



General Library Item

Name Minutes 2015-05-13

Content

Lane Community College
Board of Education Minutes
May 13, 2015

1. Attendance

Board members present: Bob Ackerman, Pat Albright, Matt Keating, Gary LeClair, Tony McCown, Rosie Pryor, and Sharon Stiles. Also present were: President Mary Spilde; Vice President Brian Kelly, Interim Vice President Dawn DeWolf; LCCEA President Jim Salt; LCCEF President Bob Baldwin; and ASLCC President Malisa Ratthasing.

A. Chair Albright called the meeting to order at 6:35 p.m.

B. President's Report

Given the interest in the budget and the number of people expected to speak, Pat and I conferred and agreed, pending the board's approval, to postpone the Science Spotlight on Student Success presentation to next month. However, there are some upcoming science events that are pertinent now, so I'd like to mention those:

- Sunday, May 17, is the annual Mount Pisgah Arboretum Wildflower and Music Festival, from 10 to 5. Lane science students and our plant science faculty will be there. This is our 36th year of partnering with the Arboretum.
- On Tuesday, May 26, from 5:30 to 7, there will be a "50 Years of Science Teaching and Learning" event including a reception for Science retirees. We will dedicate and name the Geology Stockroom for long time Lane faculty member, Mike Mitchell.
- On Thursday, June 4, Science will host its first Undergraduate Research Day with displays throughout the Science Building. From 12 to 2:20, students will discuss their research.

Science Division Dean Sarah Ulerick wanted to be sure I let you know that the division invites the board to attend these events.

Over the past month we also enjoyed several other events across the college. We had our latest Achieving the Dream site visit on April 14 and 15. It's always good to hear from our peers and coaches that we're on the right track with our student success efforts.

Our Spring Conference on May 1 had excellent participation as we focused on our core learning outcomes to think, engage, create, communicate and apply. The keynote presentation by Dr. Nassim Ebrahimi, who directs outcomes and assessment at Anne Arundel Community College, was thought provoking. There was only one minor setback, for me anyway—I broke my wrist earlier that morning.

Our enrollment is trending a bit better for spring term. As of the 6th week of classes, total registrations are down 13.9% compared to this same time last year.

We honored two outstanding staff in the past month. Barbara Dumbleton of Science was named February Employee of the Month and Sara Fox of Academic and Student Services was our March honoree. Both set the bar for excellence in their departments and professions.

Congratulations to KLCC reporter Jacob Lewin. He won the Edward R. Murrow First Place Regional Award for use of sound in his story about a camp for children affected by AIDS. You can find the story on KLCC's web site.

As I'm sure you have heard by now, the Oregon Supreme Court has reversed many of the PERS reforms passed by the 2013 Legislature. The decision will restore certain cost-of-living adjustments for retirees and will mean higher PERS rates for employers. This will have no direct impact on the 2015-17 budget currently under development, since the ruling doesn't effect changes until 2017. PERS staff is working to estimate what the ruling will specifically mean for employers like Lane, and legislative leaders are trying to determine their next move. Most agree it is unlikely the Legislature will get involved this session. During the last round of PERS reforms, Lane established a board-allocated restricted reserve fund for PERS and continued to be prudent while the 2013 reforms were challenged in court. This PERS reserve fund will help with the vagaries of the PERS system, reforms and unknown variables that will impact us beginning in 2017.

I would like thank all of the staff and students who turned out on April 23 for the Ways and Means public hearing at Springfield City Hall. It was great to see the "sea of blue" in the crowd, and it sounds like community colleges dominated the turnout in all corners of the state.

Last Wednesday I had the opportunity to testify before the HECC (Higher Education Coordinating Commission) about outcomes based funding. I shared my concerns with this funding model and encouraged them to look at the research that has been done. While the HECC has indicated it plans to wait until later this year before it votes on a new funding

model for community colleges, we are exploring the possibility of seeking a budget note on the community college budget bill, which would require HECC to wait on any action until it reports back to the Legislature during the 2016 Session.

