

Winter 2018 Meeting Minutes

Dates: February 1st and 2nd

Location: South Puget Sound Community College - Lacey Campus

4220 6th Ave. SE, Lacey, WA 98503 Room: Main Building 1, room 188

Host: Karen Halpern

Thursday, February 1st

4:15-4:45 pm **Officers' Reports**

Secretary:	Denise Vaughn
Treasurer:	Randy Nelson
Vice-president:	Terry Taylor
President:	Gerard Smith

4:45-5:00 pm Action Items from IC/WACTC/SBCTC Meetings

5:00-5:15 pm Communications Report, Rob Vogel

5:30-6:00 pm Bill Moore: Smarter Balance Changes

6:30 – 8:00 pm Working Dinner: Mercato Ristorante 111 Market Street
NE Olympia, Washington 98501

Friday, Feb 2

Jan Yoshiwara, SBCTC Executive Director

- Update on 5 core themes that will guide the system for the next few years
 - Enrollment
 - System as a whole has enrollment challenges, in every age cohort...something more going on beside strong economy; unless we tackle it and take charge, we just have to wait for the next recession? Not a good strategy
 - Tuition revenue/college budgets down with low enrollment
 - Devin Dupree, SBCTC Policy Research Associates is studying;
 - Completion
 - Evidence based, guided pathways research is a means to discover how to serve students best; moving completion work and equity work together in parallel.
 - Everett leading the pack, Skagit, pierce also doing great work in equity
 - Advocacy

- Goal to come up vibrant advocacy strategy for 2019 leg session to advocate for the college system;
- Just hired communications consulting firm to create messaging, to look at selves from outside selves; to put together strategic plan
- Including faculty, pres, chief diversity officers...for broad representation
- CTC link-Christy=expert
 - Got a new plan/budget/set of processes approved; released funding so we can move forward to do that work
- Equity
 - Presidents have taken on this work.
 - There is a growing group of chief equity officers, and prof development for presidents.
 - Hoping to create resource bank of best practices of colleges around hiring, bias response....after policy audit, and prof develop. They are trying out prof dev on themselves to try out resources on themselves

Completion Data, Devin Dupree, SBCTC Policy Research Associates

- Enrollment task force: ~ 25 includes faculty
 - Focus on HS students who don't go to college; adults who never went to college – in BTS but not transitioning to college; why are recent HS grads not going to college
- PowerPoint presentation to explain criteria that is being considered to evaluate enrollments, graduation rates, completions and trends.
- CHALLENGES
 - 31000 left without credential
 - Some credentials not leading to job above min wage OR future career advancement
 - Historically underserved not necessarily getting jobs in high pay/high opportunity
 - We will become more significant part of educational attainment, as ed attainment increases
- ADDITIONAL CONTEXT
 - MORE THAN ½ students left with no credential, transfer, substantial gains

- How can faculty help students make informed decisions, get a strong start, persist through challenges to finish education/career goals, help underserved students
- Need resources
- See guided pathways dashboards (SBCTC website, research tab)
 - David Prince office on completion
 - Sara Delaney: videos/instructions how to navigate
 - Info on basic milestones other metrics

Christy Campbell, CTC Link Update

- Background in various computer firms; project manager in large scale implementation
- In higher ed for 10 years; does understand ctc link implementation and why things are the way they are
- Gave an in-depth analysis of where things stand now with CTC link and choices that have been made
 - Remediation, where we are and where we are going
 - Original budget \$100 million; additional \$45 million
 - To start over...team would have been heavy on contractors, about another \$50 million
 - Implementation always bumpy – how we handle bumps is what matters

Arlen Harris, SBCTC Legislative Director, 2018-2019 state board legislative update

- Difficult session so far with interesting and fascinating ideas
- Priorities
 1. \$9 million state compensation funding gap
 2. \$3.7 million for colleges to do increments: convert pt to ft to allow colleges to address critical faculty staffing needs based on local needs; prof development
 3. \$2.2 into guided pathways for 22 colleges lacking support
 4. \$745,000 for opportunity grants to backfill for 2% increase in tuition
 5. Move maintenance and operation funding back to the operating budget, cost neutral, part of operating budget-should see some things happening this summer
- 45th district: Manka Dhingra, Dem elected to replace deceased Rep; changed dynamic/balance in legislature

- Lockers, showers for homeless students-fiscal note to HB6262 to establish pilot programs to address the needs of homeless students
- Seattle colleges working on a proviso to study regional pay
 - State patrol has regional pay, other agencies have regional pay
 - Snap shot king county, Spokane, tri-cities
- Wins
 - HB5074opportunity scholarships opened to DACA students; passed bi-partisan vote 32:11; effective 90 days after leg session, June 8
 - Senate 6248: when you receive Associate degree at Com College, you receive HS diploma if you do not
 - HB 2656 college pre, Intl Baccalaureate, 3 on 5 pt scale of AP exam can get college credit, but may not be course equivalent
 - Senate 6209 died yesterday; running start will not extend to grade 9 and 10
 - What was the problem to be solved? College affordability, students to have as many college credits as possible
 - Senate 6101evergreen free college : BA, AA, Certificate, Last in, when state need, opportunity exhausted; free isn't free...burden on taxpayers
 - Senate 6260 college to cover cost of books and transportation for low income running start; running start has become a benefit for middle class...those who can afford
 - 5558 tuition freeze, another for reduction

Action items: SBCTC Legislative Report-Gerry

- Textbooks – how do we ensure choice, quality as we work to ensure affordability
- Openwa.org OER materials in module 8
 - How do we use it?
 - How do we offer and upload materials to OER?
 - Link to different repositories
 - Bo Young will be invited to next meeting.

