

Portland Community College Board of Directors
PO BOX 19000, Portland, Oregon 97280

January 21, 2021
Via remote access

BOARD MEETING MINUTES

ATTENDANCE

Mohamed Alyajouri, Denise Frisbee, Jim Harper, Tiffani Penson, Dan Saltzman, Michael Sonnleitner, Alex Díaz Rios, Riley Turner

WORK SESSION

The board met in work session and received updates regarding legislation, Comprehensive Annual Financial Report, Board policy, Board self-assessment, Oregon Community College Association and the Oregon Presidents Council.

CALL TO ORDER

Chair Alyajouri called the Business Meeting to order at 6:30 pm.

APPROVAL OF THE AGENDA

The January 21, 2021 agenda was approved as published. Harper/Sonnleitner

Alyajouri – Yes

Harper - Yes

Sonnleitner – Yes

Díaz Rios - Yes

Penson – Yes

Frisbee - Yes

Saltzman - Yes

The December 17, 2020 minutes were approved as published. Sonnleitner/Penson

Alyajouri – Yes

Harper - Yes

Sonnleitner – Yes

Díaz Rios - Yes

Penson – Yes

Frisbee - Yes

Saltzman - Yes

INFORMATION SESSIONS

President's Updates – Mark Mitsui, President

- COVID-19 Update: President Mitsui provided a brief update.
- Strategic Plan Themes: President Mitsui provided detail on the new look for the agenda. We will be incorporating the themes from the newly approved Strategic Plan for the meeting agendas going forward.

Comprehensive Annual Financial Report (CAFR) and Audit Opinion – Kristin Diggs, Partner, Eide Bailly

This process was started in March 2020. The audit was performed in several different stages. July focused on student financial aid. Monies issued for any direct loan or Pell have certain compliance components that requiring testing. The test was in October and reviewed the year end balances. The tested revenues focused pretty heavily on expenses, assets and liabilities that are on the books.

The CAFR does look a little different this year. As part of the audit process, the opinions are in the CAFR. The first one is an unmodified opinion over the financial statements. The second opinion issued was over Oregon State Regulations. In the state of Oregon, auditors are required to test certain compliance requirements. Based upon the testing performed nothing needed to be reported as a finding. There were no issues. The third opinion was an opinion on internal control over financial reporting. This was a clean opinion, there was no findings related to that this year. There were no audit adjustments. These were virtual audit this year and a big thank you to the staff at Portland Community College, this wouldn't have happened without their help.

Diversity, Equity and Inclusion: Pathways to Opportunity (PTO) Equity Roadmap – Kate Kinder, Division Dean, Career Pathways

The PTO work that is happening has a focus on advancing racial equity and economic mobility. It is even more important now as we reckon with the impacts of COVID-19. Within this political climate we are looking at how to create an inclusive recovery for Oregon. PTO is a statewide initiative focusing on closing those opportunity gaps, increasing economic mobility, and focusing on connecting low income students to the resources they need. Making sure that these resources are accessible so they can complete college and move into careers.

Prior to COVID-19 there had been persistent and pervasive wage gaps by race. COVID has only exacerbated inequities. Those with a high school diploma or less represent 56% of unemployment claims, but only make up 28% of the workforce. Nationally, 99% of jobs created during the last economic recovery went to workers with at least some college education. If we don't intentionally shift how we are serving students and transform those systems we're going to further stratify the inequities that were already very present in our state. It's important to point out that none of this is accidental and none of this is a result of individuals. This is a reflection of structural racism, or historical policies, that have left some with more resources than others.

We need to work with culturally specific providers and tap into their expertise. We need to think about how we can move this work from transactional to transformational and make sure that we get the students what they need when they need it. One of the ways we're doing that is to be very intentional about how we connect students to benefits and also how we talk about benefits, being very cognizant of any racist and sexist stereotypes that are associated with these benefits is very important in connecting students to the resources to address the unmet need.

The other key program that is an example of what Pathways to Opportunity looks like in action is the STEP program, which stands for SNAP Training Employment Program. It's our SNAP 50/50 program, which is being seen as a national model. Kate provided technical assistance to over 20 states in the last six months at the request of our national and state policy partners. They are very interested in how the community colleges have been doing this work, centering racial equity, and being intentional about how we reinvest our resources. PCC is leading the consortium of all 17 community colleges, so really expanding those partnerships, success coaching, and resources.

PTO touches all that we do across the college. One of the things that is really transformational about this work is that it has been a collective effort with our colleagues. Not only do we get best practices, but we've been able to move policy forward in a way that better serves our students. House Bill 2835 was the result of partnerships. There are several other colleges who have been involved in this work and Partners for a Hunger-Free Oregon. We see this work as critical to an inclusive recovery. This strategy has been building enrollment.

