

BOARD OF TRUSTEES
Meeting Agenda
Wednesday, February 18, 2026
Regular Board Meeting -2:00 pm
237 West Kellogg Road, Bellingham
Learning Commons Room 160

MEMBERS:

- **Jeff Fairchild,**
Chair
- **Rebecca Johnson,**
Vice Chair
- **Wendy Bohlke**
- **John Pedlow**
- **Teresa Taylor**

If you are a person with a disability and require an accommodation while attending the meeting, please contact the President's Office at rkloke@whatcom.edu two days prior to the meeting to allow sufficient time to make arrangements.

**NEXT MEETING
REMINDER**

March 11, 2026

Call to Order & Approval of Agenda, and Notice of Public Comment Time

- I. Call to Order
- II. Consent Agenda Tab 1
 - a. Minutes of January 14, 2026 Board of Trustees Meeting (Attachment A)
 - b. WCC Graduates Fall 2025 (Attachment B)
- III. Public Comment
 - [Protocols for Public Comment](#)
- IV. Accreditation Year Seven – Anne Marie Karlberg, Director for Assessment, Tawny Townsend, Director for Advising & Career Services, and Peter Horne, Senior Research Analyst
- V. Report from the President
- VI. Reports Tab 2
 - ASWCC – Coco Lavelle, President
 - WCCFT – Barry Maxwell, President
 - WFSE – Dan Andreason, President
 - WCC AFT Staff – Petra McDonnell-Ingoglia, Representative
 - Administrative Services –Vice President Nate Langstraat
 - Student Services – Interim Vice President Kerri Holferty
 - Instruction –Vice President Steven Thomas
- VII. Discussion Items for the Board
 - ACCT Legislative Summit
- VIII. Action Items Tab 3
 - Reduction in Force Recommendation – Drama
 - WCCFT Proposed Alternatives for Consideration – Barry Maxwell, WCCFT President
- IX. Executive Session
 - ...as provided in RCW 42.30.110 and 42.30.140 (4)(a), to discuss collective bargaining...
 - ...to review performance of an employee...
- X. Adjournment

***The Board of Trustees may adjourn to an Executive Session to discuss items provided for in RCW 42.30.110 (1):**

- (b) to consider the selection of a site or the acquisition of real estate by lease or purchase...;
- (c) to consider the minimum price at which real estate will be offered for sale or lease...;
- (d) to review negotiations on the performance of a publicly bid contract...;
- (f) to receive and evaluate complaints or charges brought against a public officer or employee...;
- (g) to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee...; or as provided in RCW 42.30.140 (4)(a), to discuss collective bargaining
- (h) to evaluate the qualifications of a candidate for appointment to elective office...;
- (i) to discuss with legal counsel representing the agency matters relating to agency enforcement actions... or... litigation or potential litigation...



CONSENT AGENDA

- a. Minutes of January 14, 2026 Board of Trustees Meeting (Attachment A)
- b. WCC Graduates Fall 2025 (Attachment B)

SUGGESTED RESPONSE

The chair reads out the letters of the consent items. Then the chair states: "If there are no objections, these items will be adopted". After pausing for any objections, the chair states, "As there are no objections, these items are adopted."

Whatcom

COMMUNITY COLLEGE

BOARD OF TRUSTEES
237 W. Kellogg Road, Bellingham
Laidlaw Room 143
Wednesday, January 14, 2026
2:00 p.m.

CALL TO ORDER Chair Jeff Fairchild officially called the Board of Trustees meeting to order at 2:00 p.m. Present in addition to the chair were trustees Wendy Bohlke, John Pedlow, and Teresa Taylor constituting a quorum. Trustee Rebecca Johnson was absent. Others present included President Justin Guillory; Nate Langstraat, Executive Vice President for Business & College Operations, Kerri Holferty, Interim Vice President for Student Services; Steven Thomas, Vice President for Instruction, Annie Aslan, Assistant Attorney General; and Rafeeka Kloke, Executive Director for the Office of the President.

Chair Fairchild began with a land acknowledgment to recognize and pay respect to the Coast Salish Peoples as traditional stewards of this land and the enduring relationship between Indigenous Peoples and their traditional territories.

ACTION TO ACCEPT AGENDA

- Trustee Taylor moved to accept the agenda. It was seconded by Trustee Bohlke and the motion was approved.
- Chair Fairchild announced that there is a designated time for public comment on the agenda.

CONSENT AGENDA

- Consent Agenda
 - Minutes of December 10, 2025 Board of Trustees Meeting.

Chair Fairchild stated: "If there are no objections, the item in the consent agenda with the addition will be adopted." As there was no objection, this item was adopted.

PUBLIC COMMENT

- Chair Fairchild called for public comment.

There was no public comment.

➔ **Accreditation Year Seven – Anne Marie Karlberg, Director for Assessment and Institutional Research and Tresha Dutton, Communication Studies Faculty**

Karlberg and Dutton shared a PowerPoint presentation focused on Standard 1C Student Learning; specifically, on 1C7 Student learning outcome assessment results are used to improve learning. They shared examples of using course outcomes and program outcomes to improve learning, and core learning abilities (CLAs) that are taught and reinforced throughout a student’s time at WCC.

ACTION ITEMS

➔ **WCC and WCC Foundation Memorandum of Understanding – Deborah DeWees, Interim Executive Director for WCC Foundation**

Trustee Taylor moved to approve the WCC and WCC Foundation Memorandum of Understanding. It was seconded by Trustee Bohlke, and the motion was approved.

➔ **Request Allocation from ASWCC Fund Balance – Coco Lavelle, ASWCC President**

Trustee Bohlke moved to approve the request to allocate funds from ASWCC Fund Balance to cover late payments. It was seconded by Trustee Taylor and the motion was approved.

➔ **Request Allocation from ASWCC Fund Balance to support feasibility study for the Syre Student Center All-Gender Restrooms project – Coco Lavelle, ASWCC President**

Trustee Bohlke moved to approve the request to allocate funds from ASWCC Fund Balance to support feasibility study for the Syre Student Center All-Gender Restrooms project. It was seconded by Trustee Taylor and the motion was approved.

PRESIDENT’S REPORT

- ➔ President Justin has been dedicating significant time to the ISR process, with a strong emphasis on sustainability. The academic program recommendations were published on December 12, 2025. The final report for non-academic programs and services is expected by January 16, 2026. He continues to review the feedback received, ensuring due diligence while adhering to the established timeline. Any potential impact on programs, faculty, and staff will be carefully considered. The President expressed gratitude for the broad representation involved and reiterated that this is an ongoing, continuous improvement process, not a one-time event. Elements of the ISR process will be incorporated into the annual planning cycle.
- ➔ A restructuring of the Cabinet is underway, with the creation of an executive-level position to oversee instruction and student services. This change aims to strengthen the connection between these areas and improve efficiency given current budget constraints. Campus forums will be held to provide updates and gather feedback. While this restructuring focuses on the executive level, it may lead to broader organizational changes informed by the ISR findings. President Justin has reached out to both in-system and out-of-system colleges to learn from their experiences. Major decisions regarding this are expected

in January and February, with the intent of posting the EVP position by the end of February. The organizational restructuring is planned to be implemented by July 1, 2026, with a new hire anticipated by June 2026.

