



Board of Directors **Business Session**

November 21, 2019

#thinkPCCfirst

Portland Community College Board of Directors

Vision

Building futures for our Students and Communities

Mission

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

Core Themes

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

Approved January 21, 2016

Who We Are

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

We Value

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

Portland Community College Board of Directors
PO BOX 19000, Portland, Oregon 97280

November 21, 2019
Rock Creek Campus
17705 NW Springville Road, Portland, Oregon, 97229

AGENDA

- 4:30 PM **Work Session/Board Dinner** **Events Center A**
- Budget Update
 - Committee Updates
- 6:00 PM **Executive Session** **Events Center A**
In accordance with ORS 192.660 (2), in accordance with ORS 192.660 (2) (d) labor negotiations, (e) real property
- 6:30 PM **Call to Order—Business Session** **Events Center B and C**
- Introductions
 - Land Acknowledgement
 - Approval of Agenda
 - Approval of Minutes-July 26, 2019 and October 24, 2019
- 6:35 PM **Information Sessions**
- Rock Creek Update — Irene Giustini (10 minutes)
 - Bond Updates — Linda Degman (30 minutes)
 - 2008 Bond Closeout Report
 - 2017 Bond Update
 - Health Technology Building Update
- 7:15 PM **Public Comment on Agenda Items** (A sign-up sheet is on a table at the entrance of the meeting room.)
- 7:20 PM **Business Session**
Consent Agenda: (All items will be approved by consent agenda unless an item is withdrawn by request of a member of the Board. A separate motion will then be required to take action on the item in question.)

PERSONNEL

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Academic Professional Appointments:

Luz de Villarroel, DREAM Center Coordinator
Office of the Dean of Student Development,
Rock Creek Campus
Jennifer McBratney, Admissions and Recruitment
Coordinator, Student Affairs
Jacob Montie, Enrollment Services Coordinator,
Student Affairs
M. Nichoel Patterson, Enrollment Services
Coordinator, Student Affairs

Adam Lucero, Enrollment Services Coordinator,
Student Affairs
Makerusa Porotesano, Multicultural Center
Coordinator, Office of the Dean of Student
Development, Sylvania Campus

Administrative Appointment:

Matt Brehm, Manager, Customer Support, Information
Technology, Sylvania Campus (Temporary)
Humberto Cerrillo II, Director of Student Life and
Leadership, Office of the Dean of Student
Development, Rock Creek Campus
Angela McMahon, Project Director, Workforce
Development and Continuing Education,
CLIMB (Temporary)

Faculty Appointment:

Sofia Khan, Counselor-Mental Health, Student Affairs
Bryan Hull, Instructor, Composition and Literature,
English and World Languages Division,
Sylvania Campus (Temporary)
Linda Paulson, Instructor, Management and
Supervisor Development, Math, Sciences, and
Career Technical Education Division,
Southeast Campus (Temporary)

Retirees:

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BIDS AND CONTRACTS

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BOARD

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the Potential Voluntary Acquisition of Real
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7:25 PM **Public Comment on Non-Agenda Items** (A sign-up sheet is on a
table at the entrance of the meeting room.)

7:30 PM **Reports** (5 minutes each)

- Faculty and Academic Professionals
- Classified
- Students
- Board Members
- President

7:55 PM **Adjournment**

meeting, please notify the Board of Director's Office at least 48 hours in advance by calling (971) 722-4365 or by email at boardmember@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, Oregon 97280

PLANNING RETREAT

July 26, 2019
5433 N Michigan Avenue
Portland, OR 97217

MEETING MINUTES

ATTENDANCE

Mohamed Alyajouri, Hannah Alzgal, Alex Diaz Rios, Denise Frisbee, Jim Harper, Mark Mitsui, Tiffani Penson, Dan Saltzman, Michael Sonnleitner

CALL TO ORDER

Vice Chair Jim Harper called the meeting to order at 8:00am.

Chair Jim Harper and President Mitsui welcomed the members of the board.

PLANNING SESSION

Sally Rhys, retreat facilitator, helped the board establish their own sets of rules and expectations for the work being done today. Board members agreed to be present, timely and respectful of all discussion.

