



Association for Higher Education

Vote of No Confidence

Board Members,

Please reach out to me by Wednesday 1/22 to initiate discussion on the AHE's demand for President Richardson's resignation, thus preventing the release of the full 11-page report that you have in your packets.

Patrick Tracy
AHE President
ptracyahe@gmail.com

A handwritten signature in black ink, appearing to be the initials 'PT' or a similar stylized name.

January 15, 2020



Board of Trustees,

After much research, analysis and soul searching, the Wenatchee Valley College Association for Higher Education is asking for the removal of Jim Richardson from his position as president of Wenatchee Valley College. A vote of no confidence was held by full-time tenured faculty with the result being a near unanimous count that faculty do not have confidence in the president's ability to continue to lead WVC. Faculty is asking for his immediate removal.

This letter will explain and provide evidence how Jim Richardson has failed to uphold the duties in his contract and WVC's mission statement.

Per section III of the president's employment contract:

The president agrees to respect and obey all laws, rules and regulations of the State of Washington and behave at all times in a thoroughly professional manner so as not to bring discredit upon the President or injure the reputation of the college.

The president has not behaved in a professional manner and has injured the reputation of the college.

WVC is now in its second fiscal crisis in three years. In 2016, the college had to borrow money from the State Board of Community and Technical Colleges to make payroll. Now three years later, the college is in a much more significant crisis, which has seriously disrupted the operations and people at the college, students included.

Looking at the Student FTEs & Hiring document, we can see there has been a long downward trend in student full-time equivalents (FTEs) coupled with a significant upward trend in hiring of faculty, exempt and classified employees. The president's explanation for the current crisis is pegged squarely to a sudden downturn in enrollment leading up to fall quarter 2019. Faculty does not accept this as the graph clearly depicts a predictable fiscal crisis. The fall 2019 downturn only pushed the college over the edge after years of poor fiscal management. With 86% of the college budget currently going towards payroll, the president should have scaled back on hiring and spending years ago.

President Richardson has avoided any kind of responsibility for the situation. Over and over again, he has peddled the message to college employees and the media that the sudden downturn in enrollment leading up to fall quarter 2019 caused the crisis. What happened to leadership based on *I am the president and the buck stops with me?*

1/15/2020

Faculty is so disheartened to see the president completely avoid responsibility for this calamity. Where is the professional leadership?

It was equally disappointing to learn that the president knew about the pending financial crisis during launch week of fall 2019, but chose not to inform WVC employees about it. The president customarily informs employees during launch week about the financial state of the college, but this year chose not to. Employees did not learn of it until the October all-district meeting when Richardson blindsided them by announcing that they would have to consider layoffs and furlough days. Why, for example, would the president tell faculty that they may be asked to take ten furlough days when it would be impossible for them to do so without impacting students? As a result of the president requiring all exempt and classified employees to take ten furlough days (or eight for those earning under a certain dollar amount), a wedge has been driven between faculty and those two groups. It is impossible for faculty to take ten furlough days without directly impacting students. Doing so could put transfer agreements, degrees, and programs, and ultimately accreditation, in jeopardy because the faculty would not be meeting the required instruction time for classes. Was this the president's intention or was it another example of poor planning and execution resulting in division, not unification? Faculty is stunned with a sense of "who is steering the ship?"

Looking more closely at Richardson's fiscal mismanagement, we can look at the debt incurred in capital projects. The Wenatchee campus has 11 buildings designed for student use. Currently three of them (dorm, Music & Arts Center and Student Recreation Center) have loans (see Agency Payment Schedule document), and the college is preparing to apply for a loan for the new Wells Hall project. Moreover, the college is looking at building a new trades building. The Student Rec Center loan repayment is based on student fees. Why would paying for it be attached to student fees when enrollment has been steadily dropping? How far is this president going to drive the college into debt with capital projects?

How has a downturn like this one caused the whole ship to list so dangerously? We have heard again and again from our vice-president of fiscal services over the past few years that we need to build reserves. Where are they?

But the confusion and mistrust is not confined to the WVC campus. One only needs to talk with people in the community or read the comments on the Wenatchee World's Facebook page to see how the community views the reputation of the college. The community is not going to be hoodwinked; they know something is not right in the explanation for the crisis that is being given in the media by the president.

