



General Library Item

Name Minutes 2018-05-10

Content

Lane Community College
Board of Education Minutes
May 10, 2018

1. Attendance

Board members present: Susie Johnston, Matt Keating, Tony McCown, Melanie Muenzer and Rosie Pryor. Mike Eyster participated by telephone. Board member absent: Phil Carrasco. Also present were: President Margaret Hamilton; Vice President Brian Kelly; Lane Community College Education Association President Jim Salt; Lane Community College Employee Federation President Pat Griffin; ASLCCSG President Wilgen Brown.

A. Chair Pryor called the meeting to order at 6:40 p.m.

B. President's Report

Welcome to the May meeting of the Board of Education. We are only one month away from our premiere event of the year—commencement on June 16. I am looking forward to this event, and I encourage everyone to put it on their calendars. Commencement is the most important day of the year at a college. It is the one day, all of us come together to celebrate our students success.

Enrollment

We finished Winter term with total enrollment (credit and non-credit, basic skills, and College Now) down 4.3%. Faculty, managers and staff are rallying together to increase both recruitment and retention. Later on, you will hear about our Enrollment Growth Plan and what the college community is doing to boost summer and fall enrollment including ramping up marketing and recruitment.

Goal: Achieving Student Success and Goal Attainment through an Equity Lens

We just received word today that Lane Community College was the recipient of a \$537,000 NSF award for the project, "Water, Advanced Tech Education Resource for Individuals," under the direction of Roger Ebbage and the supervision of Brian Kelly. We offer them congratulations and look forward to hearing more about this work.

Each year, Student Life brings the AARP free tax clinic to main campus. This year the AARP volunteers helped more than 850 people get their taxes done. Thanks to Student Life for providing this service.

We all know that student success starts with early reading. It was my privilege to join the annual Gift of Literacy event on May 3. Lane co-hosts this event for first-graders with the Springfield Chamber of Commerce—of which I am a member—TEAM Springfield, and Springfield Public Schools. Students were greeted by life-size reading characters, saw a play, and received a free backpack along with their favorite book.

Besides bringing children here, we also go to our young students to recruit. I want to thank Christina Howard for attending the Hamlin Middle School Career Day in Springfield recently which helped get the word out about our health careers programs. A picture of Christina was on the news that evening in the feature about the event.

The Lane Education Service District held the Lane County Brain Bowl here on Monday, May 7. This is a jeopardy-like event for middle school students. We hosted 33 teams of 250 students who played two rounds of quiz bowls. LCC has co-sponsored the event for the past three years.

Congratulations to the Lane Community College Psychology Club who attended the annual national Western Psychological Association conference in Portland in April. This activity is a great example of a co-curricular activity that keeps students engaged and retained at Lane. Many thanks to the faculty and staff who made this activity happen.

LCC and UO science departments are collaborating on a series of Undergraduate Research events to expose students to research. Science students participated in a poster preparation workshop on May 9 and a research symposium at the UO on May 17. There will be an Undergraduate Research Fair here on campus on May 30 and 31. Thanks to Dean Paul Ruscher and faculty Stacey Kiser and Ce Rosenow for leading this collaboration.

Congratulations to Lane student Samantha Fox who was named to the 2018 All-Oregon Academic Team sponsored by the Oregon Community College Association every year. Samantha is the daughter of Sara Fox, an employee here at LCC. Being named to the team earns students scholarships ranging from \$1,000 to \$9,000 per year, depending on the Oregon college or university they choose to attend.

Spring Conference was a tremendous success. Our keynote speaker Ken Bain delivered an engaging address on deep learning, but afterwards he suddenly fell ill. Several of our instructors and staff responded, including Cory Miner, Jan Killen, Pat Kelsay, Christina Howard, Jim Harris and Lisa Rupp. When the medics arrived, they included EMT graduates

from two fire departments, including Raleigh Taylor, Craig Taylor's son. Cory Miner said, "This was a textbook example of how our system should work." Ken and his wife had a brief visit to a local hospital and were able to fly back home on Sunday. Ken is fine, and we are grateful.

I want to thank all the faculty, managers and staff who worked on spring in-service last Friday including the session on Respectful and Inclusive behavior as well as several workshops on ways to engage our students toward student success. I conducted a session on Governance in an effort to kick off a comprehensive review of our governance system. Over 50 people attended the session. They engaged in conversation evaluating our governance system using the criteria in our board policy determine the effectiveness of our current system. The results of this work are being brought back to the sub-committee on governance who have been charged with developing a work plan to review the current system and make recommendations toward improvement of our system.

