

PORTLAND COMMUNITY COLLEGE - BOARD OF DIRECTORS
PO BOX 19000, Portland, OR 97280

BUSINESS SESSION

February 19, 2015

1626 Southeast Water Avenue, Portland, OR 97412
CLIMB Center, Auditorium, Room 102

MINUTES

BOARD ATTENDANCE

Jim Harper, Chair Deanna Palm, Gene Pitts, Courtney Wilton

WORK SESSION

The Board of Directors met at 5:00 pm to discuss OCCA, OPC, Budget Update, Strategic Planning, Space Utilization, and Legislative Updates.

EXECUTIVE SESSION

The Board of Directors met at 7:00 pm in accordance with ORS 192.660 (2)-in accordance with ORS 192.660 (2), (e) Real Property Transactions, (f) Information Exempt from Public Disclosure (Attorney-Client Privilege), (h) Litigation

CALL TO ORDER

Chair Palm called the business meeting to order at 7:34 pm and invited all present to introduce themselves.

APPROVAL OF THE AGENDA

The agenda was approved as published. All approved. Pitts/Wilton

APPROVAL OF THE MINUTES

The October 16, 2014 and December 11, 2014 Board Minutes were approved as published. Harper/Wilton

INFORMATION SESSIONS

Faculty Focus

Jessica Bernards, Instructor, Math

Ms. Bernards will present to the board members a presentation on Incorporating Study Skills into Developmental Math Classes. The history of how this program was developed was because of a need to increase student success in developmental math classes. They found that students in these classes lacked the study skills needed for success. The program is geared specifically for math study skills, where the loss of class time was minimal. Students have option, they pick four of the seven topics to complete. This way the students have a choice in which topics they explore. It takes four weeks to complete the program.

Each lesson is broken into three parts. There is a video to watch before each lesson. Then they will complete a work sheet, to verify they watched the video and to help them reflect on what they have learned. They then have a class discussion that is a quick 5 minute activity. They cover one to two topics per week at the beginning of the term and the assignments count as part of a homework or participation grade.

A lot of colleges are now using this in their classrooms on a national level. It has been implemented in both face-to-face and online class settings. In an online class, instead of worksheets/in-class activities, the discussion board is utilized to create a class discussion on the topics.

She had five PCC instructors pilot the program and returned data to her. The instructors compared data from two identical classes, one that used the study skills program and one that did not. Other than the study skills program, the classes were run the same. The record took into account the number of students seated on day one of class and at the last day of class to track retention. She also tracked whether it helped with final grades. The results showed that the classes who used the study skills program had on average 10% higher pass rates, 3% higher overall grades and 3% higher final exam grades. Every class that used the program had increases; one class actually recorded a 16% increase in pass rates.

Of the students that took a survey after the program, 89% said they think the program should be used in all developmental courses.

Chair Palm thanked Ms. Bernards for the presentation. Director Harper asked Ms. Bernards asked if students could take this program before they take a Developmental Math class. She noted that this is run in conjunction with the class, but they do finish the program before the first exam. The program is more directed toward changing bad habits in regards to study habits, therefore spreading it out over a few weeks help with this. Director Wilton noted that the data shows that math is a barrier for so many students. It is good to see the improvement and that this is working. He asked if the dropout rates for the classes were still high. She noted that the trend across the nation is that it is still high. This program is not being used in every math class, but in the classes that it is being used, it is helping. Each student is different, and there are a lot of outside factors affecting student's lives. Helping students with things we can control is how we can help them be successful.

CLIMB Update

Bob Hanks, Executive Director, CLIMB

Mr. Hanks gave a broad overview of the CLIMB Center. There are four areas of focus at CLIMB, these are Professional Development and Training, Health Professions, Small Business Development Center (SBDC) and Life by Design NW. Professional Development and Training focuses on organizations and government agencies with customized training needs. Helping to train or retrain employees business and employee for efficiency and impact.

There are 25 employees at the CLIMB Center, this number does not include business advisors with the SBDC or part-time faculty. There are three business units. There are 21 classrooms in the building. We also do a lot of work offsite, doing trainings at the different campuses. We served over 13,000 students and generated revenue of \$3 million and gave back \$4.2 million to the college, 60% of the profits go back to the College. About a year and a half ago, they went through a Strategic Planning process and identified five strategic focus areas. These are Marketing and Lead Generation, New Program and Course Offerings, External and Internal Networking/Relationship Building, Maximize and Effectively Manage Human Capital Resources, Create a High Level of Customer/Client Satisfaction.

About two years ago there were four distinct departments at the CLIMB Center each with

their own financial operations, ways of registering students, way to make purchases. Know there are three key business units; an operations team, business development team and a programmatic team. They are getting closer to having one set of books to work from, and developing centralized practices for better collaboration for the departments at the CLIMB Center.

The Small Business Development Center focuses on entrepreneurs, small business owners, international trade, business advising, workshops and business resources. There are now two other centers beside the one at the CLIMB Center. The others are located at Willow Creek and the newly opened one at the Southeast Campus. We are the only international trade center in Oregon. The SBDC did 3,800 hours in business advising and 1,737 business training hours. They helped create 170 jobs and retain 85 jobs for workers.

Health Professions is the largest program, generating 70% of the revenue at CLIMB. It provides continuing education for health practitioners, training for certifications, American Heart Association provider and renewals, and offers short-term, entry-level health programs. The program trained 5,806 people in health fields. They have been focusing on new programs, and one of note is the RIAMP Program (Remote and Industrial Medi Program). Once a person completes the program they will be able to work on oil rigs and remote areas performing minor surgeries. The average pay for the position is \$150,000. In addition, they are working very closely with Career Pathways to build internships for entry level students. They are also securing additional sites for the CNA and Phlebotomy Programs.

Professional Development is partnering with WSI for Certified Production Technician Program. They are working closely with the College to build a customized assessment program for coaches at PCC, as well as an MSD Program. They conducted 161 course, trained 3,305 employees and served 34 businesses.

