<table>
<thead>
<tr>
<th>Vision</th>
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<tr>
<td>Building futures for our Students and Communities</td>
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<tr>
<th>Mission</th>
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<tr>
<td>Portland Community College advances the region’s long-term vitality by delivering accessible, quality education to support the academic, professional, and personal development of the diverse students and communities we serve.</td>
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<th>Who We Are</th>
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<td>Portland Community College is a public, multi-campus, comprehensive community college serving the lifelong learning needs of our students. We offer college transfer programs; career technical education programs; adult basic skills; opportunities to develop English as a second language; high school completion and dual credit; community and continuing education programs; and service-learning opportunities that foster the development of civic responsibility and engagement. Through extensive partnerships with business, industry, labor, educational institutions and the public sector, we provide training and learning opportunities for the local and state workforce and promote economic and community development.</td>
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<th>We Value</th>
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<td>• Effective teaching and student development programs that prepare students for their roles as citizens in a democratic society in a rapidly changing global economy</td>
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<tr>
<td>• An environment that is committed to diversity as well as the dignity and worth of the individual</td>
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<td>• Leadership through innovation, continuous improvement, efficiency, and sustainability</td>
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<td>• Leadership through the effective use of technology in learning and all College operations</td>
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<td>• Being a responsible member of the communities we serve by actively participating in their development</td>
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<td>• Quality, lifelong learning experiences that helps students to achieve their personal and professional goals</td>
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<td>• Continuous professional and personal growth of our employees and students including an emphasis on fit and healthy lifestyles that decrease disease and disability</td>
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<tr>
<td>• Academic Freedom and Responsibility - creating a safe environment where competing beliefs and ideas can be openly discussed and debated</td>
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<td>• Collaboration predicated upon a foundation of mutual trust and support</td>
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<tr>
<td>• An agile learning environment that is responsive to the changing educational needs of our students and the communities we serve – making students marketable for jobs in the future and promoting economic development</td>
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<td>• The public’s trust by effective and ethical use of public and private resources</td>
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<th>Goals</th>
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<td><strong>Access:</strong> Access to learning opportunities will be expanded through the cultivation of community and business partnerships.</td>
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| Diversity: Lifelong learning opportunities will be accessible to all and enriched by the diversity of our students, faculty and staff. |

| Quality Education: Educational excellence will be supported through assessment of learning and practicing continuous improvement and innovation in all that we do. |

| Student Success: Outstanding teaching, student development programs and support services will provide the foundation for student skill development, degree completion and university transfer. |

| Economic, Workforce, and Community Development: Training provided to individuals, community and business partners will be aligned and coordinated with local economic, educational and workforce needs. |

| Sustainability: Effective use and development of college and community resources (human, capital and technological) will contribute to the social, financial and environmental well-being of communities served. |
AGENDA

1:30 PM Planning Session Building 7, Room 114
• Board Development
• Board Roles
• Board Meeting Structure

4:30 PM Executive Session - in accordance with ORS 192.660 (2), 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

6:00 PM Board Dinner

7:00 PM Call to Order Building 9, Room B and C
• Introductions
• Approval of Minutes – August 21, 2014
• Approval of Agenda

7:05 PM Information Session
• Preview of the Year – Jeremy Brown (15 minutes)
• Enrollment Update – Dr. Chris Chairsell and Laura Massey (15 minutes)
• PCC Bond Program Update – Sylvia Kelley and Linda Degman (20 minutes)
• Advancement Update – Rob Wagner (10 minutes)

8:05 PM Public Comment on Agenda Items (A sign-up sheet is on a table at the entrance of the meeting room.)

8:10 PM Business Session
Consent Agenda: (All items will be approved by consent agenda unless an item is withdrawn by request of a member of the Board. A separate motion will then be required to take action on the item in question.)

PERSONNEL
Page 15-033 Approval of Personnel Actions–September 18, 2014.... 76

Academic Professional Appointments:
Olivia Alcaire, Academic Advising Specialist, Office of the Dean of Student Development, Rock Creek Campus (Temporary)
Deborah Durham, Community Education Program Coordinator, CLIMB Center for Advancement, Southeast/Extended Learning Campus (Temporary)
Susana Godoy, Financial Aid Advisor, Academic and Student Affairs
Tracee Wells, Career Exploration Center Coordinator, Office of the Dean of Student Development, Rock Creek Campus (Temporary)

Administrative Appointments:
James Arnold, Interim Technology and Solution Services Manager, Administrative Services (Temporary)
Joseph Cheng, Interim Technology and Solution Services Manager, Administrative Services (Temporary)
Laura Horani, Interim Human Resources Representative, Administrative Services (Temporary)
Robert Wagner, Associate Vice President College Advancement, Office of the President
Carrie Weikel-Delaplane, Associate Dean of Student Development, Office of the Dean of Student Development, Sylvania Campus

Faculty Appointments:
Bonita Altus, Instructor, Health Information Management Allied Health, Emergency and Legal Services Division, Cascade Campus
Aubrey Baldwin, Instructor, Paralegal, Allied Health, Emergency and Legal Services, Cascade Campus
Pamela Beaty, Instructor, Music, Communications and Humanities Division, Rock Creek Campus (Temporary)
Michael Bene, Instructor, English for Speakers of Other Languages, Business Applied Technology and College Preparation Division, Rock Creek
Richard Birk, Instructor, Business Administration, Business, Applied Technology and College Preparation Division, Rock Creek Campus
Ragan (Garrett) Borzck, Instructor, Veterinary Technology, Science and Technology Division, Rock Creek Campus
Cameron Bynum, Instructor, Communication Studies, Communications and Humanities Division, Rock Creek Campus (Temporary)

Jill Cain, Counselor, Student Support Services Division, Sylvania Campus (Temporary)

Edwin Cancel, Instructor, Sign Language Interpreting, English and World Languages Division, Sylvania Campus (Temporary)

Lee Collins, Instructor, Physics, Mathematics, Sciences and Career Technical Education Division, Southeast/Extended Learning Campus (Temporary)

Noah Dear, Instructor, Mathematics, Mathematics and Science Division, Cascade Campus (Temporary)

Keith Dempsey, Counselor, Office of the Dean of Student Development, Cascade Campus (Temporary)

Kathleen Doss, Instructor, Communication Studies, Liberal Arts and Pre-College Programs Division, Cascade Campus (Temporary)

Sammuel Erickson, Instructor, English, Reading and Writing, Liberal Arts and Pre-College Division, Southeast/Extended Learning Campus (Temporary)

Meredith Farkas, Reference Librarian, Academic and Student Affairs

Austina Fong, Instructor, Mathematics, Math, Aviation and Industrial Technology Division, Rock Creek Campus

Mark George, Instructor, Sociology, Liberal Arts and Pre-College Programs Division, Cascade Campus

Marc Goodman, Instructor, Computer Information Systems, Business, Computer Technology & Real Estate Division, Sylvania Campus (Temporary)

Sam Guerrero, Instructor, Printmaking, Visual and Performing Arts and Design Division, Sylvania Campus (Temporary)

Robert Hale, Instructor, Physics, Science and Engineering Division, Sylvania Campus (Temporary)

Kendra Hill, Instructor, Bioscience Technology, Science and Technology Division, Rock Creek Campus

Chau Hoang-Fossen, Reference Librarian, Academic and Student Affairs

Nicholas Insalata, Instructor, Computer Science, Business, Computer Technology and Real Estate Division, Sylvania Campus

Rachelle Katter, Instructor, Health Education, Math, Sciences and CTE Division, Southeast/Extended Learning Campus

Carly Kennedy, Counselor, Office of the Dean of Student Development, Cascade Campus
Donna Kestek, Instructor, Computer Applications
Systems/Office Systems, Business Computer Technology and Real Estate Division, Sylvania Campus (Temporary)

Jennifer Klaudinyi, Reference Librarian, Academic and Student Affairs

Jeffrey Lacks, Instructor, Mathematics, Mathematics and Industrial Technology Division, Sylvania Campus (Temporary)

Debra Lippoldt, Instructor, Foods and Nutrition, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Homayoun Louie, Instructor, Dental Laboratory Technology, Science and Engineering Division, Sylvania Campus (Temporary)

Juan Maldonado, Instructor, Computer Applications Systems/Office Systems, Business, Computer Technology & Real Estate Division, Sylvania Campus

Jennifer Margolis, Counselor, Academic and Student Affairs (Temporary Job Share)

Gregg Meyer, Instructor, Engineering, Science and Engineering Division, Sylvania Campus

Patrick McMurray, Instructor, Dental Technology, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus (Temporary)

Charles Pace, Instructor, Economics, Social Science and Business Division, Sylvania Campus

Jane Palmieri, Instructor, Nursing, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Rebecca Robinson, Instructor, Management and Supervisory Development, Liberal Arts and Pre-College Division, Southeast/Extended Learning Campus

