



# Board of Directors **Meeting Agenda**

December 5, 2016

**#thinkPCCfirst**

## Portland Community College Board of Directors

### Vision

Building futures for our Students and Communities

### Mission

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

### Core Themes

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

*Approved January 21, 2016*

### Who We Are

Portland Community College is a public, multi-campus, comprehensive community college serving the lifelong learning needs of our students. We offer college transfer programs; career and technical education programs; adult basic skills; opportunities to develop English as a second language; high school completion and dual credit; community and continuing education programs; and service-learning opportunities that foster the development of civic responsibility and engagement. Through extensive partnerships with business, industry, labor, educational institutions and the public sector, we provide training and learning opportunities for the local and state workforce and promote economic and community development.

### We Value

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

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

BUSINESS SESSION  
December 5, 2016  
Sylvania Campus  
12000 SW 49<sup>th</sup> Avenue, Portland, OR 97217

## AGENDA

### TELEPHONE MEETING IN ACCORDANCE WITH [192.670](#) MEETINGS BY MEANS OF TELEPHONE OR ELECTRONIC COMMUNICATION.

5:00 PM      **Call to Order—Business Session**      Oak, Elm and Fir Rooms

- Introductions
- Approval of Minutes – November 15, 2016
- Approval of Agenda

5:05 PM      **Public Comment on Business Session Consent Agenda Items Only** (A sign-up sheet is on a table at the entrance of the meeting room.)

5:10 PM      **Business Session**

**Consent Agenda:** (All items will be approved by consent agenda unless an item is withdrawn by request of a member of the Board. A separate motion will then be required to take action on the item in question.)

#### PERSONNEL

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#### **Academic Professional Appointments:**

Jodi Jack, Fabrication Laboratory Coordinator, Arts and Professions Division, Cascade Campus

Karin Kief, Career Specialist, Employment Specialist  
Workforce Development and Community Education,  
Tigard DHS

Rick Maas, Academic Advising Specialist, Office of the Dean of Student Development, Sylvania Campus

Drew Naish, Eyeglass Program Coordinator, Workforce Development and Community Education, Coffee Creek Correctional Institution

Suzanne Najafdari, Learning Skills Specialist, Business, Applied Technology and College Preparation Division, Rock Creek Campus

Angie Rodriguez, Employment Specialist, Workforce Development and Community Education, Extended Learning Campus

Rosa Sanchez, Community Resource Specialist, Business, Applied Technology and College Preparation Division, Rock Creek Campus

Heather Smith, Employment Specialist, Workforce  
Development and Community Education, Southeast  
Campus

Allison Trowbridge, Student Resource Specialist, Workforce  
Development and Community Education, Southeast  
Campus

**Faculty Appointments:**

Jeffrey Fried, Instructor, Computer Information Systems,  
Business, Computer Technology and Real Estate  
Division, Sylvania Campus

Michelle Huss, Instructor, Biology, Science and Technology  
Division, Rock Creek Campus

**Retirees:**

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**BOARD**

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**5:15 PM      Adjournment**

The Board of Directors meetings are held in accordance with open meeting laws and accessibility requirements. If a person with a disability needs assistance in order to attend or participate in a meeting, please notify the Board of Director's Office at least 48 hours in advance by calling (971) 722-4365 or by email at boardresolutions@pcc.edu. 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  
PO BOX 19000 - Portland, OR 97280

**BUSINESS SESSION**

November 15, 2016  
Cascade Campus  
705 N Killingsworth Street, Portland, OR 97217

**BOARD MEETING MINUTES**

**ATTENDANCE**

Denise Frisbee, Jim Harper, Ken Madden, Deanna Palm, Vice Chair Kali Thorne-Ladd, Michael Sonnleitner and Molly Walker

**WORK SESSION**

The Board of Directors met for Work Session at 4:07 to discuss 2+2 Partnerships, Articulations, Transfer/University Centers. There were also updates on a recent conference for OCCA and a strategic calendar.

**EXECUTIVE SESSION**

The Board of Directors convened at 5:15 pm for an executive session to discuss In accordance with ORS 192.660 (2), in accordance with ORS 192.660 (2), (d) labor negotiation (f) information exempt from public disclosure (Attorney-Client Privilege), (h) litigation.

Lisa Bledsoe provided an update on FSLA. Legal counsel from Miller Nash provided updates regarding legal matters. The meeting adjourned at 7:20 pm.

**CALL TO ORDER**

Chair Pitts called the business meeting to order at 7:31 pm and invited all present to introduce themselves.

