



# Board of Directors **Business Session**

July 19, 2018

#think**PCC**first

## 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  
July 19, 2018  
Newberg Center  
135 Werth Blvd., Newberg, OR 97132

AGENDA

- |         |  |               |
|---------|--|---------------|
| 4:00 PM | <b>Work Session</b> <ul style="list-style-type: none"><li>• OCCA</li></ul>   | Rooms 115-116 |
| 5:00 PM | <b>Board Dinner</b>  | Patio         |
| 6:00 PM | <b>Call to Order</b> <ul style="list-style-type: none"><li>• Introductions</li><li>• Approval of Minutes – June 21, 2018</li><li>• Approval of Agenda</li></ul>  | Rooms 115/116 |
| 6:05 PM | <b>Swearing in of Elected Officials</b> <ul style="list-style-type: none"><li>• Election of 2018-2019 Chair and Vice Chair</li><li>• Swear in Chair and Vice Chair</li><li>• Swear in Student Trustee</li></ul>          |               |
| 6:15 PM | <b>Information Sessions</b> <ul style="list-style-type: none"><li>• Newberg Center Update—Lynn Quinn (10 minutes)</li><li>• President's Excellence Fund—Sylvia Kelley, Cheryl Scott, Vanessa Wood (15 minutes)</li></ul> |               |
| 6:40 PM | <b>Public Comment on Agenda Items</b> (A sign-up sheet is on a table at the entrance of the meeting room.)   |               |
| 6:45 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>
19-001 Approval of Personnel Actions—July 19, 2018.....	001
<b>Academic Professional Appointments:</b>	
Sherri Aytche, Employment Specialist, Workforce Development and Continuing Education (Non-General Fund Temporary)	
Christina Dorrell, Financial Aid Advisor, Student Affairs	

Crystal Froembling, PCC Foundation Major Gift Officer,  
College Advancement

Erica Hand, Employment Specialist, Workforce and  
Community Development (Non-General Fund  
Temporary)

Ayeesha Hankins, Online Student Services Facilitator,  
Academic Affairs

Karin Kief, Employment Specialist, Workforce  
Development and Continuing Education (Non-  
General Fund Temporary)

Lisa Lam, Student Resource Specialist, Links Program,  
Southeast Campus (NonGeneral Fund)

Windy Wahlke, Employment Specialist, Workforce and  
Community Development (Non-General Fund  
Temporary)

**Administrative Appointments:**

Alicia Adams, International Student Services Assistant  
Director, Student Affairs

Michele Cruse, Dean of Student Development, Office of  
the Campus President, Cascade Campus

Kristan Lee, Contracts and Grants Manager, Finance and  
Administration

Michael Mathews, Purchasing Manager, Finance and  
Administration

Jen Piper, Dean of Instruction, Office of the Dean of  
Instruction, Southeast Campus

Heather Reynolds, Interim Director of Nursing, Health  
Professions and Physical Education Division,  
Sylvania Campus (Temporary)

Angela Sytsma, Operations Manager for Continuing  
Education, Workforce Development and  
Continuing Education

Patricia Winters, Director of Medical Imaging, Health  
Professions and Physical Education Division,  
Sylvania Campus

Laura Young, Workforce Development Manager,  
Workforce Development and Continuing Education

**Faculty Appointments:**

Jimena Alvarado, Instructor, Women's Studies, Social  
Sciences and Human Development Division,  
Sylvania Campus (Temporary)

Abigail Berman, Instructor, Radiography, Health  
Professions and Physical Education Division,  
Sylvania Campus

Bradford Fox, Instructor, Building Construction  
Technology, Math, Aviation and Industrial  
Technology Division, Rock Creek Campus

Colin Gilmore, Instructor, Sociology, Liberal Arts and Pre-College Division, Southeast Campus (Temporary)

Matthew Graves, Instructor, Machine Manufacturing Technology, Engineering and Technology Division, Sylvania Campus (Temporary)

Bethany Hays, Instructor, Art, Visual and Performing Arts and Design Division, Sylvania Campus (Temporary)

Scott Lowrey, Instructor, Electronic Engineering Technology, Engineering and Technology Division, Sylvania Campus

Jennifer Margolis, Counselor, Disability Services, Academic Affairs (Temporary)

Joseph Mann, Instructor, Art, Liberal Arts and Pre-College Division, Southeast Campus (Temporary)

Jessica Martin, Instructor, Communication Studies, Visual and Performing Arts and Design Division, Sylvania Campus (Temporary)

Sara Parker, Instructor, Dance, Visual and Performing Arts and Design Division, Sylvania Campus (Temporary)

Hallie Puncochar, Instructor, Computer Application Systems And Office Systems, Business Applied Technology and College Preparation Division, Rock Creek Campus (Temporary)

Salvador Ramos-Rodriguez, Instructor, ABE/GED, Business Applied Technology and College Preparation Division, Rock Creek Campus (Temporary)

David Schooler, Instructor, Computer Information Systems/Web Programming and Database, Business and Computing Division, Sylvania Campus (Temporary)

Daniel Soucy, Instructor, Graphic Design, Visual and Performing Arts and Design Division, Sylvania Campus (Temporary)

**Retirees:**

19-002	Commendation of Retiring Employee – Jan Christiansen (28 years).....	014
19-003	Commendation of Retiring Employee – Richard Evans (13 years) .....	015
19-004	Commendation of Retiring Employee – Dru Knight (13 years).....	016
	<b>Continuous Appointments</b>	
19-005	Continuous Appointment: Administration .....	017