Sally led a discussion of her report created from the recurring themes presented in the individual interviews prior to the retreat. Access and success were commonalities present in all interviews, as well as the need to address student barriers including housing.

Board members reached a consensus that their board priorities for 2019-2020 should be tied to the board legacy goals. These will be discussed at the upcoming board meeting.

ADJOURNMENT

The planning session adjourned at 3:00pm.

Jim Harper, Chair

Mark Mitsui, College President

Prepared by:

Jeannie Moton, Executive Coordinator

Minutes approved on November 21, 2019.

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

BUSINESS SESSION
October 24, 2019
Sylvania Campus
12000 SW 49th Avenue, Portland, OR 97219

BOARD MEETING MINUTES

ATTENDANCE

Hannah Alzgal, Mohamed Alyajouri, Denise Frisbee, Jim Harper, Tiffani Penson, Alex Diaz Rios, Dan Saltzman, Michael Sonnleitner

WORK SESSION

The board met in work session and received updates and debriefs about the Association of Community College Trustees Annual Congress, fall enrollment, budget update, student report, and Oregon Community College Association and Oregon President Council activities.

EXECUTIVE SESSION

The board met in accordance with ORS 192.660 (2) to discuss (d) labor negotiations, (e) real property, (h) litigation, and (k) school safety.

CALL TO ORDER

Chair Harper called the Business Meeting to order at 6:51 pm.

APPROVAL OF THE AGENDA

The agenda was approved as published. Frisbee/Saltzman

The September 19, 2019 meeting minutes were approved as published. Alyajouri/Diaz Rios

RECOGNITION

ASPCC Leaders and Presidential Interns were introduced.

ADJOURN BUSINESS SESSION AND CONVENE AS LOCAL CONTRACT REVIEW BOARD

Public Hearing on Exemption from Competitive Bidding in accordance with ORS 279C.335 (2) and (5)

Public Comment on Exemption from Competitive Bidding: None

ADJOURN AS LOCAL CONTRACT REVIEW BOARD AND RECONVENE AS BUSINESS SESSION

INFORMATION SESSIONS

Legislative Update — Emma Kallaway

End of session report and debrief was given to the Board, including feedback from members of the legislature on how they received the efforts of the college. Debrief on zone distribution amongst all the representatives in the area. When districts overlapped zones, the Directors were assigned to representatives who they may have previously established a rapport, has the majority of the district, or how the individual legislator identifies.

This past legislative session moved us towards a larger increase of state allocations than in the previous ten years, however, that barely got us to current service level. During the entire session we were pushing toward staying afloat. At no point did we exceed the amount that we needed and at no point did we receive additional student support services.

Debriefed on the successes and areas for improvement from the past legislative session. Elected officials cited a number of higher education issues they felt could use further explanation. Recommendations include growing internal and external advocates, further develop goals for our preferred outcomes of a higher education process, continue to lead in the OCCA conversations about a dedicated funding source, participate in statewide higher education process that moves us towards dedicated funding, take advantage of the energy and clear up confusion, increase campus invitations for elected officials, and stay involved in the 2020 election.

A timeline for legislative work needed in the next six months was presented.

Budget Report—Eric Blumenthal and Dina Farrell

The Board received an update on the adopted budget and the Finance and Administration Office's work for the current biennium. Attention was drawn to the contingency line of the budget and what that means.

There are a lot of misconceptions about what the contingency is; it is actually part of the adopted budget and does not need a supplemental budget. It is not a part of the unappropriated ending fund balance. It is an appropriation usable for personnel services, material supplies and services, as well as capital outlays. It often gets confused for reserves, but reserves are the unappropriated ending fund balance. The contingency line for this adopted budget is less than it has been before, which means there is less flexibility for unforeseen events and budget overruns. Dollars have been allocated for Oregon Mandates, PERS increases, YESS and Strategic Enrollment Plan initiatives, basic unmet needs such as utilities and IT, Academic Affairs special faculty release funding, President's contingency (strategic planning, presidential interns, etc.), economic package for Federations, and unrepresented increases.

