



PORTLAND COMMUNITY COLLEGE BOARD OF DIRECTORS

# Business Meeting



October 19, 2023



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) 722-7268 or by email at [boardmember@pcc.edu](mailto:boardmember@pcc.edu), please use ACCESSIBILITY in the subject line.

# Board of Directors Goals 2022-2023

## Belonging

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

- Monitor the recruitment, hiring, and retention of employees of color.
- Monitor the awarding of contracts to D/M/W/ESB/SDV companies.
- Integrate diversity, equity, and inclusion into its policymaking processes and all
- board functions.
- Support a people-centered approach to the well-being of students and staff.

## Delivery

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

- Monitor semiannual performance on access, retention, and completion rates for all students; while reducing and eliminating disparities in these rates for low-income students and students of color.
- 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.).
- Support the president in Workplace Transformation.

## Enterprise

**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:

- Hire and on-board PCC's 8th President and communicate the PCC governance structure.
- Support successful on-boarding of the president.
- Engage in strategic advocacy with city, county, regional, state, and federal governments.
- Support successful passage for the 2022 Bond Measure.
- Engage in Board development by participating in evaluations, professional development, and training.
- Support the strategies around the accreditation recommendations and actively contribute to a successful accreditation cycle.

## Workforce

**Strategic Goal:** Advocate for workforce development.

- Understand strategic-level workforce data to support the alignment of pathways to close talent and opportunity gaps and move students into quality, livable wage careers, increasing economic mobility.
- Advocate for and support state and federal investments in community colleges to promote equitable workforce development.

### The PCC Board of Directors Working Agreement:

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

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

October 19, 2023

Sylvania Campus

12000 SW 49<sup>th</sup> Avenue, Portland, OR 97219, CC Building, Rooms 233 A/B

Streaming Link: <https://portlandcc.zoom.us/j/98902071160>

Or Telephone: +1 669 444 9171 or +1 669 900 6833 US

Webinar ID: 989 0207 1160

**AGENDA**

5:00 PM **DINNER** (*Invite Only*)

5:00 PM **WORK SESSION** **OAK/ELM ROOMS**

- [Financial Plan - ERP](#)
- [Work Plan Q1 Report](#)
- Board Meeting Schedule
- Board Goals for 2023-2024

6:40 PM **BUSINESS SESSION**

**Call to Order**

- Land Acknowledgment
- Approval of Agenda — October 19, 2023
- Approval of Minutes — September 21, 2023

6:45 PM **SWEARING IN OF OFFICIALS**

- Swearing in of Elected Official: Mari Watanabe, Zone 4

6:55 PM **PRESIDENT'S UPDATES**

- President's Reports
  - Recognitions
  - Other College Updates
    - Chief Information Officer, Michael Northover
    - Administration & Finance, Eric Blumenthal
      - [Key Financial Ratio Analysis](#)
      - [Budget Report Q1](#)
    - Academic Affairs, Dr. Katy Ho
    - Student Affairs, Dr. José DeLa Cruz
    - Strategy, Policy and Integrated Planning, Kurt Simonds
    - People Strategy, Equity, and Culture, Dr. Howard Croom

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](mailto:boardmember@pcc.edu).

- [Personnel Action Report](#), Dr. Steven Nakana

7:45 PM

## **INFORMATION SESSIONS**

**DELIVERY:** Policy Governance Task Force Update – Dr. Adrien Bennings

8:05 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. Deadline for signups: Wednesday, October 18 at 5:00 pm.

8:20 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 act on the item in question.)

### PERSONNEL

24-047	Commendation of Retiring Employee- Dorothy Carver (22 Years) .....	067
24-048	Commendation of Retiring Employee- Alan Meeker (31 Years) .....	068
24-049	Commendation of Retiring Employee- Felesia Otis (16 Years) .....	069

### **Continuous Appointments:**

24-050	Continuous Appointment: Faculty .....	070
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### CONTRACTS

24-051	Contract Approval for District Wide Space Utilization Survey to Arcadis Architects (USA) Inc.....	071
24-052	Authorization to Contract for Customized Program Evaluation Software and Services with Gray Associates.....	072
24-053	Authorization to Lease Print Equipment from Insight Investments Inc Using a Cooperative Procurement.....	073
24-054	Contract Approval for Rock Creek Library Remodel Design to Bric Architecture.....	074

### BOARD

24-055	Appointment of Additional Delegate to Attend the 2023 OCCA Annual Conference In Sunriver, Oregon November 1-3.....	075
24-056	Approve Portland Community College 2023-2024 President's Goals.....	076

8:25 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. Deadline for signups: Wednesday, October 18 at 5:00 pm.

