

PORTLAND COMMUNITY COLLEGE - BOARD OF DIRECTORS
12000 S.W. 49th Avenue - Portland, OR 97219

PLANNING AND BUSINESS SESSION
September 18, 2014
Rock Creek Campus
Building 9, Room 122 B and C
17705 NW Springville Road, Portland, OR 97229

MINUTES

PLANNING SESSION

Board members met for a planning session to discuss board development, priority setting, and set the board goals for 2014-2015.

EXECUTIVE SESSION

The Board of Directors met at 5:30pm in accordance with ORS 192.660 (2) - (a) Employment of a Public Official, (e) Real Property Transactions, (f) Information Exempt from Public Disclosure (Attorney-Client Privilege) and (h) Litigation

BOARD ATTENDANCE

Denise Frisbee, Jim Harper, Vice Chair Madden, Chair Deanna Palm, Gene Pitts, Kali Thorne-Ladd, Courtney Wilton

CALL TO ORDER

Chair Palm called the business meeting to order at 6:10 pm and invited all present to introduce themselves.

APPROVAL OF THE MINUTES

The August 21, 2014 Board Meeting minutes were approved as published. Harper/Ladd

APPROVAL OF THE AGENDA

The agenda was approved as published. Frisbee/Harper

INFORMATION SESSIONS

Preview of the Year

Dr. Jeremy Brown, President

Dr. Brown gave a preview for the upcoming year. Some assumptions he noted were: students first, quality education, accessibility to our campuses and courses, value, a commitment to diversity and equity, meeting needs of local economy, and a commitment to sustainability.

He listed some of the major objectives for the upcoming year. The first is finalizing the strategic plan. We hope to present it to the board this Fall for approval. The next phase will involve the prioritization of the different elements within the plan and engaging the campus communities. The second objective is the biennium budget; there will be a lot of work with advocacy at the Governor's office, the legislature and our communities. We will begin putting together the report for Accreditation with the on site visit scheduled in April 2015. Work will begin on projections with enrollment in programs which will help with budget planning. An

external consultant will be at various campuses later this month to provide a review of technology operations, governance and structure. They will be using a lot of data from other institutions as well as also engaging focus groups. We are engaging residents in Columbia County to determine their needs and desires for a center there. The Advancement Office will play a role in government relations this year. Recruitment efforts are in place to recruit traditional students in the 52 high schools within our district. We are undergoing a space utilization study to determine our current classroom usage and comparing them with standards that are used in various states. There will be two senior level searches that Chris Chairsell will manage; these are Wing-Kit's replacement and president of the Sylvania Campus. HECC and OEIB initiatives have been and continue to be monitored by staff in regards to higher education. Discussions will start regarding academic programs with respect to the needs of local businesses and how they fit in to what we currently offer.

Enrollment Update

Dr. Chris Chairsell, Vice President, Academic and Student Affairs and Laura Massey, Director, Institutional Effectiveness

Laura Massey gave an update on past and current enrollment data and trends. A few things to note are we peaked in enrollment in 2011-12 with a 44% increase and there is a strong relationship to FTE and recessions/unemployment rates. The distribution of FTE makes up 56% of our lower division transfer courses, with the other 44% being Development Education, Career Tech Education, and All Others. For fall, the College is down about 4.8%, which is better than predicted. By the end of this term, we will have well over 40% of our 2014-15 annual FTE will be measured. At the end of 2013-2014, we were on target for what we predicted. Although enrollment is declining, we knew that would be happening. The other thing happening at the same time is that we are increasing our capacity from the bond. The good news is even though enrollments are declining, we are still way above what we thought we would need to operationalize these buildings. We are able to delivery instruction and student services better than ever because of the bond. Swan Island opened, and we transferred very specific and appropriate programs to the island and that is going to expand our capacity not only for traditional education but for workforce development. We also have SE Campus that is growing into our fourth comprehensive campus, increasing capacity there. As Dr. Brown has noted, our budget and expenses have been conservative but also appropriate. We budgeted for a 7% decline, so we are in good shape. In this coming year, we will be looking into the campus and the program enrollments. We want to be sure to ensure efficiency and access. We are looking for a unique opportunity to rebalance the college programs so that students across our district have access to really dynamic programs, while at the same time ensure that at each campus a student will be able to complete their AAOT. We will begin to look at new programs to address the emerging industries here in Portland and the Northwest. Director Wilton asked how the college was being proactive about managing budget. Dr. Chairsell responded that a lot of it is managing positions. On a college wide basis on both the instruction and student services side, we are looking where the enrollments are and where the part-time and fill-time faculty ratio in the department. There is a plan to hire around 25 faculty members this year. We are taking advantage of doing full-time, 1-year temporary employment because we just don't know. Director Ladd asked how we compare with other metro regions in terms of growth and decline. Dr. Chairsell noted that the decline in enrollment is a national occurrence. We are better off than anyone in Oregon, but it is hard to compare with the rural areas. On average we grew more than most urban areas around the country, part of that was because Oregon was hit a little harder in the recession. Other large urban areas have been declining for a