The last focus area is Life by Design NW. The program focuses on baby boomers transitioning to the next phase of their lives. People talk about Life by Design all over the region. It has been revamped over the last year to focus on workers over 50 and working to get older workers back in the workforce.

Open Education Resource

Chris Chairsell, Vice President, Academic and Student Affairs and Jen Klaudinyi, Librarian Ms. Klaudinyi started by noting the problem that textbooks costs have increased 812% over the years. Some students choose not to purchase books due to the costs. A recent survey showed that the number is as high as 65%, of those 94% expected their grades would suffer due to this. This turns from a cost issue to a student success issue. Open Educational Resources *are teaching, learning, and research material in any medium that reside in the public domain or have been released under an open licenses that permits their free use and re-purposing by others*. Basically, these are different types of learning materials that can be accessed for free and adapted by instructors and shared. These can be in lots of different forms from tutorials to multi-media to full textbooks. In the context of OER initiatives at different institutions, most institutions also include support for other types of low cost materials, including things that are created by instructors and may be shared internally within the department, but not released for broad sharing; as well as materials that are already paid

for by a library subscription. Initiatives often support adoption of other low cost materials as well.

A steering committee for OER has been formed with stakeholders from all around the college, including students, faculty representatives, library staff, distance learning, disability services and the bookstore. There is cabinet support from Drs. Chairsell and Fowler-Hill. Dr. Donna Reed provides administrative support. Rachel Bridgewater is a co-chair of the steering committee.

The committee started with a survey targeting faculty to assess readiness. The survey noted that there is high-interest at PCC, but low awareness of the resources. They also formed a broad interest group where folks can discuss open educational resources via an email group. They created websites and online guidance including a guide targeting instructors who are interested in exploring where these resources exist and the process that it takes to adopt them. There is training for the librarians throughout the college, in order to help them help instructors who are searching for these materials. They have provided messaging for the Subject Area Committees, and will continue to offer uniform messaging for the SAC meetings. At the state and national level there has been some work on policies. There have been a few HECC Forums focused on Textbook Affordability; there has been representation from PCC at these meetings.

The committee is taking an inventory of the OER work already done at the college. They are also reaching out to interested faculty and SAC Members. There will be an all-day Faculty training on February 26 and 27 at Sylvania. These are hands-on workshops. There will be an Open Education Week, March 9-13 at which PCC will provide other training opportunities at the different campuses. They are also in the midst of identifying barriers and gaps around the college and researching the potential impact. The research being done is focusing on high enrollment course, with high material costs that have readily available open resources. When she was at Lane Community College, she estimated to save students near \$500,000 a year. Tacoma Community College set a goal to save students of \$500,000 over two years. They exceeded that goal by \$500,000 with savings closer to \$1,000,000. Maricopa Community Colleges in Arizona had a goal of \$5 million over 5 years, and are well on their way sitting at \$2 million in savings to date. There is great potential to make a huge impact here at PCC.

The challenges that will be faced are time, pressure to move quickly, recognition of the problem, developing support and policies, and financial planning. Time is the biggest challenge, this work takes time and requires support. There is pressure to move quickly. This is a double-edged sword. In order to have a successful initiative we need to be intentional, we need to provide planning and support structures, as well as a need for funding. HECC has been focused on how to make textbooks more affordable, not necessarily focusing on OER. As more and more OER advocates attend the HECC forums, the conversation has been shifting to consider other models. There is a need to develop an institutional statement of support and policies. The policy group is working on to provide recommendations. There are also financial planning and bookstore concerns. As textbook revenue is lost from the bookstore, there needs to be other ways to provide funding.

Chair Palm noted that after attending a recent conference she is looking forward to the opportunity to save students on textbook costs. Director Wilton noted the challenges, and

asked if the quality was comparable. What the textbook companies offer is more than just a book, including a suite of services. His sense is that most folks think the college can declare that we want to do something, but really can't as the faculty have control over the textbook issue. Ms. Klaudinyi responded that there were a few different components to the question. The piece to address right now is that almost all of the faculty that she speaks with is interested in doing this work. It is a matter of having the time to undertake it, especially if agreement across large groups is needed. The second question about quality and it being comparable, lots of the institutions that are undertaking these initiatives are focusing on high enrollment classes. Classes in the sciences, biology, anatomy, physiology, the social sciences, psychology, there are a lot of high quality materials that exist in those areas. Another component is that the beauty of open educational resources is that you don't have to adopt the entire thing. You can take pieces of it that work, create your own pieces, adapt what is there and mix and match things from other places. There is a great potential for most classes to adopt many high quality resources that are out there. We are moving more towards more polished open materials that have been peer reviewed and vetted and are adopted in other places. She noted she doesn't think that is a 100% easy choice, but if folks are invested and they have time, then it very reasonable to have a collection of high quality resources for their students that are open and free. An issue being investigated by the policy sub group is looking at funding models as far as instructors making the switch and the time involved and possibly compensating or incentivizing the instructors.

Director Pitts asked if she has seen any outcomes of students who are using the open resource. She responded that this is still in the beginning phases of doing this type of research because mass adoptions are just starting to happen in the last five years or so. There are a handful of studies that she has seen show that students perform at least as well or better using open resources. There are a couple of reasons folks usually talk about in the context of that, one it that instructors are really able to hone in on their learning objectives and be selective about the materials. The second piece is that students had access to those materials on Day 1. The third piece is that engaging in this work really makes the instructor reflect about what they are trying to do with their courses. Director Pitts noted that is encouraging. He also went back to the inference that there doesn't seem to be a lot of support materials for the instructors and wanted to know if it was a big gap and whether it would be filled over time by the Open Source Community. She noted there are different products for different subjects, such as math, there are test banks for some. There are collections and banks but they are not matched up with the resource, so it still take time to select and create the questions with the resource that was adopted.