We were a proud co-sponsor the annual DisOrient Film Festival in Eugene on April 20. I was honored to welcome attendees and introduce a panel of speakers who discussed how Asians are presented in film.

Our international students held their world class International night last week. It was an outstanding event with food, costumes, presentations and an exceptional talent show. Our international students are highly engaged and enjoying their program at Lane.

We were on schedule to conduct a public opinion poll later this month regarding a potential bond measure, but due to our recent media coverage, it was recommended we run the poll next month. We held a phone conference with Ben Patinkin late last month and have been working with staff to provide details to the proposed project. We will continue to update everyone at next month's meeting.

The Higher Education Coordinating Commission has begun work on their biennial budget request for the next legislative session. The Oregon Presidents' council provided testimony to the Commission on the community college student success funding model currently under development by the OPC. This information will be used by the HECC at their June meeting in consideration of requests in the Agency Request Budget, which includes capital funding, policy option packages, and public institution support funds.

GOAL: PROMOTING LOCAL, STATE, REGIONAL AND NATIONAL AFFILIATIONS

Governor Kate Brown is making the rounds throughout the state offering a preview of the 2019-2021 budget in meetings with government and business leaders. I was invited to hear her presentation and was able to express the need for a change in the funding model used for community colleges. She was very empathetic to the needs of community colleges and acknowledged that changes need to be made in the system to address ongoing needs such as deferred maintenance.

Congratulations to Chris Skinner, who was recently sworn in as Eugene's Police Chief on May 2 at the Mary Spilde Center. It an honor to host the event in our building.

I attended the Sacred Heart Community Health Board meeting and welcomed the incoming Board Chair and the new Interim CEO.

I continue to meet with our colleagues with Connected Lane County to work on initiatives to enhance educational partnerships across the County.

As a commissioner on the AACC Commission on College and Career Readiness, I attended business meetings at the annual spring conference in Dallas. These meetings affirmed LCC 's pursuit of many of the best practices that are being recommended nationally such as multiple measures and acceleration and that we are not alone in our challenges to implement these strategies. The AACC Board of Commissioners were given the message that these best practices have a financial cost that exceeds the resources at most community colleges.

A team of faculty and administrators are in Salem today and tomorrow in their first orientation and professional development activity. As you recall, LCC was selected to be in the first cohort of schools to receive funds for professional development for improving student success through utilization of the Guided Pathways model. Phase one of this training will focus on understanding how the model works so that the teams can come back to their colleges to work on an implementation plan. A major focus of Pathways is early and regular advising using learning communities.

KUDOS

With graduation approaching, we are hearing many stories about outstanding students and graduates. Here are just a few:

Amani Baxter is president of this year's Black Student Union and has been accepted into West Point. It is not often that someone from Oregon, or LCC, earns a place at such a prestigious institution. Thanks also to faculty Mark Harris for mentoring Amani during his year in the BSU.

Alexandre Pabst is a bass player in instructor Olem Alves' jazz class. Alexander is Lane's top bass player and during a performance at the Jazz Station last term, he was seen by a UO music professor who invited him to audition.

Alexandre auditioned and recently found out that he was accepted to the UO School of Music, and was awarded a \$30,000 scholarship over the next 3 years (\$10,000) per year. Congratulations to Alexandre, our music faculty, and the program.

Michael Weed is a former ASLCC student body president, who helped found the Rainy Day Food Pantry and the Warming Center. Life interrupted his studies, but he didn't quit. He came back, is completing his credits, and next month he will walk at graduation. Congratulations Mike!

I'd also like to give a shout out to two of our financial aid staff. Cassie Zimmerlee was given the Outstanding New Volunteer Award at the Western Association of Student Financial Aid Administrators (WASFAA) Annual Conference in Boise, ID, on April 23. Elijah Herr won the Outstanding New Professional Award. This award recognizes the outstanding contribution of new professionals in the financial aid profession.

Finally, it is my honor to recognize our outgoing ASLCCSG President Wilgen Brown. We want to thank Wilgen for his leadership, and we have a small token of our appreciation we would like to present. Please join me in congratulating Wilgen Brown.

UPCOMING EVENTS

There are many activities going on as the year comes to a close. Please be sure to visit the Music Dance and Theater Arts webpage and click on their performance schedule link.

