AGENDA

I. CALL TO ORDER

II. GENERAL MATTERS
   A. Changes/Approval of Agenda
   B. Approval of Minutes: March 21 Regular Board Meeting
   C. Approval of Minutes: March 21 Tenure Board Meeting
   D. Approval of Minutes: March 12 Special Board Meeting
   E. Approval of Minutes: March 13 Special Board Meeting
   F. Approval of Minutes: March 14 Special Board Meeting
   G. Approval of Minutes: March 16 Special Board Meeting
   H. Introductions & New Hires
   I. Correspondence
   J. Board Report

III. PRESENTATION
   A. Student Voice: Taylor Hunsaker, Running Start student

IV. ACTION ITEMS
   A. Exceptional Faculty Awards Approval
   B. Resolution to honor Trustee Don Dennis

V. NON-ACTION ITEMS
   A. Pathway to Completion: Gig Harbor Campus & Continuing Education: An overview of alignment with TCC's Pathway to Completion
   B. Veteran Enrollment
   C. Gig Harbor Campus Update

VI. REPORTS
   A. Associated Students
   B. Faculty
   C. Classified Staff
   D. Foundation
   E. Legislative
   F. Co-Presidents

VII. PUBLIC COMMENT/REMARKS

VIII. EXECUTIVE SESSION
   Under RCW 42.30.110, an executive session may be held for the purpose of receiving and evaluating complaints against or reviewing the qualifications of an applicant for public employment or reviewing the performance of a public employee; consultation with legal counsel regarding agency enforcement actions or actual or potential agency litigation; considering the sale or acquisition of real estate; and/or reviewing professional negotiations.

IX. BOARD ACTION AS A RESULT OF EXECUTIVE SESSION

X. ADJOURNMENT
   Interpreters for people with hearing impairments and Braille or taped information for people with impairments can be provided. Please contact Kelly Maxfield, Office of the President at 6501 South 19th St., Tacoma WA 98406; Tel: 253/566-5169 or e-mail kmaxfield@tacomacc.edu.
Tacoma Community College  
Board of Trustees Regular Meeting  
March 21, 2018 4:00 p.m.  
College Board Room #120, Building 12  

MINUTES  

I. CALL TO ORDER  
Chair Ryan called the meeting to order at 4:00 p.m.

II. General Matters  
A. Changes/Approval of Agenda  
   MOTION: Upon a motion by Board member Dunbar, the Board unanimously approved the agenda as submitted.

B. Approval of Minutes:  
   February 21, 2018 Board Meeting  
   MOTION: Upon a motion by Board member Adams, the Board unanimously approved the minutes of the February 21, 2018 Board Meeting.

C. Introductions  
Chair Ryan introduced Co-President Mary Chikwinya, who introduced Bill Saraceno, Interim Vice President for Administrative Services. Bill has over 32 years of higher education experience. He retired from Columbia Basin College and was comfortably spending time with his grandchildren and his favorite past time golfing. He recently helped at both Wenatchee Valley College and Renton Technical College while they searched for a new Vice President of Administration. In the meantime, he will help us through CtcLink and improve on our budgeting model.

Chair Ryan introduced Beth Brooks, Vice President of Human Resources & Legal Affairs, who introduced Sadia Ikram, Human Resources Office Assistant. Sadia worked for Hulu in Santa Monica, California as a Customer Service Representative. She has over 12 years working experience as an Administrative Specialist in Corporate and Government sectors prior to coming to TCC.

Chair Ryan introduced Shema Hanebutte, Dean for Counseling, Advising, Access, Career Services, & Running Start, who introduced Katy Ray, Program Specialist in the Counseling Department. Katy has a BS in Counseling from Boise State University. She worked at KinderCare for five years and as a counselor for Green Hill School in Centralia. Shema also introduced Marshall Bennett, Director of Advising Services for TCC. Marshall has worked for over 12 years in the college setting in Counseling, Advising, Workforce, and Equity & Inclusion. He is a 2010 graduate of the University of Texas with a MS in Social Work. Marshall and his family have recently relocated from Austin, Texas.
Chair Ryan introduced Dolores Haugen, Acting Dean of Students, who introduced Tanya Losey, Assistant Director of the Early Learning Center. Tanya has numerous years' experience working with pre-K age students. She has a BS from Central Washington University. She worked at Green River Community College in the Head Start Program. Tanya will be tasked with professional development for our ELC teachers and staff.