couple of years now, for more than 6%.

PCC Bond Program Update

Sylvia Kelley, Vice President and Linda Degman, Director, Bond Program

Ms. Kelley listed the key objectives for the Bond as approved by Resolution 08-075. Linda Degman updated the board on how campus bond needs are being met and the timeline for that work. Updates have been made to CTE at Rock Creek, Sylvania, and Cascade. College transfer classes and labs have been renovated or will be renovated on all campuses by fall 2014. On the Student Services side, Answer Centers will be open on each campus to help better serve our students. Also, we are now offering child care at Cascade through the Albina Headstart, we are planning for childcare at Southeast. Student areas to enhance student life have been upgraded or renovated.

There have been technology upgrades to classrooms, wireless access, VoIP, and new computers for student use in various areas on the campuses. There has been other work on various buildings throughout the District adding classroom space, parking and improving ADA accessibility.

Enrollment baseline for the bond in 2006 was estimated at 23,000 FTE. The final FTE that was needed at completion of the bond is 28,000 FTE, based on updated state resources (CCSF) level. For 2013-2014 academic year, PCC was at 31,900 FTE.

Advancement Update

Rob Wagner, Associate Vice President, Advancement

Mr. Wagner presented an update to the board members on the advancement office. He outlined the role of Advancement to share the Strategic Plan with the internal and external college stakeholders. He gave an update on Government Relations and updates from Salem on various committees and the budget. The Foundation raised almost \$3M, which is a record. They distributed over \$1M in scholarships for the first time. He mentioned a few upcoming events, which are all on the board of director calendar.

PUBLIC COMMENT ON AGENDA ITEMS

Steve Buckstein, Senior Policy Analyst & Founder, Cascade Policy Institute made public comment 15-042 Resolution In Support of the Oregon Opportunity Initiative. He provided his testimony to the Board of Directors.

Good evening, Chair Palm and members of the Board. My name is Steve Buckstein. I'm Senior Policy Analyst and founder of Cascade Policy Institute, a public policy research organization based in Portland. I urge you to reject this Resolution for the following reasons:

First, you have no assurance that any funds generated by the Opportunity Initiative won't simply replace funds the legislature already allocates to higher education. Plus, there's no assurance that one community college student will benefit. Decisions about what, if any, funding will benefit specific students will be left to some unnamed public body, subject to the same lobbying efforts the legislature faces now.

Second, even if the Opportunity Initiative helps some students in the short run, it will make the whole system less affordable in the long run. Such third-party payments from states and the federal government are a big part of the reason that college costs and student debt are

rising rapidly. I'm sure you work hard to keep student prices under control. But, to the extent that Measure 86 puts more taxpayer money in student pockets, it will take some pressure off you to do so.

