

• • • • • • • • • •

PORTLAND COMMUNITY COLLEGE BOARD OF DIRECTORS

Business Meeting

• • • • • • • • • •

September 23, 2021



Please print double-sided in support of Board Policy B707 – Sustainable Use of Resources

Portland Community College Board of Directors

Vision

Building futures for our Students and Communities

.....

Mission

Portland Community College supports student success by delivering access to quality education while advancing economic development and promoting sustainability in a collaborative culture of diversity, equity and inclusion.

.....

Core Themes

- Access and Student Success
 - Economic Development and Sustainability
 - Quality Education
 - Diversity, Equity and Inclusion
-

Who We Are

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 and 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.

We Value

- Effective teaching and student development programs that prepare students for their roles as citizens in a democratic society in a rapidly changing global economy
- An environment that is committed to diversity as well as the dignity and worth of the individual
- Leadership through innovation, continuous improvement, efficiency, and sustainability
- Leadership through the effective use of technology in learning and all College operations
- Being a responsible member of the communities we serve by actively participating in their development
- Quality, lifelong learning experiences that helps students to achieve their personal and professional goals
- Continuous professional and personal growth of our employees and students including an emphasis on fit and healthy lifestyles that decrease disease and disability
- Academic Freedom and Responsibility – creating a safe environment where competing beliefs and ideas can be openly discussed and debated
- Collaboration predicated upon a foundation of mutual trust and support
- 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
- The public’s trust by effective and ethical use of public and private resources

Portland Community College
BOARD OF DIRECTORS
PO BOX 19000, Portland, Oregon 97280

September 23, 2021

AGENDA

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 Board of Director's Office at least 48 hours in advance by calling (971) 722-4365 or by email at boardmember@pcc.edu, please use **ACCESSIBILITY** in the subject line.

3:00 PM EXECUTIVE SESSION

In accordance with ORS 192.660 (2), (d) labor negotiations

Media Requests to join the Executive Session can be emailed (boardmember@pcc.edu, please use MEDIA REQUEST in the subject line) or phoned in (971.722.4365) by noon of the meeting date.

3:45 PM BREAK

4:00 PM WORK SESSION

- Presidential Search Firm Presentations
 - Academic Search
 - RH Perry and Associates

5:00 PM DINNER BREAK

5:30 PM BUSINESS SESSION

Call to Order

- Land Acknowledgment: Serin Bussell, Zone 4
- Approval of Agenda—September 23, 2021
- Approval of Minutes—August 19, 2021

5:35 PM President's Updates

- COVID-19 Update –
 - PCC Vaccine Equity and Education Efforts—Tricia Brand (10 minutes)
 - Resumptive Stage for Fall—Angela McMahon (10 minutes)
- Kudos
- Announcements
- Other

6:05 PM Information Sessions

BELONGING: Transform our learning culture toward creating a sense of belonging and well-being for every student

- Limelight on Learning: Unlocking Creativity and Student Agency to Support Learning in a Biology Course—Josephine Pino, Faculty, Biology (15 minutes)

6:20 PM

Public Comment on Agenda Items

Persons wishing to make public comment on agenda items can request a time slot by using this [link](#). Details and directions can be found at the link.

6:35 PM

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

22-030	Approval of Personnel Actions— September 23, 2021	048
	Academic Professional Appointments: Amanda Sanford, Program Coordinator – Student Conduct and Retention Coordinator, Student Affairs (Temporary) Julie Stocker, Community Resource Specialist (Opening Doors Coordinator), Student Affairs (Temporary)	
	Administrative Appointments: Michelle, Bagley, Program Dean, Library Services, Academic Affairs Efrain Rivas-Flores, TRIO Director (Program Manager II), Student Affairs (Non-General Fund)	
	Faculty Appointments: Jennifer Bringhurst, Instructor, Radiography, Academic Affairs Paula Burcham, Instructor, American Sign Language, Academic Affairs Amy Cole, Instructor, Radiography, Academic Affairs Rochelle Mascarenhas, Instructor, Dental Assisting, Academic Affairs Anne Mortensen, Instructor, Nursing, Academic Affairs Linda Paulson, Instructor, Management & Supervisory Development, Academic Affairs (Temporary) Jenny Sasser, Instructor, Gerontology, Academic Affairs	

PERSONNEL CONTRACTS

22-031	Approval of Compensation for Faculty and Academic Professional Employees for September 1, 2021 through August 31, 2023	052
22-032	Approval of Compensation for Classified Employees for July 1, 2021 through June 30, 2023	053
22-033	Benefit Adjustments for FY 2021-2022 for Management, Confidential and Executive Salary	054
22-034	College President Compensation for FY 2021-2022 ...	056

RETIREEES

22-035	Commendation of Retiring Employee – Heidi Dombeck (29 years).....	057
22-036	Commendation of Retiring Employee – Laura Rivera (2 years).....	058
22-037	Commendation of Retiring Employee - Mark Terhune (21 years).....	059

BIDS AND CONTRACTS

22-038	Increase Andersen Construction Contract Value for Guaranteed Maximum Price for Portland Metropolitan Workforce Training Center.....	060
--------	---	-----

BOARD

22-039	Appointment of Delegates to Attend the Oregon Community College Association (OCCA) 2021 Community College Annual Conference in Sunriver, OR from November 3-5, 2021	063
--------	--	-----

6:40 PM	Non-Consent Agenda (Vote will be by poll of the Board of Directors)	
22-040	PCC Covid Vaccine Mandate.....	064

7:20 PM	Board Business	
	Presidential Search Firm Selection: Motion to be made for selection of Presidential Search Firm	

8:10 PM	Public Comment on Non-Agenda Items	
	Persons wishing to make public comment on agenda items can request a time slot by using this link . Details and directions can be found at the link.	