However, the most jaw-dropping information damaging to the college's reputation is related to WVC student FTEs and President Richardson's salary. There are 34 community and technical colleges in the state. According to the most recent SBCTC information, March 2019, the four highest paid presidents were on the west side of the state where the cost of living is higher. The fifth highest paid was President Richardson. The President Salaries & Student FTEs document shows the March 2019 presidential salaries

and student FTEs of these five community colleges and that of Yakima Valley Community College. Page 2 underscores the disparity between salary and FTEs between our president and the rest. For example, Bellevue College's president is responsible for almost quadruple the number of student FTEs per \$1000 compared to our president. On page 3, the cost of living was factored into salaries for the different locations of these colleges showing that at the time President Richardson was the highest paid president in the CTC system. The result is that WVC had the president with the highest adjusted salary and with the lowest number of FTEs. As of fall 2019, the WVC president's salary had increased to an incredible \$267,000. Yakima Valley is included in the data to demonstrate that longevity does not mean higher salary. The president of WVC had been in office for 14 years in 2019 with a salary of \$247,000 while the president of Yakima Valley had been in office for 24 years with a salary of \$198,000.

How does the reputation of the college in the community withstand the leadership of a president who has allowed two financial crises while having an absurdly high salary coupled with such a low FTE load? To close this point, there was a statement in the Wenatchee World about two other community colleges in financial distress. This means there are 31 that are not. If Jim Richardson is being paid this much to manage our college, WVC should be squarely in the black. But, it is not.

Per the mission statement of the college:

Wenatchee Valley College enriches North Central Washington by serving educational and cultural needs of communities and residents throughout the service area. The college provides high-quality transfer, liberal arts, professional/technical, basic skills and continuing education for students of diverse ethnic and economic backgrounds.

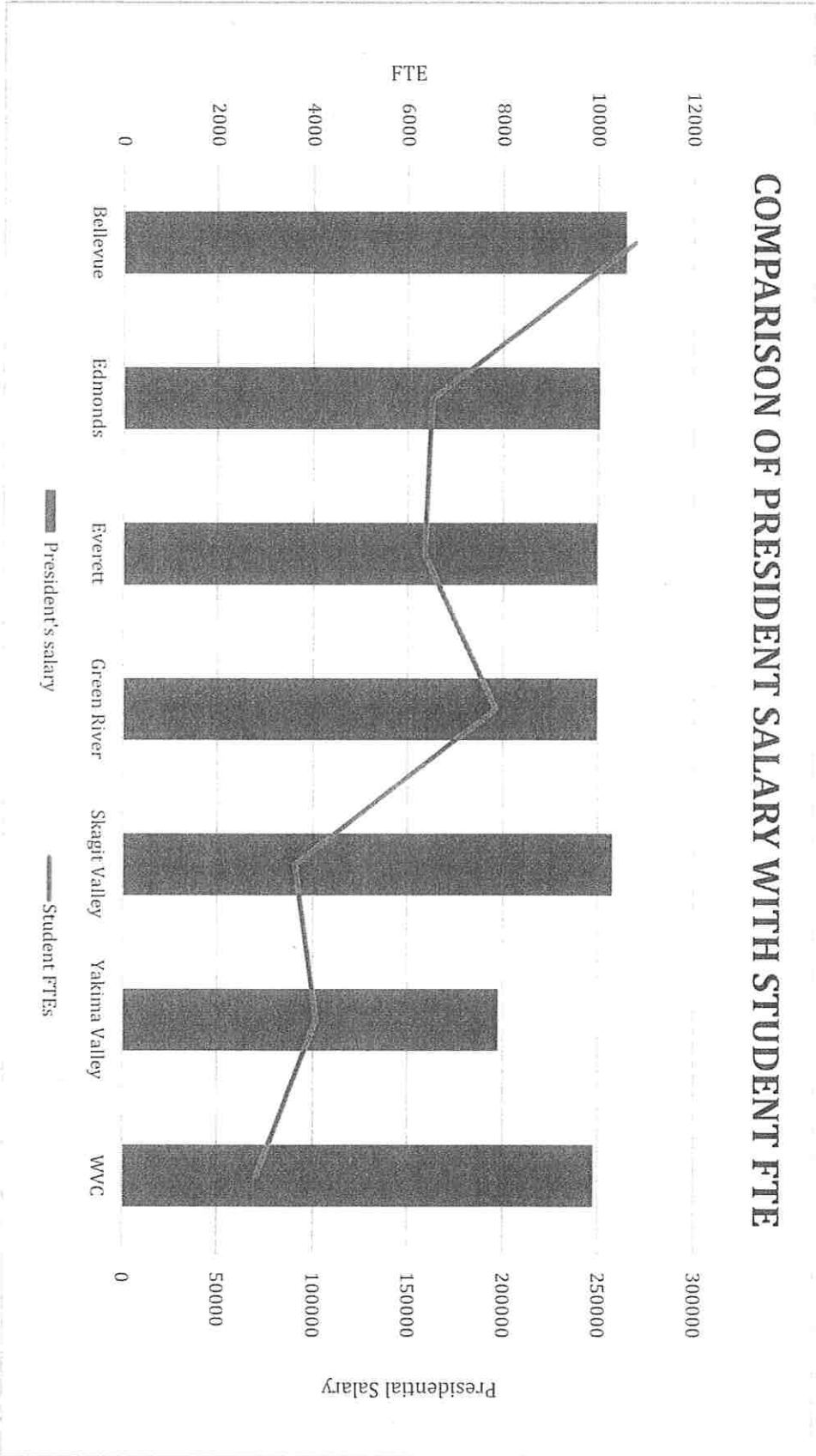
Due to the current financial crisis caused by poor fiscal management, the college is not upholding its mission statement of serving the educational needs of communities and residents throughout the service area or by providing high quality education. This is most poignantly seen in the effects on the student body.