Third, I'm not sure voters understand that even if the Treasurer's optimistic investment assumptions for Measure 86 work out, income taxpayers will be on the hook to repay all the principal and interest on any bonds issued by the state for decades into the future. Before asking taxpayers to repay those bonds for the next thirty years, you might consider how technology is beginning to reduce higher education costs. One Oregonian who recognizes the power of the coming technological revolution is the chief sponsor of the Oregon Opportunity Initiative himself, Treasurer Wheeler. Last October in a public meeting, he criticized the university system for being... "...very slow to adapt the opportunities around technology." He said that "there's a lot of institutional inertia in the university system just as there is in Salem. And, all of these new technologies have opened up new windows to learning that do not require a student to even be in the same state." He noted that online programs such as iTunes University on his own smartphone "don't cost...a cent" and are a "game changer" that "undercut the entire economic model of the university system as it currently exists today." So, if technology will put downward pressure on college costs, why saddle Oregon taxpayers with perhaps one hundred million dollars or more in debt over the next 30 years to fund the current high-cost model?

Finally, based on recent ACT test scores, only 30 percent of Oregon's high school graduates are competent enough at English, reading, math and science to pass freshman college classes. Before you encourage more spending on higher education, shouldn't we find ways for our public school system to prepare most college-bound students to actually succeed there? Otherwise, we're just paying twice for remedial courses to teach college students what they should have learned in high school. Wouldn't you rather see every new PCC student ready for college-level courses, rather than dump more of your limited budget into teaching them what they should already know?

In conclusion, whatever the value of a college degree is to an individual, it's becoming clear that Opportunity Initiative state funding of those degrees is likely to cost taxpayers more than they gain. I urge you to reject the Oregon Opportunity Initiative.

BUSINESS MEETING

Chair Palm proposed approval of Resolutions 15-033 through 15-039 that are on the consent agenda. The motion passed unanimously. Harper/Wilton

Roll Call vote taken on the following resolutions that were on the Non Consent Agenda:

Dr. Brown asked Randy McEwen and Wing-Kit Chung to come forward and update the Board of Directors on this item. They explained that the resolution was asking for increased authorization for work to be performed by Howard S. Wright on the Sylvania Bond Program. They reminded the Board that with Resolution 10-077, there was an authorization of the CM/GC process and made certain findings as to why that was appropriate. That was necessary because under Oregon contracting law, the hard bid is the standard way and the Board must ratify findings in a public hearing process to authorize other alternative contracting methods. In Resolution 10-097, the Board

authorized the selection of Howard S. Wright at the construction manager/general contractor for the Sylvania Bond Program. There were eight proposers for the selection and they included Howard S. Wright, Skanska, Anderson, Hoffman, Colas, Emerick, Lease Crutcher Lewis, Fortis and Turner. The finalists were narrowed based on evaluation of the written proposals, Howard S. Wright, Hoffman and Fortis. Ultimately the staff recommendation was Howard S. Wright with which the Board approved in Resolution 10-097. The reason that the staff proposed the CM/GC method at Sylvania was because the nature of the work is sustainably renovation. Instruction has to continue during the construction work and the potential for disruption is very great in a hard bid environment, where the contractor is expected to get work done on a schedule determined in advance. The second reason is that, staff believed then and still do, the CM/GC method would result in the lowest overall total cost. . Also, the CM/GC method would allow the College to achieve board values in dimensions other than just cost. For example, those were safety, economic development specifically the growth in contractor capacity utilizing the power that the Bond Program presented as well as more specifically opportunity for greater MWESB contractor participation. Critically, although we thought this was important in 2010, it has proven far more important than we originally estimated. That is the opportunity for greater involvement in the planning and actual execution of the work. Linda Degman has described the domino effect because there is no new construction at Sylvania and having to move from area to area that is in of itself disruptive. The challenge is to handle that in a way that is responsive to the College's needs with the CMGC as opposed to a hard bid contractor's needs. Finally, we felt going in that the hard bid environment is difficult to introduce constructability input into the A & E process. Typically, bid packages are created as to not allow for opportunities that having a general contractor on board can allow. At any rate, there was an omission in Resolution 10-097, that in the wording, we implied that the package for Sylvania was \$21 million, we left out the word 'initial' to describe that it was only the initial package. History will show that our behavior is honorable, because over time we have brought subsequent additions to the package. Those additions are not changes in scope, with two exceptions. They are different bodies of work that were in the base Sylvania plan from the beginning. There have been many versions of the Bond Program budget with the beginning versions showing a fill cost estimate for direct construction of \$36 million that preceded these resolutions. With the cost escalation over the years, the cost of the original scope is budgeted as \$41 million. There have been two major scope changes. One was the American Recovery and Reinvestment Act, the federal stimulus funds. The staff recommendation, then and now, was and would be that we not bid it because the environment was that the opportunity for the funding came very quickly, the interest was in getting people back to work, quickly. We were able to demonstrate that we could accomplish this, therefore received a substantial benefit of the monies. Because we had the A & E and General Contractor team in place, we could responsible execute projects that were already high priority. The second scope change was seismic upgrades to three Sylvania buildings. Staff would not have recommended hard bid because those areas are being worked on now by Howard S. Wright. To introduce a hard bid contractor to a fee based environment is an invitation for disaster. The hard bid contractor will quite likely have delay and disruption with a cost to the College.

