



General Library Item

Name Minutes 2013-12-03

Content

Lane Community College
Board of Education Minutes
December 3, 2013

1. Attendance

Board members present: Bob Ackerman, Pat Albright, Matt Keating, Gary LeClair, Tony McCown, and Rosie Pryor. Sharon Stiles joined by telephone. Also present were: President Mary Spilde; Vice President Brian Kelly, Executive Dean Maurice Hamington; Lane Community College Education Association President Jim Salt; and Lane Community College Employees Federation President Bob Baldwin; and Associated Students of Lane Community College President Paul Zito.

A. Chair Pryor called the meeting to order at 6:33 p.m.

B. President's Report

An important member of our Center for Meeting and Learning staff passed away last Friday. Delores "Dee Dee" Barnhart, Food Service Specialist, worked for five years in the CML Banquet Kitchen with Chef Tim Hill. Her co-workers spoke highly of her ability to make amazing-looking fruit, cheese, and party platters. She embodied a can-do attitude that exemplifies what makes Lane a special place and she will certainly be missed by all.

We are in the interview process for four candidates for vice president for Academic and Student Affairs. The candidates are Laura Brener, vice president for instruction at Lower Columbia College in Longview, Washington; Douglas Samuels, chief consultant for Mega-Trends Enterprises, LLC, in Camas, Washington; Mark Vandenhende, consultant with Learn International, Inc.; and Michael Oudshoorn, recent dean of academic affairs for DeVry College of New York. Thanks to Brian Kelly for leading this comprehensive search effort.

I want to congratulate Jeff Hanson, Classified Employee of the Month. Jeff is the maintenance professional for Facilities at our Downtown Center. Jeff started working at Lane in June 2009. He has repeatedly demonstrated exceptional performance by taking on additional assignments such as helping with the move into our new Downtown building. He is customer driven and student focused. Congratulations, Jeff.

Winter 2014 registrations are down 17.9% compared to same time last year, with winter headcount down 13.9%. Remember this is a moving target and we are still registering people. Adjusted registrations for fall 2013 are down 9.1% compared to fall 2012, and fall headcount is down 5.7%.

Last month's state revenue forecast brought both good and bad news. The takeaway is that the economic recovery continues to strengthen and there is an additional \$132.6 million for the state general fund, largely due to tax increases passed during the September special session. Unfortunately, the bad news is that the state is \$145 million away from the personal income tax kicker threshold. The state economist put the odds at the kicker "kicking" at less than 50-50, but obviously this is something everyone will be watching as future forecasts are released.

We are still working to finalize the details, but it appears that Senator Merkley will be holding a town hall meeting at the Downtown Center's CML on the evening of Sunday, January 5. Brett will get more information out once everything is confirmed.

During last month's interim legislative days in Salem, the governor's staff presented proposed changes to the state's workforce system to the Senate Business and Transportation Committee. I had the opportunity to meet with the governor and Senator Lee Beyer, who chairs the committee, prior to the hearing, to discuss community college concerns. I think both meetings went well, there is much in the workforce report that we can support, and it appears our message is reaching legislators. It's unclear whether this will be an issue for the February session; we'll continue to watch this closely and pass along updates.

We had some nice coverage of the Whiteaker Dinner and our new Food Pantry. If you missed those stories, visit our online newsroom at lanecc.edu/newsroom. Far more than the value of the publicity, however, is the benefit to our most disadvantaged students, citizens and neighbors. My sincerest thanks to our students, student government, our culinary and hospitality program faculty and staff, and all of our volunteers for their selfless efforts in making our community a better place to live.

Thanks also to Tracy Simms for her letter to the editor pointing out the local value and focus of Titan Court.

I will be in the December 4 issue of Dash for a story about fitness and wellness. This was inspired by Wendy Simmons' Wellness Program which also did a video on that topic.

I was humbled and honored to accept the 2013 Center for Green Schools President's Award for a two-year institution, at the U.S. Green Building Council's conference on Nov. 21 in Philadelphia. This award recognizes the exemplary sustainability work created by the passion and effort of many Lane faculty, staff and students over the years. I am very proud to be part of that team. I also want to commend Russ Pierson of Facilities, who attended the conference on a full scholarship.