8:25 PM	Reports	
	<ul style="list-style-type: none">• Student Update— Mohasin Biswas Manab, Student Board Member• PCC Federation of Classified Employees (AFT Local 3922)—Jeff Grider, President• PCC Federation of Faculty and Academic Professionals (AFT Local 2277)—Frank Goulard, President• Board Members	

9:00 PM	Adjournment	
---------	--------------------	--

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 Board of Director's Office at least 48 hours in advance by calling (971) 722-4365 or by email at boardmember@pcc.edu.

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

August 19, 2021
Via remote access

BOARD MEETING MINUTES

ATTENDANCE

Mohamed Alyajouri, Laurie Cremona Wagner, Tiffani Penson, Dan Saltzman, Michael Sonnleitner, Kristi Wilson, Serin Bussell, Mohasin Biswas Manab

EXECUTIVE SESSION

The board met in accordance with ORS 192.660 (2), (a) employment of a public official, (d) labor negotiations, and (i) evaluation of the CEO.

WORK SESSION

The board met in work session and received updates on the 2022 Bond planning, policy, ethics, and further updates from the Chair.

CALL TO ORDER

Chair Alyajouri called the Business Meeting to order at 6:22 pm.

APPROVAL OF THE AGENDA

The August 19, 2021 agenda was approved as published. Sonnleitner/Penson

Alyajouri – Yes	Penson – Yes	Wilson – Yes
Bussell - Yes	Saltzman - Absent	
Cremona Wagner - Yes	Sonnleitner – Yes	

APPROVAL OF THE MINUTES

The July 15, 2021 and August 10, 2021 minutes were approved as published.

Sonnleitner/Wilson

Alyajouri – Yes	Penson – Yes	Wilson – Yes
Bussell - Yes	Saltzman - Absent	
Cremona Wagner - Absent	Sonnleitner – Yes	

INFORMATION SESSIONS

President's Updates – Mark Mitsui

President Mitsui discussed the student survey and introduced Clackamas Community College Board of Directors, Irene Konev, who spoke on vaccine mandates. Mitsui announced PCC's In-Service and the PCC Foundation's Big Give Day.

Limelight on Learning – Jessica Bernards, Faculty, Mathematics

Jessica Bernards presented on flipped classroom models, embedded study skills, and her success implementing those in her classrooms.

PUBLIC COMMENT ON AGENDA ITEMS

Topic: COVID Vaccine Mandate, Resolution 22-029

Christina Baumann, MD, MPH, Lisa Fragala, Cathie Paniagua, Frank Goulard, Beth Gafur, Davina Ramirez, Teri Mills, Gale Czerski, Jaime Rodriguez

BUSINESS SESSION

Motion made from the floor to send Director Cremona Wagner to the Oregon Community College Association Board Training September 23-24, 2021 in Independence, OR. Penson/Sonnleitner

Alyajouri – Yes

Penson – Yes

Wilson – Yes

Bussell – Yes

Saltzman – Yes

Cremona Wagner - Yes

Sonnleitner – Yes

Chair Alyajouri proposed approval of Resolutions 22-012 through 22-025 and 22-027 through 22-028. Sonnleitner/Bussell

Alyajouri – Yes

Penson – Yes

Wilson – Yes

Bussell – Yes

Saltzman – Yes

Cremona Wagner - Yes

Sonnleitner – Yes

Chair Alyajouri proposed approval of amended Resolution 22-026.

Saltzman/Sonnleitner

Alyajouri – Yes

Penson – Yes

Wilson – Yes

Bussell – Yes

Saltzman – Yes

Cremona Wagner - Yes

Sonnleitner – Yes

Director Cremona Wagner moved to postpone the vote on Resolution 22-029. Cremona Wagner/Bussell

Alyajouri – No

Penson – Yes

Wilson – Yes

Bussell – Yes

Saltzman – Yes

Cremona Wagner - Yes

Sonnleitner – No

PUBLIC COMMENT ON NON AGENDA ITEMS

Julie Hastings.....Cutting staff salaries during a pandemic, bargaining transparency, and making my ESOL classroom safe for me and my students.

Nico Judd.....Cuts to COLAs for faculty and staff.

Bonni Goldberg..... Concern regarding the way bargaining is progressing.

Shelley Smith..... Attempts by Cabinet to cut COLA for employees.

Vincent Blanco..... Introduce Union to New Board Members.

Vincent Blanco.....Essential Pay for Custodians

Taylor Gehweiler..... Labor negotiations and COLA bargaining

Amanda Davis.....COLA bargaining

Janet Di Grazia..... Raises and Covid protection for staff/fac

REPORTS

PCC Federation of Classified Employees (AFT Local 3922): Jeff Grider, President

A lot of other people have said stuff that I was going to say. We typically have our Executive Council meetings in the evening, which was particularly hard for some Classified employees who work early mornings and that impacts their ability to be here, provide public comment, and simply observe board meetings. I want to point out, because I hear from a lot of my colleagues, we have a situation where you can't carry more than a year's worth of vacation time – use it or lose it. That was extended in the first year of the pandemic, and that was not something I believe administration was willing to do again. I would be remiss if I did not bring that concern forward to the elected leaders. Many of my fellow employees are going to lose significant amounts of earned vacation time, because of the obligation they feel to work. It's a thankless job to be a public servant/elected official, and I thank you all for doing it, and I include people like Mark Mitsui, who while you are well compensated, I'm sure it is not enough for the time that you put in. We, as the Classified Federation, will be engaging in our annual planning retreat.

