



**Portland
Community
College**

Board of Directors

AGENDA

September 19, 2013

Vision

Building futures for our Students and Communities

Mission

Portland Community College advances the region's long-term vitality by delivering accessible, quality education to support the academic, professional, and personal development of the diverse students and communities we serve.

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 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

Goals

Access: Access to learning opportunities will be expanded through the cultivation of community and business partnerships.

Diversity: Lifelong learning opportunities will be accessible to all and enriched by the diversity of our students, faculty and staff.

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

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

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

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

BUSINESS SESSION
September 19, 2013
Rock Creek Campus, Building 9, Room 122 B and C
BOARD OF DIRECTORS
PORTLAND COMMUNITY COLLEGE
12000 S.W. 49th Avenue
Portland, Oregon

AGENDA

- 5:00 PM **Work Session** – Building 5, Room 136
- ACCT Update
 - OCCA/OPC Update
- 6:00 PM **Board Dinner** – Building 9, Room 122 A
- 6:45 PM **Executive Session** - in accordance with ORS 192.660 (2), in accordance with ORS 192.660 (2), (a) Employment of a Public Official, (d) Labor Negotiation, (e) Real Property Transactions, (f) Information Exempt from Public Disclosure (Attorney-Client Privilege), and (h) Litigation
- 7:45 PM **Call to Order** – Building 9, Room 122 B and C
- ♦ Introductions
 - ♦ Approval of Board Business Meeting Minutes – August 15, 2013
 - ♦ Approval of Agenda
- 7:50 PM **Information Session**
- ♦ Board and College Policies – Randy McEwen and Jeffrey Condit (5 minutes)
 - ♦ Board Meeting Notification Policy – Wing-Kit Chung (5 minutes)
 - ♦ Disabilities Services – Dr. Chris Chairsell and Kaela Parks (10 minutes)
 - ♦ Rock Creek Campus Update – Dr. Birgitte Ryslinge (5 minutes)
- 8:20PM **Public Comment on Agenda Items** (A sign-up sheet is on a table at the entrance of the meeting room.)
- 8:25 PM **Business Meeting**

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.)

Academic Professional Appointments:

Stephen Arthur, Student Leadership Coordinator,
Office of the Dean of Student Development,
Sylvania Campus

Tara Cooper, New Student Orientation and Advising
Specialist, Office of the Dean of Student
Development, Rock Creek Campus

Amanda Gallo, Academic Advising Specialist, Allied
Health, Emergency and Legal Services
Division, Cascade Campus

Kelly Love-Geiger, College Success Coach, Office of
the Dean of Instruction and Student
Development, Southeast/Extended Learning
Campus, (Non-General Fund Temporary)

Clifford Meeks, Multicultural Center Assistant
Coordinator, Office of the Dean of Student
Development, Sylvania Campus, (Temporary)

Joshua Peters-McBride, Student Leadership
Coordinator, Office of the Dean of Instruction
and Student Development, Southeast/
Extended Learning Campus

Michael Pichay, College Success Coach, Office of the
Dean of Instruction and Student Development,
Southeast/Extended Learning Campus, (Non-
General Fund Temporary)

Susan Wilson, Academic Support Specialist,
Academic and Student Affairs

Administrative Appointments

Jennifer Alkezweeny, Interim Director of Grant
Development, Academic and Student Affairs,
(Temporary)

Ken Dodge, Interim Director of Workforce
Development Programs – Washington County,
Workforce, Economic and Community
Development Division, Southeast/Extended
Learning Campus, (Temporary)

Jill Dunaway, Accounts Payable Manager,
Administrative Services

Amber Quinn, Library Supervisor, Academic and
Student Affairs

Faculty Appointment:

Andrea Allison, Instructor, Nursing, Health
Professions, Early Childhood Education and
Physical Education Division, Sylvania Campus,
(Temporary)

Tinah Bazin-Quintana, Instructor, Nursing, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Michael Bene, Instructor, English for Speakers of Other Languages, Adult Basic Skills and Career Technology Education Division, Southeast/Extended Learning Campus, (Temporary)

Val Brennies, Instructor Environmental Studies/Biology, Science and Technology Division, Rock Creek Campus

Douglas Byrd, Instructor, Political Science, Social Science and Health Division, Rock Creek Campus

Hilary Campbell, Instructor, Building Construction Technology, Business, Applied Technology and College Prep Division, Rock Creek Campus

Loren Cushing, Instructor, Sociology, Social Science and Health Division, Rock Creek Campus

Magda D'Angelis-Morris, Instructor, Dental Assisting, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

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

Tammy Dowd, Counselor, Academic and Student Affairs, (Temporary)

Heather Griffo, Instructor, Business Administration, Business, Computer Technology and Real Estate Division, Sylvania Campus

Teri Grimmer, Instructor, Business Administration, Business, Applied Technology and College Preparation Division, Rock Creek Campus, (Temporary)

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

Tera Hoffman, Counselor, Office of the Dean of Student Development, Sylvania Campus, (Temporary)

General Johnson, Instructor, Health Education, Science and Engineering Division, Sylvania Campus, (Temporary)

Mona Johnson, Instructor, Psychology, Social Science Division, Sylvania Campus, (2 Term Daily Rate)

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

Aaron Livingston, Instructor, Biology, Liberal Arts and Sciences Division, Southeast/Extended Learning Campus

Jillian Lomax, Instructor, Dental Assisting, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Homayoun Louie, Instructor, Dental Laboratory Technology, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus, (Temporary)

Hannah Love, Instructor, Philosophy, Communications and Humanities, Rock Creek Campus

Rita Luetkenhaus, Instructor, Mathematics, Mathematics and Industrial Technology Division, Sylvania Campus, (Temporary Job Share)

Michael Mackel, Instructor, Chemistry, Liberal Arts and Sciences Division, Southeast/Extended Learning Campus

Kate Malone, Instructor, Foods and Nutrition, Social Science and Health Division, Rock Creek Campus

Kathy Mauser, Instructor, Nursing, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Patty McCoy, Instructor, ABE/GED, Business, Applied Technology and College Prep Division, Rock Creek Campus

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

Walter Meier, Instructor, Paralegal, Allied Health, Emergency and Legal Services Division, Cascade Campus, (Temporary)

Joni Meisner, Instructor, Computer Applications and Office Systems, Business, Computer Technology and Real Estate Division, Sylvania Campus

Gregg Meyer, Instructor, Engineering, Science and Engineering Division, Sylvania Campus, (Temporary)

Kathleen Noss, Counselor, Academic and Student Affairs, (Temporary)

Aaron Payette, Instructor, Biology, Science and Engineering Division, Sylvania Campus

Trace Phillis, Instructor, Diesel Service Technology, Science and Technology Division, Rock Creek Campus

Tanya Pluth, Instructor, Composition and Literature, Liberal Arts and Pre-College Programs Division, Cascade Campus, (Temporary)

Jonathan Riker, Instructor, Chemistry, Science and Engineering Division, Sylvania Campus

Rebecca Robinson, Instructor, Management and Supervisory Development, Liberal Arts and Sciences Division, Southeast/Extended Learning Campus, (Temporary)

Mary Schatz, Instructor, Computer Applications and Office Systems, Business, Computer Technology and Real Estate Division, Sylvania Campus

Joel Schoening, Instructor, Sociology, Social Sciences Division, Sylvania Campus, (Temporary)

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

Benjamin Simon, Instructor, Biology, Science and Engineering Division, Sylvania Campus

Felita Singleton, Counselor, Academic and Student Affairs, (Temporary Job Share)

Tatiana Snyder, Instructor, Psychology, Social Sciences Division, Sylvania Campus, (Temporary)

Thomas Songer, Instructor, Mathematics, Mathematics and Industrial Technology Division, Sylvania Campus, (Temporary Job Share)

Rachel Stone, Instructor, Psychology, Social Science and Health Division, Rock Creek Campus, (Temporary Job Share)

Greta Swanson, Instructor, Mathematics, Mathematics and Industrial Technology Division, Sylvania Campus, (Temporary)

Carmen Thompson, Instructor, History, Social Sciences Division, Sylvania Campus, (Temporary)

Kathryn Van Beeck, Instructor, Nursing, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Alexander Vins, Instructor, Machine Manufacturing Technology, Mathematics and Industrial Technology Division, Sylvania Campus, (Temporary)

Sally Von Entress, Instructor, Trades, Arts and Professions Division, Cascade Campus, (Temporary)

Jonathan Wherry, Instructor, Mathematics, Math, Aviation and Industrial Technology Division, Rock Creek Campus

Terry Wynkoop, Instructor, Nursing, Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Rosemary Zhang, Instructor, English for Speakers of Other Languages, Business, Applied Technology and College Prep Division, Rock Creek Campus, (Temporary)

Retirees:

14-021	Commendation of Retiring Employee – David Bibbee	338
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14-023	Commendation of Retiring Employee – Ronald Smith	340

MISCELLANEOUS PERSONNEL

14-024	Continuous Appointments: Academic Professional.....	341
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BIDS/CONTRACTS

14-026	Delegate Authority to President to Negotiate Lease for Southeast Center Retail Spaces.....	343
14-027	Revise Contract Amount for GBD Architects to Provide Architectural Services for the Sylvania Campus Building Renovations for the 2008 Bond Program	345

14-028	Authorize Spending Authority Increase and a Two-Year Term Extension to Existing Requirements Contracts for the Bond Program	348
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BOARD

14-029	Appointment of Delegate to Attend the Oregon Community College Association (OCCA) Annual Conference at Resort at the Mountain, Welches, Oregon, October 24-26, 2013	350
14-030	Resolution to Approve Board Policy Revisions to Section B202 (First Reading)	351

8:30 PM **Public Comment on Non-Agenda Items** (A sign-up sheet is on a table at the entrance of the meeting room.)