Here are some worthy items for your calendars:

- The Lane Peace Center and ASLCC will host a presentation by independent journalist David Barsamian tomorrow, December 4, at 1 p.m. at the Longhouse. David is an author and director of Alternative Radio. He will discuss, "Capitalism and the Climate Crisis." Afterwards there will be a public "Beer with Barsamian" event downstairs at the Rogue Ales Public House at 844 Olive Street in Eugene.
- Our annual Powwow will be Saturday, December 7, in the gymnasium, with grand entries at 1 p.m. and 7 p.m. This is one of the biggest powwows in the Northwest and part of the reason Lane has such a robust Native American student program.
- We are looking forward to getting construction of the CLASS project underway next week, and we hope you will join us for a kick-off event on Wednesday, December 11 at 10 a.m., beginning in the boardroom. Local legislators and Foundation board members will also be attending. See Brett for more information.
- Finally, 'tis the season for performing arts. On December 4 at 4 p.m. in the Blue Door theater you'll find some funny and insightful student performances. On Thursday, the Lane Concert Chamber and Gospel Choir will perform. On Friday, we'll have our Student Music Showcase, and also the Lane Jazz Ensemble; and Saturday is the Term's End Shakespeare Showcase. All the details are on the Music Dance and Theater Arts webpage.
- Winter break is December 15 to January 5 including holiday closures from December 23 through 27, and again on January 1.

I wish everyone has a happy holiday season and safe travels for you and your loved ones.

2) Personnel

The college's current personnel appointments were presented.

C. Board Agenda Review

No changes were made to the board agenda.

D. Statements from the Audience

Greg Evans, faculty member, stated that his views on cultural competency training were misrepresented at the last board meeting. He has witnessed many instances of racial harassment and discrimination on campus, and it is time for the college community to move forward with a cultural competency policy.

Jim Salt, LCCEA president and sociology instructor, urged the board to support the governance process in developing a cultural competency policy.

Rodger Gamblin, LCCEF officer and IT Technician, stated that he is not obstructing the cultural competency policy but instead has some valid concerns. Lane employees do not all need the same cultural training. The term "competency" may be offensive to some employees and a different word should be used.

Mark Harris, Substance Abuse Prevention Coordinator and second longest African-American employee at Lane, stated that he has witnessed many instances of racial harassment and discrimination on campus, and it is time for the college community to move forward with a cultural competency policy.

Justin Blakely, former student, expressed dissatisfaction with Disability Resources.

Marie Sagaberd, Custodian, expressed concern about the reduction of part-time custodians at Lane.

Paul Zito, ASLCC President, hoped that the cultural competency policy is developed soon so that meaningful conversations can take place regarding the format of the trainings.

2. Consent Agenda

McCown moved, seconded by Keating, to approve the Consent Agenda consisting of:

- Approval of the November 13, 2013, minutes
- Boiler Installation

Motion passed unanimously.

3. Discussion/Action Items

A. Cultural Competency

Elizabeth Andrade, Diversity Council Chair, presented information on the history of the cultural competency policy. The conversation regarding the need for a policy began in 2008, but a policy did not move forward due to lack of consensus. Each time it was presented, there was one vote against the proposed policy. In 2013, consensus was reached after the proposed policy was revised, and the policy was then forwarded to College Council. No consensus was reached at the College Council level, and a taskforce was formed to work toward a policy everyone could agree on. Andrade explained that the policy is based on the diversity core value and would require 18 hours of education per year. Areas of disagreement include implementation, coordination of the trainings, collective bargaining regarding the number of hours required, and wages for part time employees, among other things.

Spilde explained that the governance manual is unclear on the process when consensus cannot be reached, but it does state that if all else fails, the issue defaults to the responsible administrator. This needs to be clarified in the governance system, and a governance subcommittee will take that up this year.

The board discussed the challenges of having a consensus system. McCown spoke in support of the governance system since this is the first time in eight years that an issue has not been resolved through the system.

Spilde noted that statements had been made after the last board meeting misrepresenting her intentions. It had been stated that she was biased and had worked with the students to support her position. The truth is that the students organized themselves in support of the policy. Spilde had been accused of administrative fiat, but that is not the case. Employee and student expertise across campus can be utilized to create a professional development program that will make us better educators and students.

