



**Portland  
Community  
College**

# Board of Directors

## AGENDA

September 18, 2014

### **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.

BOARD OF DIRECTORS  
PORTLAND COMMUNITY COLLEGE  
12000 S.W. 49th Avenue, Portland, Oregon

PLANNING AND BUSINESS SESSION  
September 18, 2014  
Rock Creek Campus  
Building 9, Room 122 B and C  
17705 NW Springville Road, Portland, OR 97229

AGENDA

- |         |  |                                 |
|---------|--|---------------------------------|
| 1:30 PM | <b>Planning Session</b>  | <b>Building 7, Room 114</b>     |
|         | <ul style="list-style-type: none"><li>• Board Development</li><li>• Board Roles</li><li>• Board Meeting Structure</li></ul>  |                                 |
| 4:30 PM | <b>Executive Session</b> - in accordance with ORS 192.660 (2), in accordance with ORS 192.660 (2), (a) Employment of a Public Official, (e) Real Property Transactions, (f) Information Exempt from Public Disclosure (Attorney-Client Privilege) and (h) Litigation   |                                 |
| 6:00 PM | <b>Board Dinner</b>  |                                 |
| 7:00 PM | <b>Call to Order</b>   | <b>Building 9, Room B and C</b> |
|         | <ul style="list-style-type: none"><li>• Introductions</li><li>• Approval of Minutes – August 21, 2014</li><li>• Approval of Agenda</li></ul>   |                                 |
| 7:05 PM | <b>Information Session</b>   |                                 |
|         | <ul style="list-style-type: none"><li>• Preview of the Year – Jeremy Brown (15 minutes)</li><li>• Enrollment Update – Dr. Chris Chairsell and Laura Massey (15 minutes)</li><li>• PCC Bond Program Update – Sylvia Kelley and Linda Degman (20 minutes)</li><li>• Advancement Update – Rob Wagner (10 minutes)</li></ul> |                                 |
| 8:05 PM | <b>Public Comment on Agenda Items</b> (A sign-up sheet is on a table at the entrance of the meeting room.)   |                                 |
| 8:10 PM | <b>Business Session</b>  |                                 |

**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.)

<u>PERSONNEL</u>	<u>Page</u>
15-033	Approval of Personnel Actions–September 18, 2014.... 76
	<b>Academic Professional Appointments:</b>
	Olivia Alcaire, Academic Advising Specialist, Office of the Dean of Student Development, Rock Creek Campus (Temporary)
	Deborah Durham, Community Education Program Coordinator, CLIMB Center for Advancement, Southeast/Extended Learning Campus (Temporary)
	Susana Godoy, Financial Aid Advisor, Academic and Student Affairs
	Tracee Wells, Career Exploration Center Coordinator, Office of the Dean of Student Development, Rock Creek Campus (Temporary)
	<b>Administrative Appointments:</b>
	James Arnold, Interim Technology and Solution Services Manager, Administrative Services (Temporary)
	Joseph Cheng, Interim Technology and Solution Services Manager, Administrative Services (Temporary)
	Laura Horani, Interim Human Resources Representative, Administrative Services (Temporary)
	Robert Wagner, Associate Vice President College Advancement, Office of the President
	Carrie Weikel-Delaplane, Associate Dean of Student Development, Office of the Dean of Student Development, Sylvania Campus
	<b>Faculty Appointments:</b>
	Bonita Altus, Instructor, Health Information Management Allied Health, Emergency and Legal Services Division, Cascade Campus
	Aubrey Baldwin, Instructor, Paralegal, Allied Health, Emergency and Legal Services, Cascade Campus
	Pamela Beaty, Instructor, Music, Communications and Humanities Division, Rock Creek Campus (Temporary)
	Michael Bene, Instructor, English for Speakers of Other Languages, Business Applied Technology and College Preparation Division, Rock Creek
	Richard Birk, Instructor, Business Administration, Business, Applied Technology and College Preparation Division, Rock Creek Campus
	Ragan (Garrett) Borzcik, Instructor, Veterinary Technology, Science and Technology Division, Rock Creek Campus

Cameron Bynum, Instructor, Communication Studies,  
Communications and Humanities Division, Rock Creek  
Campus (Temporary)

Jill Cain, Counselor, Student Support Services Division,  
Sylvania Campus (Temporary)

Edwin Cancel, Instructor, Sign Language Interpreting,  
English and World Languages Division, Sylvania Campus  
(Temporary)

Lee Collins, Instructor, Physics, Mathematics, Sciences and  
Career Technical Education Division,  
Southeast/Extended Learning Campus (Temporary)

Noah Dear, Instructor, Mathematics, Mathematics and  
Science Division, Cascade Campus (Temporary)

Keith Dempsey, Counselor, Office of the Dean of Student  
Development, Cascade Campus (Temporary)

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

Sammuel Erickson, Instructor, English, Reading and  
Writing, Liberal Arts and Pre-College Division,  
Southeast/Extended Learning Campus (Temporary)

Meredith Farkas, Reference Librarian, Academic and  
Student Affairs

Austina Fong, Instructor, Mathematics, Math, Aviation and  
Industrial Technology Division, Rock Creek Campus

Mark George, Instructor, Sociology, Liberal Arts and Pre-  
College Programs Division, Cascade Campus

Marc Goodman, Instructor, Computer Information Systems,  
Business, Computer Technology & Real Estate Division,  
Sylvania Campus (Temporary)

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

Robert Hale, Instructor, Physics, Science and Engineering  
Division, Sylvania Campus (Temporary)

Kendra Hill, Instructor, Bioscience Technology, Science and  
Technology Division, Rock Creek Campus

Chau Hoang-Fossen, Reference Librarian, Academic and  
Student Affairs

Nicholas Insalata, Instructor, Computer Science,  
Business, Computer Technology and Real Estate  
Division, Sylvania Campus

Rachelle Katter, Instructor, Health Education, Math,  
Sciences and CTE Division, Southeast/Extended  
Learning Campus

Carly Kennedy, Counselor, Office of the Dean of Student  
Development, Cascade Campus

Donna Kestek, Instructor, Computer Applications  
Systems/Office Systems, Business Computer  
Technology and Real Estate Division, Sylvania Campus  
(Temporary)

Jennifer Klaudinyi, Reference Librarian, Academic and  
Student Affairs

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

Debra Lippoldt, Instructor, Foods and Nutrition, Health  
Professions, Early Childhood Education and Physical  
Education Division, Sylvania Campus

Homayoun Louie, Instructor, Dental Laboratory Technology,  
Science and Engineering Division, Sylvania Campus  
(Temporary)

Juan Maldonado, Instructor, Computer Applications  
Systems/Office Systems, Business, Computer  
Technology & Real Estate Division, Sylvania Campus

Jennifer Margolis, Counselor, Academic and Student Affairs  
(Temporary Job Share)

Gregg Meyer, Instructor, Engineering, Science and  
Engineering Division, Sylvania Campus

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

Charles Pace, Instructor, Economics, Social Science and  
Business Division, Sylvania Campus

Jane Palmieri, Instructor, Nursing, Health Professions, Early  
Childhood Education and Physical Education Division,  
Sylvania Campus

Rebecca Robinson, Instructor, Management and  
Supervisory Development, Liberal Arts and Pre-College  
Division, Southeast/Extended Learning Campus

Jamie Rodrick, Instructor, Early Education and Family  
Studies, Health Professions, Early Childhood Education  
and Physical Education Division, Sylvania Campus

Julie Romey, Instructor, Computer Application  
Systems/Office Systems, Mathematics, Sciences and  
Career Technology Education Division,  
Southeast/Extended Learning Campus (Temporary)

James Sauve, Instructor, Composition/Literature, English  
and World Languages Division, Sylvania Campus

Megan Savage, Instructor, Composition/Literature,  
English and World Languages Division, Sylvania Campus

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

Tatiana Snyder, Instructor, Psychology, Social Sciences  
Division, Sylvania Campus

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)

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

Ralf Youtz, Instructor, Mathematics, Math and Industrial Technology Division, Sylvania Campus

**Retirees:**

15-034	Commendation of Retiring Employee – Laura Bales .....	99
15-035	Commendation of Retiring Employee – Michael Challis .....	100
15-036	Commendation of Retiring Employee – Betty Davis .....	101
15-037	Commendation of Retiring Employee – Gregory Malone .....	102
15-038	Commendation of Retiring Employee – Kay Talbot .....	103

**BIDS/CONTRACTS**

15-039	Accept Bid/Award Contract to Convergent Technologies, LLC for Fire Alarm Systems: Service, Repair, and Remodeling .....	104
15-040	Authorization for Howard S. Wright Constructors to Provide Construction Services for Renovations and Sitework for the Sylvania Campus Bond Project ...	106

**Non-Consent Agenda: (Vote will be by poll of the Board)**

15-041	Board Resolution for Executive Officer Compensation and Benefit Adjustments for FY2014-15 .....	108
14-042	Resolution In Support of the Oregon Opportunity Initiative .....	109

8:15 PM     **Public Comment on Non-Agenda Items** (A sign-up sheet is on a table at the entrance of the meeting room.)

