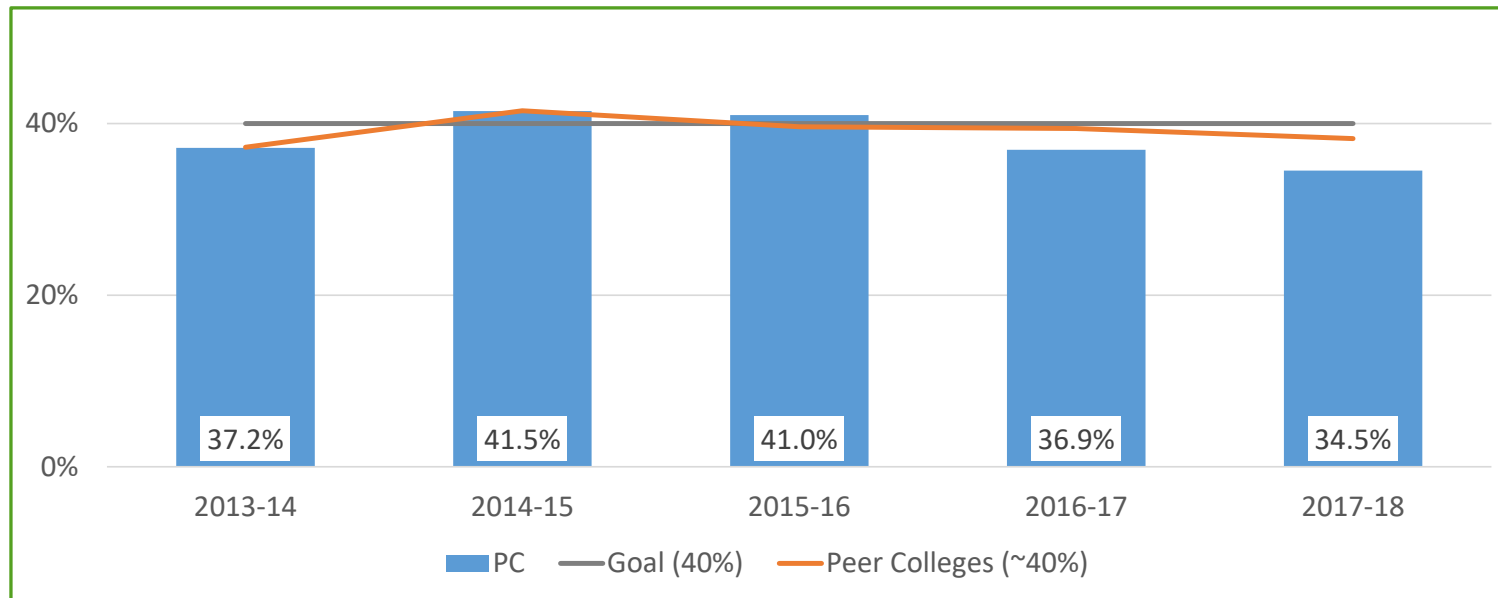
Strategic Goal 2 - Institutionalize the Guided Pathways model at scale to improve student success.

Transfer out

Transfer out rate is a metric for assessing student achievement among students with transfer intent. This measure is meaningful in determining the college's performance in helping transfer students to achieve their educational goals.

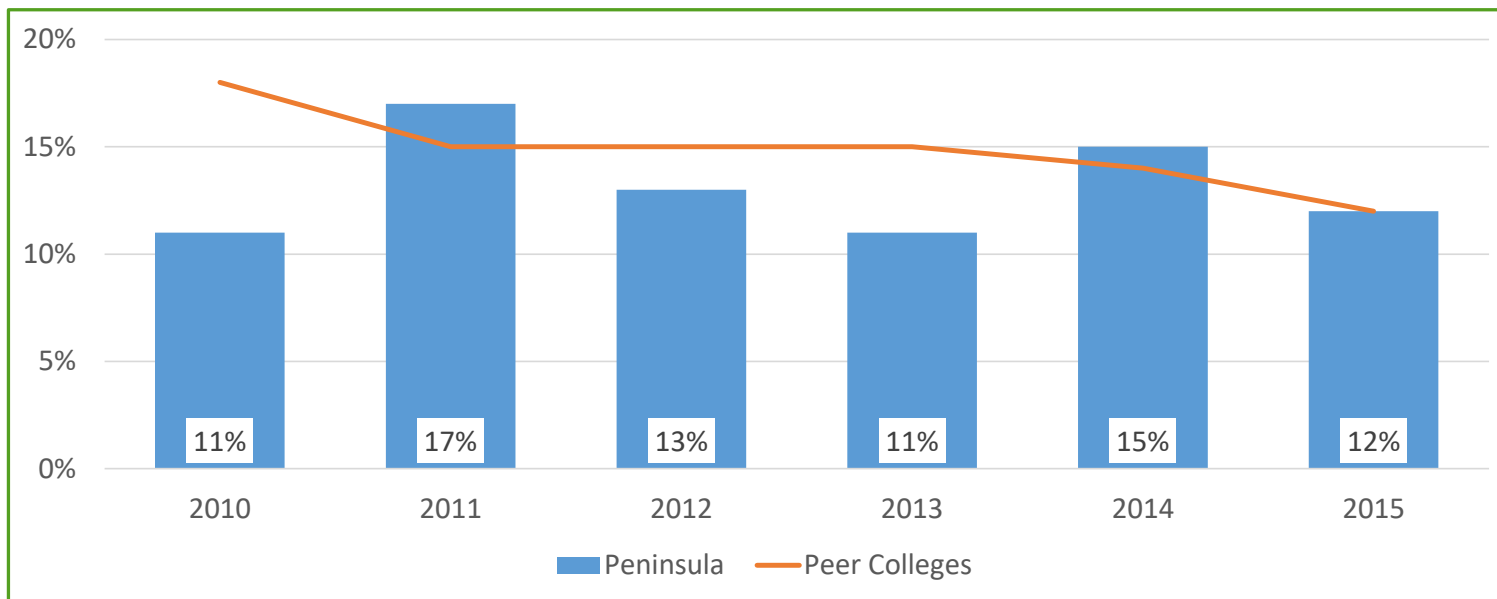
Data are made available from SBCTC in the Data Linking for Outcomes Assessment (DLOA) tables. These data are derived through data sharing agreements with National Student Clearinghouse and Washington State Unemployment Insurance.