BIDS/CONTRACTS

19-006	Accept Proposal and Award Contract to Destiny Solutions for Non-Credit Online Registration Software .....	018
19-007	District-Wide Educational Podium Installation and Ancillary Equipment.....	021
19-008	Accept Proposal and Award Contract to Trane Oregon for HVAC Services.....	023
6:50 PM	<b>Public Comment on Non-Agenda Items</b> (A sign-up sheet is on a table at the entrance of the meeting room.)	
6:55 PM	<b>Reports</b> (5 minutes each) <ul style="list-style-type: none"> <li>• Faculty and Academic Professionals</li> <li>• Classified</li> <li>• Students</li> <li>• Board Members</li> <li>• President</li> </ul>	
7:20 PM	<b>Adjournment</b>	

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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 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**

June 21, 2018  
Southeast Campus  
2305 SE 82<sup>nd</sup> Avenue, Portland OR 97216

**BOARD MEETING MINUTES**

**ATTENDANCE**

Mohamed Alyajouri, Denise Frisbee, Jim Harper, Chair Kali Thorne-Ladd, Michael Sonnleitner and Kien Truong

**EXECUTIVE SESSION**

The PCC Board of Directors met in accordance with ORS 192.660 (2), in accordance with ORS 192.660 (2), (f) Information Exempt from Public Disclosure (Attorney-Client Privilege) for an Executive Session.

**CALL TO ORDER**

Chair Thorne-Ladd called the business meeting to order at 6:05 pm

**APPROVAL OF THE AGENDA**

The agenda was approved as published. Harper/Frisbee

The May 17, 2018 meeting minutes were approved as published. Frisbee/Alyajouri

**PUBLIC HEARING -- SUPPLEMENTAL BUDGET**

Vice President Jim Langstraat provided reminded the board members that when the legal budget is adopted in the spring, it is before we have key information such as state funding, bargaining and enrollment. Since this is done, there is a process to amend the budget. In order to do this, we have to have a public hearing—notices have been published and finance staff are present for any questions.

Director Sonnleitner expressed that an ongoing concern that he has is regarding the contingency line items (\$61 million) and the reserve. He advises that having an indirect reduction in the reserve fund is not sound. Vice President Langstraat responded that the current budget does allow for growth of the reserve fund over the course of the biennium.

He also expressed minor concern regarding the distribution of supplemental funds for the campuses. He was slightly concerned that the Southeast Campus budget has proportionality less money directed towards it. He also noticed the Rock Creek budget is less than Sylvania. Vice President Langstraat replied equity among the campus distributions is a primary concern in the Finance Office as well. This year we have done some rebalancing of the campus distributions. Sylvania and Cascade both gave up some resources in favor of Southeast. Associate Vice President of Finance Eric Blumenthal is

working on a distribution model that will bring equity to the process. Chair Thorne Ladd remarked that as board members, it is a fine line to not pit campuses against each other in the budgeting process. As board members we are serving the district. Although, equity is important in the distribution, we put trust into the leadership of the college to advise the board. Vice President Langstraat added that he was pleased with the collaborative nature of the discussion underway. Director Sonnleitner noted that he is trying to show what he believes is a wide-spread impression that in past years the pattern has been inequitable. He saw that the budget approved last June showed some improvement in the equity but now the supplemental budget shows a reversion back to the inequity. Vice President Langstraat did acknowledge that there is a variance among the four campuses and that is being addressed.

This hearing was publicized for community input and the Finance Office heard from no one.

Public Comment on Supplemental Budget Hearing  
None

## **INFORMATION SESSIONS**

### **Southeast Campus Update – Dr. Jessica Howard**

Dr. Howard presented a Prezi for her Southeast Campus update. The update provided was framed with equitable student success. Faculty and staff, no matter of position, play an important role creating the conditions for students to succeed. The Southeast Campus plan is all about that by supporting district-wide YESS work by creating the conditions on site for the communities in Southeast Portland to succeed. Campus climate and belonging are a focus and is where student success starts. For students who feel like they are on the margins. Many students come predisposed to feeling that way. The Belonging Work Group is a standing committee that focuses on making all feel welcome on campus. This group also addresses food insecurity, job shadow, pedagogical practices and campus climate. ESOL students have opportunities to connect through Conversation Café. This past year the Portland Art Museum had a display called, Portland Meet Portland. On that display, Southeast Campus was called out twice as a place on the city map as a place where immigrants felt like they belonged.

Student success also means greater synergy with local high schools, specifically Franklin and Madison high schools. Through collaboration with All Hands Raised work with on-site teams made of high school staff and community groups like Latino Network and ERCO to concentrate and align efforts to increase the number of students coming to PCC while in high school. Fast Track is a program offered to these students to help them succeed. Support for specific student communities is also important. Diversity Retention Centers are key to this support. Because of student activism at state Southeast Campus will soon have a Veterans' Resource Center. There have been cross collaborations around campus.

Faculty support is essential for student success. For the last two years there has been an onboarding and ally program offered for all new faculty on the campus. They meet during



the year to share best practices and learn about resources. Next year it will expand to include part-time faculty with multi-year contracts. Faculty members teach others about cultural responsive teaching and equity in the classroom.

There are three new certificate programs at Southeast. An articulation agreement is being developed with PSU for Supply Chain Management Logistics program. There have been many external and internal events hosted at Southeast to engage the community.

The Southeast President's Council connects student engagement opportunities with targeted fundraising. Through those donations some of the things mentioned today are with their support. Dr. Howard thanked the group for their commitment to students and student success.

### **OER Update – Alex Jordan, Ann Cary, Ross Kouzes**

This is the third update from the OER group on the strategic initiative of making an open source algebra book. This is something that can be used openly by anyone without the fear of infringing on copyrights. Students can use this online with no cost attached. It can be downloaded or printed for a cost of \$12.00 if a hard copy is preferred. A few samples were provided for the board members to look at. PCC.edu/ORCA is the homepage for this resource.