**APPROVAL OF THE MINUTES**

The October 20, 2016 meeting minutes were approved as published. Harper/Frisbee

**APPROVAL OF THE AGENDA**

A motion was made to move the comment on Non Agenda Items up on the agenda before the Information Sessions. Palm/Sonnleitner

The agenda was approved as amended. Palm/Frisbee

**PUBLIC COMMENT ON NON AGENDA ITEMS**

*Topic: Sanctuary Campus*

Juona Monroy  
Coleman Holniker  
Ben Nzowo

Claudia Roberts  
Dan Martin  
Ashleigh McKinney

Tony Vezina  
Kathryn Ely  
Brian Moreno

Mickey McGlaugalin      Jazmin Menjivar

*Topic: Investments at PCC*  
Tony Greiner

*Topic: Public Safety*  
Simon Jarworsky

### **INFORMATION SESSIONS**

The Board of Directors received updates on the five approved on strategic initiatives from the first round of funding. An update was also provided on bond polling and the renewal timeline.

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

None

### **BUSINESS MEETING**

Chair Palm proposed approval of Resolutions 17-039 through 17-044. Frisbee/Palm

### **REPORTS**

Heod Edwards and Jeff Grider provided updates on behalf of the Faculty and Academic Professional Federation and the Classified Union. Molly Walker provided an update for the District Student Council.

### **ADJOURNMENT**

There being no further business, the meeting adjourned at 10:02 pm.

### **NEXT MEETING**

The next business meeting of the Portland Community College Board of Directors will be held on December 5 at 7:30 PM at the Sylvania Campus.

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Gene Pitts, Chair

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Mark Mitsui, College President

Prepared by:

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Jeannie Moton, Executive Coordinator

Minutes approved on December 5, 2016.

December 5, 2016

17-045

## APPROVAL OF PERSONNEL ACTIONS

PREPARED BY: The Human Resources Department Staff

APPROVED BY: Mark Mitsui, College 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)– **Jodi Jack**

Fabrication Laboratory Coordinator

Arts and Professions Division, Cascade Campus

Annual Salary: \$45,185                      Grade: 4                      Step: 1

Effective: November 7, 2016 to June 20, 2018

Education:	University of Manitoba	BA, Religious Studies and Sociology	2011
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Red Rocks Community College AAS, Fine Woodworking 2012

Most Recent Experience: University of Oregon  
Interim Fab Lab Manager

Applicant Flow:

Gender

## Ethnicity

12 Male

14 White (not of Hispanic Origin)

8 Female

1 Black or African American

1 Asian

1 Hispanic/Latino

1 Two or More

2 Not Disclosed

20 Total

## 2. Academic Professional Appointment (NonGeneral Fund)– Karin Kief

Employment Specialist

Workforce Development and Community Education, Tigard DHS

Annual Salary: \$42,429      Grade: 3      Step: 1

Effective: November 21, 2016

Most Recent Experience: SE Works  
Employment Specialist

Applicant Flow:

Gender

## Ethnicity

8 Male

18 White (not of Hispanic Origin)

30 Female

5 Black or African American

5 Hispanic/Latino

4	Two or More Selections
6	Not Disclosed
38	Total

3. Academic Professional Appointment (Temporary)– Rick Maas

Academic Advising Specialist

Office of the Dean of Student Development, Sylvania Campus

Annual Salary: \$42,429                      Grade: 3                      Step: 1

Effective: November 6, 2016 to July 31, 2017

Education: Portland State University                      MS, Adult Education                      2014

BS, Arts and Letters                      2010

Portland Community College                      AS, General Studies                      2006

Most Recent Experience: Portland Community College  
Instructional Support Technician I

Applicant Flow: Article 3.64 Appointment

4. Academic Professional Appointment (NonGeneral Fund)– Drew Naish

Eyeglass Program Coordinator

Workforce Development and Community Education, Coffee Creek Correctional Institution

Annual Salary: \$48,688                      Grade: 3                      Step: 5

Effective: November 15, 2016

Most Recent Experience: LensCrafters  
Lead Lab Technician

Applicant Flow:

Gender

Ethnicity

5 Male                      11 White (not of Hispanic Origin)

9 Female                      2 Black or African American

1 Not Disclosed                      2 Hispanic/Latino

15 Total

5. Academic Professional Appointment –Suzanne Najafdari

Learning Skills Specialist

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

Annual Salary: \$43,912                      Grade: 3                      Step: 2

Effective: November 28, 2016

Education: Portland State University                      MS, Counselor Education                      2015

BS, Social Science                      2012

Most Recent Experience: Portland Community College  
College Success Advisor (Adjunct)