D. Correspondence
Co-President Mary Chikwinya read a letter from the State Board of Community and Technical Colleges regarding the preliminary prioritized list of major capital projects for the 2019-21 biennium. TCC's Center for Innovative Learning and Engagement finished seventh on the list. Projects scoring 70 points and above will be advanced to the 2019-21 budget request from SBCTC.

E. Board Report

Board Member Bernstein attended the February 21 regular Board meeting, the March 16 special Board meeting via phone, and participated in the preliminary Presidential Search Committee Interviews. She attended the TCC Symphonic Concert on March 9. In community events, Lois attended the Tacoma Anchor Strategy meeting and the Economic Development Board Annual Meeting on March 8. She also attended the UW Tacoma Regents Reception.

Board Co-Chair Curtis attended the February 21 regular Board meeting, the March 16 special Board meeting, and participated in the Presidential Search Committee Interviews over three days. He was on campus for all three Presidential Candidate Forums the week of March 12-16 and attended the Foundation receptions as well.

Board Member Dunbar attended the February 21 regular Board meeting via phone, the March 16 special Board meeting, and participated in the Presidential Search Committee Interviews over three days. Liz was present at the TCC Legislative Council meeting on March 6. In community events, she attended the PLU Migration Symposium March 8-9, Metro Parks Because Parks Matter luncheon, Habitat for Humanity Changing Lives luncheon, and the SOTA/SAMI Fundraiser for Tacoma Public Schools.

Board Member Adams attended the February 21 regular Board meeting, the March 16 special Board meeting, and participated in the Presidential Search Committee Interviews over three days. On February 27, Gretchen attended the TCC Foundation Board Meeting. In community events, she attended the United Way lunch on March 7 and the March 12 COMTO meeting.

Board Chair Ryan attended the February 21 regular Board meeting, the March 16 special Board meeting, and participated in the Presidential Search Committee Interviews over three days. He attended the March 15 Pierce County Coordinating Council meeting at Pierce College Puyallup.

III. PRESENTATION

TCC All Washington Academic Team: Jamie Johnson was introduced by Co-President Mary Chikwinya. After graduating from high school in 2008, Jamie decided to take a year off to work and figure out what she wanted to do next. Eight years later, she made the decision to enroll at TCC because she wanted to become a Physical Therapist. On her HD 101 strengths test, she scored a 17 in the Investigative section. She decided to change to the Engineering program and joined the student Engineering Club. Jamie spent many hours at TCC as an 8-year-old child with her father who was a student. He taught her about science and she has always been interested but did not think she could succeed in the classes. Her challenges include being a parent, working, and spending nearly 50 hours per week in classes or doing homework. Her goal is to transfer to Saint Martin's College in Lacey to finish her 4-year degree. She would then like to work for Boeing and eventually Space X in California. Her dream is to work on the Mission to Mars someday.

Fellow TCC All-Academic Team Member Georges Camille Motchoffo Simo was unable to attend the Board Meeting.
Student Voice – Stephon Shaw was introduced by Jason Prenovost, Director of TCC Athletics. Stephon graduated from Foss High School in 2015 and came to TCC as a student athlete playing basketball. Many times, he felt like giving up but has been encouraged by his fellow athletes and coaches. Last year he helped the Titan basketball team reach the NWAACC finals. Stephon will graduate with his AA degree this spring then wants to attend either Central Washington University or Seattle Pacific University. His academic interests are Physical Therapy and Sports Medicine. Stephon will be the first in his family to graduate from college.