I would also like to congratulate Financial Aid Helen Faith for helping a federal rule-making panel reach an 11th hour consensus on a proposal that will benefit student loan borrowers nationwide. Helen was part of a negotiated rule-making team in Washington, D.C. who met with federal negotiators over the past three months to discuss changes to the Pay as You Earn income-based repayment plan for federal student loans. They also looked at changes in loan rehabilitation, loan servicing of accounts for U.S. military service members, and loan default rate challenges. The new plan will allow borrowers to lower their monthly payments and qualify for loan forgiveness sooner, regardless of when they took out their loans, and colleges will have more opportunities to challenge or appeal draft and official cohort default rates. Many thanks to Helen.

I hope you all saw my op ed on our budget situation. I wanted to update the community and confirm that we are redesigning Medical Office Assisting, not eliminating it. We will admit one class this fall into MOA as it now stands and simultaneously work with faculty and employers to update the curriculum for the fall of 2016 at the latest.

Thanks to Dawn DeWolf and Rosa Lopez for interviewing for a Career Pathways article in the current issue of Community College Journal.

Lane is featured in the AASHE annual review for our use of a green revolving fund to achieve sustainability goals and identify energy efficiency projects. AASHE is the Association for the Advancement of Sustainability in Higher Education. Kudos to Anna Scott and Jennifer Hayward for their work on this.

Lane's Jazz Ensemble was named a winner in the 38th Annual DownBeat Magazine Student Music Awards. This is a first. DownBeat is one of the oldest music journals so it's quite an honor. Congratulations to Lane jazz director Paul Krueger and his ensemble. You can catch them in their next concert on June 5 in the Ragozzino Hall.

Finally, our recent tornado put us on the national weather map. Thanks to Public Safety for a swift response. We are grateful that no one was hurt.

I just want to say that I was sorry to hear that Tony Baker is retiring as publisher of The Register-Guard. He's done a superb job and has been very supportive of Lane. I am thankful that he will continue on our Foundation board. I will be making plans to meet the incoming publisher, N. Christian Anderson III, formerly with the Oregonian and Orange County Register.

1) Personnel

The college's current personnel appointments were presented.

C. Board Agenda Review/Changes

McCown moved to postpone the presentation of the Science Division to June. Pryor seconded.

Motion passed unanimously.

D. Statements from Audience

Chair Albright noted that 45 to 50 people have signed to speak. He requested that the usual three minute allotment per person be limited to two minutes or less if the content became repetitive.

Pryor moved to limit testimony to two minutes. Stiles seconded.

Keating suggested not capping testimonies that need to be heard to two minutes.

Motion passed 5 to 2. Keating and Ackerman dissented.

Johanis Tadeo, student, stated that he was targeted with false allegations through the college complaint system.

Jerid Aguilar, student, finished reading previous student's (Johanis Tadeo) requests: Investigation of FERPA violation by the Multicultural Center (MCC) staff; a reorganization of the MCC structure with student's input; staff involved in complaints should not be used as complaint officers as well; investigation of student government election process.

Michelle Martinez, former student, stated that there had been discrimination in the MCC, and the facilities do not present the welcoming environment for which it was created. She supported Johanis Tadeo's requests.

Manuel Mejia Gonzalez, student, ASLCC Multicultural Program Coordinator, spoke of the threatening and unsafe space at the MCC. He supported Johanis Tadeo's requests.

Silver Mogart, community member, supported the students of color and their experiences at the MCC. She asked the board to look into the MCC issues.

Mariana Paredones, student, Co-chair of Student of Color Coalition, brought up concerns regarding issues at the MCC and demanded action. She supported Johanis Tadeo's requests.

Misa Joo, community member, stated that the situation in the MCC is a case study for President Spilde claim that every person deserves a college education. The suspension of students is the wrong way to demonstrate leadership. She supported Johanis Tadeo's requests.

Rudwan Danwood, international student, stated that he experienced discrimination by the leaders of the student government representatives during the election process. He supported Johanis Tadeo.

Maria (Rosie) Hernandez, former student, mother of Johanis Tadeo, spoke of her son's character and the struggles he has gone through dealing with the false accusations. She asked the board to look into his requests.

Brooke Taylor, Chemistry instructor, co-chair of Faculty Council, read the Council's statement previously sent to board members via email regarding involvement of faculty into academic decisions.

Adrienne Mitchell, ABSE instructor, expressed her disappointment for reduction of testimonial time when students have taken the courage to bring up such difficult issues. She also said that there were classes that have not been taken by students because of the closing programs and considerable revenue lost.