- President Justin met with Representative Alex Ramel of the 40th Legislative District to advocate for support.
- ACT Spring Conference is scheduled for May 7-8, 2026, at Semiahmoo Resort & Spa in Blaine.
- Brad Tuininga was appointed to the position of Executive Director for the WCC Foundation with an official start date of January 16, 2026.
- President Justin participated in the WACTC legislative meeting on January 9 and will continue attending weekly meetings throughout the legislative session. These meetings will focus on legislative advocacy planning.
- The Budget Review Committee will begin meetings soon to prepare for the budget development process.

REPORTS

- ASWCC President – Coco Lavelle
 - An Ad Hoc Committee was formed to discuss revisions to the ASWCC Financial Guidelines. These updates will be shared with the Executive Board for review and approval.
 - The ASWCC budget packet has been released.
 - The Bylaws Committee will meet every Friday moving forward.
 - Looking forward to the upcoming events.

DISCUSSION ITEMS OF THE BOARD

➤ ACT Spring Conference

Trustee Wendy shared that the ACT Board has been exploring ways to effectively orient new trustees to their responsibilities. This includes using various modalities such as in-person, hybrid, and online formats. She encouraged board members to send any ideas or suggestions to Rafeeka Kloke.

EXECUTIVE SESSION

At 3:05 p.m. the meeting was adjourned for a closed session of the Board for approximately 25 minutes, as provided in RCW 42.30.110 and 42.30.140 (4) (a), to discuss collective bargaining, and move into executive session to review performance of an employee, to discuss with legal counsel representing the agency matters relating to the agency enforcement action or potential litigation...

Chair Fairchild announced that action was not anticipated. Guests included President Justin Guillory, Vice President for Instruction Steven Thomas, Executive Director for Human Resources, KayCee Johnson, Executive Director for Office of the President, Rafeeka Kloke and Assistant Attorney General Annie Sloan.

The Executive Session was adjourned at 3:30 p.m. and the Board reconvened into open session at 3:30 p.m.

ADJOURNMENT

There being no further business, the meeting was adjourned at 3:32 p.m.

Whatcom Community College

Fall 2025

Bachelor of Applied Sciences Degrees

Applied Business Management

Melanie Ramirez **

IT Networking - Cybersecurity

Dylan Randall Cox **

Marc Lavoie **

Steven Douglas Sipes **

Nikole Thomas **

Associate Degrees

Associate in Arts and Sciences Degree

aidan vincent anderson-palomino

Rianna M. Apodaca

Katie Lynn Baker

Cameron Grant Bartlett

Amber Brittain

Amanda G. Card

Valerie Marie Caudle *

Ella Chamberlain *

Salina Cheng

Cali Leigh Condos

Zara Kaur Deol *

Josiah Michael Dupree

Devan Mulvey Fischer

Katherine Fox *

Jordan Fuller *

Amelia Elizabeth Furlong Jr. *

Holly Marie Hannan *

Katharina Harris *

Bly Azuriah Henderson

Ella Heuser *

Kuzco Johnson

Jersey Rae Jones *

Nick Kapp *

Note: * indicates associate degrees completed with honors

**** indicates bachelor degrees completed with Cum Laude Honors**

FERPA block student are not listed.

Noelani H. Kauanoë
Rav Kaur *
Lucas Tyler Kettman
Nikyla Kinley *
SadieRose Koch
Jacob Nilsen Kuhn *
Tram Mai La
Ratchaporn Lauhakaikul
SueEllen Long *
Ava Martinez *
Kacie Louise Mather
Hunter McGahan *
Lalon Agnes McLean
Reese Marie Meddick
Jackson A. Miles
Lucia Morrow *
Bella Nguyen
Sarah Orlor
Sophia Perales
Nicholas James Peterson
Richard Ichabod Phelps *
Lucas Richardson
Dylan Schenkel *
Malaysia Payton Smith
Michelle Smith *
Zantha Snyder
Gena Marie Unser *
Lukas VanderYacht
Anthony E. Wallace *
Annika Elizabeth Tudor Williams *

Associate in Business Degree

Anthony J. Baird
Shawn Daniel Burke
Krista Calender *
Shoya Furukawa *
Isabella Ariana Gallo
Roberto Carlos Guzman II *
Kevin Michael Ryan *
Hope Swanson *

**Note: * indicates associate degrees completed with honors
** indicates bachelor degrees completed with Cum Laude Honors
FERPA block student are not listed.**

Associate in Applied Science Transfer Degree - Cybersecurity

Kyle Dean Hastler
Nolan Brian Lawler
Aiden Wilde McBride
Logan Jon Nestlebush
Ryan Palmer *
Abdul Rahman Said *
Andrew Michael Wunder *

Associate in Science Transfer Degree - Biology

Issac Iredale

Associate in Science Transfer Degree - Environmental Science

Kelsey Lizuette Alcaraz
Jasper Colin Lyon Jr. *

Associate in Science Transfer Degree - Civil and Mechanical Engineering

Joel Marr *

Associate in Liberal Studies Degree

Jersey Rae Jones *
Colby Nichols *

Associate of Applied Science Degree-Accounting

Aida Malik *
Victoria Lynn Steiner *
Sarah Kiersten Weimer *

Associate of Applied Science Degree-Business Administration

Camille Barile *
Rue Briar Gibbons *
Carys Cecelia Pullar *
Farida Sultan *
Adlei Shane Whitworth

Note: * indicates associate degrees completed with honors
**** indicates bachelor degrees completed with Cum Laude Honors**
FERPA block student are not listed.

Associate of Applied Science Degree-Computer Information System

Mohammad Sultan *
Emily Renee Zink *

Associate of Applied Science Degree-Criminal Justice

Karder Lila Zapata Blow *

Associate of Applied Science Degree-Medical Assisting

Christine Harrison
Tiana Morato Varang
Truc Vo *

Associate of Applied Science Degree-Paralegal Studies

Phil Berumen
Leanne Aguarin Canonizado *

Associate of Applied Science Degree-Physical Therapist Assistant

Signe Grace Blomquist *
Haylee Rian DeFries *
Polly Ann Dubbel *
Megan Rae George *
Malia Gray *
Corrie Omer Green *
Holly J. McMillan *
Luis Mendez *
Heidi L. Orcutt *
Noa Schnitzer *
LiAnne Shade *
Amanda Christina Szechenyi *
Pelt Joseph Van *
Elizabeth Rachel Van Roekel
Esby Yankson

Associate of Applied Science Degree-Software Development

Destiney Allen-Suarez
Josue Gonzalez-Silva *
Mae Wolf

Note: * indicates associate degrees completed with honors
** indicates bachelor degrees completed with Cum Laude Honors
FERPA block student are not listed.