Transfer to 4-year College by Year 4



From the First-Time Entering Student Outcomes Dashboard, includes Transfer students from all cohorts. Peninsula College has experienced a slight decline over the past five years, from a high of 41.5% in the 2015-16 cohort to 34.5% in the 2017-18 cohort. The decrease in the later cohorts may be attributable to students choosing not to transfer to a four-year college during the pandemic.

IPEDS - Transfer



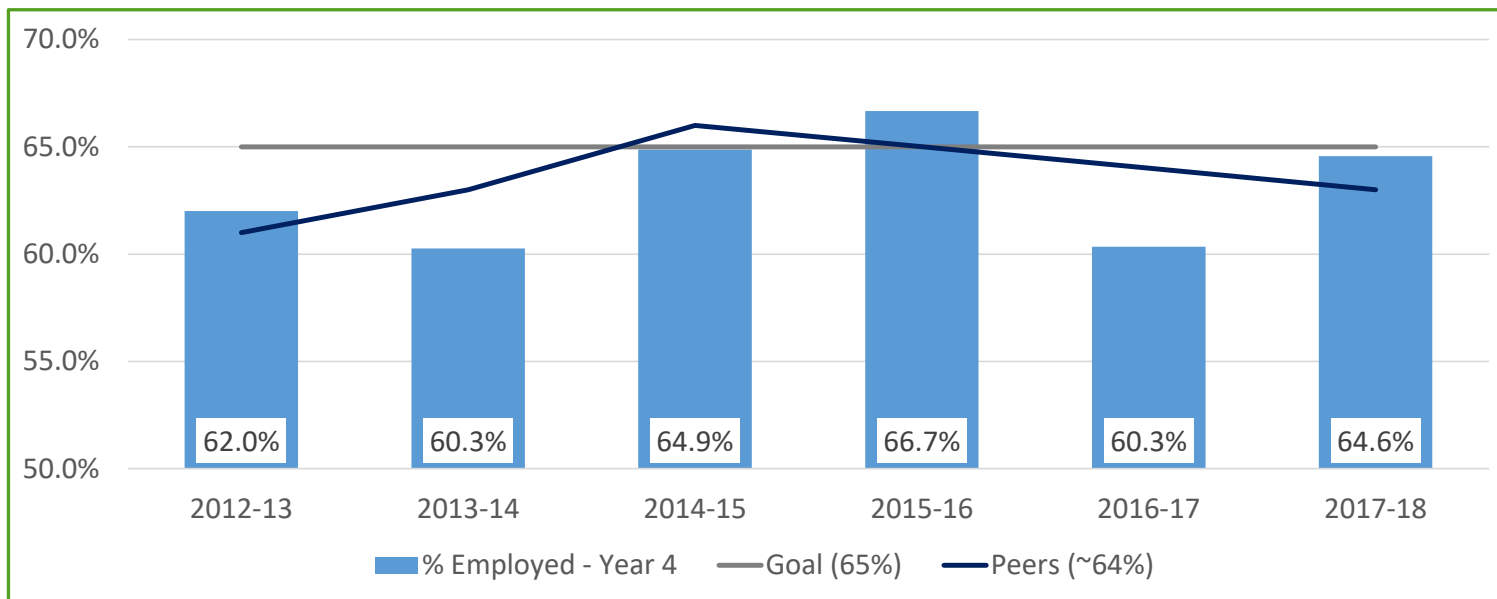
IPEDS reports transfer-out rates of full-time, first-time degree/certificate-seeking students within 150% of normal time to program completion. Peninsula College is considered a 4-year college due to the BAS program, so transfer rates are reported for six years after the cohort started. IPEDS does not differentiate between Academic Transfer students and Prof/Tech students, who may not intend to transfer but to enter the workforce.

Enter Workforce

Entering the workforce is a metric for assessing student achievement among students in professional/technical programs. These measures are meaningful in determining the college's performance in helping workforce students to achieve their educational and career goals.

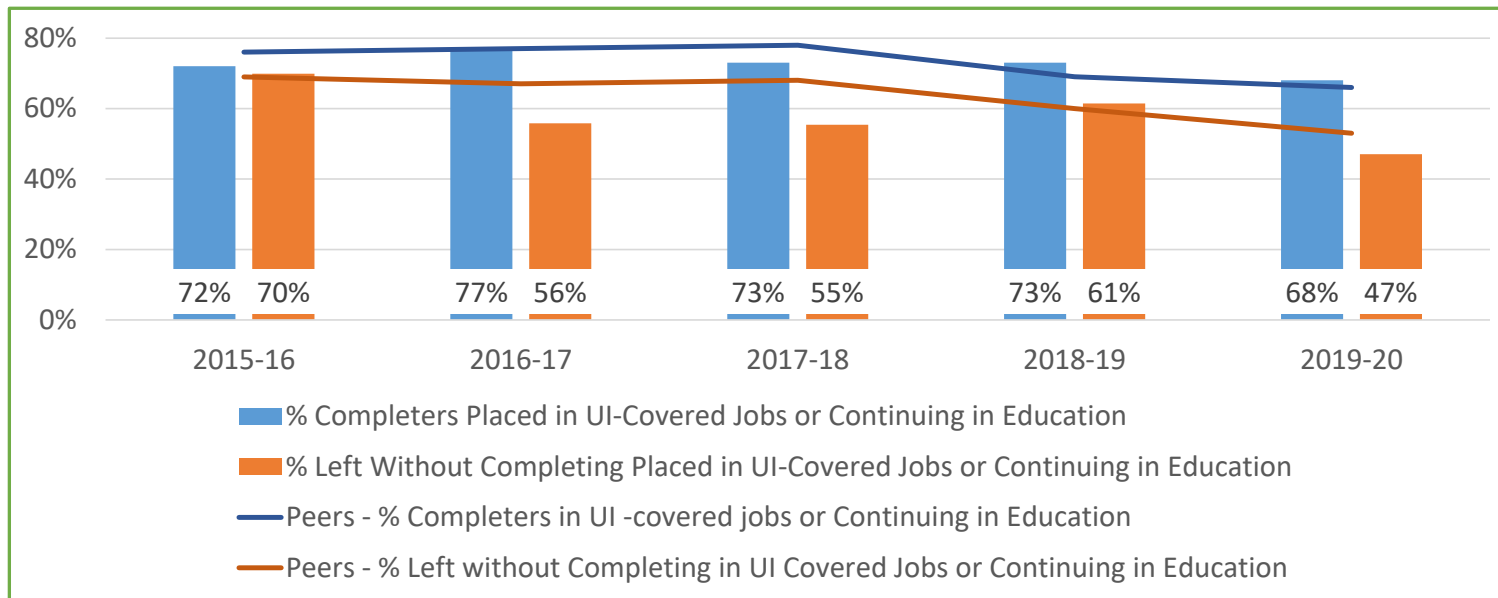
Data are made available from SBCTC in the Data Linking for Outcomes Assessment (DLOA) tables. These data are derived through data sharing agreements with National Student Clearinghouse and Washington State Unemployment Insurance.