PCC Federation of Faculty and Academic Professionals: Frank Goulard, President
Folks like Jessica Bernards giving her wonderful presentation, her partner in work Wendy Fresh, doing the flipped classrooms for untold hours, totally unpaid just a labor of love for them to transmit their infectious enthusiasm for creating better ways to learn. I want to address the 90 day window within which if there is a demand to bargain, labor law dictates us to have that. It makes the need of employees more visible. At PCC, we consider that a non-issue. We want to be there to support the College. As long as the College upholds their word in regards to flexibility and health and safety, we are fine going forward. I want to let you know that there shouldn't be a fear of delay. We have conducted many surveys and there is widespread support for a vaccine mandate. As far as the no cuts to COLA, that is critical. We are asking you to honor the original 2.5% for each of the next two years.

District Student Council (DSC) – Mohasin Biswas Manab

There are no major updates from my side, but something to keep in mind is that the Fall Term will quite important as the student government reorganization takes place. The main objectives of the reorganization are to better understand what student government will look like and shared governance between the students and administration who will work together to be more responsible within the community. We also aim for the student government to have a greater presence at PCC and to find voices that are representative across institutions to embody.

Board Members:

Director Sonnleitner

The means by which we seek to attain any goal is interrelated to both the goal itself and the evolving culture within which future policies are created and implemented, but simply the process by which PCC's no mandate policy was formulated and decided upon, in my opinion, reflects a culture that is too often devoid of opportunities for widespread discussion and shows little respect for those who are directly affected by a decision. With regards to PCC's current no mandate policy, there was no widespread consultation with PCC's board, unions, or any other effective parties. Surveys and

listening sessions are not enough for democratic values to thrive. Feelings of disempowerment are more lethal to those values than COVID could ever hope to be. Whether the PCC Board authorizes a COVID vaccine mandate or not, is from my point of view, not the most important issue; but is far more basic that we respect one another enough to include as many people in the decision-making process as may be practically possible. The cultural future of PCC as an institution of higher education, and as a manifestation of the community in community college is at issue. Every decision this board makes ripples as a precedent into the future, not only impacting humankind in this small puddle of a powerful country, but by extension throughout the entire world. For the sake of helping humankind become more beautifully both human and kind, let us learn to better treat one another as we would want to be treated ourselves. Let us more seriously commit to building a collaborative culture of Diversity, Equity, and Inclusion among ourselves. That's my wish and I hope we can share it.

Director Saltzman

In working to get this resolution on mandates passed, I have been really unimpressed with the technological savvy with which our meetings are run. Why don't we stream? Every governing body in the world streams, but we for some reason we don't, so by next meeting can we stream our meetings live? We had a two-minute video from Representative Lisa Nelson sent over today and yet it couldn't be shown to us when she was called because it was too hard to do technologically. For an institution that prides itself on being a trendsetter, I am distinctly unimpressed with our technology and the ways we run our own meetings. Our own bylaws say we should encourage active public participation to ensure opportunities for a diverse range of community views. The community views we had represented tonight were maybe 100 people. Our service district is maybe over a million. Mr. President can you make that happen?

ADJOURNMENT

There being no further business, the meeting adjourned at 9:24 pm.

Mohamed Alyajouri, Chair

Mark Mitsui, President

Prepared by:

Jeannie Moton, Executive Coordinator

Minutes approved on September 23, 2021.

September 23, 2021

22-030

APPROVAL OF PERSONNEL ACTIONS

PREPARED BY: The Human Resources Department Staff

APPROVED BY: Alisa Hampton, Manager, Human Resources
Lisa Bledsoe, Associate Vice President, Human Resources
Sylvia Kelley, Executive Vice President
Mark Mitsui, President

STRATEGIC THEMES:

- Belonging: Transform our learning culture toward creating a sense of belonging and well-being for every student
- Delivery: Redefine time, place, and systems of educational delivery to create a more learner-centric ecosystem
- Workforce: Respond to community and workforce needs by developing a culture of agility
- Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: Approval of Personnel Actions

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

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

Academic Professional Appointment (Temporary)– **Amanda Sanford**

Student Conduct and Retention Coordinator

Student Affairs

Annual Salary: \$57,494 Grade: 5 Step: 2

Effective: August 9, 2021 to December 21, 2021

Applicant Flow: Article 3.64 Recruitment

Academic Professional Appointment (Temporary)– **Julie Stocker**

Community Resource Specialist (Opening Doors Coordinator) @ 0.5 FTE

Student Affairs

Annual Salary: \$69,085 @ .5 FTE Grade: 3 Step: 11

Effective: July 21, 2021 to June 30, 2022

Applicant Flow: Article 3.64 Recruitment

Administrative Appointment– **Michelle Bagley**

Program Dean, Library Services

Academic Affairs

Annual Salary: \$120,963 Grade: N

Effective: August 21, 2021

Applicant Flow:		Ethnicity	
Gender			
13	Female	0	American Indian or Alaska Native
10	Male	0	Asian
0	Not Disclosed	1	Black or African American
		2	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		1	Not Disclosed
		0	Two or More Selections
		19	White
		23	Total

Administrative Appointment (Non-General Fund)– **Efrain Rivas-Flores**

TRIO Director (Program Manager II)

Student Affairs

Annual Salary: \$76,543 Grade: K

Effective: September 1, 2021

Applicant Flow: Lateral Placement in lieu of layoff

Faculty Appointment– **Jennifer Bringhurst**

Instructor, Radiography

Academic Affairs

Annual Salary: \$61,137 Step: 3

Effective: August 21, 2021

Applicant Flow:

Gender		Ethnicity	
4	Female	0	American Indian or Alaska Native
1	Male	0	Asian
0	Not Disclosed	0	Black or African American
		0	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		1	Not Disclosed
		0	Two or More Selections
		4	White
		5	Total

Faculty Appointment– **Pauline Burcham**

Instructor, American Sign Language

Academic Affairs

Annual Salary: \$61,137 Step: 3

Effective: August 21, 2021

Applicant Flow:

Gender		Ethnicity	
7	Female	0	American Indian or Alaska Native
5	Male	1	Asian
0	Not Disclosed	2	Black or African American

0	Hispanic/Latino
0	Native Hawaiian or Other Pacific Islander
1	Not Disclosed
2	Two or More Selections
6	White
<hr/> 12	Total

Faculty Appointment– Amy Cole

Instructor, Radiography

Academic Affairs

Annual Salary: \$61,137 Step: 3

Effective: August 21, 2021

Applicant Flow:

Gender

Ethnicity

4	Female	0	American Indian or Alaska Native
1	Male	0	Asian
0	Not Disclosed	0	Black or African American
		0	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		1	Not Disclosed
		0	Two or More Selections
		4	White
		<hr/> 5	Total

Faculty Appointment– Rochelle Mascarenhas

Instructor, Dental Assisting

Academic Affairs

Annual Salary: \$61,137 Step: 3

Effective: August 21, 2021

Applicant Flow:

Gender

Ethnicity

3	Female	0	American Indian or Alaska Native
0	Male	1	Asian
0	Not Disclosed	0	Black or African American
		0	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		0	Not Disclosed
		0	Two or More Selections
		2	White
		<hr/> 3	Total

Faculty Appointment (Temporary)– Anne Mortensen

Instructor, Nursing

Academic Affairs

Annual Salary: \$61,137 Step: 3

Effective: August 21, 2021 to June 20, 2022

Applicant Flow:		Ethnicity	
Gender			
5	Female	0	American Indian or Alaska Native
2	Male	2	Asian
1	Not Disclosed	1	Black or African American
		0	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		2	Not Disclosed
		0	Two or More Selections
		3	White
		<hr/> 8	Total

Faculty Appointment (Temporary)– Linda Paulson
Instructor, Management & Supervisory Development
Academic Affairs

Annual Salary: \$63,126 Step: 4
Effective: August 21, 2021 to August 20, 2022
Applicant Flow: Article 3.64 Recruitment

Faculty Appointment (Temporary)– Jenny Sasser
Instructor, Gerontology
Academic Affairs

Annual Salary: \$61,137 Step: 3
Effective: August 21, 2021 to August 20, 2022
Applicant Flow: Article 3.64 Recruitment

**ETHNIC AND GENDER DESCRIPTION OF STAFF
PROPOSED TO BE HIRED IN THE SEPTEMBER 23, 2021 PERSONNEL REPORT**

Female	10
Male	1
Not Disclosed	0
	<hr/> 11

American Indian/Alaskan Native	0
Asian	1
Black or African American	1
Hispanic/Latino	1
Native Hawaiian/Pacific Islander	0
Not Disclosed	1
Two or More Selections	0
White	7
	<hr/> 11

September 23, 2021

22-031

APPROVAL OF COMPENSATION FOR FACULTY AND
ACADEMIC PROFESSIONAL EMPLOYEES FOR
SEPTEMBER 1, 2021 THROUGH AUGUST 31, 2023

PREPARED BY: Cheryl Belt, Employee and Labor Relations Director,
Human Resources

APPROVED BY: Eric Blumenthal, Vice President, Finance and Administration
Sylvia Kelley, Executive Vice President
Mark Mitsui, President

STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college
enterprise

REPORT: The College and Federation of Faculty and Academic
Professionals have reached a tentative agreement to
retain the originally negotiated compensation package for
2021-2023 that was previously approved by the Board of
Directors on December 19, 2019.

RECOMMENDATION: That the Board of Directors approve the Compensation
Package as follows:

Academic Professionals:

- 2.5% Structure October 1, 2021 and October 1, 2022.
- Additional 3% Structure October 1, 2022.

Part-time Faculty:

- Two additional steps based on 67% of the FT steps, AY 2021-22.
- Two additional steps based on 70% of the FT steps, AY 2022-23.

Full-time Faculty:

- 2.5% Structure October 1, 2021 and October 1, 2022.
- In addition, adjustment to 3% between steps, AY 2022-23.

September 23, 2021

22-032

APPROVAL OF COMPENSATION FOR CLASSIFIED
EMPLOYEES FOR JULY 1, 2021 THROUGH JUNE 30, 2023

PREPARED BY: Cheryl Belt, Employee and Labor Relations Director, Human Resources

APPROVED BY: Eric Blumenthal, Vice President, Finance and Administration
Sylvia Kelley, Executive Vice President
Mark Mitsui, President

STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: The College and Federation of Classified Employees have reached a tentative agreement to retain the originally negotiated compensation package for 2021-2023 that was previously approved by the Board of Directors on December 19, 2019.

RECOMMENDATION: That the Board of Directors approve the Compensation Package for Classified employees as follows:

- 2.5% Structure July 1, 2021 and July 1, 2022.
- Additional 3% Structure July 1, 2022.

September 23, 2021

22-033

EXECUTIVE, MANAGEMENT AND CONFIDENTIAL
SALARY AND BENEFIT ADJUSTMENTS FOR
FY 2021-22

PREPARED BY: Lisa Bledsoe, Associate Vice President, Human Resources

APPROVED BY: Sylvia Kelley, Executive Vice President
Mark Mitsui, President

STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: This resolution adjusts the salary structure for Management, Confidential and Executive employees of the College and authorizes increases to the base salary of each individual employed in these three employee groups.

Survey data from multiple sources during the current year has been reviewed. The data comes from the Portland Area Cross Industry Survey, Government/Education (Milliman); Northwest Management Salary Survey, Government/Education (Milliman); and the World at Work Salary Budget Survey, Education/Western US. The data from these sources show an average structure adjustment of 2.1% and an average individual incumbent salary adjustment of 2.5%.

RECOMMENDATION: That the Board of Directors approve for FY 2021-2022 the following adjustments:

An increase of 2.1% to the salary structure; plus

An increase of 2.5% applied to the salaries of each individual management, confidential and executive employee.