Director Harper thanked her, as this has so much potential with what the board is trying to do for making college more affordable and accessible to everybody. At a conference he recently attend, the state of Washington, that all of the community colleges have adopted this. She noted that the state had a state-wide funded project where teams of instructors create open courses, low cost courses for their highest enrolling 80 courses at the 20year level. There is a depository where faculty can go and look through those materials. She does know that it had good success in certain colleges with adoption and less success in other colleges. He noted that he can't see why PCC would have great success with someone like her working on it. He added that it is really exciting and the faster to put it together the better.

Rob Wagner, Associate Vice President, Advancement and John Horvick, DHM Research

Mr. Wagner reminded the board that almost three years ago the board held an annual board retreat where Strategic Communications was discussed. It began with research about what the public thinks about PCC also how we talk about the college. That extends to everything we do within Advancement throughout the district and community from fundraising, enrollment services, student success initiatives and government relations during the legislative session. December 2012, led an RFP with several pollster, and DHM came out as the best. It was the first detailed comprehensive civic engagement survey that we have every done at the college. End of January 2015, we had an opportunity to refresh the data, and those will be presented here.

Mr. Horvick started by saying that DHM is an independent nonpartisan public opinion research firm based in Portland. They do work across the NW and across the country, but their home is the Portland Metro region. They have been around for about forty years, focusing mostly on higher education. Although, they touch on other community issues as well from transportation to plan use policy. He works for a lot of public sector clients. In the last couple of years, as a messenger about what the public thinks, he often has to delivery bad news. One of the real pleasure to be presenting tonight is that PCC has really been one of the outliers.

He shared a few of the top results from this survey to the board know how well the public is thinking of PCC. A couple of questions this particular survey, folks were asked to rate the performance of PCC. This particular scale the measurements were from Excellent to Don't Know. Two-thirds, or 64% of the voters think positively of the operations and performance of PCC. Besides looking at the good, he noted we also need to look where the others are. If you see 28% said Don't Know, while just 7% gave a negative rating. That 28% are more likely to not have a personal connection with PCC. It stands for an opportunity to get the message out on how PCC is doing.

Other statements asked of voters, were if they Agree or Disagree with them. The statements included, *Provides students with the skills they need to compete in today's economy* (84% agree); and *Has a reputation for academic quality* (78%). These sorts of positive numbers and the lack of negative numbers are outstanding comparatively to what we typically see when we ask about performance at other public sectors. PCC might have to now be the new benchmark.

A few key messages that were presented in the survey regarding *Reasons to Support Public Investment in PCC*. In the future, 90% of voters think the majority of jobs will require education beyond high school. Communities that invest in higher education are more likely to have a prosperous economy, 88% of the voters agreed. People with a higher education are more able to support themselves financially for their entire lives without having to rely on government assistance, 83% agreed. For the last question, 85% of the voters agreed that without PCC, many people would not be able to go to college. These are some very specifics messages, thematically what we pick, first when we talk about PCC and what people are interested in hearing about our broad community benefits. PCC provides the institutions, not just benefits to the individual students but benefits to the community abroad. There are economic benefits with job opportunities, career training, opportunities for individuals to support themselves. On other surveys they have seen issues too, the issues around

economic development at the community college become more important to workforce development.

Lastly there was a test for public support for PCC Bond Renewal. There was a Cold Test were 41% would approve strongly and 31% approve somewhat, equally 72% support. As a pollster what he is looking for in a potential measure or levy to feel like you have a chance is 60% support and 30% strong support. That is not a hard fast rule, but a general guideline that is the sort of numbers to look for. There is a tendency to lose support on an issue. Then the reworded and told voters it was a renewal and if it passed tax rates would stay the same and if it failed they would save a little bit of money. The approval changed to 81% in support of it.

As a starting point, PCC is well regarded in the community. PCC has very strong messages, initially some very strong support for a bond.

Chair Palm thanked Mr. Horvick for the good news. Director Wilton asked is if there were variances of the different areas of PCC. Mr. Horvick would like provide the demographics of the data.

PUBLIC COMMENT ON AGENDA ITEMS

Open Education Resources

Michael Sonnleitner, Instructor, Political Science

He provided copies of a report that was produced by a textbook Task Force that was appointed by the Educational Advisory Council. A two-year long period review of reducing textbook costs. These were taken to the EAC for approval. Ten recommendations to the faculty and staff to reduce costs, ten more to the institution. The institution did not approve all of the recommendations. One of the more controversial recommendations was to have the bookstore operate on a not for profit basis, not as a cost center for the institution. With the logic that the bookstore would then be able to be more competitive with costs for books purchased external to the bookstore and would stabilize the bookstore and making it more efficient. We have heard a lot about the OER options, these were in their infancy 10 years ago when he first became engaged with this study. He would urge the board to be cautious, when we have pressure to move quickly, that was a direct quote. When he hears that we need institution statement of support. Those are good things, and who is for higher textbook cost, no one right? He is very concerned about rushing into something that is relatively in its infancy. He would like to urge caution, there could be unintended consequences, including a lower of academic standards. Political Science as an area has looked into open sources. We have one faculty person who is a part-time teaching online who uses open sources. As a faculty in Political Science, we looked at his textbook and the others adopted and find it not to be of the same quality. It is a matter of style, communication style, being able to be absorbed by the student. Perhaps having a framework or platform that is of interest to the student right? It is not just a bad matter of information so keep that in mind please.