8:35 PM **Reports**
 Faculty
 Classified
 Students
 Board Members
 President

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 PCC Disability Access Services at least 48 hours in advance at (971) 722-4341 (voice) or (503) 246-4072 (TTY). A sign-up sheet for those who wish to offer comments or testimony on any item will be available at the entrance of the meeting room.

PORTLAND COMMUNITY COLLEGE - BOARD OF DIRECTORS
12000 S.W. 49th Avenue - Portland, OR 97219

MINUTES

BOARD OF DIRECTORS BUSINESS MEETING
Sylvania Campus, Elm and Fir Rooms
August 15, 2013

BOARD ATTENDANCE

Board Members Present:

Chair Denise Frisbee, Vice Chair Deanna Palm, Jim Harper, Ken Madden,
Kali Thorne-Ladd

WORK SESSION

Director Harper discussed OCCA and the goals that were set for the year. He discussed a few issues that OCCA will review and present at the Annual Conference in October. Dr. Brown made references regarding the OPC meeting last week and the importance for PCC to stay engaged in the process of developing the funding model for community colleges. Director Harper discussed the idea of community colleges offering applied baccalaureate degrees. Director Palm asked if it would be beneficial to add this idea to the board goals. The board conferred that adding “national trends” would serve the purpose.

Director Ladd noted that Salem-Keizer School District is partnering with Chemeketa Community College to connect families to higher education. This is an opportunity to connect on the tuition equity bill.

Chair Frisbee asked for clarification on work session meeting times.

CALL TO ORDER

Chair Frisbee called the business meeting to order at 8:02 pm and invited all present to introduce themselves.

APPROVAL OF THE MINUTES

The July 17, 2013 Business Meeting minutes were approved as published. Palm/Ladd

The July 17, 2013 Work Session Notes were approved as published. Palm/Madden

APPROVAL OF THE AGENDA

The agenda was approved as published. Ladd/Harper

INFORMATION SESSION

Government Finance Officers Association Financial Reporting Award Presentation

Dr. Brown announced that for the 21st year the College's Financial Services Department was awarded the GFOA Award of Excellence for Financial Reporting to Jim Langstraat and his team, Jim Crofts and Sally Gregory.

Sylvania Campus Update

Dr. Linda Gerber, President, Sylvania Campus

Dr. Gerber provided an update to the Board on campus growth, services and programs for students, and some campus improvements. She presented a slide show to the group.

Veterans Services

Dr. Chris Chairsell, Dr. Narce Rodriguez, Dean of Student Development, Rock Creek; Chris Mann and Stephanie Cornes, Veterans Student Resource Center

Ms. Cornes updated the board on issues the Veteran's face when enrolling into PCC. She is a Veteran herself. Also reporting was Chris Mann, who helps Veterans navigate their way through the processes at PCC. Mr. Mann is also a Veteran. Dr. Narce Rodriguez reported that PCC has been selected by the Department of Veteran Affairs to participate in the Vet Success on Campus program, which means we will get a Full-Time counselor assigned to PCC at no cost to PCC. She acknowledged and thanked Ms. Cornes for testifying in Salem on this great news.

Child Care

Dr. Chris Chairsell, Christine Dundorf, Faculty, Child Development and Miriam Friedman, Dean of Students, Southeast

Ms. Friedman updated the Board members on the operations of the Childcare Centers including waitlist, rates, funding and services. The college submitted a CCampus grant which is a US Department of Education Federal Grant. CCampus stands for Child Care Accesses Meets Parents and School; it is a combination of childcare subsidies and wrap around support services. A lack of affordable and high quality childcare is a serious barrier to retention and completion.

Ms. Dundorf stated that the District has two Child Development Centers, at Sylvania and Rock Creek. Both are nationally accredited by the National Association for the Education of Young Children. PCC has 2 of the 27 programs accredited in Oregon. Both programs prepare children to be ready to succeed when they enter elementary school. The curriculum touches on all the major educational content areas for children as well as social interaction. The Sylvania Child Care center provides infant, toddler, and preschool care serving about 75 children each term. The services are provided to staff and students, 85% of the spots go to the PELL eligible students. Currently, there are 314 families on the wait list for Sylvania, most of whom will age out before their turn on the waitlist. The Rock Creek Child Development Center is a preschool only program and has 75 families on the wait list. Again, most children will age out before they reach their slot on the waitlist. This Center is moving towards a sliding scale fee.

Both Centers offer practicum placement for student teachers in the Child Development Centers. The Early Education Program offers certificate and the Associate of Applied

Science. The Early Education program at PCC is one of the largest in the state. It has approximately 450 students each year. PCC is one of three nationally accredited Associate of Applied Science degrees on the West Coast.

PUBLIC COMMENT ON AGENDA ITEMS

None

BUSINESS MEETING

Director Pitts proposed approval of Resolutions 14-014 through 14-019. (A numbering error was found, Resolution 14-013 was a repeat from the July 17, 2013 Board meeting, and was changed to 14-019, nothing else in the Agenda or Resolutions was affected.) The motion passed unanimously. Harper/Palm

PUBLIC COMMENT ON NON-AGENDA ITEMS

None

REPORTS

Faculty and AP Federation

Frank Goulard, President

Mr. Goulard made all aware of the importance of Summer term. He mentioned that there are a lot activities going on to prep for the Fall term and In Service. He is working with the Higher Education Coordinating Commission (HECC). He will report back with more on that at the next meeting.

Classified Federation

Deborah Hall, President

Ms. Hall welcomed the new President and the new director, Ken Madden. Classified had a planning retreat in June and one of the committees back in action for the fiscal year is the Affirmative Action committee. At the last meeting board meeting, Ms. Hall asked for assistance in this area, as it is of concern. She applauded the College for adding the positions in the Office of Equity and Inclusion. She serves the people that don't feel this, and wants to impress upon the college the importance of this subject and addressing concerns of these folks. The Classified group is getting ready for Labor Day on September 2; she invited everyone to Oaks Park for the annual picnic. Next Saturday, August 24, Portland is commemorating the 50th Anniversary of the March on Washington. PCC folks will be out supporting this event, all are invited to join.

Board Reports:

Director Ladd mentioned that Salem-Keizer School District is partnering with Chemeketa Community College on the tuition equity bill, and she sees it as a potential for PCC.

Chair Frisbee updated the group that Director Palmer is stepping down from the board effective immediately. He has served 16 years as a board member. She also mentioned that this is the last meeting for Dr. Gatewood, he will be missed.

District President Report:

Dr. Brown thanked board members for their attendance at various events. He recognized the work that faculty and staff do serving students year round. He also mentioned that a group of PCC officials will be visiting Columbia County on August 30. He invited everyone to be a part of the PCC Foundation Golf Invitational on September 18, 2013. He also reminded everyone that the College District In-Service is coming up in the same week on September 16, 2013.

ADJOURNMENT

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

NEXT MEETING

The next business meeting of the Portland Community College Board of Directors will be held on September 19, 2013 at 7:45 PM at the Rock Creek Campus.