The board requested that more work be done by the taskforce in the next month and that a policy be brought to the January board meeting.

B. Spotlight on Student Success: Connected Lane County

Executive Dean Dawn DeWolf, Institutional Research, Assessment, and Planning Director Craig Taylor, High School Connections Director Deron Fort, Student Success Coordinator Lida Herburger, and Child and Family Education Director Sue Norton presented information on Connected Lane County.

Connected Lane County (CLC) is a local coalition of school districts, institutions of public higher education, and early childhood partners. CLC aims to increase the number of local high school graduates who are successful in higher education by creating a smooth transition between all stages of education, from preschool through college.

The leadership infrastructure is designed to address education at all levels and at each transition and consists of the following groups:

- Data – to report history and collect information related to student performance in Lane County across all sectors.
- Early Childhood Bridge – to develop a system of services and supports that ensure all children enter kindergarten with skills that will enable them to be successful in school and reading by 3rd grade.
- Elementary to Mid Bridge – to identify, develop, and implement the necessary structures and supports to ensure all students have the skills necessary to be successful in middle school.
- Mid to High Bridge – to identify, develop, and implement the necessary structures and supports to ensure all students are ready to be successful in dual enrollment opportunities at the 11th and 12th grade levels.
- High School to College/Career Bridge – to identify, develop, and implement the necessary structures and supports to increase the percentage of Lane County students transitioning to college and completing certificates and/or degrees.

There is a long history of collaboration among educational partners in Lane County, but in order to reach Oregon's 40/40/20 goal there needs to be a deeper relationship as well as intentional interventions and coordination of services, programs, policies, and practices. The development of the CLC regional framework will help all of the partners enhance the impact and effectiveness of existing and new programs.

C. Tuition Rate Adjustment

In November, the board approved the use of the Higher Education Price Index for a tuition rate adjustment for the 2012-2013 academic year.

LeClair moved, seconded by Albright, that the board approve the following tuition rates:

- Resident Students: \$95.00 per credit hour based upon HEPI inflationary adjustment;
- Non-resident Students: \$231.00 per credit hour based upon HEPI inflationary adjustment;
- International students: \$233.00 per credit hour for fall, winter and spring terms and \$153.00 per credit hour for summer term based upon market adjustment;
- Non-credit Students: \$4.50 per contact hour, maintaining current rate.

Board members agreed that a tuition increase will make it difficult for students; however, the problem is that the state level of funding for higher education is inadequate.

Pryor recused herself from the vote as she has a student in her household attending Lane next year.

Motion passed 5 – 1. Ackerman dissented.

4. Policy Review

A. Second Reading

1. Membership on the Board of Education, B.010

Stiles moved, seconded by LeClair, to approve the second reading of board policy B.010, Membership on the Board of Education.

Motion passed unanimously.

Policy Number: B.010

Policy Type: GOVERNANCE PROCESS

Policy Title: MEMBERSHIP ON THE BOARD OF EDUCATION

The Board of Education of the Lane Community College District shall consist of seven members, each member elected to a four-year term by the qualified voters of the entire district. A member shall reside in the zone from which elected and shall not be employed by the College during the term of office. Two members shall be elected to represent the district at large and five members elected from zones, each to represent one of the following areas:

- Zone 1 is the western college district, which includes the Bethel area of Eugene, Veneta, Dunes City, Florence, and Monroe.
- Zone 2 is the northern college district, which includes North Eugene, Coburg, Harrisburg, and Junction City.
- Zone 3 is the northeastern college district, which includes Springfield, Thurston, and the Marcola area.
- Zone 4 is the southeastern college district, which includes the McKenzie River Valley, Creswell, Cottage Grove, Lowell, Oakridge, Westfir, and portions of the Churchill district.

- Zone 5 is entirely within Eugene and, in general, the area south of the Willamette river and east of City View Street.
- At-Large – Position 6 represents the entire college district.
- At-Large – Position 7 represents the entire college district.

ADOPTED: November 9, 1998

REVISED: July 17, 2002

REVIEWED: October 14, 2003

REVISED: October 10, 2007

REVISED: June 9, 2010

REVISED: December 3, 2013

2. Facilities

McCown moved, seconded by Keating, to approve the second reading of the new Facilities board policy.