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](mailto:boardmember@pcc.edu).

8:40 PM

**REPORTS**

- Student Update—Nathaniel Kung, Student Board Trustee
- 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

9:05 PM

**ADJOURNMENT**

September 21, 2023

**BOARD MEETING MINUTES**  
**Sylvania Campus**

**ATTENDANCE**

Serin Bussell, Laurie Cremona Wagner, Greg McKelvey, Tiffani Penson, Dan Saltzman, Kien Truong, Kristi Wilson, Nathaniel Kung

**BUSINESS SESSION**

Prior to further business, Chair Cremona Wagner requested that each board member state the preferences of Zone 4 applicants initially noted after the Special Session on September 12, for compliance and transparency.

Cremona Wagner –	Penson – Watanabe,	Wilson – Watanabe
Watanabe	Williams	
Bussell – Lewis, Williams,	Saltzman – Watanabe,	
Watanabe	Williams, Lewis	
McKelvey – Abstained	Truong – Watanabe	

Chair Cremona Wagner called the Business Meeting to order at 6:00 pm and shared the Land Acknowledgement. The September 21, 2023 agenda was approved as published. Saltzman/Penson

Cremona Wagner – Yes	Penson – Yes	Wilson – Yes
Bussell – Yes	Saltzman – Yes	
McKelvey – Yes	Truong – Yes	

The August 17, 2023 minutes were approved as published. Saltzman/Truong

Cremona Wagner – Yes	Penson – Yes	Wilson – Yes
Bussell – Yes	Saltzman – Yes	
McKelvey – Yes	Truong – Yes	

The September 12, 2023 Special Session minutes were approved as published. Saltzman/Truong

Cremona Wagner – Yes	Penson – Yes	Wilson – Yes
Bussell – Yes	Saltzman – Yes	
McKelvey – Yes	Truong – Yes	

**RECOGNITION**

Dr. Bennings recognized Director Serin Bussell for her time and service on the Board of Directors as the Zone 4 Representative. Also recognized was Kahlil Zonoozy for 34 years of service at PCC. Acknowledgements regarding Hispanic Heritage Month were provided. Recognition of all PCC staff members, with special thanks for all work done in preparation for fall term, was noted as well.

## **PRESIDENT'S UPDATES**

Dr. Bennings provided college updates and called on Dr. Steve Nakana to present the [Personnel Action Report](#).

## **INFORMATION SESSIONS**

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

[Affordable Housing Request for Information](#) – Mike Matthews, Director, Procurement & Contract Services; Rebecca Ocken, Director, Planning & Capital Construction.

## **PUBLIC COMMENT ON AGENDA ITEMS**

Michael Sonnleitner – OCCA conference attendance; in-person

## **CONSENT AGENDA**

Chair Cremona Wagner proposed approval of Resolutions 24-035 through 24-045.  
Penson/Bussell

Cremona Wagner – Yes

Penson – Yes

Wilson – Yes

Bussell – Yes

Saltzman – Yes

McKelvey – Yes

Truong – Yes

## **NON-CONSENT AGENDA**

Chair Cremona Wagner proposed approval of Resolution 24-046. Wilson/Truong

Cremona Wagner – Yes

Penson – No

Wilson – Yes

Bussell – No

Saltzman – Yes

McKelvey – Abstained

Truong – Yes

## **PUBLIC COMMENT ON NON-AGENDA ITEMS**

Michael Sonnleitner – Welcome of new board member, an appeal to return to pre-COVID meeting sign-up practices for in-person Public Comments AND to schedule for a PCC Board Business Meeting a discussion of the Report regarding the implementation of Multiple Measures regarding PCC Developmental Education students; in-person

## **REPORTS**

Reports were provided by Student Board Member Nathaniel Kung on behalf of the District Student Council; Frank Goulard, PCC Federation of Faculty and Academic Professionals (AFT Local 2277); Jeff Grider, PCC Federation of Classified Employees (AFT Local 3922); and Board Members Truong, Wilson, Penson, Bussell

## **ADJOURNMENT**

There being no further business, the meeting adjourned at 8:31 pm.