Denise Frisbee, Board Chair

Dr. Jeremy Brown, President

Prepared by:

Jeannie Moton, Assistant to Board of Directors

Minutes approved on September 19, 2013

September 19, 2013

14-020

APPROVAL OF PERSONNEL ACTIONS

PREPARED BY: The Human Resources Department Staff

APPROVED BY: Dr. Jeremy Brown, President

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

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

1. Academic Professional Appointment-Stephen Arthur

Student Leadership Coordinator

Office of the Dean of Student Development, Sylvania Campus

Annual Salary: \$49,298 Grade: 5 Step: 3

Effective: August 21, 2013

Education: Oregon State University BS 2003
Environmental Science

Most Recent

Experience: Portland Community College
Club and Programs Specialist

Applicant Flow:	Gender	Ethnicity
57	Male	73 White (not of Hispanic Origin)
75	Female	14 Black or African American
10	Not Disclosed	12 Asian
		16 Hispanic/Latino
		1 American Indian/Alaskan Native
		1 Native Hawaiian/Pacific Islander
		4 Two or More Selections
		21 Not Disclosed
142	Total	142 Total

2. Academic Professional Appointment-Tara Cooper

New Student Orientation and Advising Specialist

Office of the Dean of Student Development, Rock Creek Campus

Annual Salary: \$42,805 @ .8 Grade: 3 Step: 3

Effective: August 12, 2013

Education: University of the Pacific MA 2011
Intercultural Relations
Mills College BA 1999

English Literature

Most Recent

Experience: American River College
Counseling and Matriculation Student Personnel
Assistant

Applicant Flow:	Gender	Ethnicity
27	Male	53 White (not of Hispanic Origin)
70	Female	3 Black or African American
2	Not Disclosed	6 Asian
		19 Hispanic/Latino
		1 Native Hawaiian/Pacific Islander
		2 Two or More Selections
		15 Not Disclosed
99	Total	99 Total

3. Academic Professional Appointment-Amanda Gallo

Academic Advising Specialist

Allied Health, Emergency and Legal Services Division, Cascade Campus

Annual Salary: \$41,994

Grade: 3

Step: 2

Effective: September 3, 2013

Education: Lewis and Clark College BA 1998
Psychology

Most Recent

Experience: Portland Community College
Academic Advisor (Casual)

Applicant Flow:	Gender	Ethnicity
32	Male	63 White (not of Hispanic Origin)
72	Female	9 Black or African American
7	Not Disclosed	6 Asian
		15 Hispanic/Latino
		1 American Indian/Alaskan Native
		3 Two or More
		14 Not Disclosed
111	Total	111 Total

4. Academic Professional Appointment (Non-General Fund Temporary)-

Kelly Love-Geiger

College Success Coach

Office of the Dean of Instruction and Student Development,

Southeast/Extended Learning Campus

Annual Salary: \$41,391 @ .8 FTE

Grade: 3

Step: 2

Effective: August 13, 2013 to June 30, 2015

Education: Portland State University MS 2009
Counseling
Reed College BA 2005
Psychology

Most Recent
Experience: Mt. Hood Community College
Advisor/Student Resource Specialist

Applicant Flow:	Gender	Ethnicity
22	Male	37 White (not of Hispanic Origin)
46	Female	4 Black or African American
5	Not Disclosed	5 Asian
		9 Hispanic/Latino
		2 Two or More Selections
		16 Not Disclosed
<hr/>		<hr/>
73	Total	73 Total

5. Academic Professional Appointment(Temporary)-Clifford Meeks

Multicultural Center Assistant Coordinator

Office of the Dean of Student Development, Sylvania Campus

Annual Salary: \$40,575 Grade: 3 Step: 1

Effective: August 26, 2013 to August 20, 2014

Education: National College of Natural Medicine ND 2010
Naturopathic Medicine
National College of Natural Medicine MS 2010
Oriental Medicine
Armstrong Atlantic State University MPH 2002
Public Health
Prairie View A & M University BS 1999
Biology

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

Applicant Flow: Article 3.64
Appointment

6. Academic Professional Appointment-Joshua Peters-McBride

Student Leadership Coordinator

Office of the Dean of Instruction and Student Development, Southeast/
Extended Learning Campus

Annual Salary: \$47,631 Grade: 5 Step: 2

Effective: August 21, 2013

Education: University of Montana BA 2009
Communication Studies

Most Recent
Experience: Portland Community College
Club and Programs Specialist

Applicant Flow: Gender		Ethnicity	
57	Male	73	White (not of Hispanic Origin)
75	Female	14	Black or African American
10	Not Disclosed	12	Asian
		16	Hispanic/Latino
		1	American Indian/Alaskan Native
		1	Native Hawaiian/Pacific Islander
		4	Two or More Selections
		21	Not Disclosed
<hr/>	142 Total	<hr/>	142 Total

7. Academic Professional Appointment (Non-General Fund Temporary)–

Michael Pichay

College Success Coach

Office of the Dean of Instruction and Student Development,
Southeast/Extended Learning Campus

Annual Salary: \$41,994@ .80 FTE Grade: 3 Step: 2

Effective: August 26, 2013 to June 30, 2015

Education:	Harvard University	MEd	2011
	Education		
	University of California	BA	2005
	Interdisciplinary Studies		
	El Camino Community College	AS	2002
	Business Administration		

Most Recent

Experience: Cristo Rey New York High School
Director of College Guidance

Applicant Flow: Gender		Ethnicity	
22	Male	37	White (not of Hispanic Origin)
46	Female	4	Black or African American
5	Not Disclosed	5	Asian
		9	Hispanic/Latino
		2	Two or More Selections
		16	Not Disclosed
<hr/>	73 Total	<hr/>	73 Total

8. Academic Professional Appointment-Susan Wilson

Academic Support Specialist
Academic and Student Affairs

Annual Salary: \$71,324

Grade: 4

Step: 16

Effective: August 19, 2013

Education:	Portland State University	MS	2012
	Writing		
	Portland State University	BA	1992
	Business Administration		
	Portland Community College	AAS	1986
	Business Administration		

Most Recent

Experience: Portland Community College
Academic Advising Coordinator

Applicant Flow:	Gender	Ethnicity
22	Male	42 White (not of Hispanic Origin)
37	Female	1 Black or African American
1	Not Disclosed	3 Asian
		4 Hispanic/Latino
		2 American Indian/Alaskan Native
		1 Native Hawaiian/Pacific Islander
		3 Two or More Selections
		4 Not Disclosed
	<hr/> 60 Total	<hr/> 60 Total

9. Administrative Appointment (Temporary)-Jennifer Alkezweeny

Interim Director of Grant Development
Academic and Student Affairs

Annual Salary: \$78,000

Grade: M

Effective: August 31, 2013 to June 30, 2014

Education:	Portland State University	MS	2002
	Communication Studies		
	University of Alaska	BA	1998
	Communications		

Most Recent

Experience: NELA Center for Student Success
Manager

Applicant Flow: Direct Appointment

10. Administrative Appointment (Temporary)-Ken Dodge
 Interim Director of Workforce Development Programs – Washington
 County
 Workforce, Economic and Community Development Division,
 Southeast/Extended Learning Campus
 Annual Salary: \$76,632 Grade: M
 Effective: July 1, 2013 to June 30, 2014
- Education: Portland State University MS 2004
 Educational Policy, Foundation and Administration
 University of Oregon BA 2000
 Political Science
- Most Recent
 Experience: Portland Community College
 Workforce Development Manager
- Applicant Flow: Direct Appointment
11. Administrative Appointment-Jill Dunaway
 Accounts Payable Manager
 Administrative Services
 Annual Salary: \$60,000 Grade: J
 Effective: August 13, 2013
- Education: Warner Pacific College BS 2012
 Business Administration and Accounting
 Wharton County Junior College AAS 1983
 Data Processing/Accounting
- Most Recent
 Experience: Portland Community College
 Accounts Payable Lead
- Applicant Flow: Gender Ethnicity
- | | | | |
|-------|---------------|-------|--------------------------------|
| 7 | Male | 24 | White (not of Hispanic Origin) |
| 19 | Female | 1 | Asian |
| 1 | Not Disclosed | 1 | Two or More Selections |
| | | 1 | Not Disclosed |
| <hr/> | | <hr/> | |
| 27 | Total | 27 | Total |
12. Administrative Appointment-Amber Quinn
 Library Supervisor
 Academic and Student Affairs
 Annual Salary: \$45,000 Grade: F
 Effective: August 19, 2013

Education: San Jose State University MLIS 2007
 Master in Library Information Systems
 University of Utah BA 2000
 History

Most Recent
 Experience: City of Tualatin – Public Library
 Library Assistant

Applicant Flow: Gender		Ethnicity	
27	Male	66	White (not of Hispanic Origin)
59	Female	2	Black or African American
5	Not Disclosed	8	Hispanic/Latino
		5	Two or More Selections
		10	Not Disclosed
<hr/> 91 Total		<hr/> 91 Total	

13. Faculty Appointment (Temporary)-Andrea Allison

Instructor, Nursing
 Health Professions, Early Childhood Education and Physical Education
 Division, Sylvania Campus
 Annual Salary: \$61,011 Step: 7
 Effective: September 1, 2013 to June 20, 2014