Motion passed unanimously.

Policy Number: XXX

Policy Type: EXECUTIVE DIRECTIONS

Policy Title: FACILITIES – GLOBAL DIRECTION

It is the policy of Lane Community College's that physical facilities will be accessible, safe, secure, and adequate sufficient, and provide healthful working and learning environments that support Lane's mission, programs, and services. The primary mission of education will have first priority in the use of facilities on campus. The president may deny or limit the use of college facilities, within the applicable federal and state laws, to any individual or group unable, or unwilling, to comply with Lane's policies.

The President shall:

- Develop and maintain policies and procedures governing the scheduling and use of facilities;
- Develop and maintain policies and procedures regarding the safe use, storage, and disposal of hazardous or toxic materials;
- Develop a process for regularly evaluating its facilities as to location, adequacy and suitability to carry out the college's educational mission;
- Develop, implement, and regularly review a master plan which is consistent with its mission and long-range financial and educational plans. Periodic Biennial evaluation of the master plan, and its progress, will be made and submitted to the Board of Education for final approval.

ADOPTED: December 3, 2013

3. Institutional Effectiveness

McCown moved, seconded by LeClair, to approve the second reading of the new Institutional Effectiveness board policy.

Motion passed unanimously.

Policy Number: XXX

Policy Type: EXECUTIVE DIRECTIONS

Policy Title: INSTITUTIONAL EFFECTIVENESS – GLOBAL DIRECTION

In order to ensure that the academic programs and services offered by the college continue to be of the highest possible quality, the President shall ensure that all academic programs and services will engage in a formal process of review designed to assess and enhance program effectiveness.

The review process will be outcomes-based, data-driven, and implemented by the program itself. It will involve identification of quality indicators appropriate to the program, measurable baselines, and measurable progress toward improvement as needed. Reviews will occur on an ongoing, cyclical basis. The program review will evaluate: whether educational or service objectives are consistent with the college's mission or purpose the achievement of students in relation to the intended educational outcomes identified the extent to which the college regularly uses the results of program or service review for improvement of its programs and services.

ADOPTED: December 3, 2013

B. First Reading

1. Policies and Procedures

No changes were recommended to this policy. A second reading will be held in January.

Policy Number: XXX

Policy Type: BOARD POLICY

Category: INSTITUTIONAL INTEGRITY

Policy Title: POLICIES AND PROCEDURES – GLOBAL DIRECTION

A system of well-organized, clearly communicated, and up-to date policies and procedures is critical to effective management and operation of the College. This policy directs that all College decision-making bodies shall develop processes for the regular development, communication, review, revision, and elimination, of policies and procedures within their purview.

2. Global Governance Commitment, B.020

No changes were recommended to this policy. A second reading will be held in January.

Policy Number: B.020

Policy Type: GOVERNANCE PROCESS

Policy Title: GLOBAL GOVERNANCE COMMITMENT

The Board of Education, on behalf of the district, will work to ensure that Lane Community College achieves the appropriate results, at an appropriate cost, to advance the college vision, mission, core values, and strategic directions. The board shall avoid unacceptable actions and situations through the expression of its policies and be in compliance with Oregon Revised Statutes.

The Board will govern by policy. It will establish appropriate ends policies and executive direction policies and ensure that accountability measures are clearly identified and reported on a frequency and method chosen by the board.

ADOPTED: November 9, 1998

REVISED: September 10, 2003

REVIEWED: October 10, 2007

REVIEWED: July 14, 2010

5. Accountability/Reports

A. Benchmarks

Craig Taylor provided information on the following benchmarks:

- Percent Distribution of Core Revenue

B. Facilities Update

An update on the status of bond and facility projects was presented to the board.

6. Reports

ASLCC President Paul Zito thanked the board for taking time on the agenda for the cultural competency issue. He spoke favorably of the governance system, stating that it allows Lane students to have a voice in college decisions. Zito stated that the students are capable of organizing themselves and are not being used by one party or another in regard to cultural competency. The food pantry made the front page of the Register Guard on Saturday. Zito thanked President Spilde, Vice President Kelly, Joan Aschim, and Jim Salt for their help in making the food pantry a reality. LCCEF President Bob Baldwin repeated the invitation he extended at the last meeting for board members to engage in a facilitated conversation with the union without staff who were perhaps causing confusion during contract negotiations.