Tuition Fee Increase

Elizabeth Ackerman

I am coming to you today on behalf of the DSC regarding the tuition increase. Students are very concerned with the way that we have decided to increase tuition without getting student feedback. Students are very concerned about the cost. We know that in the Strategic Plan

that accessibility is one most important themes. Yet, when you don't include students in a conversation that affects their future, largely, it becomes an issue and it becomes an issue with the student body. With that we would like a freeze to be put on the 2nd year of the tuition increase as well as a freeze on the \$120 international student fee increase. We know that international students struggle the most to pay for college. They pay out of pocket, they can only work on campus, most campus jobs are only 10 hours a week, and not offered during breaks or over the summer. This has a huge impact on students. There is a student at Cascade, a 21 year old female, honor student, who works in the sex industry because she cannot afford her tuition without doing such. To afford her food, the roof over her head and her education, she has to sell her and be belittled by men then go home and do her homework. There is a 22 year old Cascade student who is an international student who cannot work legally, so he has to work under the table. He does not have the same protections that anyone with citizenship has. They do not have OHSA, Worker's Comp, often subject to harassment and lower wages then ho home and do homework. These sorts of stories are common, and she hears them every day as a student body vice-president and as the budget committee chair of the DSC. These students mean something to this college. These students are what makes this college work. Students are 51% of the stakeholders, but when you factor in the transfers from transportation, auxiliary services, and the bookstore. Students actually sit closer to a 60% stakeholder status. Discussion the potential extended the bond and worried about how the community feels about PCC. If PCC isn't supporting its student, it's students are not going to support PCC back. Students need to be uplifted, they need to be pulled out of poverty and given a chance. Please understand that this is not an attempt for students don't want to help PCC. We understand that it takes money to run a college but it also need autonomy when it what we are going to be paying back. When these decisions are made in a board room--this is not your pocket, interest rate, not your back that is carrying the debt. It is that of the students. You won't be the one who owes a house when you leave college, that is a huge factor. Dr. Brown, you have pictures of Einstein in your office, I assume he is a role model of sorts for you. She just read his autobiography, and he said that the greatest disease in this world is racism and inequality and poverty. We are perpetuating that when you make decisions in closed rooms without the community at large. It is important to remember these things as we go forward making decisions for others when you are not the ones affected by them. So please she asks to consider the 2nd tuition freeze, and a consideration to freeze the International Student Fee. Listen to the students, hear these stories because she is the one that hears them, they don't have too. She is the one to tell students the decision was made without them, that they didn't have a say. If that continues to happen, you will be pushing students into a corner. When you see the students at PSU, there is a breaking point and students will stand up for themselves. Listen to their stories before you make decisions without considering their feedback.

Miranda Kuntz

She is a single mom, with two children. She came here with hopes of a better future for them. Being involved in student government with ASPCC over the last two years that has given her a really unique opportunity to see inside and the way that things work. She feels the student body at large gets to see that, we are the voice into that window to see into that. What we honestly and truly ask of you is to involve students in this process. We have the opportunity as student leaders to step outside and engage the students around us. All these wonderful students here supporting us. Many of them will be greatly affected by this increase. The fact is we want to be part of the process we want to know the things that will

affect us long term. We want to be engaged, and PCC has given that to me. The opportunity to be empowered through engagement. That needs to happen more often and cannot be taken away from the student. By empowering students to really know what is going on around them and the things that are affecting them is giving them something much greater this education. It is giving them the skills for their lives. She asks that the students be considered throughout the process. They want to know, they want to be here and we do understand that the business of the college needs to run and a lot more goes into that the students see, but we are willing to learn. Working together is how we will achieve all these things.

Gaetan Nzowo

This is his second year at PCC. He is an international student from Congo where people gain less than \$1 a day. Here at PCC every available resource, amazing teachers, and student leadership coordinators. For international students they also have qualified and developed staff, however what he doesn't why there is such poor communication. Where is the lack of transparency when it comes to something as this. This is something really important that we care about. To show to the Board of Directors how this is important to us and how much we care about it. He asked the audience, if you missed your class tonight to be there please stand up. If you know anybody who wanted to be here but couldn't please stand up. If you came here because you would be affected by this increase, please stand up. You can see how much we care about this. We would like to be involved and we would like our voices to be heard. We would like to be part of the campus, we would like to be part of PCC Rock Creek.

Lidia Luns

She is a first-generation Latina college student in her family. What this tuition increase would for her, even though I am planning to graduate, it would take me longer. Her financial aid package only covers so much and parents cannot help with tuition. So again this tuition increase would make it incredible hard to attend the community college. As this meeting talking about making it affordability and making sure everyone has the same opportunities and accessible. She agrees that the Board takes into consider that they know a lot of students pay out of pocket and that financial aid only covers so much. That tuition increase will directly affect her and her community.

Naylamp Adanaque

An international student from Peru, here today because the increased tuition is something that worries me a lot because where he comes in Peru, the cost is like \$250. The worry about how much is the increase. If it is a \$5 increase for credit, and we have to take many more credits per term. The share will be \$60, plus the \$130 per term will be \$180 extra dollars, between 3 terms that would be \$540 dollars. He is really concerned about how his family and people who help him still be able to do that or if he will have to go back to Peru. He is pretty sure that he is not the only one. There are many international students that plan the money they need for the USA. I hope you will consider it.

Ben Nzowo

Ben is a first term ESOL student. Some students were not able to come because they didn't know this was on the agenda and couldn't get out of class or work. He is from Congo. He spent one year without studying after graduating because his family needed to save money. Now with these increases what am I supposed to tell my father. To tell his dad that he

needs to work more and kill himself every day to pay the tuition. They pay for rent, electricity, bus passes, water. We do our best, try our best, we can't work outside of PCC and kill ourselves every day for a better future.

Marcellin Kibouge

He is an international student from Congo. If there is one thing that I will not give up on as far as my life is an education. Actually, like Gaetan said in this moment I missed my physics class, which started at 6:00 pm and ended at 9:20. This was important to attend. He is studying electrical engineering and physics and should not have missed class but this is important and will affect him going to school. He is asking that when it is time to decide such things that affect students, they deserve to know. I won't call my dad and tell him they raised the tuition. My parents are in Africa, there are many issues that prevent that. He has to be prepared for it. Even his roommate wanted to come, because this brother is coming. The tuition is too high and we don't know how we are going to deal with it. If we are rejected from this country we will have no where to go. Increasing the tuition is you sending us the message to go back to our country.

Angel Camacho

First off, he is not allowed to get financial aid. He is able to be a PCC because of the DECA. He pays out of pocket, his little brother couldn't attend because he had to go to work with his dad and additional 3 siblings that look up to him. They see him struggle and they will not want to go to school just struggle. With more tuition the struggle will be harder. If he doesn't get his current tuition paid he will not be able to register. He doesn't know where he will get the money to continue his education.