Jamie Rodrick, Instructor, Early Education and Family Studies, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Julie Romey, Instructor, Computer Application Systems/Office Systems, Mathematics, Sciences and Career Technology Education Division, Southeast/Extended Learning Campus (Temporary)

James Sauve, Instructor, Composition/Literature, English and World Languages Division, Sylvania Campus

Megan Savage, Instructor, Composition/Literature, English and World Languages Division, Sylvania Campus

Carolina Selva, Instructor, Business Administration, Arts and Professions Division, Cascade Campus (Temporary)

Tatiana Snyder, Instructor, Psychology, Social Sciences Division, Sylvania Campus
Thomas Songer, Instructor, Mathematics, Mathematics and Industrial Technology Division, Sylvania Campus (Temporary Job Share)
Rachel Stone, Instructor, Psychology, Social Science and Health Division, Rock Creek Campus (Temporary Job Share)
Greta Swanson, Instructor, Mathematics, Mathematics and Industrial Technology Division, Sylvania Campus (Temporary)
Carmen Thompson, Instructor, History, Social Sciences Division, Sylvania Campus (Temporary)
Alexander Vins, Instructor, Machine Manufacturing Technology, Math and Industrial Technology Division, Sylvania Campus (Temporary)
Ralf Youtz, Instructor, Mathematics, Math and Industrial Technology Division, Sylvania Campus

Retirees:
15-034 Commendation of Retiring Employee – Laura Bales ............................................................. 99
15-035 Commendation of Retiring Employee – Michael Challis ...................................................... 100
15-036 Commendation of Retiring Employee – Betty Davis ............................................................ 101
15-037 Commendation of Retiring Employee – Gregory Malone ..................................................... 102
15-038 Commendation of Retiring Employee – Kay Talbot ............................................................. 103

BIDS/CONTRACTS
15-039 Accept Bid/Award Contract to Convergint Technologies, LLC for Fire Alarm Systems: Service, Repair, and Remodeling ........................................................... 104
15-040 Authorization for Howard S. Wright Constructors to Provide Construction Services for Renovations and Sitework for the Sylvania Campus Bond Project ... 106

Non-Consent Agenda: (Vote will be by poll of the Board)
15-041 Board Resolution for Executive Officer Compensation and Benefit Adjustments for FY2014-15.............. 108
14-042 Resolution In Support of the Oregon Opportunity Initiative ............................................................. 109

8:15 PM Public Comment on Non-Agenda Items (A sign-up sheet is on a table at the entrance of the meeting room.)

8:20 PM Reports (5 minutes each)
Faculty
The Board of Directors meetings are held in accordance with open meeting laws and accessibility requirements. If a person with a disability needs assistance in order to attend or participate in a meeting, please notify the PCC Disability Access Services at least 48 hours in advance at (971) 722-4341 (voice) or (503) 246-4072 (TTY). A sign-up sheet for those who wish to offer comments or testimony on any item will be available at the entrance of the meeting room.
MINUTES

EXECUTIVE SESSION
The Board of Directors met at 1:30pm in accordance with ORS 192.660 (2) - in accordance with ORS 192.660 (2), 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
Vice Chair Palm called the business meeting to order at 6:10 pm and invited all present to introduce themselves.

Chair Palm noted that Dr. Brown’s contract has been extended for another two years.

APPROVAL OF THE MINUTES
The July 17, 2014 Board Meeting minutes were approved as published. Pitts/Harper

APPROVAL OF THE AGENDA
The agenda was approved as published. Frisbee/Madden

SWEARING IN OF OFFICERS
Dr. Brown swore in Director Madden as Vice Chair for 2014-2015.

SPECIAL RECOGNITION
Denise Frisbee was recognized by Chair Palm for her service as PCC Board Chair for 2012-2014.

INFORMATION SESSIONS
OCCA
Anderson Henderson, Executive Director, OCCA
Ms. Henderson provided a brief update on the process of how the budget was developed. As of last Thursday the HECC adopted a comprehensive post-secondary education budget that has been sent forward. The budget includes the community college support fund (CCSF) at $519 million for 2015-17. The Governor will consider the budget and come back with the Governor’s recommended budget on or before December 1. Then the process will turn to the legislative arena, where the Governor’s’ budget will be considered and we would likely end up with a higher number.
This year the process has been very different than in the past with the State Board of Education. As part of the process, the Governor gave instructions to the Higher Education Coordinating Commission and that they could take the current budget and exceed it by 20%, letting the HECC choose how to allocate it. This budget is how they allocated the 20% increase. A policy decision was made to continue the tuition buy down that was implemented in the last legislative session. The messaging was letting HECC know that this was not an investment budget; it will not move us toward 40-40-20. It will not allow colleges to radically add new programs. With historically low budgets over the last few biennia, this is a budget that will force many colleges to make further cuts. There will be continue to be tuition increases, and if colleges want to do anything new will have to be through tuition increases or other funding mechanisms. There was a similar increase in the university budget as well and similar messaging from the universities. We need to get to an investment budget if we are all to meet 40-40-20 and increasing outcomes.

The advocacy turns to the Governor’s office and the legislature. The Governor has complete discretion in his budget in terms of what investment he will give. Traditionally the Governor’s budget has been lower than what was recommended to him. The goal of OCCA is at a minimum is to not have it be lower and look for ways to engage a policy conversation with the Governor to push that to a higher number. This is critical around 40-40-20, that this is not yet an investment budget. If 2015 isn’t the session to turnaround the disinvestment of community colleges and the universities and start moving us toward a path of greater outcomes and accomplishments, then OCCA is not sure when it will start. As board members, you can help push that message with the Governor and your legislators.

A joint letter signed by all 17 community colleges and 7 universities presidents asked for the more of an investment in post-secondary education. The number for community colleges is $650 million as approved by the OCCA board and the universities is at $755 million, a $1.4 billion dollar investment in post secondary education. This is the first time a joint effort has been done. As we move into the next legislature session the plan is to use the work with the universities to amplify each other’s message. We are also working with the business community to get them on board to tale about the need for post-secondary education.

Two other topics around the budget are deferred maintenance and the Opportunity Grant. Deferred maintenance, the HECC is submitting a request on behalf of the 17 colleges. The request will be for $100 million, the details are still being worked out on how much each college would get and what is allowable in the deferred maintenance. The request is for lottery backed bonds. If this is successful, there would be no need to provide a match because they are lottery backed bonds. This is intended to be helpful on the bottom line of the colleges to free up operations dollars. There are some significant proposed changes to the Opportunity grant and it would be good to get board member discussion on and an OCCA position on this. The current grant is approximately $118 million and is severely underfunded. A small percentage of students who actually qualify to get the Opportunity Grant receive it in any given year. It is a matter of whoever files first. If you don’t file by the end of January, your chances of getting it are slim. The estimated amount that it would take to fully fund the Oregon Opportunity Grant as it is now for all eligible students is upwards of $700 million. There was grim recognition that the funding isn’t available to fully fund it. The recommendation from the HECC is to put another $60 million into the Opportunity Grant. This is a significantly higher investment than it is into the operating budgets. The way the money
would be spent is that it would go into effect the second year of the biennium. That is a way to reach more students. The money would be targeted to just the first two years of college. The amount of the grant would be higher to fully fund the unmet need. It would be limited to those who are 24 or younger. It is really targeted to those coming right out of high school to fully fund their first two years at college. The understanding is that the existing Opportunity Grant would continue as is for the older students or beyond; their first two years would have access to that limited pot of money, still on a first come/first serve basis. The investment into the Oregon Opportunity Grant is greater than the CC support fund and so students may be able to come to the community college, but our ability to serve them in a stronger capacity isn’t being limited by this budget. It doesn’t allow the ability to open programs or to add student services programs, or provide wrap around services. It isn’t really in the best interest of the student to have the ability to go to college without the support to complete.

Director Ladd asked why it is an either-or proposition with the Oregon Opportunity Grant and funds to support students that come. There definitely needs to be a better mechanism than the current first come/first serve system. Andrea Henderson responded by clarifying that the position coming from OCCA is that we should never take funds from the Opportunity Grant to give to a support fund, but it has to be balanced. In this given scenario, because it was a zero sum game, the conversation did become an either-or conversation, unfortunately. OCCA indicated strong support for the Opportunity Grant without getting into the details of how it is being allocated. Increased funding to the Opportunity Grant is critical to our students because of how few of them that qualify for it actually receive it. Once we get into the legislative arena, it is not an either-or conversation. There needs to be funding for financial aid, operations, and the building in order for student to succeed. Another point to mention regarding undocumented students is the concern brought up last week to the HECC. Undocumented students currently receive the Opportunity Grant. With the scenario where there is more money going into the Opportunity Grant, without investments into the colleges, one of the fears is that as colleges have to raise tuition, it puts the dream of a college education further out of reach for undocumented students. This needs to be addressed on a policy level.