A sampling of the events are:

- Welding and Fabrication Expo, May 11 and 12
- Reading by our Oregon Poet Laureate Elizabeth Woody, May 16
- Fulbright lecture on "Leo Tolstoy and Mahatma Gandhi," on May 16
- 28th Annual Job Fair on Thursday, May 17
- Life flight Training, May 17
- Employee Recognition Celebration, May 30
- TRIO Program's 20th Anniversary celebration, June 14
- Commencement, June 16

MEDIA

Lane's name was in the news more than 60 times in the last month—with frequent mention of our Titan games and our events. We are most proud of a full-page feature on the Renaissance Room in the April 24 Register-Guard Food section.

Division Dean Pat O'Connor had his letter to the editor published in the Register Guard on the economic impact of having highly skilled trades programs. He acknowledged how the training we offer leads to high wage, high demand jobs.

Sometimes the news isn't all positive. I would like to make a comment regarding recent news coverage about one of our own. I want to acknowledge the seriousness of the charges that we are hearing, and I wish to assure everyone that we are monitoring the situation. I appreciate everyone's concerns and feedback.

1) Personnel

The college's current personnel appointments were presented.

C. Board Agenda Review/Changes

No changes were made to the agenda.

D. Statements from the Audience

Natalie Madden, student, expressed appreciation for Lane's Dance Program.

Emily Bolivar, Student Production Association Production Manager, invited the board to the production of Boston Marriage opening on May 31. All shows are free and donations go toward student scholarships.

Joe McCully, Culinary and Hospitality Instructor, expressed dismay at the conditions of President Spilde's contract and questioned how the board could approve a contract such as that with the budget deficits the college has been facing for years.

Claire Dannenbaum, Librarian, shared her concerns as a librarian and a taxpayer at the conditions of President Spilde's contract.

Elijah Herr, Financial Aid Director, informed the board of the good work being done in the Financial Aid department.

Becca Hill, student, stated that students have been discriminated against, and they need more assurances that the college is following up.

Dan Good, student, also shared concerns about how discrimination complaints are resolved.

Joanne Gross, student, shared her success story with the board. She was a stay at home mom who enrolled at Lane. She completed the Diesel Technology and Welding programs and recently graduated at the top of her class.

AJ Sharf, student, is enrolled in the Welding and Fabrication program. At Lane a student can become a welder in one year, and the starting wage is \$40,000. He invited the board to the Fabrication and Welding Expo on May 11 and 12.

Cara DiMarco, Women in Transitions lead faculty member, thanked the board for supporting the Women in Transitions program and read some letters from students. The program truly transforms lives.

Amadeo Rehbein, student and Inclusive College Committee chair, asked the board to listen to students and think about their commitment to diversity.

Justin Blakely, student, expressed dissatisfaction with services previously received from the Center for Accessible Resources.

Desiree Brock, Student Production Association Public Relations Manager, updated the board on the SPA productions. A former SPA member has become a professional filmmaker and is now producing a short film.

2. Consent Agenda

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

A. Approval of Minutes:

1. April 12, 2018, Meeting Minutes

B. Unmanned Aerial Systems Program

C. Policy Review

1. Ending Fund Balance, BP 245
2. General Fund Contingency, BP 270
3. Interfund Transfers, BP 280
4. Stabilization Reserve Fund, BP 290

Motion passed unanimously.

3. Discussion/Action Items

A. Enrollment Growth Plan

Jennifer Steele, Director of Planning and Strategy, and Vicki Trier, Executive Dean of Career Technical, presented information on the enrollment growth plan. A conversation about the plan started at the beginning of the academic year with faculty, staff, and management understanding they all had a role in bringing students to Lane and helping them be successful.

Academic and Student Affairs leadership, in collaboration with deans, directors, faculty and staff, have developed an enrollment growth plan to achieve the budgeted goal of 2% growth in the 2018-2019 academic year. The plan identifies specific growth areas, growth targets, strategies, and resource implications.

Growth areas and strategies include:

Online

- Increased instructional design support for faculty
- New and revised online sections
- ASOT OER (z-degrees)
- Effective Learning courses for [online] students

New Students

- Placement redesign
- Communications and customer relationship management
- Financial Aid efficiencies
- Recruitment and admissions
- Waitlists and z-coding

Student Retention

- First Year Experience expansion
- Early outreach and academic support
- Exigent Circumstances support
- Policy and procedure updates
- Waitlists and Z-Coding

High School Connections and Cooperative Education

- Regional Promise
- Cooperative Education internships

Health Professions

- Nursing program 2nd year bridge
- Evening Dental Assisting program

ABSE to Credit

- College Readiness program expansion
- Career Pathways expansion

ESL to Credit

- ESL to Credit bridge program expansion
- ESL Online
- Diversification of ESL resident populations

The total projected FTE growth from these areas is 213.2.