8:20 PM     **Reports** (5 minutes each)  
                Faculty

Classified  
Students  
Board Members  
President

8:45 PM      **Adjournment**

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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

**PLANNING AND BUSINESS SESSION**

August 21, 2014

Sylvania Campus, Conference Rooms A and B  
12000 SW 49<sup>th</sup> Avenue, Portland, OR 97127

**MINUTES**

**EXECUTIVE SESSION**

The Board of Directors met at 1:30pm in accordance with ORS 192.660 (2) - in accordance with ORS 192.660 (2), in accordance with ORS 192.660 (2), (a) Employment of a Public Official, (e) Real Property Transactions, (f) Information Exempt from Public Disclosure (Attorney-Client Privilege) and (h) Litigation

**BOARD ATTENDANCE**

Denise Frisbee, Jim Harper, Vice Chair Madden, Chair Deanna Palm, Gene Pitts, Kali Thorne-Ladd, Courtney Wilton

**CALL TO ORDER**

Vice Chair Palm called the business meeting to order at 6:10 pm and invited all present to introduce themselves.

Chair Palm noted that Dr. Brown's contract has been extended for another two years.

**APPROVAL OF THE MINUTES**

The July 17, 2014 Board Meeting minutes were approved as published. Pitts/Harper

**APPROVAL OF THE AGENDA**

The agenda was approved as published. Frisbee/Madden

**SWEARING IN OF OFFICERS**

Dr. Brown swore in Director Madden as Vice Chair for 2014-2015.

**SPECIAL RECOGNITION**

Denise Frisbee was recognized by Chair Palm for her service as PCC Board Chair for 2012-2014.

**INFORMATION SESSIONS**

OCCA

Anderson Henderson, Executive Director, OCCA

Ms. Henderson provided a brief update on the process of how the budget was developed. As of last Thursday the HECC adopted a comprehensive post-secondary education budget that has been sent forward. The budget includes the community college support fund (CCSF) at \$519 million for 2015-17. The Governor will consider the budget and come back with the Governor's recommended budget on or before December 1. Then the process will turn to the legislative arena, where the Governor's budget will be considered and we would likely end up with a higher number.

This year the process has been very different than in the past with the State Board of Education. As part of the process, the Governor gave instructions to the Higher Education Coordinating Commission and that they could take the current budget and exceed it by 20%, letting the HECC choose how to allocate it. This budget is how they allocated the 20% increase. A policy decision was made to continue the tuition buy down that was implemented in the last legislative session. The messaging was letting HECC know that this was not an investment budget; it will not move us toward 40-40-20. It will not allow colleges to radically add new programs. With historically low budgets over the last few biennia, this is a budget that will force many colleges to make further cuts. There will be continue to be tuition increases, and if colleges want to do anything new will have to be through tuition increases or other funding mechanisms. There was a similar increase in the university budget as well and similar messaging from the universities. We need to get to an investment budget if we are all to meet 40-40-20 and increasing outcomes.

The advocacy turns to the Governor's office and the legislature. The Governor has complete discretion in his budget in terms of what investment he will give. Traditionally the Governor's budget has been lower than what was recommended to him. The goal of OCCA is at a minimum is to not have it be lower and look for ways to engage a policy conversation with the Governor to push that to a higher number. This is critical around 40-40-20, that this is not yet an investment budget. If 2015 isn't the session to turnaround the disinvestment of community colleges and the universities and start moving us toward a path of greater outcomes and accomplishments, then OCCA is not sure when it will start. As board members, you can help push that message with the Governor and your legislators.

A joint letter signed by all 17 community colleges and 7 universities presidents asked for the more of an investment in post-secondary education. The number for community colleges is \$650 million as approved by the OCCA board and the universities is at \$755 million, a \$1.4 billion dollar investment in post secondary education. This is the first time a joint effort has been done. As we move into the next legislature session the plan is to use the work with the universities to amplify each other's message. We are also working with the business community to get them on board to tale about the need for post-secondary education.

Two other topics around the budget are deferred maintenance and the Opportunity Grant. Deferred maintenance, the HECC is submitting a request on behalf of the 17 colleges. The request will be for \$100 million, the details are still being worked out on how much each college would get and what is allowable in the deferred maintenance. The request is for lottery backed bonds. If this is successful, there would be no need to provide a match because they are lottery backed bonds. This is intended to be helpful on the bottom line of the colleges to free up operations dollars. . There are some significant proposed changes to the Opportunity grant and it would be good to get board member discussion on and an OCCA position on this. The current grant is approximately \$118 million and is severely underfunded. A small percentage of students who actually qualify to get the Opportunity Grant receive it in any given year. It is a matter of whoever files first. If you don't file by the end of January, your chances of getting it are slim. The estimated amount that it would take to fully fund the Oregon Opportunity Grant as it is now for all eligible students is upwards of \$700 million. There was grim recognition that the funding isn't available to fully fund it. The recommendation from the HECC is to put another \$60 million into the Opportunity Grant. This is a significantly higher investment than it is into the operating budgets. The way the money

would be spent is that it would go into effect the second year of the biennium. That is a way to reach more students. The money would be targeted to just the first two years of college. The amount of the grant would be higher to fully fund the unmet need. It would be limited to those who are 24 or younger. It is really targeted to those coming right out of high school to fully fund their first two years at college. The understanding is that the existing Opportunity Grant would continue as is for the older students or beyond; their first two years would have access to that limited pot of money, still on a first come/first serve basis. The investment into the Oregon Opportunity Grant is greater than the CC support fund and so students may be able to come to the community college, but our ability to serve them in a stronger capacity isn't being limited by this budget. It doesn't allow the ability to open programs or to add student services programs, or provide wrap around services. It isn't really in the best interest of the student to have the ability to go to college without the support to complete.

Director Ladd asked why it is an either-or proposition with the Oregon Opportunity Grant and funds to support students that come. There definitely needs to be a better mechanism than the current first come/first serve system. Andrea Henderson responded by clarifying that the position coming from OCCA is that we should never take funds from the Opportunity Grant to give to a support fund, but it has to be balanced. In this given scenario, because it was a zero sum game, the conversation did become an either-or conversation, unfortunately. OCCA indicated strong support for the Opportunity Grant without getting into the details of how it is being allocated. Increased funding to the Opportunity Grant is critical to our students because of how few of them that qualify for it actually receive it. Once we get into the legislative arena, it is not an either-or conversation. There needs to be funding for financial aid, operations, and the building in order for student to succeed. Another point to mention regarding undocumented students is the concern brought up last week to the HECC. Undocumented students currently receive the Opportunity Grant. With the scenario where there is more money going into the Opportunity Grant, without investments into the colleges, one of the fears is that as colleges have to raise tuition, it puts the dream of a college education further out of reach for undocumented students. This needs to be addressed on a policy level.

Director Frisbee commented regarding the stipulation that students need to be 24 or younger in the first two years. The average age of PCC students is not 24, which is a huge problem for PCC. She also inquired how the universities are accepting this. Ms. Henderson commented that in her feedback to the Commission was that 60% of our students are 25 or older. The universities also have concerns around this, first for those students who typically transfer from a community college to a university, it is a transition time. Not only are they losing their financial aid, but their tuition is also increasing. The question is how we ensure that it works for students.

Director Wilton asked how the overall debt service at 20% compares to K-12. She has not seen the K-12 number yet, so has no answer. He also commented that one thing that everyone struggles with is tuition, in tough times it generally takes a large increase because state support declines while trying to keep programs together. These are better times, even though this number isn't terrific, it is still better than it has been historically. He would really like to avoid increasing tuition. If a budget can be created at this number, which doesn't increase tuition, does that undercut your measure to the legislature? She responded that the message is really around investment in 40-40-20. This is not an investment budget, as we get closer to the year 2025 when we are supposed to be there, it means the step of

investment we would need in 2017 is that much more.

Director Ladd asked why the HECC operations budget such a step increase? Ms. Henderson answered that a large part of that was that they were funded for only a few positions going into this biennium, and some of those positions started late in the year. There were high rollup costs for what was created and also some movement of personnel from other agencies into the HECC.