Director Frisbee commented regarding the stipulation that students need to be 24 or younger in the first two years. The average age of PCC students is not 24, which is a huge problem for PCC. She also inquired how the universities are accepting this. Ms. Henderson commented that in her feedback to the Commission was that 60% of our students are 25 or older. The universities also have concerns around this, first for those students who typically transfer from a community college to a university, it is a transition time. Not only are they losing their financial aid, but their tuition is also increasing. The question is how we ensure that it works for students.

Director Wilton asked how the overall debt service at 20% compares to K-12. She has not seen the K-12 number yet, so has no answer. He also commented that one thing that everyone struggles with is tuition, in tough times it generally takes a large increase because state support declines while trying to keep programs together. These are better times, even though this number isn’t terrific, it is still better than it has been historically. He would really like to avoid increasing tuition. If a budget can be created at this number, which doesn’t increase tuition, does that undercut your measure to the legislature? She responded that the message is really around investment in 40-40-20. This is not an investment budget, as we get closer to the year 2025 when we are supposed to be there, it means the step of
investment we would need in 2017 is that much more.

Director Ladd asked why the HECC operations budget such a step increase? Ms. Henderson answered that a large part of that was that they were funded for only a few positions going into this biennium, and some of those positions started late in the year. There were high rollup costs for what was created and also some movement of personnel from other agencies into the HECC.

Director Wilton noted the Opportunity Grant increases are large, and that is nice to see. He asked for more clarification on the ballot measure that Treasurer Wheeler is promoting. He wanted to know if it passes and it moves more to an endowment system, does it effectively nullify it? Ms. Henderson commented that with the ballot measure, it essentially sets up a structure for the legislature to decide how much to fund the structure and how the money would be spent. It will be helpful that the structure is in place, but there is still quite a bit of policy and advocacy at the legislature. We need to ensure that it doesn’t become a replacement for existing general fund dollars and that it is added on to help students.

Chair Palm asked about the process of the $100 million dollar deferred maintenance details. Ms. Henderson stated that because this hasn’t really been done before, the process was being made up as they go. The conversations that have been had with the President’s Council of CCWD is to basically proposing a tiered set amount that the colleges can access depending on their size. A similar arrangement was done when we had access to $10 million of lottery money for CTE equipment about 3-4 years ago. At the bottom level, it is enough money for the smallest schools. A proposal will be presented to the Presidents at a meeting on September 5.

Budget: Compensation
Lisa Bledsoe, Director, Human Resources
Ms. Bledsoe presented two recommendations regarding annual compensation adjustments. The Management/Confidential compensation is the recommendation from the PACMACC, the President’s Advisory Committee on Management and Confidential Compensation. It is based on an annual review of data from several established salary surveys that we have use every year consistently. The sources cover a large group of comparable employers. In looking at the data, we compare our salary structure increases in the market and how is individual pay increasing based on the data. That review for this year, salary structures are increasing by 2.1% and individual pay is increasing by 2.3%. In addition to that, to address concerns with movement through the pay range, in 2012 the PACMACC recommended and the board approved “a bring to midpoint pay component”. This was done to address concerns about progression to the midpoint. For the last two years, there has been a supplemental midpoint adjustment. The rational for doing this is to attract and retain qualified and experienced management staff by having competitive pay structures and mechanisms is a way to do that.

The next resolution is on Executive Compensation. The same data was looked at, and it showed much the same information. The data showed that the structures are moving again by 2.1%, individual pay for executives is moving by 2.3%. Then in addition to these trends for the upcoming year, we also looked at where we are compared to the market. Executive compensation is substantially below the market. As an additional component for executive, it is recommended that Dr. Brown be given the authority to make a market adjustment to help
deal with the differential. This would affect four executives, because the others were hired after the fiscal year ends so they are not entitled to this adjustment. The rationale for these increases is the same as for the management and confidential employees is to attract and retain the best executive staff. There is also a recommendation to increase the auto allowance. It has not adjusted since 2008. Finally, we are recommending that the health benefit cap be increased consistent with the cap for represented employees. Funds for these increases are in the budget. Conversations have been happening about developing a pay for performance compensation component for the future, and as part of that having a component that would give employees who are topped out a lump sum increase. Currently they are not eligible for an individual increase and we want to reward good performance, even if employees are topped out. We intend to have recommendations about these items to the board in time for the June board meeting, so that if anything was approved it could be implemented for the next fiscal year.

PUBLIC COMMENT ON AGENDA ITEMS
Michael Sonnelitner made public comment Resolution 15-027 and the reference to “extraordinary service” in Exhibit D, noting that this tends to lead to only monetary gifts being recognized.

BUSINESS MEETING
Vice Chair Palm proposed approval of Resolutions 15-015 through 15-029. The motion passed unanimously. Pitts/Madden

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

Resolution 15-030: Delegate Authority to College President to Negotiate Terms and Conditions for Purchase of Real Property Near Southeast Campus
(Yes: Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm, Gene Pitts, Kali Thorne-Ladd; No: Courtney Wilton)
Comments: Director Wilton commented that as he is concerned about having the funds to provide infrastructure needs to existing facilities. Director Ladd agreed with Director Wilton and thanked him for raising his concerns.

Resolution 15-031: Board Resolution for Management and Confidential Salary and Benefit Adjustments for FY 2014-15
(Yes: Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm, Gene Pitts, Kali Thorne-Ladd, Courtney Wilton)
Comments: Director Wilton commented that he was concerned that this group was going to get more than the other groups, but Dr. Brown explained that it wasn’t the case. This seems to have a consistency and fairness to this approach.

Resolution 15-032: Board Resolution for Executive Officer Compensation and Benefit Adjustments for FY 2014-15
Motion to table resolutions made by Director Harper and was seconded by Director Wilton. Motion passed.

PUBLIC COMMENT ON NON-AGENDA ITEMS
Michael Sonnelitner made comment on Strategic Planning. He spent 20 hours on the document provided to the Board. Theme 5 on Diversity, Equity and Inclusion where the
recommendations where cut back from 6 to 3 in previous versions.

REPORTS
Classified
Deborah Hall, President, Classified Union
Classified Union Picnic is at Oak Parks on September 1, all are welcome.

Faculty
Frank Goulard, President, AP and Faculty Federation
Mr. Goulard has been attending various HECC meetings. He and others met with the Governor talking about the need for higher education funding. The Governor mentioned two things, Department of Corrections and Health Care and finding savings. Those are two priorities he wants to work on. In the end it is up to our friends in the legislature to approve the Higher Education budget. We all need to be in Salem to lobby.

Board Members
Director Frisbee noted that she attended the goodbye party for Kristin Watkins. She will be missed at PCC.

President
He thanked the Board for the presidential review process. He acknowledged and thanked Board members for the various meetings and events they attend on behalf of PCC. He had a meeting with our accreditation leaders along with Dr. Chairsell. We were featured in the Oregonian which PCC is the first community college nationwide to offer courses that count toward the Accrediting Organizational and Professional Development Certificate Program. We were mentioned on the national scale again at a joint press conference when President Obama and Vice President Biden signed the Workforce Innovation Opportunity Act and named PCC’s Career Pathways Program as one of the 30 programs nationwide that are making a difference in job training; we are two clicks away from whitehouse.gov. With the other 16 colleges, we submitted a $2.6 million dollar tax grant, trade adjustment assistance for community college and career training for the Department of Labor.

ADJOURNMENT
There being no further business, the meeting adjourned at 7:35 pm.

NEXT MEETING
The next business meeting of the Portland Community College Board of Directors will be held on September 18, 2014 at 7:30 PM at the Rock Creek Campus.

Deanna Palm, Chair
Dr. Jeremy Brown, President

Prepared by:

Jeannie Moton, Assistant to Board of Directors
Minutes approved on September 18, 2014
15-033  APPROVAL OF PERSONNEL ACTIONS

PREPARED BY: The Human Resources Department Staff

APPROVED BY: Dr. Jeremy Brown, President

RECOMMENDATION: That the Board of Directors approve the following actions:

A. Approval of new hires, new positions and change of position

1. Academic Professional Appointment (Temporary)-Olivia Alcaire
   Academic Advising Specialist
   Office of the Dean of Student Development, Rock Creek Campus
   Annual Salary: $43,464 Grade: 3 Step: 3
   Effective: August 11, 2014 to June 20, 2015
   Education: Oregon State University MED 2005
   Education: Portland State University BA 1993
   Most Recent Experience: Portland Community College Student Cooperative Education Employment Specialist
   Applicant Flow: Article 3.64 Appointment

2. Academic Professional Appointment (Temporary)-Deborah Durham
   Community Education Program Coordinator
   CLIMB Center for Advancement, Southeast/Extended Learning Campus
   Annual Salary: $46,020 @ .75 FTE Grade: 5 Step: 1
   Effective: May 8, 2014 to June 20, 2015
   Education: Iowa State University MS 1996
   Education: Ohio University BA 1973
   Most Recent Experience: Portland Community College SERVE Program Manager (Casual)
   Applicant Flow: Direct Appointment