Jim Salt, President of the LCCEA, Sociology instructor, presented the association perspective on their analysis versus the administration analysis and refuted the logic to closing programs based on commentaries that President Spilde has made. He also presented a proposal prepared by the Student Association, LCCEF, and LCCEA.

Doug Weiss, instructor, spoke about the nature of Electronic Technology and Apprenticeship. There is a symbiotic relationship between the programs, and he asked that the college allow more time to modify the program.

Dan Giarrusso, representing the Heating/AC industry, stated that the Apprenticeship and Electronics programs go hand and hand. Students need the education, and the Electronics program is needed to support the Apprenticeship program.

Randall Tyle, Apprenticeship program, stated that the Electronics program has been an excellent source for obtaining jobs in engineering and electrical fields. Graduates end up working for predominate companies.

Veronica Mendez, student, advocated for the MOA program and the effects that closing the program would have on her, her family and staff.

Lou Long, HVAC Apprenticeship program, stated that Lane is the base for HVAC education. Removing the Electronics program would subsequently force students to take classes elsewhere.

Christina Howard, Physical Therapist Assistant instructor, advocated for program review.

Dean Bergen, Auto Collision instructor, noted that Dale Parnell stated this is going to be a trade school not U of O. Eliminating the trades is not what the voters want.

Ben Reevis, student, stated that during his first year in the Electronics program and has found a job with the help of Doug Weiss.

Melissa Glidewell, student, advocated for the Electronics program. She talked about STEM and the homeless community that continues to seek education.

Andrew Moser, Electronics graduate, stated that he works as an automation engineer. He noted that Lane is teaching automation and robotics and in the manufacturing world automation and robotics are the future.

Milton Stahmer, employer in Eugene, stated that he is hiring Lane's graduates to do robotics. If the program is cut, he will have to hire outside of the community.

Terry Dale, Electronics instructor, stated that the program has kept up with the ongoing changes of the industry. He advocated for the continuation of the program so there is no shortage of electronic technicians in the future.

Marv Clemons, Electronics Cooperative Education Coordinator, spoke about employer/student internships and how many employ our graduates. He also presented ideas on how to create revenue.

Matt Keating, Power Plant Technician, has taken classes here to keep up with current technology. It's not just about the number of degrees but more about having educated workforce in the community.

Justin Blakely, former student, expressed dissatisfaction with services he received from Disability Resources.

Fred Simmons, former student, stated that the evaluation process that the administration used for the programs is flawed; they do not include a complete revenue stream.

The board took a five minute break at 8:00 pm.

Trevor Harwood, industry member, stated that his company employs technicians regularly. There is a tremendous need of technicians.

Gary Tripp, Auto Body student, spoke in support of keeping the program.

Rad Cornett, industry member, has been a Lane student and instructor. The skills learned can be used in other places. Electricians get some of the knowledge from these programs.

Richard Null, Lane retiree, stated that vocational education is the gateway for students to get hooked on education. It is an opportunity to include women, people of color, and students from low socio-economic backgrounds.

Dustin Caldwell, local business owner, stated that the industry struggles to find qualified technicians. The programs should be revitalized instead of being closed.

Robert Gonzales, Auto Body student, stated that he will graduate this term, but he owes it to his instructors to support the programs. The tornado damaging cars is a sign of God for keeping the program.

Tristina Nyber, student, asked members if they have visited the programs. If so, they would see the people that the cuts will affect.

Anastasia Vail, ASLCC senator, stated that as a white student she does not feel safe in the Multicultural Center because of the staff gossiping. She also asked members to support the fundraising for cars damaged by the tornado.

Helena Richardson, student, stated that she lost her job at the MCC. The college complaint system is ineffective and issues are being swept under the rug. She supported Johannis Tadeo, and asked for justice for him.

Roma Cusimano, Spanish instructor, spoke in support of the career technical programs. We need to see where the money is put and look at strategies. Her current experiences at Lane are not as good as when she started.

Jack Radey, Legal redress chair for the NAACP, stated that the time limit for speakers is inadequate and that trade programs are vital for the working class students that need training.

Jessica Alvarado, Health Professions Counselor, thanked the administration for listening to the students in the MOA program and for offering a cohort for next year.

James Wessgert, ASLCC treasurer, suggested initiating a book check out system for the students free of charge.

Charles Andrews, former Electronics student, advocated in support of keeping the programs. Once you cut a program it is nearly impossible to get it back. Lane County is the second largest RV manufacturer in the country.