Employed by Year Four



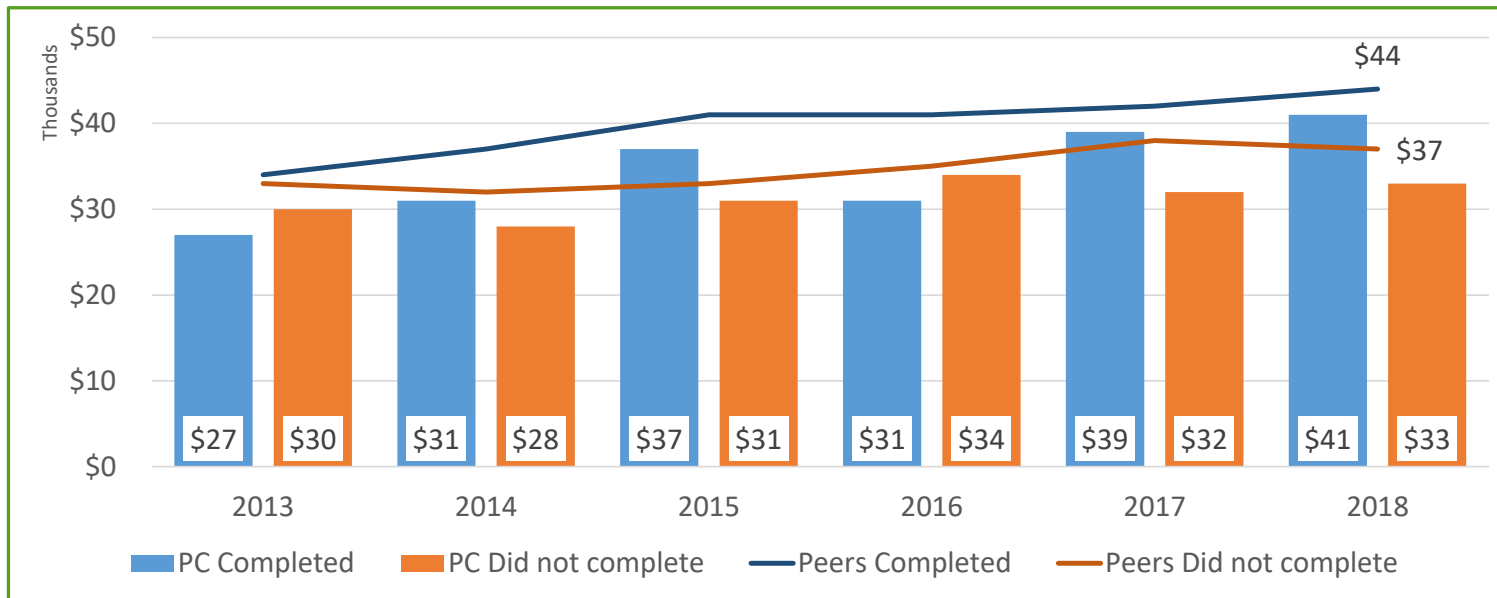
From the First-Time Entering Student Outcomes Dashboard, includes Prof/Tech students from all cohorts. The decrease seen for the 2016-17 cohort may be attributable to unemployment rates during the height of the pandemic. The 2017-18 cohort shows a strong rebound almost to the 65% goal. Peer colleges saw similar declines in the same period.

After College Placement



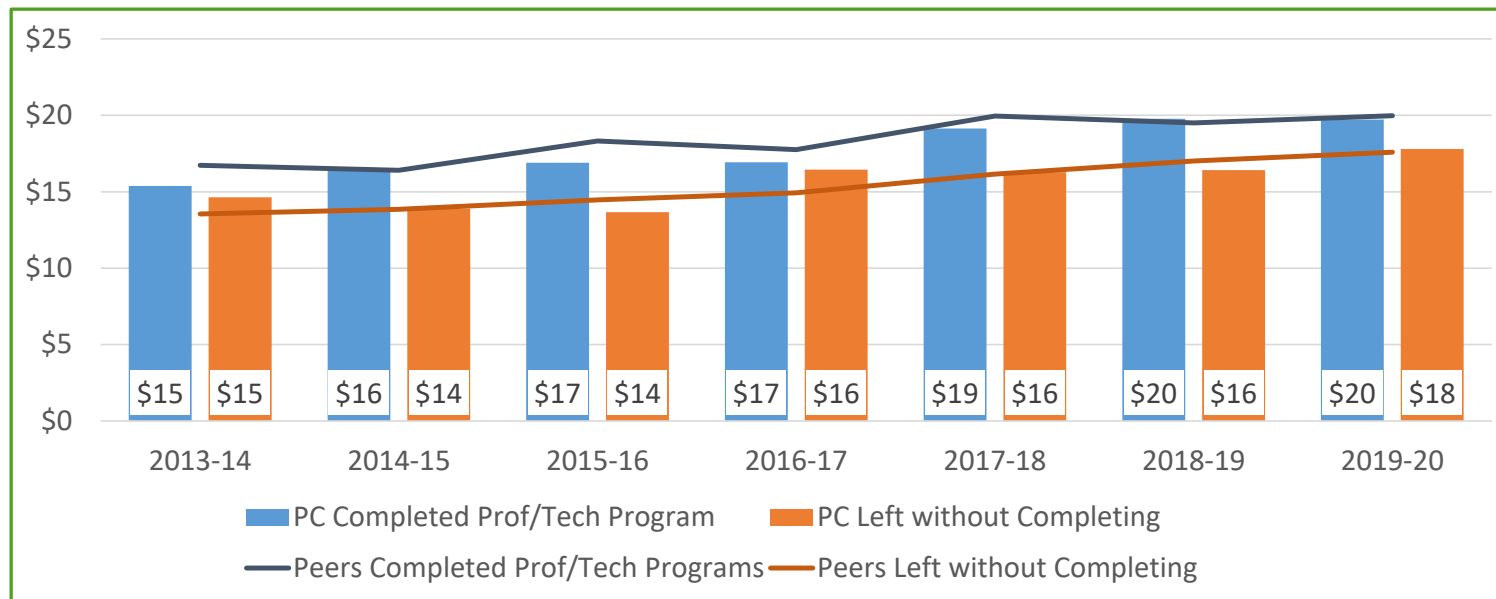
From the SBCTC After College Outcomes dashboard, this graph uses Data Linking for Outcomes Assessment (DLOA) from data to track Prof/Tech students three quarters after leaving college. DLOA includes students with WA state UI data and so does not capture workers in other states or self-employed workers. International students and others without Social Security numbers are excluded, as are Dept. of Corrections students.