3. Academic Professional Appointment-Susana Godoy
   Financial Aid Advisor
   Academic and Student Affairs
   Annual Salary: $41,424 Grade: 2 Step: 3
   Effective: August 25, 2014
Education:  Portland State University  
Higher Education Administration  
MS  2003  
University of Oregon  
Finance  
BA  1997

Most Recent Experience:  Mt. Hood Community College  
TRIO ETS Director

Applicant Flow:  Gender  Ethnicity
16  Male  26  White (not of Hispanic Origin)
23  Female  2  Black or African American
1  Not Disclosed  3  Asian
6  Hispanic/Latino
1  Two or More
2  Not Disclosed

40  Total  40  Total

4. Academic Professional Appointment (Temporary)-Tracee Wells
Career Exploration Center Coordinator  
Office of the Dean of Student Development, Rock Creek Campus  
Annual Salary: $66,274  Grade: 4  Step: 13  
Education:  Kentucky State University  
Music  
BA  1987

Most Recent Experience:  Portland Community College  
Employment Specialist
Applicant Flow:  Article 3.64 Appointment

5. Administrative Appointment (Temporary)-James Arnold
Interim Technology and Solution Services Manager  
Administrative Services  
Annual Salary: $87,829  Grade: K  
Effective: August 18, 2014 to August 31, 2015  
Education:  University of Charleston  
Computer Information Systems  
BS  1989  
Glenville State College  
Computer Science and Applications  
AS  1979

Most Recent Experience:  Portland Community College  
Systems Analyst
Applicant Flow:  Direct Appointment

6. Administrative Appointment (Temporary)-Joseph Cheng
Interim Technology and Solution Services Manager  
Administrative Services  
Annual Salary: $83,462  Grade: K
Effective: August 18, 2014 to August 31, 2015  
Education: Yale University BA 1987  
Mathematics and Philosophy 
Most Recent 
Experience: Portland Community College  
Applications Analyst 
Applicant Flow: Direct Appointment 

7. **Administrative Appointment (Temporary)**-**Laura Horani**  
Interim Human Resources Representative 
Administrative Services 
Annual Salary: $90,603 Grade: K 
Effective: September 2, 2014 to December 20, 2014 
Education: Portland State University MA 1995  
Teaching English for Speakers of Other Languages  
Portland State University BA 1988  
Speech Communication 
Most Recent 
Experience: Portland Community College  
Instructor, English for Speakers of Other Languages 
Applicant Flow: Direct Appointment 

8. **Administrative Appointment**-**Robert Wagner**  
Associate Vice President College Advancement 
Administrative Services 
Annual Salary: $125,000 Grade: P 
Effective: September 2, 2014 
Education: George Washington University MA 2001  
Public Policy, Philosophy and Social Policy  
Portland State University BA 1997  
Political Science 
Most Recent 
Experience: Portland Community College  
Government Relations Manager 
Applicant Flow: Direct Appointment 

9. **Administrative Appointment**-**Carrie Weikel-Delaplane**  
Associate Dean of Student Development 
Office of the Dean of Student Development, Sylvania Campus 
Annual Salary: $84,000 Grade: M 
Effective: September 15, 2014 
Education: South Dakota State University MS 1999  
Counseling and Human Resource Development  
University of North Carolina BA 1996  
Geography 
Most Recent 
Experience: Southern New Hampshire University
Director of Career Services, Online and Continuing Education

Applicant Flow:  
Gender       | Ethnicity                                        
-------------|------------------------------------------------- 
43 Male      | 61 White (not of Hispanic Origin)               
44 Female    | 8 Black or African American                     
6 Not Disclosed | 1 Asian                                       
8 Hispanic/Latino  | 6 Two or More Selections                      
6 Not Disclosed | 9 Not Disclosed                                
93 Total    | 93 Total                                       

10. Faculty Appointment—Bonita Altus
Instructor, Health Information Management
Allied Health, Emergency and Legal Services Division, Cascade Campus
Annual Salary: $53,965   Step: 3
Effective: September 1, 2014
Education:  
University of Oregon               MS    2007  
Applied Information Management     
California State University        BS    1990  
Business Education                 
Hesston College                     AAS   2003  
Liberal Arts                       

Most Recent Experience:  
Clark College                         
Instructor, Health Information (Adjunct)

Applicant Flow:  
Gender       | Ethnicity                                        
-------------|------------------------------------------------- 
65 Male      | 92 White (not of Hispanic Origin)               
53 Female    | 9 Black or African American                     
7 Not Disclosed | 2 Asian                                       
4 Hispanic/Latino  | 1 American Indian/Alaskan Native                
1 Native Hawaiian/Pacific Islander | 16 Not Disclosed                               
125 Total    | 125 Total                                       

11. Faculty Appointment—Aubrey Baldwin
Instructor, Paralegal
Allied Health, Emergency and Legal Services, Cascade Campus
Annual Salary: $53,965   Step: 3
Effective: September 1, 2014
Education:  
Lewis and Clark Law School               JD    2005  
Law                                      
University of Tennessee                  BS    1997  
Social Work                             

Most Recent Experience:  
Lewis and Clark Law School                 
Associate Clinical Professor of Law and Staff Attorney
Applicant Flow:  

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12. **Faculty Appointment (Temporary) - Pamela Beaty**  
Instructor, Music  
Communications and Humanities Division, Rock Creek Campus  
Annual Salary: $53,965  
Step: 3  
Effective: September 1, 2014 to June 20, 2015  
Education:  
University of Cincinnati  
MA 1993  
Music  
Roosevelt University  
BA 1985  
Music  
Most Recent Experience: Portland Community College  
Instructor, Music (Temporary)  
Applicant Flow: Article 3.64  
Appointment

13. **Faculty Appointment - Michael Bene**  
Instructor, English for Speakers of Other Languages  
Business Applied Technology and College Preparation Division, Rock Creek  
Annual Salary: $87,351  
Step: 17  
Effective: September 1, 2014  
Education:  
University of California  
MA 1995  
Linguistics  
University of California  
BA 1991  
Linguistics  
Most Recent Experience: Portland Community College  
Instructor, English for Speakers of Other Languages (Temporary)  
Applicant Flow:  

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<tr>
<td></td>
<td>1 American Indian/Alaskan Native</td>
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<tr>
<td></td>
<td>9 Two or More</td>
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<td>44 Not Disclosed</td>
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<tr>
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</tr>
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14. **Faculty Appointment—Richard Birk**  
Instructor, Business Administration  
Business, Applied Technology and College Preparation Division, Rock Creek Campus  
Annual Salary: $53,965  
Step: 3  
Effective: September 1, 2014  
Education:  
Marylhurst University  
MBA 2010  
Brigham Young University  
BS 1983  
Accounting  
Most Recent Experience:  
Portland Community College  
Instructor, Business Administration (Adjunct)  
Applicant Flow:  
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<th>Ethnicity</th>
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59 Total 59 Total  

15. **Faculty Appointment—Ragan (Garrett) Borzick**  
Instructor, Veterinary Technology  
Science and Technology Division, Rock Creek Campus  
Annual Salary: $61,926  
Step: 7  
Effective: September 1, 2014  
Education:  
Oregon State University  
DVM 2011  
Veterinary Medicine  
Oregon State University  
BS 2005  
Pre-Veterinary Medicine/Animals  
Most Recent Experience:  
Banfield Pet Hospital  
Veterinary Associate  
Applicant Flow:  
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13 Total 13 Total  

16. **Faculty Appointment (Temporary)—Cameron Bynum**  
Instructor, Communication Studies  
Communications and Humanities Division, Rock Creek Campus  
Annual Salary: $50,374  
Step: 1  
Effective: September 1, 2014 to June 20, 2015
Education: University of Nevada MA 2010
Communication Studies
University of Nevada BA 2008
Communication Studies

Most Recent Experience:
Portland Community College
Communication Studies (Adjunct)

Applicant Flow:
Article 3.64 Appointment

17. **Faculty Appointment (Temporary)-Jill Cain**
Counselor
Student Support Services Division, Sylvania Campus
Annual Salary: $52,140 Step: 2
Effective: September 1, 2014 to August 20, 2015
Education: California State University MS 2000
Psychology
Westmont College BA 1995
Psychology

Most Recent Experience:
Portland Community College
Counselor (Adjunct)

Applicant Flow:
Article 3.64 Appointment

18. **Faculty Appointment (Temporary)-Edwin Cancel**
Instructor, Sign Language Interpreting
English and World Languages Division, Sylvania Campus
Annual Salary: $53,965 Step: 3
Effective: September 1, 2014 to June 20, 2015
Education: La Mar University MS 2000
Deaf Studies/Deaf Education
Highland University BS 1998
Special Education
Santa Fe Community College AA 1996
Trilingual Sign Language

Most Recent Experience:
Western Oregon University
Instructor, Sign Language

Applicant Flow:
Direct Appointment

19. **Faculty Appointment (Temporary)-Lee Collins**
Instructor, Physics
Mathematics, Sciences and Career Technical Education Division, Southeast/Extended Learning Campus
Annual Salary: $50,374 Step: 1
Effective: September 1, 2014 to June 20, 2015
Education: Oregon State University MS 2013
Earth Science
Oregon State University     BS  2011
Physics