Jessica Jennings

She thanked all the students who attended. She is 20 years and finishing up her degree to transfer for international development as a major. She is a waitress, works 20 hours a week. Her parents support their respective families, so they don't have much to offer her. She pays a lot out of pocket, and has to work. She has taken classes at almost every campus and online. She has a pretty good idea of how PCC works. She just wanted to mention that she believes that tuition increase are a first and foremost a student issues and why it wasn't addressed to them in the very beginning when this was first a concern I don't know why. Why it took only Monday where they had any idea that this was going to come up. She thinks it is completely unacceptable. You guys are all very, you've done a lot with your lives. Just reading some of the information. You know what else is out there. You guys should now that this being such an issue for us, you should have came and addressed this to us. You know that communication is important. Just like in any relationship communication is one of the most important things. Communication is just as important with your students. We are your students. We are here. You are here to help us. Right, so why communication wasn't involved I am not sure. Things happen, it's okay. But this is so vital. If you notice you have taken time out of our schedules could be use working, money out of our pockets that we could have paid for school. This is time in classes, education is like our first biggest focus and we have to leave from that, then that's not the job you are doing. You are taking away from our education. Lastly, there is absolutely no breakdown for us to see why there is an increase. She wants to see where that money is going, she wants to know where every dollar. Is it going to bonuses? Other things, or my education? She is addressing we need to come out of the dark, we need to communicate, this is my life, this is my education and this is my money and I feel like I need to be in charge of that.

Jason Sifford

He is a United States Veteran of the United State Navy. He really has no problem with how much money he has to spend at the college, because he has GI Bill Benefits so he doesn't have to worry about it. Yet, if he wasn't receiving his benefits he then he would be paying out of pocket. He would also like to know where that money would go. He has been fighting brain cancer for the last two years. He has benefits. He has medical benefits. One thing that he is here for is that he doesn't have the concerns over how much to spend for college, he is here today because he is a United States Veteran, he shows support for everybody in the United States, he also shows support for everybody internationally. He will continue to do this. He said he would continue to do it and asked others who were other United States Veterans. He will support everyone who comes down and tells these things. Anytime he asks for something, he will fight to get it down. He is fighting the rest of his term for his GI Bill to get his degree. He is tired of having to through fighting for everything due to his brain cancer. He will continue to do so and continue to show support for everyone setting here and tell you what they want.

Aylssa Pinter

She is attending PCC Rock Creek. She is works as the Clubhouse Coordinator in ASPCC. She is also the International Club Coordinator. She is almost 25 years old, she graduated high school a few years ago. It too her some time to get back to school for a number of reasons, but one of those reasons was that she had no idea how she was going to pay for her education. Her mom is a single mom, dad passed away when she was young. It was never even encourage for her to go to school. It was always, just get your high school done, you'll be fine, just work. So that is what I did, I worked. Then she realized it was very important to get a higher education. So she took out the max amount of loans and grants and just started her first term at PCC last year. She got involved right away with Work Study job as well as International Club. She first heard about this tuition increase on Monday at the Congress meeting. It was a surprise to her that it was going to be pushed so quickly. She presented this information to all her classes and developed her own presentation and had 5 minutes in each class. They were really confused and upset. The teachers were also concerned as they did not know either. Luckily she was able to have an International Club meeting today. She explained everything to them in terms that they could understand since some of them are not native English speakers. They were very shocked and some had no words. Overall they felt deceived because they had not be relayed this information at all. If I hadn't this might have passed today and they would be stuck in some serious situations. International students must take 12 or more, with a \$5 increase per credit and a \$120 fee, they will pay \$180 more each term than they are paying now. International students are required to take those 12 credits. They do not have the choice to take less to save that money. Tonight she is the voice of the students who wanted to be here tonight but couldn't because they are in class right now. They want you to know that this increase could be reason enough to not continue at PCC. She quoted a part of the proposal, "The data shows that the cost of the program surpasses the revenue generated by the program. This increase will only allow them to break even." What would the future of PCC look like if the students decided to leave?

Christine Cha

She is in a situation where her parents make too much money for her to get financial aid, but they don't enough to invest in her education. She is fully independent but is not at the age

where she can fill her own taxes and use her own income for financial aid. Her fellow studies have talked about her contradictions, but she asked how can we help students and the board members communicate better. For the transits and renewed buildings, you offered surveys, but why we have survey or ballots to approve for our education and money. According to the powerpoint earlier 59% of the community thought PCC was good, without PCC many students wouldn't be able to go to college but if the tuition keeps on rising, how many students would not enroll. How can we be as America students be 18 and allowed to vote for our President, to choose the one person to put our nation's safety in and not be allowed or a chance to decide what our tuition will be.

Ben Akande

He was going to pass on his time, but felt it wouldn't be fair to the 12 phone calls he received this morning. Once again he is going to say he is an international student, he is an ambassador and I am always there to listen to international students and those who feel that can't communicate with American citizens. Basically, he didn't hear about this tuition increase until this morning. He woke up to about 12 calls from international students telling him about the tuition increase. He heard about 35 personal stories just this afternoon on campus about students complaining. He is going to spare the same details of telling you have coming here was going to be a better dream and obviously we are expecting an increase, but not this much. His personal story of why this is going to affect him. He is a student from Nigeria, from a family of 8. His dad pays for his school fees. His mom doesn't work and technically 5 of them are abroad right now studying. It is the one thing for the school fees, basically the tuition increase has to happen, and he is going to have to tell him this. This is something he is not going to be happy to hear and most students today telling him how they are not allowed out the campus, but yet they have to pay for bus passes, insurance. This is about the same thing were they had an increase in insurance. They just got an email overnight and international students can bear witness to him that an email came overnight. We did get an email overnight saying there was an increase in insurance, just like that. He can tell you from the OIE, about fees you can ask other students there was a lot of students who did not come back last two terms just because of the increase. Increasing this right now is basically going to chase international students away. He has read so much about PCC and he knows PCC is trying to create a diverse economy. If this increase passes how is the diversity going to be there when most of the students are being chased away.