Associate of Applied Science Degree-Substance Use Disorder Professional

Amanda Renee Sue Boome *
Dawn Marie Damon *
Matthew Gray *
Jeremy Irwin *
Emily Adalaide Keene *
Mariah McCoin
Jen Onstad-Goss *
Janae Rachelle Robles-Franco *
Phyllis Rose Smith
Terrence Micheal Turner Jr. *

Associate of Technical Arts Degree-Visual Communications

Lilliana R. Allard
Shane Everbeck *
Rylie Grace E. Washburn
Ian O. Wright *

Certificates

Catherine E. Casciolini
Ryleigh Clark
Annabelle Tien Dang
Tyler Dardano
Dana M. Dardis
Larissa Lynn de Forrest
Adriana Guerrero
Deonna Kashai Haywood
Taylor R. Hendrickson
Tabitha K. Miller
Lisa Moulds
Farida Sultan
An T. Thai
Canaan Michael Upton

High School Diploma

Jaiden M. Coffee
Mackenzie Marie Cooper
Lucas Tyler Kettman
Rohan Lindeman
Khang Tran Nguyen Pham

Note: * indicates associate degrees completed with honors

**** indicates bachelor degrees completed with Cum Laude Honors**

FERPA block student are not listed.

Robertha Glory Sitorus
Adlei Shane Whitworth
Il-Gi S. Zajicek

Past Term Graduate Receiving Diploma in Fall 2025

Bachelors

Elizabeth Rodriguez *
Vadim Vinogradov

Associate

Diego Chino Acatitlan
Jacob Allen *
Dan Linh Mai *
Ellie Absher
Steven Le
Yinhong Chen *
Huixin Wu *
Huixin Wu *
Yi Chen *
Zhenxin Wang
Jialei Lyu *
Diana Nolasco *
Natalie Tsai
Jacob Isom *
Jessica Howard
Michael Johnson
Sophia Johnson *
Alan Hernandez Zavala
Alan Hernandez Zavala
Katlyn Maglione
Megan Perkins
Reece Schrock
Lisa Weimer *
Danny Leowardy
Grace Hoffman
Anne Conway
Thomas White
Sukhpreet Kaur *
Karley White *
Peter Leducky
Jacquelyn Mendoza Moreno

Note: * indicates associate degrees completed with honors
**** indicates bachelor degrees completed with Cum Laude Honors**
FERPA block student are not listed.

Gordon Montgomery
Bruno McCurdy
Bruno McCurdy
Natalie Tsai

Certificate

Kassandra Cain
Melody Deal

High School Diploma

Jialei Lyu
Nathan Prasad
Danny Leowardy
Edgar Ramos Martinez
Ngan Nguyen
Vi Kim
Kyra Samtani

Requested Reprint Diploma

Bachelors

Morgan Currie **

Associate level

Yue Ge *
Supriti K. Singh *
Annie Byers
Hang Phan *
Christopher Kleeves *
Liam Chistopher Keller *
Justin E. GeleyNSE
Drew D. Fallon
Laura A. Cruikshank *
Katherine S. Banks
Kirsten A. Abapo
Ashley L. Smith
David Krisna
Mia N. Case *
Jesse D. Wytko
Seng lok Ng
Adam Deets

Note: * indicates associate degrees completed with honors

**** indicates bachelor degrees completed with Cum Laude Honors**

FERPA block student are not listed.

Anastasia Mikhailovna
Shannon J. Skinner *
gabriella esmeralda tambriz gomez
Christopher P. O'Day
Max Murphy

Certificate

Dawn Anett Whittington

High School Diploma

Yue Ge
Bogdan A. Popov
Max Murphy

**Note: * indicates associate degrees completed with honors
** indicates bachelor degrees completed with Cum Laude Honors
FERPA block student are not listed.**

Whatcom

COMMUNITY COLLEGE

Reports to the Board of Trustees February 18, 2025

➤ ASWCC – Coco Lavelle, President

• ASWCC Executive Board

- All Executive Board positions are filled.
- A \$17,086 funding request from the ASWCC Fund Balance to pay for a design and quote for Syre Student Center All-Gender Restrooms was approved by the BOT on January 14.
- The ASWCC S&A Budget Request Packet has been distributed and 10 S&A requests for 2026-2027 were received by the S&A committee by January 23rd. The total of the requests is \$1,252,520.
- The S&A Committee will meet every other Monday and most Fridays to review funding requests.
- The ASWCC Constitution and Bylaws Review Committee began meeting every Friday, beginning January 23.
- An ad hoc committee formed in fall quarter was formed fall quarter to review the ASWCC Financial Code and to bring suggested amendments to the ASWCC Executive Board for review. On January 12, the Executive Board began reviewing proposed amendments, and recommended amendments were approved on February 2nd. The ASWCC VP for Finance and the ASWCC President will commence with bringing the recommended amended document to the Vice President for Student Services, the Director for the Business Office, and the Executive Vice President for Administrative services for feedback and questions in preparation to present the document for review and approval to the Board of Trustees.
- ASWCC leadership invited President Justin to the January 26 ASWCC Senate meeting for students to hear about upcoming organizational changes at WCC and to address student questions.

• Civic Engagement

- The ASWCC VP for Civic Engagement is planning Legislative Advocacy Day on February 5.
- Executive Board members will travel to meet with legislators to discuss WCC student concerns.

• ASWCC Clubs and Unions

- There are currently nine chartered ASWCC Associations, and one in progress.
 - There are currently five chartered ASWCC Unions and two ASWCC Clubs.
 - The Winter Club and Organization Fair, *New Year's Around the World*, was held. The event had 134 student attendees.
- **Advocacy and Health & Wellness**
 - The Social Justice Committee meets Mondays from 1–2 PM. The committee is currently planning *Students Leading Change*.
 - The Health and Wellness Committee meets on Thursdays from 1:30-2:30PM.
- **ASWCC Student Engagement Activities**
 - *Coffee with a Student Leader* is held Thursdays from 9:30–11:30 AM in the Learning Commons and is hosted primarily by ASWCC Senators.
 - The Student Engagement Advisory Committee meets every Tuesday from 11 AM–12 PM. Planning Orca Day (POD) Parties are the agenda every other Tuesday in order to create a structured framework and timeline for Orca Day Planning.
- **ASWCC Senate**
 - Ten ASWCC Senator positions are currently filled.
- ➔ **WCCFT—Barry Maxwell, presidents**

No report
 - ➔ **WSFE – Dan Andreason, President**

No report

➤ **WCC AFT Staff Union – Petra McDonnell-Ingoglia , Representative**

No report

The items reported by each division contribute to the following strategic goals:

- Renew and Expand Impactful community connections within and beyond the college.
- Encourage Innovation focused on delivering high-value education.
- Sustain a diverse and inclusive campus community to support success and belonging.
- Deliver educational experiences that foster improved student success.

➤ **Administrative Services—Nate Langstraat, Vice President**

The services provided through the Administrative Services division directly and indirectly support the four goal areas of the strategic plan.