LCCEA President Jim Salt reported that there is no tentative agreement on the faculty contract yet. There has been some miscommunication on the bargaining allowance and how to apply it. The union has not received a response from the college on the noneconomic issues. Several grievances are pending; one has to do with part time seniority rights, which has become an issue due to cutbacks. Salt stated that he would send communication to the board on the cultural competency matter so that board members can know the history and get a full understanding of the issues. It hasn't just been one person stopping consensus. The entire faculty council voted against the policy as it stands. The problem is not with the concept of the policy but with the particular proposal. He agreed with Gamblin's comments that just because some have concerns with the policy does not make them obstructionists. Salt hoped that we can move forward and find a solution everyone can live with.

Executive Dean Maurice Hamington stated that he will be giving an accreditation report to the board at the coming meetings. Lane's Cross Country teams placed well at the NWAACC Championships, with the men placing second and the women placing third. He appreciated that Spilde called out the misrepresentation of her position on the cultural competency issue. Hamington has been in higher education for thirty years and has never seen so much uncivil communication, particularly in email. It's an important step forward to call attention to that, because the really difficult conversations will begin when a cultural competency policy is adopted. Hamington appreciated getting to know ASLCC President Paul Zito better and see all that he is accomplishing on campus.

Vice President Brian Kelly thanked KLCC Director John Stark for engaging the community in a strategic planning conversation for KLCC. Lane's involvement in the Whitaker dinner made him proud to be a part of Lane. He thanked everyone who was involved in opening the food pantry. It reminded him of everyone coming together to start the Learning Garden, which started at just 20 by 30 feet and is now the better part of an acre. Kelly is on the College Council Taskforce that is looking at the cultural competency policy and hopes to have something in January. He commented on the recent article on the budget in the Register-Guard. We do amazing work at Lane; when the community needed us the most, we had a 43% enrollment surge. We brought on a lot of great staff and faculty, and now it is time to right-size. Kelly remembered Dee Dee Barnhart, the CML employee who passed away.

Board Reports

McCown supported the governance system, stating that just because there is a problem reaching consensus on issue does not mean the system is not working. He applauded the students for bringing the issue to the attention of the board. McCown has been asked to join a committee on child care for college students. He urged board members to attend the upcoming Native American Pow Wow.

Stiles apologized for having to join the meeting by telephone. At the latest advisory committee meeting in Florence, members brainstormed ideas to deal with the budget issues for the Florence Center. She wished everyone happy holidays and invited board members to come see her in the Holly Jolly Follies in Florence.

LeClair recalled a counseling class at the University of Oregon in which the participants learned a powerful lesson about tolerance. That experience is part of the reason why LeClair feels so strongly that students and staff feel safe at Lane.

Keating commented that there have been great conversations surrounding the cultural competency policy and wished College Council the best in delivering results. He thanked Kelly for his comments in the Register Guard. He conveyed his reluctance in approving the tuition increase as it is dangerously close to pricing students out of an education. He

thanked ASLCC, OSPIRG, and everyone involved in establishing the food pantry. He announced that the Lane's end of term Shakespeare recital will be held December 7.

Albright stated that he did not fault anyone on College Council for the problems arriving at a consensus but felt that the flaw is in the system. He attended the Oregon School Board Association (OSBA) conference and was asked to serve on a taskforce that will be a bridge between OSBA and the Oregon Community College Association to look at how students transfer from K-12 to higher education. He thanked Tracy Simms, Joan Aschim, and Donna Zmolek for their help with a presentation he gave at the Springfield Senior Forum.

Ackerman reported that as long as there are homeless students, he will vote against any tuition increase. With regard to cultural competency, Ackerman looked forward to social justice for Lane's students and employees.

7. Date, Place, and Proposed Agenda Items for the Next Regular Meeting

Wednesday, January 8, 6:30 pm, Building 3, Room 216, Lane Community College Main Campus.

8. The board meeting unanimously adjourned at 8:45 p.m.

Mary Spilde, President/District Clerk Rosemary Pryor, Chair

Prepared by: Donna Zmolek, Assistant to the Board