All such adjustments to be applied in accordance with Human Resources practice and to be effective as of the first pay period of FY 2021-2022.

That the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall remain at:

Employee	\$773
Employee + Spouse/ Partner	\$1416
Employee + Child(ren)	\$1315
Family	\$1667

September 23, 2021

22-034

COLLEGE PRESIDENT COMPENSATION FOR FY
2021-2022

PREPARED BY: Lisa Bledsoe, Associate Vice President, Human Resources

APPROVED BY: Sylvia Kelley, Executive Vice President
Mohamed Alyajouri, Board Chair, PCC Board of Directors

STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: This resolution is to adjust the compensation of the President for FY 2021-2022.

The Board has expressed the desire to provide an adequate compensation package for the College President. An adjustment to the College President's salary is recommended to maintain consistency with FY 2021-2022 salary increases previously approved for other managers of the College.

RECOMMENDATION: That the Board of Directors approve the following adjustment to the compensation package of the College President:

That the President's salary for FY2021-2022 shall be increased retroactively to \$293,296.

That the Chair is authorized to execute the revised contract on behalf of the Board, subject to approval as to form by the College's legal counsel.

September 23, 2021

22-035

COMMENDATION OF RETIRING EMPLOYEE –
HEIDI DOMBEK

PREPARED BY: Michelle Lee, HRIS Specialist, Human Resources

APPROVED BY: Lisa Bledsoe, Associate Vice President, Human Resources
Mark Mitsui, President

REPORT: Heidi Dombek has performed faithfully in her duties as OSS 2, OSS 4, Office Assistant 2, Facilities Coordinator, Campus Scheduling Coordinator and Facilities Scheduling Coordinator for Portland Community College since October 15, 1992. She retires effective September 20, 2021.

Belonging: Transform our learning culture toward creating a sense of belonging and well-being for every student by developing and supporting a culture where all faculty and staff feel regularly acknowledged, inspired, engaged, and supported by each other and the college.

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

September 23, 2021

22-036

COMMENDATION OF RETIRING EMPLOYEE –
Laura Rivera

PREPARED BY: Melissa Morton, HRIS Specialist, Human Resources

STRATEGIC THEME: Belonging: Transform our learning culture toward creating a sense of belonging and well-being for every student by developing and supporting a culture where all faculty and staff feel regularly acknowledged, inspired, engaged, and supported by each other and the college.

APPROVED BY: Jennifer de Laix, Director, Human Resources
Mark Mitsui, President

REPORT: Laura Rivera has performed faithfully in her duties as Manager, Facilities Support Services for Portland Community College since January 07, 2019. She retires effective August 31, 2021.

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

September 23, 2021

22-037

COMMENDATION OF RETIRING EMPLOYEE -
Mark Terhune

PREPARED BY: Melissa Morton, HRIS Specialist, Human Resources

STRATEGIC THEME: Belonging: Transform our learning culture toward creating a sense of belonging and well-being for every student by developing and supporting a culture where all faculty and staff feel regularly acknowledged, inspired, engaged and supported by each other and the college.

APPROVED BY: Jennifer de Laix, Director, Human Resources
Mark Mitsui, President

REPORT: Mark Terhune has performed faithfully in his duties as Media Services Technician for Portland Community College since September 07, 2010. He retires effective September 20, 2021.

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

September 23, 2021

22-038

INCREASE ANDERSEN CONSTRUCTION CONTRACT
VALUE FOR GUARANTEED MAXIMUM PRICE FOR
PORTLAND METROPOLITAN WORKFORCE
TRAINING CENTER

PREPARED BY: John MacLean, Finance and Procurement Manager,
Planning & Capital Construction

FINANCIAL
RESPONSIBILITY: Linda Degman, Director, Planning & Capital Construction

APPROVED BY: Sylvia Kelley, Executive Vice President
Mark Mitsui, President

STRATEGIC THEME:

- Belonging: Transform our learning culture toward creating a sense of belonging and well-being for every student
- Delivery: Redefine time, place, and systems of educational delivery to create a more learner-centric ecosystem
- Workforce: Respond to community and workforce needs by developing a culture of agility
- Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: The 2017 Bond Program identified the replacement of the existing buildings that comprise the Portland Metropolitan Workforce Training Center (PMWTC) as a priority. The existing buildings were built in 1957 and 1989 and prior to being purchased by PCC in 1998 were in use as a VFW Hall and a grocery store. Minimal improvements have been made over the years and there is a need to replace them with a purpose built 40,000 – 50,000 square foot facility that will provide classrooms, meeting rooms, event space, staff offices, and space for service partners such as the State of Oregon Department of Human Services. The total project budget is estimated at \$36.3M and the construction budget is estimated at \$26.5M.

On February 27, 2020, per Board Resolution 20-105, the Board of Directors authorized the College to enter a

contract with Andersen Construction for a not to exceed fee of \$165,000 for preconstruction services for the replacement of the existing Metro Center with a new building.

At its January 21, 2021 meeting the board approved resolution 21-094 to increase the pre-construction fee to \$449,444 to allow trade partners to be brought on early.

At its March 4, 2021 meeting the board approved resolution 21-113 to further increase the pre-construction fee to \$879,388 to allow more trade partners to be brought on early.

At its May 20, 2021 meeting the board approved resolution 21-167 for a final increase in the pre-construction fee to \$1,510,021 to allow the last batch of trade partners to be brought on early.

Andersen Construction has now submitted the Guaranteed Maximum Price for the total project. The GMP is \$26,348,406 and incorporates all prior amendments. P&CC staff have reviewed and recommend acceptance.