Athletic & Recreation

Basketball season is going well. Men’s Basketball currently tied for 4th place in the North Region and the Women are in 6th place. Top 4 teams from each region make playoffs.

Successful game day and special event versus Skagit Valley on January 17, featuring a trading card show in the Pavilion lobby. Attendance exceeded 600 across both games. Also hosted a successful Asian Culture Appreciation Theme Night in collaboration with the Intercultural Center and Asian Student Union on January 28.

Thirty-seven employees have signed up for SRC winter quarter memberships, which is similar to fall quarter.

Our new Group Fitness class "Lunchtime Lifts" is doing well, with 7 registered. "Yoga for Wellness" has 8 registered. On Thursday, January 29, we hosted a Whatcom Wellness Team event called "Fizz and Fun" as a way for staff to connect and enjoy a refreshing break with games, soda water, and popcorn.

Business and Finance

The Business Office continues to work with Davis Far LLP CPAs on the audit of the FY20 Financial Statements and with CliftonLarsonAllen LLP CPAs on the FY21 financial statement preparation.

Training on the Chart of Accounts and chart strings is set to launch on February 11, 2026. This is the first in a series of training sessions that are being planned by Business Office staff. Other training topics under development focus on budget management, purchasing, and purchasing cards (p-cards).

Campus Store

For winter quarter, fifteen WCC academic course sections adopted Inclusive Access (IA) course materials. A total of 256 students participated in this Canvas-integrated course materials program, saving approximately \$2,600 in course material expenses versus direct from the publisher pricing.

Through a renewed partnership with the College's art department, the Campus Store has extended a 15% discount on art supplies for all WCC art students. For the 25-26 academic year, there is a 250% increase in art supply sales versus the previous year (so far).

During the winter quarter the Campus Store continued to enhance support of other campus programs including: art, biology, geology lab kit distribution; statewide commission and council meeting registrations; dedicated evening hours for ESOL program students; IT department used computer sales; promotional support/merchandise discounts for athletics, student programs, and outreach.

Conference and Event Services

External agreements have been confirmed for Legendary Fight League (mixed martial arts event), Rangers (youth soccer), Whatcom Select (youth soccer), WCASA (adult soccer) and Bellingham Warriors (youth lacrosse).

Department staff will provide support for the following internal events: ASWCC weekly open public meetings, Kulshan Middle School lunch visits, ASWCC movie nights (Prey, School of Rock), Focus on Children Conference (co-sponsored), "Dive into Crafting" for accreditation events, ASWCC mid-winter feast, "Cookies, Condoms & Consent," Professional Development Day, Readers Theater – Alabama Story, Orca Pod Day, drag show rehearsals, winter transfer fair, and the Intercultural Services screening of "Lynden."

Safety & Security

On January 29-30, the WCC Director for Safety and Security, Rocky Vernola, conducted a train-the-trainer session on "Designing and Facilitating Emergency Exercises" for the statewide Safety, Security, and Emergency Management Council (SSEMC), which represents all 34 community and technical colleges. The training concluded with participants receiving tabletop exercise materials and templates created by Rocky for use on their individual campuses. Participants reported high satisfaction with the training and described WCC's contribution as invaluable.

➔ Student Services—Kerri Holferty, Interim Vice President

Academic Advising & Career Services:

- Advising implemented a post-advising survey, which ran August 2025 through January 2026. On average, 97% of students agreed or strongly

agreed they were able to make their own decisions, felt their needs were understood, learned relevant information for their situations, understood their next steps, and would use advising again.

- Completed 801 advising sessions during January 2026. (Reliable comparable data for January 2025 is not currently available due to transition to Nav360 from Starfish.)
- Collaborated with faculty in Software Development to develop degree completion and/or transition plans for 17 students to mitigate the impact of class cancellations and program discontinuation.

Access & Disability Services:

- Program Coordinator, Hadia Rezai, attended Website Training for web content managers.
- Specialist, Melissa Anderson, has created an accessible video for students on how to use the MyADS portal which was uploaded to the Access & Disability Services webpage.
- Director, Lisa Forsythe, is serving as the two-year representative on the SBCTC's Disability Support Services Council (DSSC) Board.

Dual Credit Programs:

- Currently serving 1,021 Running Start students for Winter 2026, an increase from 998 in Winter 2025.
- Currently serving 760 full-time equivalents (FTE) in Winter 2026 compared to 763 in Winter 2025.
- There were 94 new Running Start applications in Winter 2026 compared to 80 in Winter 2025.
- Recently proposed legislation [HB 2375](#) could reduce the amount of money passed through to colleges for Running Start FTE by ~50%. - a loss of ~2.8 million dollars.
- From [Governors budget](#) - lowering the enrollment cap from 1.4 to 1.2 full-time equivalents (FTE) beginning in Academic Year 2026–27
 - Reducing the cap from 1.4 FTE to 1.2 FTE would limit students' ability to take summer credits, directly weakening the strongest-performing part of Running Start—where associate degree completion rates are 20–30 points higher, pass rates exceed 89%, and fall retention is typically above 80%.
 - Because summer enrollments include the highest percentage of low-income students, lowering the FTE limit would disproportionately restrict access for students who rely on summer coursework to stay on track and cannot afford to self-pay.
 - Fewer available credits would slow degree progress, reduce early credential attainment, and undermine the very outcomes—high completion, strong retention, and equitable access—that summer Running Start is currently delivering.

Enrollment Services:

- 515 applications received for Winter 2026, compared to 1536 for Winter 2025.
 - While this is a decrease year to year, it is important to note that in Spring 2025, we were receiving a large influx of fake/fraudulent applications. We have since built processes that have significantly reduced how many potentially fake/fraudulent records actually get enrolled in classes. This has resulted in less fake/fraudulent applications being submitted.
- As of 2/2/26, 2772 full-time equivalents (FTE) for Winter 2026 compared to 2868 FTE for Winter 2025.
- As of 1/1/26, 3808 students enrolled for Winter 2026 compared to 3956 for Winter 2025.
- Thanks to advocacy from Dean Adam Beals, and VP Kerri Holferty, Enrollment Services will make adjustments to the amount of credits that students can enroll in without permission (from 18 to 20). Research into the last several terms show that students' GPA is not different overall from being in the additional credits, and this will allow for efficiency for students when enrolling from waitlists.

Financial Aid:

- For the 2025-26 academic year in early January of 2025, WCC received 612 applications for aid. Early January of 2026 WCC has already received FAFSA applications from 919 applicants for 2026-27.
- In the 2024-2025 academic year WCC sent federal aid to 1207 students with an average amount of \$3,924. This amounts to \$5,529,263 in federal funding alone in the 2024-25 academic year.