Chair Palm thanked the students for taking the time to attend, especially those who missed classed to be here. She noted she does understand what a hardship that is. She took a minute to note that we will be moving forward on the consent agenda but will make comments on 15-085.

Director Wilton noted that was a powerful experience. He commented he is so impressed with the PCC students. As he listened to the testimony, it was thoughtful, respectful, it was real and fundamental they have a point. He thinks we did not do a good job of communicating with you. In his mind, there are two issues, one is the actual increase. He has a hard time because costs didn't go up, if he looks were they are for community college's it is not out of line. He isn't saying it's not a hardship because he knows they are on a very tight budget. Looking at were PCC is versus others, PCC is in the lower half when tuition and fees are factored in. As a board member we have to weigh the harm that is done by raising tuition against the harm done of not raising it and then having to cut offerings

which affects students in terms of availability of the classes and also the quality. He noted he supported the increase, he doesn't love it. He thinks overall it is reasonable.

The other issue with communication, it is pathetic about how we handled it. He doesn't think they did a good job. There is no reason why we can't engage students before this. A lot of the unhappiness is about the job we did and almost taking students for granted not respecting you and assume you would want to be a part of this process. That is not okay. Personally, he said was sorry for that and hoped for a chance to do better. There will be a vote on this tonight because we have to, it has to been done so that financial aid can be calculated, it is on a tight timeline. It is going to happen, but there are things we can do in the current year to help you all understand. He doesn't want to be here next year listening to the same speeches. It is unacceptable, we can do better.

Director Harper noted that he agrees with Director Wilton. He loves PCC, he has been involved for over 50 years. PCC is all about the students, you out there, what you are doing and how important this is. He noted they looked at this to try to figure out how to do it without raising costs. Affordability is one of the most important things. Affordability and accessibility, he really appreciates you all being down her sharing input. He agrees they could have done a better job of letting you all know what was happening and why, why we have to do this. He thinks one of the things heard tonight, the textbooks, anything they can do to help reduce the cost and make it easier. That won't help right now, this coming term. He is going to vote yes also, he isn't doing it because he wants to, it's because he feels like he has to.

Director Pitts also echoed the comments about communications, not our shining moment. Unfortunately, the balance sheet has to balance. To that end, there is a requirement that there is a need to increase tuition and fees. He will be voting for it, he has been in their shoes, he knows how it hurts. He doesn't do it lightly, but unfortunately it is required. He does appreciate them all coming tonight and providing the series of powerful statements that were made here, and his heart really goes out to you all.

Chair Palm commented that the error that was made in terms of communication and certainly her personal commitment it to do better. Living on a budget herself, unplanned changes can have a big impact. A couple of the things you asked for tonight, she wants to consider those. A freeze in the 2nd year, is almost impossible to do without knowing what the state funding will be. The state legislature is in session right now, they have not determined how much money they are going to give to community colleges. We have to make a determination on tuition rates so that our students can receive their financial aid. We have to do that now. So you can see how those two things do not work well together. We are rolling the dice, what do we think they are going to give to us, and how do we set the tuition so that we can pay bills, keep the programs going, and keep the students able to access. That is a frustration that the board members have with the system that we have in place. The timing issues don't make a lot of sense for us. It is a difficulty. The second year we will consider a different amount in terms, she won't say they will not raise it, but it will be a consideration in terms of where state funding goes and what things are looking like, enrollment has a big deal on the funding as well. Yes, we heard what you have said tonight, yes we will take that into consideration for the second year. For the first year it is almost impossible for us to do anything different.

The international rate that set forward, she asked a few questions to staff. She wanted to know if the fee increase was tied to financial aid timing as well? The response was no. Is it possible for us as a board to consider the resolution and remove the international fee increase until we have further opportunity to consider that? The answer was yes. Applause from the crowd. She noted that she can't guarantee anything, and so the fact-interruption from the crowd. A student from the crowd asked, would it be nice if at least international students are involved in this process? Chair Palm responded certainly, one of the things that we have to be careful of is that we are not using local tax payer dollars to subsidize international students and that includes the handling of all the documents and the paperwork that goes along with that. One of the things that we have looked at is if we are staying true to that. She wants to go back and look at the data and we understand what the actual costs are. She is assuming there will have to be some fee increase. Dr. Brown noted that her response was right in terms of making sure we are covering our costs with respect to tax payers' monies.

BUSINESS MEETING

A motion was made by Director Wilton to amend Resolution 15-085 to remove:

International Students: *An International student fees will be assessed at \$120 per student per term, starting Summer 2015.* The motion was seconded by Director Harper. Motion passed.

A motion was made to approve the amended Resolution 15-085. The motion passed unanimously. Harper/Pitts

Chair Palm proposed approval of Resolutions 15-079 through 15-087 with the amendment to 15-085 on the consent agenda. The motion passed unanimously. Wilton/Pitts

PUBLIC COMMENT ON NON-AGENDA ITEMS

Sylvania Campus President Search

Heiko Spoodeck, Math Coordinator, Sylvania Student Learning Center

Hello Chair Palm, Dr. Brown, and board directors. I am Heiko Spoddeck, Math Coordinator of the Sylvania Student Learning Center. I would like to clarify that today I am not speaking on behalf of any of the committees I am on. Rather, I speak as a faculty member and as a campus member at Sylvania, and as such I have heard many of my colleagues' comments concerning the fact that Dr. Suzanne Johnson was not one of the final candidates in the search for the Sylvania campus president.