Applicant Flow:

Gender

Ethnicity

3 Male                      3 White (not of Hispanic Origin)

3 Female                      1 Hispanic/Latino

1 Not Disclosed                      3 Not Disclosed

7 Total



6. Academic Professional Appointment (NonGeneral Fund)– Angie Rodriguez

Employment Specialist

Workforce Development and Community Education, Extended

Learning Campus

Annual Salary: \$59,846

Grade: 3

Step: 11

Effective: November 1, 2016

Education: Linfield College

BS, Business  
Management

2015

Portland Community College

AS, Oregon Transfer

2014

Portland Community College

AS, Business

1996

Administration

Portland Community College

AA, Oregon Transfer

1996

Most Recent Experience: Portland Community College  
Accounting Technician II

Applicant Flow:

Gender

Ethnicity

11 Male

16 White (not of Hispanic Origin)

16 Female

1 Black or African American

2 Asian

1 Hispanic/Latino

3 Two or More Selections

4 Not Disclosed

27 Total

7. Academic Professional Appointment – Rosa Sanchez

Community Resource Specialist

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

Annual Salary: \$45,450 @ .80 FTE + 5%

Grade: 3

Step: 3

Bilingual

Effective: November 28, 2016

Education: Portland State University

BA, Social Work

Mt. Hood Community College

AA, General Science

Most Recent Experience: Metropolitan Family Service  
SUN Program Associate

Applicant Flow:

Gender

Ethnicity

4 Male

10 White (not of Hispanic Origin)

16 Female

9 Hispanic/Latino

1 Not Disclosed

2 Not Disclosed

2 Total

1

8. Academic Professional Appointment (NonGeneral Fund)– Heather Smith

Employment Specialist

Workforce Development and Community Education, Southeast Campus



Most Recent Experience: Portland Community College  
 Instructor, Computer Information Systems (Adjunct)  
 Applicant Flow: Article 3.64 Appointment

11 Faculty Appointment (Temporary)-Michelle Huss

Instructor, Biology

Science and Technology Division, Rock Creek Campus

Annual Salary: \$308.86 per day Step: 3

Effective: December 21, 2016 to June 20, 2017 (Winter and Spring terms)

Education: Oregon State University MS, Forest Service 2000

University of Arizona BS, Ecology, Evolutionary 1995

Biology

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

Applicant Flow: Article 3.64 Appointment

**ETHNIC AND GENDER DESCRIPTION OF STAFF  
 PROPOSED TO BE HIRED IN *December 5, 2016* PERSONNEL REPORT**

Male	3
Female	8
	<hr/> 11

White (not of Hispanic Origin)	10
Hispanic/Latino	1
	<hr/> 11

December 5, 2016

17-046

COMMENDATION OF RETIRING EMPLOYEE –  
JEANETTE BAUMAN

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Jeanette Bauman has performed faithfully in her duties as an OSS6 and Campus Facilities Coordinator for Portland Community College since April 19, 1982. She retires effective December 30, 2016.

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

December 5, 2016

17-047

COMMENDATION OF RETIRING EMPLOYEE –  
CHARMAGNE EHRENHAUS

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Charmagne Ehrenhaus has performed faithfully in her duties as Division Dean for Portland Community College since July 1, 2009. She retires effective December 30, 2016.

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

December 5, 2016

17-048

COMMENDATION OF RETIRING EMPLOYEE –  
KENNETH GULLBERG

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Kenneth Bullberg has performed faithfully in his duties as Instructor Support Tech III, Instructor Comp Operator Spec, Academic Comp Spec II, Programmer/Analyst I and Technology Specialist II for Portland Community College since June 18, 1990. He retires effective December 30, 2016.

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

December 5, 2016

17-049

COMMENDATION OF RETIRING EMPLOYEE –  
PATRICIA MCLAUGHLIN

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Patricia McLaughlin has performed faithfully in her duties as Student Account Specialist for Portland Community College since July 13, 2004. She retires effective December 30, 2016.

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

December 5, 2016

17-050

COMMENDATION OF RETIRING EMPLOYEE –  
LEONID MINKIN

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Leonid Minkin has performed faithfully in his duties as a Full-time and Part-time Instructor for Portland Community College since March 27, 1996. He retires effective January 1, 2017.

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



December 5, 2016

17-051

COMMENDATION OF RETIRING EMPLOYEE –  
J.KENNETH MOORE

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: J. Kenneth Moore has performed faithfully in his duties as Full-time Faculty for Portland Community College since January 8, 1997. He retires effective December 31, 2016.

