

President's Cabinet

Wednesday | February 6th | 2019

Sylvania Campus | CC Building Conference Room 233B

8:30AM - 11:00 AM

NOTES

Present: Mark Mitsui, Michael Northover, Rob Steinmetz, Sylvia Kelley, Lisa Bledsoe, Dina Farrell, Emma Kallaway, Chris Villa, Katy Ho, Lisa Avery, Traci Fordham, Tricia Brand, Jen Piper proxy for Jessica Howard, Michele Cruse proxy for Karin Edwards

8:30 am President's Update

- OPC Career Pathways overview confirmed that funding was going to roll forward into the next biennium. Suggested morphing Career Pathways and Guided Pathways. Career pathways hasn't submitted data, need to identify what they are looking for.
- OCCA resolution passed that makes a statement that we should be in the revenue package
- Legislative Update
 - Strategy: the governor asked us to be a part of the alliance with the university system.
 - 35 PCC faculty, staff and students showed up and expressed their concern, encouraging students to speak up
 - Avoids any issue as not being a part of the pipeline
 - Stay the course, continue to have a higher-ed course together
 - Hearing closer to the \$570M level, continue CTE in the revenue package
 - We have a lot of the K-12 partnerships that give us value
 - University strategy is not expressing revenue until they are in the package
 - Don't want to miss the organizing opportunities, focus on rank and file constituents, attend on Saturday
 - Need five folks from each campus, 20 total to represent. Need help to execute, President's talk with your CRMs to organize efforts at your campus
 - Asking CRMs to Lobby Day, CTE table, OCCA lobby day on March 7th
 - Lobby Rules: clarify sharing your story. Advocating for our expertise, express support for a piece of legislation. Call-in day can happen anytime, redistribute script. They are looking for individual perspective. PCC has 16 spaces
- Coming up:
 - Meet with ESD
 - GPI Retreat - looking for more partnerships
 - Prosper Portland - asking Mayor to continue investment at Swan Island, Vigor has relocated to Vancouver, federal contract and keeps proximity to Portland. Meeting with the CEO from Vigor to make the case for investing in Swan Island

9:00 am Pay Equity Act - Jennifer de Laix

- Overview of the Pay Equity Act - see presentation in folder
 - Supplements other state regulations that we already have, intended to eliminate disparities
 - It is unlawful to:
 - Ask a candidate or prospective employee what they earned in the past
 - Screen job applicants based on current or past compensation
 - Base an employee's current pay or prospective employee's initial salary placement on what they earned in the past except in the case of a current employee who is undergoing an internal transfer, location change or promotion.
 - Discriminate in race, color, religion, sex sexual orientation, national origin, marital status, veteran status, disability and age
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President's Cabinet

- Pay a different wage to employees doing work of comparable character... unless some significant distinguishing features are present.
 - There are features that allow for pay differences
 - HR has an action Plan
 - Findings - ahead of the game
 - Robust classification system in place
 - Current salary practices already consistent with pay equity
 - Equity review is part of several current pay policies/practices
 - Next steps:
 - Classifications - create stand alone positions where needed
 - Finalize salary adjustment recommendations
 - Create communications plan
 - Changes to pay practice and policies
 - Maintenance plan
 - Cabinet Responsibilities:
 - Support of equity based salary placements
 - Align duties and responsibilities of employees with classifications
 - Answer general questions based on provided talking points
 - This could be a moving target, the business community will be voicing challenges
 - Suggested that an infographic be created for managers
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9:40 am CAS Program

- Discussed rationale for closing program
 - ACTION: Determine FTE that will be affected, will send out
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9:20 am NCORE May 28 - June 1 - Traci Fordham, Katy Ho and Lisa Bledsoe

- Coming to Portland in June, POD, OEI, HR and VPAA we were able to fund 20 spots
 - Close to 100 applications came in, reviewed all and some topics emerged. Would like some guidance from cabinet
 - Some Criteria:
 - Some folks showed up that would be going anyways, would be good to send someone who might not be going, reserve for those who don't haven't attended and could benefit their team
 - Try to find funds to send your people
 - Opportunity to expand D, E & I
 - A lot of academic advisors applied, Advising Redesign has some funds put aside
 - Please scan your areas and let us know who is being funded so we can take them off the list
 - Early bird registration deadline is April 1st
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10:15 am Budget Update - Dina Farrell

- Compiling information. Gathering confidential information that can't be uploaded to banner yet. Need support in gathering spreadsheets.
 - Reductions vs reassignment
 - Share approach, reasons for reduction and impact of personnel, unmet needs as part of the narrative
 - Proceed with \$6 assumption of increase in tuition
 - ACTION: Bring summary of cuts to next cabinet. The next two cabinets will be dedicated to presenting perspectives of our budgets
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11:00 Adjourn