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Laurie Cremona Wagner, Chair

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Dr. Adrien L. Bennings, President

Prepared by:

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Jennifer Hamlin, Board Coordinator

Minutes approved on October 19, 2023



October 19, 2023

24-047

COMMENDATION OF RETIRING EMPLOYEE - DOROTHY  
MARIE CARVER (22 YEARS)

PREPARED BY: Samantha Post Uiterweer, People Data & Systems Specialist,  
People Strategy, Equity, and Culture

APPROVED BY: Julie Kinney, People Data & Systems Manager, People  
Strategy, Equity, and Culture  
Dr. Steven Nakana, Vice President, People Strategy,  
Equity, and Culture  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Belonging: Transform our learning culture toward creating a  
sense of belonging and well-being for every student.

REPORT: Dorothy Marie Carver has performed faithfully in her duties as  
an Instructor for Mathematics for Portland Community College  
since September 1, 2001. She retires effective October 1,  
2023.

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

October 19, 2023

24-048

COMMENDATION OF RETIRING EMPLOYEE - ALAN  
MEEKER (31 YEARS)

PREPARED BY: Samantha Post Uiterweer, People Data & Systems Specialist,  
People Strategy, Equity, and Culture

APPROVED BY: Julie Kinney, People Data & Systems Director, People  
Strategy, Equity, and Culture  
Dr. Steven Nakana, Vice President, People Strategy,  
Equity, and Culture  
Dr. Adrien L. Bennings, President

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

REPORT: Alan Meeker has performed faithfully in his duties as a Public  
Safety Officer at Portland Community College since September  
21, 1992. He retires effective September 29, 2022.

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

October 19, 2023

24-049

COMMENDATION OF RETIRING EMPLOYEE - FELESIA  
OTIS (16 YEARS)

PREPARED BY: Samantha Post Uiterweer, People Data & Systems Specialist,  
People Strategy, Equity, and Culture

APPROVED BY: Julie Kinney, People Data & Systems Manager, People  
Strategy, Equity, and Culture  
Dr. Steven Nakana, Vice President, People Strategy,  
Equity, and Culture  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Belonging: Transform our learning culture toward creating a  
sense of belonging and well-being for every student.

REPORT: Felesia Otis has performed faithfully in her duties as an  
Instructor for the Alcohol and Drug Program and Instructor for  
Alcohol and Drug Counseling for Portland Community College  
since May 10, 2007. She retires effective July 1, 2023.

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

October 19, 2023

24-050

CONTINUOUS APPOINTMENT: FACULTY

PREPARED BY: Snehal Patil, People Partner, People Strategy, Equity and Culture

APPROVED BY: Dr. Steven Nakana, Vice President, People Strategy, Equity, and Culture  
Dr. Adrien Bennings, President

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

REPORT: The President RECOMMENDS that the following Academic Professionals, having fulfilled the required probationary period, be granted continuous appointment, effective September 1, 2023:

RECOMMENDATION:	<u>Continuous Appointments</u>	<u>Job Title</u>
	Laura Cardwell	Instr/Econ
	Erik Peterson	Instr/Auto Body Rep

October 19, 2023

24-051

CONTRACT APPROVAL FOR DISTRICT WIDE SPACE  
UTILIZATION SURVEY TO ARCADIS ARCHITECTS (USA)  
INC.

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

FINANCIAL  
RESPONSIBILITY: Rebecca Ocken, Director, Planning & Capital Construction

APPROVED BY: Eric Blumenthal, Executive Vice President, Administration and Finance  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Delivery: Redefine time, place, and systems of educational delivery to create a more learner-centric ecosystem; Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: The 2022 Bond Program includes funding for updating classrooms and other college spaces to meet current and future needs. As part of this process the College needs to have an up-to-date utilization survey to create a baseline of how space is currently being used.

On August 8, 2023, the Request for Proposals (RFP) was advertised in the Daily Journal of Commerce, State of Oregon (OregonBuys), BidLocker, Portland Observer, and the Portland Business Tribune. In addition, P&CC staff reached out to all identified COBID registered firms who could provide these services. At the proposal closing time of 2:00 PM September 26, 2023 one (1) proposal was received. No proposals were received from COBID registered firms. The College does not believe that reopening the solicitation will increase the number of proposals.

The proposed fee of \$348,934 has been reviewed by P&CC and acceptance is recommended.

There is no COBID participation on this contract. Arcadis is a full-service firm with no subconsultants.