The slide deck presented walked through a few of the slides and showed what is offered in the book. Amazon was selected as the publisher for cost purposes. The royalties received from the sale of the books will be accepted by the Sylvania President's Office. Half of the funds will go to scholarships with the PCC Foundation and the other half will to support the project.

There has been a lot of great engagement and feedback from colleagues and students from all over the district.

Fall 2014 was the start of tracking the savings from OER resources. There has been over \$1 million saved by students across the district using multiple resources, not just this math. In the pilot year, for students who used this book there was a savings of \$123,000. Moving forward, the estimate for next year will be around \$600,000. There is no statistical difference in the success rates of students using traditional books versus the OER source.

Other educational institutions are interested or are using this source.

### **Commencement – Mark Mitsui**

There were about 5,000 attendees for commencement this year. There were 900 graduates that walked across the state and 5,800 students completed degrees. This is the highlight of the year. President Mitsui thanked everyone for their contributions to student success. He also wanted to thank Senator Jeff Merkely and the student speaker for their participation.

## RECOGNITION

- PCC Accounting Staff: Vice President Jim Langstraat, Associate Vice President Eric Blumenthal, Jim Crofts, and Sally Gregory were recognized for their recognition from the Government Financial of Accounting for their Excellence in Financial Reporting in preparing the Comprehensive Annual Financial Report. This will mark the 25<sup>th</sup> year that PCC has been awarded this honor.
- Retirement Recognition: President Mark Mitsui presented Dr. Sandra Fowler-Hill with gifts for her retirement. He noted that he appreciates the work that she has done at Rock Creek. Thanks to her engagement in the community PCC Rock Creek is in a very good place.

Dr. Fowler-Hill made a few comments. She thanked everyone for their support and that it is an honor to end her career at Rock Creek. She recognized Director Deanna Palm for all the support she has offered while at PCC.

## PUBLIC COMMENT ON AGENDA ITEMS

None

## BUSINESS MEETING

Chair Thorne-Ladd proposed approval of Resolutions 18-117 through 18-155.  
Frisbee/Harper

Chair Thorne Ladd noted that with the approval of the resolutions there were 500 years of service to the college retiring.

Motion to approve Resolution 18-156 A Resolution Adopting the Portland Community College Supplemental Budget for the 2017-19 Biennium, Authorizing Transfers between Appropriate Units, Categories and Funds; Use of Contingency Funds; and Changes in Total Budget Authority. Frisbee/Harper

A roll call was taken for Resolution 18-156

YEA

NAY

Mohamed Alyajouri  
Denise Frisbee  
Vice Chair Jim Harper  
Michael Sonnleitner  
Chair Kali Thorne-Ladd

Motion passes.

## PUBLIC COMMENT ON NON AGENDA ITEMS

Kien Truong thanked the board of directors for his time on the board. He is thankful for the opportunity to serve with such a passionate group of people. He thanked Josh Peters-McBride and Jessica Howard for their support over the years. He considers PCC family

and is proud to be a part of it.

Chair Thorne Ladd added that having Kien's leadership on the board has been phenomenal. He has done a great job of relaying student issues to the board. She presented him with a token of their gratitude.

Southeast Campus President Jessica Howard presented Kien with a token of appreciation from Southeast Campus as a thank you. He is an extraordinary human and carries an abiding love for others. He began his leadership at Southeast Campus with the Passion Impact Club, which is a club about volunteering for service. This is where the Multicultural Night started, which is now a tradition at Southeast and an anchor competent of Cultures East. This event will last as a legacy to his name.

## **REPORTS**

### **Classified Union**

Jeff Grider provided an update on activities regarding the union members. Members have been busy with various conferences and events. These include a Faculty Summit at Cascade Campus, the PCC Foundation GALA, a two-day training on student debt clinics, the Encore conference, the PCC Retirement Dinner and of course—Commencement.

The Classified Union hosted a Professional Development Retreat at Southeast Campus. There were over 250 attendees, with record attendance.

As you all know, we are anxiously awaiting the Janus decision that is soon to be announced.

### **Student Update**

Kien Truong provided a snapshot of what student leaders have done over the last year. A few of the numbers are:

- 100+ Community service project
- Volunteered over 4000 hours
- 260 events hosted around the District
- 66 students participated in an alternative break trip, traveling through 7 states
- 12 legislative interns served in Salem
- 3,150 households (6,000 students) were served by the Panther Pantry
- \$73k emergency grants were awarded (helping 96 students)
- 126 childcare grants awarded (84 families served)

### **Board Members**

Director Frisbee shared that OCCA is conducting a search the Executive Director. Advocacy training hosted by OCCA today, with all colleges being represented. CCWD submitted budget to HECC identifying the community college support fund ask, #787 million. This is an increase from last year's finding of \$575 million. We will need all the support at the legislature at the next session.

Director Sonnleitner mentioned his attendance at the Rainbow Graduation at Southeast.

There were over 100 people participating in the Pride Parade.

Vice Chair Harper commended PCC on what a great school we are. Attending the PCC Retirement dinner each is a highlight for him to see new and returning retirees each year. We need to remember we have everything to be proud of.

Chair Thorne Ladd noted that she and the board are happy to have Jeannie Moton back in her role. She echoed Vice Chair Harper's voice about the faculty and staff we have here at PCC. She thanked everyone for their work to make PCC what it is.

### **President**

President Mitsui reiterated what an exciting time Commencement is and what it symbolizes. At last week's Legacy luncheon it was great to see Foundation donors. An announcement was made at that event that the Foundation Campaign is now at \$15 million raised of the \$20 million goal. He thanked Director Sonleitner for attending the event. Transportation is a huge need for our students. He thanked to Directors Frisbee and Palm for their work with TriMEt. He also thanked Rob, Jim, and Kathleen for work their work in securing low income fair for students and employees who qualify. There have also been many conversations about student housing. More to come.