15-040

Authorization for Howard S. Wright Constructors to Provide Construction Services for Renovations and Sitework for the Sylvania Campus Bond Project

(Yes: Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm, Gene Pitts, Kali Thorne-Ladd; No: Courtney Wilton)

Comments:

Director Wilton thanked staff for responses to his earlier questions. His concern isn't the fact that this is a CM/GC. The issue he has is that when the scope is changed from the initial process which was originally to cost \$36 million and now we are up to about \$50 million, which seems to be a pretty big jump. The background material stated that the program prefers to work with one CM/GC per campus. There are some advantages to it, but here is the counter argument, when there is a material change to an existing contract like this, probably should think about going out and doing another CM/GC process for that change. There is transparency in doing that. About \$10 million that is in the scope change, had we gone out and done a CM/GC on that \$10 million we may have ended up with the same contractor, but at least we would have gone through a process, which there is a benefit to doing that.

Director Madden commented that dealing on the other end of this process, he understands Director Wilton's issues and concerns. When you start switching general contractors you have warranty issues that may come up later down the line. Procurement in construction is extremely hard to manage. Director Madden is impressed with the way the College has handled the bond projects. He agrees with the process because he has seen change orders blow up tremendously on projects. It is common for contractors to increase the bid when there is not a project manager onsite.

Wing-Kit Chung added by stating that he had many discussions with Randy McEwen on the issues that Director Wilton raised here. If we were to get a second or third CM/GC on this change of scope we would need more internal resources to manage these CM/GC's because their jobs would be touching the same locations on campus. This would have created huge administrative challenges for us and Howard S Wright with relatively high risks of coordination lags of many complex projects leading to delays and cost overruns. We determined that this is not the best interest for the College.

15-041

Board Resolution for Executive Officer Compensation and Benefit Adjustments for FY2014-15

(Yes: Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm, Gene Pitts, Kali Thorne-Ladd; No: Courtney Wilton)

Comments:

Dr. Brown prefaced the discussion reminding the Board Members that this resolution was tabled at the last board meeting. A review of the materials presented at the last meeting stated that the salaries for executives were reviewed by the President's Advisory Council on Managers and Confidential Compensation (PACMAAC), they recommended salary increases that were similar to that of Manager and Confidential employees. Upon further review we noted that in comparison to eight other institutions that are comparable in size with regards to FTE, budgets, and multi-campus structure PCC salaries lagged just under an average of 24%. Dr. Brown would like to see some adjustments toward achieving parity that are within markets that tie into Board Policy B302 that within resources reasonably available, which are in the budget. One of the things that are important to recognize is that salaries are never complete satisfiers, but it does send a message to the people working for us, that they are appreciated and their work and value is recognized.

These increases also help with recruiting for these crucial positions. In addition, when salaries lag behind comparative markets we have a hard time retaining folks. Unless we move forward on this Resolution we will continue to lag behind each year. Dr. Brown noted that if the resolution passes, it is his intention to move it forward that in a way, that over 5 or 6 years we can get back to parity within the markets as we see fit. This year there are currently four people who will be affected by this judgment. It sends a good message that in moving forward to market that we do so in a way that is also reflective with the performance of the executives we have on the staff. This is the right move for PCC to make and reflective of the terrific executives we have here at PCC.