Director Wilton noted the Opportunity Grant increases are large, and that is nice to see. He asked for more clarification on the ballot measure that Treasurer Wheeler is promoting. He wanted to know if it passes and it moves more to an endowment system, does it effectively nullify it? Ms. Henderson commented that with the ballot measure, it essentially sets up a structure for the legislature to decide how much to fund the structure and how the money would be spent. It will be helpful that the structure is in place, but there is still quite a bit of policy and advocacy at the legislature. We need to ensure that it doesn't become a replacement for existing general fund dollars and that it is added on to help students.

Chair Palm asked about the process of the \$100 million dollar deferred maintenance details. Ms. Henderson stated that because this hasn't really been done before, the process was being made up as they go. The conversations that have been had with the President's Council of CCWD is to basically proposing a tiered set amount that the colleges can access depending on their size. A similar arrangement was done when we had access to \$10 million of lottery money for CTE equipment about 3-4 years ago. At the bottom level, it is enough money for the smallest schools. A proposal will be presented to the Presidents at a meeting on September 5.

#### Budget: Compensation

Lisa Bledsoe, Director, Human Resources

Ms. Bledsoe presented two recommendations regarding annual compensation adjustments. The Management/Confidential compensation is the recommendation from the PACMACC, the President's Advisory Committee on Management and Confidential Compensation. It is based on an annual review of data from several established salary surveys that we have use every year consistently. The sources cover a large group of comparable employers. In looking at the data, we compare our salary structure increases in the market and how is individual pay increasing based on the data. That review for this year, salary structures are increasing by 2.1% and individual pay is increasing by 2.3%. In addition to that, to address concerns with movement through the pay range, in 2012 the PACMACC recommended and the board approved "a bring to midpoint pay component". This was done to address concerns about progression to the midpoint. For the last two years, there has been a supplemental midpoint adjustment. The rational for doing this is to attract and retain qualified and experienced management staff by having competitive pay structures and mechanisms is a way to do that.

The next resolution is on Executive Compensation. The same data was looked at, and it showed much the same information. The data showed that the structures are moving again by 2.1%, individual pay for executives is moving by 2.3%. Then in addition to these trends for the upcoming year, we also looked at where we are compared to the market. Executive compensation is substantially below the market. As an additional component for executive, it is recommended that Dr. Brown be given the authority to make a market adjustment to help

deal with the differential. This would affect four executives, because the others were hired after the fiscal year ends so they are not entitled to this adjustment. The rationale for these increases is the same as for the management and confidential employees is to attract and retain the best executive staff. There is also a recommendation to increase the auto allowance. It has not adjusted since 2008. Finally, we are recommending that the health benefit cap be increased consistent with the cap for represented employees. Funds for these increases are in the budget. Conversations have been happening about developing a pay for performance compensation component for the future, and as part of that having a component that would give employees who are topped out a lump sum increase. Currently they are not eligible for an individual increase and we want to reward good performance, even if employees are topped out. We intend to have recommendations about these items to the board in time for the June board meeting, so that if anything was approved it could be implemented for the next fiscal year.

### **PUBLIC COMMENT ON AGENDA ITEMS**

Michael Sonnelitner made public comment Resolution 15-027 and the reference to “extraordinary service” in Exhibit D, noting that this tends to lead to only monetary gifts being recognized.

### **BUSINESS MEETING**

Vice Chair Palm proposed approval of Resolutions 15-015 through 15-029. The motion passed unanimously. Pitts/Madden

Roll Call vote taken on the following resolutions that were on the Non Consent Agenda:

Resolution 15-030: Delegate Authority to College President to Negotiate Terms and Conditions for Purchase of Real Property Near Southeast Campus  
(Yes: Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm, Gene Pitts, Kali Thorne-Ladd; No: Courtney Wilton)

Comments: Director Wilton commented that as he is concerned about having the funds to provide infrastructure needs to existing facilities. Director Ladd agreed with Director Wilton and thanked him for raising his concerns.

Resolution 15-031: Board Resolution for Management and Confidential Salary and Benefit Adjustments for FY 2014-15  
(Yes: Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm, Gene Pitts, Kali Thorne-Ladd, Courtney Wilton)

Comments: Director Wilton commented that he was concerned that this group was going to get more than the other groups, but Dr. Brown explained that it wasn't the case. This seems to have a consistency and fairness to this approach.

Resolution 15-032: Board Resolution for Executive Officer Compensation and Benefit Adjustments for FY 2014-15

Motion to table resolutions made by Director Harper and was seconded by Director Wilton. Motion passed.

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

Michael Sonnelitner made comment on Strategic Planning. He spent 20 hours on the document provided to the Board. Theme 5 on Diversity, Equity and Inclusion where the

recommendations where cut back from 6 to 3 in previous versions.

## **REPORTS**

Classified

Deborah Hall, President, Classified Union

Classified Union Picnic is at Oak Parks on September 1, all are welcome.

Faculty

Frank Goulard, President, AP and Faculty Federation

Mr. Goulard has been attending various HECC meetings. He and others met with the Governor talking about the need for higher education funding. The Governor mentioned two things, Department of Corrections and Health Care and finding savings. Those are two priorities he wants to work on. In the end it is up to our friends in the legislature to approve the Higher Education budget. We all need to be in Salem to lobby.

Board Members

Director Frisbee noted that she attended the goodbye party for Kristin Watkins. She will be missed at PCC.

President

He thanked the Board for the presidential review process. He acknowledged and thanked Board members for the various meetings and events they attend on behalf of PCC. He had a meeting with our accreditation leaders along with Dr. Chairsell. We were featured in the Oregonian which PCC is the first community college nationwide to offer courses that count toward the Accrediting Organizational and Professional Development Certificate Program. We were mentioned on the national scale again at a joint press conference when President Obama and Vice President Biden signed the Workforce Innovation Opportunity Act and named PCC's Career Pathways Program as one of the 30 programs nationwide that are making a difference in job training; we are two clicks away from whitehouse.gov. With the other 16 colleges, we submitted a \$2.6 million dollar tax grant, trade adjustment assistance for community college and career training for the Department of Labor.

## **ADJOURNMENT**

There being no further business, the meeting adjourned at 7:35 pm.

## **NEXT MEETING**

The next business meeting of the Portland Community College Board of Directors will be held on September 18, 2014 at 7:30 PM at the Rock Creek Campus.

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Deanna Palm, Chair

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Dr. Jeremy Brown, President

Prepared by:

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Jeannie Moton, Assistant to Board of Directors

Minutes approved on September 18, 2014

September 18, 2014

15-033

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 (Temporary)-**Olivia Alcaire**

Academic Advising Specialist

Office of the Dean of Student Development, Rock Creek Campus

Annual Salary: \$43,464 Grade: 3 Step: 3

Effective: August 11, 2014 to June 20, 2015

Education: Oregon State University MED 2005  
Adult Basic Education

Education: Portland State University BA 1993  
History

Most Recent

Experience: Portland Community College  
Student Cooperative Education Employment Specialist

Applicant Flow: Article 3.64 Appointment

2. Academic Professional Appointment (Temporary)-**Deborah Durham**

Community Education Program Coordinator

CLIMB Center for Advancement, Southeast/Extended Learning Campus

Annual Salary: \$46,020 @ .75 FTE Grade: 5 Step: 1

Effective: May 8, 2014 to June 20, 2015

Education: Iowa State University MS 1996  
Clothing, Textiles, Related Arts

Ohio University BA 1973  
French

Most Recent

Experience: Portland Community College  
SERVE Program Manager (Casual)

Applicant Flow: Direct Appointment

3. Academic Professional Appointment-**Susana Godoy**

Financial Aid Advisor

Academic and Student Affairs

Annual Salary: \$41,424 Grade: 2 Step: 3

Effective: August 25, 2014

Education: Portland State University MS 2003  
Higher Education Administration  
University of Oregon BA 1997  
Finance

Most Recent  
Experience: Mt. Hood Community College  
TRIO ETS Director

Applicant Flow: Gender		Ethnicity	
16	Male	26	White (not of Hispanic Origin)
23	Female	2	Black or African American
1	Not Disclosed	3	Asian
		6	Hispanic/Latino
		1	Two or More
		2	Not Disclosed
<hr/> 40 Total		<hr/> 40 Total	

4. Academic Professional Appointment (Temporary)-Tracee Wells

Career Exploration Center Coordinator  
Office of the Dean of Student Development, Rock Creek Campus  
Annual Salary: \$66,274 Grade: 4 Step: 13  
Effective: August 25, 2014 to August 25, 2015  
Education: Kentucky State University BA 1987  
Music