The Community College Support Fund (CCSF) supports all 17 community colleges in Oregon and PCC receives about one third of this fund. PCC estimated the CCSF at \$590 million for the current adopted budget. The CCSF was authorized at \$640.9 million. PCC will receive an additional \$16.8 million in funding (\$8.4 million per Fiscal Year (FY) 2020 and FY 2021).

Potential draws on the \$16.8 million in funding include: reinvestment opportunities for equitable student success, economic package for Classified and Faculty/Academic Professionals, salary adjustments for unrepresented employee groups (management, executive, and confidential), and tuition rollback of some kind in FY 2021.

PUBLIC COMMENT ON AGENDA ITEMS

None

BUSINESS SESSION

Chair Harper proposed approval of Resolutions 20-047 to 20-063. Saltzman/Frisbee

PUBLIC COMMENT ON NON AGENDA ITEMS

Vincent Blanco.....	Living wage
Ron Beers.....	Cost of living
Jordan Durbin.....	Faculty
Mary Sykora.....	Living wage
Christine Manning.....	PF-PT
Elisabeth Davidson.....	Living wage
Karen Radakovich.....	Living wages
Michelle Parr.....	Employer engagement/Grant funded programs
Michelle DuBarry.....	Cost of living
Tessneem Alyasri	

REPORTS

Faculty and Academic Professionals: Frank Goulard

I want to thank everyone for coming out, including the Directors in front of me. It is a volunteer job for you and a volunteer job for everybody who came to speak today. Thank you for being here, for the sake of PCC. Everybody who testified here tonight wants the best for PCC, which means what is best for the students. We need great employees, including President Mitsui and the rest of the faculty and staff, to be at their best. This means better/optimal working conditions, better/optimal pay and benefits, the whole package. That is what is being expressed tonight and we appreciate you listening to these true stories from the heart.

We had a good Higher Education Coordinating Commission (HECC) meeting at SOU in Ashland and another in Medford at Rogue Community College. At this point, we are looking at University capital projects and all the consternation that that causes between the universities. The potential of a Higher Education Tour of the state would be valuable and possibly including superintendents from K-12 districts.

I wanted to thank the Administration Negotiations Team for continuing the dialogue, continuing the exploratory potentials that we have. I applaud them for not shutting down. I applaud us for not shutting down either. There is always that temptation, but the greater temptation is to carry on.

Classified: Susan Buckley Watson

I work at the Sylvania bookstore in the shipping/receiving department. I find myself in a unique position. This is the first union I have ever been a member. I have worked in the private sector most of my life, which is part of why I enjoy being a part of PCC – for the diversity of age, of every direction. It is truly an honor to be a member of not only the union, but everything that comprises PCC. Having said that, I want to say I was surprised at how adversarial the situation is here. I sit across the management team at the bargaining sessions and I often think, I know sitting across from me are really good people who care. That being said, we still have to come to the proper place to take the proper care of our people – of our students. Everybody here is part of who takes care of our students and each other. We have to stay focus and stand our ground. We have to work together, because there is no option here that will serve us all other than to stand our ground and work together.

Student: Hannah Alzgal

I want to recognize the students who came here tonight, as I am usual the only one here. I want to recognize the DSC members. They are a prime example of the student activity fee spent in the best way possible, to fund these positions that are really prioritizing the student welfare. The student council is currently engaging in conversations about the tuition rollback. These are increasingly difficult conversations, but we look forward to having a productive outcome from this.

On September 27, the DSC adopted six goals for the 2019-2020 year: promote cultural collaboration, fight for food justice, advocate lessening financial burden for students, civically advance student voices on the institutional, state and national levels, apply an equity lens to all work, and create more awareness of our resources for the district student council.

We have our legislative intern program happening. Our legislative directors have been working hard to get the word out on this program and I want to recognize them for that work. The application closes November 5, 2019.

Our eco/social justice directors have been working to get the word out for our eco/social justice grant.

Board Members:

Director Sonnleitner spoke about their work demonstrating for the Global Climate Strike. He thanked the tone for this evening and reaffirmed his belief in freedom of expression.

ADJOURNMENT

There being no further business, the meeting adjourned at 8:24 pm.

Jim Harper, Chair

Mark Mitsui, College President

Prepared by:

Jeannie Moton, Executive Coordinator

Minutes approved on November 21, 2019.