Lee Imonen, Art instructor, expressed his dismay for not finding an appropriate venue for the public to attend. In the past there has always adequate accommodation for everyone to be heard and asked the board to please consider other alternatives.

Ana Hewitt, Electronics graduate, stated that within seven months she landed an engineering technician job at Lane Transit District due to her Associates degree and the skills learned in the program.

2A. Consent Agenda

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

- Approval of the April 8, 2015, Minutes
- Review of Board Policies:

1. Parliamentary Procedure, BP 385
2. Conflict of Interest, BP 610
3. Gambling, BP 625

Motion passed unanimously.

3. Discussion/Action Items

A. Budget Update

Kelly distributed a report regarding the 2014-2015 Budget Balancing Measures. A discussion was held regarding administrative recovery, especially that of the Titan Store. Kelly responded that the sales of Food Services and the Titan Store have significantly decreased due to the construction. Those programs will be re-evaluated in two years with the hope that they will recover and bounce back from the construction with increased sales.

A question arose regarding whether a future bond could be used to cover deferred maintenance. Spilde explained that a bond could be used for improvement but not for deferred maintenance and that there has been discussion at the state level about using lottery funds for maintenance at community colleges.

Ackerman questioned the funding used to subsidize the Foundation. Pryor, who sits on the Foundation board, informed him that the Foundation provides nearly a million dollars a year for scholarships, is helping to fund some of the current construction and funded the construction of the Health and Wellness building. Albright added that financial contribution to the Foundation has been reduced over time and that a decision was made several years ago to maintain a financial connection between the college and the Foundation in order for both boards to work collaboratively.

1. Program Reductions

Kelly referred to the FY 2015-2016 Proposed Budget Balancing Options which included the elimination of the Auto Body and Electronic Technology programs.

Discussion items included the frustration that, with the total savings of the program eliminations being just two hundred thousand dollars, the college cannot find another way to reduce costs and save those programs. It was clarified that the savings for the first year are low, but the savings in year two will triple that amount. However, it is not only a financial cost but the social cost of the students that will lose two or three years of their career. The board requested more detail on the information presented by the administration obtained through the Employment and the testimonials indicating that there is work in those fields. Spilde explained the intensive process used by the Employment Department, and the results showed that there are not enough jobs for graduates of those programs. Pryor moved, seconded by LeClair to approve the program cuts as proposed.

Board members noted that the lack of adequate funding is due to the public disinvestment of higher education. A request for further review of the alternative budget proposed by ASLCC, LCCEA and LCCEF was made. Salt explained the document he had distributed to the board. The question was raised why the faculty teach out is coming to an end. Spilde explained that there is a Memorandum of Agreement with the faculty which designated an ending date for the teach out option.

Motion passed 4 – 2. Keating and Ackerman dissented. Albright abstained.

B. ASLCC Election Results

McCown moved, seconded LeClair to approve the ASLCC election results.

Motion passes unanimously

5. Accountability/Reports

A. Facilities Update

An update on the status of bond and facilities projects was presented.

B. ASLCC Recognition

Spilde recognized Malisa Ratthasing presenting a certificate for her year of service as ASLCC president. Spilde thanked her for stepping up in the middle of the year and doing an excellent job with Salem.

6. Reports

LCCEA President Jim Salt reported that an arbitration was held last week in which the college had to defend violating the faculty contract. The way the college handles complaints violates the rights of students and staff. He looked forward to hearing the ruling of the arbitration. He recommended the board direct the administration to start following due process and observing faculty rights. He commended the board for allowing all speakers to speak but criticized the board for not moving the board meeting to a different room. He criticized the use of police tape to keep people from entering the board room. He asked the board to prevent that from happening again. He commended the administration for incorporating corrections to budget projections to add the "swirl." Projections often include costs that often do not occur which causes actions like increasing tuition. He criticized the board for voting to cut programs. The decision was based on the assumption that those students would still attend Lane, and that is not the case according to the survey performed by the faculty. It was a dangerous decision because it did not allow for an empirical process. This will affect the working relationship between the employees and the board.

Vice President Brian Kelly reported that he met a student that morning who is graduating this term. The student is the first in her family to graduate from college, and Kelly had shared with her that he was also the first person in his family to graduate from college. He thanked Cathy Nolan, Rose Ellis, Jen Steele and Greg Holmes for their work on the budget. He acknowledged the construction taking place at all hours and looked forward to the CLASS building opening up in a few months.