Most Recent
Experience:  Portland Community College
Instructor, Physics (Adjunct)

Applicant Flow:  Article 3.64 Appointment

20.  Faculty Appointment (Temporary)-Noah Dear
Instructor, Mathematics
Mathematics and Science Division, Cascade Campus
Annual Salary:  $50,374  Step:  1
Effective:  September 1, 2014 to June 20, 2015
Education:  Portland State University  MS  2013
Mathematics
University of Oregon  BS  2011
Mathematics

Most Recent
Experience:  Portland Community College
Instructor, Mathematics (Adjunct)

Applicant Flow:  Article 3.64 Appointment

21.  Faculty Appointment (Temporary Job Share)-Keith Dempsey
Counselor
Office of the Dean of Student Development, Cascade Campus
Annual Salary:  $57,808 @ .50 FTE  Step:  5
Effective:  September 1, 2014 to August 20, 2015
Education:  Oregon State University  PhD  2009
Counseling
Oregon State University  MS  1996
Agency Counseling
Oregon State University  BS  1993
Psychology

Most Recent
Experience:  Portland Community College
Counselor (Temporary Job Share)

Applicant Flow:  Article 3.64 Appointment

22.  Faculty Appointment (Temporary)-Kathleen Doss
Instructor, Communication Studies
Liberal Arts and Pre-College Programs Division, Cascade Campus
Annual Salary:  $55,854  Step:  4
Effective:  September 1, 2014 to June 20, 2015
Education:  University of Hawaii  MA  2005
Speech
University of Hawaii  BA  2003
Psychology

Most Recent
Experience: Portland Community College  
Instructor, Communications Studies (Temporary)

Applicant Flow: Article 3.64 Appointment

23. **Faculty Appointment (Temporary)-Sammuel Erickson**
Instructor, English, Reading and Writing  
Liberal Arts and Pre-College Division, Southeast/Extended Learning Campus  
Annual Salary: $57,808  
Effective: September 1, 2014 to June 20, 2015  
Education: Kansas State University  
English  
Kansas State University  
BA 1998  
English Literature  

Most Recent Experience: Portland Community College  
Instructor, Reading and Writing (Adjunct)

Applicant Flow: Article 3.64 Appointment

24. **Faculty Appointment-Meredith Farkas**
Reference Librarian  
Academic and Student Affairs  
Annual Salary: $55,854  
Effective: September 1, 2014  
Education: Florida State University  
Library and Information Science  
Florida State University  
MSW 2001  
Social Work  
Wesleyan University  
BA 1999  
History

Most Recent Experience: Portland State University  
General Education Instruction Coordinator

Applicant Flow: Gender  
74 Male  
143 Female  
15 Not Disclosed  

Ethnicity  
163 White (not of Hispanic Origin)  
5 Black or African American  
11 Asian  
14 Hispanic/Latino  
2 American Indian/Alaskan Native  
5 Two or More Selections  
32 Not Disclosed

232 Total

25. **Faculty Appointment-Austina Fong**
Instructor, Mathematics  
Math, Aviation and Industrial Technology Division, Rock Creek Campus  
Annual Salary: $52,140  
Step: 2
Effective: September 1, 2014
Education: Portland State University  MST  2009
  Teaching Mathematics
Oregon State University  BS  2007
Mathematics

Most Recent Experience: Portland State University
Instructor, Mathematics

Applicant Flow: Gender  Ethnicity
103 Male  84 White (not of Hispanic Origin)
48 Female  6 Black or African American
5 Not Disclosed  40 Asian
7 Hispanic/Latino
2 American Indian/Alaskan Native
2 Two or More Selections
15 Not Disclosed

156 Total  156 Total

26. Faculty Appointment-Mark George
Instructor, Sociology
Liberal Arts and Pre-College Programs Division, Cascade Campus
Annual Salary: $53,965  Step:  3
Effective: September 1, 2014
Education: University of Mexico  Ph.D.  2004
  Sociology
Texas A&M University  MA  1992
  Philosophy
Valdosta State University  BA  1990
  Sociology and Philosophy

Most Recent Experience: Valdosta State University
Instructor, Sociology

Applicant Flow: Gender  Ethnicity
47 Male  72 White (not of Hispanic Origin)
63 Female  4 Black or African American
6 Not Disclosed  6 Asian
12 Hispanic/Latino
5 Two or More Selections
17 Not Disclosed

116 Total  116 Total

27. Faculty Appointment (Temporary)-Marc Goodman
Instructor, Computer Information Systems
Business, Computer Technology & Real Estate Division, Sylvania Campus
Annual Salary: $53,965  Step:  3
Effective: September 1, 2014 to June 20, 2015
Education: Brandeis University  PhD  1995
Most Recent Experience: Portland Community College
Instructor, Computer Science (Adjunct)

Applicant Flow: Article 3.64 Appointment

28. Faculty Appointment (Temporary)-Sam Guerrero
Instructor, Printmaking
Visual and Performing Arts and Design Division, Sylvania Campus
Annual Salary: $52,140 Step: 2
Effective: September 1, 2014 to June 20, 2015
Education: Portland State University MFA 2012
Contemporary Art Practices
Azusa Pacific University BA 2004
Fine Arts

Most Recent Experience: Portland Community College
Instructor, Art (Temporary)

Applicant Flow: Article 3.143 Appointment

29. Faculty Appointment (Temporary)-Robert Hale
Instructor, Physics
Science and Engineering Division, Sylvania Campus
Annual Salary: $53,965 Step: 3
Effective: September 1, 2014 to June 20, 2015
Education: University of Arizona MS 1981
Physics
Eckerd College BS 1973
Physics

Most Recent Experience: Portland Community College
Instructor, Physics (Adjunct)

Applicant Flow: Article 3.64 Appointment

30. Faculty Appointment-Kendra Hill
Instructor, Bioscience Technology
Science and Technology Division, Rock Creek Campus
Annual Salary: $53,965 Step: 3
Effective: September 1, 2014
Education: South Dakota State University PhD 2013
Biology
Johns Hopkins University MS 1994
Biotechnology
University of Delaware  

BA 1989  
Biology

Most Recent Experience: South Dakota State University  
Assistant Professor and Undergraduate Program Coordinator

Applicant Flow:

<table>
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<th>Ethnicity</th>
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<tr>
<td></td>
<td>9 Hispanic/Latino</td>
</tr>
<tr>
<td></td>
<td>1 Native Hawaiian/Pacific Islander</td>
</tr>
<tr>
<td></td>
<td>1 Two or More Selections</td>
</tr>
<tr>
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</table>

109 Total

31. Faculty Appointment - Chau Hoang-Fossen
Reference Librarian
Academic and Student Affairs
Annual Salary: $53,965  
Step: 3
Effective: September 1, 2014
Education:
Emporia State University  
Library Science
University of Minnesota  
BA 2003  
Child Psychology

Most Recent Experience: Portland Community College – Office of Equity and Inclusion  
Director (Interim)

Applicant Flow:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Ethnicity</th>
</tr>
</thead>
<tbody>
<tr>
<td>74 Male</td>
<td>163 White (not of Hispanic Origin)</td>
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<tr>
<td>143 Female</td>
<td>5 Black or African American</td>
</tr>
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<td>11 Asian</td>
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<td>14 Hispanic/Latino</td>
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<tr>
<td></td>
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<tr>
<td></td>
<td>5 Two or More Selections</td>
</tr>
<tr>
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232 Total

32. Faculty Appointment - Nicholas Insalata
Instructor, Computer Science
Business, Computer Technology and Real Estate Division, Sylvania Campus
Annual Salary: $52,140  
Step: 2
Effective: September 1, 2014
Education:
Portland State University  
Computer Science
Reed College  
Mathematics  
BA  2009

Most Recent Experience: Portland Community College  
Instructor, Computer Science (Adjunct)

Applicant Flow: Gender   Ethnicity
36 Male   20 White (not of Hispanic Origin)
  2 Female   3 Black or African American
  5 Not Disclosed   12 Asian
                          1 Hispanic/Latino
                          1 Native Hawaiian/Pacific Islander
                          6 Not Disclosed

43 Total   43 Total

33. Faculty Appointment-Rachelle Katter  
Instructor, Health Education  
Math, Sciences and CTE Division, Southeast/Extended Learning Campus  
Annual Salary: $52,140   Step: 2  
Effective: September 1, 2014  
Education: Portland State University   MPH  2009  
           Michigan State University   BS  2005

Most Recent Experience: Portland Community College  
Instructor, Health Education

Applicant Flow: Gender   Ethnicity
41 Male   79 White (not of Hispanic Origin)
  84 Female   9 Black or African American
  4 Not Disclosed   9 Asian
                          8 Hispanic/Latino
                          3 Two or More Selections
                          21 Not Disclosed