IV. NON-ACTION ITEMS

A. Pathways to Completion: Progress and Self-Assessment – Katie Gulliford

Five Washington Community Colleges received a College Spark Grant that beings in October 2018. TCC’s Guiding Team is getting a head start on the work. The Career Pathways Model has four pillars in career clusters including areas of study, career options, degree options, and specializations. The declared and prepared advising model addresses declaring/selecting the career cluster, preparing/planning with the Advising Department, and completing using a faculty advisor and completion coach.

Starting April 4, the Guiding Teams will meet the second and fourth Wednesdays of each month while the Pillar Teams will meet on the first and third Wednesdays. The group completed the Scale of Adoption Self-Assessment for TCC in late February for the State Board of Community and Technical Colleges.

V. ACTION ITEMS

A. Table Budget Reserves Approval – Mary Chikwinya

**MOTION:** Upon motion by Board Bernstein, the Board unanimously approved to table the Budget Reserves approval to a future date.

B. Approval of Course Fees for new courses only – Tod Treat

**MOTION:** Upon motion by Board member Curtis, the Board unanimously approved the Course Fees for new courses only.

C. Approval of Professional Leave – Analea Brauburger

**MOTION:** Upon motion by Board member Dunbar, the Board unanimously approved Professional Leave for Mike Flodin and Wendy Fein. Analea also walked on the subject of moving previously approved leave for Kathy Brown from spring 2018 to spring 2019 due to family medical issues. Upon motion by Board member Dunbar, the Board unanimously approved moving the leave for Kathy Brown.

D. Approval of Presidential Selection – Bob Ryan

**MOTION:** Upon motion by Board member Adams, the Board unanimously approved to offer Dr. Ivan Harrell the position of President for Tacoma Community College.

Bob Ryan will call Ivan to discuss the May 1 start date. The TCC Leadership Team will provide him with information over the next few weeks to start the transition.

VI. REPORTS

A. Associated Students Report – Kerry Ramroop, ASTCC President:

- The Student Etiquette Luncheon was held on February 28 with both Bill and Mary in attendance.
- C. Rosalind Bell, Artist in Residence, drew 60 students at the February 23 event.
- TAPCO Credit Union offered a Financial Literacy workshop to 40 students in early March.
- Over 60 students participated in Bubble Soccer on March 9 in building 20.
• Food for Finals is happening this week with 420 burritos furnished to students thanks to the TCC Foundation.
• Alternative Spring Break in Portland occurs the week of March 26-30 with 21 students creating kits for refugees.

B. Faculty Report—Dave Howard, Faculty Union Representative:
• Thank you to Bill and Mary for service as Interim Co-Presidents.
• Congratulations to all the Tenure recipients today. It is hard work and important to bond faculty with the college.
• He thanked Jamie Johnson for the Student Voice presentation.
• Dave enjoyed his work on the Presidential Search Committee and appreciated the leadership of Lois and James.
• Now that local funds may be used for PAU’s, he hopes to see corrected funding amounts distributed to our faculty.

C. Classified Staff Report - Jill Merritt, Classified Staff Representative:
• Jeanie Ernst-Williams has left TCC to work for the Bremerton Housing Authority. Jill will be representing Classified Staff the remainder of the year.
• Jill thanked Lois Bernstein and James Curtis for their work on the presidential search and for ensuring every group on campus was represented on the committee. She is happy with the choice of our new President.
• Classified Staff spotlight this month is Chris Betz, Office Assistant for Arts, Humanities, and Social Sciences. Chris works with the International Studies Program extensively to assist our visiting students, including our UKK partnership in Japan.
• The Classified group is preparing for bargaining the 2019-21 contract.

D. Foundation Report – Rosemarie Burke
• Lynette Crumity is the new Director of Development for the TCC Foundation. Lynette previously worked for United Way of King County. Other previous employers include the Lemay Car Museum and Metro Parks. She starts at TCC on April 2, 2018.
• The Foundation has two new board members. John Eyre is the Assistant VP of Information Technology at TAPCO Credit Union and Greg Unterbrink is the VP of Business Development for Ports America.