He welcomed Mohamed Karim, the new DSC Representative to the board. He will be sworn in next month at the board meeting.

A summit will be held at Willow Creek next week. We will be implementing HB 4043, this is about reforming benefits policy that create barriers for students. It will be announced by DHS that a waiver for students on SNAP will no longer have a 20 hour work requirement if they are enrolled full-time.

Former US Secretary of Education John King will be at PCC on October 24 to keynote another summit we will be hosting.

The OCCA budget ask of \$787 million will be what we lobby in Salem for. With \$70 million being earmarked for wrap around service initiatives to improve outcomes. The goal is to impact 36,000 of the 286,000 community college students. Most community colleges are deficit spending to meet current service levels. The commission didn't know these. The presentation in Salem was very informative.

Advocates in Action met in Washington, DC. Emma Kallaway, Lisa Avery and myself attended. DACA was a key topic. They also met with the Veteran's Affair regarding the Aviation Program at Rock Creek.

### **ADJOURNMENT**

There being no further business, the meeting adjourned at 7:36 pm.

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Kali Thorne-Ladd, Chair

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Mark Mitsui, College President

Prepared by:

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Jeannie Moton, Executive Coordinator

Minutes approved on July 19, 2018.

July 19, 2018

19-001

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:

1. Academic Professional Appointment (Non-General Fund Temporary)– Sherri Aytche  
Employment Specialist

Workforce Development and Continuing Education

Annual Salary: \$44,016 Grade: 3 Step: 2

Effective: June 21, 2018 to June 20, 2019

Education: Long Island University Med, Counseling and Development  
State University of New York BS, Sociology

Most Recent Experience: SE Works  
Rethinking Job Search Workshop Facilitator

Applicant Flow:

Gender	Ethnicity
13 Female	0 American Indian or Alaska Native
6 Male	2 Asian
0 Not Disclosed	2 Black or African American
	0 Hispanic/Latino
	0 Native Hawaiian or Other Pacific Islander
	4 Not Disclosed
	1 Two or More Selections
	10 White
	<hr/> 19 Total

2. Academic Professional Appointment– Christina Dorrell

Financial Aid Advisor

Student Affairs

Annual Salary: \$41,329 Grade: 2 Step: 2

Effective: July 9, 2018

Education: University of Phoenix BS, Business

Most Recent Experience: Portland Community College  
Financial Aid Technician II

Applicant Flow (PCC Employees Only Recruitment):

Gender	Ethnicity
2 Female	0 American Indian or Alaska Native
0 Male	0 Asian
0 Not Disclosed	0 Black or African American
	0 Hispanic/Latino

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2

3.

## College Advancement

Annual Salary: \$72,889

Effective: June 27, 2018

Education: Portland State University

Most Recent Experience: Camp Fire Columbia

## Gender

## Ethnicity

9 Female

0 American Indian or Alaska Native

6 Male

1 Asian

0 Not Disclosed

0 Black or African American

## 2 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

1 Not Disclosed

## 1 Two or More Selections

10 White

15 Total

4.

## Employment Specialist

## Workforce and Community Development

Annual Salary: \$56,002

Effective: June 21, 2018 to June 20, 2019

Education: University of Oregon

Most Recent Experience: Portland Community College

Applicant Flow:

Gender

## Ethnicity

5 Female

0 American Indian or Alaska Native

2 Male

0 Asian

1 Not Disclosed

1 Black or African American

1 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

1 Not Disclosed

## 1 Two or More Selections

#### 4 White





7. Academic Professional Appointment (NonGeneral Fund)– Lisa Lam

Student Resource Specialist

Links Program, Southeast Campus

Annual Salary: \$45,558

Grade: 3

Step: 3

Effective: June 18, 2018

Education: Portland State University

MA, Education, Leadership and Policy

University of Oregon School  
of Law

JD, Law

University of Oregon

BS, Political Science and Psychology

Most Recent Experience: Portland Community College  
Perkins Advisor

Applicant Flow:

Gender

Ethnicity

35 Female

0 American Indian or Alaska Native

11 Male

2 Asian

3 Not Disclosed

3 Black or African American

7 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

6 Not Disclosed

2 Two or More Selections

29 White

49 Total

8. Academic Professional Appointment (Non-General Fund Temporary)– Windy Wahlke

Employment Specialist

Workforce and Community Development

Annual Salary: \$44,016

Grade: 3

Step: 2

Effective: June 21, 2018 to June 20, 2019

Education: Portland State University

MA, PACE

Portland State University

BA, Social Work

Portland Community College

AAS, Multimedia

Most Recent Experience: Portland Community College  
Employment Specialist (Temporary)

Applicant Flow:

Gender

Ethnicity

5 Female

0 American Indian or Alaska Native

2 Male

0 Asian

1 Not Disclosed

1 Black or African American

1 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

1 Not Disclosed

1 Two or More Selections

4 White

8 Total

9. Administrative Appointment – Alicia Adams

International Student Services Assistant Director  
Student Affairs

Annual Salary: \$70,000 Grade: J

Effective: June 18, 2018

Education: California State University BA, French

Most Recent Experience: ShiftPixy, Inc.  
Operations Specialist

Applicant Flow:

Gender

82 Female

57 Male

9 Not Disclosed

Ethnicity

0 American Indian or Alaska Native

20 Asian

3 Black or African American

18 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

21 Not Disclosed

2 Two or More Selections

84 White

148 Total

10. Administrative Appointment– Michele Cruse

Dean of Student Development

Office of the Campus President, Cascade Campus

Annual Salary: \$100,000 Grade: O

Effective: June 21, 2018

Education: Oregon State University PhD, Education  
Portland State University MA, Public Administration  
University of Pittsburgh BA, Public Administration

Most Recent Experience: Portland Community College  
Interim Dean of Student Development

Applicant Flow:

Gender

17 Female

12 Male

1 Not Disclosed

Ethnicity

1 American Indian or Alaska Native

2 Asian

5 Black or African American

1 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

1 Not Disclosed

0 Two or More Selections

20 White

30 Total

11. Administrative Appointment– Kristan Lee

Contracts and Grants Manager

Finance and Administration

Annual Salary: \$79,000 Grade: K

Effective: June 25, 2018

Education: Mississippi State University BS, Accounting  
 Most Recent Experience: Fortenberry & Ballard PC  
 Audit Manager

Applicant Flow:  
 Gender Ethnicity  
 12 Female 0 American Indian or Alaska Native  
 4 Male 3 Asian  
 0 Not Disclosed 2 Black or African American  
 0 Hispanic/Latino  
 0 Native Hawaiian or Other Pacific Islander  
 1 Not Disclosed  
 0 Two or More Selections  
 10 White  
 16 Total

12. Administrative Appointment– Michael Mathews

Purchasing Manager

Finance and Administration

Annual Salary: \$106,000 Grade: M

Effective: July 5, 2018

Education: The National Graduate School of BS, Quality Systems Management  
 Quality Management

Most Recent Experience: Beaverton School District  
 Purchasing Manager

Applicant Flow:  
 Gender Ethnicity  
 4 Female 0 American Indian or Alaska Native  
 20 Male 3 Asian  
 1 Not Disclosed 2 Black or African American  
 0 Hispanic/Latino  
 0 Native Hawaiian or Other Pacific Islander  
 6 Not Disclosed  
 0 Two or More Selections  
 14 White  
 25 Total

13. Administrative Appointment – Jen Piper

Dean of Instruction

Office of the Dean of Instruction, Southeast Campus

Annual Salary: \$108,475 Grade: O

Effective: June 21, 2018

Education: Miami University M.Ed, Curriculum and Teacher Leadership  
 University of Oregon BS, Recreation, Tourism, Management and  
 Design

Most Recent Experience: Portland Community College  
 Dean of Instruction (Interim)

Applicant Flow:		Ethnicity	
Gender			
15	Female	1	American Indian or Alaska Native
34	Male	3	Asian
3	Not Disclosed	10	Black or African American
		4	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		5	Not Disclosed
		2	Two or More Selections
		27	White
		52	Total

14. Administrative Appointment (Temporary) – Heather Reynolds

Interim Director of Nursing

Health Professions and Physical Education Division, Sylvania Campus

Annual Salary: \$85,000 Grade: M

Effective: August 21, 2018 to August 20, 2019

Education: Western Governors University MS, Nursing Education  
University of Washington BS, Nursing

Most Recent Experience: Portland Community College  
Instructor, Nursing

Applicant Flow: Direct Appointment

15. Administrative Appointment– Angela Sytsma

Operations Manager for Continuing Education

Workforce Development and Continuing Education

Annual Salary: \$72,500 Grade: K

Effective: July 18, 2018

Education: Northern Arizona University MEd, Human Relations  
Northern Arizona University BAIS, Interdisciplinary Studies

Most Recent Experience: Pima Community College Desert Vista Campus  
Program Manager, Health Profession Opportunity Grant

Applicant Flow:		Ethnicity	
Gender			
35	Female	0	American Indian or Alaska Native
16	Male	6	Asian
4	Not Disclosed	5	Black or African American
		2	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		7	Not Disclosed
		1	Two or More Selections
		34	White
		55	Total

16. Administrative Appointment – Patricia Winters

Director of Medical Imaging

Health Professions and Physical Education Division, Sylvania Campus

Annual Salary: \$107,000

Grade: M

Effective: July 2, 2018

Education: Saint Xavier University  
University of Iowa

MA, Education, Teaching and Leadership  
BA, Physical Education, Health and  
Wellness

Scott Community College AAS, Radiologic Technology

Most Recent Experience: Milwaukie Area Technical College - Chemeketa Community  
College

Faculty/Program Director, Radiography

Applicant Flow:

Gender

7 Female

0 Male

0 Not Disclosed

Ethnicity

0 American Indian or Alaska Native

0 Asian

0 Black or African American

0 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

1 Not Disclosed

0 Two or More Selections

6 White

7 Total

17. Administrative Appointment– Laura Young

Workforce Development Manager

Workforce Development and Continuing Education

Annual Salary: \$74,000

Grade: K

Effective: July 2, 2018

Education: Portland State University  
Portland State University

MBA, Business Administration  
BS, Sociology

Most Recent Experience: Native American Youth and Family Center  
The Neighborhood prosperity Initiative District Manager

Applicant Flow:

Gender

14 Female

17 Male

0 Not Disclosed

Ethnicity

0 American Indian or Alaska Native

2 Asian

6 Black or African American

3 Hispanic/Latino

0 Native Hawaiian or Other Pacific Islander

3 Not Disclosed

1 Two or More Selections

16 White

31 Total

18. Faculty Appointment (Temporary)– Jimena Alvarado

Instructor, Women's Studies

Social Sciences and Human Development Division, Sylvania Campus

Annual Salary: \$60,281 Step: 5  
 Effective: August 21, 2018 to June 20, 2019  
 Education: Portland State University PhD, Applied Community Psychology  
 San Diego State University MA, Women's Studies  
 University of Costa Rica BS, Psychology  
 Most Recent Experience: Portland Community College  
 Instructor, Women's Studies (Temporary)  
 Applicant Flow: Article 3.64 Appointment

19. Faculty Appointment – Abigail Berman

Instructor, Radiography  
 Health Professions and Physical Education Division, Sylvania Campus  
 Annual Salary: \$56,274 Step: 3  
 Effective: August 21, 2018  
 Education: University of California BA, Sociology  
 Portland Community College AAS, Welding  
 Most Recent Experience: Portland Community College  
 Instructor, Radiography (Temporary)