129 Total   129 Total

34. Faculty Appointment (Temporary)-Carly Kennedy  
Counselor  
Office of the Dean of Student Development, Cascade Campus  
Annual Salary: $57,808   Step: 5  
Effective: September 1, 2014 to August 20, 2015

Education: Oregon State University   MS  2007  
           University of Oregon   BS  2005

Most Recent Experience: Portland Community College  
Counselor (Temporary)
Applicant Flow: Article 3.64 Appointment

35. **Faculty Appointment (Temporary)-Donna Kestek**  
Instructor, Computer Applications Systems/Office Systems  
Business Computer Technology and Real Estate Division, Sylvania Campus  
Annual Salary: $53,965  
Step: 3  
Effective: September 1, 2014 to June 20, 2015  
Education:  
- Portland State University  
  Business Education  
- Oregon State University  
  Business Education  
Most Recent Experience: Portland Community College  
  Computer Application Systems (Adjunct)  
Applicant Flow: Article 3.64 Appointment

36. **Faculty Appointment-Jennifer Klaudinyi**  
Reference Librarian  
Academic and Student Affairs  
Annual Salary: $52,140  
Step: 2  
Effective: September 1, 2014  
Education:  
- University of North Carolina at Chapel Hill  
  MSLS 2009  
- University of Oregon  
  BA 2005  
English Literature  
Most Recent Experience: Lane Community College  
  Open Educational Resources Librarian

Applicant Flow: Gender  
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37. **Faculty Appointment (Temporary)-Jeffrey Lacks**  
Instructor, Mathematics  
Mathematics and Industrial Technology Division, Sylvania Campus  
Annual Salary: $53,965  
Step: 3  
Effective: September 1, 2014 to June 20, 2015  
Education: University of Oregon  
  Mathematics

89
University of Texas  
BS  1993  
Mathematics

Most Recent Experience:  
Portland Community College  
Instructor, Developmental Education/Mathematics  
(Temporary)

Applicant Flow:  Article 3.64 Appointment

38. Faculty Appointment—Debra Lippoldt  
Instructor, Foods and Nutrition  
Health Professions, Early Childhood Education and Physical Education Division  
Sylvania Campus

Annual Salary:  $53,965  
Step:  3

Effective: September 1, 2014

Education:  
Cornell University  
MS  1986  
Human Nutrition  
University of Florida  
BS  1978  
Nursing

Most Recent Experience:  
Growing Gardens  
Executive Director

Applicant Flow:  
Gender  
Ethnicity  
14 Male  
45 White (not of Hispanic Origin)  
49 Female  
1 Black or African American  
2 Not Disclosed  
6 Asian  
4 Hispanic/Latino  
1 American Indian/Alaskan Native  
2 Two or More Selections  
6 Not Disclosed

65 Total  
65 Total

39. Faculty Appointment (Temporary)—Homayoun Louie  
Instructor, Dental Laboratory Technology  
Science and Engineering Division, Sylvania Campus

Annual Salary:  $55,854  
Step:  4

Effective: September 1, 2014 to June 20, 2015

Education:  
National College of Naturopathic Medicine  
DNP  2009  
Naturopathic Medicine  
Central State University  
BS  1997  
Biology/Chemistry

Most Recent Experience:  
Portland Community College  
Instructor, Dental Lab Technology (Temporary)

Applicant Flow:  Article 3.64 Appointment

40. Faculty Appointment—Juan Maldonado  
Instructor, Computer Applications Systems/Office Systems
Business, Computer Technology & Real Estate Division, Sylvania Campus
Annual Salary: $53,965   Step:  3
Effective: September 1, 2014
Education: Eastern Washington University    BS  2011
Accounting
Clark College    AAT  2011
Web Design and Development
Most Recent Experience: Janrain
Community Manager
Applicant Flow: Gender   Ethnicity
17 Male   12 White (not of Hispanic Origin)
6 Female   2 Black or African American
2 Not Disclosed   2 Asian
2 Hispanic/Latino
2 Native Hawaiian/Pacific Islander
2 Two or More
3 Not Disclosed
25 Total   25 Total

41. Faculty Appointment (Temporary Job Share)-Jennifer Margolis
Counselor
Academic and Student Affairs
Annual Salary: $50,374 @ .50 FTE  Step:  1
Effective: September 1, 2014 to August 20, 2015
Education: Alliant International University    PhD’  1987
Clinical Psychology
University of California Los Angeles    BA  1984
Psychology
Most Recent Experience: Portland Community College
Counselor (Adjunct)
Applicant Flow: Article 3.64 Appointment

42. Faculty Appointment-Gregg Meyer
Instructor, Engineering
Science and Engineering Division, Sylvania Campus
Annual Salary: $59,831   Step:  6
Effective: September 1, 2014
Education: Georgia Institute of Technology    MSME  2007
Mechanical Engineering
Santa Clara University    BSME  1987
Mechanical Engineering
Most Recent Experience: Portland Community College
Instructor, Engineering (Temporary)
Applicant Flow: Gender   Ethnicity

91
21 Male 15 White (not of Hispanic Origin)
12 Female 1 Black or African American
1 Not Disclosed 12 Asian
3 Hispanic/Latino
1 Not Disclosed
34 Total
34 Total

43. **Faculty Appointment (Temporary)-Patrick McMurray**
Instructor, Dental Technology
Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus
Annual Salary: $53,965 Step: 3
Effective: September 1, 2014 to June 20, 2015
Education: Portland Community College AAS 1981
Dental Technology
Most Recent
Experience: Portland Community College
Instructor, Dental Technology (Temporary)
Applicant Flow: Article 3.64
Appointment

44. **Faculty Appointment-Charles Pace**
Instructor, Economics
Social Science and Business Division, Sylvania Campus
Annual Salary: $55,854 Step: 4
Effective: September 1, 2014
Education: University of Colorado PhD 1981
Economics
University of Colorado MA 1979
Economics
University of Oregon MA 1976
Economics
Most Recent
Experience: Portland Community College
Instructor, Economics (Adjunct)
Applicant Flow: Gender Ethnicity
50 Male 42 White (not of Hispanic Origin)
16 Female 3 Black or African American
7 Not Disclosed 11 Asian
4 Hispanic/Latino
1 Two or More
12 Not Disclosed
73 Total
73 Total

45. **Faculty Appointment-Jane Palmieri**
Instructor, Nursing
Health Professions, Early Childhood Education and Physical Education Divis
Sylvania Campus
Annual Salary: $52,140 Step: 2
Effective: September 1, 2014
Education: Walden University MSN 2014
Linfield Good Samaritan School of Nursing BS 2003
Nursing Education
Nursing
Most Recent
Experience: Linfield-Good Samaritan School of Nursing
Clinical Adjunct
Applicant Flow: Gender Ethnicity
17 Female 13 White (not of Hispanic Origin)
1 Not Disclosed 2 Asian
1 American Indian/Alaskan Native
2 Not Disclosed
18 Total 18 Total

46. **Faculty Appointment - Rebecca Robinson**
Instructor, Management and Supervisory Development
Liberal Arts and Pre-College Division, Southeast/Extended Learning Campus
Annual Salary: $55,854 Step: 4
Effective: September 1, 2014
Education: Marylhurst University MS 1993
Management
University of Massachusetts BS 1977
Plant and Soil Science
Most Recent
Experience: Portland Community College
Instructor, Management and Supervisory Development (Temporary)
Applicant Flow: Gender Ethnicity
43 Male 47 White (not of Hispanic Origin)
29 Female 5 Black or African American
3 Not Disclosed 4 Asian
7 Hispanic/Latino
2 Two or More
10 Not Disclosed
75 Total 75 Total

47. **Faculty Appointment - Jamie Rodrick**
Instructor, Early Education and Family Studies
Health Professions, Early Childhood Education and Physical Education Divisions
Sylvania Campus
Annual Salary: $53,965 Step: 3
Effective: September 1, 2014
Education: Pacific Oaks College MA 2004
Leadership and Human Development
University of Idaho
Child and Family Relationships

Most Recent Experience:
Nike Child Development Program
Birth-Three Supervisor

Applicant Flow:

<table>
<thead>
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<th>Gender</th>
<th>Ethnicity</th>
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<tr>
<td>Male</td>
<td>74 White (not of Hispanic Origin)</td>
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<tr>
<td>Female</td>
<td>12 Black or African American</td>
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<tr>
<td>Not Disclosed</td>
<td>6 Asian</td>
</tr>
<tr>
<td></td>
<td>7 Hispanic/Latino</td>
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<tr>
<td></td>
<td>1 American Indian/Alaskan Native</td>
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<td></td>
<td>2 Two or More Selections</td>
</tr>
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<td>13 Not Disclosed</td>
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</table>

115 Total

48. Faculty Appointment (Temporary)-Julie Romey
Instructor, Computer Application Systems/Office Systems
Mathematics, Sciences and Career Technology Education Division,
Southeast/Extended Learning Campus