Most Recent  
Experience: Portland Community College  
Employment Specialist  
Applicant Flow: Article 3.64 Appointment

5. Administrative Appointment (Temporary)-James Arnold

Interim Technology and Solution Services Manager  
Administrative Services  
Annual Salary: \$87,829 Grade: K  
Effective: August 18, 2014 to August 31, 2015  
Education: University of Charleston BS 1989  
Computer Information Systems  
Glenville State College AS 1979  
Computer Science and Applications

Most Recent  
Experience: Portland Community College  
Systems Analyst  
Applicant Flow: Direct Appointment

6. Administrative Appointment (Temporary)-Joseph Cheng

Interim Technology and Solution Services Manager  
Administrative Services  
Annual Salary: \$83,462 Grade: K



Effective: August 18, 2014 to August 31, 2015  
 Education: Yale University BA 1987  
 Mathematics and Philosophy  
 Most Recent  
 Experience: Portland Community College  
 Applications Analyst  
 Applicant Flow: Direct Appointment

7. Administrative Appointment (Temporary)-**Laura Horani**

Interim Human Resources Representative  
 Administrative Services  
 Annual Salary: \$90,603 Grade: K  
 Effective: September 2, 2014 to December 20, 2014  
 Education: Portland State University MA 1995  
 Teaching English for Speakers of Other Languages  
 Portland State University BA 1988  
 Speech Communication  
 Most Recent  
 Experience: Portland Community College  
 Instructor, English for Speakers of Other Languages  
 Applicant Flow: Direct Appointment

8. Administrative Appointment-**Robert Wagner**

Associate Vice President College Advancement  
 Administrative Services  
 Annual Salary: \$125,000 Grade: P  
 Effective: September 2, 2014  
 Education: George Washington University MA 2001  
 Public Policy, Philosophy and Social Policy  
 Portland State University BA 1997  
 Political Science  
 Most Recent  
 Experience: Portland Community College  
 Government Relations Manager  
 Applicant Flow: Direct Appointment

9. Administrative Appointment-**Carrie Weikel-Delaplane**

Associate Dean of Student Development  
 Office of the Dean of Student Development, Sylvania Campus  
 Annual Salary: \$84,000 Grade: M  
 Effective: September 15, 2014  
 Education: South Dakota State University MS 1999  
 Counseling and Human Resource Development  
 University of North Carolina BA 1996  
 Geography  
 Most Recent  
 Experience: Southern New Hampshire University

Director of Career Services, Online and Continuing Education			
Applicant Flow:	Gender	Ethnicity	
43	Male	61	White (not of Hispanic Origin)
44	Female	8	Black or African American
6	Not Disclosed	1	Asian
		8	Hispanic/Latino
		6	Two or More Selections
		9	Not Disclosed
<hr/> 93 Total		<hr/> 93 Total	

10. Faculty Appointment–Bonita Altus

Instructor, Health Information Management

Allied Health, Emergency and Legal Services Division, Cascade Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education:	University of Oregon	MS	2007
	Applied Information Management		
	California State University	BS	1990
	Business Education		
	Hesston College	AAS	2003
	Liberal Arts		

Most Recent

Experience: Clark College  
Instructor, Health Information (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	

11. Faculty Appointment–Aubrey Baldwin

Instructor, Paralegal

Allied Health, Emergency and Legal Services, Cascade Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education:	Lewis and Clark Law School	JD	2005
	Law		
	University of Tennessee	BS	1997
	Social Work		

Most Recent

Experience: Lewis and Clark Law School  
Associate Clinical Professor of Law and Staff Attorney

Applicant Flow:	Gender	Ethnicity
51	Male	69 White (not of Hispanic Origin)
39	Female	2 Black or African American
9	Not Disclosed	4 Asian
		4 Hispanic/Latino
		2 Two or More
		18 Not Disclosed
<hr/>		<hr/>
99	Total	99 Total

12. Faculty Appointment (Temporary)-**Pamela Beaty**

Instructor, Music

Communications and Humanities Division, Rock Creek Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014 to June 20, 2015

Education: University of Cincinnati MA 1993

Music

Roosevelt University BA 1985

Music

Most Recent

Experience: Portland Community College  
Instructor, Music (Temporary)

Applicant Flow: Article 3.64  
Appointment

13. Faculty Appointment-**Michael Bene**

Instructor, English for Speakers of Other Languages

Business Applied Technology and College Preparation Division, Rock Creek

Annual Salary: \$87,351 Step: 17

Effective: September 1, 2014

Education: University of California MA 1995

Linguistics

University of California BA 1991

Linguistics

Most Recent

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

Applicant Flow: Gender Ethnicity

67 Male 110 White (not of Hispanic Origin)

122 Female 6 Black or African American

12 Not Disclosed 18 Asian

13 Hispanic/Latino

1 American Indian/Alaskan Native

9 Two or More

44 Not Disclosed

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201 Total 

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201 Total

14. Faculty Appointment–Richard Birk

Instructor, Business Administration

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

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education: Marylhurst University MBA 2010  
Business Administration  
Brigham Young University BS 1983  
Accounting

Most Recent

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

Applicant Flow:	Gender	Ethnicity
28	Male	38 White (not of Hispanic Origin)
28	Female	4 Black or African American
3	Not Disclosed	6 Asian
		2 Hispanic/Latino
		1 Two or More
		8 Not Disclosed
	59 Total	59 Total

15. Faculty Appointment–Ragan (Garrett) Borzcik

Instructor, Veterinary Technology

Science and Technology Division, Rock Creek Campus

Annual Salary: \$61,926 Step: 7

Effective: September 1, 2014

Education: Oregon State University DVM 2011  
Veterinary Medicine  
Oregon State University BS 2005  
Pre-Veterinary Medicine/Animals

Most Recent

Experience: Banfield Pet Hospital  
Veterinary Associate

Applicant Flow:	Gender	Ethnicity
4	Male	9 White (not of Hispanic Origin)
9	Female	1 Asian
		1 Hispanic/Latino
		2 Not Disclosed
	13 Total	13 Total

16. Faculty Appointment (Temporary)–Cameron Bynum

Instructor, Communication Studies

Communications and Humanities Division, Rock Creek Campus

Annual Salary: \$50,374 Step: 1

Effective: September 1, 2014 to June 20, 2015

Education: University of Nevada MA 2010  
Communication Studies  
University of Nevada BA 2008  
Communication Studies  
Most Recent  
Experience: Portland Community College  
Communication Studies (Adjunct)  
Applicant Flow: Article 3.64 Appointment

17. Faculty Appointment (Temporary)-Jill Cain

Counselor  
Student Support Services Division, Sylvania Campus  
Annual Salary: \$52,140 Step: 2  
Effective: September 1, 2014 to August 20, 2015  
Education: California State University MS 2000  
Psychology  
Westmont College BA 1995  
Psychology  
Most Recent  
Experience: Portland Community College  
Counselor (Adjunct)  
Applicant Flow: Article 3.64 Appointment

18. Faculty Appointment (Temporary)-Edwin Cancel

Instructor, Sign Language Interpreting  
English and World Languages Division, Sylvania Campus  
Annual Salary: \$53,965 Step: 3  
Effective: September 1, 2014 to June 20, 2015  
Education: La Mar University MS 2000  
Deaf Studies/Deaf Education  
Highland University BS 1998  
Special Education  
Santa Fe Community College AA 1996  
Trilingual Sign Language  
Most Recent  
Experience: Western Oregon University  
Instructor, Sign Language  
Applicant Flow: Direct Appointment

19. Faculty Appointment (Temporary)-Lee Collins

Instructor, Physics  
Mathematics, Sciences and Career Technical Education Division,  
Southeast/Extended Learning Campus  
Annual Salary: \$50,374 Step: 1  
Effective: September 1, 2014 to June 20, 2015  
Education: Oregon State University MS 2013  
Earth Science