I am here today to share my perspective with you. There are many aspects that I would love to address in this, but I will focus on two points in particular:

Point one. I have worked at Sylvania for 11.5 years, 9 of those as FT Faculty. In all these years, on whatever issue came up, I have always completely disagreed with some of my colleagues at this campus, no matter the issue. When employees across the campus started sharing their shock and disbelief about Dr. Johnson not being selected a finalist for the campus president position, I agreed with colleagues who I have disagreed with for all these many years. This level of standing united behind not just an issue, but an administrator, is absolutely unprecedented at Sylvania Campus. Dr. Johnson's integrity, understanding, and actions have united a campus that has been shaken by lots of changes in leadership,

policies, and enrollment decrease. Moreover, after having seen the three finalists at their forums, none of them measured up to Dr. Johnson as I have experienced her the past 7.5 months. A search process that does not acknowledge demonstrated leadership and competency of interim candidates excludes highly qualified and accomplished candidates and that is wrong.

This leads me into point two. PCC's search process was developed decades ago. It was designed to hire white able-bodied men, such were the times. And it has been working perfectly doing exactly that, allowing maybe a little gender variety. The finalists of the SY Campus President search are living proof of that. 3 white and able-bodied people, two of whom are men. What is important to understand is that the system was designed to produce exactly this outcome. So if we want a different outcome, we have to build a new system.

I applaud the Board of Directors for adopting the Strategic Plan and including a strong focus on diversity and equity. This search demonstrates yet again how much this is needed. I understand that there is nothing that can be done about the current search, but I hope that it will help the Board prioritize building a new search process from the ground up that includes Diversity and Equity right from the beginning and every step of the way.

I would like to conclude by reiterating that if highly successful leaders such as Dr. Johnson don't make it through our hiring process, it is time for us to make SIGNIFICANT changes and build a search process that leads to the results we strive for, not just some times, but ALL the time.

Thank you for listening.

Sylvia Gray, Faculty, History

Hello Chair Palm, Dr. Brown, and board directors. I am Sylvia Gray, History faculty and Educational Advisory Council (EAC) Chair, and I want to clarify that I am not speaking for the EAC. Rather, I speak as a faculty member and as a campus member at Sylvania, one who has heard many of the comments concerning the fact that Dr. Suzanne Johnson was not one of the final candidates in the job search for Sylvania campus president.

I want to acknowledge and say clearly that I believe everyone involved in all of the processes and decisions has had the best of intentions - all of them. They are my valued colleagues, and I respect them. Also, this is not meant in any way to disparage the fine finalists for the position. Still, I feel strongly enough about what has happened that I feel I must speak. Initially when Dr. Suzanne Johnson was appointed to the office of Sylvania campus president without seeming to go through a typical application process, there was concern about that lack of process. Now, on the other side of her service here, it has become apparent that in spite of those initial concerns, in less than a year she has won the hearts of staff and students from every corner in the college community. We then witnessed an unprecedented wave of shock and disbelief when she did not make it through to be a final candidate for the position of Sylvania Campus President.

How can someone who has clearly done a stellar and competent job in every way be overlooked in the choice of final candidates? One of the comments I have heard repeatedly is how particularly with regard to diversity issues, she was able to bring people together while

maintaining integrity and standing up for what is right. How does this affect college and campus climate and morale when someone so well proven and embraced is overlooked among the final candidates? It has been a chilling and demoralizing experience for many and has caused a questioning of the processes now in effect.

It has been said that it is important to “level the playing field” for outside candidates who may feel they are not being given the same consideration as internal candidates. I see it differently, and I know that many others do as well. For those internal candidates who are stepping up into a career development position, for instance, it would level the playing field in allowing them to be considered equally with outside candidates who may have more formal experience elsewhere. Should not loyalty and experience at this college be considered a positive, an asset, especially when they have given their hearts and best efforts to the students and to PCC.

I would like to carry this a step further and add that there are many part-time faculty and persons in casual positions who serve faithfully at PCC for 3, 5, 10, 30 years, yet who are overlooked when full-time positions open up. I believe a candidate's actual experience in a position at PCC should be considered a strength and a positive. There should be a place for loyalty, devotion and service to PCC to be taken into account in the hiring processes, and there should be loyalty on the side of the college to these people in return.

Thank you.

REPORTS

Faculty and AP

Frank Goulard, President, AP and Faculty Federation

Mr. Goulard covered four quick things. The first is to applaud Jessica Bernards who spoke on Development Math and her efforts on student success. He has worked with her in the Math SAC, she is dynamite. Secondly, they attended a conference in Newport from January 24-26, both Classified and Faculty AP Federations attended. A handful of them went down and learned a lot on different aspects on governance, grievance handling, contract administration, political actions. It was very valuable, it happens every year. It is a great thing to participate in. Thirdly, Higher Ed Day at the Capitol last Thursday, was very successful. Along with other dates we have with officials, legislators, and so on, where we continue to make in-roads and hopefully positive results for community colleges and universities around the state. Their offerings to students in the name of student success and student affordability. Thanks to the students who were here tonight, not just the OER and the textbooks, but about tuition and the proposed international student fee. He applauds the board and Chair Palm for addressing it. As you just heard from Heiko and Sylvia, as they talked, he echoed most of their comments. Most of all we need to initiate a mechanism in our search criteria to involve assuring an interim or temporary candidate filling that position somehow a place in the last step, an interview. We owe it to them. They give their blood sweat and tears while they are an interim and temporary. They have gained a valuable experience, and in this case the ground swell of support from Sylvians, Classified, Faculty, AP's, fellow managers. We collectively need to work on a process of a fair mechanism that doesn't serve as a disadvantage to outsiders but it takes into account a weighted system of points for doing a like Dr. Johnson did and others in the past. As Sylvia Gray pointed out part-time face that same predicament as well as VP's, Classified, trying to get a career path with that valuable experience they get to at least be acknowledged in that final round. To be

part of the final interviews, then it is up to the search committee to decide, and ultimately the hiring manager to then hire the one person.

Classified Union

Jeff Grider, Vice President, Classified Federation

Mr. Grider is with Public Safety. He noted that nothing is as important as Frank was talking about in regards to the process. There are already things in place such as when a Classified employee applies for another job and is qualified for the position, they are guaranteed an interview. This doesn't mean that they are guaranteed a job, but they get a place at the table with the other candidates. While this is a slightly different process, he thinks that there is room for a similar mechanism to be at that final table with the rest of the candidates. He is hoping that all can work together to fix it.