November 21, 2019

20-064

APPROVAL OF PERSONNEL ACTIONS

PREPARED BY: The Human Resources Department Staff

APPROVED BY: Mark Mitsui, College President

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

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

Academic Professional Appointment – Luz de Villarroel

DREAM Center Coordinator

Office of the Dean of Student Development, Rock Creek Campus

Annual Salary: \$52,179

Grade: 5

Step: 2

Effective: October 14, 2019

Education: Oregon State University

Doctoral, College Student Services Administration

MS, Guidance Counseling

Western Oregon University

BS, Teaching/Spanish/Secondary

Most Recent Experience: Portland Community College

Interim Coordinator of Women’s Resource Center

Applicant Flow:

Gender

Ethnicity

44 Female

1 American Indian or Alaska Native

27 Male

14 Asian

4 Not Disclosed

3 Black or African American

29 Hispanic/Latino

1 Native Hawaiian or Other Pacific Islander

3 Not Disclosed

9 Two or More Selections

15 White

75 Total

Academic Professional Appointment – Jennifer McBratney

Admissions and Recruitment Coordinator

Student Affairs

Annual Salary: \$61,971

Grade: 5

Step: 7

Effective: October 10, 2019

Education: Portland State University

MS, Post-Secondary Adult Education

University of Portland

MA, Vocal Performance

Pacific University

BA, Vocal Performance

Most Recent Experience: Portland Community College

Scholarship Program Officer

0	Not Disclosed	0	Black or African American
		0	Hispanic
		1	Native Hawaiian or Other Pacific Islander
		0	Not Disclosed
		0	Two or More
		0	White
		<hr/>	
		1	Total

Administrative Appointment (Temporary)– **Matt Brehm**

Manager, Customer Support

Information Technology, Sylvania Campus

Annual Salary: \$68,000

Grade: K

Effective: October 23, 2019 to October 22, 2020

Education: Portland State University

BA, History

Portland Community College

AA, General Education

Most Recent Experience: Portland Community College

Technology Support Analyst

Applicant Flow: Direct Appointment

Administrative Appointment – **Humberto Cerrillo II**

Director of Student Life and Leadership

Office of the Dean of Student Development, Rock Creek Campus

Annual Salary: \$69,000

Grade: K

Effective: December 2, 2019

Education: Colorado State University

MS, Organizational Leadership

University of Idaho

BA, Foreign Languages

BA, International Studies

Most Recent Experience: Washington State University

Associate Director for Governance and Campus Programming

Applicant Flow:

Gender

Ethnicity

35 Female

1 American Indian or Alaska Native

31 Male

7 Asian

5 Not Disclosed

8 Black or African American

6 Hispanic

1 Native Hawaiian or Other Pacific Islander

4 Not Disclosed

10 Two or More

34 White

71 Total

Faculty Appointment – **Sofia Khan**

Counselor-Mental Health

Student Affairs

Annual Salary: \$54,372 for FY 20/21

Step: 2

\$50,445 (annualized for
 FY 19/20)
 Effective: October 2, 2019
 Education: University of Texas MS, Social Work
 Most Recent Experience: Reed College
 Multicultural Specialist/Clinician

Applicant Flow:

Gender	Ethnicity
103 Female	1 American Indian or Alaska Native
31 Male	10 Asian
4 Not Disclosed	4 Black or African American
	7 Hispanic/Latino
	1 Native Hawaiian or Other Pacific Islander
	12 Not Disclosed
	11 Two or More Selections
	92 White
	<hr/> 138 Total

Administrative Appointment (Temporary)– Angela McMahon

Project Director

Workforce Development and Continuing Education, CLIMB

Annual Salary: \$92,304 Grade: K

Effective: October 23, 2019 to October 22, 2020

Education: Portland Community College AS, Applied Science
 Portland Community College AA, General Studies

Most Recent Experience: Portland Community College
 IT Manager, Customer Support

Applicant Flow: Direct Appointment

Faculty Appointment (Temporary)– Bryan Hull

Instructor, Composition and Literature (0.5FTE Job Share with Nancy Casciato)