FTEC - Median Earnings - Year 4



Median wages have increased over the past six years for those who have completed a certificate, degree, or substantial credits to \$41k per year, while median earnings for those who do not complete remain in the low \$30k range. Peninsula College student earnings in both categories are slightly lower than peer college students' earnings.

After College Placement - Median Wages



Inflation-adjusted median wages are captured in the 3rd quarter after a student exits college through UI data. Inflation rates are provided by the US Bureau of Economic Analysis. Students who leave after completing a certificate or degree earn two to four dollars more per hour than those who leave without completing. Wages for PC students are comparable to those at peer colleges in similar geographic areas.

Questions?





WINTER 2022 -- DRAFT

Enrollment Highlights

as of February 6, 2023

Winter 2023 Enrollment Highlights

State FTEs at 1019.6 are up 42.4 FTES or 4.3% from winter 2022.

- Transitional Studies, Welding, College 101, and English classes show the largest increase in FTE over winter 2022.

Contract FTEs at 262.6 are down -77.9 FTES or -22.9% from winter 2022.

- Not all Corrections FTE have not been posted for winter 2023.

Annualized FTE Enrollment Highlights

Fall, Summer 2022 and Winter 2023 compared to Fall, Summer 2021 and Winter 2022

-State FTEs are up 3.6% from YTD winter 2022.

-Contract FTEs are down -26.8% from YTD winter 2021.

-Self Support FTES have increased by 131%

-Transfer FTEs - 569.845 FTES - decreased -4.0%

-Prof/Tech -565.9 FTES - decreased by -2.4%.

-Transitional Studies - FTES - increased by 17.0%.

Current enrollments are estimates only and subject to change until the quarter ends.

Definitions:

FTE - Equivalent to one student taking 15 credits per quarter or 45 credits per year.

Annualized FTE - Total FTE divided by 3.

State FTES- the sum of FTES for students in state-supported classes. State FTES drive the appropriation formula used to determine state income to the college.

Contract FTES - the sum of FTES for students in contract-funded classes.

The main sources of contract FTES are Running Start and Department of Corrections.

Self-Support FTES - the sum of FTES for students in self-support classes. Self-support classes are those for which there is no outside funding, such as most Continuing Education.

Student Intent -

Transfer - Students enrolled in academic transfer programs.

Prof/Tech - Students enrolled in professional/technical programs.

Transitional Studies - Students pursuing a high school diploma or GED.

Other - All other students.

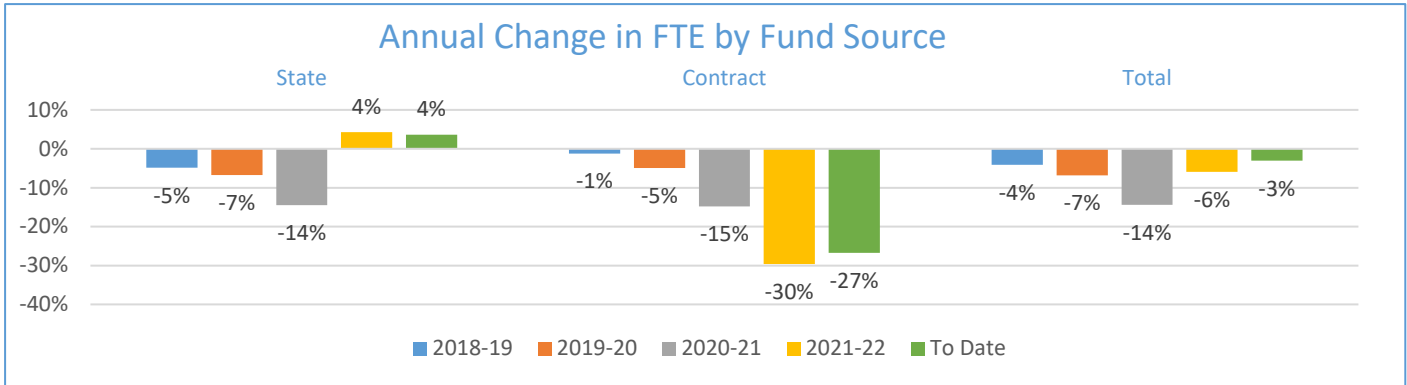
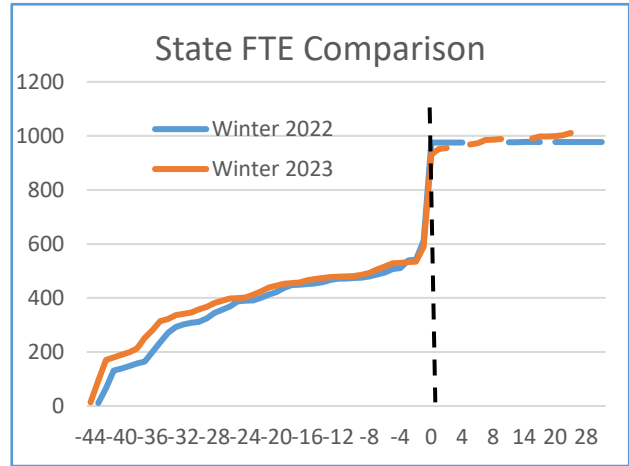