Board Reports

Pryor thanked everyone who spoke. She appreciated the graciousness and respect that speakers demonstrated tonight. She thanked Ratthasing, Baldwin, and Salt for the leadership they have shown. She noted the importance of continual evaluation of programs. She asked everyone at the board table to keep an open mind since everyone has the best interest of the college at heart. She asked to hear more about the complaint process to determine whether there is a problem with the process.

Stiles reported that the Florence Center just completed another continuing learning experience at Florence with over 20 students and there are two more in the works. She attended a faculty professional development team where Margaret Robertson presented "Sustainability: Surviving and Thriving in a Changing World." It was well done, and she thanked Director Russ Pierson for scheduling the presentation.

LeClair noted that it is interesting to see the sacred cows that exist at the college. The board made a tough decision to cut programs. There was an 8% hike in insurance premiums that the college took on without any discussion regarding members' responsibility to cover insurance costs, and the faculty and staff have received step increases, but there are still sacred cows by which the college is governed. He is reminded of the drama of the high school prom. Data and information was brought to the board in a flurry of emails where sides do not agree. The unions have been asked for creative solutions for some time, and the board received a document at the last minute. He hoped the knee jerk reactions would end. It's governing by crisis, and everyone is unhappy. He attended Angels in America at the Ragozzino Performance Hall. It was magnificently acted and marvelously done. He has not seen a bad theater performance here at Lane.

Keating reported that his mother is receiving an award at Orange Coast Community College for her excellence in the MOA program. She is at UCI getting her national certificate. He thanked his colleagues for their service and passion. He thanked the speakers and all who sent emails and letters. He thanked Ratthasing, Salt and Baldwin for their leadership. He called upon his colleagues to allow for maximum participation and strongly suggested using the technology to allow for more participation at future board meetings so the constituents in the outlying areas can participate. He apologized and urged everyone to head to Salem to support \$550 million for community colleges and tax reform. He suggested a sales tax on unhealthy items. He looked forward to hearing more creative solutions.

McCown noted the discussion of program review and the collaborative process that faculty, management and staff have undergone. He applauded that process as that is a process the board has requested over the years. It is difficult to develop data and assumptions in a vacuum. If the data can be developed outside of a budget shortfall discussion in a collaborative manner, the data will be more useful. The board is in a difficult position to be presented with an agreement at the last minute that may have addressed some of the costs but also kicked some costs down the road a few years. Fortunately, up to this point we have enjoyed increased enrollment and revenues that have delayed any reductions that have needed to happen. The problem is that state funding is not adequate. The college has begun a process by which we can have data come to the board collaboratively rather than combatively. No one at Lane wants to cut programs. The option is always there, no one wants to look at that, but every year the budget needs to be reduced in some kind of form. He encouraged everyone engaged in program review to thoroughly engage in that process so data doesn't have to be argued years down the road.

Albright thanked everyone who participated in the meeting. It has been fascinating process to come up with ways to balance the budget. Albright noted that he replaced Larry Romine on the board and recently reflected on some of Romine's materials. He found a letter written to Spilde but never sent wherein he made a comment regarding arriving at budget decisions, as the state will need to arrive at a budget for community colleges. There was a question in the letter: what does each square foot of space for a specific activity cost? If we could get that kind of data, then the board could make good decisions. The decision made tonight at this board meeting may create a train wreck, and as with train wrecks this can lead to determining how to avoid that in the future. He asked the businesses they heard from to step forward with ideas on how to solve problems, that the voters have prevented us from doing. Sometimes there needs to be a train wreck before people will pay attention. He was up in Salem and saw everyone wearing the \$550 buttons; Albright changed his sign to \$680, because research has shown that community colleges need \$680 million to operate effectively. He noted that next month will be his last board meeting. He invited everyone to participate in the golf tournament being coordinated by himself and Keating.

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

June 10, 2015, 6:30 p.m., LCC Main Campus, Boardroom, Building 3, Room 216

8. The board meeting unanimously adjourned at 10:37 p.m.

Mary Spilde, President/District Clerk

Pat Albright, Board Chair

Prepared by:

Donna Zmolek, Assistant to the Board