Director Harper commented that at the board meeting he was the one who asked to have it taken off the consent agenda so that they could think about it. His background as an HR Director that this is so important, we have excellent executive managers here at PCC. Need to be sure what the intent is of this resolution. He noted that need to be careful not to forget the year to year movement, and just concentrate on bringing back up to the range. We need to stage in touch with what the compensation should look like on an annual basis, but will then work over the 5 or 6 years to increase us back to parity.

Director Ladd inquired if this was budgeted for. Reflecting about it, it is important to have competitive salaries to attract diverse candidates to positions such as this. Diversity of candidates matters a lot to Director Thorne-Ladd and getting to parity is tethered to that.

Director Wilton noted he was uncomfortable with approving this resolution. He noted he is not uncomfortable giving the highest paid employees of the college an adjustment similar to what other college employees are getting. He is uncomfortable giving them an additional 24% on top of it. That is essentially what is proposed here. At the last meeting, it was discussed that it would be phased in over three years, which is wise. Nonetheless, those that make the most are going to get significantly more than other college employees. He feels it is inequitable, nationwide the gap between the rich and the poor is getting worse every year. That is not PCC's fault, but we should be sensitive to it. This proposal isn't. It gives those that make the absolute most a significantly higher amount of raise than others are getting. That is problematic from a leadership standpoint and undercuts our message to legislature. From an equity standpoint it is not the right move.

Director Madden noted that the thing that draws him back is that Faculty members have a collective bargain group that works towards their representation. Unfortunately, this group is not represented. The disparity with market is an issue, but the problem is that if you allow that disparity to keep growing, we will be in a problem of finding and recruiting the top people. This segment is diminishing in quality and size and he doesn't feel that the college should be in a deficient when it comes to finding good people.

Director Pitts stated that with the very difficult environment we find ourselves in, strong leadership is an imperative here. He noted he is very supportive of ensuring that we are able to recruit the best and the brightest. He is in support of this resolution.

Director Palm said that retention is most important in her mind. Spending time, effort and energy to bring the right person to position, you like to keep them there. She reiterated that everybody at PCC works so very hard and she appreciates the work all do. From a

team perspective, there is a lot of time building it, and it is rough when a member of that team chooses to go somewhere else. If we can keep the team, we do make great stirdes together.

15-042 Resolution In Support of the Oregon Opportunity Initiative
(Yes: Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm,
Kali Thorne-Ladd; No: Gene Pitts, Courtney Wilton)

Comments:

Director Wilton stated that he does not support this resolution for a couple of reasons. The first is that the timing is very bad in terms of the mechanics of it. Essentially what is being proposed is a bond measure, the proceeds of which are invested in the stock market. The hope is that the stock market return will be significant such that we end up with higher opportunity grant than would otherwise would. It is possible. It is also possible it will not work out. The market has essentially tripled from the low point. We would be buying in at a high level. It gets into what will the return be. He believes the Treasurer is well-intentioned. He is trying to do the right thing and it is appreciated. The larger issue the funding is not adequate, so instead dealing with the issue head on to increase funding for higher education in Oregon, issues like this are being created. These approaches are awkward and not without risk. He is hopeful the legislature will look at tax structure and some other things which lead to getting a funding level that is not adequate.

Director Gene Pitts prefaced his remarks by saying that he was here tonight as a Board Member, but also as a father with a daughter carrying significant post-secondary educational debt. When she decided to pursue her dream career, she understood that it would come at a cost, and she made a conscious decision to pursue it with that in mind. She did not expect anyone else to assume that responsibility – she knew that she owned it. He is very proud of her for so many reasons, particularly for her sense of responsibility and accountability.

There is no doubt that students are graduating with an ever-increasing debt, due in part to increasing costs of education. There is a debt component, but there is also a cost component. What does this initiative do to address the cost component? Nothing. Despite the assurances that this initiative will not cost the Oregon taxpayers, at least at the state level, we cannot print money. Treasurer Wheeler states that “The State will be responsible for repaying the bonds”, but we should all remember that the state only has monies to spend that it extracts from its taxpayers. When the demand increases for this funding, and it will, my belief is that the taxpayers will once again be called upon to make the sacrifice to pay yet more in order to replenish it.