Yes to Equitable Student Success (YESS) Advising Redesign – Emmitt Wyche, Manager, Advising and Placement Support and Josh Peters-McBride, Dean, Student Life and Engagement

The college is deeply rooted in our YESS vision, ensuring that all students achieve their academic goals and this couldn't be truer with our advising redesign efforts. With the implementation of our new strategic plan, our college's commitment to YESS overall supports core themes and initiatives of our new plan. Advising redesign, academic and career pathways, and integrated student guidance in the form of a new advising model that supports belonging; truly transforming our culture for the benefit of every student.

We began studying the problem of advising and proposed transformational change for improved student outcomes before 2016 and it has taken us many years to get to this place. There was a major shift when we were all met with this pandemic that resulted in us having to shift advising services to virtual and that has required us to adopt a new advising framework that we're leaning into support students using multiple modalities. Our new structure is centralized in the Academic and Career Pathway Guidance division, organized by the Pathway team, integrated with career development, using the Education Advisory Board (EAB) tech tool.

The old process was inconsistent, student initiated, reactive, and majority self-advised. The new process has a consistent philosophy, an assigned advisor for every student, progress monitoring, advisor interventions, and mandatory student actions. In the previous model, underserved students faced barriers due to systems, policies, and practices that neglected whole identity and marginalized experiences. Our new model is asset-based, with race-conscious, anti-deficit, and holistic support for every student, supported by a practitioner training and development program. Advisors and career services are organized across the six Academic and Career Pathways that envision a clear, well-defined, and integrated experience for our students as they navigate our process. We have assigned an advisor to 28,175 students.

We have a very detailed plan that our new Dean of Advising and Career Pathway Guidance, Sonya Bedient, will present in the future. We will continue to meet students where they are, through our student momentum point work, and partnering with our incredible PCC faculty on our early alert intervention system. We want to continue leveraging technology in this remote world. We know we're using technologies in ways that we perhaps have not done before and we're really excited about that, making sure that integrations are there. And then ongoing and continued interrogation of our advising model to ensure that we're supporting all of our students, especially those who are

experiencing a lot of those challenges that Kate talked about. As we have arrived at this point, years of work, and we acknowledge the progress to date. We are excited to pivot away from what we've known as initiatives to more integration of academic and career guidance with a greater alignment of our YESS work; with this shift there will be continuing, ongoing evaluation of our advising model. We have nine outcomes that we're working on aligning with our Academic and Career Pathway design team.

Director Sonnleitner asked about the advisor caseloads being almost twice as large for transfer programs as they are for CTE programs and how that has an impact on at-risk students. Dr. Lang responded that in regards to caseloads, with full transparency, they were just implemented today, so were going to be distributing those better. In terms of numbers of caseloads, a number of our students are what we call a lower touch need for advising, and then you have a range of mid to high touch. These caseloads are pretty standard of what our professional association, NACADA, indicates is a good number. We feel quite confident with the types of advising tools and support we have, and the various levels of support that our students need, that those with the highest need are going to be able to get that in our model.

Planning & Capital Construction: Rock Creek – Linda Degman, Director, Planning and Capital Construction, Krista Phillips, Manager, Planning and Capital Construction
Zahava Jones, Manager, Planning and Capital Construction

The 2017 Bond Program is working to improve health professions, workforce training programs, deferred maintenance, safety, security, and accessibility. Renovations include Parking Lot E, portions of buildings 2, 3, and 7.

The design of parking lot E will improve vehicle and pedestrian circulation and overall safety. There will be 110 parking spaces with additional exit and entry point. It will have safe, well-lit accessible crossings and sidewalks. We worked really hard to keep the oak trees on the south side. We will also be landscaping the parking lot.

The previous weld shop was in great need of a remodel. This in-progress remodel is focusing on replacing the mechanical ventilation systems and replacing the tired, old welding booths with new, more flexible welding booths. There will be about 58 welding booths in total, including 10 large, multipurpose overhead welding booths. We demolished the mechanical mezzanine and it's going to be a much brighter, cleaner space. The Building 7 update includes new variable air volume fume hoods, accessible student benches and casework, new vacuum system, and a technology podium upgrade. The construction of the Dealer Service Technology Building (DSTB) has started. This building will support the ThinkBIG program and the new ThinkBIG electric power generation program, a partnership with PCC and participating Caterpillar dealerships structured to train students to become qualified equipment service technicians. This new building is about 16,000 square feet, with three classrooms, a large tool area, administration space, large shop with overhead cranes, high garage doors, and an exterior covered work area to extend the workspace outside.

PUBLIC COMMENT ON AGENDA ITEMS

None

BUSINESS SESSION

Chair Alyajouri proposed approval of Resolutions 21-089 to 21-106. Harper/Frisbee

Alyajouri – Yes

Penson – Yes

Saltzman – Yes

Díaz Rios – Yes

Sonnleitner – Yes

Frisbee - Yes

Harper - Yes

Non-Consent Agenda: 21-107 Recognition of Oregon Legislative Delegation

Director Saltzman made a motion to dismiss, Director Sonnleitner seconded.