ASPCC

David Betts, ASPCC, District Student Council

He thanked Chair Palm on behalf of DSC for her leadership, and invited her as well as the other Directors to come talk to them anytime and engage DSC. He thanked the international students and the other student bodies who came out to voice their stories. Also, Heiko made a comment about something that he is always aware of, being a white male and having the glory of being a white male here in America. He was reluctant to take this position, but through a vision of his peers, they instilled this power to him and he is appreciative of the experience. He hopes to take his social advocacy and his awareness of the privileges that are given to him and others like him to heart when considered the voice of the students and the diversity at PCC.

He thanked them again for postponing. This has been a very busy time for ASPCC. They have been talking with the OAR Steering Committee of how to get awareness for students and also to faculty. They have been working with the Office of Equity and Inclusion and raising awareness about Title IX and the issues that affect everyone on campus and the retention of those students. They have also been in discussions concerning their program budget at district level as well as on each campus. With a downturn in enrollment and the expected budget short falls has them looking very closely and critically at programs as we prepare for hiring not only next year's cohort, but how the funding will work at each campus. Good news is, WACIPI, the 16th annual traditional POWWOW held on January 17 had hundreds of visitors and community members in attendance. This event sponsored by PCC and the Sylvania Multi-Cultural Center, with the proceeds supporting the Native American Student Scholarship which increases access and retention of Native American students. The current estimates were around \$2000 raised for the scholarship and an additional \$600 from the ASPCC Pendleton blanket raffle. The 25th Cascade Festival of African Films has been going on since February 6, and will continue running Thursday through Sunday until March 8. You are all encouraged to go see some of these excellent films. It showcases films from all over the African continent, celebrating and sharing the stories of rich cultures through the African lenses that are telling them. They have also been able to bring in great speakers like Arhu Gandi and Tim Wise to the Cascade Campus in late January, with hundreds of students and faculty in attendance. Last Friday, they hosted Release Your Ball, the district bowling night at Grand Central. Were over 300 students attended and competed for bragging rights and a trophy, which now resides at Sylvania. This Battle of the Campuses will hopefully be a start in the rotation of student involvement.

Board Members

Chair Palm took a moment to recognize Dr. Johnson for her service at Sylvania, and it was truly appreciated. She hopes that her heart was warmed by the comments heard here tonight.

Director Harper thanked all of the students, and noted it was good to have them there and share with them how they feel. He wants them to know they were heard.

Director Pitts echoed his comments, the hard conversations are the ones that grow all closer together. He appreciates them taking the time out to have the difficult conversation. The board certainly heard it.

President

Dr. Jeremy Brown, President

Br. Brown noted that one of the things he loves about PCC is the students. They all make him immensely proud. The way that they compose themselves, the way they interact amongst each other and with the Board Members. The fact that you are all here at 10:00 pm and we started at 7:30 pm. Amazing. The showing is about what it is to be a PCC student and what it is to be PCC proud. You were all very eloquent in your discourse, you show a huge amount of decorum in the way you behave. It has been a very difficult evening, with some difficult decisions being made. The future is uncertain if we think about what is going to happen over the next couple months in Salem. We do hope that you will carry that passion with you to Salem to let people know how you feel about funding for community colleges. That it is vital that we get the funding that we need to provide you with an excellent education. You are fully taking advantage of that and making us proud.

Dr. Brown thanked the board members for their engagement in listening to you, for being sensitive to your stories and your situations. We are committed to affordability and access and opportunity. Those are really important things and I hope that you recognize that the board members don't show once a month. They do a lot of different things. He listed a few of the events and meetings they have attended. A few also just recently returned from a meeting in Washington, DC where they had the opportunity to go to Capitol Hill to meet with our local representatives and elected officials. One of the messages we carried to them was the need for us to provide year round funding through Pell grant. That message was heard loud and clear.

The new buildings at Cascade and we had a great event. The Rock Creek Campus had a donation of an airplane engine worth over \$300,000 to the Aviation Maintenance Program. The Southeast Campus has many local artists providing works that will be installed soon. This is the first phase in establishing a permanent collection of art for PCC's newest campus. The Sylvania Campus is holding a production of Hairspray, there will be a few surprise guests that will be in the play.

He thanked all the students again for all the wonderful things they do, he reminded people that on April 10 the PCC Foundation Gala will be held at Pure Space, and the Strategic Plan was officially launched with tremendous work of the Marketing Office.

Chair Palm took another opportunity to thank all the students for showing up. It won't always happen that they will win, but really important that your voices are heard. That is part of the

process and it is important for the Board to hear from them. To hear when things are working, for us to know if we are asking the right questions is important, and they help with that too.

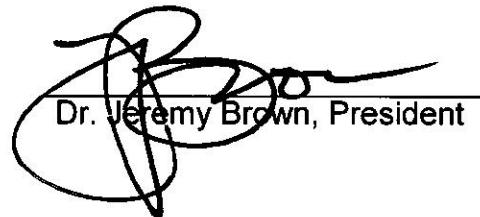
ADJOURNMENT

There being no further business, the meeting adjourned at 10:01 pm.

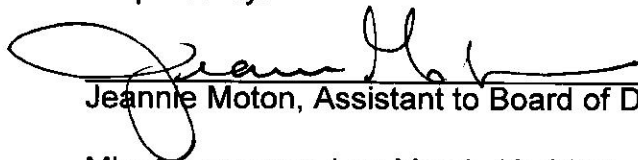
NEXT MEETING

The next business meeting of the Portland Community College Board of Directors will be held on March 19, 2015 at 7:30 PM at the Sylvania Campus.


Deanna Palm, Chair


Dr. Jeremy Brown, President

Prepared by:


Jeannie Moton, Assistant to Board of Directors

Minutes approved on March 19, 2015.