Education: Washington State University MN 2009
 Nursing
 Gonzaga University BSN 1991
 Nursing
 Columbia Basin College ADN 1981
 Nursing

Most Recent
 Experience: Carrington College
 Instructor, Nursing

Applicant Flow: Gender		Ethnicity	
3	Male	22	White (not of Hispanic Origin)
26	Female	1	Black or African American
3	Not Disclosed	1	Asian
		1	Hispanic/Latino
		7	Not Disclosed
<hr/> 32 Total		<hr/> 32 Total	

14. Faculty Appointment-Tinah Bazin-Quintana

Instructor, Nursing
 Health Professions, Early Childhood Education and Physical Education
 Division, Sylvania Campus
 Annual Salary: \$53,167 Step: 3

Effective: September 1, 2013

Education: State University of New York MS 2002
Nursing
University of Vermont BS 1993
Family Nurse Practitioner

Most Recent
Experience: Takecare Employer Health Services
Family Nurse Practitioner

Applicant Flow:	Gender	Ethnicity
3	Male	22 White (not of Hispanic Origin)
26	Female	1 Black or African American
3	Not Disclosed	1 Asian
		1 Hispanic/Latino
		7 Not Disclosed
32	Total	32 Total

15. Faculty Appointment (Temporary)-Michael Bene

Instructor, English for Speakers of Other Languages
Adult Basic Skills and Career Technology Education Division,
Southeast/Extended Learning Campus

Annual Salary: \$84,605 Step: 17

Effective: September 1, 2013 to June 20, 2014

Education: University of California MA 1995
Linguistics
University of California BA 1991
Linguistics

Most Recent
Experience: Portland Community College
Instructor, Alternate Programs/Bilingual (Faculty)

Applicant Flow: Article 3.64
Appointment

16. Faculty Appointment-Val Brennies

Instructor Environmental Studies/Biology
Science and Technology Division, Rock Creek Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013

Education: University of California at Davis PhD 2009
Ecology
George Washington University MEd 2004
Secondary Science Education

University of California at Berkeley BA 1998
Integrative Biology

Most Recent

Experience: Portland State University
 Instructor, Environmental Science

Applicant Flow:	Gender	Ethnicity
39	Male	56 White (not of Hispanic Origin)
44	Female	1 Black or African American
6	Not Disclosed	9 Asian
		3 Hispanic/Latino
		20 Not Disclosed
<hr/>	89 Total	<hr/> 89 Total

17. Faculty Appointment – Douglas Byrd

Instructor, Political Science

Social Science and Health Division, Rock Creek Campus

Annual Salary: \$49,630 Step: 1

Effective: September 1, 2013

Education:	Queens University	MA	2006
	Politics		
	Penn State University	BA	2004
	Political Science		

Most Recent

Experience: University of Utah
 Instructor, Political Science

Applicant Flow:	Gender	Ethnicity
98	Male	85 White (not of Hispanic Origin)
25	Female	7 Black or African American
10	Not Disclosed	7 Asian
		11 Hispanic/Latino
		1 American Indian/Alaskan Native
		3 Two or More
		19 Not Disclosed
<hr/>	133 Total	<hr/> 133 Total

18. Faculty Appointment-Hilary Campbell

Instructor, Building Construction Technology

Business, Applied Technology and College Prep Division, Rock Creek Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013

Education:	Princeton University	MA	1989
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Architecture		
University of Virginia	BS	1987
Architecture		

Most Recent

Experience: Portland Community College
Instructor, Building Construction Technology (Temporary)

Applicant Flow:	Gender	Ethnicity
25	Male	18 White (not of Hispanic Origin)
5	Female	3 Black or African American
3	Not Disclosed	4 Asian
		2 Hispanic/Latino
		2 American Indian/Alaskan Native
		4 Not Disclosed
<hr/>	33 Total	<hr/> 33 Total

19. Faculty Appointment -Loren Cushing

Instructor, Sociology

Social Science and Health Division, Rock Creek Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013

Education:	University of British Columbia	MA	2007
	Sociology		
	Western Oregon University	BA	2003
	History		

Most Recent

Experience: Portland Community College
Instructor, Sociology (Adjunct)

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

20. Faculty Appointment-Magda D'Angelis-Morris

Instructor, Dental Assisting

Health Professions, Early Childhood Education and Physical Education
Division, Sylvania Campus

Annual Salary: \$53,167 Step: 3

Effective: September 1, 2013

Education: Oregon Health Sciences University DMD 1999
Dental Medicine
Oregon Health Sciences University MS 2014
Healthcare Management

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

Applicant Flow:	Gender	Ethnicity
2	Male	8 White (not of Hispanic Origin)
11	Female	2 Black or African American
1	Not Disclosed	1 Asian
		1 Hispanic/Latino
		2 Not Disclosed
<hr/>	14 Total	<hr/> 14 Total

21. Faculty Appointment (Temporary)-**Kathleen Doss**

Instructor, Communication Studies
Liberal Arts and Pre-College Programs Division, Cascade Campus
Annual Salary: \$53,167 Step: 3
Effective: September 1, 2013 to June 20, 2014

Education: University of Hawaii MA 2005
Speech
University of Hawaii BA 2003
Psychology

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

Applicant Flow: Article 3.64
Appointment

22. Faculty Appointment (Temporary)-**Tammy Dowd**

Counselor
Academic and Student Affairs
Annual Salary: \$67,645 Step: 10
Effective: September 1, 2013 to June 20, 2014

Education: San Diego State University MS 2000
Rehabilitation Counseling
San Diego State University BA 1997
Communicative Disorders

Most Recent
Experience: Portland Community College

Counselor

Applicant Flow: Article 3.64
Appointment

23. Faculty Appointment-Heather Griffo

Instructor, Business Administration

Business, Computer Technology and Real Estate Division, Sylvania
Campus

Annual Salary: \$55,029 Step: 4

Effective: September 1, 2013

Education:	Loyola Marymount University	MBA	1996
	Business Administration		
	Loyola Marymount University	BBA	1989
	Business Administration		

Most Recent

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

Applicant Flow:	Gender	Ethnicity
72	Male	66 White (not of Hispanic Origin)
33	Female	9 Black or African American
4	Not Disclosed	9 Asian
		9 Hispanic/Latino
		1 American Indian/Alaskan Native
		2 Two or More Selections
		13 Not Disclosed
<hr/>	<hr/>	<hr/>
109	Total	109 Total

24. Faculty Appointment (Temporary)-Teri Grimmer

Instructor, Business Administration

Business, Applied Technology and College Preparation Division, Rock
Creek Campus

Annual Salary: \$56,954 Step: 5

Effective: September 1, 2013 to June 20, 2014

Education:	University of Montana	MS	1996
	Accounting		
	University of Montana	BS	1995
	Business Administration		

Most Recent

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

Applicant Flow: Article 3.64
Appointment

25. Faculty Appointment (Temporary)-Sam Guerrero

Instructor, Art

Visual and Performing Arts and Design Division, Sylvania Campus

Annual Salary: \$49,630 Step: 1

Effective: September 1, 2013 to June 20, 2014

Education:	Portland State University	MFA	2012
	Contemporary Art Practices		
	Azusa Pacific University	BA	2004
	Fine Arts		

Most Recent

Experience: Portland Community College
Instructor, Art (Temporary)

Applicant Flow: Article 3.143
Appointment

26. Faculty Appointment (Temporary)-Tera Hoffman

Counselor

Office of the Dean of Student Development, Sylvania Campus

Annual Salary: \$53,167 Step: 3

Effective: September 1, 2013 to August 20, 2014

Education:	University of Oregon	PhD	2010
	Counseling Psychology		
	University of Oregon	BS	1991
	Community Health Education		

Most Recent

Experience: Portland Community College
Counselor (Temporary)

Applicant Flow: Article 3.64
Appointment

27. Faculty Appointment (Temporary)-General Johnson

Instructor, Health Education

Science and Engineering Division, Sylvania Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013 to June 20, 2014

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

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

Applicant Flow: Article 3.64
Appointment

28. Faculty Appointment (2 Term Daily Rate)-Mona Johnson

Instructor, Psychology
Social Science Division, Sylvania Campus
Annual Salary: \$305.69 per day Step: 4
Effective: September 1, 2013 to March 20, 2014

Education:	San Diego State University	MS	2000
	Counseling		
	University of California	BA	1993
	Psychology		

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

Applicant Flow: Article 3.64
Appointment

29. Faculty Appointment (Temporary)-Jeffrey Lacks

Instructor, Mathematics
Mathematics and Industrial Technology Division, Sylvania Campus
Annual Salary: \$51,369 Step: 2
Effective: September 1, 2013 to June 20, 2014