At this point Andersen is projecting that \$8,242,650 of the GMP will go to firms with COBID or other accepted certifications representing 31% of the value. The breakdown is shown below

Certification	Value
Minority Business Enterprise	\$4,169,299
Women Owned Business Enterprise	\$4,181,158
Emerging Small Businesses	\$232,498
Disadvantaged Business Enterprises	\$2,100,695

The amounts in the table do not match the total as firms

may have multiple certifications.

Andersen has committed to working with P&CC staff to meet workforce and apprenticeship goals. Andersen will implement a PCC approved Respectful Workplace program on this project.

RECOMMENDATION: That the Board of Directors authorize PCC to execute the GMP with Andersen Construction for \$26,348,406 plus a 10% contingency for a total of \$28,983,246. Funding will be from the 2017 Bond funds

September 23, 2021

22-039

APPOINTMENT OF DELEGATES TO ATTEND THE
OREGON COMMUNITY COLLEGE ASSOCIATION
(OCCA) 2021 COMMUNITY COLLEGE ANNUAL
CONFERENCE IN SUNRIVER, OR FROM
NOVEMBER 3-5, 2021

PREPARED BY: Jeannie Moton, Executive Coordinator, Office of the President

APPROVED BY: Mark Mitsui, President

STRATEGIC THEME: Enterprise: Cultivate a long-term sustainable college enterprise
Belonging: Transform our learning culture toward creating a sense of belonging and well-being for every student

REPORT: In accordance with Board Policy B 210, the Board of Directors recognizes the benefits derived by the College through membership in various educational organizations and from attendance of directors at state and national meetings which deal with community college issues. The Chair and Vice Chair have considered a slate of delegates to attend the OCCA Annual Conference in Sunriver, OR, from November 3-5, 2021.

RECOMMENDATION: That the Board of Directors appoint Mohamed Alyajouri, Michael Sonnleitner, and Kristi Wilson to represent the College at the OCCA Annual Conference.

September 21, 2021

22-040

PCC COVID VACCINE MANDATE

PREPARED BY: Cabinet Leadership
Mark Mitsui, President

SUBMITTED BY: Mark Mitsui, President

MANDATE: This resolution is in response to the PCC Board of Directors vote to develop a vaccine mandate proposal for consideration.

This proposed mandate approaches a COVID vaccine mandate as part of a holistic response to COVID prevention. Governor Brown and the Oregon Health Authority have adopted rule 333-019-1025 mandating universal mask use in public indoor settings throughout the State of Oregon with an indeterminate timeline. In addition, Oregon OSHA has adopted rules that include other protective provisions such as infection control, cleaning, notification of exposure, and ventilation. PCC has adopted these rules institutionally and are actively enforcing them.

Key findings from student survey and other data sources:

- The data provided by the survey has produced additional information on the impact of a mandate for the PCC student population
- 76.1% of survey respondents indicated that they are already vaccinated (3620/4756).
- Per the most recent student survey, a vaccine mandate is likely to increase the PCC student vaccination rate by 1.7%.
- 13.2% of survey respondents indicated that a vaccine mandate would make them less likely to become vaccinated.
- 6.2% of respondents indicated they would pursue exceptions.
- In terms of a high-level equity analysis, racial disparities in vaccination rates may be higher than previously thought. The relatively high overall vaccination rate of 76.1% appears to be largely driven by the high vaccination rate of White

students (2226/2626 or 84.8-%). By comparison, Black/African American respondents indicated a vaccination rate of 40.5-% (119/294) and Latino/a/x respondents indicated a vaccination rate of 63.5% (582/916).

- There were also variations by race regarding the potential impact of a vaccine mandate on a student's likelihood of becoming vaccinated. For example, 40% of Native Hawaiian/Pacific Islander respondents indicated that a mandate would make them less likely to become vaccinated. In contrast, 5.8% of white respondents indicated that a mandate would make them less likely to become vaccinated. All categories of students of color reported a higher than 5.8% response rate regarding increased reluctance to vaccination due to a mandate.
- Another difference by race was the lower likelihood of unvaccinated students of color to enroll in in-person courses, if a mandate is implemented. For example, 35.3% of Native American/American Indian/Alaska Native respondents would be less likely to enroll in in-person classes compared to 5.4% of white students.
- The PCC Board authorizes the vaccine mandate and in keeping with BP 213 and BP 2410, delegates the authority to implement the mandate to the PCC President and staff.
- Health and safety protocols that promote prevention and mitigation of disease will meet or exceed Oregon Health Authority and Oregon OSHA rules, including, but not be limited to, face covering, physical distancing, frequent hand washing, cleaning, sanitizing, air handling, and ventilation along with daily symptom self-checks for students coming to campus.

Vaccine Mandate Proposal

1. The PCC Board of Directors delegates to the president and college administration the authority to define the populations this mandate applies to students, employees, visitors, etc.
2. Unless superseded by external mandates, included but not limited to federal rules or a Governor's Executive Order, the mandate will apply to students attending courses that meet in person for any portion of the class on college property and any students coming to campus for in-person support services or to participate in activities. This will allow

continued vaccination education and outreach to unvaccinated students taking remote and online courses, who do not intend to come to campus.

3. The mandate will apply to employees who teach or provide services at any college property, subject to bargaining with the Federations. Unless superseded by external mandates, including but not limited to federal rules or a Governor's Executive Order, an employee vaccine mandate should allow for a deferral of a vaccine requirement for employees that are not working on campus.
4. PCC Administration, unless superseded by external mandates, will be delegated the authority to develop an appropriate definition of "College property".
5. In order to have timely communication with students, and to avoid potential "breach of contract" claims associated with a vaccine mandate enacted after registration begins, PCC should notify students of the vaccination requirement at the beginning of, or prior to, any registration period.
6. Culturally specific outreach and education efforts and vaccine clinics conducted at PCC sites will continue.
7. Upon implementation, in order to perform an equity analysis of this policy decision, disaggregated data on vaccination rates and disenrollment of students due to lack of vaccination will be assessed and reported to the board. A similar equity analysis will be conducted for employees.
8. PCC will individually review medical and religious exceptions requests to confirm they are fully completed and all supporting documentation is included, unless external mandates dictate otherwise.