Theme: Equity and Inclusion Progress

Clark

- Bystander training
 - What to do/who to contact when one observes someone being harassed or beaten
- Social justice poetry slam-poets from Vancouver and Portland
- Racial Justice/social justice fair
 - LEAP, NAACP, other organizations, key note speaker
 - Rededication of totem pole at the end of the fair
- Regional conference on social justice at Clark College
- Portraits/photos/posters that honor diverse population of college community; goal to have one in every classroom
- More PPI training and unconscious bias

Pierce College – Puyallup. Aly Lambert

- Attended ENCORE
 - Transformative experience
 - Wanted things she, as chem faculty, could do in the classroom to promote inclusivity

Lake WA Inst of Tech (LW Tech)

- Equity, Diversity, Inclusion (EDI); center called Rise
- After certain events, have sponsored listening sessions; everyone feels free to speak; respond to prompts; 1st time right after election, after a shooting, incident on campus of racist graffiti in the men's room, anti-Russian in financial aid
- Method?
- Led by student government and committee on EDI

Clover Park

- Minority student engagement: to increase retention of people of color, presentations, speakers
 - Next event is to air Netflix 13th... regarding the criminal justice system
 - Now working on what to do next about membership and engaging others

Bellevue-math and science dept.

- Student diversity committee
 - Have started classes for students who are failing in a class, can participate and have their lowest exam score fail; 24 students attending; attendance has improved their grades, or able to re-take tests;

- Faculty diversity committee
 - Splitting into different groups; Reza's group about recruiting diverse faculty; asking questions: how does one feel as a non-white faculty? How large should an interview committee be? How targeted can interview questions be? (ie. Have you worked with underrepresented faculty? This was OK)

Highline

- Affinity groups: faculty and staff of color; white faculty deeply steeped in social justice work started a group "Whites on white" to examine whiteness, white fragility, privilege...to promote willingness to engage
- 20 years of allies of people of color and allies meetings, various other groups "wrap around communities" with dedicated spaces on campus, faculty support and funding UMOJA; equity task force; no chief diversity officer
- Campus wide canvas course with collection of modules, resources that deal with white privilege and what to do from very beginning level to class activities
- For a white person: gives an understanding of the cognitive load experienced by people of color to constantly track so much in addition to ordinary daily things; not optional for POC to talk about it when they feel like it.

Whatcom

- On a hiring committee, had to watch a you tube video on implicit bias
- Examining selection of who is interviewed and how
- Debra Jenkins at opening week
- Read a book: Is everyone equal
- Face to face campus discussions; bento box discussions – for faculty and staff to speak about issues of inclusion and equity, films...a lot offered for all to participate
- Betsy Hasegawa director of Intercultural Center prof development on issues of equity and inclusion
- Whatcom has 'homegrown' professional development that include these workshops

Shoreline

- 30 years requirement of multicultural course
- Equity and Inclusion, campus wide, new VP for students, equity and success
- Multicultural center for students in HUB

- Required by new contract to do 10 hours of training per year, 2 hours must be equity training – FT and don't do, no consequence; PT – don't do it, will not get renewed. Some adjuncts only teach one class a year.
- A group of faculty – many in social justice and equity division – have convened Social Justice Cooperative to promote conversations among faculty from all over campus, to cooperate, perhaps have speakers, high attendance at first one

Columbia Basin

- Diversity committee that meets regularly, ongoing conversation about race
- Observe MLK BD every year
- A lot of discussion about diversity, inclusion given current issues of the day; not a day goes by that this topic does not come up
- “If a student in one of our classes states that she/he is a racist, what would you do?” This actually happened to a new adjunct faculty member; students in the class said, “I don't believe what you say, and I am openly racist!” She was referred to experience faculty, and one who teaches culture and is well versed. (One of students actually dropped the class.)
- Has shared critical moments from fall retreat.
- Film festival and invite students and families/friends to attend; conversation about theme of the movie.
- Senior night for HS seniors to see programs; a way to chat with diverse members of community.
- New ...Rebecca Woods, from MI, strong proponent of equity, diversity, inclusion.
- We talk about cultural diversity; want to encourage more and more students from different backgrounds to join our campus....we are approaching this in a very serious way.
- This in ongoing discussion with guided pathways.

SPSCC

- Invited an artist, Margaret Noble, who makes posters that will eventually melt over time
- Opportunity, Access and Inclusion Center (formerly Diversity and Equity Center)
 - Legacy challenges due to comments made over last few years; rebuilding needs to happen

WSAC Update: Noreen Light

- Randy Spalding, Noreen's boss has moved on
- Noreen has retired
- Many changes in WSAC

Campus Reports