English and World Languages Division, Sylvania Campus

Annual Salary: \$91,089 @ 0.5FTE Step: 17

Effective: September 23, 2019 to June 20, 2020

Education: University of California at Irvine MA, English
 Boston University BA, English

Most Recent Experience: Portland Community College
 Instructor, Composition and Literature (Full-Time)

Applicant Flow: Direct Appointment

Faculty Appointment (Temporary)– Linda Paulson

Instructor, Management and Supervisor Development

Math, Sciences, and Career Technical Education Division, Southeast Campus

Annual Salary: \$56,274 Step: 3

Effective: August 21, 2019 to August 20, 2020

Education: Oregon State University ME, Adult Education

University of Washington
Most Recent Experience: Portland Community College
Adjunct Faculty
Applicant Flow: 3.64 Recruitment

BA, Home Economics

**ETHNIC AND GENDER DESCRIPTION OF STAFF
PROPOSED TO BE HIRED IN NOVEMBER 21, 2019 PERSONNEL REPORT**

Female	6
Male	6
Not Disclosed	<u>0</u>
	12
American Indian/Alaskan Native	0
Asian	1
Black or African American	0
Hispanic/Latino	3
Native Hawaiian/Pacific Islander	1
Not Disclosed	0
Two or More Selections	0
White	<u>7</u>
	12

November 21, 2019

20-065

COMMENDATION OF RETIRING EMPLOYEE –
JERRY BORCHERS

PREPARED BY: Human Resource Department Staff

APPROVED BY: Mark Mitsui, College President

REPORT: Jerry Borchers has performed faithfully in his duties as EMS Engineering Specialist for Portland Community College since November 1, 2000. He retires effective October 31, 2019.

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

November 21, 2019

20-066

ESTABLISH PRICE AGREEMENT FOR
CONSTRUCTION AUDIT SERVICES

PREPARED BY: John MacLean, Finance and Procurement Manager,
Planning and Capital Construction

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

APPROVED BY: Sylvia Kelley, Executive Vice President
Mark Mitsui, College President

REPORT: The College has a need to hire consultants who have expertise and capability to perform construction audits for projects using bond proceeds. At this point the precise quantities of these services cannot be defined. Under PCC-47-0288 the College may establish price agreements with qualified consultants to perform these services as needed.

On September 18, 2019 the Request for Proposals (RFP) was advertised in the Daily Journal of Commerce, State of Oregon (ORPIN), Portland Observer, and the Business Tribune. In addition, P&CC staff reached out to all identified COBID registered firms who could provide these services. A total of thirty (30) firms registered and received a copy of the RFP document of which three (3) firms were COBID. At the proposal closing time of 2:00 PM October 8, 2019 the College received ten (10) proposals. One (1) Proposer was certified with Oregon COBID.

The consultant proposals were evaluated based on experience, overall project and schedule and social responsibility approach. This included a review of the submitted proposals and follow-up interviews with the top scoring firms.

The result of this process is the recommendation that the College enter into a price agreement with the following firms:

- Fact Financial/JACEA.
 - FACT Financial is registered as a COBID firm with the State of Oregon.
 - JACEA is a registered MBE in Pennsylvania
- Sjoberg Evashenk Consulting
 - Sjoberg Evashenk are a registered WBE in California
- Talson Solutions, LLC

RECOMMENDATION: That the Board of Directors authorize PCC to create Price Agreements for Construction Audit Services with FACT Financial/JACEA, Sjoberg Evashenk, and Talson Solutions.

November 21, 2019

20-067

AUTHORIZE CONTRACT WITH ORACLE CORPORATION
FOR DATABASE ENTERPRISE EDITION

PREPARED BY: Juanita Lognion, Lead Buyer, Information Technology

FINANCIAL
RESPONSIBILITY: Michael Northover, CIO, Information Technology

APPROVED BY: Mark Mitsui, District President

REPORT: This Board Resolution request relates to a supported software by Oracle Corporation for Oracle Database Enterprise Edition. This Oracle product supports Banner and affects the entire district as Banner is key to college wide operation.

The Oracle licensing makes up 70% of our total Oracle costs over seven agreements. The contract expenditure for Oracle is \$728,330.97 for three years. The annual expense for fiscal years FY20 through FY22 is \$242,776.99 for maintenance and support of Oracle product. Prior Oracle multiyear contract annual costs were \$260,849.15. The prior contract expires November 30, 2019.