Annual Salary: $55,854  Step: 4
Effective: September 1, 2014 to June 20, 2015

Education:
University of Florida  MED 2007
Pacific Lutheran University  BA 1993

Most Recent Experience:
Portland Community College
Instructor, Computer Application Systems (Adjunct)

Applicant Flow: Article 3.64 Appointment

49. Faculty Appointment-James Sauve
Instructor, Composition/Literature
English and World Languages Division, Sylvania Campus

Annual Salary: $53,965  Step: 3
Effective: September 1, 2014

Education:
Claremont Graduate School  MA 1986
Whitman College  BA 1982

Most Recent Experience:
City College of San Francisco
Instructor, English

Applicant Flow:

<table>
<thead>
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<th>Gender</th>
<th>Ethnicity</th>
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<td>Female</td>
<td>8 Black or African American</td>
</tr>
<tr>
<td>Not Disclosed</td>
<td>6 Asian</td>
</tr>
</tbody>
</table>

226 Total

262 Total
32 Hispanic/Latino
1 American Indian/Alaskan Native
17 Two or More
81 Not Disclosed

517 Total
517 Total

50. Faculty Appointment - Megan Savage
Instructor, Composition/Literature
English and World Languages Division, Sylvania Campus
Annual Salary: $53,965  Step: 3
Effective: September 1, 2014
Education:
Creative Writing
Indiana University  MFA  2008
English
Indiana University  MA  2008
Literature
Bard College  BA  1998

Most Recent Experience:
Portland Community College
Instructor, Composition Literature (Adjunct)

Applicant Flow:
Gender  Ethnicity
226 Male  372 White (not of Hispanic Origin)
262 Female  8 Black or African American
29 Not Disclosed  6 Asian
32 Hispanic/Latino
1 American Indian/Alaskan Native
17 Two or More
81 Not Disclosed

517 Total
517 Total

51. Faculty Appointment (Temporary) - Carolina Selva
Instructor, Business Administration
Arts and Professions Division, Cascade Campus
Annual Salary: $52,140  Step: 2
Effective: September 1, 2014 to June 20, 2015
Education:
Management and Organizational Leadership
Warner Pacific College  MS  2012
Business Administration
Philadelphia University  BS  2006

Most Recent Experience:
Portland Community College
Instructor, Business Administration (Temporary)

Applicant Flow: Article 3.64 Appointment

52. Faculty Appointment - Tatiana Snyder
Instructor, Psychology
Social Sciences Division, Sylvania Campus
Annual Salary: $55,854  Step: 4
Effective: September 1, 2014
Education:
Portland State University  PhD  2011
Developmental Psychology
Portland State University  MS  2001
Developmental Psychology
San Jose State University  BA  1995
Clinical and Counseling Psychology

Most Recent Experience:
Portland Community College
Instructor, Psychology (Temporary)

Applicant Flow:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Ethnicity</th>
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</thead>
<tbody>
<tr>
<td>63   Male</td>
<td>109  White (not of Hispanic Origin)</td>
</tr>
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<td>95   Female</td>
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<td>7     Hispanic/Latino</td>
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<td></td>
<td>1     American Indian/Alaskan Native</td>
</tr>
<tr>
<td></td>
<td>1     Native Hawaiian/Pacific Islander</td>
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<td></td>
<td>6     Two or More Selections</td>
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<td></td>
<td>28    Not Disclosed</td>
</tr>
<tr>
<td></td>
<td>169   Total</td>
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</table>

53. **Faculty Appointment (Temporary Job Share)-Thomas Songer**
Instructor, Mathematics
Mathematics and Industrial Technology Division, Sylvania Campus
Annual Salary: $53,965 @ .50 FTE  Step: 3
Effective: September 1, 2014 to June 20, 2015
Education:
Portland State University  MST  1998
Teaching
Portland State University  BS  1996
Mathematics

Most Recent Experience:
Portland Community College
Instructor, Mathematics (Temporary)

Applicant Flow: Article 3.64 Appointment

54. **Faculty Appointment (Temporary Job Share)-Rachel Stone**
Instructor, Psychology
Social Science and Health Division, Rock Creek Campus
Annual Salary: $53,965 @ .50 FTE  Step: 3
Effective: September 1, 2014 to June 20, 2015
Education:
Portland State University  MS  2006
Education Counseling
Portland State University  BS  2002
Psychology

Most Recent
Experience: Portland Community College
Instructor, Psychology (Temporary)

Applicant Flow: Article 3.64 Appointment

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55. **Faculty Appointment (Temporary)** - **Greta Swanson**
Instructor, Mathematics
Mathematics and Industrial Technology Division, Sylvania Campus
Annual Salary: $53,965 Step: 3
Effective: September 1, 2014 to June 20, 2015

Education:
- Portland State University MS 2010 Mathematics
- University of Oregon BS 2006 Mathematics

Most Recent Experience:
- Portland Community College Instructor, Mathematics (Temporary)

Applicant Flow: Article 3.64 Appointment

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56. **Faculty Appointment (Temporary)** - **Carmen Thompson**
Instructor, History
Social Sciences Division, Sylvania Campus
Annual Salary: $52,140 Step: 2
Effective: September 1, 2014 to June 20, 2015

Education:
- University of Illinois PhD 2012 History
- Columbia University MA 2004 African Languages and Literature
- Portland State University BS 2004 Business Administration

Most Recent Experience:
- Portland Community College Instructor, History (Temporary)

Applicant Flow: Article 3.64 Appointment

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57. **Faculty Appointment** - **Alexander Vins**
Instructor, Machine Manufacturing Technology
Math and Industrial Technology Division, Sylvania Campus
Annual Salary: $57,808 Step: 5
Effective: September 1, 2014

Education:
- Purdue University BS 1998 Industrial Technology Education

Most Recent Experience:
- Portland Community College Instructor, Machine Manufacturing Technology (Temporary)

Applicant Flow: Gender Ethnicity

97
8 Male
2 Asian
1 Not Disclosed
8 Total

58. **Faculty Appointment-Ralf Youtz**
Instructor, Mathematics
Math and Industrial Technology Division, Sylvania Campus
Annual Salary: $52,140 Step: 2
Effective: September 1, 2014
Education: San Francisco State University MA 2010 Mathematics
Portland State University BA 2008 Mathematics
Portland Community College AA 2005 Oregon Transfer Degree
Most Recent Experience: Portland Community College Instructor, Mathematics (Adjunct)
Applicant Flow: Gender Ethnicity
103 Male 84 White (not of Hispanic Origin)
48 Female 6 Black or African American
5 Not Disclosed 40 Asian
7 Hispanic/Latino
2 American Indian/Alaskan Native
2 Two or More Selections
15 Not Disclosed

156 Total 156 Total

ETHNIC AND GENDER DESCRIPTION OF STAFF
PROPOSED TO BE HIRED IN September 18, 2014 PERSONNEL REPORT

Male 26
Female 32
58

White (not of Hispanic Origin) 48
Black or African American 3
Asian 2
Hispanic/Latino 3
American Indian/Alaskan Native 2
58
September 18, 2014

15-034  COMMENDATION OF RETIRING EMPLOYEE –
LAURA BALES

PREPARED BY:  Human Resource Department Staff

APPROVED BY:  Dr. Jeremy Brown, President

REPORT:  Laura Bales has performed faithfully in her duties as a Buyer,
Lead Computer Technician, Assistant to Bookstore Director,
Manager of the Bookstores and Manager of Auxiliary Services
for Portland Community College since September 21, 1984. She
retires effective September 18, 2014.

RECOMMENDATION:  That the Board commend her for her service to Portland
Community College and wish her well in her retirement years.
September 18, 2014

15-035                COMMENDATION OF RETIRING EMPLOYEE –
                     MICHAEL CHALLIS

PREPARED BY:           Human Resource Department Staff

APPROVED BY:           Dr. Jeremy Brown, President

REPORT:               Michael Challis has performed faithfully in his duties as an
                      Instructional Support Tech II for Portland Community College

RECOMMENDATION:        That the Board commend him for his service to Portland
                      Community College and wish him well in his retirement years.
15-036  COMMENDATION OF RETIRING EMPLOYEE – BETTY DAVIS

PREPARED BY:  Human Resource Department Staff

APPROVED BY:  Dr. Jeremy Brown, President

REPORT:  Betty Davis has performed faithfully in her duties as a Casual Driver, Transit Service Operator, and Comm Serv Officer for Portland Community College since August 30, 1999. She retires effective September 12, 2014.

RECOMMENDATION: That the Board commend her for her service to Portland Community College and wish her well in her retirement years.
September 18, 2014

15-037

COMMENDATION OF RETIRING EMPLOYEE –
GREGORY MALONE

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: Gregory Malone has performed faithfully in his duties as Manager, Technology Services for Portland Community College since September 11, 2000. He retires effective August 31, 2014.