Summer 2021 Student Pulse Survey Report

This report was updated September 17, 2021 to include additional data in Section 2 and Section 3.

Survey Context:

On September 1st, 2021, a third “pulse survey” was distributed to 51,171 PCC students, covering three distinct subpopulations of students:

- 8,723 prospective students, specifically students admitted to PCC but have not yet enrolled;
- 30,531 currently registered students, specifically student with active registration for Summer or Fall terms;
- 11,917 stopped out students, specifically students who were enrolled in a credit program but stopped enrolling at some point since Spring 2020 (our first term in remote operations).

Of the 51,171 students who were invited to complete the pulse survey, 4,756 students responded (9.3% response rate overall). Respondents were asked to identify a single choice or the “main reason” for their responses. Our intention for using pulse surveys is to engage quickly with our community related to emerging decisions in a rapidly shifting environment. Collecting data in this way allows us to quickly solicit, synthesize and disseminate student feedback, as well as compare responses at different points in time as we progress through our COVID response.

This survey included two questions, plus our routine demographics section. The survey highlights are summarized in two sections.

Page 2 - Section 1 of this report shows the responses to our two multiple-choice questions, including responses disaggregated by popula

Page 3 - Section 2 of this report shows, using response grids, the distribution of response combinations to the two questions, displayed by population group.

Page 12 - Section 3 of this report shows responses for Question 1 and 2 by population group.

If you have questions about PCC’s reopening status and planning, please visit <https://www.pcc.edu/coronavirus/>, or contact covidquestions@pcc.edu.

Section 1: Total Responses to Questions 1 and 2

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

	I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
All Responses (n=4,756)	3620	79	186	111	133	627
100%	76.1%	1.7%	3.9%	2.3%	2.8%	13.2%

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

	I would be more likely to take in-person classes in winter 2022.	No change. I would be no more or less likely to take in-person classes in winter 2022	I would be less likely to take in-person classes in winter 2022.
All Responses (n=4,756)	2110	1476	1170
100%	44.4%	31.0%	24.6%

Section 2: Response distribution by population group

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

All Responses		I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
(n=4,756)		3620	79	186	111	133	627
I would be more likely to take in-person classes in winter 2022.	2110	43.0%	0.7%	0.2%	0.1%	0.1%	0.1%
No change. I would be no more or less likely to take in-person classes in winter 2022.	1476	27.1%	0.7%	1.2%	0.6%	1.1%	0.4%
I would be less likely to take in-person classes in winter 2022.	1170	6.0%	0.2%	2.5%	1.6%	1.6%	12.6%

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

Hispanic, Latino/a/x?							
(Yes)		I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
(n=916)		582	23	26	15	23	247
I would be more likely to take in-person classes in winter 2022.	349	36.5%	1.3%	0.0%	0.1%	0.1%	0.1%
No change. I would be no more or less likely to take in-person classes in winter 2022.	220	21.2%	0.9%	0.5%	0.2%	1.1%	0.1%
I would be less likely to take in-person classes in winter 2022	347	5.9%	0.3%	2.3%	1.3%	1.3%	26.7%

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

Which of the following best describes you?				I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
Asian or Asian American		I'm already vaccinated.	I would be more likely to get vaccinated.				
(n=427)		352	11	8	8	4	44
I would be more likely to take in-person classes in winter 2022.	182	41.7%	0.7%	0.0%	0.2%	0.0%	0.0%
No change. I would be no more or less likely to take in-person classes in winter 2022.	128	27.2%	1.6%	0.5%	0.7%	0.0%	0.0%
I would be less likely to take in-person classes in winter 2022	117	13.6%	0.2%	1.4%	0.9%	0.9%	10.3%

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

Which of the following best describes you?		I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
Black or African American							
(n=294)		119	5	14	5	6	145
I would be more likely to take in-person classes in winter 2022.	65	19.4%	1.0%	1.0%	0.3%	0.0%	0.3%
No change. I would be no more or less likely to take in-person classes in winter 2022.	55	13.9%	0.7%	1.0%	0.3%	1.4%	1.4%
I would be less likely to take in-person classes in winter 2022	174	7.1%	0.0%	2.7%	1.0%	0.7%	47.6%

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

Which of the following best describes you?		I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
Do not wish to identify							
(n=775)		515	18	62	29	37	114
I would be more likely to take in-person classes in winter 2022.	288	35.2%	0.9%	0.3%	0.1%	0.3%	0.4%
No change. I would be no more or less likely to take in-person classes in winter 2022.	234	23.4%	1.2%	2.5%	0.6%	1.5%	1.0%
I would be less likely to take in-person classes in winter 2022	253	7.9%	0.3%	5.3%	3.0%	3.0%	13.3%

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

Native American, American Indian or Alaska Native		I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
	(n=116)	119	5	14	5	6	145
I would be more likely to take in-person classes in winter 2022.	65	30.2%	1.7%	0.0%	0.0%	0.0%	0.0%
No change. I would be no more or less likely to take in-person classes in winter 2022.	55	20.7%	0.9%	0.9%	0.9%	0.0%	0.0%
I would be less likely to take in-person classes in winter 2022	174	5.2%	0.9%	2.6%	0.9%	0.0%	35.3%