E. Legislative Report – Bill Ryberg, Co-President and VP for College Advancement:
• None this month.

F. Co-President’s—Mary Chikwinya
• Finance Director Cliff Frederickson and VP for Administrative Services Bill Saraceno continue to work on the budget and the problems in ctcLink. The new goal is to start the 2016-17 audit at the end of March. They are making great progress and the entire Finance Department is working diligently.
• The Student Awards event is May 15 in the Student Center. Mark your calendars!
• Feedback from last year’s Commencement celebration has prompted the Commencement Committee to discuss having a split ceremony this year. This would allow more family members to attend. Logistics and details are still being worked on.

VII. PUBLIC COMMENT/REMARKS
Bob Ryan thanked Co-Presidents Bill Ryberg and Mary Chikwinya for taking on the role of the President and jumping into a difficult situation.

James Curtis thanked Beth Brooks and the Human Resources Department for being the backbone of the Presidential Search Committee. All three finalists mentioned the professionalism and support they received was outstanding. James also thanked Tamyra Houser and Rachel
Payne of Marketing. They were the voice of our campus, board, search committee, and provided outstanding communications during the search process.

VIII. EXECUTIVE SESSION
No Executive Session.

IX. BOARD ACTION AS A RESULT OF EXECUTIVE SESSION
N/A

X. ADJOURNMENT
There being no further business, the meeting was adjourned at 5:06 p.m.

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Robert Ryan, Chair
Tacoma Community College
Board of Trustees Tenure Meeting
March 21, 2018, 1:00 p.m.
Building 12 ~ College Room

MINUTES

I. CALL TO ORDER
Chair Ryan called the meeting to order at 1:02 p.m.

II. Executive Session - Regarding Tenure
At 1:05 p.m., Chair Ryan announced that the Board would adjourn into Executive Session until approximately 3:25 p.m. to interview third year tenure candidates and to discuss tenure issues. Action will be taken as a result of the session.

III. Board Action as a Result of Executive Session
At 3:13 p.m., the Board reconvened for open public meeting.

As a result of Executive Session, the following action was taken:

A. First Year Faculty Advancing to Second Year

MOTION: Upon a motion by Board member Bernstein, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committees that the contracts for first-year faculty members Martin Hock, Computer Science; Yolanda Williams, Business; Sergio Hernandez, Cybersecurity, and Teresa Marshall, Nursing, be renewed for the Academic Year of 2018-19.

B. Second Year Faculty Advancing to Third Year

MOTION: Upon a motion by Board member Dunbar, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committees that the contracts for second-year faculty members Amber Mozeleski, Math; Ivan Ramirez, Physics/Astronomy; Jennifer Snoek-Brown, Librarian; Katrina Taylor, Political Science; Ken Cushman, Biology; Matt Anderson, Education Transfer; Polly Robinson, Communications; Steve Simpson, Networking/Cybersecurity; Steven Johns, Communications; Joanne Iverson, Nursing; Paul Landry, Paralegal; Sheri Gietzen, Communications; Sopang Men, Communications, and Delilah Bruskas, Nursing, be renewed for the Academic Year of 2018-19.
C. Third Year Faculty Advancing to Fourth Year

**MOTION:** Upon a motion by Board member Adams, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Lee Sledd, Communication and Transitional Studies, be renewed for the Academic Year of 2018-19.

D. Third Year Faculty Consideration

**MOTION:** Upon a motion by Board member Curtis, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Rob Olsen, Business & Logistics.

**MOTION:** Upon a motion by Board member Dunbar, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Anna Cunningham, Biology.

**MOTION:** Upon a motion by Board member Curtis, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Megan Arzola, Nursing.

**MOTION:** Upon a motion by Board member Curtis, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Alisa Ulferts, Developmental Studies.

**MOTION:** Upon a motion by Board member Adams, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Emilie Coates-White, English for Academic Purposes.

**MOTION:** Upon a motion by Board member Dunbar, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Latoya Reid, Developmental Studies.

**MOTION:** Upon a motion by Board member Bernstein, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Nigeria Bell, Counseling.

**MOTION:** Upon a motion by Board member Curtis, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Steffi Schrepfer, Psychology.

**MOTION:** Upon a motion by Board member Curtis, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Judy Loveless-Morris, Sociology.