RECOMMENDATION: That the Board commend him for his service to Portland Community College and wish him well in his retirement years.
September 18, 2014

15-038  COMMENDATION OF RETIRING EMPLOYEE –
KAY TALBOT

PREPARED BY:  Human Resource Department Staff

APPROVED BY:  Dr. Jeremy Brown, President

REPORT:  Kay Talbot has performed faithfully in her duties as Senior Volunteer Literacy Tutor Programs Coordinator for Portland Community College since March 1, 2001. She retires effective September 20, 2014.

RECOMMENDATION:  That the Board commend her for her service to Portland Community College and wish her well in her retirement years.
104

September 18, 2014

15-039

ACCEPT BID/AWARD CONTRACT TO CONVERGINT
TECHNOLOGIES, LLC FOR FIRE ALARM SYSTEMS:
SERVICE, REPAIR, AND REMODELING

PREPARED BY: Denise Jeffords, Buyer/Contract Specialist

FINANCIAL
RESPONSIBILITY: Keith Gregory, Interim Director, Facilities Management Services

APPROVED BY: Jim Langstraat, Associate Vice President, Finance
Wing-Kit Chung, Vice President, Administrative Services
Dr. Jeremy Brown, President

REPORT: The College has a need to contract with a qualified firm to provide Fire Alarm Systems: Service, Repair, and Remodeling at various PCC District locations.

The scope of this project includes, but is not limited to: troubleshooting; programming; service; repair; adding/subtracting points; moving points or panels only; and new installations. Contractor’s must be certified by the manufacturer to work on the specific equipment needing repair.

An Invitation to Bid (ITB) for Fire Alarm Systems: Service, Repair, and Remodeling was issued on August 1, 2014. The ITB was advertised in the Daily Journal of Commerce, on the State of Oregon Procurement Network (ORPIN), and on the College’s Purchasing Website on August 1, 2014. Announcements of this bidding opportunity were sent via e-mail to four (4) firms. Fourteen (14) ITB documents were downloaded from the College’s Purchasing Website, of which four (4) were downloaded by prime Contractors, eight (8) plan centers, one (1) of which is an MWESB firm, and two (2) were downloaded by interested parties. Two (2) bids were received by the due date of September 2, 2014. Bids were received from the following contractors:
<table>
<thead>
<tr>
<th>Contractor</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Convergint Technologies, LLC</td>
<td>$ 93.00</td>
</tr>
<tr>
<td>Metro Safety &amp; Fire, Inc.</td>
<td>$ 132.10</td>
</tr>
</tbody>
</table>

The award is made to the company whose bid results in the lowest overall ownership cost or “best value” as it is determined by ORS 279.015(5) and based upon the essential evaluation criteria listed below:

- Qualifications of Project Team
- Professional Certifications Held by Technicians
- Professional Licenses Held by the Technicians
- Experience with Projects of Similar Scope and Size
- Resources and Ability to Meet Deadlines
- Ability to Respond to Emergency Needs
- Cost

Note: Neither of the contractors that submitted bids are certified MWESB's.

**RECOMMENDATION:** That the Board of Directors accept the bid and award a one-year contract to Convergint Technologies, LLC in the amount of $66,000 (annual estimate), with an option for the college to renew the contract on an annual basis for an additional four (4) years. The contract shall not exceed five (5) years or $330,000. Expenditures for this contract will come from the general fund and the capital projects fund.
Report: As part of the 2008 Bond projects, the Board reviewed and approved Resolution 10--077 which authorized the exemption process for the Construction Manager/General Contractor (CM/GC) procurement method for the Sylvania Campus. Howard S. Wright Constructors was selected as the CM/GC for the Sylvania Campus through Resolution 10-097, with an initial authorization of $21 million, plus Resolution 13-078 for $14 million for 2013 projects, and Resolution 14-083 for $8 million for 2014 projects, for a total of $43 million. The bond projects at the Sylvania campus are unique compared to the other campuses, in that they are primarily renovations to existing buildings. Lack of swing space to move occupants of buildings and to relocate classes during remodels is a major limiting factor in proceeding with work at the campus. Many projects need to be planned and completed in phases, which results in several smaller projects, as opposed to larger discreet projects for new construction.

Projects to date have included renovations to the Library, Science and Technology (ST) Building (phase I & phase II in progress), Social Science and Technology (SS) Building (phase I), Health Technology (HT) Building Heating Ventilation and Cooling (HVAC) upgrades and CTS relocation, Communication Technology (CT) Building phase I, Automotive Metals (AM) Building and College Center (CC). A new media control center is complete and Seismic upgrades in buildings and
walkways are underway as well. A new entry to the east side of the CC Building is also progress.

A new Automotive Storage Building was completed in 2013. Site projects have included the completion of G Street, and the addition of a Plaza Access Lane between the HT and CC Buildings.

Several maintenance projects have been completed, including a complete overhaul of the swimming pool. Technology projects to date have included VOIP work, telecom infrastructure, and the data center. Energy efficiency projects (E6) have included the boiler replacement, the heating hot water loop upgrades, CC HVAC upgrades and several other improvements.

Upcoming projects in late 2014 through 2015, with their approximate values, include the next phases of work on the CC building ($3 million), SS building ($1.1 million), stormwater mitigation ($0.9 million), site lighting upgrades ($1.5 million), and a project contingency ($0.5 million). At this time, an authorization for $7 million for construction services is requested. This resolution, plus the previous authorization totals $50 million.

RECOMMENDATION: That the Board of Directors authorize Howard S. Wright Constructors to provide construction services at the Sylvania Campus for $7 million. All expenditures for these services are from the 2008 Bond funds.
BOARD RESOLUTION FOR EXECUTIVE OFFICER COMPENSATION AND BENEFIT ADJUSTMENTS FOR FY 2014-15

PREPARED BY: Lisa Bledsoe, Director, Human Resources Department

APPROVED BY: Wing-Kit Chung, Vice President, Administrative Services
Dr. Jeremy Brown, President

REPORT: This resolution is to adjust the compensation packages of the Campus Presidents, the District Vice-President, Vice-President – Academic and Student Affairs and the Vice-President – Administrative Services for FY2014-15.

RECOMMENDATION: That the Board of Directors approve:

- That the salary range for Executive Officers be increased by 2.1% to maintain consistency with the Management and Confidential staff schedule; plus

- An increase of 2.3% applied to the salaries of each individual executive officer; plus

- An additional annual adjustment through FY 2019-20 to be determined by the President based on market and other considerations; plus

- An increase in annual automobile expense from $4815 to $5055 (5.0%); 

- Such adjustments to be applied in accordance with Human Resource practice and to be effective as of the first pay period of FY 2014-15.

- That each Executive’s other benefits be increased for FY 2014-15 to the same extent as all other managers of the College;

- That the President and Board Chair are authorized to execute the executive contracts reflective of these changes on behalf of the Board, subject to approval as to form by the College’s legal counsel.
109

RESOLUTION IN SUPPORT OF THE OREGON OPPORTUNITY INITIATIVE

PRESENTED BY: Deanna Palm, Chair, PCC Board of Directors

REPORT: The Portland Community College Board of Education supports passage of “The Oregon Opportunity Initiative” (Proposed Initiative 402) on the November 2014 ballot. This position is based on the following analyses and findings:

ANALYSIS: The Oregon Opportunity Initiative creates a constitutionally-dedicated permanent fund for student aid and job training.

The referral enables the state to issue general obligation bonds to capitalize a student aid fund, but ensures it is subject to the same debt-limit cap as all other general fund obligated bonds.

The fund created by the Opportunity Initiative gives legislators the ability to target resources so Oregon has the flexibility to address training and skills gaps.

FINDINGS: In the future, the majority of good jobs will require education beyond high school. Oregonians with a higher education are also more able to support themselves financially, and without Portland Community College, many people would not be able to attend college.

Less than in 1 in 5 students in Oregon who qualify and apply for state financial aid receive any grant assistance. The Opportunity Initiative will expand both access and affordability to post-secondary education and job training by putting us on the path to creating a permanent fund.

The presence of meaningful student aid programs is a critical factor in the decision making process of many middle and low-income people as they consider whether or not to pursue secondary education.

Oregon students are graduating with more debt than ever. In 2010, the average Oregonian who borrowed for four years of post-secondary education owed $24,000, a 21% increase in debt load over five years.

Even with Oregon’s persistently high unemployment, there are jobs in our state today that are not being filled by Oregonians because of shortages of trained workers in some sectors.

Therefore Be It Resolved:

The Portland Community College Board of Directors recommends support for the “Oregon Opportunity Initiative” on the 2014 general election ballot.
The College prohibits unlawful discrimination based on race, color, religion, national origin, sex, marital status, disability, veteran status, age, sexual orientation, or any other status protected by federal, state, or local law in any area, activity or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under anti-discrimination laws. In addition, the College complies with applicable provisions of the Civil Rights Act of 1964 (as amended), related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (as amended), Uniformed Services Employment and Reemployment Rights Act ("USERRA"), and all local and state civil rights laws. Under this policy, equal opportunity for employment, admission, and participation in the College’s programs, services, and activities will be extended to all persons, and the College will promote equal opportunity and treatment through application of this policy and other College efforts designed for that purpose.