Students are being asked to pay more and more for less and less. The Student Rec Center funding is based on student fees. With a decline in enrollment, are students going to be required to pay higher fees to make the loan payments on the building? Moreover, new course fees have recently been implemented, and now students are learning that there will be reductions in tutoring services, advising and computer services. In Omak, on-site new-student intake, pre-nursing, and Running Start advising services have been reduced to zero (this directly affects ~1/3 of the Omak student population, and limits services for many more). The reduction of Omak's facilities personnel from two to one may go against the recent accreditation-report recommendations. These examples do not uphold the mission statement. The faculty has been asked to step up to make this seamless for students, but there is only so much we can do. These are only the most obvious deficiencies of this year. What other needs and services will go unfulfilled in the future that will impact students?

The overwhelming evidence shows the lack of leadership we have at WVC in President Richardson as evidenced by the injury to the reputation of the college and deficiencies in fulfilling the college's mission statement.

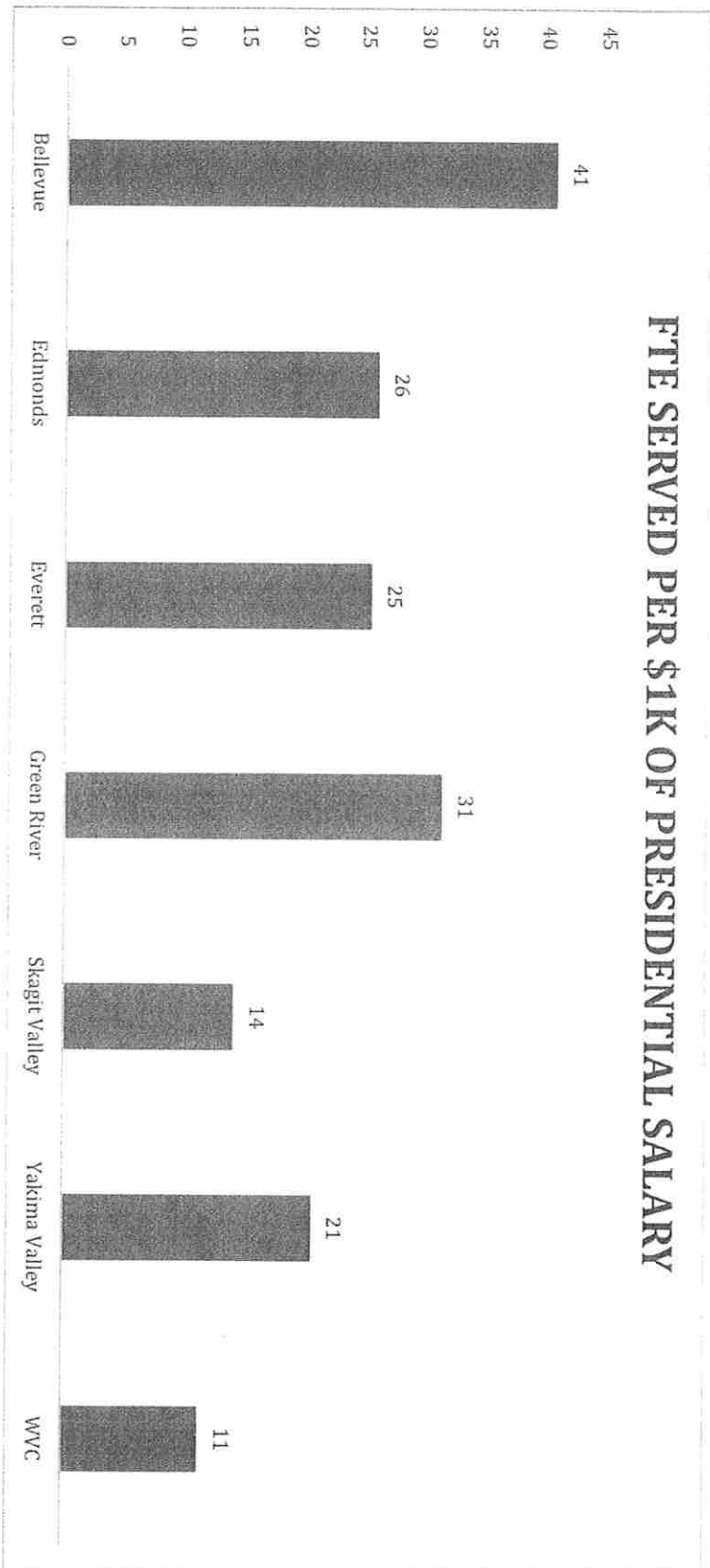
There is nothing we can do to change the past, but we certainly can take steps to control future damage and help get us, Wenatchee Valley College, out of this crisis. The first step in doing this is the immediate removal of Jim Richardson from his position as president of Wenatchee Valley College. The faculty, and daresay all employees, will with vigor work to solve this crisis if President Richardson is immediately removed.