Education:	University of Oregon	MS	1998
	Mathematics		
	University of Texas	BS	1993
	Mathematics		

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

Applicant Flow: Article 3.64
Appointment

30. Faculty Appointment-Aaron Livingston

Instructor, Biology

Liberal Arts and Sciences Division, Southeast/Extended Learning Campus

Annual Salary: \$49,630 Step: 1

Effective: September 1, 2013

Education:	Washington State University	PhD	2010
	Biochemistry		
	Black Hills State University	BS	2004
	Biology		

Most Recent

Experience: Pacific University
Assistant Professor of Biology

Applicant Flow:	Gender	Ethnicity
90	Male	94 White (not of Hispanic Origin)
50	Female	3 Black or African American
5	Not Disclosed	21 Asian
		9 Hispanic/Latino
		2 Two or More Selections
		16 Not Disclosed
145	Total	145 Total

31. Faculty Appointment-Jillian Lomax

Instructor, Dental Assisting

Health Professions, Early Childhood Education and Physical Education
Division, Sylvania Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013

Education:	Oregon State University	MEd	2012
	Adult Education		
	Western Oregon University	BS	2010
	Health		
	Chemeketa Community College	AA	2006
	Oregon Transfer		

Most Recent

Experience: Northwest Dental Arts
Expanded Function Dental Assistant

Applicant Flow:	Gender	Ethnicity
2	Male	8 White (not of Hispanic Origin)
11	Female	2 Black or African American

1	Not Disclosed	1	Asian
		1	Hispanic/Latino
		2	Not Disclosed
<hr/>		<hr/>	
14	Total	14	Total

32. Faculty Appointment (Temporary)-Homayoun Louie

Instructor, Dental Laboratory Technology

Health Professions, Early Childhood Education and Physical Education
Division, Sylvania Campus

Annual Salary: \$53,167 Step: 3

Effective: September 1, 2013 to June 20, 2014

Education:	Portland State University	BS	2012
	Social Science/Health		
	Portland Community College	AAS	2001
	Dental Laboratory Technology		
	Shasta College	AAS	1980
	Biology		

Most Recent

Experience: Portland Community College
Instructor, Dental Laboratory Technology (Temporary)

Applicant Flow: Article 3.64
Appointment

33. Faculty Appointment-Hannah Love

Instructor, Philosophy

Communications and Humanities, Rock Creek Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013

Education:	University of Virginia	PhD	2007
	Philosophy		
	University of Virginia	MA	2005
	Philosophy		
	University of the South	BA	1999
	Philosophy		

Most Recent

Experience: Pacific Lutheran University
Assistant Professor

Applicant Flow:	Gender	Ethnicity
169	Male	158 White (not of Hispanic Origin)
37	Female	3 Black or African American
26	Not Disclosed	9 Asian

	17	Hispanic/Latino
	1	American Indian/Alaskan Native
	5	Two or More Selections
	39	Not Disclosed
<hr/> 232	Total	<hr/> 232 Total

34. **Faculty Appointment (Temporary Job Share)-Rita Luetkenhaus**

Instructor, Mathematics

Mathematics and Industrial Technology Division, Sylvania Campus

Annual Salary: \$53,167 @.50 FTE Step: 3

Effective: September 1, 2013 to June 20, 2014

Education:	Portland State University	MST	2000
	Mathematics		
	University of Portland	BS	1995
	Secondary Education		
	University of Portland	BA	1994
	Mathematics		

Most Recent

Experience: Portland Community College
Instructor, Mathematics (Temporary)

Applicant Flow: Article 3.64
Appointment

35. **Faculty Appointment-Michael Mackel**

Instructor, Chemistry

Liberal Arts and Sciences Division, Southeast/Extended Learning Campus

Annual Salary: \$49,630 Step: 1

Effective: September 1, 2013

Education:	California Institute of Technology	PhD	2008
	Chemical Engineering		
	University of California	BS	2000
	Chemical Engineering		
	University of California	BA	1995
	English		

Most Recent

Experience: Portland Community College
Instructor, Chemistry (Adjunct)

Applicant Flow:	Gender	Ethnicity
52	Male	42 White (not of Hispanic Origin)
24	Female	10 Black or African American
5	Not Disclosed	10 Asian

	6	Hispanic/Latino		
	1	Native Hawaiian/Pacific Islander		
	2	Two or More Selections		
	10	Not Disclosed		
81	Total		81	Total

36. Faculty Appointment-Kate Malone

Instructor, Foods and Nutrition

Social Science and Health Division, Rock Creek Campus

Annual Salary: \$49,630

Step: 1

Effective: September 1, 2013

Education:	Montana State University	MS	2010
	Health and Human Development		
	Stanford University	BA	2001
	History		

Most Recent

Experience: Portland Community College
Instructor, Foods and Nutrition (Adjunct)

Applicant Flow:	Gender	Ethnicity
7	Male	30 White (not of Hispanic Origin)
45	Female	1 Black or African American
		9 Asian
		4 Hispanic/Latino
		1 Two or More Selections
		7 Not Disclosed
52	Total	52 Total

37. Faculty Appointment-Kathy Mauser

Instructor, Nursing

Health Professions, Early Childhood Education and Physical Education

Division, Sylvania Campus

Annual Salary: \$61,011

Step: 7

Effective: September 1, 2013

Education:	University of Portland	MS	1992
	Nursing		
	University of Portland	BSN	1992
	Nursing		

Most Recent

Experience: Mount Hood Community College
Instructor, Nursing

Applicant Flow:	Gender	Ethnicity
3	Male	22 White (not of Hispanic Origin)

26	Female	1	Black or African American
3	Not Disclosed	1	Asian
		1	Hispanic/Latino
		7	Not Disclosed
<hr/> 32 Total		<hr/> 32 Total	

38. Faculty Appointment-Patty McCoy

Instructor, ABE/GED

Business, Applied Technology and College Prep Division, Rock Creek Campus

Annual Salary: \$49,630

Step: 1

Effective: September 1, 2013

Education: Portland State University MS 2004
Education
Portland State University BS 1999
Political Science

Most Recent

Experience: Portland Community College
Instructor, Computer Applications Systems and Office Systems (Adjunct)

Applicant Flow:	Gender	Ethnicity
49	Male	83 White (not of Hispanic Origin)
73	Female	3 Black or African American
1	Not Disclosed	4 Asian
		10 Hispanic/Latino
		3 Two or More Selections
		20 Not Disclosed
<hr/> 123 Total		<hr/> 123 Total

39. Faculty Appointment (Temporary)-Patrick McMurray

Instructor, Dental Technology

Health Professions, Early Childhood Education and Physical Education Division, Sylvania Campus

Annual Salary: \$51,369

Step: 2

Effective: September 1, 2013 to June 21, 2014

Education: Portland Community College AAS 1981
Dental Technology

Most Recent

Experience: Portland Community College
Instructor, Dental Laboratory Technology (Adjunct)

Applicant Flow: Article 3.64
Appointment

40. Faculty Appointment (Temporary)-Walter Meier

Instructor, Paralegal

Allied Health, Emergency and Legal Services Division, Cascade Campus

Annual Salary: \$49,630 Step: 1

Effective: September 1, 2013 to August 20, 2014

Education:	Golden State University School of Law	JD	2001
	Law		
	San Francisco State University	BA	1995
	Spanish		

Most Recent

Experience: Portland Community College
Instructor, Paralegal (Adjunct)

Applicant Flow: Article 3.64
Appointment

41. Faculty Appointment-Joni Meisner

Instructor, Computer Applications and Office Systems

Business, Computer Technology and Real Estate Division, Sylvania Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013

Education:	Portland State University	MS	1991
	Education		
	Portland State University	BS	1982
	Business Administration		

Most Recent

Experience: Portland Community College
Instructor, Computer Applications and Office Systems (Adjunct)

Applicant Flow:	Gender	Ethnicity
23	Male	31 White (not of Hispanic Origin)
27	Female	3 Black or African American
4	Not Disclosed	5 Asian
		4 Hispanic/Latino
		1 Native Hawaiian/Pacific Islander
		1 Two or More Selections
		9 Not Disclosed
	54 Total	54 Total

42. Faculty Appointment (Temporary)-Gregg Meyer

Instructor, Engineering

Science and Engineering Division, Sylvania Campus

Annual Salary: \$56,954 Step: 5
Effective: September 1, 2013 to June 20, 2014

Education: Georgia Institute of Technology MSME 1991
Mechanical Engineering
Santa Clara University BS 1987
Mechanical Engineering