Office of Student Life & Development:

- The Office of Student Life & Development hosted a Winter Welcome Back Wayfinding event over the first two days of the quarter. Faculty, staff, and student leaders staffed 4 stations across campus where they greeted hundreds of students, provided coffee and maps, shared upcoming events and activities, and helped new and continuing students navigate to classrooms for their new quarter schedule. This Wayfinding event had a great turn out with 372 participating students, compared to 414 attendees for the Welcome Back BBQ and Activities Fair during Fall of 2025.
- Shared an Orca Food Pantry presentation to the Foundation Board to convey student food insecurity needs and support received from Foundation fundraising to help keep the pantry open. A QR code was created that connects directly to the Orca Food Pantry fundraising to support easy access and build donation fundraising.

Orca Central Operations:

- Served 682 scheduled and drop-in appointments for Advising, Running Start, and Financial Aid compared to 957 scheduled appointments in January 2025.

Outreach:

- Engaged prospective students through regular Outreach activities including 7 individual tours, 2 high school campus tours, 5 high school presentations and tabling events and 1 application session. This compares to 2 high school campus tours, 2 high school presentations and 2 high school events in January 2025.
- AmeriCorp grant was approved and a Student Ambassador position has been posted for hiring.

Residence Life:

- Cedar Hall is currently housing 158 residents compared to 182 residents in January 2025.
- Cedar Hall is housing 8 non-WCC residents, including a collaboration with AHECWW for a UW student.

TRIO Student Support Services:

- Currently serving 140 students in the 2025-26 cohort. Pleased to report that the grant objective of serving 140 students by August 31, 2026 has been met.
- Hosted a Winter Quarter Welcome Back Workshop on 1/7/26, with 17 students in attendance. Students received resource folders to encourage their engagement in the program and support their success throughout the quarter.

TRIO Upward Bound:

- Currently serving 52 students in the 2025-26 cohort, making progress toward the grant objective of serving 60 students by August 31, 2026.
- Completed and submitted the 24-25 TRIO Department of Education Upward Bound Annual Performance Report.
- Fourteen of eighteen seniors have already completed their FAFSA applications, and all seniors qualify for some level of state or federal financial aid, a strong indicator of early college readiness and engagement.

➔ Instruction— Steven Thomas, Vice President**Sabbaticals for 2026-27**

The Sabbatical Subcommittee is pleased to announce that Hilary Engebretson, Sophia Shang, and Ian Stacy have been selected sabbatical during the 2026–2027 academic year. Each recipient will use this valuable time to deepen and enrich their professional practice. In Fall 2027, this group will share the insights and learning from their sabbatical experience.

Hilary Engebretson Ph.D., Biology Full-time Faculty | Sciences

Hilary Engebretson has been awarded a sabbatical for the 2026–2027 academic year. Her project focuses on supporting the diverse academic preparation of students by developing practical and accessible resources grounded in Self-Regulated Learning (SRL). Building on her previous SRL research, Hilary’s work will provide a strong foundation for faculty collaboration and enhance student success through innovative learning strategies.

Sophia Shang M.A., English as a Second Language (ESL) Full-time Faculty | Academic Resources

Sophia Shang's sabbatical during the 2026–2027 academic year aims to strengthen international partnerships and advance the strategic goal of expanding community connections. Sophia will combine a language immersion experience with working to reestablish an intercultural exchange opportunity for Early Childhood Education students, exploring approaches to English education in Japan, and visiting partner institutions to better support of future ESOL students.

Ian Stacy Ph.D., History Full-time Faculty | Social Sciences

Ian Stacy will take a sabbatical in the 2026–2027 academic year to develop a project that promotes equity by giving students from multiple disciplines access to explore regions beyond Whatcom County through a “virtual field trip.” His work integrates academic and creative approaches using GIS technology and photography, with plans to incorporate peer and student feedback for ongoing refinement. This innovative project will broaden learning opportunities and foster interdisciplinary engagement.

Nursing Program

Goals

- Revisit curriculum updates
- Evaluate and stabilize faculty commitment
- Resume the NAC (Nurse Aide) program
- Increase nursing program applicant numbers

AHECWW (Area Health Education Center of Western Washington)

Advancing Health Equity Through Cultural Humility

AHECWW launched Advancing Health Equity Through Cultural Humility on July 3, 2025. This free, self-paced online course provides two hours of continuing education and meets the requirements of Washington State Substitute Senate Bill 5229 (Chapter 276, Laws of 2021).

- The course meets all SB 5229 and WAC curriculum requirements.
- It is listed by the Washington State Department of Health as a free resource for health professionals.
- The course is accessible through both the DOH and AHECWW websites.
- Enrollment: 3,242 individuals as of February 4, 2026

Mental Health First Aid (MHFA)

AHECWW provides Mental Health First Aid training using an evidence-based curriculum developed by the National Council for Mental Wellbeing.

- Two certified Adult MHFA instructors, including one certified in Youth and Teen MHFA
- Adult and Youth MHFA participants receive a three-year national certificate
- Adult MHFA courses for health professionals are supplementally accredited for 6 CEUs through NASW-WA
- 2025 Training Impact
- 99 individuals trained
- Trainings provided to multiple organizations, including Whatcom Community College, Seattle Jobs Initiative, Northwest Youth Services, Sea Mar Health Center, and others
- Two community partners sponsored to become Adult MHFA instructors in October 2025

2026 Training Expansion

Increased offerings for health professionals, students, and community members including Whatcom Community College Medical Assisting Program, Whatcom Community College Employees, WA State AHEC Scholars, Northwest Youth Services, Whatcom Community and Family Network, the Seattle Jobs Initiative Internship in Healthcare Employment and Apprenticeship Program (SJI IHAP), Animal Emergency Care, Chelan County Homeless Outreach Team, and Cowlitz Indian Tribe Elders Program.

National Cybersecurity Center Grants:

National Cybersecurity Training & Education Center (NCyTE)

- Virtual and In-Person Workshops
 - Using AI to Build CMMC Custom Tools and Assignments
 - December 4, 2025 | Interactive Online Workshop
 - Implications of AI for Community College Educators

- Lewis & Clark Community College (IL): December 5 (in-person) & December 12, 2025 (virtual) | 24 attendees
- C5 Module Update Review Workshop
 - NICE K–12 Cybersecurity Education Conference, Nashville, TN | December 8–9, 2025
- Implications of AI for Community College Educators
 - Central Wyoming College | January 16–17, 2026 | 84 attendees
- NCyTE Monthly Member Meetings
 - ABET Credential Recognition Program

➤ **Institutional Management – Rafeeka Kloke, Executive Director for the Office of the President**

➤ **Marketing and Communications**

Communications, Marketing and Publications

Campaigns/Events/Projects/Publications completed or in development - for a variety of events and programs (includes social media, campus screens, online marketing, print, streaming ads, tv spots, print):