- |     |   |         |      |
|-----|---|---------|------|
|     | Oregon State University<br>Physics  | BS      | 2011 |
|     | Most Recent   |         |      |
|     | Experience: Portland Community College<br>Instructor, Physics (Adjunct)     |         |      |
|     | Applicant Flow: Article 3.64 Appointment                                    |         |      |
| 20. | <b><u>Faculty Appointment (Temporary)-Noah Dear</u></b>                     |         |      |
|     | Instructor, Mathematics   |         |      |
|     | Mathematics and Science Division, Cascade Campus                            |         |      |
|     | Annual Salary: \$50,374   | Step: 1 |      |
|     | Effective: September 1, 2014 to June 20, 2015                               |         |      |
|     | Education: Portland State University  | MS      | 2013 |
|     | Mathematics   |         |      |
|     | University of Oregon  | BS      | 2011 |
|     | Mathematics   |         |      |
|     | Most Recent   |         |      |
|     | Experience: Portland Community College<br>Instructor, Mathematics (Adjunct) |         |      |
|     | Applicant Flow: Article 3.64 Appointment                                    |         |      |
| 21. | <b><u>Faculty Appointment (Temporary Job Share)-Keith Dempsey</u></b>       |         |      |
|     | Counselor   |         |      |
|     | Office of the Dean of Student Development, Cascade Campus                   |         |      |
|     | Annual Salary: \$57,808 @ .50 FTE   | Step: 5 |      |
|     | Effective: September 1, 2014 to August 20, 2015                             |         |      |
|     | Education: Oregon State University  | PhD     | 2009 |
|     | Counseling  |         |      |
|     | Oregon State University   | MS      | 1996 |
|     | Agency Counseling   |         |      |
|     | Oregon State University   | BS      | 1993 |
|     | Psychology  |         |      |
|     | Most Recent   |         |      |
|     | Experience: Portland Community College<br>Counselor (Temporary Job Share)   |         |      |
|     | Applicant Flow: Article 3.64 Appointment                                    |         |      |
| 22. | <b><u>Faculty Appointment (Temporary)-Kathleen Doss</u></b>                 |         |      |
|     | Instructor, Communication Studies   |         |      |
|     | Liberal Arts and Pre-College Programs Division, Cascade Campus              |         |      |
|     | Annual Salary: \$55,854   | Step: 4 |      |
|     | Effective: September 1, 2014 to June 20, 2015                               |         |      |
|     | Education: University of Hawaii   | MA      | 2005 |
|     | Speech  |         |      |
|     | University of Hawaii  | BA      | 2003 |
|     | Psychology  |         |      |
|     | Most Recent   |         |      |

Experience: Portland Community College  
 Instructor, Communications Studies (Temporary)  
 Applicant Flow: Article 3.64 Appointment

23. Faculty Appointment (Temporary)-Sammuel Erickson

Instructor, English, Reading and Writing  
 Liberal Arts and Pre-College Division, Southeast/Extended Learning  
 Campus

Annual Salary: \$57,808 Step: 5

Effective: September 1, 2014 to June 20, 2015

Education:	Kansas State University	MA	2000
	English		
	Kansas State University	BA	1998
	English Literature		

Most Recent

Experience: Portland Community College  
 Instructor, Reading and Writing (Adjunct)

Applicant Flow: Article 3.64 Appointment

24. Faculty Appointment-Meredith Farkas

Reference Librarian

Academic and Student Affairs

Annual Salary: \$55,854 Step: 4

Effective: September 1, 2014

Education:	Florida State University	MLIS	2004
	Library and Information Science		
	Florida State University	MSW	2001
	Social Work		
	Wesleyan University	BA	1999
	History		

Most Recent

Experience: Portland State University  
 General Education Instruction Coordinator

Applicant Flow:	Gender	Ethnicity
74	Male	163 White (not of Hispanic Origin)
143	Female	5 Black or African American
15	Not Disclosed	11 Asian
		14 Hispanic/Latino
		2 American Indian/Alaskan Native
		5 Two or More Selections
		32 Not Disclosed
232	Total	232 Total

25. Faculty Appointment-Austina Fong

Instructor, Mathematics

Math, Aviation and Industrial Technology Division, Rock Creek Campus

Annual Salary: \$52,140 Step: 2

Effective: September 1, 2014  
 Education: Portland State University MST 2009  
 Teaching Mathematics  
 Oregon State University BS 2007  
 Mathematics

Most Recent  
 Experience: Portland State University  
 Instructor, Mathematics

Applicant Flow: Gender		Ethnicity	
103	Male	84	White (not of Hispanic Origin)
48	Female	6	Black or African American
5	Not Disclosed	40	Asian
		7	Hispanic/Latino
		2	American Indian/Alaskan Native
		2	Two or More Selections
		15	Not Disclosed
<hr/> 156 Total		<hr/> 156 Total	

26. Faculty Appointment-Mark George

Instructor, Sociology  
 Liberal Arts and Pre-College Programs Division, Cascade Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education: University of Mexico Ph.D. 2004  
 Sociology  
 Texas A&M University MA 1992  
 Philosophy  
 Valdosta State University BA 1990  
 Sociology and Philosophy

Most Recent  
 Experience: Valdosta State University  
 Instructor, Sociology

Applicant Flow: Gender		Ethnicity	
47	Male	72	White (not of Hispanic Origin)
63	Female	4	Black or African American
6	Not Disclosed	6	Asian
		12	Hispanic/Latino
		5	Two or More Selections
		17	Not Disclosed
<hr/> 116 Total		<hr/> 116 Total	

27. Faculty Appointment (Temporary)-Marc Goodman

Instructor, Computer Information Systems  
 Business, Computer Technology & Real Estate Division, Sylvania Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014 to June 20, 2015

Education: Brandeis University PhD 1995



Computer Science  
 Brandeis University MA 1992  
 Computer Science  
 Georgia Institute of Technology BS 1984  
 Information and Computer Science

Most Recent

Experience: Portland Community College  
 Instructor, Computer Science (Adjunct)

Applicant Flow: Article 3.64 Appointment

28. Faculty Appointment (Temporary)-Sam Guerrero

Instructor, Printmaking

Visual and Performing Arts and Design Division, Sylvania Campus

Annual Salary: \$52,140 Step: 2

Effective: September 1, 2014 to June 20, 2015

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

29. Faculty Appointment (Temporary)-Robert Hale

Instructor, Physics

Science and Engineering Division, Sylvania Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014 to June 20, 2015

Education: University of Arizona MS 1981  
 Physics

Eckerd College BS 1973  
 Physics

Most Recent

Experience: Portland Community College  
 Instructor, Physics (Adjunct)

Applicant Flow: Article 3.64 Appointment

30. Faculty Appointment-Kendra Hill

Instructor, Bioscience Technology

Science and Technology Division, Rock Creek Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education: South Dakota State University PhD 2013  
 Biology

Johns Hopkins University MS 1994  
 Biotechnology

	University of Delaware	BA	1989
	Biology		
Most Recent			
Experience:	South Dakota State University		
	Assistant Professor and Undergraduate Program		
	Coordinator		
Applicant Flow:	Gender	Ethnicity	
	58 Male	56 White (not of Hispanic Origin)	
	44 Female	5 Black or African American	
	7 Not Disclosed	27 Asian	
		9 Hispanic/Latino	
		1 Native Hawaiian/Pacific Islander	
		1 Two or More Selections	
		10 Not Disclosed	
	<hr/> 109 Total	<hr/> 109 Total	

31. Faculty Appointment-Chau Hoang-Fossen

Reference Librarian  
Academic and Student Affairs  
Annual Salary: \$53,965 Step: 3  
Effective: September 1, 2014  
Education: Emporia State University MLS 2009  
Library Science  
University of Minnesota BA 2003  
Child Psychology

Most Recent  
Experience: Portland Community College – Office of Equity and  
Inclusion  
Director (Interim)

Applicant Flow:	Gender	Ethnicity
	74 Male	163 White (not of Hispanic Origin)
	143 Female	5 Black or African American
	15 Not Disclosed	11 Asian
		14 Hispanic/Latino
		2 American Indian/Alaskan Native
		5 Two or More Selections
		32 Not Disclosed
	<hr/> 232 Total	<hr/> 232 Total

32. Faculty Appointment-Nicholas Insalata

Instructor, Computer Science  
Business, Computer Technology and Real Estate Division, Sylvania  
Campus  
Annual Salary: \$52,140 Step: 2  
Effective: September 1, 2014  
Education: Portland State University MS 2010  
Computer Science

Reed College  
Mathematics

BA 2009

Most Recent

Experience: Portland Community College  
Instructor, Computer Science (Adjunct)

Applicant Flow:	Gender	Ethnicity
36	Male	20 White (not of Hispanic Origin)
2	Female	3 Black or African American
5	Not Disclosed	12 Asian
		1 Hispanic/Latino
		1 Native Hawaiian/Pacific Islander
		6 Not Disclosed
<hr/>	43 Total	<hr/> 43 Total

33. Faculty Appointment-Rachelle Katter

Instructor, Health Education

Math, Sciences and CTE Division, Southeast/Extended Learning Campus

Annual Salary: \$52,140 Step: 2

Effective: September 1, 2014

Education:	Portland State University	MPH	2009
	Health Promotion/Health Education		
	Michigan State University	BS	2005
	Psychology		