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

Which of the following best describes you?							
Native Hawaiian or Other Pacific Islander		I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
(n=50)		26	0	0	1	3	20
I would be more likely to take in-person classes in winter 2022.	9	16.0%	0.0%	0.0%	2.0%	0.0%	0.0%
No change. I would be no more or less likely to take in-person classes in winter 2022.	13	24.0%	0.0%	0.0%	0.0%	2.0%	0.0%
I would be less likely to take in-person classes in winter 2022	28	12.0%	0.0%	0.0%	0.0%	4.0%	40.0%

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

Which of the following best describes you?				I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
Multiracial or Biracial		I'm already vaccinated.	I would be more likely to get vaccinated.				
(n=468)		317	8	15	11	6	111
I would be more likely to take in-person classes in winter 2022.	176	36.8%	0.9%	0.0%	0.0%	0.0%	0.0%
No change. I would be no more or less likely to take in-person classes in winter 2022.	130	25.6%	0.4%	0.6%	0.0%	0.6%	0.4%
I would be less likely to take in-person classes in winter 2022	162	5.3%	0.4%	2.6%	2.4%	0.6%	23.3%

Question 1.

If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated?

Question 2.

If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022?

Which of the following best describes you?		I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
White or Caucasian							
(n=2,626)		2226	33	83	55	77	152
I would be more likely to take in-person classes in winter 2022.	1353	50.4%	0.6%	0.2%	0.1%	0.2%	0.1%
No change. I would be no more or less likely to take in-person classes in winter 2022.	889	30.2%	0.5%	1.1%	0.6%	1.1%	0.2%
I would be less likely to take in-person classes in winter 2022	384	4.1%	0.2%	1.9%	1.3%	1.6%	5.4%

Section 3: Responses by population group

Question 1: If the college implements a vaccination requirement for the Winter 2022 term, how likely would you be to get vaccinated? (n=4,756)	I'm already vaccinated.	I would be more likely to get vaccinated.	I would likely apply for an exemption due to medical and/ or religious reasons.	I would likely apply for an exemption due to philosophical reasons.	No exemption and no change. I would be no more or less likely to get vaccinated.	I would be less likely to get vaccinated.
Hispanic Latino/a/x (n=916)*	63.5%	2.5%	2.8%	1.6%	2.5%	27.0%
Asian or Asian American (n=427)	82.4%	2.6%	1.9%	1.9%	0.9%	10.3%
Black or African American (n=294)	40.5%	1.7%	4.8%	1.7%	2.0%	49.3%
Do not wish to identify (n=775)	66.5%	2.3%	8.0%	3.7%	4.8%	14.7%
Native American, American Indian, or Alaska Native (n=116)	56.0%	3.4%	3.4%	1.7%	0.0%	35.3%
Native Hawaiian or other Pacific Islander (n=50)	52.0%	0.0%	0.0%	2.0%	6.0%	40.0%
White (n=2,626)	84.8%	1.3%	3.2%	2.1%	2.9%	5.8%
Multiracial or Biracial (n=468)	67.7%	1.7%	3.2%	2.4%	1.3%	23.7%

* Hispanic Latino/a/x responses overlap with other response groups on this table.

Question 2: If the college implemented a vaccination requirement for Winter 2022 term, how likely would you be to take in-person classes in winter 2022? (n=4,756)	I would be more likely to take in-person classes in winter 2022.	No change. I would be no more or less likely to take in-person classes in winter 2022.	I would be less likely to take in-person classes in winter 2022
Hispanic Latino/a/x (n=916)*	38.1%	24.0%	37.9%
Asian or Asian American (n=427)	42.6%	30.0%	27.4%
Black or African American (n=294)	22.1%	18.7%	59.2%
Do not wish to identify (n=775)	37.2%	30.2%	32.6%
Native American, American Indian, or Alaska Native (n=116)	31.9%	23.3%	44.8%
Native Hawaiian or other Pacific Islander (n=50)	18.0%	26.0%	56.0%
White (n=2,626)	51.5%	33.9%	14.6%
Multiracial or Biracial (n=468)	37.6%	27.8%	34.6%

* Hispanic Latino/a/x responses overlap with other response groups on this table.

Board of Directors Goals 2019-2020

Diversity, Equity and Inclusion

Strategic Goal: Ensure that the Board of Directors and the President both advance Diversity, Equity and Inclusion in measurable and strategic ways.

- PCC increases the recruitment, hiring and retention of employees of color.
- PCC increases the awarding of contracts to MWESB companies.
- The PCC Board of Directors will establish and implement a way of including DE & I into the policy making process and other key board functions.

Equitable Student Success

Strategic Goal: The board holds itself and the college president accountable for improving equitable student success.

- PCC improves access, retention, and completion rates for all students and reduces and then eliminates disparities in these rates for low-income students and students of color.
- Board members utilize personal and professional networks to establish new strategic partnerships that bring new resources to the goal of improving outcomes for students (e.g., resources that address student housing and food insecurity, the PCC Campaign for Opportunity, etc.)

.....

Mission Fulfillment

Strategic Goal: Through the development of policy, a strong relationship with the college president and effective public advocacy, ensure that Portland Community College is well positioned to meet the current and future needs of the communities it serves:

- Engage, at the board level, in the PCC Strategic Planning Process and prepare for the board role in the next accreditation visit.
- Continue to engage in coordinated, strategic advocacy with city, county, regional, state and federal governments.
- Continue strategic oversight of critical college performance through the Audit Committee, dashboard review, budget presentations, evaluation of the president, etc.
- Evaluate the PCC President relative to his work plan.

.....

The PCC Board of Directors met for a retreat on July 26, 2019. From that meeting a working agreement was established. This is that agreement:

- Treat each other with respect
- Plan agenda thoughtfully
- Listen with an empathic mind and heart
- Be prepared
- Be honest, act with integrity
- Create a positive working environment
- Call in/Call out
- Be aware of impact as well as intent
- Conduct effective meetings
- Stay true to board goals
- Stay engaged
- Reference Legacy Goals in meetings

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.