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

Applicant Flow: Article 3.64
Appointment

43. Faculty Appointment (Temporary)-Kathleen Noss

Counselor

Academic and Student Affairs

Annual Salary: \$53,167 Step: 3
Effective: September 1, 2013 to June 20, 2014

Education: Western Oregon University MS 2003
Rehabilitation Counseling
William Woods University BS 1998
Interpreting
Webster University BA 1988
Psychology

Most Recent
Experience: Portland Community College
Counselor (Temporary)

Applicant Flow: Article 3.64
Appointment

44. Faculty Appointment-Aaron Payette

Instructor, Biology

Science and Engineering Division, Sylvania Campus

Annual Salary: \$51,369 Step: 2
Effective: September 1, 2013

Education: University of Nevada, Las Vegas MS 2003
Biology
Pacific University BS 2000
Biology

Most Recent
Experience: College of Southern Nevada
Instructor, Biology

Applicant Flow:	Gender	Ethnicity
90	Male	94 White (not of Hispanic Origin)
50	Female	3 Black or African American
5	Not Disclosed	21 Asian
		9 Hispanic/Latino
		2 Two or More Selections
		16 Not Disclosed
<hr/>	<hr/>	<hr/>
145	Total	145 Total

45. **Faculty Appointment-Trace Phillis**

Instructor, Diesel Service Technology
Science and Technology Division, Rock Creek Campus
Annual Salary: \$51,369 Step: 2
Effective: September 1, 2013

Education: Oregon Institute of Technology BS 1990
Diesel Power Technology
Oregon Institute of Technology AA 1989
Diesel Power Technology

Most Recent
Experience: Portland Community College
Instructor, Diesel Service Technology (Adjunct)

Applicant Flow:	Gender	Ethnicity
4	Male	4 White (not of Hispanic Origin)
<hr/>	<hr/>	<hr/>
4	Total	4 Total

46. **Faculty Appointment (Temporary)-Tanya Pluth**

Instructor, Composition and Literature
Liberal Arts and Pre-College Programs Division, Cascade Campus
Annual Salary: \$49,630 Step: 1
Effective: September 1, 2013 to June 20, 2014

Education: Mills College MFA 2006
English
Portland State University BA 2001
Anthropology and Women's Studies

Most Recent
Experience: Portland Community College
Instructor, Composition and Literature

Applicant Flow: Article 3.64
Appointment

47. Faculty Appointment-Jonathan Riker

Instructor, Chemistry

Science and Engineering Division, Sylvania Campus

Annual Salary: \$53,167 Step: 3

Effective: September 1, 2013

Education:	University of Oregon	MS	2005
	Chemistry		
	Oregon State University	BS	2001
	Chemical Engineering		
	George Fox University	BS	2000
	Applied Science		

Most Recent

Experience: Portland Community College
Instructor, Chemistry (Temporary)

Applicant Flow:	Gender	Ethnicity
52	Male	42 White (not of Hispanic Origin)
24	Female	10 Black or African American
5	Not Disclosed	10 Asian
		6 Hispanic/Latino
		1 Native Hawaiian/Pacific Islander
		2 Two or More Selections
		10 Not Disclosed
	<hr/> 81 Total	<hr/> 81 Total

48. Faculty Appointment (Temporary)-Rebecca Robinson

Instructor, Management and Supervisory Development

Liberal Arts and Sciences Division, Southeast/Extended Learning Campus

Annual Salary: \$53,167 Step: 3

Effective: September 1, 2013 to June 20, 2014

Education:	Marylhurst University	MSM	1993
	Management		
	University of Massachusetts	BS	1978
	Plant and Soil Science		

Most Recent

Experience: Portland Community College
Instructor, Management and Supervisory Development
(Temporary)

Applicant Flow: Article 3.64
Appointment

49. Faculty Appointment-Mary Schatz

Instructor, Computer Applications and Office Systems

Business, Computer Technology and Real Estate Division, Sylvania
Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013

Education:	Willamette University	MAT	1993
	Teaching		
	University of Montana	BS	1984
	Business Management		

Most Recent
Experience: Portland Community College
Instructor, Computer Applications and Office Systems
(Adjunct)

Applicant Flow:	Gender	Ethnicity
23	Male	31 White (not of Hispanic Origin)
27	Female	3 Black or African American
4	Not Disclosed	5 Asian
		4 Hispanic/Latino
		1 Native Hawaiian/Pacific Islander
		1 Two or More Selections
		9 Not Disclosed
	<hr/> 54 Total	<hr/> 54 Total

50. Faculty Appointment (Temporary)-Joel Schoening

Instructor, Sociology

Social Sciences Division, Sylvania Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013 to June 20, 2014

Education:	University of Oregon	PhD	2007
	Sociology		
	University of Oregon	MS	2000
	Sociology		
	San Francisco State University	BA	1998
	Sociology		

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

Applicant Flow: Article 3.64
Appointment

51. Faculty Appointment (Temporary)-Carolina Selva

Instructor, Business Administration

Arts and Professions Division, Cascade Campus

Annual Salary: \$49,630 Step: 1
Effective: September 1, 2013 to June 20, 2014

Education: Warner Pacific College MS 2012
Management and Organizational Leadership
Philadelphia University BS 2006
Business Administration

Most Recent

Experience: Portland Community College
Instructor, Business Administration (Adjunct)

Applicant Flow: Article 3.64
Appointment

52. Faculty Appointment-Benjamin Simon

Instructor, Biology

Science and Engineering Division, Sylvania Campus

Annual Salary: \$53,167 Step: 3

Effective: September 1, 2013

Education: Oregon State University PhD 2001
Microbiology
Colorado State University BS 1993
Biological Sciences

Most Recent

Experience: The Evergreen State College
Member of the Faculty

Applicant Flow:	Gender	Ethnicity
90	Male	94 White (not of Hispanic Origin)
50	Female	3 Black or African American
5	Not Disclosed	21 Asian
		9 Hispanic/Latino
		2 Two or More Selections
		16 Not Disclosed
	<hr/> 145 Total	<hr/> 145 Total

53. Faculty Appointment (Temporary Job Share)-Felita Singleton

Counselor

Academic and Student Affairs

Annual Salary: \$49,630 @.50 FTE Step: 1

Effective: September 1, 2013 to August 20, 2014

Education: University of Wisconsin MS 2010
Counseling Psychology

University of Wisconsin
Sociology

BA 2006

Most Recent
Experience: Portland Community College
Counselor (Adjunct)

Applicant Flow: Article 3.64
Appointment

54. Faculty Appointment (Temporary)-Tatiana Snyder

Instructor, Psychology
Social Sciences Division, Sylvania Campus
Annual Salary: \$53,167 Step: 3
Effective: September 1, 2013 to June 20, 2014

Education:	Portland State University	PhD	2011
	Developmental Psychology		
	Portland State University	MS	2001
	Developmental Psychology		
	San Jose State University	BA	1995
	Clinical/Counseling Psychology		

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

Applicant Flow: Article 3.64
Appointment

55. Faculty Appointment (Temporary Job Share)-Thomas Songer

Instructor, Mathematics
Mathematics and Industrial Technology Division, Sylvania Campus
Annual Salary: \$51,369 @.50 FTE Step: 2
Effective: September 1, 2013 to June 20, 2014

Education:	Portland State University	MST	1998
	Teaching		
	Portland State University	BS	1996
	Mathematics		

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

Applicant Flow: Article 3.64
Appointment

56. Faculty Appointment (Temporary Job Share)-Rachel Stone

Instructor, Psychology

Social Science and Health Division, Rock Creek Campus

Annual Salary: \$51,369 @.50 FTE Step: 2

Effective: September 1, 2013 to June 20, 2014

Education:	Portland State University	MS	2006
	Education Counseling		
	Portland State University	BS	2002
	Psychology		

Most Recent

Experience: Portland Community College
Instructor, Psychology (Temporary)

Applicant Flow: Article 3.64
Appointment

57. Faculty Appointment (Temporary)-Greta Swanson

Instructor, Mathematics

Mathematics and Industrial Technology Division, Sylvania Campus

Annual Salary: \$51,369 Step: 2

Effective: September 1, 2013 to June 20, 2014

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

Most Recent

Experience: Portland Community College
Instructor, Mathematics (Temporary)

Applicant Flow: Article 3.64
Appointment

58. Faculty Appointment (Temporary)-Carmen Thompson

Instructor, History

Social Sciences Division, Sylvania Campus

Annual Salary: \$49,630 Step: 1

Effective: September 1, 2013 to June 20, 2014

Education:	University of Illinois	PhD	2012
	History		
	Columbia University	MA	2004
	African Languages and Literature		

Portland State University
Business Administration

BS 2004

Most Recent

Experience: Portland Community College
Instructor, History (Temporary)