Most Recent

Experience: Portland Community College  
Instructor, Health Education

Applicant Flow:	Gender	Ethnicity
41	Male	79 White (not of Hispanic Origin)
84	Female	9 Black or African American
4	Not Disclosed	9 Asian
		8 Hispanic/Latino
		3 Two or More Selections
		21 Not Disclosed
<hr/>	129 Total	<hr/> 129 Total

34. Faculty Appointment (Temporary)-Carly Kennedy

Counselor

Office of the Dean of Student Development, Cascade Campus

Annual Salary: \$57,808 Step: 5

Effective: September 1, 2014 to August 20, 2015

Education:	Oregon State University	MS	2007
	Counseling		
	University of Oregon	BS	2005
	Psychology		

Most Recent

Experience: Portland Community College  
Counselor (Temporary)

Applicant Flow: Article 3.64 Appointment

35. Faculty Appointment (Temporary)-Donna Kestek

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

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014 to June 20, 2015

Education: Portland State University MS 1988  
Business Education  
Oregon State University BS 1982  
Business Education

Most Recent

Experience: Portland Community College  
Computer Application Systems (Adjunct)

Applicant Flow: Article 3.64 Appointment

36. Faculty Appointment-Jennifer Klaudinyi

Reference Librarian

Academic and Student Affairs

Annual Salary: \$52,140 Step: 2

Effective: September 1, 2014

Education: University of North Carolina at Chapel Hill MSLS 2009  
Library Science  
University of Oregon BA 2005  
English Literature

Most Recent

Experience: Lane Community College  
Open Educational Resources Librarian

Applicant Flow:	Gender	Ethnicity
74	Male	163 White (not of Hispanic Origin)
143	Female	5 Black or African American
15	Not Disclosed	11 Asian
		14 Hispanic/Latino
		2 American Indian/Alaskan Native
		5 Two or More Selections
		32 Not Disclosed
232	Total	232 Total

37. Faculty Appointment (Temporary)-Jeffrey Lacks

Instructor, Mathematics

Mathematics and Industrial Technology Division, Sylvania Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014 to June 20, 2015

Education: University of Oregon MS 1998  
Mathematics

University of Texas  
Mathematics  
BS 1993

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

Applicant Flow: Article 3.64 Appointment

38. Faculty Appointment-Debra Lippoldt

Instructor, Foods and Nutrition  
Health Professions, Early Childhood Education and Physical Education Divis  
Sylvania Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education: Cornell University MS 1986  
Human Nutrition  
University of Florida BS 1978  
Nursing

Most Recent

Experience: Growing Gardens  
Executive Director

Applicant Flow:	Gender	Ethnicity
14	Male	45 White (not of Hispanic Origin)
49	Female	1 Black or African American
2	Not Disclosed	6 Asian
		4 Hispanic/Latino
		1 American Indian/Alaskan Native
		2 Two or More Selections
		6 Not Disclosed
	65 Total	65 Total

39. Faculty Appointment (Temporary)-Homayoun Louie

Instructor, Dental Laboratory Technology  
Science and Engineering Division, Sylvania Campus

Annual Salary: \$55,854 Step: 4

Effective: September 1, 2014 to June 20, 2015

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

Most Recent

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

Applicant Flow: Article 3.64 Appointment

40. Faculty Appointment-Juan Maldonado

Instructor, Computer Applications Systems/Office Systems

Business, Computer Technology & Real Estate Division, Sylvania Campus  
 Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education: Eastern Washington University BS 2011  
 Accounting  
 Clark College AAT 2011  
 Web Design and Development

Most Recent

Experience: Janrain  
 Community Manager

Applicant Flow:	Gender	Ethnicity
17	Male	12 White (not of Hispanic Origin)
6	Female	2 Black or African American
2	Not Disclosed	2 Asian
		2 Hispanic/Latino
		2 Native Hawaiian/Pacific Islander
		2 Two or More
		3 Not Disclosed
	<hr/> 25 Total	<hr/> 25 Total

41. Faculty Appointment (Temporary Job Share)-Jennifer Margolis

Counselor

Academic and Student Affairs

Annual Salary: \$50,374 @.50 FTE Step: 1

Effective: September 1, 2014 to August 20, 2015

Education: Alliant International University PhD` 1987  
 Clinical Psychology  
 University of California Los Angeles BA 1984  
 Psychology

Most Recent

Experience: Portland Community College  
 Counselor (Adjunct)

Applicant Flow: Article 3.64 Appointment

42. Faculty Appointment-Gregg Meyer

Instructor, Engineering

Science and Engineering Division, Sylvania Campus

Annual Salary: \$59,831 Step: 6

Effective: September 1, 2014

Education: Georgia Institute of Technology MSME 2007  
 Mechanical Engineering  
 Santa Clara University BSME 1987  
 Mechanical Engineering

Most Recent

Experience: Portland Community College  
 Instructor, Engineering (Temporary)

Applicant Flow: Gender Ethnicity

21	Male	15	White (not of Hispanic Origin)
12	Female	1	Black or African American
1	Not Disclosed	12	Asian
		3	Hispanic/Latino
		3	Not Disclosed
<hr/> 34 Total		<hr/> 34 Total	

43. Faculty Appointment (Temporary)-Patrick McMurray

Instructor, Dental Technology  
Health Professions, Early Childhood Education and Physical Education  
Division, Sylvania Campus  
Annual Salary: \$53,965 Step: 3  
Effective: September 1, 2014 to June 20, 2015  
Education: Portland Community College AAS 1981  
Dental Technology  
Most Recent  
Experience: Portland Community College  
Instructor, Dental Technology (Temporary)  
Applicant Flow: Article 3.64  
Appointment

44. Faculty Appointment-Charles Pace

Instructor, Economics  
Social Science and Business Division, Sylvania Campus  
Annual Salary: \$55,854 Step: 4  
Effective: September 1, 2014  
Education: University of Colorado PhD 1981  
Economics  
University of Colorado MA 1979  
Economics  
University of Oregon MA 1976  
Economics

Most Recent  
Experience: Portland Community College  
Instructor, Economics (Adjunct)  
Applicant Flow: Gender Ethnicity  
50 Male 42 White (not of Hispanic Origin)  
16 Female 3 Black or African American  
7 Not Disclosed 11 Asian  
4 Hispanic/Latino  
1 Two or More  
12 Not Disclosed  


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73 Total 

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73 Total

45. Faculty Appointment-Jane Palmieri

Instructor, Nursing  
Health Professions, Early Childhood Education and Physical Education Divis

Sylvania Campus

Annual Salary: \$52,140

Step: 2

Effective: September 1, 2014

Education: Walden University MSN 2014  
Nursing Education  
Linfield Good Samaritan School of Nursing BS 2003  
Nursing

Most Recent

Experience: Linfield-Good Samaritan School of Nursing  
Clinical Adjunct

Applicant Flow:	Gender	Ethnicity
17	Female	13 White (not of Hispanic Origin)
1	Not Disclosed	2 Asian
		1 American Indian/Alaskan Native
		2 Not Disclosed
<hr/>	18 Total	<hr/> 18 Total

46. Faculty Appointment-Rebecca Robinson

Instructor, Management and Supervisory Development

Liberal Arts and Pre-College Division, Southeast/Extended Learning  
Campus

Annual Salary: \$55,854

Step: 4

Effective: September 1, 2014

Education: Marylhurst University MS 1993  
Management  
University of Massachusetts BS 1977  
Plant and Soil Science

Most Recent

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

Applicant Flow:	Gender	Ethnicity
43	Male	47 White (not of Hispanic Origin)
29	Female	5 Black or African American
3	Not Disclosed	4 Asian
		7 Hispanic/Latino
		2 Two or More
		10 Not Disclosed
<hr/>	75 Total	<hr/> 75 Total

47. Faculty Appointment-Jamie Rodrick

Instructor, Early Education and Family Studies

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

Annual Salary: \$53,965

Step: 3

Effective: September 1, 2014

Education: Pacific Oaks College MA 2004



Leadership and Human Development  
University of Idaho BS 1996  
Child and Family Relationships

Most Recent

Experience: Nike Child Development Program  
Birth-Three Supervisor

Applicant Flow:	Gender	Ethnicity
18	Male	74 White (not of Hispanic Origin)
90	Female	12 Black or African American
7	Not Disclosed	6 Asian
		7 Hispanic/Latino
		1 American Indian/Alaskan Native
		2 Two or More Selections
		13 Not Disclosed
<hr/>	<hr/>	<hr/>
115	Total	115 Total