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

20. Faculty Appointment – Bradford Fox

Instructor, Building Construction Technology  
 Math, Aviation and Industrial Technology Division, Rock Creek Campus  
 Annual Salary: \$58,244 Step: 4  
 Effective: August 21, 2018  
 Education: Warner Pacific College MA, Teaching  
 Brigham Young University BS, Manufacturing Engineering Technology  
 Ricks College AS, Manufacturing Engineering Technology  
 Most Recent Experience: Portland Community College  
 Instructor, Building Construction Technology (Temporary)

Applicant Flow:  
 Gender Ethnicity  
 1 Female 0 American Indian or Alaska Native  
 7 Male 0 Asian  
 0 Not Disclosed 0 Black or African American  
 1 Hispanic/Latino

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

21. Faculty Appointment (Temporary)– Colin Gilmore

Instructor, Sociology

Liberal Arts and Pre-College Division, Southeast Campus

Annual Salary: \$56,274 Step: 3

Effective: August 21, 2018 to June 20, 2019

Education: Portland State University MSW, Direct Human Services  
Portland State University MS, Sociology  
University of Oregon BS, Sociology

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

Applicant Flow: Article 3.64 Appointment

22. Faculty Appointment (Temporary)– Matthew Graves

Instructor, Machine Manufacturing Technology

Engineering and Technology Division, Sylvania Campus

Annual Salary: \$56,274 Step: 3

Effective: August 21, 2018 to June 20, 2019

Education: Columbia Basin College AAS, Machine Manufacturing Technology

Most Recent Experience: Portland Community College  
Instructor, Machine Manufacturing and Technology (Adjunct)

Applicant Flow: Article 3.64 Appointment

23. Faculty Appointment (Temporary)–Bethany Hays

Instructor, Art

Visual and Performing Arts and Design Division, Sylvania Campus

Annual Salary: \$58,244 Step: 4

Effective: August 21, 2018 to June 20, 2019

Education: Portland State University MFA, Studio Arts  
Central Washington University BA, Foreign Languages

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

Applicant Flow: Article 3.64 Appointment

24. Faculty Appointment – Scott Lowrey

Instructor, Electronic Engineering Technology

Engineering and Technology Division, Sylvania Campus

Annual Salary: \$64,577 Step: 7

Effective: August 21, 2018

Education: University of Phoenix MS, Education  
University of Southern California MS, Electrical Engineering

BS, Electrical Engineering

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

Applicant Flow:

Gender

Ethnicity

7	Female	0	American Indian or Alaska Native
28	Male	9	Asian
1	Not Disclosed	1	Black or African American
		0	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		5	Not Disclosed
		0	Two or More Selections
		21	White
		36	Total

25. Faculty Appointment (Temporary)– Jennifer Margolis

Counselor, Disability Services

Academic Affairs

Annual Salary: \$58,244 Step: 4

Effective: August 21, 2018 to August 20, 2019

Education: Alliant International University PhD, Clinical Psychology  
University of California, Los Angeles BA, Psychology

Most Recent Experience: Portland Community College  
Counselor (Temporary)

Applicant Flow: Article 3.64 Appointment

26. Faculty Appointment (Temporary)– Joseph Mann

Instructor, Art

Liberal Arts and Pre-College Division, Southeast Campus

Annual Salary: \$56,274 Step: 3

Effective: August 21, 2018 to June 20, 2019

Education: Parsons School of Design MFA, Painting  
University of North Carolina BFA, Studio Arts

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

Applicant Flow: Article 3.64 Appointment

27. Faculty Appointment (Temporary)– Jessica Martin

Instructor, Communication Studies

Visual and Performing Arts and Design Division, Sylvania Campus

Annual Salary: \$54,372 Step: 2

Effective: August 21, 2018 to June 20, 2019

Education: Oregon State University MS, Interdisciplinary Studies  
BA, Speech Communications

Most Recent Experience: Portland Community College



Instructor, Communication Studies (Temporary)  
Applicant Flow: Article 3.64 Appointment

28. Faculty Appointment (Temporary)– Sara Parker

Instructor, Dance

Visual and Performing Arts and Design Division, Sylvania Campus

Annual Salary: \$58,244 Step: 4

Effective: August 21, 2018 to June 20, 2019

Education: University of Utah MFA, Modern Dance  
University of Oregon BS, Dance

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

Applicant Flow: Article 3.64 Appointment

29. Faculty Appointment (Temporary)– Hallie Puncochar

Instructor, Computer Application Systems And Office Systems

Business Applied Technology and College Preparation Division, Rock Creek Campus

Annual Salary: \$56,274 Step: 3

Effective: August 21, 2018 to June 20, 2019

Education: George Fox University MA, Teaching  
Oregon Institute of Technology BS, Business Administration

Most Recent Experience: Portland Community College  
Instructor, Computer Application Systems (Temporary)

Applicant Flow: Article 3.64 Appointment

30. Faculty Appointment (Temporary)– Salvador Ramos-Rodriguez

Instructor, ABE/GED

Business Applied Technology and College Preparation Division, Rock Creek Campus

Annual Salary: \$52,530 Step: 1

Effective: August 21, 2018 to June 20, 2019

Education: Portland State University MA, Education  
BA, Spanish  
University of Guadalajara BA, Civil Engineering  
Portland Community College AAS, Business

Most Recent Experience: Portland Community College  
Instructor, ABE/GED (Temporary)

Applicant Flow: Article 3.64 Appointment

31. Faculty Appointment (Temporary)– David Schooler

Instructor, Computer Information Systems/Web Programming and Database

Business and Computing Division, Sylvania Campus

Annual Salary: \$60,281 Step: 5

Effective: August 21, 2018

Education: Oregon Institute of Technology BS, Information Technology  
Management  
Portland Community College AAS, Computer Information Systems