Applicant Flow: Article 3.64
Appointment

59. Faculty Appointment-Kathryn Van Beeck

Instructor, Nursing

Health Professions, Early Childhood Education and Physical Education
Division, Sylvania Campus

Annual Salary: \$61,011

Step: 7

Effective: September 1, 2013

Education: University of Portland
Nurse Practitioner
University of Minnesota
Nursing

MS 1988

BSN 1976

Most Recent

Experience: Kaiser Permanente
Nurse Practitioner

Applicant Flow: Gender

3 Male

26 Female

3 Not Disclosed

32 Total

Ethnicity

22 White (not of Hispanic Origin)

1 Black or African American

1 Asian

1 Hispanic/Latino

7 Not Disclosed

32 Total

60. Faculty Appointment (Temporary)-Alexander Vins

Instructor, Machine Manufacturing Technology

Mathematics and Industrial Technology Division, Sylvania Campus

Annual Salary: \$55,029

Step: 4

Effective: September 1, 2013 to June 20, 2014

Education: Purdue University
Industrial Technology Education

BS 2002

Most Recent

Experience: Portland Community College
Instructor, Machine Technology (Temporary)

Applicant Flow: Article 3.64

Appointment

61. Faculty Appointment (Temporary)-Sally Von Entress

Instructor, Trades

Arts and Professions Division, Cascade Campus

Annual Salary: \$49,630 Step: 1

Effective: September 1, 2013 to June 20, 2014

Education:	Otterbein College	BS	1991
	Liberal Arts/Equine Science		
	Portland Community College	AA	2004
	Building Science		

Most Recent

Experience: Portland Community College
Instructor, Trades (Adjunct)

Applicant Flow: Article 3.64
Appointment

62. Faculty Appointment-Jonathan Wherry

Instructor, Mathematics

Math, Aviation and Industrial Technology Division, Rock Creek Campus

Annual Salary: \$49,630 Step: 1

Effective: September 1, 2013

Education:	Pacific University	MAT	2011
	Teaching		
	University of Oregon	MS	2010
	Mathematics		
	Oregon State University	BS	2008
	Mathematics		

Most Recent

Experience: Portland Community College
Instructor, Mathematics (Temporary)

Applicant Flow:	Gender	Ethnicity
59	Male	51 White (not of Hispanic Origin)
21	Female	3 Black or African American
3	Not Disclosed	14 Asian
		5 Hispanic/Latino
		1 Two or More Selections
		9 Not Disclosed
<hr/>	83 Total	<hr/> 83 Total

63. Faculty Appointment-Terry Wynkoop

Instructor, Nursing

Health Professions, Early Childhood Education and Physical Education

Division, Sylvania Campus

Annual Salary: \$53,167

Step: 3

Effective: September 1, 2013

Education:	University of Phoenix	MSN	2012
	Nursing		
	Tacoma Community College	AA	1980
	Nursing		
	The Evergreen State College	BA	1973
	Ecology		

Most Recent

Experience: Portland Community College
Instructor, Nursing (Temporary)

Applicant Flow:	Gender	Ethnicity
3	Male	22 White (not of Hispanic Origin)
26	Female	1 Black or African American
3	Not Disclosed	1 Asian
		1 Hispanic/Latino
		7 Not Disclosed
<hr/>	32 Total	<hr/> 32 Total

64. Faculty Appointment (Temporary)-Rosemary Zhang

Instructor, English for Speakers of Other Languages

Business, Applied Technology and College Prep Division, Rock Creek

Campus

Annual Salary: \$49,630

Step: 1

Effective: September 1, 2013 to June 20, 2014

Education:	Pennsylvania State University	MA	2003
	Teaching English as a Second Language		
	Pennsylvania State University	BS	2000
	Health		

Most Recent

Experience: Portland Community College
Instructor, English for Speakers of Other Languages
(Adjunct)

Applicant Flow: Article 3.64
Appointment

**ETHNIC AND GENDER DESCRIPTION OF STAFF
PROPOSED TO BE HIRED IN *September 19, 2013* PERSONNEL REPORT**

Male	27
Female	<u>37</u>
	64

White (not of Hispanic Origin)	51
Black or African American	5
Asian	1
Hispanic/Latino	5
American Indian/Alaskan Native	<u>2</u>
	64

September 19, 2013

14-021

COMMENDATION OF RETIRING EMPLOYEE –
DAVID BIBBEE

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: David Bibbee has performed faithfully in his duties as a Shipping/Receiving Clerk for Portland Community College since August 5, 1997. He retires effective October 31, 2013.

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

September 19, 2013

14-022

COMMENDATION OF RETIRING EMPLOYEE –
YOUSSEF KHODAPRAST

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: Youssef Khodaprast has performed faithfully in his duties as a Full Time Economics Instructor for Portland Community College since March 28, 1983. He retires effective December 13, 2013.

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

September 19, 2013

14-023

COMMENDATION OF RETIRING EMPLOYEE –
RONALD SMITH

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: Ronald Smith has performed faithfully in his duties as a Research Analyst for Portland Community College since October 4, 2000. He retires effective September 30, 2013.

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

September 19, 2013

14-024

CONTINUOUS APPOINTMENT: ACADEMIC PROFESSIONALS

PREPARED BY: Nancy Cloud, Human Resources Assistant

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

The President RECOMMENDS that the following Academic Professionals, having fulfilled the required probationary period, be granted continuous appointment, effective September 1, 2013:

Special

Continuous

Appointments

Job Title

Dara Khon

Student Resource Specialist

Rebecca Moyer

Student Resource Specialist

September 19, 2013

14-025

CONTINUOUS APPOINTMENTS: ADMINISTRATION

PREPARED BY: Nancy Cloud, Human Resources Assistant

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

The President RECOMMENDS that the following Administrators, having fulfilled the required probationary period, be granted continuous appointment, effective July 1, 2013:

Continuous Appointments	Job Title
Kim Kono	Foundation Director
Sheila Meserschmidt	Director/Institute for Health Professionals

September 19, 2013

14-026

DELEGATE AUTHORITY TO COLLEGE PRESIDENT
OR DESIGNEE TO NEGOTIATE LEASE FOR
SOUTHEAST CENTER RETAIL SPACES

PREPARED BY: Kathy Kiaunis, Bond Finance Manager

FINANCIAL
RESPONSIBILITY: Linda Degman, Bond Program Director

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

REPORT: The student commons and Library buildings at Southeast Center will be completed in 2014 as part of the 2008 Bond Program. A portion of the Library building has been allocated for a small retail food space, to serve the needs of the staff and students, and a portion of the first floor of the student commons, along 82nd Avenue, is planned for retail. These spaces were developed in conjunction with the goal to create an active campus edge that interacts seamlessly with the surrounding neighborhood in keeping with City's Neighborhood Prosperity Initiative (NPI). As construction progresses, possible tenants are being identified for these spaces. The College desires to vet and secure suitable tenants, and develop lease agreements for the spaces. College purchasing policies require that any lease that may exceed \$150,000 receive board approval.

A retail consultant, Kidder-Matthews, has been hired through a competitive request for proposal (RFP) process to provide retail advisory development and management services for the College (resolution 12-092). They will research recommended uses for the spaces, provide marketing services, identify potential tenants, and recommend appropriate lease terms and delivery specifications.

As tenants are identified, the College would like to engage in negotiations for leases, and determine lease rates, hours of operation, and other considerations, with the assistance of College counsel and a real estate

consultant, and is requesting that the Board delegate authority to the College President or his designee to negotiate the lease agreements.

RECOMMENDATION: That the Board delegate authority to the College President or his designee to negotiate lease agreements for the Southeast Center retail spaces, subject to the prior concurrence of College counsel.

September 19, 2013

14-027

REVISE CONTRACT AMOUNT FOR GBD
ARCHITECTS TO PROVIDE ARCHITECTURAL
SERVICES FOR THE SYLVANIA CAMPUS BUILDING
RENOVATIONS FOR THE 2008 BOND PROGRAM

PREPARED BY: Kathy Kiaunis, Manager, Bond Finance

FINANCIAL
RESPONSIBILITY: Linda Degman, Director, Bond Program

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

REPORT: After a formal Request for Proposals process, per Resolution 10-030 on November 19, 2009, the Board awarded the architectural services contract for the Sylvania Campus 2008 bond program to GBD Architects. Resolutions 10-057, 11-004, 11-068, 11-076 (admin. corr. in 11-130), 12-073, and 13-068 have authorized the expenditures of \$7,259,994 to date for preliminary assessment, planning, programming, design and construction administration for various projects.