48. Faculty Appointment (Temporary)-Julie Romey

Instructor, Computer Application Systems/Office Systems  
Mathematics, Sciences and Career Technology Education Division,  
Southeast/Extended Learning Campus

Annual Salary: \$55,854 Step: 4

Effective: September 1, 2014 to June 20, 2015

Education:	University of Florida	MED	2007
	Curriculum and Instruction		
	Pacific Lutheran University	BA	1993
	Computer Science		

Most Recent

Experience: Portland Community College  
Instructor, Computer Application Systems (Adjunct)

Applicant Flow: Article 3.64 Appointment

49. Faculty Appointment-James Sauve

Instructor, Composition/Literature  
English and World Languages Division, Sylvania Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education:	Claremont Graduate School	MA	1986
	English		
	Whitman College	BA	1982
	English		

Most Recent

Experience: City College of San Francisco  
Instructor, English

Applicant Flow:	Gender	Ethnicity
226	Male	372 White (not of Hispanic Origin)
262	Female	8 Black or African American
29	Not Disclosed	6 Asian

	32	Hispanic/Latino
	1	American Indian/Alaskan Native
	17	Two or More
	81	Not Disclosed
<hr/> 517	Total	<hr/> 517 Total

50. Faculty Appointment-Megan Savage

Instructor, Composition/Literature

English and World Languages Division, Sylvania Campus

Annual Salary: \$53,965 Step: 3

Effective: September 1, 2014

Education:	Indiana University	MFA	2008
	Creative Writing		
	Indiana University	MA	2008
	English		
	Bard College	BA	1998
	Literature		

Most Recent

Experience: Portland Community College  
Instructor, Composition Literature (Adjunct)

Applicant Flow:	Gender	Ethnicity
226	Male	372 White (not of Hispanic Origin)
262	Female	8 Black or African American
29	Not Disclosed	6 Asian
		32 Hispanic/Latino
		1 American Indian/Alaskan Native
		17 Two or More
		81 Not Disclosed
<hr/> 517	Total	<hr/> 517 Total

51. Faculty Appointment (Temporary)-Carolina Selva

Instructor, Business Administration

Arts and Professions Division, Cascade Campus

Annual Salary: \$52,140 Step: 2

Effective: September 1, 2014 to June 20, 2015

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 (Temporary)

Applicant Flow: Article 3.64 Appointment

52. Faculty Appointment-Tatiana Snyder

Instructor, Psychology

Social Sciences Division, Sylvania Campus

Annual Salary: \$55,854 Step: 4  
 Effective: September 1, 2014  
 Education: Portland State University PhD 2011  
                     Developmental Psychology  
                     Portland State University MS 2001  
                     Developmental Psychology  
                     San Jose State University BA 1995  
                     Clinical and Counseling Psychology

Most Recent

Experience: Portland Community College  
                     Instructor, Psychology (Temporary)

Applicant Flow:	Gender	Ethnicity
63	Male	109 White (not of Hispanic Origin)
95	Female	7 Black or African American
11	Not Disclosed	10 Asian
		7 Hispanic/Latino
		1 American Indian/Alaskan Native
		1 Native Hawaiian/Pacific Islander
		6 Two or More Selections
		28 Not Disclosed
	<hr/> 169 Total	<hr/> 169 Total

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

Instructor, Mathematics  
 Mathematics and Industrial Technology Division, Sylvania Campus  
 Annual Salary: \$53,965 @.50 FTE Step: 3  
 Effective: September 1, 2014 to June 20, 2015  
 Education: Portland State University MST 1998  
                     Teaching  
                     Portland State University BS 1996  
                     Mathematics

Most Recent

Experience: Portland Community College  
                     Instructor, Mathematics (Temporary)

Applicant Flow: Article 3.64 Appointment

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

Instructor, Psychology  
 Social Science and Health Division, Rock Creek Campus  
 Annual Salary: \$53,965 @.50 FTE Step: 3  
 Effective: September 1, 2014 to June 20, 2015  
 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

55. Faculty Appointment (Temporary)-Greta Swanson

Instructor, Mathematics  
Mathematics and Industrial Technology Division, Sylvania Campus  
Annual Salary: \$53,965 Step: 3  
Effective: September 1, 2014 to June 20, 2015  
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

56. Faculty Appointment (Temporary)-Carmen Thompson

Instructor, History  
Social Sciences Division, Sylvania Campus  
Annual Salary: \$52,140 Step: 2  
Effective: September 1, 2014 to June 20, 2015  
Education: University of Illinois PhD 2012  
History  
Columbia University MA 2004  
African Languages and Literature  
Portland State University BS 2004  
Business Administration

Most Recent

Experience: Portland Community College  
Instructor, History (Temporary)  
Applicant Flow: Article 3.64 Appointment

57. Faculty Appointment-Alexander Vins

Instructor, Machine Manufacturing Technology  
Math and Industrial Technology Division, Sylvania Campus  
Annual Salary: \$57,808 Step: 5  
Effective: September 1, 2014  
Education: Purdue University BS 1998  
Industrial Technology Education

Most Recent

Experience: Portland Community College  
Instructor, Machine Manufacturing Technology  
(Temporary)  
Applicant Flow: Gender Ethnicity

8	Male	5	White (not of Hispanic Origin)
		2	Asian
		1	Not Disclosed
<u>8</u>	Total	<u>8</u>	Total

58. Faculty Appointment-Ralf Youtz

Instructor, Mathematics

Math and Industrial Technology Division, Sylvania Campus

Annual Salary: \$52,140 Step: 2

Effective: September 1, 2014

Education:	San Francisco State University	MA	2010
	Mathematics		
	Portland State University	BA	2008
	Mathematics		
	Portland Community College	AA	2005
	Oregon Transfer Degree		

Most Recent

Experience: Portland Community College  
Instructor, Mathematics (Adjunct)

Applicant Flow:	Gender	Ethnicity
103	Male	84 White (not of Hispanic Origin)
48	Female	6 Black or African American
5	Not Disclosed	40 Asian
		7 Hispanic/Latino
		2 American Indian/Alaskan Native
		2 Two or More Selections
		15 Not Disclosed
<u>156</u>	Total	<u>156</u> Total

**ETHNIC AND GENDER DESCRIPTION OF STAFF  
PROPOSED TO BE HIRED IN September 18, 2014 PERSONNEL REPORT**

Male	26
Female	32
	<u>58</u>

White (not of Hispanic Origin)	48
Black or African American	3
Asian	2
Hispanic/Latino	3
American Indian/Alaskan Native	2
	<u>58</u>

September 18, 2014

15-034

COMMENDATION OF RETIRING EMPLOYEE –  
LAURA BALES

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: Laura Bales has performed faithfully in her duties as a Buyer, Lead Computer Technician, Assistant to Bookstore Director, Manager of the Bookstores and Manager of Auxiliary Services for Portland Community College since September 21, 1984. She retires effective September 18, 2014.

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

September 18, 2014

15-035

COMMENDATION OF RETIRING EMPLOYEE –  
MICHAEL CHALLIS

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: Michael Challis has performed faithfully in his duties as an Instructional Support Tech II for Portland Community College since June 19, 1973. He retires effective September 30, 2014.

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

September 18, 2014

15-036

COMMENDATION OF RETIRING EMPLOYEE –  
BETTY DAVIS

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: Betty Davis has performed faithfully in her duties as a Casual Driver, Transit Service Operator, and Comm Serv Officer for Portland Community College since August 30, 1999. She retires effective September 12, 2014.

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



September 18, 2014

15-037

COMMENDATION OF RETIRING EMPLOYEE –  
GREGORY MALONE

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: Gregory Malone has performed faithfully in his duties as Manager, Technology Services for Portland Community College since September 11, 2000. He retires effective August 31, 2014.

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

September 18, 2014

15-038

COMMENDATION OF RETIRING EMPLOYEE –  
KAY TALBOT

PREPARED BY: Human Resource Department Staff

APPROVED BY: Dr. Jeremy Brown, President

REPORT: Kay Talbot has performed faithfully in her duties as Senior Volunteer Literacy Tutor Programs Coordinator for Portland Community College since March 1, 2001. She retires effective September 20, 2014.

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

September 18, 2014

15-039

ACCEPT BID/AWARD CONTRACT TO CONVERGINT  
TECHNOLOGIES, LLC FOR FIRE ALARM SYSTEMS:  
SERVICE, REPAIR, AND REMODELING

PREPARED BY: Denise Jeffords, Buyer/Contract Specialist

FINANCIAL  
RESPONSIBILITY: Keith Gregory, Interim Director, Facilities Management Services

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

REPORT: The College has a need to contract with a qualified firm to provide Fire Alarm Systems: Service, Repair, and Remodeling at various PCC District locations.