Most Recent Experience: Portland Community College  
Instructor, Computer Information Systems (Temporary)

Applicant Flow:		Ethnicity	
Gender			
3	Female	0	American Indian or Alaska Native
13	Male	5	Asian
1	Not Disclosed	0	Black or African American
		0	Hispanic/Latino
		0	Native Hawaiian or Other Pacific Islander
		3	Not Disclosed
		1	Two or More Selections
		8	White
		<hr/> 17	Total

32. Faculty Appointment (Temporary)– Daniel Soucy

Instructor, Graphic Design

Visual and Performing Arts and Design Division, Sylvania Campus

Annual Salary: \$56,274 Step: 3

Effective: August 21, 2018 to June 20, 2019

Education: Portland Community College AAS, Graphic Design

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

Applicant Flow: Article 3.64 Appointment

**ETHNIC AND GENDER DESCRIPTION OF STAFF  
PROPOSED TO BE HIRED IN JULY 19, 2018 PERSONNEL REPORT**

Male	9
Female	23
Not Disclosed	0
	<hr/> 32

White	22
Black or African American	4
Asian	1
Hispanic/Latino	2
American Indian/Alaskan Native	3
Native Hawaiian/Pacific Islander	0
Two or More Selections	0
Not Disclosed	0
	<hr/> 32

July 19, 2018

19-002

COMMENDATION OF RETIRING EMPLOYEE –  
JAN CHRISTIANSEN

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Jan Christiansen has performed faithfully in her duties as Senior Accounting Clerk, Contracts Accounting Lead, Accountant II, and Manager, Contract and Grant Accounting for Portland Community College since February 19, 1990. She retires effective June 29, 2018.

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

July 19, 2018

19-003

COMMENDATION OF RETIRING EMPLOYEE –  
RICHARD EVANS

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Richard Evans has performed faithfully in his duties as Transit Service Operator for Portland Community College since March 24, 2005. He retires effective June 8, 2018.

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

July 19, 2018

19-004

COMMENDATION OF RETIRING EMPLOYEE –  
DRU KIGHT

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Dru Kight has performed faithfully in her duties as Registration Clerk, and Enrollment Services Specialist for Portland Community College since May 9, 2005. She retires effective June 29, 2018.

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

July 19, 2018

19-005

CONTINUOUS APPOINTMENT: ADMINISTRATION

PREPARED BY: Leslie Wilkins, Employee Relations Specialist

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

The President RECOMMENDS that the following Administrators, having fulfilled the required probationary period, be granted continuous appointment, effective July 1, 2018:

<u>Continuous</u> <u>Appointments</u>	<u>Job Title</u>
Marc Goldberg	Associate Vice President/Workforce & Continuing Education

July 19, 2018

19-006

ACCEPT PROPOSAL AND AWARD CONTRACT TO  
DESTINY SOLUTIONS FOR NON-CREDIT ONLINE  
REGISTRATION SOFTWARE

PREPARED BY: Tina Parkvold, Buyer/Contract Specialist, Procurement

FINANCIAL  
RESPONSIBILITY: Tonya Booker, Division Dean, Continuing Education

APPROVED BY: Marc Goldberg, Associate Vice President, Workforce  
Development and Community Education  
Katy Ho, Vice President, Academic Affairs  
Mark Mitsui, College President

REPORT: Portland Community College has a need to contract with a qualified vendor for a shopping cart-type solution that integrates with Banner® by Ellucian ERP and makes it easy for students to search for classes, register for classes, and get clear information about registration and payment. The estimated cost for these services will exceed the \$150,000.00 threshold, which requires a formal solicitation process, Request for Proposal (RFP). It should also be noted that this initiative was approved by the Board in 2016 as one of funded strategic initiatives.

On April 25, 2018, the RFP was released and made available to all interested vendors. The RFP was advertised in the Daily Journal of Commerce, the PCC Solicitation website, and the State of Oregon ORPIN vendor system. A total of (9) nine firms downloaded RFP documents from the College's Purchasing Website, none of which were a Certification Office for Business Inclusion and Diversity (COBID) Certified firm.

At the proposal submission closing time of 2pm, May 23, 2018, the College received (4) four proposals. The committee members evaluated all proposals based on the following criteria: price, experience of firm, technical solution, customer support, compatibility and functionality and social equity and sustainability.

After scoring the proposals, the committee chose to conduct oral interview and software demonstrations from the top two proposers.

#### Proposal Evaluation

Contractor	Score (Possible 600 points)
Destiny Solutions	437
Entrinsik	467
Xenegrade	314
iTrellis	220

#### Oral Evaluation

Contractor	Score (Possible 1520 points)
Destiny Solutions	1419
Entrinsik	827

#### Final Scores

Contractor	Total Score
Destiny Solutions	1856
Entrinsik	1294

The award is made to the company whose final score of the Proposal Evaluation and Oral Interview resulted in the highest-ranked score.

**MWESB Note:** This type of software purchase makes it a challenge to outreach to COBID Registered businesses. However, there was one business registered and we used the ORPIN COBID outreach tool (which uses NAICS and NIGP codes) to reach out to them. Therefore, the only registered MWESB was sent a notification. (Catalyst Consulting Group [MBE] from Chicago, IL-registered in Oregon). The vendor scoring included social justice as one of the criteria scored by the RFP Committee.

**RECOMMENDATION:** That the Board of Directors accept the proposal and award a three-year contract to Destiny Solutions in the amount of 555,380.10 (based on 234,963.00 for year one and ongoing cost of \$134,964.00, and a 10%



contingency based on possible additional modules) with an option for the College to renew the contract on an annual basis for an additional two (2) years. The contract shall not exceed five (5) years or a maximum amount of \$852,300.90 Expenditures for this contract will come from the CEU / CED fund (19XX).