COMPARISON OF PRESIDENT SALARY WITH STUDENT FTE



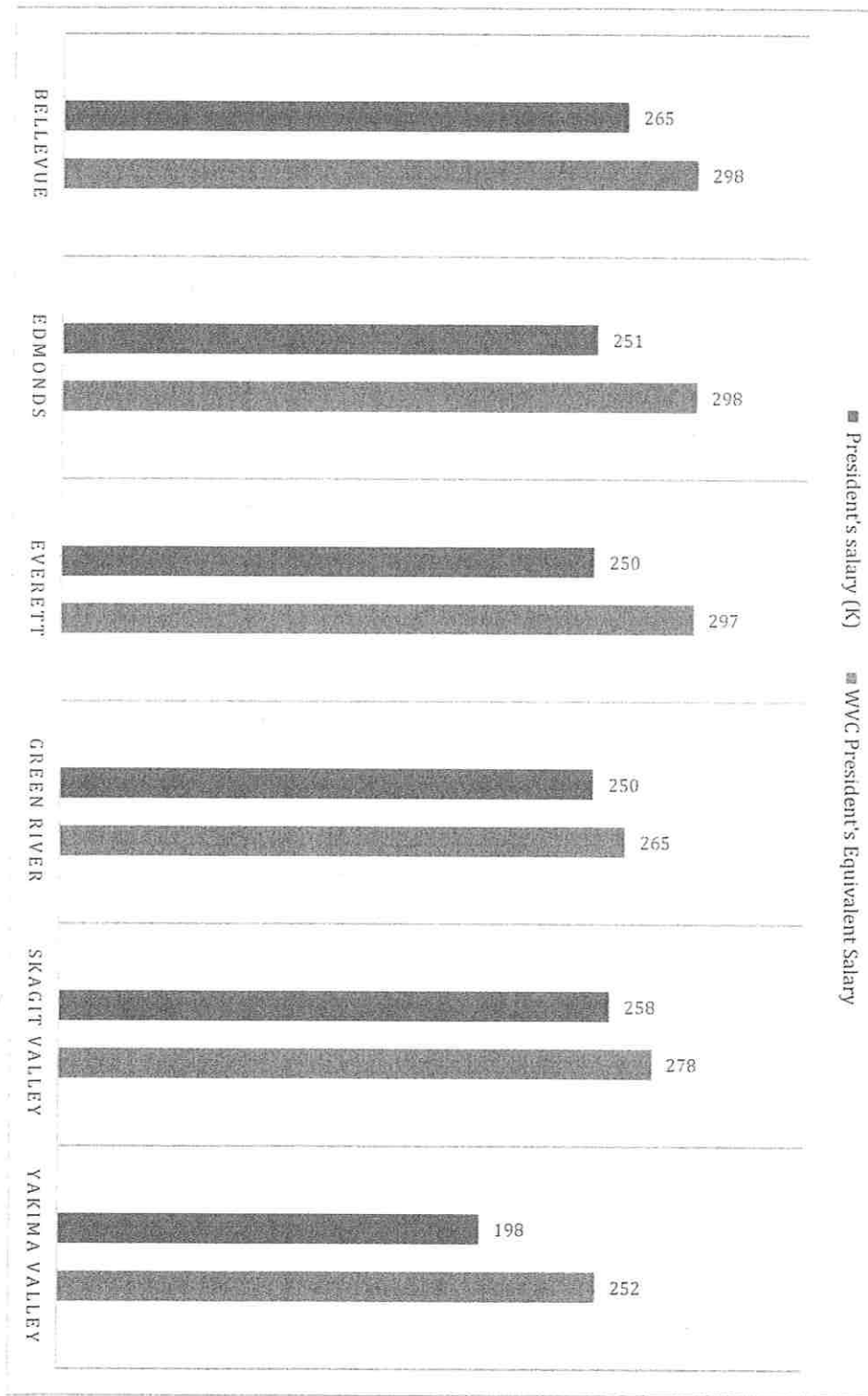
Source: State Board of Community & Technical College website