An overarching element of the enrollment growth plan is implementation of strategic marketing initiatives that encompass the designated growth areas. The Marketing Department will focus on increasing local awareness for all college programs and services while raising the profile for flagship programs and growth areas, and promoting a culture of college pride among students, staff and faculty. Marketing plans for 2018-2019 include a website redesign, modernization of the college brand, leveraging available technologies to directly communicate with target audiences and assess response rates, and utilizing new media advertising.

Progress will be reported quarterly to the college community and Board of Education both on the results of this plan and on overall enrollment and student success indicators that reflect the entirety of Lane's programs and services.

The enrollment growth goal included in the Budget Development Subcommittee consensus budget recommendation is 2% over current enrollment levels; this plan includes essential investments needed to achieve growth goals.

Investments will be funded through prioritizing personnel needs represented in this plan when determining positions to fill.

B. Survey on Credit Load

At the April board meeting, the board was given information and plans for a thorough student survey to determine causes for student enrollment levels. The survey was conducted, and 11% of award seeking students responded.

Survey results included the most influential factors in selecting courses.

Of the responders, 84% were planning to graduate in June. Executive Dean Vicki Trier and Institutional Researcher Cathy Thomas presented results of the study

Lane Community College's 'What is your credit sweet spot?' survey was emailed to 6,103 award-seeking students who had registered for Spring 2018 term. The 11-question online survey was initially sent via email on April 16 with reminder email sent on April 24. 3,460 Students (57%) opened the email and 753 (12% of sample) answered at least

two questions with 653 (11%) completing the survey.

The average attempted credits (10.5) for the academic year 2017-18 of the responders are relatively consistent with the overall student average attempted credits. The Responders' Spring attempted credits ranged from 2 to 21 with 54% being full-time (12 or more credits).

The educational goal of students showed that 18% intend to earn a degree from Lane, 11% intend to transfer to a four-year institution without a Lane degree, 43% intend to earn a degree from Lane and transfer to a four-year institution, and 28% intend to earn a degree from Lane to obtain employment.

Responses also indicated availability of classes, the level of importance to the student in selecting courses, and length of time planned to achieve their educational goal, with the majority claiming two years. Students were also asked whether they intend to graduate this year, register for summer courses, and register for Fall courses. Twelve students participated in a focus group to collect more qualitative data.

Recommended next steps include:

1. Continue the qualitative data collection in order to have more robust results
2. Further analysis of demographics between all Spring term students and the responders
3. Follow the 653 survey responders into Fall 2018 to track future status
4. Create a revised survey to be conducted during early Fall 2018

C. Tuition Rate Adjustment

Kelly informed the board that, for the year ending June 30, 2017, the Higher Education Price Index (HEPI) showed an annual inflation rate of 3.7%. At the December 2017 board meeting, tuition was increased based on the June 30, 2016, HEPI rate of 1.8%, as 2017 information was not yet available. Applying the 2017 HEPI to 2018-2019 tuition rates will result in an additional increase of \$2.00 per credit hour for resident students and \$5.00 per credit hour for non-resident students.

Board Policy BP725, adopted in November 2002, calls for the board each year to adjust the tuition rate for inflation using "an appropriate index for two-year public colleges." In November 2017 the board approved continued use of the Higher Education Price Index (HEPI) for 2018-2019 tuition rate inflationary adjustments.

McCown moved, and Keating seconded, that the board approve the following 2018-2019 tuition rates, which reflect the 2017 HEPI rate:

Resident Students: \$113.50 per credit hour based upon HEPI inflationary adjustment (\$4 increase over 2017-2018 rates.)

Non-Resident Students: \$270.00 per credit hour based upon HEPI inflationary adjustment (\$10 increase over 2017-2018 rates.)

International Students: \$236.00 per credit hour for fall, winter and spring terms and \$158.00 per credit hour for summer term, maintaining current rates.

Non-Credit Students: \$4.50 per contact hour, maintaining current rate.

Keating asked if there was a way to make the non-resident and international tuition rates equal. Kelly stated that the international tuition rate is based on market rates. However, BP 725 also states that "each year, the board will review Lane's tuition rates to ensure: a) that tuition revenues are appropriate for the needs of the district." It may be time for the board to start a conversation about non-resident tuition.