July 19, 2018

19-007

DISTRICT-WIDE EDUCATIONAL PODIUM  
INSTALLATION AND ANCILLARY EQUIPMENT

PREPARED BY: Sandy Wanner, Buyer/Contract Specialist, Planning and Capital Construction

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

APPROVED BY: Jim Langstraat, Vice President, Finance and Administration  
Sylvia Kelley, Executive Vice President  
Mark Mitsui, College President

REPORT: The PCC IT/Media Services is responsible for standardizing, implementing, and supporting classroom technology in new and remodeled classrooms throughout the college. The goal is to install technology tools permanently in the classroom and remotely support them, reducing delivery cost and down time. New display technology will require connectivity between teaching stations, audiovisual sources, and ceiling or wall-mounted displays and speakers.

The current model for general classrooms includes permanently located technology furniture that houses a networked computer, visual presenter, Blu-ray-DVD, and signal routers. It also includes an integrated touch panel system that gives one touch control over the different input sources.

On June 14, 2018, the Request for Proposals (RFP) was advertised in the Daily Journal of Commerce, State of Oregon (ORPIN), the Portland Observer and the PCC Solicitation Website. A total of fifteen (15) vendors registered and received a copy of the RFP document as well as six (6) plan centers.

At the proposal closing time of 2:00 pm, June 14, 2018, the College received four (4) proposals. The vendor proposals were evaluated on the base price for a single room installation, base price for a digital conversion upgrade; company history and capabilities; references; and experience with projects of similar size, type, and schedule

limitations.

The three (3) vendors that scored the highest points were selected, per the following scores:

Vendors	Total Points
<b>Cochran Inc.</b>	<b>363</b>
<b>LightWerks Communication</b>	<b>331</b>
<b>Diversified LLC</b>	<b>389</b>
Troxell	286

**MWESB Statement:** Of the fifteen (15) vendors, there were three (3) certified MWESB of which two were from the east coast and one local. The local vendor is actually a repair business which did not meet our requirements. None of the vendors that submitted are MWESB certified firms.

**RECOMMENDATION:** That the Board of Directors accept and award a contract to Cochran Inc., LightWerks Communication and Diversified LLC, to provide Educational Podium Installation, & Ancillary Equipment District-Wide. The term of the contract will be valid for three (3) years, with an option to renew annually for an additional two (2) years. The contracts total will be \$2,300,000. Fund distribution will be allocated on an as needed basis. Funds will be from the 2017 Bond Program and general fund.

July 19, 2018

19-008

ACCEPT PROPOSAL AND AWARD CONTRACT TO  
TRANE OREGON FOR HVAC SERVICES

PREPARED BY: Tina Parkvold, Buyer/Contract Specialist

FINANCIAL  
RESPONSIBILITY: Tony Ichsan, Director, Facilities Management Services

APPROVED BY: Jim Langstraat, Vice President, Finance & Administration  
Mark Mitsui, College President

REPORT: Portland Community College has a need to contract with a qualified vendor to provide HVAC maintenance services to include maintenance, minor repair, and installation for operations, small tenant improvements, emergency services and specialty projects, district-wide. The estimated cost for these services will exceed the \$150,000.00 threshold, which requires a formal solicitation process, Request for Proposal (RFP).

On May 23, 2018, the RFP was released and made available to all interested vendors. The RFP was advertised in the Daily Journal of Commerce, the PCC Solicitation website, and the State of Oregon ORPIN vendor system with an additional outreach effort to all COBID firms registered with the associated NAICS and NIGP business codes, resulting in additional outreach to (25) twenty-five registered firms. A total of (7) seven firms downloaded RFP documents from the College's Purchasing Website, none of which were a Certification Office for Business Inclusion and Diversity (COBID) Certified firm.

At the proposal submission closing time of 2pm, June 19, 2018, the College received (2) two proposals. The committee members evaluated all proposals based on the following criteria: price, experience, partnership and relationship team, qualification and experience of firm, references, and diversity, inclusion, sustainability and social equity.

After reviewing the proposals, the committee recommends awarding the contract to TraneOregon the proposer receiving the highest total evaluation score.

#### Proposal Evaluation Final Scores

Contractor	Score
TraneOregon	295
Delta Connects	283

The award is made to the company whose final score of the Proposal Evaluation and Oral Interview resulted in the highest-ranked score.

**RECOMMENDATION:** That the Board of Directors accept the proposal and award a three-year contract to TraneOregon in the amount of \$1,950,000.00 (based on an annual estimate of \$650,000.00), with an option for the College to renew the contract on an annual basis for an additional two (2) years. The contract shall not exceed five (5) years or a maximum amount of \$3,250,000.00. Expenditures for this contract will come from the general and capital fund.



# Board of Directors Goals 2017-2018

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 2017-2018 planning cycles.

## Legacy Goals

- Ensure an environment of success that encourages access and timely completion
- Prioritize the college's commitment to the creation of a nationally renowned culture for diversity, equity and inclusion
- Track and evaluate Portland Community College operations and execution of the Strategic Plan.
- Be an engaged advocate for Portland Community College in:
  - Governmental affairs and governmental advocacy
  - In support of fundraising strategies targeting the advancement of important initiatives (e.g. Future Connect, PCC Foundation efforts, etc.)
- Continue communication between the Board of Directors and the President

## Board Priorities

- Support implementation of the strategic enrollment plan and the Achieving the Dream Initiative.
- Track data regarding efforts to enhance district-wide efforts to make PCC an employer of choice, encouraging recruitment, hiring and retaining of faculty, staff, vendors and contractors from historically underrepresented groups while promoting employee engagement and professional development opportunities.
- Increase awareness of role that PCC plays in our community through outreach and education.
- Support implementation of strategic initiatives and moving people out of poverty (opportunity and student success).

*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.*