

PRESIDENTS' COUNCIL

Minutes

October 18, 2016

MEMBERS PRESENT:

President Joanne Truesdell

Vice President David Plotkin

FTF President Nora Brodnicki

Admin/Conf. Rep Jarett Gilbert

PTF President Leslie Ormandy

Marketing Exec Director Jack Hardy

Vice President Jim Huckestein

College Council Chair Sue Goff

ASG President Jairo Rodriguez

HR Dean Patricia Anderson Wieck

Classified President Enrique Farrera

Recorder Denice Bailey

ALL-STAFF MESSAGE ON BUDGET PROCESS

Joanne distributed a draft of a message to all staff regarding changes to the 2017/18 budget development process. Nora has shared this with Faculty Senate. This was presented to the Budget Advisory Group (BAG) last week, and now she would like Presidents' Council to review it for clarity.

The group provided feedback on the document, which will be updated before going to College Council on Friday. Joanne asked that any further suggestions be sent to Denice before the end of the day Thursday. The all-staff email will be sent on Friday with final communication. We will also send out to Presidents' Council.

COMMUNICATION AT CCC – INSTRUCTION AND STUDENT SERVICES

David reported that at the Associate Dean level and above, we are making an effort to be better at communication. Marketing is helping with this as is BJ Nicoletti. There may be a climate survey before the end of the year to assess communication. This was shared with department chairs and directors at their recent meeting.

He said communication is a two way street and for those in leadership positions (such as department chairs), there is an expectation that information from meetings will be shared with a larger audience after the meetings. College administration is putting effort into improving communication but it won't work if we don't have partners in the process.

Joanne said the college has done climate surveys in the past; the first was in 2006. We scored only 30-40 percent on communicating well. In 2008, we made it to 48%. The last time, in 2015, we were at 63%. So we are making progress but still have plenty of room for improvement. In 2009, communication was going to be a metric by which PC measured its effectiveness. We had no data team at that time, so were on our own to determine our results.

UPCOMING COMPLIANCE POLICIES

Patricia asked for the best way to communicate and get feedback on policy changes. She is developing new policies such as anti-harassment training, preventing violence against women or sexual assault, etc. She would like to know how to communicate with PTF, dept chairs, administration, etc.

Joanne suggested sending draft policies to Denice for distribution prior to the meeting during which they will be reviewed. Nora said one policy at a time would be best. Jack suggested creating a calendar of when policy will be presented. Denice can track the future agenda items.

Leslie said PTF have not being paid for trainings done in the past. If you pay them for training, they will participate. Patricia clarified that she will need feedback during policy development as well. Patricia and Leslie will discuss how to engage PTF after the meeting or later this week.

Patricia confirmed she will work with Denice on the calendar of policy reviews, one at a time. The college could lower its insurance premiums in the future if policies are in place. Joanne said this can also be tied to our graduation results and drop out statistics.

Leslie reported she is seeing increased disruption in the classroom, possibly due to the volatility of the election season, and asked if there are any campus resources to help. Joanne said we have sent out general election behavior guidelines but nothing about classroom management. David said he will ask Jil Freeman if she and the BIT can put something together for faculty. Leslie said it is mostly anti-LGBT and anti-woman talk. Patricia said if it is gender based, it falls under Title IX and the college has to respond to it. David said this is not just about compliance but about creating a safe place for our students.

Joanne mentioned there is a free speech group that challenges free speech restrictions in policy at colleges and universities. We need to have discourse around multiple opinions and perspectives; no one should be shut out. But this needs to be done appropriately without disrespect. We have dealt with bias and exclusion for a long time. We need to keep track of the gains that we make for our students. David said he is having a work group read a book on civility.

Nora related an experience with a controversial piece of art in the early 2000s. It end up creating some good experiences and conversations at the college.

David will put together a group with all association presidents to look at the issue of how to help people understand civility and deal with heightened emotion and potentially schedule a larger event about fostering civility.

Joanne asked if PC should have this as an agenda item on November 1. David would like to do something sooner than that.