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

December 5, 2016

17-052

COMMENDATION OF RETIRING EMPLOYEE –  
JOHN SAITO

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: John Saito has performed faithfully in his duties as Division Dean for Portland Community College since July 18, 2005. He retires effective December 31, 2016.

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

December 5, 2016

17-053

RATIFICATION TO RENEW SOLE SOURCE ADOBE  
CREATIVE CLOUD SOFTWARE LICENSING

PREPARED BY: Layla Otey, Lead Buyer, Information Technology

FINANCIAL  
RESPONSIBILITY: Michael Northover, CIO, Information Technology

APPROVED BY: Mark Mitsui, College President

REPORT: Portland Community College has been utilizing Adobe Creative Cloud software for classroom, faculty and staff use for over seventeen years.

This contract is up for a three year renewal at a total cost of \$405,795.00. These monies are budgeted. Because this amount exceeds \$150,000 it needs board approval.

IT consulted Gartner Inc. to review the agreement in comparison the Adobe pricing and agreements for other University and Community Colleges. Gartner's analysis determined that Portland Community College was receiving the deepest discount nation-wide. The contract expires December 4<sup>th</sup>, 2016 and must be renewed before this date.

Adobe software is considered proprietary software and pricing does not vary from reseller to reseller. CCR.212 allows the college to purchase proprietary software without competitive procurement regardless of the dollar amount.

RECOMMENDATION: That the Portland Community College Board ratify the award of the contract to renew the Adobe software licensing agreement for three years. The agreement will not exceed \$405,795.00. Funding is provided by the General Fund.

December 5, 2016

17-054

ACCEPT PROPOSAL AND AWARD CONTRACT FOR  
LAUNDRY SERVICES TO ALSCO

PREPARED BY: Sandy Wanner, Buyer/Contract Specialist, Procurement

FINANCIAL  
RESPONSIBILITY: Linda Eden, Director, Auxiliary Services

APPROVED BY: James Langstraat, Vice President, Administration and  
Finance  
Mark Mitsui, College President

REPORT: The College has a need for Laundry Services, i.e. napkins, table clothes, laundry bags, towels and kitchen supplies, etc. for five (5) campuses; Sylvania, Cascade, Southeast Center and Rock Creek.

The RFP was advertised on October 21, 2016 in the Daily Journal of Commerce, on the State of Oregon Procurement Information Network (ORPIN), and on the College's solicitation website. A total of six (6) RFP documents were downloaded from the College's Purchasing Website, none were MWESB vendors.

A mandatory vendor pre-proposal meeting was held on Tuesday, November 1, 2016, five (5) vendors attended.

On the due date of November 16, 2016, one (1) proposal was received and met the requirements of the RFP.

The evaluation committee members reviewed the proposal based on the following criteria; implementation schedule, questions/pricing, vendor qualifications, product quality and support, and customer references. A total of 500 points were available.

<b>Proposer Name:</b>	<b>Score:</b>
AlSCO	395

RECOMMENDATION: That the board of Directors accept and award the contract to AlSCO. The initial contract will be for three (3) years, with an option to renew annually for two (2) – one (1) year extensions, not to exceed five (5) years. The

cost for this service is \$37,486.20 annually for years one (1) – three (3), year four (4) \$38,262.87 and year (5) \$38,286.17 (a total of \$189,007.64 for the five (5) year period). The funds will be covered by the Food Service Funds.

December 5, 2016

17-055

APPOINTMENT OF DELEGATES TO ATTEND THE  
ASSOCIATION OF COMMUNITY COLLEGE  
TRUSTEES (ACCT) 2017 COMMUNITY COLLEGE  
NATIONAL LEGISLATIVE SUMMIT IN WASHINGTON,  
D.C. FROM FEBRUARY 13-16, 2017

PREPARED BY: Jeannie Moton, Executive Coordinator, Board of Directors

APPROVED BY: Mark Mitsui, College President  
Gene Pitts, Chair, Board of Directors

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 ACCT National Legislative Summit in Washington, D.C. from February 13-16, 2017.

RECOMMENDATION: That the Board of Directors appoint Jim Harper, Gene Pitts and Molly Walker as delegates to represent the College at the ACCT National Legislative Summit.

December 5, 2016

17-056

NAME THE EAST AVIATION HANGAR AT THE PCC  
ROCK CREEK CAMPUS IN HONOR OF MICHAEL D.  
REESE

PREPARED BY: Robert Wagner, Executive Officer, PCC Foundation  
Ann Prater, Executive Director, PCC Foundation

APPROVED BY: Mark Mitsui, College President

REPORT: In recognition of an immediate \$270,000 cash gift from  
Patricia Reese, this memo requests PCC Board  
permission to name the east hangar inside the PCC  
Rock Creek Aviation building in honor of the donor's late  
husband and aviation enthusiast, Michael D. Reese.