**MOTION:** Upon a motion by Board member Dunbar, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Lia Felizardo, Diagnostic Medical Sonography.

**MOTION:** Upon a motion by Board member Curtis, the Board unanimously approved the recommendation of Dr. Tod Treat and that of the faculty tenure review committee that tenure be granted to third-year faculty member Joshua Wright, Emergency Medical Services.

IV. ADJOURNMENT

There being no further business, the meeting was adjourned at 3:22 pm.

Bob Ryan, Chair
Tacoma Community College
Special Board Meeting
March 12, 2018 5:00 p.m.
Building 12 – Board Room

MINUTES

Board Members
Bob Ryan
James Curtis
Gretchen Adams
Liz Dunbar

Administrators/ Staff / Guests
Dr. Greg McLeod

I. CALL TO ORDER
Chair Ryan called the meeting to order at 5:03 p.m.

II. ADJOURN INTO EXECUTIVE SESSION
At 5:05 p.m., Chair Ryan announced that the Board would adjourn into executive session for approximately one hour to discuss personnel matters.

III. RECONVENE INTO OPEN PUBLIC MEETING
At 6:17 p.m., Chair Ryan announced that the Board would reconvene into an open public meeting.

IV. BOARD ACTION AS A RESULT OF EXECUTIVE SESSION
No action was taken as a result of executive session.

V. ADJOURNMENT
There being no further business, the meeting adjourned at 6:18 p.m.

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Robert Ryan, Chair
Tacoma Community College
Special Board Meeting
March 13, 2018 5:00 p.m.
Building 12 – Board Room

MINUTES

Board Members
Bob Ryan
James Curtis
Gretchen Adams
Liz Dunbar

Administrators/ Staff / Guests
Dr. Ivan Harrell

I. CALL TO ORDER
Chair Ryan called the meeting to order at 5:00 p.m.

II. ADJOURN INTO EXECUTIVE SESSION
At 5:01 p.m., Chair Ryan announced that the Board would adjourn into executive session for approximately one hour to discuss personnel matters.

III. RECONVENE INTO OPEN PUBLIC MEETING
At 6:05 p.m., Chair Ryan announced that the Board would reconvene into an open public meeting.

IV. BOARD ACTION AS A RESULT OF EXECUTIVE SESSION
No action was taken as a result of executive session.

V. ADJOURNMENT
There being no further business, the meeting adjourned at 6:06 p.m.

Robert Ryan, Chair
CALL TO ORDER
Chair Ryan called the meeting to order at 5:01 p.m.

ADJOURN INTO EXECUTIVE SESSION
At 5:02 p.m., Chair Ryan announced that the Board would adjourn into executive session for approximately one hour to discuss personnel matters.

RECONVENE INTO OPEN PUBLIC MEETING
At 6:17 p.m., Chair Ryan announced that the Board would reconvene into an open public meeting.

BOARD ACTION AS A RESULT OF EXECUTIVE SESSION
No action was taken as a result of executive session.

ADJOURNMENT
There being no further business, the meeting adjourned at 6:17 p.m.

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Robert Ryan, Chair
Call to Order
Chair Ryan called the meeting to order at 4:01 p.m.

Adjourn into Executive Session
At 4:01 p.m., Chair Ryan announced that the Board would adjourn into executive session for approximately one hour to discuss personnel matters. At 5:00 p.m., the board announced they would need another five minutes in executive session.

Reconvene into Open Public Meeting
At 5:05 p.m., Chair Ryan announced that the Board would reconvene into an open public meeting.

Board Action as a Result of Executive Session
As a result of executive session, Co-Chair Curtis made a motion to vote on candidate Dr. Ivan Harrell as our next college president. Liz Dunbar seconded the motion. After discussion, a vote was taken and all four Trustees present at the meeting agreed to extend an offer of employment to Dr. Harrell.

Public Comment/Remarks
No public comments

Adjournment
There being no further business, the meeting adjourned at 5:17 p.m.