Lastly, what are we doing to help answer the cost side of the equation? My belief is that technology can help address much of the issue if we have the wherewithal to think differently. We have a responsibility to our taxpayers to deliver a quality product at a reasonable price. There is no doubt in my mind that we are delivering a quality product in the form of educating our students. The remaining component is thinking differently about how we deliver education. We do not necessarily need to build a brick and mortar classroom when enrollments increase. Technology can enable virtual classrooms for certain classes that do not require hands-on training or lab work.

It is with these concerns that I am respectfully voting NO on this item.

Director Ladd commented that we have a city in a community with huge disparity. They cut very sharply on racial lines. There is a tale of two cities in Portland and it carries out throughout the State. There are some people who have access to opportunity and some that do not. It is systemic; it is due to structural things, by looking at the history of Oregon one can understand why it exists. Her father was a first generation college student and he would have never attended college were it not for grants and opportunities. Her husband is a first generation college student and he would have not college if

it were for access to things. He had to overcome a lot of different impressions, even people telling him he could never go to college because of the color of their skin. She believes that we need to be creative and explore options that allow students to have opportunities to access college. It may not be perfect, there is a cost issue. She is tired of waiting around for people to fix this big system. There has been tax reform talk, haven't seen anything on it. There are communities that are suffering because of it. It is perpetuated over decades. She doesn't know if this is the perfect solution, but she cannot in good faith vote against something that has the potential to give opportunity to students that need it most. She will be voting in support of it.

Director Frisbee will also be voting in support of the resolution. Treasurer Wheeler said it very clearly at the meeting. He noted that the ideal way would be for the Legislature at the State to fund the kind of public education and higher education that it used to fund. Such things as the GI Bill, we have come to see that it is a public good to educate and offer support to educate our citizens. Over time, the legislature has stepped further and further back from that. She thinks that funding higher education is an obligation. She is also like Director Ladd, that anything moving this forward. She doesn't think this is perfect but she appreciates all the comments. There are some issues in it that will need to be addressed. Anything that increases the burden on the state to contribute towards higher education and the obligation on this state is a value. For that reason she will be voting yes.

Director Harper commented that he attended when this was an idea made public. The Treasurer is really proactive, and has looked hard at what can be done. Something needs to be done. He has confidence and faith in the program that has been put together and he noted that he will be supporting it.

PUBLIC COMMENT ON NON-AGENDA ITEMS

Michael Sonnelitner made comments on Strategic Planning. He commented he is worried about the morale, beyond the details of the plan. Morale for the Executive officers has been addressed tonight by giving them a pay raise. He respects that, and personally would have voted with Director Wilton. There is a severe moral problem in the crew of the Starship Opportunity. He senses it every day in the work place. We will have the data on how many folks actually participated in the breakout sessions at In-Service. He suspects it was less than 50% of those who attended. He sees wide spread disillusionment, a feeling of no matter what I say it won't be heard so why bother. There is dissatisfaction that was expressed during the meetings regarding the language in the Strategic Plan. It was perceived as being far more balanced towards business, treating education as business, instead of as creative enterprise that fosters critical thinking as a primary process. Bottom line, morale is not good, and he would like to suggest to the board that it is a mistake if the plan is being considered for adoption in October. Particularly at a work session where there is no opportunity for public commentary, it would be far better sociology in terms of morale with the rank and file if this could be postponed to the November 20 meeting. In part, that would come after the next SAC In-Service meetings. The meetings are full day and give peers an opportunity to share with one another all sorts of issues. This could be a real treat rather than a trick. It could be an opportunity to give wide-spread input and buy-in, if that is what is needed, for the strategic plan. In terms of morale alone, for the rank and file, of the crew of the Starship he strongly urges the Board to not in haste and considers the variety of arguments that have been put forward. Don't act in haste.