Alyajouri – Yes

Penson – Yes

Saltzman – Yes

Díaz Rios – Yes

Sonnleitner – Yes

Frisbee - Yes

Harper – Yes

PUBLIC COMMENT ON NON AGENDA ITEMS

None

REPORTS

PCC Federation of Faculty and Academic Professionals: Frank Goulard, President Oregon Winter School is coming up a week from Saturday. We have some member meetings that we typically do once every six weeks or so, updating them on what's going on within the college and outside the college throughout the state. The Higher Education Coordinating Commission, of which I'm the community college faculty representative, we meet almost two weeks from now, February 10 and 11. These are important legislative session days. It's important to keep that presence there, legislators are now more acutely aware of the benefit of community colleges, in the key role we play as economic first responders and the last stop for a lot of our vulnerable populations. HECC leadership is more acutely aware than they were in the early 2010s. That's good because it gives us more visibility, and also make us responsible – take on that responsibility, to carry that mantle forward. I want to end with that, keep up the faith and the good work.

PCC Federation of Classified Employees (AFT Local 3922): Jeff Grider, President AFT Oregon typically hosts a training we refer to as Winter School in person and that didn't happen how we have traditionally done it. I was elected to represent between 700-800 classified employees here at PCC. Since the pandemic and hiring freeze that number is barely 700 and I now represent almost 70 classified employees who have been laid off or had their hours reduced. Those who have had their hours reduced will only receive prorated benefits, meaning that they must pay the remainder of their health insurance premium out of their reduced salary or their unemployment benefits, if they qualify. Our members and allies are committed to finding a solution to not further impact these employees who are already struggling. Classified employees who've been hard at work from home, paying for work supplies, internet service, and using their own cell phones, shouldering more and more work because they're scared to speak up. PCC did not create a system of reliance upon employer provided healthcare that puts our

members in this position, but PCC can solve this problem. It would barely put a dent in the tens of millions of dollars available to our dedicated employees, many of whom in the categories of students we spent all night talking about and spent so much time and money and effort working for, would be able to sleep a little better, would certainly be grateful, and in some cases, might still be alive to come back when we open back up.

District Student Council (DSC) – Riley Turner

We still have a lot on our plate to manage. One of those things that we've been working to manage is the emergency funds that we have set aside for students in need.

Emergency grants, as well as emergency loans and additional relief funds through GEERS and CARES Act funding. With that said, the situation is not what I would call positive for the long term. Part of our relief funding that we had provided to us was set aside specifically for technology assistance for students who are learning and working remotely. That was depleted inside of five days. Students are now applying for emergency grants and emergency loans to acquire the technology necessary to continue their learning here at PCC. Our eco-social justice directors and food pantry managers are working on supplying the very vital basics to our students through food deliveries. From there we're engaged in picking up some duties that have been left absent in the wake of our DSC Chair's resignation. It's given us a lot of really solid insight as to how we can best re-emerge from the pandemic. We will see an expansion of students in need, seeking that opportunity. So in addition to relief we are looking at reifying and solidifying ourselves for the future.

Board Members:

Director Díaz Rios asked about the board equity statement and if we can get some sort of timeline in terms of when we're going to continue to work on the statement, as well as look at our standing committee of diversity, equity, and inclusion. Chair Alyajouri responded that we have concluded that the standing committee was no longer a committee and we're going to delegate that work to the board as a whole, with the help of the Office of Equity and Inclusion for part of our action plan. Everyone was asked to send feedback so maybe we can create a second draft with the feedback and then hopefully have that ready for the next meeting. I'd like to have it ratified at the next meeting.

Director Sonnleitner

He acknowledged the receipt of 180 emails from union employees. He appreciates expressions of concern and would like to see public comment both on the agenda and non-agenda items to be more permissive in terms of deadlines. Last thing is an experience last night at a demonstration in Irving Park, in Northeast Portland where he found himself as a legal observer trained to take pictures and notes of any conflicts that might arise. And freedom of expression was being loudly, and I would say abusively, directed towards the police officers in this case. And thankfully, though I was in the middle of it, it didn't escalate to the point of extreme disrespect and violence. I appeal, at this point in time, to all of us within PCC and beyond to be civil to one another, to express ourselves without personal attacks, directing our comments to substantive issues and helping us all see multiple points of view that always exist relating to any

particular topic. And that's not to say that everyone's point of view is equal, but if we don't listen to different points of view, really listen, it's hard for me to see how we can move forward collectively in a collaborative way. I thank you all for tolerating me and I hope that many of you will also appreciate my high value placed upon freedom of expression.

ADJOURNMENT

There being no further business, the meeting adjourned at 8:21 pm.

Mohamed Alyajouri, Chair

Mark Mitsui, President

Prepared by:

Jeannie Moton, Executive Coordinator

Minutes approved on March 18, 2021.