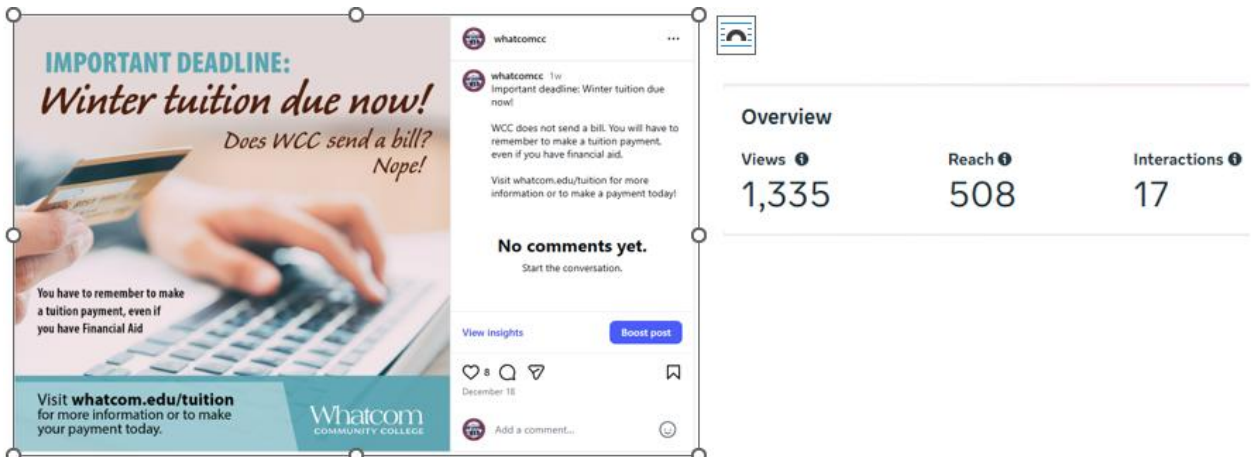
- **New and Significant Website Updates:**
 - Updates to Conference & Events Spaces pages. New photos added
 - Added a new Student Ambassador to the Outreach page.
 - Updated Academic Calendar to include furlough closures and a brief explanation stating that the furlough closures are not on our current printable academic calendars.
 - [New Fast Facts page](#) (WCC website) with self-generating updated statistics.
- **Social Media Activity:**
 - The top three posts/reels on Instagram and Facebook that received the most engagement for December are:
 - The Instagram post about the Cove’s drink specials.



- The Instagram post promoting the medical assisting program.



- The Instagram post announcing the winter quarter tuition deadline.



- Department Campaigns and Promotions include outdoor advertising, online/print and social media marketing, posters, FIN slides, website, signage etc.
 - **Support for events, marketing assets and initiatives:**
 - WCC Holiday card 2026
 - Massage Therapist Print materials updated for promotion
 - New wordmark Logo created for Massage (removing the handprint)
 - New T-shirts are being printed for Winter Quarter
 - Cove Cafe Winter Menu and messaging in progress
 - Running Start checklist update
 - Intercultural Center: winter hours, poster
 - Basketball Game Program 2025-26
 - Orca Pod Days Save the Date
 - Foundation Fall Appeal Postcard
 - New WCC Viewbook printed
 - **Instruction/Professional Technical Information Sessions: social media, campus Screens and print, ad campaigns:**
 - SUDP
 - Medical Assisting
 - Massage
 - Running Start
 - **Campus and Departments: Social Media & Campus Screen (FIN) General Posts and other assets (posters, invitations, brochures, text, emails, etc.):**
 - The Cove Cafe: Fall Drink Specials and espresso machine announcement
 - Campus Closures:
 - Furlough day
 - Holiday closure
 - New Year's Day closure
 - Study spots on campus
 - Whatcom Alert
 - Campus Store Book Buy Back

- Information Sessions:
 - SUDP
 - Medical Assisting
 - Massage Therapist
 - Running Start

- **Video or Photo shoots:**
 - Study spots on campus new photos
 - Conference rooms and classrooms new photos
 - Intercultural Center staff photos
 - Chamber music ensemble photos

- **Press and Media:**

[American Memoir: From Autobiography to Solito to Cajitas](#), Whatcom Reads, January 29, 2026 (WCC staff and faculty)

[Want to learn a new language in 2026? Try this English/Spanish Exchange](#), Cascadia Daily News, January 27, 2026 (scroll to bottom for mention)

[Trading card, basketball fans find common ground at WCC during weekend fundraiser](#), Cascadia Daily News, January 19, 2026

[How to honor Martin Luther King Jr. Day in Bellingham and beyond](#), Cascadia Daily News, January 14, 2026

[Campus Invited to community MLK Day celebration on Jan. 19](#), WWU News, January 13, 2026 (mention of WCC)

[Joining the Pod: Exploring Campus Art at Whatcom Community College](#), Whatcom Talk, Whatcom County, January 8, 2026

➔ **Foundation**

- Fiscal year-to-date (January 26, 2026): \$1,201,375 has been raised including:
 - Recent Gifts of Note
 - \$6,500 for the Orca Food Pantry
 - \$2,500 for the Floyd Sandell Memorial Annual Scholarship
 - \$2,000 from two donors for Scholarships and Area of Greatest Need
- Program Updates
 - 2025 Fall Appeal

- Total raised to date: \$116,913.27
- Campaign performance was better than anticipated. We recovered, retained and welcomed new donors at a good rate, which shows a healthy, growth-oriented donor ecosystem:
 - 29 New donors – Perfect (25.9% is squarely in the optimal range)
 - 60 Returning donors – Just below Ideal (53.6% is close to the optimal range of 55%)
 - 23 Recaptured donors – Exceptionally Strong (20.5% is well above national benchmarks of 10%-15%)
- The strategic and focused email drip-campaign showed a high level of interest from our current and prospective donors. Our Open rates were outstanding at 53% and 49%, which points to strong affinity and compelling subject lines. Our donors are *looking at our messages*, which is half the battle in email fundraising.
- Special Focus Fall Appeal Campaign
 - A targeted Fall Appeal campaign was implemented to address immediate food insecurity needs and raise \$25,000, supported by a dollar-for-dollar Foundation match.
 - Amount raised to date: \$30,717
 - Total impact will exceed \$61,000 in support of the Orca Food Pantry
 - This demonstrates the effectiveness of 1. rapid-response fundraising, 2. volunteer leadership, and 3. strategic community partnerships.
- WCC Foundation Scholarship Program –
 - The 2026–2027 scholarship award cycle opened January 5th and closes April 5, with individual awards ranging from \$1,000 to \$17,989.
 - One year ago, today (1/26/2025), 143 students had started an application and 54 have completed it. Today, 301 students have started the application and 146 have completed it. This represents an increase of 110% for those students beginning their application and a 170% increase of those who have submitted their application.
 - Beginning February 2nd Rose will offer in person scholarship assistance in the Writing Center and Intercultural Center, as well as offer personal appointments for students as needed.

Office of Inclusion, Diversity, Equity and Accessibility (IDEA)

On January 29, the Office of IDEA presented an interactive public lecture: “American Memoir – From Autobiography to *Solito* to *Cajitas*,” in partnership with Whatcom READS (the annual countywide one-book program). Dr. Jen McFarlane Harris (Executive Director for IDEA) and Dr. Andrea Romero (English and Latine Studies Professor and Faculty Coordinator for IDEA) presented on literary history, first-person narrative techniques, and themes of family and migration, while also

engaging with Javier Zamora's *Solito: A Memoir* (which is this year's book selection for both Whatcom READS and WCC's The Equity Project). 30 people attended this event.