PENINSULA COLLEGE

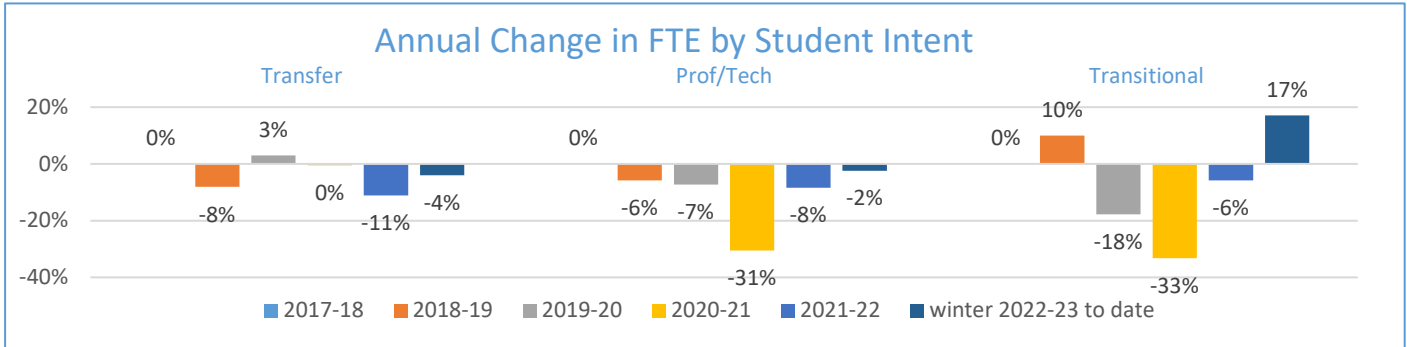
WINTER 2022 Enrollment Highlights

as of February 6, 2023

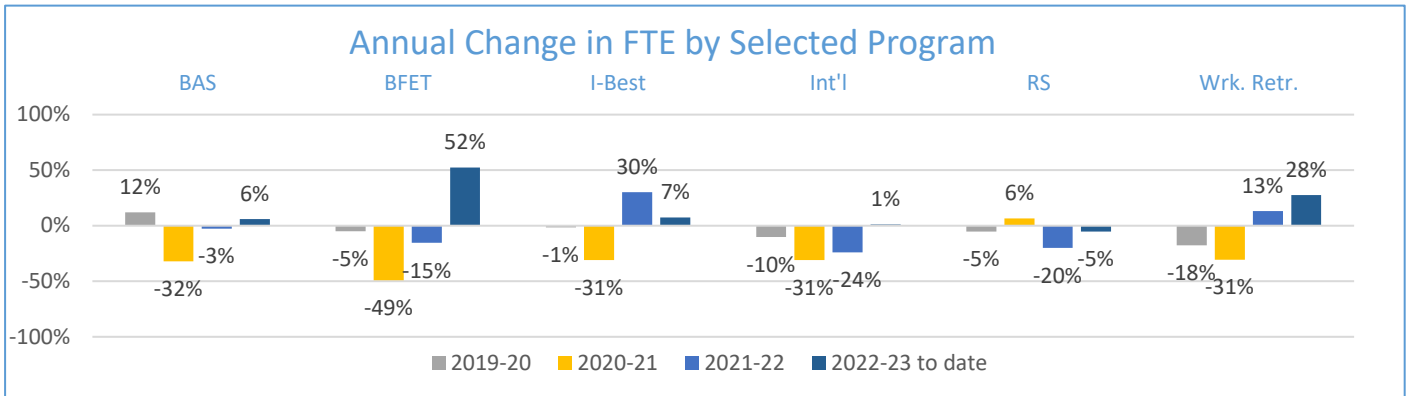
FTEs	State	Contract	Self	Total
Winter 2022 to date	977			
Winter 2023 to date	1020	263	20	1302
Difference	42			
	4.3%			
Winter 2022 Total	977.2	340	17	1334
Difference	42	-78	3	-33
	4.3%	-22.9%	17.7%	-2.4%



2022-23 Annual FTEs to date	State	Contract	Self	Total
	1230.0	299.8	31.1	1561.0



2022-23 Annual FTEs to date	Transfer	Prof/Tech	TS	Other	Total
	569.8	565.9	210.1	231.1	1576.9



2022-23 Annual FTEs to date	BAS	BFET	I-Best	Int'l	RS	Wrk Retr.	(enrollments are not mutually exclusive)
	38.7	99.1	133.6	44.5	240.5	167.8	



PENINSULA COLLEGE

Statement of Financial Position

For Quarter Ending December 31, 2022

	2nd Qtr 2023	2nd Qtr 2022
ASSETS		
Cash	1,064,250	3,986,880
Investments	8,471,507	4,862,802
Current Accounts Receivable	9,225,415	3,121,984
Long Term Accounts Receivable	0	5,193,077
Inventories	183,922	213,527
General Long-Term Obligations	2,501,800	3,165,712
Land	371,368	371,368
Buildings	78,690,826	80,776,515
Improvements other than Buildings	53,597	56,431
Furnishings, Equipment & Libraries	592,272	756,726
Total Assets	101,154,957	102,505,021
LIABILITIES		
Current Liabilities	6,971,360	6,677,328
Long-Term Liabilities	2,428,662	2,986,638
FUND BALANCES		
Equity Account Activity	91,754,935	92,841,054
Total Liabilities and Fund Balances	101,154,957	102,505,021