In planning out the balance of the Sylvania Campus bond work, it has become apparent that many of the constraints in place due to the built out nature of the campus, lack of swing space, year round instruction and site limitations have influenced the amount and sequencing of the design work, as well as the amount of renovation construction work that can be absorbed by the campus and its faculty and staff during a given period of time. For example, in the CC building, the lack of space for its current occupants also means the scarcity of places to move functions during renovations. These needs evolved into a project incorporating library renovations to accommodate both tutoring and the computer resource center. To accomplish the CC work, a complicated dance of moving departments and functions to temporary locations in order to renovate spaces is required. Each move requires planning and design, and some temporary moves are planned for up to two years. At least four phases are planned for the CC

renovation, each requiring its own complete bid set. The construction administration performed by the architect becomes protracted in this multi-phased requirement.

The planning process for the CC Building and the HT Building has also resulted in the need for components not in the original plan. The Plaza Access Lane is a roadway added between the CC and HT buildings that will aid access for construction, and allow crane placements of rooftop equipment on the buildings that would have been otherwise extremely difficult. At the end of construction, the asphalt will be replaced with turf pavers for its continued pedestrian and maintenance access use, which is an overall long-term benefit for the campus. Accessibility needs for the CC building have resulted in the design of an exterior elevator. Like the Library work, both of these projects were not in the original fee estimate for the CC Building.

Sylvania campus work began with a master planning type process, to develop an overall scope at a high level, or “framework” plans, involving building users and campus administration, to ensure that the designs brought forward would be within the overall construction budget, and that there would be sufficient funding for projects towards the end of the construction sequence. Initially, it was hoped that this master planning effort could be absorbed into the building design budgets, but the complexities and phasing needs of each building have required the full fee budget for the specific projects.

In addition, planning and design for maximizing the campus’ return on E6 energy efficiency investments has required further engineering fees. Seismic upgrades, based on studies completed for the campus buildings, have also been incorporated into the design scope for GBD, which was not in the original fee estimates.

Bond budgets formed after the November 2008 ballot measure anticipated this complexity of the Sylvania bond program (plus College-wide seismic upgrades) by creating College-level contingency funds budgeted independently of campus plans.

These planning and design needs for the balance of the Sylvania campus projects total \$2.3 million. The

requested revised total authorization for GBD Architects is \$9,559,994.

RECOMMENDATION: That the Board of Directors authorizes GBD Architects to provide a continuation of architectural services for the Sylvania Campus designs for the 2008 bond program in the amount of \$2,300,000 over the next two years. Expenditures for these architectural services will be from the 2008 bond funds.

September 19, 2013

14-028

AUTHORIZE SPENDING AUTHORITY INCREASE AND
A TWO-YEAR TERM EXTENSION TO EXISTING
SERVICES CONTRACTS FOR THE BOND PROGRAM

PREPARED BY: Avelina Gulmatico, Bond Procurement Coordinator

FINANCIAL
RESPONSIBILITY: Linda Degman, Director, Bond Program

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

REPORT: In 2010, the Board of Directors approved initial requirements contracts for the following services: Geotechnical, Land Surveying and Building Construction Testing. These contracts were awarded on as-needed basis to multiple contractors who were each selected through a competitive process for up five (5) years, based on estimated amounts. As Bond construction projects are progressing, additional spending authority is needed based on actual project requirements. Approval is requested from the Board of Directors to modify the following contracts:

- 1) Geotechnical Services (BA 11-052) contracts were awarded to the following contractors: Geodesign, GRI, Hydro Geo, GeoCon NW and PBS Engineering. The resolution authorized an initial total not to exceed amount of \$250,000, with each contract issued for \$50,000 and valid through 2015. Each firm is assigned a campus, which spreads the work out between the firms. GeoCon NW has closed their Portland office and Hydro Geo has authority still available on their purchase order. The Bond Program requests additional spending authority of \$250,000 to be allocated among Geodesign, GRI, and PBS Engineering, and the term extended through the end of 2017.
- 2) Land Surveying Services (BA 11-049) contracts were awarded to the following contractors: AKS Engineering, Compass, David Evans Assoc.,

Westlake Consultants, KPFF, and Otak. The resolution authorized initial not-to-exceed spending of \$300,000 with each contract issued for \$50,000 and valid through 2015. The Bond Program requests additional spending authority of \$300,000 to be allocated among the contractors, and the term extended through the end of 2017.

- 3) Building Inspection Services (BA 11-026) contracts were awarded to following contractors: Carlson Testing, NW Geotech, PSI, Kleinfelder, and Mayes Testing. The resolution authorized initial not-to-exceed spending of \$500,000 with each contract issued for \$100,000 and valid through 2015. The Bond Program requests additional spending authority of \$500,000 to be allocated among the contractors, and the term extended through end of 2017.
- 4) Moving, Installation, De-installation and Storage Services (BA 10-053), contracts were awarded to the following contractors: Lile International, Alexander's Mobility Services, Graebel Oregon Movers, PMR, and Willamette Express. The spending authority remains as approved in BA 10-053. The Bond Program requests a two-year extension to the contracts, through end of 2017.

RECOMMENDATION: That the Board of Directors approves the additional spending authority stated in the report section by each type of services and a two-year contract extension for the Bond Program's existing requirements contracts. Funding will be from the Bond Fund.

September 19, 2013

14-029

APPOINTMENT OF DELEGATE TO ATTEND THE
OREGON COMMUNITY COLLEGE ASSOCIATION
(OCCA) ANNUAL CONFERENCE AT RESORT AT THE
MOUNTAIN, WELCHES, OREGON, OCTOBER 24-26,
2013

PREPARED BY: Jeannie Moton, Assistant, Board of Directors

APPROVED BY: Dr. Jeremy Brown, President

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 2013 OCCA Annual Conference at Resort at the Mountain, Welches, Oregon on October 24-26, 2013

RECOMMENDATION: That the Board of Directors include Kali Thorne Ladd as a delegate to represent the College at the OCCA Annual Convention. Previous delegates were appointed at the August 15, 2013 Board Meeting.

September 19, 2013

14-030

RESOLUTION TO APPROVE BOARD POLICY
REVISIONS TO B202 (1st Reading)

PREPARED BY: Wing-Kit Chung, Vice President, Administrative
Services

APPROVED BY: Dr. Jeremy Brown, President

REPORT: During a staff review of the 'Notice of Meetings' Section of Board Policy B202, staff noted some confusion within the section. The College follows ORS 192.640 which requires posting our meeting materials in a public forum where the public can get access to them. The College meets the requirement by posting all the board materials on the internet. In addition, any interested party who requests special notification, we honor the request by sending the party a notification that the board meeting information is posted to the internet. This compliance of the law is confirmed by our legal counsel.

However, in the last paragraph of the Section, it appears to require the College to notify newspapers, television and other media regardless of whether they have requested specifically or not. It would be best for the College to clarify the language to avoid the confusion.

RECOMMENDATION: That the Board approve the revisions to B202 in Exhibit A.

SECTION: Notice of Meetings

The secretary of the Board shall give written notice of all annual, regular, special or Executive Sessions of the Board in accordance with ORS 192.640. The written notice shall state the time and place of the meeting and the agenda, or a summary thereof, setting forth the subject matter to be considered at the meeting. In the case of annual or regular meetings, the notice should be distributed not more than seven (7) days or less than twenty-four (24) hours prior to the time of the meeting. Notice of Executive Sessions may be included in a notice of an annual, regular or special meeting, or if the meeting is to be solely an executive session notice shall be distributed not less than 24 hours prior to the time of the meeting.

Notice of an Executive Session shall not set forth the specific subject matter to be considered, but may describe in general terms the subject matter. Notice of an Executive Session shall set forth the statutory authority for the Executive Session.

Notice of meetings shall be distributed to interested organizations or persons who have requested notice of meetings of the Board. These organizations or persons may include, but not limited to major newspapers published within the district, radio and television stations located within the district. ~~Notice of meetings shall be distributed to the major newspapers published within the district known to the Secretary of the Board, radio and television stations located within the district, and to interested organizations or persons who have requested notice of meetings of the Board. The Secretary of the Board may make such additional distribution as deemed necessary or desirable to insure maximum notice to the public of meetings of the Board.~~

Portland Community College does not tolerate unlawful discrimination based on race, color, religion, ethnicity, use of native language, national origin, sex, marital status, height/weight ratio, disability, veteran status, age, or sexual orientation in any area, activity or operation of the District. In addition, the college complies with the Civil Rights Act of 1964 (as amended), related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (as amended), USERRA – Uniformed Services Employment and Reemployment Rights Act, and all county, state and federal civil rights laws. Accordingly, equal opportunity for employment, admission, and participation in the college's benefit and services shall be extended to all persons, and the college shall promote equal opportunity and treatment through a positive and continuing affirmative action plan.