Intercultural Services:

- For the month of January, 126 students utilized the Simpson Intercultural Center for a total of 420 visits.
- During the month of January, the Intercultural Services Department collaborated with Dr. Nita Harker, WCC Sociology Professor, and the Mount Baker Theatre to manage reservations and distribution of tickets for the campus community for a lecture event featuring award-winning author, Isabel Wilkerson, to take place on Thursday, February 8. Approximately 160 WCC students, faculty, and staff signed up to attend this event.
- On January 10, ASWCC Latine Student Union went to a field trip to Sea Mar Museum of Chicano/a Latino/a Culture. A total of 8 students participated in this field trip.
- On January 12, the Intercultural Center Peer Navigators participated in a training on peer mentoring skills, with a focus on assessing student needs at the beginning of a quarter. Yusuke Okazaki, Associate Director for Intercultural Services, facilitated this training.
- On January 14, the Simpson Intercultural Center and ASWCC Black Student Union hosted film screening of Ava DuVernay's 2014 film, *Selma*. We had 11 participants attend this event.
- On January 19, the Simpson Intercultural Center and the office of Student Life and Development in partnership with Western Washington University, Bellingham Public Schools, Northwest Indian College, Peacehealth, Whatcom C.A.R.E., Bellingham Technical College, City of Bellingham hosted Martin Luther King Jr. Day of Commemoration. All attendees were invited to engage in a day of service, gratitude, and community. Over 300 participants attended the event.
- On January 22, the Simpson Intercultural Center and the ASWCC Asian Student Association (ASU) hosted a Talkin' Stories on Decolonizing Gender: A Filipino perspective. Abby Dormire, ASU co-president led the discussion. A total of 17 participants attended event.
- On January 26, the Intercultural Center Peer Navigators participated in a training focusing on effective communication skills when promoting events and programming. Yusuke Okazaki, Associate Director for Intercultural Services, facilitated this training.

- On January 28, the Simpson Intercultural Center is partnering with the ASWCC Asian Student Union (ASU) and Orca Athletics to host an Asian Culture Appreciation Night at the upcoming basketball game between your WCC Orcas and the Bellevue College Bulldogs. A total of 73 students attended the event.

MEMORANDUM

TO: WCC Board of Trustees

FROM: Justin Guillory, President

DATE: Wednesday, February 18, 2026

RE: Reduction in Force Recommendation

The purpose of this memo is to provide a recommendation to the Board of Trustees to eliminate one tenured faculty position. This reduction in force (RIF) protects the instructional capacity and flexibility of the College and will maintain the highest quality education possible for students while reducing operating budget in light of a substantial budget deficit. Article XVIII of the faculty collective bargaining agreement (CBA) governs the RIF process.

As President of the College, I am responsible for managing the operations of the College, including determining appropriate staffing levels and the academic services offered in alignment with institutional needs and available resources.

Currently, the College employs 74 full-time tenured faculty members, and has received three retirement notifications effective for the 2026-2027 academic year. The College is projecting a budget gap of at least \$1.5 million for fiscal year 2026–2027. In order to present a balanced budget for Board approval later this spring, the College has taken, and must continue to take, additional actions including program reduction or discontinuation, class schedule contraction, and staffing reductions to decrease its operating budget effective July 1, 2026.

As part of this effort, I determined that a RIF in the discipline of drama is necessary. In evaluating this decision, I considered factors such as budget limitations, enrollment trends, vacancies resulting from retirement or resignation, and ongoing staffing needs.

There are six drama courses currently offered throughout the academic year, with no increase planned for 2026–2027, and one full-time tenured faculty position. At six courses of five credits each, the courses do not generate sufficient instructional load to sustain a full-time tenure-track position. For several years the College has made efforts to meet the contractual load requirements for this faculty position by assigning courses outside the discipline, including humanities and film.

This practice is no longer sustainable. As the College implements broader budget reductions informed by the institutional sustainability review, it is appropriate to eliminate a tenure position that has been unable to maintain a full instructional load over an extended period.

In accordance with the CBA, I met with a three-member faculty union committee to discuss the potential need for a RIF, explore alternatives, allow for input, and share information. We considered various options including those listed in Article XVIII Section C.1.b. The committee recommended continuing to assign the faculty member additional courses in film and literature to complete their contractual load requirements.

After careful consideration, I have determined that this alternative, which is essentially a continuation of the status quo, does not address the College's budgetary or operational needs. The availability and stability of these additional courses cannot be guaranteed as enrollment patterns continue to shift, and the cost savings associated with replacing adjunct instruction with a full-time faculty assignment are insufficient to meet the required budget reductions.

As a result of this careful and thorough review, I recommend that the Board of Trustees take action to implement the reduction in force of the full-time tenured faculty position in the academic discipline of drama.

February 12, 2026

WCCFT Report to the WCC Board of Trustees Regarding RIF of Gerald Large

In accordance with Article XVII.C.1.c, the union presents the following statement for the Board's consideration and in opposition to President Guillory's recommendation to RIF Gerald Large, the Tenured Faculty member in Drama.

Recommendation: The College should not RIF Gerald Large, the Tenured Faculty member in Drama. The College should continue the past practice of allowing the tenured drama faculty to teach 2-3 sections per year in another discipline (or add Drama 110: Theatre Production back to the schedule). The College has stated that it has no intention of eliminating the Drama discipline, and the tenured faculty member in Drama has a proposed full course load for next year, including classes in Drama and Film with historic fill rates well above the college average. The department chair and discipline leads in the English Department have reviewed Gerald Large's qualifications and have determined he has the necessary qualifications to teach sections in both Film and Literature. Please note that the English department is not adding new sections to their schedule—these are existing sections with high fill rates. This would not be a transfer of the faculty into the English department, but rather a continuance of the past practice of teaching in another discipline.

President Guillory's memo to the board asserts that it is "appropriate to eliminate a tenure position that has been unable to maintain a full instructional load over an extended period." This is factually incorrect as the faculty member has consistently maintained a full instructional load and continues to be able to do so.

The memo also asserts that "The availability and stability of these additional courses cannot be guaranteed as enrollment patterns continue to shift." Again, this is an inaccurate representation of Gerald Large's course load and the stability of the courses he is slated to teach. The courses he teaches and has been staffed to teach next year have consistently high fill rates (over 85%). These fill rates have been consistently high during numerous instances of enrollment decline, including during the COVID shutdown.

In addition, the memo asserts that assigning Gerald Large to Drama and Film classes does not meet the college's operational needs. Again, the high fill rates of the courses he teaches indicate otherwise.