REPORTS

Faculty

Frank Goulard, President, AP and Faculty Federation

He reported that everyone has been busy this week of In-Services at all the campuses and

centers. There were part-time faculty in-services every evening. Great turnouts at the campus in-services. He appreciates the comments on Michael Sonnelitner, regarding morale, it is mixed. When talking with classified or faculty there is always the semi-objective observation of the “haves and the have-nots”. He is not lumping PCC executive managers into the “haves” or the 1%, but we all need to be mindful. There will also be the feedback from the classified custodian who earns \$22,000 a year. How much is enough if someone earns \$85,000 as a top step faculty member or \$100 X thousand as an executive. How much more is enough? We should always be mindful of this. We do not want to lose our leaders; we have a bunch of great leaders that have just come on board in the last several months. That shows how attractive it is to come to PCC at whatever level our compensation and benefits packages are today.

He invited all the board members to attend the Federation and Faculty Back to School BBQ at Willamette Park on Friday, September 26 from 5:00-8:00. SAC In-Service Day is planned for October 29 throughout the District. Strategic Plan is a focus on their radar and it would be appreciated if approval of the plan was held off until November.

Classified

Deborah Hall, President, Classified Union

She commented that she was happy to have Dr. Brown at In-Service this year. It felt very well received by folks. Classified staff members were glad to be able to participate in the Strategic Planning process at In-Service. She also asked for more time on approving the Strategic Plan. She touched on the disparity of salary, and that it takes a classified staff person 17 years to reach their top potential salary. While market may be this because we have 17 steps, traditionally as employers look at the value of a job, you are looking more towards the end and not the beginning. What does that say if we are trying to cover a short period of time bring folks within market? We need to think about those things.

Board Members

Director Ladd reiterated the fact that she believes every person who works at PCC is valuable, and she does notice the income disparity at PCC and what certain positions pay. As a board member, she wants to know what she can do to better support the classified staff and faculty members because they are vital to the college. At the same time she also supports the management staff. She feels the tension around it and understands how real it is, and that it is a problem outside of PCC.

Chair Palm noted that the Board is on a timeline to approve the strategic plan in November.

President

Dr. Brown noted the PCC Foundation Golf event was great with 220 golfers and 56 teams, raising nearly \$140,000. He thanked all the board members who attended various events on behalf of the college.

The Boeing Company offered paid internships to all twelve of our PCC Rock Creek Aviation Maintenance Technology students who applied.

PCC was ranked number 5 in the nation for awarding AA degrees. The Maker’s Space at Sylvania got some great press from CNN recently.

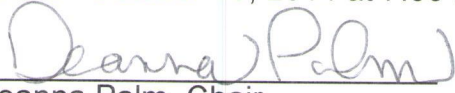
We have gotten approval on being the contracting college for OCCC. Dr. Brown will be serving on the Board of Directors for Oregon Institute of Technology.

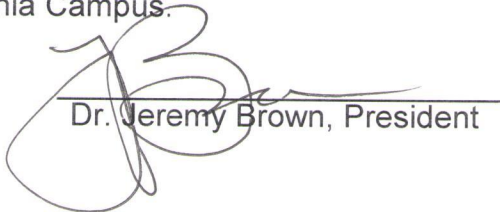
ADJOURNMENT

There being no further business, the meeting adjourned at 9:16 pm.

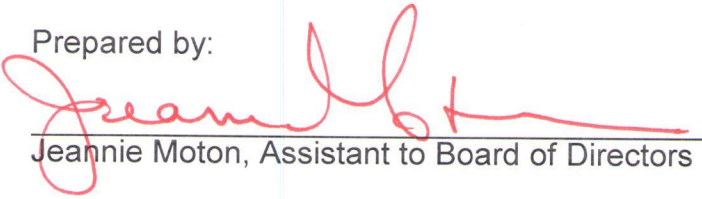
NEXT MEETING

The next business meeting of the Portland Community College Board of Directors will be held on October 16, 2014 at 7:30 PM at the Sylvania Campus.


Deanna Palm, Chair


Dr. Jeremy Brown, President

Prepared by:


Jeannie Moton, Assistant to Board of Directors

Minutes approved on November 20, 2014