PENINSULA COLLEGE

COMPARISON OF ACTUAL REVENUE AND ACTUAL EXPENDITURES BY FUND

As of December 31, 2022

REVENUE / EXPENDITURE CATEGORY	Actual Revenue through Dec, 2022	Actual Exp through Dec, 2022	Rev minus Exp through Dec, 2022	% of Exp vs Rev 2022-23
OPERATING FUNDS				
<i>General Fund:</i>				
State Operating Allocation	6,296,446	6,296,446	0	100.0%
Local Operating Fund	3,429,581	2,464,983	964,598	71.9%
Sub-total General Fund:	9,726,027	8,761,429	964,598	90.1%
Local Dedicated Fund	574,948	353,079	221,869	61.4%
Grants and Contracts Fund	1,692,179	2,145,101	(452,922)	126.8%
Sub-total Operating Funds	11,993,155	11,259,609	733,546	93.9%
PROPRIETARY FUNDS				
Associated Students	280,354	262,376	17,978	93.6%
Bookstore	218,225	213,627	4,597	97.9%
Parking	11,208	36	11,172	0.3%
Ancillary Services	199,901	98,986	100,915	49.5%
Food Service	55,264	69,377	(14,113)	125.5%
Sub-total Proprietary Funds	764,952	644,402	120,549	84.2%
Total Annual College Funds	12,758,106	11,904,011	854,095	93.3%
FIDUCIARY FUNDS				
Grants In Aid	3,309,871	3,938,886	(629,015)	119.0%
Student Loans	506,796	608,069	(101,273)	120.0%
Workstudy	25,893	27,771	(1,878)	107.3%
Institutional Financial Aid	72,804	82,946	(10,142)	113.9%
Total Fiduciary Funds	3,915,364	4,657,672	(742,308)	119.0%
CAPITAL PROJECTS				
21-23 State Appropriations	990,343	990,343	0	100.0%
Local Capital Fund	0	17,475	(17,475)	
Total Biennial Capital Project	990,343	1,007,818	(17,475)	101.8%
GRAND TOTAL ALL FUNDS	17,663,814	17,569,502	94,312	99.5%

Community Contacts				
Organization	First Name	Last Name	Title	meeting
Merrill Ring	David	Stroble	President Merrill Ring	12/8/2022
Merrill Ring	Nicole	Kimzey	Chief Operating Officer	12/8/2022
Soroptimist Club	Wendy	Shea	Soroptimist Club	12/9/2022
Fort Worden Climate Institute	Celeste	Tell		12/9/2022
Brix Marine	Kim	Davis	Project Manager- NW Center of Excellence for Marine Manufacturing and Technology	12/15/2022
NOAA Marine Sanctuary	Chris	Butler-Minor		12/16/2022
	Kaj	Ahlburg	Port Angeles Business Association/PA Chamber of Commerce	12/16/2022
First Federal	Dawnya	Scarano	Senior Director of Customer Experience	1/18/2023
First Federal	Matthew	Deines	President/CEO	1/18/2023
Sequim School District	Regan	Nickels	Superintendent	1/20/2023
Center for Inclusive Entrepreneurship	Rick	Dickinson	Program Director	1/31/2023
Port Angeles School District	Summer	Cooper	Family Navigator	2/1/2023
Quileute Tribal School	Mark	Decker	Superintendent	2/22/2023
	Mary Jean	Ryan	Higher Ed Consultant	3/1/2023
Community member	Jeff	Fox	retired president of College of Southern Idaho	3/13/2023

PENINSULA COLLEGE BOARD INFORMATION

Subject: **TENURE CONSIDERATION FOR T. NICHOLAS JONES**

BACKGROUND:

The Board of Trustees maintains authority for awarding or dismissing tenure, or to extend the probationary status for one year in accordance with RCW 28B.50.852. Tenure review committees, consisting of faculty and administrators, work with the probationary faculty member over the course of three years. According to the faculty contract, the President shall make a recommendation to the Board of Trustees regarding whether or not to award tenure no later than the conclusion of winter quarter of the third year.

PROPOSAL:

Nicholas Jones holds a Bachelor of Science in Chemistry from Pacific Lutheran University and a Ph.D. in Chemistry from Montana State University. Prior to arriving at Peninsula College Dr. Jones taught Chemistry courses at Montana State University and the College of St. Benedict/St. John's University from 2001 – 2020. Dr. Jones began his career at Peninsula College in 2020. Since starting at Peninsula, Dr. Jones has successfully taught six chemistry courses to include Introduction to Chemistry through General Chemistry I – III at Peninsula College.

The tenure review committee has completed its work and recommends tenure for T. Nicholas Jones.

RECOMMENDATION: The President recommends that the Board grant tenure to T. Nicholas Jones

To: Dr. Suzy Ames, President

From: Dr. Steven L. Thomas, Vice President for Instruction

Date: January 18, 2023

Tenure Recommendation for Dr. T. Nicholas Jones

After a careful review of the required portfolio documentation, I am pleased to recommend Dr. T. Nicholas Jones for tenure. In consideration of the compelling evidence provided, and the recommendation from the Tenure Review Committee, I have determined that Dr. Jones has met the requirements for tenure.

Dr. Jones holds a Bachelor of Science in Chemistry from Pacific Lutheran University and a Ph.D. in Chemistry from Montana State University. Dr. Jones began his career at Peninsula College in 2020. Since starting at Peninsula, Dr. Jones has successfully taught six chemistry courses to include Introduction to Chemistry through General Chemistry I – III at Peninsula College. Prior to arriving at Peninsula College Dr. Jones taught Chemistry courses at Montana State University and the College of St. Benedict/St. John's University from 2001 – 2020.

Dean Crane describes Dr. Jones as an engaged instructor with a keen focus on making chemistry accessible to all students. In addition, students have expressed a level of gratitude for Dr. Jones' ability to make them feel comfortable in the classroom facing challenging subject matter material. Dr. Jones is fully committed to the community college ideal and actively takes action towards that vision in his work.

In the area of service, the Tenure Review Committee noted that Dr. Jones has served on several Guided Pathways implementation committees, the Open Educational Resources (OER) Work Group and has served on search committees in both student services and instruction. Also, the Tenure Review Committee noted that Dr. Jones is an active member of a professional organization focused on advancing Chicanos/Hispanics & Native Americans in science and a community college chemistry consortium. Dr. Jones has an extensive record of scholarship and is pursuing a relationship with the Pacific Northwest National Laboratory to leverage internship opportunities for students and opportunities for undergraduate research.

I am pleased to submit this recommendation supporting the tenure application of Dr. T. Nicolas Jones.

In high regard,

Steven L. Thomas, Ph.D.
Vice President for Instruction
Peninsula College

PENINSULA COLLEGE BOARD INFORMATION

Subject: **TENURE CONSIDERATION FOR ANNA KING**

BACKGROUND:

The Board of Trustees maintains authority for awarding or dismissing tenure, or to extend the probationary status for one year in accordance with RCW 28B.50.852. Tenure review committees, consisting of faculty and administrators, work with the probationary faculty member over the course of three years. According to the faculty contract, the President shall make a recommendation to the Board of Trustees regarding whether or not to award tenure no later than the conclusion of winter quarter of the third year.