We recognize this will not result in the same savings that termination of the FT line would achieve, but there will be cost savings. We also believe there are important non-financial reasons to support this:

1. Drama fill rates are at 96%, and there is a low cost per FTE (\$5,444) to run these courses (per the Academic Task Force report). Maintaining a tenured faculty member in drama provides consistency for students, the continued refinement and updating of drama curriculum, and other related duties associated with the discipline (i.e., scheduling, PIP/DIP, etc.). Without a full-time faculty member, the College will need to pay an adjunct faculty member to perform the duties of the Drama discipline lead.
2. While the College has repeatedly expressed a lack of interest in adding Drama 110: Theatre Production courses (though it consistently filled with an average of 90% when offered) back into the annual schedule at this time, retaining the tenured faculty member creates a pathway to restart drama productions in the future. Drama productions are good for student learning (strategic plan goal 4.4) and engaging with our community members (strategic plan goals 1.3, 1.4). Adding production courses back in would also increase enrollments and the state funds tied to them, a recommendation reflected in the Institutional Sustainability Review's Core Team's recommendations.

Eliminating the full-time drama position to save approximately \$70,000 is a short-sighted solution to a much larger financial challenge. When placed in the context of a \$1.5 million deficit, the savings are marginal. Yet the potential loss to the college - in enrollment growth, community engagement, and institutional visibility - is significant.

Whatcom's recent enrollment decline is not a retention problem; it is a recruitment problem. We are not attracting new students! If we are serious about reversing that trend, we must invest in programs that attract new students rather than cut those that have the power to draw them in. A revitalized and expanded drama program, supported by a tenured faculty member and the return of production classes to Whatcom, has real potential to do exactly that.

Theater productions are not just academic exercises - they are powerful recruitment and community-building tools. Performances at the Heiner Center would bring prospective students and their families onto campus. Visitors who attend a play experience the college firsthand: they see the campus, interact with students and faculty, and witness the creativity and excellence that define Whatcom. That kind of engagement cannot be replicated by brochures or websites alone.

During Whatcom's most vibrant years in theater, the college regularly produced three productions per year. Each production ran for three nights and drew approximately 150–200

audience members. From 2002 to 2019, those productions brought nearly 10,000 people into the Heiner Center. That is 10,000 individuals who stepped onto our campus, experienced our facilities, and witnessed the creativity and excellence for themselves of what can be produced here at Whatcom.

These productions were not just artistic successes - they were financial and recruitment assets. Ticket sales contributed revenue to the college, helping offset costs and support programming. Just as importantly, many students who first came to campus as audience members eventually enrolled at Whatcom after experiencing a performance. Theatre served as a gateway to higher education, turning community members into students.

Currently, the Heiner Center sits largely underutilized compared to similar spaces at neighboring colleges. Skagit Valley College, for example, maintains a vibrant schedule of student and community productions. Their production of *Cinderella* last year and *Oklahoma* this year draws community members to the college, showcasing student talent and reinforcing the institution's role as a cultural hub. These events generate visibility and potential enrollment pipelines. Whatcom once played a similar role in the community through events like the *Chuckanut Radio Hour* and other public programming. Today, many of our public spaces remain dormant.

Reinvesting in drama courses and theatrical productions would activate those spaces again. It would create opportunities for collaboration across disciplines - drama, music, marketing, design - and offer students hands-on, experiential learning that distinguishes Whatcom from other institutions. More importantly, it would position Whatcom as a destination: a place where arts, academics, and community intersect.

Cutting the full-time drama position may yield modest savings, but it risks long-term costs in lost recruitment opportunities, diminished campus life, and reduced community presence. If our goal is financial sustainability, we should focus on strategies that grow enrollment and expand engagement - not reduce the very programs that can help us thrive.

In the face of a \$1.5 million deficit, eliminating a program that has the potential to attract new students and revitalize campus culture for the sake of \$70,000 is not a solution. It is a retreat. Whatcom deserves strategies that build momentum, not shrink opportunity.

Based on both our union contract and the RCW's governing RIF, it is incumbent on the college to both establish the necessity of a RIF of Full-Time Faculty and to ensure that when a RIF does occur, they are clearly RIF-ing the correct faculty. The faculty and the union recognize that the College is financially encumbered. However, based on the above information, it is clear that the financial encumbrance has nothing to do with the viability of the Drama discipline.

In addition to our recommendation above, the union would like to bring the board's attention to the following issues that remain with both the RIF process in general and the recommendation to RIF Gerald Large.

- The contractual RIF process allows for a faculty member to teach in other viable programs/disciplines if qualified. Gerald Large is qualified and is staffed into Film classes to fill his load, so the College's refusal to allow him to do so is choosing to ignore an alternative to the cruelty of ending the employment of a long serving faculty colleague.
- The manner in which Gerald Large's future schedule is being manipulated to deny him a viable load is not in keeping with current and long-standing scheduling practices at WCC that are used across a number of departments, disciplines, and programs. Per labor law, these long-standing scheduling practices (evidenced by many years of schedules approved by the Office of Instruction) carry the same force as a written agreement. In addition, Appendix C section 3.a of our contract states that discipline/program leads "develop and submit discipline annual and quarter course schedules, including assignment of faculty to courses." This is being denied.
- If the college decides to deny both the addition of Drama 110 courses back to the schedule and to refuse to allow the English department to staff him into Film classes, the college appears to be specifically attempting to deny Gerald Large a full load of otherwise available viable classes. If the Board allows the college to proceed with its plan to terminate a tenured faculty member only to rehire that same individual as an adjunct to teach the same classes, it would set a dangerous precedent - one that could ultimately undermine and eliminate tenure positions altogether at Whatcom.
- Tenure is not incidental; it is a foundational protection established in 1969 for Community and Technical Colleges in Washington under RCW 28B.50.850-869. It reflects the Legislature's recognition that full-time, tenured faculty are essential to student retention, program development, institutional stability, and the long-term viability of our colleges. If Whatcom can simply eliminate a tenured position and then rehire the same individual in a contingent capacity to perform the same work, it would not only violate RCW 28B.50.861, but also fundamentally erode the integrity of tenure. Such an action would signal that tenure protections can be bypassed at will. The consequences would be significant. Whatcom would struggle to recruit top candidates, who would understandably question whether tenure here offers meaningful protection.

Current tenured faculty would also experience a chilling effect, no longer confident in the security of their positions to offer honest counsel and steady governance, and potentially seeking employment at institutions that uphold and respect the sanctity of tenure.

- This past fall, faculty and staff worked on an accelerated time frame to complete the Institutional Sustainability Review with the understanding that this process would help inform the RIF process. And yet, two months after the Core Team completed its recommendations, faculty and staff still do not know why these individuals and programs were selected for dismissal and elimination contrary to the ISR Core Team recommendations. Compared to the ISR process, with regular communication and data/reports/recommendations that were open to all, we do not know the criteria nor the data used for RIF.
- Such transparency was personally promised by President Justin to Barry Maxwell as faculty union president, as well as to faculty and staff at large. The promise that RIF decisions would be made transparently was a significant part of why faculty voted to accept furloughs. That promise has yet to be kept.