FTE SERVED PER \$1K OF PRESIDENTIAL SALARY



Source: State Board of Community & Technical College website

PRESIDENTIAL SALARY COMPARISON



Sources: State Board of Community & Technical College website, salary.com

State of Washington
 Date: 08/29/2016
 Time: 2:50 pm

Agency Payment Schedule
 Dated Date: August 30, 2016 Series: LP_2016B (WASCOP 16B)
 As of 08/30/2016

Treasury Management System
 ReportID: DMCOPPrnt:Schad

Agency: **Wenatchee Valley College**

Lease Number: s686 - 7 - 1

Property: Refund lease s686-5-1 Construction of a Student Housing Complex

Principal: 2,232,000.00 Term (Years): 12.50 Interest Rate: 1.88862 %

Number of Months Until 1st Payment: 4

| Payment Number | Due | Scheduled | | | Date Paid | Paid | | Principal Balance* |
|-----------------------|------------|---------------------|---------------------|-------------------|-----------|-----------|----------|--------------------|
| | | Payment | Principal | Interest | | Principal | Interest | |
| 1 | 12/01/2016 | 180,505.16 | 158,000.00 | 22,505.16 | | | | |
| 2 | 06/01/2017 | 31,898.75 | 0.00 | 31,898.75 | | | | |
| 3 | 12/01/2017 | 180,898.75 | 149,000.00 | 31,898.75 | | | | |
| 4 | 06/01/2018 | 29,663.75 | 0.00 | 29,663.75 | | | | |
| 5 | 12/01/2018 | 183,663.75 | 154,000.00 | 29,663.75 | | | | |
| 6 | 06/01/2019 | 26,583.75 | 0.00 | 26,583.75 | | | | |
| 7 | 12/01/2019 | 185,583.75 | 159,000.00 | 26,583.75 | | | | |
| 8 | 06/01/2020 | 24,198.75 | 0.00 | 24,198.75 | | | | |
| 9 | 12/01/2020 | 183,198.75 | 159,000.00 | 24,198.75 | | | | |
| 10 | 06/01/2021 | 21,813.75 | 0.00 | 21,813.75 | | | | |
| 11 | 12/01/2021 | 190,813.75 | 169,000.00 | 21,813.75 | | | | |
| 12 | 06/01/2022 | 19,278.75 | 0.00 | 19,278.75 | | | | |
| 13 | 12/01/2022 | 188,278.75 | 169,000.00 | 19,278.75 | | | | |
| 14 | 06/01/2023 | 16,743.75 | 0.00 | 16,743.75 | | | | |
| 15 | 12/01/2023 | 186,743.75 | 170,000.00 | 16,743.75 | | | | |
| 16 | 06/01/2024 | 13,343.75 | 0.00 | 13,343.75 | | | | |
| 17 | 12/01/2024 | 193,343.75 | 180,000.00 | 13,343.75 | | | | |
| 18 | 06/01/2025 | 9,743.75 | 0.00 | 9,743.75 | | | | |
| 19 | 12/01/2025 | 194,743.75 | 185,000.00 | 9,743.75 | | | | |
| 20 | 06/01/2026 | 6,043.75 | 0.00 | 6,043.75 | | | | |
| 21 | 12/01/2026 | 196,043.75 | 190,000.00 | 6,043.75 | | | | |
| 22 | 06/01/2027 | 4,143.75 | 0.00 | 4,143.75 | | | | |
| 23 | 12/01/2027 | 199,143.75 | 195,000.00 | 4,143.75 | | | | |
| 24 | 06/01/2028 | 2,193.75 | 0.00 | 2,193.75 | | | | |
| 25 | 12/01/2028 | 197,193.75 | 195,000.00 | 2,193.75 | | | | |
| Total s686-7-1 | | 2,665,805.16 | 2,232,000.00 | 433,805.16 | | | | |

* The Prepayment Price would include any unamortized costs of issuance, escrow fees, and the cost to fund the relevant escrow.

Agencies intending to prepay should contact the Office of the State Treasurer to receive prepayment amount.
 The interest rate shown is calculated from the dated date, based on a 360 day year.