The scope of this project includes, but is not limited to: troubleshooting; programming; service; repair; adding/subtracting points; moving points or panels only; and new installations. Contractor's must be certified by the manufacturer to work on the specific equipment needing repair.

An Invitation to Bid (ITB) for Fire Alarm Systems: Service, Repair, and Remodeling was issued on August 1, 2014. The ITB was advertised in the Daily Journal of Commerce, on the State of Oregon Procurement Network (ORPIN), and on the College's Purchasing Website on August 1, 2014. Announcements of this bidding opportunity were sent via e-mail to four (4) firms. Fourteen (14) ITB documents were downloaded from the College's Purchasing Website, of which four (4) were downloaded by prime Contractors, eight (8) plan centers, one (1) of which is an MWESB firm, and two (2) were downloaded by interested parties. Two (2) bids were received by the due date of September 2, 2014. Bids were received from the following contractors:

<b><u>Contractor</u></b>	<b><u>Hourly Rate</u></b>
Convergint Technologies, LLC	\$ 93.00
Metro Safety & Fire, Inc.	\$ 132.10

The award is made to the company whose bid results in the lowest overall ownership cost or “best value” as it is determined by ORS 279.015(5) and based upon the essential evaluation criteria listed below:

- Qualifications of Project Team
- Professional Certifications Held by Technicians
- Professional Licenses Held by the Technicians
- Experience with Projects of Similar Scope and Size
- Resources and Ability to Meet Deadlines
- Ability to Respond to Emergency Needs
- Cost

Note: Neither of the contractors that submitted bids are certified MWESB’s.

**RECOMMENDATION:** That the Board of Directors accept the bid and award a one-year contract to Convergint Technologies, LLC in the amount of \$66,000 (annual estimate), with an option for the college to renew the contract on an annual basis for an additional four (4) years. The contract shall not exceed five (5) years or \$330,000. Expenditures for this contract will come from the general fund and the capital projects fund.

September 18, 2014

15-040

AUTHORIZATION FOR HOWARD S. WRIGHT  
CONSTRUCTORS TO PROVIDE CONSTRUCTION  
SERVICES FOR RENOVATIONS AND SITEWORK FOR  
THE SYLVANIA CAMPUS BOND PROJECT

PREPARED BY: Kathy Kiaunis, Finance Manager, Bond Program

FINANCIAL  
RESPONSIBILITY: Linda Degman, Director, Bond Program

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

REPORT: As part of the 2008 Bond projects, the Board reviewed and approved Resolution 10--077 which authorized the exemption process for the Construction Manager/General Contractor (CM/GC) procurement method for the Sylvania Campus. Howard S. Wright Constructors was selected as the CM/GC for the Sylvania Campus through Resolution 10-097, with an initial authorization of \$21 million, plus Resolution 13-078 for \$14 million for 2013 projects, and Resolution 14-083 for \$8 million for 2014 projects, for a total of \$43 million. The bond projects at the Sylvania campus are unique compared to the other campuses, in that they are primarily renovations to existing buildings. Lack of swing space to move occupants of buildings and to relocate classes during remodels is a major limiting factor in proceeding with work at the campus. Many projects need to be planned and completed in phases, which results in several smaller projects, as opposed to larger discreet projects for new construction.

Projects to date have included renovations to the Library, Science and Technology (ST) Building (phase I & phase II in progress), Social Science and Technology (SS) Building (phase I), Health Technology (HT) Building Heating Ventilation and Cooling (HVAC) upgrades and CTS relocation, Communication Technology (CT) Building phase I, Automotive Metals (AM) Building and College Center (CC). A new media control center is complete and Seismic upgrades in buildings and

walkways are underway as well. A new entry to the east side of the CC Building is also progress.

A new Automotive Storage Building was completed in 2013. Site projects have included the completion of G Street, and the addition of a Plaza Access Lane between the HT and CC Buildings.

Several maintenance projects have been completed, including a complete overhaul of the swimming pool. Technology projects to date have included VOIP work, telecom infrastructure, and the data center. Energy efficiency projects (E6) have included the boiler replacement, the heating hot water loop upgrades, CC HVAC upgrades and several other improvements.

Upcoming projects in late 2014 through 2015, with their approximate values, include the next phases of work on the CC building (\$3 million), SS building (\$1.1 million), stormwater mitigation (\$.9 million), site lighting upgrades (\$1.5 million), and a project contingency (\$.5 million). At this time, an authorization for \$7 million for construction services is requested. This resolution, plus the previous authorization totals \$50 million.

**RECOMMENDATION:** That the Board of Directors authorize Howard S. Wright Constructors to provide construction services at the Sylvania Campus for \$7 million. All expenditures for these services are from the 2008 Bond funds.

September 18, 2014

15-041

BOARD RESOLUTION FOR EXECUTIVE OFFICER  
COMPENSATION AND BENEFIT ADJUSTMENTS FOR FY  
2014-15

PREPARED BY: Lisa Bledsoe, Director, Human Resources Department

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

REPORT: This resolution is to adjust the compensation packages of the Campus Presidents, the District Vice-President, Vice-President – Academic and Student Affairs and the Vice-President – Administrative Services for FY2014-15.

RECOMMENDATION: That the Board of Directors approve:

- That the salary range for Executive Officers be increased by 2.1% to maintain consistency with the Management and Confidential staff schedule; plus
- An increase of 2.3% applied to the salaries of each individual executive officer; plus
- An additional annual adjustment through FY 2019-20 to be determined by the President based on market and other considerations; plus
- An increase in annual automobile expense from \$4815 to \$5055 (5.0%);
- Such adjustments to be applied in accordance with Human Resource practice and to be effective as of the first pay period of FY 2014-15.
- That each Executive's other benefits be increased for FY 2014-15 to the same extent as all other managers of the College;
- That the President and Board Chair are authorized to execute the executive contracts reflective of these changes on behalf of the Board, subject to approval as to form by the College's legal counsel.

September 18, 2014

15-042      RESOLUTION IN SUPPORT OF THE OREGON OPPORTUNITY INITIATIVE

PRESENTED BY: Deanna Palm, Chair, PCC Board of Directors

**REPORT:**      The Portland Community College Board of Education supports passage of “The Oregon Opportunity Initiative” (Proposed Initiative 402) on the November 2014 ballot. This position is based on the following analyses and findings:

**ANALYSIS:**      The Oregon Opportunity Initiative creates a constitutionally-dedicated permanent fund for student aid and job training.

The referral enables the state to issue general obligation bonds to capitalize a student aid fund, but ensures it is subject to the same debt-limit cap as all other general fund obligated bonds.

The fund created by the Opportunity Initiative gives legislators the ability to target resources so Oregon has the flexibility to address training and skills gaps.

**FINDINGS:**      In the future, the majority of good jobs will require education beyond high school. Oregonians with a higher education are also more able to support themselves financially, and without Portland Community College, many people would not be able to attend college.

Less than 1 in 5 students in Oregon who qualify and apply for state financial aid receive any grant assistance. The Opportunity Initiative will expand both access and affordability to post-secondary education and job training by putting us on the path to creating a permanent fund.

The presence of meaningful student aid programs is a critical factor in the decision making process of many middle and low-income people as they consider whether or not to pursue secondary education.

Oregon students are graduating with more debt than ever. In 2010, the average Oregonian who borrowed for four years of post-secondary education owed \$24,000, a 21% increase in debt load over five years.

Even with Oregon’s persistently high unemployment, there are jobs in our state today that are not being filled by Oregonians because of shortages of trained workers in some sectors.

*Therefore Be It Resolved:*

The Portland Community College Board of Directors recommends support for the “Oregon Opportunity Initiative” on the 2014 general election ballot.



*The College prohibits unlawful discrimination based on race, color, religion, national origin, sex, marital status, disability, veteran status, age, sexual orientation, or any other status protected by federal, state, or local law in any area, activity or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under anti-discrimination laws. In addition, the College complies with applicable provisions of the Civil Rights Act of 1964 (as amended), related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (as amended), Uniformed Services Employment and Reemployment Rights Act ("USERRA"), and all local and state civil rights laws. Under this policy, equal opportunity for employment, admission, and participation in the College's programs, services, and activities will be extended to all persons, and the College will promote equal opportunity and treatment through application of this policy and other College efforts designed for that purpose.*