RECOMMENDATION: That the Board of Directors authorize PCC to execute a contract with Arcadis Architects (USA) Inc, for the District Wide Space Utilization Survey, for up to \$383,827 which includes a 10% contingency. Funding will be from the 2022 Bond.

October 19, 2023

24-052

AUTHORIZATION TO CONTRACT FOR CUSTOMIZED  
PROGRAM EVALUATION SOFTWARE AND SERVICES  
WITH GRAY ASSOCIATES

PREPARED BY: Michael Mathews, Director, Procurement & Contracting

FINANCIAL  
RESPONSIBILITY: Dr. Katy Ho, Vice President Academic Affairs

APPROVED BY: Dr. Adrien L. Bennings, 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 college needs to contract with Gray Associates for customized data-informed academic program evaluation and management. These services are critical to supporting the success of our students by turning academic program data into actionable insights that drive transformation and keep critical resources focused on educational priorities. Gray Associates and their software provide value-based demand for academic programs in our markets, including over 50 metrics on student demand, employment opportunities, competition, and degree fit. The software also will analyze the revenue, cost, and margins of our academic programs and courses. Data on faculty workloads and academic performance is also provided.

Pursuant to the College Public Contracting Rule CCR-212, the College may enter into a contract without further competition for Proprietary Software.

Currently, no firms registered with Oregon COBID provide this custom program evaluation software.

RECOMMENDATION: The Portland Community College Board of Directors authorizes the College to enter into a contract for four additional years for a total cost of \$407,376.00.

October 19, 2023

24-053

AUTHORIZATION TO LEASE PRINT EQUIPMENT FROM  
INSIGHT INVESTMENTS INC USING A COOPERATIVE  
PROCUREMENT

PREPARED BY: Michael Mathews, Director, Procurement & Contracting

FINANCIAL  
RESPONSIBILITY: Amber Mendel, Director, Auxiliary Services

APPROVED BY: Eric Blumenthal, Executive Vice President Administration &  
Finance  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: 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 College has the need to maintain existing printer leases  
and add new printing equipment across the College. The  
College continues to phase out and move printers from  
previous lease contracts to this new four year insight lease  
agreement. The total cost over the lease term is \$619,413.00

The contract will be entered into utilizing Choice Partners  
Cooperative Contract 22/043KN-07. ORS 279A.200-225 and  
the Community College Rules of Procurement CCR.205 permit  
the College to utilize this cooperative contract.

Insight Investments is not registered with the Oregon  
Certification Office for Business Inclusion and Diversity.

RECOMMENDATION: The Board of Directors authorizes the College to lease printing  
equipment with Insight Investments for a term of 4 years at a  
total cost of \$619,413.00

October 19, 2023

24-054

CONTRACT APPROVAL FOR ROCK CREEK LIBRARY  
REMODEL DESIGN TO BRIC ARCHITECTURE

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

FINANCIAL  
RESPONSIBILITY: Rebecca Ocken, Director, Planning & Capital Construction

APPROVED BY: Eric Blumenthal, Executive Vice President, Administration and Finance  
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Delivery: Redefine time, place, and systems of educational delivery to create a more learner-centric ecosystem; Enterprise: Cultivate a long-term sustainable college enterprise

REPORT: The 2022 Bond Program includes funding for updating classrooms and other college spaces to meet current and future needs. Prior to the COVID pandemic P&CC had engaged Bric Architecture to design a remodel of the Rock Creek Library to better accommodate student and staff needs. This project was placed on hold through the pandemic and is now ready to be restarted.

As part of the 2022 Bond the College issued an RFP to create a list of Architects on a price agreement for Design Services. Bric Architecture is one of five firms selected as a result of that process. Because Bric had carried out the earlier work, they were asked to provide a proposal for the current phase of the project.

The proposed fee of \$264,040 has been reviewed by P&CC and acceptance is recommended.

Bric is a women owned firm that has sized out of the Oregon COBID program. 20% (\$52,850) of the proposed fee will go to COBID certified subconsultants.

RECOMMENDATION: That the Board of Directors authorize PCC to execute a contract with Bric Architecture for the Rock Creek Library Remodel Design, for up to \$290,444 which includes a 10% contingency. Funding will be from the 2022 Bond.