State of Washington
 Date: 02/21/2017
 Time: 10:18 am

L-547

Agency Payment Schedule

Treasury Management System
 ReportID: DMCOPPmtSchedAgy

Dated Date: March 02, 2017 Series: LP_2017A (WASCOP17A)
 As of 03/02/2017

Agency: **Wenatchee Valley College**

Lease Number: s686 - 8 - 1

Property: Construction of a student recreation center

Principal: 5,365,000.00

Term (Years): 20.00

Interest Rate: 3.40712 %

Number of Months Until 1st Payment: 9

| Payment Number | Due | Scheduled | | | Date Paid | Paid | | Principal Balance** |
|-----------------------|------------|---------------------|---------------------|---------------------|-----------|-----------|----------|---------------------|
| | | Payment | Principal | Interest | | Principal | Interest | |
| 1 | 12/01/2017 | 222,796.53 | 0.00 | 222,796.53 | | | | |
| 2 | 06/01/2018 | 214,125.00 | 80,000.00 | 134,125.00 | | | | |
| 3 | 12/01/2018 | 132,125.00 | 0.00 | 132,125.00 | | | | |
| 4 | 06/01/2019 | 307,125.00 | 175,000.00 | 132,125.00 | | | | |
| 5 | 12/01/2019 | 127,750.00 | 0.00 | 127,750.00 | | | | |
| 6 | 06/01/2020 | 307,750.00 | 180,000.00 | 127,750.00 | | | | |
| 7 | 12/01/2020 | 123,250.00 | 0.00 | 123,250.00 | | | | |
| 8 | 06/01/2021 | 313,250.00 | 190,000.00 | 123,250.00 | | | | |
| 9 | 12/01/2021 | 118,500.00 | 0.00 | 118,500.00 | | | | |
| 10 | 06/01/2022 | 318,500.00 | 200,000.00 | 118,500.00 | | | | |
| 11 | 12/01/2022 | 113,500.00 | 0.00 | 113,500.00 | | | | |
| 12 | 06/01/2023 | 323,500.00 | 210,000.00 | 113,500.00 | | | | |
| 13 | 12/01/2023 | 108,250.00 | 0.00 | 108,250.00 | | | | |
| 14 | 06/01/2024 | 328,250.00 | 220,000.00 | 108,250.00 | | | | |
| 15 | 12/01/2024 | 102,750.00 | 0.00 | 102,750.00 | | | | |
| 16 | 06/01/2025 | 332,750.00 | 230,000.00 | 102,750.00 | | | | |
| 17 | 12/01/2025 | 97,000.00 | 0.00 | 97,000.00 | | | | |
| 18 | 06/01/2026 | 342,000.00 | 245,000.00 | 97,000.00 | | | | |
| 19 | 12/01/2026 | 90,875.00 | 0.00 | 90,875.00 | | | | |
| 20 | 06/01/2027 | 345,875.00 | 255,000.00 | 90,875.00 | | | | |
| 21 | 12/01/2027 | 84,500.00 | 0.00 | 84,500.00 | | | | |
| 22 | 06/01/2028 | 354,500.00 | 270,000.00 | 84,500.00 | | | | |
| 23 | 12/01/2028 | 77,750.00 | 0.00 | 77,750.00 | | | | |
| 24 | 06/01/2029 | 362,750.00 | 285,000.00 | 77,750.00 | | | | |
| 25 | 12/01/2029 | 70,625.00 | 0.00 | 70,625.00 | | | | |
| 26 | 06/01/2030 | 365,625.00 | 295,000.00 | 70,625.00 | | | | |
| 27 | 12/01/2030 | 63,250.00 | 0.00 | 63,250.00 | | | | |
| 28 | 06/01/2031 | 373,250.00 | 310,000.00 | 63,250.00 | | | | |
| 29 | 12/01/2031 | 55,500.00 | 0.00 | 55,500.00 | | | | |
| 30 | 06/01/2032 | 380,500.00 | 325,000.00 | 55,500.00 | | | | |
| 31 | 12/01/2032 | 47,375.00 | 0.00 | 47,375.00 | | | | |
| 32 | 06/01/2033 | 392,375.00 | 345,000.00 | 47,375.00 | | | | |
| 33 | 12/01/2033 | 38,750.00 | 0.00 | 38,750.00 | | | | |
| 34 | 06/01/2034 | 398,750.00 | 360,000.00 | 38,750.00 | | | | |
| 35 | 12/01/2034 | 29,750.00 | 0.00 | 29,750.00 | | | | |
| 36 | 06/01/2035 | 409,750.00 | 380,000.00 | 29,750.00 | | | | |
| 37 | 12/01/2035 | 20,250.00 | 0.00 | 20,250.00 | | | | |
| 38 | 06/01/2036 | 415,250.00 | 395,000.00 | 20,250.00 | | | | |
| 39 | 12/01/2036 | 10,375.00 | 0.00 | 10,375.00 | | | | |
| 40 | 06/01/2037 | 425,375.00 | 415,000.00 | 10,375.00 | | | | |
| Total s686-8-1 | | 8,746,171.53 | 5,365,000.00 | 3,381,171.53 | | | | |

** The Prepayment Price would include any unamortized costs of issuance, escrow fees, and the cost to fund the relevant escrow.