Portland Community College Information Technology Services request Board approval to authorize the college to contract with Oracle Corporation for a multiyear contract with savings of \$54,216.48 over three years.

The State of Oregon's Certification Office for Business Inclusion and Diversity (COBID) vendor database does not include Oracle Corporation vendor. Oracle Database Enterprise Edition is proprietary software not available from another source.

RECOMMENDATION: That Portland Community College Board of Directors authorize a three-year (3) contract with Oracle Corporation for the purchase of continued support and maintenance service costs, for a total cost of \$728,330.97.

November 21, 2019

20-068

AUTHORIZE DISTRICT PRESIDENT OR DESIGNEE
TO NEGOTIATE THE POTENTIAL VOLUNTARY
ACQUISITION OF REAL PROPERTY ADJOINING
CASCADE CAMPUS

PREPARED BY: John MacLean, Finance and Procurement Manager,
Planning and Capital Construction

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

APPROVED BY: Sylvia Kelley, Executive Vice President
Mark Mitsui, College President

REPORT: The College has a potential need to acquire real property adjoining the Cascade Campus. The property is immediately north of the Cascade Public Safety Building (PSB). There is a planned project, as part of the 2017 Bond, to demolish and replace the current Cascade Public Safety building. The PSB is in poor condition and as a former dental office not well suited to its current use. Acquiring this property would allow for the design and construction of a building that is better suited to the needs of Public Safety.

The property details are:

Assessor's Property ID:	R243231
State ID:	1N1E15DC-18100
Map Number:	2430 OLD
Appraised Value:	\$530,000 (based on October 2019 appraisal)
Property Size:	3,812 sq. ft.

The property is a former single family residence owned by PDX Redwood Properties LLC and is currently used as an office building with three tenants on short-term leases.

The College wishes to negotiate the sale with the owners on a voluntary-sale basis.

RECOMMENDATION: That the Board of Directors delegate authority to the

District President or their designee to negotiate the purchase of the above property on a voluntary-sale basis, and to enter into a binding purchase and sale agreement, with the concurrence of College Counsel and the Board Chair. Funds will be provided by the 2017 Bond program.



Board of Directors Goals 2019-2020

Diversity, Equity and Inclusion

Strategic Goal: Ensure that the Board of Directors and the President both advance Diversity, Equity and Inclusion in measurable and strategic ways.

- PCC increases the recruitment, hiring and retention of employees of color.
- PCC increases the awarding of contracts to MWESB companies.
- The PCC Board of Directors will establish and implement a way of including DE & I into the policy making process and other key board functions.

Equitable Student Success

Strategic Goal: The board holds itself and the college president accountable for improving equitable student success.

- PCC improves access, retention, and completion rates for all students and reduces and then eliminates disparities in these rates for low-income students and students of color.
- Board members utilize personal and professional networks to establish new strategic partnerships that bring new resources to the goal of improving outcomes for students (e.g., resources that address student housing and food insecurity, the PCC Campaign for Opportunity, etc.)

Mission Fulfillment

Strategic Goal: Through the development of policy, a strong relationship with the college president and effective public advocacy, ensure that Portland Community College is well positioned to meet the current and future needs of the communities it serves:

- Engage, at the board level, in the PCC Strategic Planning Process and prepare for the board role in the next accreditation visit.
- Continue to engage in coordinated, strategic advocacy with city, county, regional, state and federal governments.
- Continue strategic oversight of critical college performance through the Audit Committee, dashboard review, budget presentations, evaluation of the president, etc.
- Evaluate the PCC President relative to his work plan.

The PCC Board of Directors met for a retreat on July 26, 2019. From that meeting a working agreement was established. This is that agreement:

- Treat each other with respect
- Listen with an empathic mind and heart
- Be honest, act with integrity
- Call in/Call out
- Conduct effective meetings
- Stay engaged
- Start/Stop on time
- Plan agenda thoughtfully
- Be prepared
- Create a positive working environment
- Be aware of impact as well as intent
- Stay true to board goals
- Reference Legacy Goals in meetings

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.