Michael D. Reese was born in Portland, Oregon on  
December 2, 1933 and died peacefully at home  
surrounded by his family November 10, 2010. He was a  
loving husband and father, successful businessman and  
involved community member.

Michael attended Benson Tech High School in Portland  
and in the National Guard as a cook for six years. At the  
age of 16, Michael began his career with Standard Oil  
and by the time he reached the 23 years old his  
entrepreneurial spirit motivated him to open his own  
service station in 1956. He had great business savvy and  
was not one to rest on his laurels, and soon expanded  
his businesses to include German Auto Parts, Gateway  
Body Shop, various real estate acquisitions and Western  
Wrecker Sales, which he continued to operate until his  
passing.

It was his service station that created his greatest  
passion purely by accident. A new customer asked if he  
could pay for his car repairs in trade for flying lessons.  
This was the beginning of his love affair with aviation.

His first aircraft purchase was a Piper Tri-Pacer. Over the  
years his many acquisitions included two Super Cub sea  
planes, a Twin Aztec, a Super Stinson on floats, an A36  
Bonanza, two Beechcraft Barons, a Bucher, a Widgeon,  
a King Air, a Cessna 172 and a helicopter. He had

numerous flight ratings, which included air transport, commercial and multi-engine seaplanes. Some of his most unique purchases included an experimental Wood Duck aircraft and a Ford Edsel. The necessity to house all these toys led to his residing at Parkside in Battleground, Washington for a number of years, and ultimately the purchase of his own private airport, McKinnon Airpark located in Sandy, Oregon.

Michael shared his passion for flying at McKinnon Airpark, Mike used his gift of entertaining and cooking to host many fundraising events. Mike belonged to many organizations some of which included: Columbia Aviation Association, Quiet Birdmen, Lions Club, Kiwanis, and Parkrose Rotary.

His widow, Patricia (Pat) Reese, would like to honor Michael's legacy and continue to celebrate his life by donating a significant gift to create an endowed scholarship for aviation maintenance students.

She has pledged \$270,000 (payable in full by the end of January 2017). In addition, she hopes to gift \$20,000 annually through 2021 so that beginning next year she will be giving \$20,000 annually in scholarships to PCC aviation maintenance students. The total potential gift is \$350,000.

In recognition of this generous contribution to support PCC, the Foundation wishes to honor Patricia Reese by naming the east hangar the Michael D. Reese Hangar. According to PCC Facilities Management this hangar represents approximately 7,000 square feet of the 32,692 square foot PCC Rock Creek Campus Aviation Building.

**RECOMMENDATION:** That the PCC College Board of Directors approve the naming of the east hangar on the PCC Rock Creek campus the **Michael D. Reese Aviation Hangar**.





# Board of Directors Goals 2016-2017

Board members recognized during discussion that several goals from previous goal-settings are not time-specific but are, rather “legacy priorities” that will apply, with a degree of contemporary variation, in any year. Other priorities and goals were identified that are specific to the 2016-2017 planning cycles.

## Legacy Goals

1. Ensure an environment of success that encourages access and timely completion
2. Prioritize the college’s commitment to the creation of a nationally renowned culture for diversity, equity and inclusion
3. Track and evaluate Portland Community College operations and execution of the Strategic Plan by way of regular Board meeting Dashboard reviews
4. Be an engaged advocate for Portland Community College in:
  - a. Governmental affairs and governmental advocacy
  - b. Development of fundraising strategies targeting the advancement of important initiatives (e.g. Future Connect, PCC Foundation efforts, etc.)
5. Cultivate and maintain clear and consistent communication between the Board of Directors and the President

## Board Priorities

- Support Portland Community College's enhanced, District-wide efforts to:
  - Recruit, hire, and retain faculty and staff from historically underrepresented groups;
  - More systematically and strategically address the achievement gap for students of color
  - Increase the utilization of Minority Women Emerging Small Business for college contracting
- Advance Portland Community College’s adoption and funding of technology infrastructure and policies that reflect industry best practices
- Support the President in the development of college-wide plans, and in strengthening internal college communication
- Ensure Board readiness for a successful Portland Community College 2017 Bond Campaign
- Ensure that Portland Community College remains a relevant workforce training partner of choice in the communities it serves

*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.*