Joanne said this is happening now because of the election but reminded the group there are parts of our community that are more or less likely to be connected to the opportunities at the college because of who they are. We don't want to stop all disagreements but make the conversations constructive. Whatever we do to support faculty, we should dovetail that message for students. Our mission is to help those who may be in need.

PTF EMAIL GROUP

Patricia does not have a resolution today that will end this conversation. She has spoken to IT. This problem is not as simple as we think it is. Last term we had a list, but it is no longer correct. We are going to have to capture a time into the term, maybe 3 weeks, that we can identify PTF to create the list. IT will then have to apply filters and do other things to the list. HR and IT are committed to correcting this.

Patricia suggested Leslie send out an email asking her members to respond if they are teaching this term. Leslie has already sent one out asking them to contact Patricia, but Patricia has not seen any responses. Patricia suggested using the list of those on the FAC list in HR.

Nora said her department's PTF do not check their Clackamas email regularly, and some do not use it at all, listing alternative emails on their syllabus. FTF are not always good at checking their emails, either.

Jarett suggested having PTF forward their Clackamas mail to their personal email address. Joanne said this is an issue for students as well. The group discussed this option.

Patricia will share some temporary remedies with Leslie and bring back this topic at the November 15 Presidents' Council.

OTHER

Classified Appreciation update – Denice reported to the group on the Classified Association appreciation event planning and asked the association presidents to recruit volunteers to help during the event. Nora will look for donations for door prizes. Denice will send an email to Leslie with more details. Nora asked about the length of the event and Denice confirmed it will be an hour and a half.

College Council – Sue reported the first College Council meeting was two weeks ago, another is scheduled for this week. College Council reviewed the CCR document, reviewed first reads on ISPs for the substantive change report, heard an update on the curriculum process, heard about the spring survey, and learned about new system password requirements.

ASG – Jairo went to the OCCSA meeting at Chemeketa, which had to move because of a fallen tree on campus. He was serving as interim chair until a new chair could be selected for the year, but they delayed the vote on the chair until the next meeting so he is still interim chair. The next meeting November 5- 6. ASG is hosting an election party on November 8 in the Community Center from 5:00 to 8:00 p.m.

FTF – Nora said starting this evening, the NEA Emerging Organizers Academy will be on campus. They are working with the associations to see how they can work better together. They will be in the Community Center on Thursday with coffee and doughnuts, having lunch in RR220 from noon to 2:00, then back in the community center from 2:00 to 3:00. There will be 18 representatives from all over the country. They will also help with phone banking.

Nora asked about the emergency test that is planned for the 20th. She is concerned about our hearing impaired faculty and reminded the group many classrooms do not have phones and so will not receive the emergency notification. Joanne asked Jack to create some type of communication that she can send

to the state listing all the places on campus that did not get the notification and those disabled staff members for whom we don't have appropriate accommodations. Patricia will talk to those people she is aware of to find out what their preferred accommodations are. Enrique suggested checking with DRC as well.

The FTF contract has all signatures except the Board Chair, and he will be on campus on Thursday to sign.

PTF – Leslie was able to get a quorum and will be sending a check for Classified Appreciation. She is collecting weird stories from her members.

Classified – Enrique said today a bargaining session was held. Jim and the team proposed a package that they are considering. They will respond tomorrow. He thanked Jim and David for their work and appreciated the change of bargaining culture under their leadership. He is confident that we will have an agreement very soon.

Enrique said he learned from the HECC meeting that PCC got 150 students from the ITT tech closure. They will start winter term. Enrique told HECC help from other community colleges is available if needed. They talked about election measures. There will be a special meeting on November 4 and another meeting on the 16th.

Joanne asked if the November 4 is executive or open session. Enrique confirmed it is executive session. He said U of O requested \$100M from this year's budget. Enrique asked that funds set aside for safety and security measures not be affected by this request. He voiced concerns about credit for prior learning, and will talk more about this with Jarett when agenda is published. It all comes down to the budget.

Admin/Confidential - Jarett reported he was contacted by the new tobacco cessation coordinator at the Division of Public Health. CCC has been identified as a campus that is not tobacco-free. Jairo said he would talk with them. Joanne said she does not believe we will ever be totally smoke free and she is not in favor of forcing smokers out into the street.

Adjourn 5:00 p.m.