Agencies intending to prepay should contact the Office of the State Treasurer to receive prepayment amount.
 The interest rate shown is calculated from the dated date, based on a 360 day year.

Agency Payment Schedule
 Dated Date: November 16, 2011 Series: LP_2011D (WASCOP2011D)
 As of 11/16/2011

Agency: **Wenatchee Valley College**

Lease Number: s686 - 6 - 1

Property: Music and art instruction building construction

Principal: 2,585,000.00

Term (Years): 20.00

Interest Rate: 3.68356 %

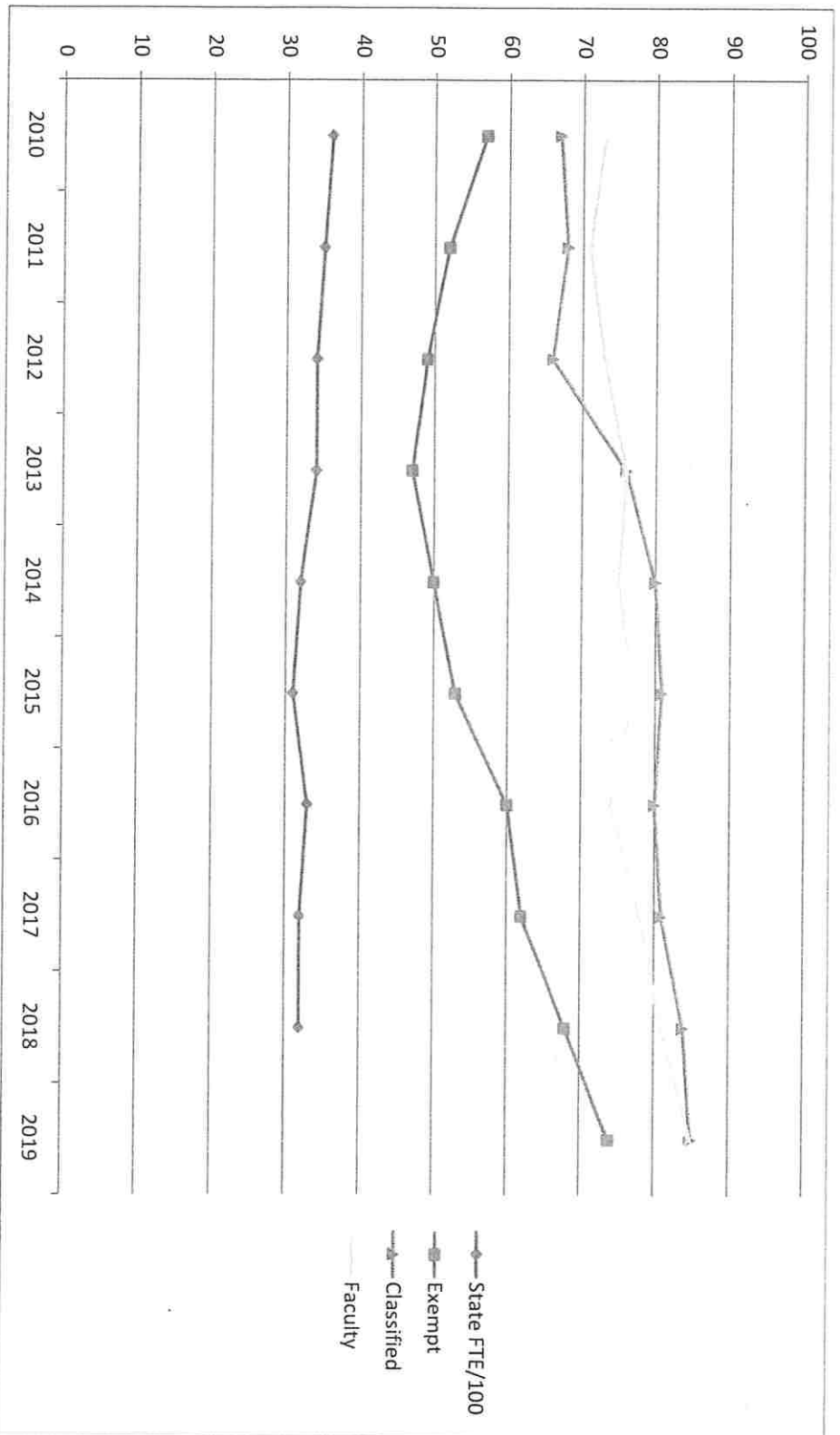
Number of Months Until 1st Payment: 7

| Payment Number | Due Date | Payment | Scheduled | | Date Paid | Paid | | Principal Balance* |
|-----------------------|------------|---------------------|---------------------|---------------------|-----------|-----------|----------|--------------------|
| | | | Principal | Interest | | Principal | Interest | |
| 801 | 06/01/2012 | 65,234.38 | 0.00 | 65,234.38 | | | | |
| 802 | 12/01/2012 | 127,187.50 | 75,000.00 | 52,187.50 | | | | |
| 803 | 06/01/2013 | 51,437.50 | 0.00 | 51,437.50 | | | | |
| 804 | 12/01/2013 | 141,437.50 | 90,000.00 | 51,437.50 | | | | |
| 805 | 06/01/2014 | 50,087.50 | 0.00 | 50,087.50 | | | | |
| 806 | 12/01/2014 | 145,087.50 | 95,000.00 | 50,087.50 | | | | |
| 807 | 06/01/2015 | 48,662.50 | 0.00 | 48,662.50 | | | | |
| 808 | 12/01/2015 | 143,662.50 | 95,000.00 | 48,662.50 | | | | |
| 809 | 06/01/2016 | 47,237.50 | 0.00 | 47,237.50 | | | | |
| 810 | 12/01/2016 | 147,237.50 | 100,000.00 | 47,237.50 | | | | |
| 811 | 06/01/2017 | 45,237.50 | 0.00 | 45,237.50 | | | | |
| 812 | 12/01/2017 | 150,237.50 | 105,000.00 | 45,237.50 | | | | |
| 813 | 06/01/2018 | 43,137.50 | 0.00 | 43,137.50 | | | | |
| 814 | 12/01/2018 | 153,137.50 | 110,000.00 | 43,137.50 | | | | |
| 815 | 06/01/2019 | 40,937.50 | 0.00 | 40,937.50 | | | | |