PROPOSAL:

Anna King earned an Associate of Applied Science in Early Childhood Education from Peninsula College, and a Bachelor of Science in Human and Family Development from Arizona State University. In addition, she completed a Master of Education in Early Childhood Education from Grand Canyon University. She started on the tenure track in Early Childhood Education in fall quarter 2020 and has since taught a range of courses in early childhood education to include child development, nutrition and safety, guiding behavior and math for young children. Ms. King has been a highly respected faculty member at Peninsula College since fall quarter 2018.

The tenure review committee has completed its work and recommends tenure for Anna King.

RECOMMENDATION: The President recommends that the Board grant tenure to Anna King

To: Dr. Suzy Ames, President

From: Dr. Steven L. Thomas, Vice President for Instruction

Date: January 18, 2023

Tenure Recommendation for Ms. Anna King

After a review of the tenure summary documents submitted to me, I enthusiastically recommend Ms. Anna King for tenure. In consideration of the recommendation from the Tenure Review Committee, I fully and unequivocally support Ms. King's application for tenure.

Ms. King earned an Associate of Applied Science in Early Childhood Education from Peninsula College, and a Bachelor of Science in Human and Family Development from Arizona State University. In addition, she completed a Master of Education in Early Childhood Education from Grand Canyon University. She started on the tenure track in Early Childhood Education in fall quarter 2020 and has since taught a range of courses in early childhood education to include child development, nutrition and safety, guiding behavior and math for young children. Ms. King has been a highly respected faculty member at Peninsula College since fall quarter 2018.

Dean Boster describes Ms. King as a subject matter expert in early childhood education with a passion for her content area. Also, Ms. King is highly organized and communicates effectively the expectations and learning outcomes for her courses. Furthermore, students have expressed an appreciation for Ms. King's commitment to adapting lessons to meet their needs, while also equipping them with the tools necessary to utilize universal design principles in lesson plan development. In a one-on-one interview with me, Ms. King spoke to me about a level of reverence that she has for Peninsula College students and the pride that she feels about being a member of this community.

In the area of service, Ms. King is a board member on several regional community organization boards. Those boards include the Clallam County Resiliency Project and the Olympic Peninsula Chapter of Washington Association for the Education of Young Children. In addition, her campus service engagement includes being an active member of the Curriculum Committee and College 101 Guiding Team.

I am pleased to submit this recommendation supporting the Ms. Anna King's tenure application.

In high regard,

Steven L. Thomas, Ph.D.
Vice President for Instruction
Peninsula College

PENINSULA COLLEGE BOARD INFORMATION

Subject: **TENURE CONSIDERATION FOR SAM ZWENGER**

BACKGROUND:

The Board of Trustees maintains authority for awarding or dismissing tenure, or to extend the probationary status for one year in accordance with RCW 28B.50.852. Tenure review committees, consisting of faculty and administrators, work with the probationary faculty member over the course of three years. According the faculty contract, the President shall make a recommendation to the Board of Trustees regarding whether or not to award tenure no later than the conclusion of winter quarter of the third year.

PROPOSAL:

Sam Zwenger holds a Bachelor of Science in Botany and a Master of Science in Microbiology from Fort Hays University. In addition, he has earned a Ph.D. in Biological Education from the University of Northern Colorado. Prior to arriving to Peninsula College, Dr. Zwenger taught at Fort Hays State University. Dr. Zwenger began his career at Peninsula College in 2016 and started a tenure track position fall quarter 2020. Dr. Zwenger is an important faculty member for teaching courses in biology.

The tenure review committee has completed its work and recommends tenure for Sam Zwenger.

RECOMMENDATION: The President recommends that the Board grant tenure to Sam Zwenger

To: Dr. Suzy Ames, President

From: Dr. Steven L. Thomas, Vice President for Instruction

Date: January 18, 2023

Tenure Recommendation for Dr. Sam Zwenger

After a careful review of the required portfolio documentation, I am recommending Dr. Sam Zwenger for tenure. In consideration of the recommendation from the Tenure Review Committee, I support Dr. Zwenger's application for tenure.

Dr. Zwenger holds a Bachelor of Science in Botany and a Master of Science in Microbiology from Fort Hays University. In addition, he has earned a Ph.D. in Biological Education from the University of Northern Colorado. Dr. Zwenger began his career at Peninsula College in 2016 and started a tenure track position fall quarter 2020. Dr. Zwenger is an important faculty member for teaching courses in biology. Prior to arriving to Peninsula College, Dr. Zwenger taught at Fort Hays State University.

Dean Crane describes Dr. Zwenger as a dedicated biology instructor with high standards. Also, most of his work has been evaluated on-line and he has shown to be effective creating an environment conducive to learning for students. Also, students have expressed an appreciation for Dr. Zwenger's willingness to supplement instruction with classroom speakers. Students also expressed an appreciation for Dr. Zwenger's communication style.

In the area of service, the Tenure Review Committee noted that Dr. Zwenger participated on the Assessment and Professional Development Committees and is an active member of the American Society of Microbiology.

Accompanying this recommendation memo are Dr. Sam Zwenger's materials for your review.