Board members discussed the needs of the college and the hardship on the students. Inflation is a key factor in adjusting tuition. Some board members wanted to see tuition discussed as part of the budget process, and others felt that tuition is one of the levers needed to balance the budget. Board members also looked at what time of year might be the best time to review tuition rates. Compliance to board policy BP 725 was also considered.

Motion passed 5 – 1. Muenzer dissented.

D. Budget Recommendations

Kelly reported on the FY 2019 budget development process, including updates to the consensus budget recommendation presented by the Budget Development Subcommittee at the April 12 Board of Education meeting and proposed to the Budget Committee on May 3.

5. Accountability/Reports

A. Facilities Update

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

B. Enrollment Update

An update on enrollment was presented to the board.

C. Financial Condition and Activities: Quarterly Report, BP 255

The Financial Condition and Activities quarterly report was presented to the board.

D. Marketing and Recruitment Update

A marketing and recruitment report was presented to the board.

E. Board Budget

A current report of board expenses was presented to the board.

6. Reports

ASLCCSG Wilgen Brown reported that this year has been exemplary for the student leaders. A student carnival was held, they have lobbied at the state capitol, and have supported students in their journey at Lane. It has been a humbling experience for Brown. On a more somber note, he asked everyone to remember that the majority in the

room are taking him at face value because he is white. His disabilities are mostly invisible. People misjudge him as a woman and maybe take him less seriously. To improve lives, we need to recognize privileges and the benefits they provide. We need to have the difficult conversations. All of us have a long way to go and need to work together. LCCEF President Pat Griffin thanked Brown for his service and everyone at ASLCCSG for their contributions. He reported that the classified union supports the consensus budget. Everyone collaborated to reach consensus. LCCEA President Jim Salt reported that the college is struggling in many ways. Earlier in the year, he was able to give positive reports. Some of that continues, such as the budget process. There are issues and struggles in divisions between faculty and the management structure, and there is a lot on hold for the new ASA Vice President. Many faculty members are upset with the details of President Spilde's salary and resulting \$309,000 pension, but also in the chair of the board's defense of those compensation components. The idea that she was here earning that salary is belied in her own self-definition of being an external president. The fact that we had to pay that kind of money is out of line with what our college has been facing.

Vice President Brian Kelly recognized Brown for being an outstanding leader and person. He commended the Energy Management team for the NSF grant. The program has a lot of community support and aligns with so much of what we aspire to do at Lane.

Board Reports

Keating reported that, in the interest of transparency, he would welcome board policy review on how to negotiate presidents' contracts—perhaps with a committee rather than the chair and vice chair. Regarding the recent allegations of a fellow board member, Keating shares with the community, our president and all involved about how deeply disturbing those allegations are. He thanked President Hamilton for her words tonight. We are monitoring the developing situation closely. Keating hoped a just outcome is reached.

McCown thanked Brown for his service and wished him the best of luck in the future. This week has been a difficult time for board members. Organizations are built around great process; it is not good process to jump to outcomes without information. The board will need to make some decisions, and some of those decisions will be made for us. There are lessons to learn moving forward, and he hoped the college community can grow. Much of his life is based on growth from tragedy, so he knows it is possible. He looked forward to seeing where that growth will take us.

Johnston agreed that it has been a very difficult week. She appreciated the work on the budget process. It has been an honor to have met Brown and worked with him. She wished him all the best in his future. She thanked DiMarco for the letters from the Women in Transitions students. Having been through the program, it is near and dear to her heart. She possesses undying admiration of the women who go through that program.

Eyster noted that Brown is among the most insightful and hardworking of the student body presidents with which he has worked. He thanked him for his contributions to Lane. He commended those that worked on the NSF grant. He thanked Pryor for getting the conversation started on the presidential contracts.

Muenzer thanked Brown for his remarkable service. She agreed with Keating about considering a committee to work on the president's contract. She thanked everyone who gave public comment.

Pryor thanked Brown for the opportunities to work together this year. It has been very educational. It has been a challenging time for the board. There has been opportunity to review the process for presidential contracts and work with legal counsel. The board will have opportunity to discuss the process going forward. Having more board members involved is prudent.

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

June 14, 2018, 6:30 p.m., Boardroom, Building 3, Room 216, Lane Community College Main Campus.

8. Adjournment

The board meeting adjourned at 8:49 p.m.

Margaret Hamilton, President/District Clerk

Prepared by:

Donna Zmolek, Executive Assistant to the President/Board

Rosemary Pryor, Board Chair