Robert Ryan, Chair
# New Hire Report / March 2018
Prepared by: Beth Brooks, Vice President for Human Resources and Legal Affairs

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** Promotional Position
BACKGROUND

The Exceptional Faculty Awards honor exceptional work by faculty at Tacoma Community College. Awards are presented annually to recognize faculty who contribute in outstanding ways to student learning and the quality of TCC as an institution of higher education serving Tacoma and Pierce County. The Exceptional Faculty Award program was initiated by the state legislature in 1990. The TCC awards are distributions of earnings from an endowment fund begun in 1992 with donations from TCC faculty, TCC administrators, community members, the TCC Foundation, and matched one-to-one by the state legislature and by federal Title III monies. The awards are named for former English faculty member and TCCFT President Bob Thaden in recognition of his long-term support of faculty development and efforts to create a better college.

The Revised Code of Washington (RCW 28B.50.835; RCW 28B.50.843) gives faculty the opportunity to develop the process for making the awards, and requires the Board of Trustees to vote final approval of the recipient(s) and amount of the award(s).

STATUS

There are two categories of Exceptional Faculty Awards:

I. Teaching Excellence Awards: ($3,500 each)

Monetary awards to honor exceptional faculty work in learning and teaching, and in areas of current importance to the college. Any member of the TCC community, faculty, student, staff or community resident, may nominate any eligible faculty member by describing in writing . . .

The faculty member's philosophy and pedagogical practices of contemporary and effective teaching, which could include active learning, collaborative learning, appropriate use of technology or frequent and multiple means of assessing student learning among others and/or . . .

The faculty member's contributions to areas of current importance to the college, which could include work on one of the six Strategic Initiatives (e.g., diversity or service to the community or innovation), on accreditation recommendations (e.g., academic advising or program learning outcomes), or on an area of emphasis in the annual operational plan (e.g., technology or enhancing developmental education).

II. Faculty Development Awards: ($3,000 each)

Monetary awards to enable faculty to participate in a special, intensive, international or expensive professional development activity which might otherwise not be funded by the college. Any eligible faculty member may apply for this award.

To be eligible to receive either of these awards, the faculty member may be full-time or part-time; must have taught at TCC for more than three years, and may not be in the tenure process.

There were no nominations for the Faculty Development Award.
The Exceptional Faculty Awards Committee reviews the nominations and applications, and makes recommendations to the college Co-Presidents.

The Exceptional Faculty Awards Committee members are:

- Mark Allen, Chemistry
- Allen Braden, Humanities, Literature
- Analea Brauburger, OLE Dean
- Len Heritage, Business
- Michael Huffman, Communication & Transitional Studies
- Annalee Rothenberg, Accounting
- Pat Shuman, Community Member

A full committee meeting summary can be accessed through Analea Brauburger, OLE Dean: abrauburger@tacomacc.edu upon request. Recommendation letters can also be accessed through OLE Dean, as well.
TACOMA COMMUNITY COLLEGE

RESOLUTION
Commendation to Don Dennis

April 11, 2018

WHEREAS, Don Dennis has served on the Tacoma Community College Board of Trustees from 2007 to 2016 – including serving as Board Chair; and

WHEREAS, Don Dennis has dedicated himself to serving the educational needs of all Tacoma-area and Key Peninsula citizens; and

WHEREAS, Don Dennis has tirelessly supported the mission of Tacoma Community College by vigorously supporting college funding initiatives with legislators and several Washington Governors; and

WHEREAS, Don Dennis has used his talents and energy on important community college issues as a member of the Trustees Association of Community and Technical Colleges and the Pierce County Coordinating Council; and

WHEREAS, Don Dennis has made a special impact representing Tacoma Community College in the Gig Harbor and Key Peninsula communities in support of all citizens who wish to better themselves through higher education; now, therefore,

BE IT RESOLVED that Tacoma Community College and its Board of Trustees hereby acknowledge and give thanks for Don Dennis's many contributions to Tacoma Community College, its students, faculty and staff.

ADOPTED this 11th day of April, 2018, in Gig Harbor, Washington

______________________________
Robert M. Ryan, Chair
Board of Trustees
Tacoma Community College, District 22