| 816 | 12/01/2019 | 150,937.50 | 110,000.00 | 40,937.50 | | | | |
| 817 | 06/01/2020 | 38,737.50 | 0.00 | 38,737.50 | | | | |
| 818 | 12/01/2020 | 153,737.50 | 115,000.00 | 38,737.50 | | | | |
| 819 | 06/01/2021 | 36,437.50 | 0.00 | 36,437.50 | | | | |
| 820 | 12/01/2021 | 156,437.50 | 120,000.00 | 36,437.50 | | | | |
| 821 | 06/01/2022 | 33,437.50 | 0.00 | 33,437.50 | | | | |
| 822 | 12/01/2022 | 163,437.50 | 130,000.00 | 33,437.50 | | | | |
| 823 | 06/01/2023 | 30,187.50 | 0.00 | 30,187.50 | | | | |
| 824 | 12/01/2023 | 165,187.50 | 135,000.00 | 30,187.50 | | | | |
| 825 | 06/01/2024 | 26,812.50 | 0.00 | 26,812.50 | | | | |
| 826 | 12/01/2024 | 166,812.50 | 140,000.00 | 26,812.50 | | | | |
| 827 | 06/01/2025 | 23,662.50 | 0.00 | 23,662.50 | | | | |
| 828 | 12/01/2025 | 168,662.50 | 145,000.00 | 23,662.50 | | | | |
| 829 | 06/01/2026 | 20,400.00 | 0.00 | 20,400.00 | | | | |
| 830 | 12/01/2026 | 175,400.00 | 155,000.00 | 20,400.00 | | | | |
| 831 | 06/01/2027 | 17,300.00 | 0.00 | 17,300.00 | | | | |
| 832 | 12/01/2027 | 177,300.00 | 160,000.00 | 17,300.00 | | | | |
| 833 | 06/01/2028 | 14,100.00 | 0.00 | 14,100.00 | | | | |
| 834 | 12/01/2028 | 179,100.00 | 165,000.00 | 14,100.00 | | | | |
| 835 | 06/01/2029 | 10,800.00 | 0.00 | 10,800.00 | | | | |
| 836 | 12/01/2029 | 185,800.00 | 175,000.00 | 10,800.00 | | | | |
| 837 | 06/01/2030 | 7,300.00 | 0.00 | 7,300.00 | | | | |
| 838 | 12/01/2030 | 187,300.00 | 180,000.00 | 7,300.00 | | | | |
| 839 | 06/01/2031 | 3,700.00 | 0.00 | 3,700.00 | | | | |
| 840 | 12/01/2031 | 188,700.00 | 185,000.00 | 3,700.00 | | | | |
| Total s686-6-1 | | 3,881,646.88 | 2,585,000.00 | 1,296,646.88 | | | | |

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 The interest rate shown is calculated from the dated date, based on a 360 day year.

WVC Student FTEs & Hiring



Source: WVC Administration