October 19, 2023

24-055

APPOINTMENT OF ADDITIONAL DELEGATE TO ATTEND  
THE 2023 OCCA ANNUAL CONFERENCE IN SUNRIVER,  
OREGON NOVEMBER 1 - 3

PREPARED BY: Jennifer Hamlin, Board Coordinator, Office of the President

FINANCIAL  
RESPONSIBILITY: Dr. Adrien L. Bennings, President

APPROVED BY: Dr. Adrien L. Bennings, President  
Laurie Cremona Wagner, Chair, PCC Board of Directors

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: 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 1 - 3, 2023.

RECOMMENDATION: That the Board of Directors approves Mari Watanabe to attend the 2023 OCCA Annual Conference, in addition to the three (3) previously approved attendees, in order to assist with onboarding.

October 19, 2023

24-056

APPROVE PORTLAND COMMUNITY COLLEGE 2023-  
2024 PRESIDENT'S GOALS

PREPARED BY: Jennifer Hamlin, Board Coordinator, Office of the President

APPROVED BY: Dr. Adrien L. Bennings, President  
Laurie Cremona Wagner, Chair

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;  
ENTERPRISE Cultivate a long-term sustainable college enterprise; WORKFORCE Respond to community and workforce needs by developing a culture of agility.

REPORT: In accordance with Section 11 of the President's contract, which states:

On or after July 1 of each fiscal year, the Board will establish professional goals for the PRESIDENT and goals for the COLLEGE. The PRESIDENT will submit her recommended goals to the Board, and the Board and the PRESIDENT will confer about them before final adoption by the Board. The goals will be established by resolution at a public meeting. Members of the Board will be given opportunity to comment on proposed goals prior to adoption by the Board.

The proposed goals and priorities for the President's Annual Workplan were informed by the Board of Directors and President's Cabinet: During the August 26, 2023, Board Retreat and August 30, 2023, President's Cabinet Retreat Dr. Bennings presented a high-level overview of her workplan focusing on four key areas: Student Success, Operational Excellence, Culture, and College Relations. Further discussion and engagement included activities to identify key priorities within each area.

The proposed workplan reflects the collective input of various stakeholders aligned with the College's Mission, strategic plan, and Achieving the Dream scope of work.

The Board of Directors reviewed the President's proposed goals at the October 19, 2023 Board Work Session.

The Board of Directors reviewed the proposed goals at the October 19, 2023 Board Work Session.

A summary of those goals is presented here:

- **STUDENT SUCCESS:** To champion the priority of student success, aimed at elevating the well-being and achievements of our students.
  - Guided Pathways
  - Academic Program Sustainability
  - Strategic Enrollment Planning
  - Student Basic Needs
- **OPERATIONAL EXCELLENCE:** To increase effectiveness and efficiency through continuous improvement
  - ERP Assessment & Transition Planning
  - 2025–2028 Strategic Planning
  - Comprehensive Human Resources Study
  - Policy Governance Administration Task Force
- **CULTURE:** To elevate a human-centered approach intended to promote a positive, collaborative, and inclusive organizational culture and work environment.
  - Contract Negotiations
  - Workplace Transformation
  - Marketing and Communications
- **COLLEGE RELATIONS:** To strengthen partnerships and relationships with various stakeholders in the community.
  - Community Engagement & Outreach
  - Business and Industry Partnerships for Workforce Development
  - Enhanced Communication & Branding Strategy

RECOMMENDATION: That the Board of Directors approve the 2023-2024 President's Goals as presented.

It is against the College's policy for any manager, supervisor, faculty member, staff member, or student to engage in prohibited harassment or discrimination of any member of the College community. PCC adheres to all federal, state, and local civil rights laws and regulations prohibiting discrimination in public institutions of higher education, including 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; Titles I and II of the Americans with Disabilities Act of 1990 (as amended); the Age Discrimination in Employment Act, the Uniformed Service Employment and Reemployment Rights Act, and all applicable federal, state, and local civil rights laws. PCC does not discriminate against any employee, applicant for employment, student, or applicant for admission on the 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 including protections for those opposing discrimination or participating in any resolution process on campus, with the Equal Employment Opportunity Commission or other human rights agencies. This policy covers nondiscrimination in both employment and access to educational opportunities. Therefore, any member of the PCC community who acts to deny, deprive, or limit the educational or employment and/or social access, benefits, and/or opportunities of any member of the PCC community, guest, or visitor on the basis of their actual or perceived membership in the protected classes listed above is in violation of PCC's policy on nondiscrimination.