In high regard,

Steven L. Thomas, Ph.D.
Vice President for Instruction
Peninsula College

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Peninsula College

BOARD OF TRUSTEE SELF EVALUATION

1=Unacceptable 2=Below average 3=Average 4=Above average 5=Superior

1. Board Organization and Development:

1 2 3 4 5

- a. The Board operates as a unit; members work together as a team to accomplish the work of the Board
- b. Board members represent Board policy in responding to public and employee questions
- c. Board meetings are conducted in an orderly, efficient manner
- d. Meeting agenda items include sufficient background information and recommendations are relevant to the Board
- e. **Board meetings provide appropriate time to explore and resolve issues**
- f. **New members of the Board receive orientation to Board roles and the college**
- g. **Board members participate in trustee learning activities**
- h. **The Board understands and adheres to the open meetings law**
- i. **The Board maintains confidentiality of privileged information**
- j. **The Board operate ethically without conflict of interest**
- k. **The Board evaluation process helps the Board enhance its performance**

Comments _____

2. Policy Role and Direction

1 2 3 4 5

- a. The Board understands that its primary function is to establish the policies by which the College is to be administered
- b. The Board has clarified the difference between its policy role and the roles of the President and the staff
- c. The Board, through the President, seeks advice and recommendations from faculty, staff, and students in developing policy
- d. The Board is appropriately involved in the planning process and is familiar with the general strategic and master plans of the College

Comments _____

3. Community Relations

1 2 3 4 5

- a. The Board is committed to protecting the public interest
- b. The Board is knowledgeable about community interests
- c. The Board assists in developing partnerships with community agencies, businesses, and local governments where appropriate

Comments _____

- 4. Standards for College Operations and Performance** **1 2 3 4 5**
- a. The Board is knowledgeable about the programs and services offered by the College
 - b. The Board approves the budget document and assures the budget reflects the mission, goals, and priorities of the college
 - c. The Board has policies that require fair and equitable processes
 - d. The Board monitors the effectiveness of the College in fulfilling its mission
 - e. **The Board understands the fiscal condition of the College**
 - f. **The Board is involved in the accreditation process, as appropriate**

Comments _____

- 5. Advocating the College:** **1 2 3 4 5**
- a. Board members actively support the mission and Guiding Principles of the College
 - b. The Board advocates for College interests as appropriate
 - c. Board members participate in community activities as representatives of the College
 - d. **The Board actively seeks to understand state and national educational policy issues**
 - e. **The Board advocates for College interest to regional, state and national agencies and legislators**

- 6. Board/President Relations** **1 2 3 4 5**
- a. **The Board and President have a positive, cooperative relationships**
 - b. **The Board provides a high level of support to the President**
 - c. **The Board maintains open communication with the President**
 - d. **The Board annually develops goals and objectives that are used in the evaluation of the President**
 - e. **The Board understands the role of the President as the link between the Board and the staff**

Question	Response
1. What are the Board's greatest strengths?	
2. What are the major accomplishments of the Board in the past year?	
3. In order for the Board to continue performing at a high level, we need to....	
4. I recommend the Board establishes the following goals for the coming year...	

4. Personnel and Labor Relations **1 2 3 4 5**

- a. Supports and pursues good faith negotiations with employee groups and associations, and respects the role of the contract in labor relations
- b. Develops and promotes professional development activities for faculty and staff to support retention and employee growth
- c. Fosters an equitable hiring process that results in employees mirroring student demographics
- d. Creates an environment that supports shared governance, collaboration and involvement throughout the college community

Comments _____

5. College Operations **1 2 3 4 5**

- a. Assures the college's plant and facilities are adequate for daily operations
- b. Utilizes organization and critical thinking skills to plan ahead, evaluate complex situations, anticipate problems, make decisions and use resources effectively to solve challenges
- c. Assure college operations are in place to effectively serve students as they pursue their educational goals, including student services, instructional and financial services

Comments _____

6. Communication Skills **1 2 3 4 5**

- a. Regularly and effectively communicates with the college community regarding statewide higher education issues and the state of the college
- b. Regularly and effectively communicates with the college community to gather feedback and offer rationales for decision making
- c. Create a college environment that fosters input, feedback and collaborative decision making

Comments _____

7. Strategic Planning/Accreditation **1 2 3 4 5**

- a. Engages the entire college in execution of the strategic plan, including resource allocation and analysis of efforts
- b. Tracks progress toward strategic planning goals and effectively communicates progress to the college community, adjusting strategy along the way based on analysis
- c. Assures accreditation processes are proactive and in line with regional accreditation standards

Comments _____

- 8. Diversity, Equity and Inclusion** **1 2 3 4 5**
- a. Develops and pursues specific action plan to put diversity, equity and inclusion at the forefront of the college
 - b. Supports and promotes the recruitment and retention of diverse faculty and staff.
 - c. Fosters a diverse, enriching, safe, inclusive, equitable working and learning environment

Comments _____

- 9. Board Relations** **1 2 3 4 5**
- a. Assists the Board in serving as advocates of the College to legislators and in the community
 - b. Keeps the Board informed of statewide higher education issues and the state of the college
 - c. Informs the Board of trends and issues impacting enrollment and the financial health of the college
 - d. Provides the Board with data to assess the health of the institution, including the strategic plan core themes

Comments _____

- 10. College Community** **1 2 3 4 5**
- a. Assures college community has Guiding Principles at the forefront and culture is positive
 - b. Accessible to employees and supports access to the President for all employees
 - c. Accessible to students and concerned about their welfare

Comments _____

- 11. Professional Growth** **1 2 3 4 5**
- a. Utilizes professional organizations to keep abreast of new and innovative practices and programs
 - b. Seeks opportunities for stretch and grow in leadership experiences
 - c. Demonstrates willingness to take risks in attempting new and innovative practices and programs

Comments _____

PENINSULA COLLEGE BOARD INFORMATION

Subject: **HONORARY DEGREE FOR MARK MOREY**

BACKGROUND:

The Faculty Senate may recommend a qualified individual to the Board of Trustees to receive an Honorary Associate of Arts Degree. The Faculty Senate shall maintain the qualification criteria and processes in accordance with RCW 28B.50.140(12), which states that an honorary degree may be given to a non-graduate in recognition of his/her learning or devotion to education, literature, art, or science.

Mark Morey was an exceptional journalism student at Peninsula College in the late 1990s. After college, Mark went to work at *KONP Radio*, the *Peninsula Daily News*, and finally at the *Yakima Herald-Republic* where he was part of a four-person news team that won a national George Polk Award. After the *Herald*, Mark worked at the Seattle International Film Festival overseeing a program of some 600 volunteers. Soon thereafter, he was diagnosed with terminal cancer.

The Faculty Senate voted in support of Mark Morey receiving an honorary degree.

PROPOSAL:

Faculty Senate has voted to recommend that the Board of Trustees grant an Honorary Degree to Mark Morey in recognition of his academic accomplishments and to honor him as a member of our Peninsula College community.

RECOMMENDATION: The President recommends that the Board review this recommendation for an honorary degree award to Mark Morey, for approval at the February 14, 2023 meeting of the Board.