

PRESIDENTS' COUNCIL

Minutes

April 11, 2017

MEMBERS PRESENT:

President Joanne Truesdell
Vice President David Plotkin
FTF President Nora Brodnicki
Admin/Conf. Rep Jarett Gilbert
PTF President Leslie Ormandy
ASG President Jairo Rodriguez

HR Dean Patricia Anderson Wieck
Vice President Alissa Mahar
College Council Dean Sue Goff
PIO Lori Hall
Classified President Enrique Farrera
Recorder Denice Bailey

Guests

Vicki Hedges
Jamie Blansett

Joanne introduced Jaime Blansett, who is working as a CWE student in the Executive Offices.

TALENT ACQUISITION PROCESS

Director Vicki Hedges distributed a handout on the talent acquisition process. Feedback from the previous meeting has been incorporated. She reviewed the major changes from the earlier version.

Nora asked when names of finalists can be shared publically. Vicki said once the candidates have been confirmed to attend, it can be shared.

Enrique asked about communication with the search committee and said the language in the document is too vague. He would like the document to say the hiring manager communicates with the committee before a public announcement is made about the new hire. He would like to see a checklist on communication with the committee. Joanne agreed it is appropriate to let the committee know who has been chosen for the position prior to the public announcement.

Enrique said the association president should have the privilege of participating or appointing someone to the committee on the higher level hiring committees such as vice president and president searches. Vicki will check the bargaining agreements to see if there is language that addresses this.

Joanne said associations usually have one position on search committees for deans and higher. Association presidents can participate or appoint someone to participate. It is probably not in the bargaining agreement, but is our past practice.

Jarett asked for clarification for the "exceptions" to the list of candidates to be interviewed. Vicki said it applies to internal candidates or those with veteran's preference, but they will work on the language to make it clearer. Joanne cautioned against telling candidates that they will get an interview based on internal or veteran's preference, as even those eligible for the exception may still not qualify for the position.

Joanne suggested using the Talent Acquisition process on a few hires, then review and update if needed.

Lori asked how the document is being implemented. Vicki said it will be posted on the college web site and then distributed to hiring managers. Lori suggest the process should be a requirement, because that would make people more likely to use it. Multiple people agreed and said this should be a standard document that must be completed for all hiring committees.

OTHER

Patricia reported that this is sexual assault awareness month. HR has created decals with information for those who may need help. ASG and Creative Services created the posters and bookmarks that will be placed on campus. A social media campaign is starting and information will be posted on the campus reader boards. Clackamas Women's Services has hired an advocate who will be on campus next week. Michelle Dodgion and Patricia are CCC's trained advocates.

She reported April 26 is Denim Day and provided the background the day.

Patricia reminded PC that John Ginsberg is the Deputy Title IX Coordinator and is responsible for the community. Chris Smith is also a Deputy and is in charge of investigating staff & faculty complaints. Patricia investigates administrative complaints.

ASSOCIATION REPORTS

PTF – Leslie reported

- The State of Oregon has provided guidance to the unemployment office, and PTF may now get unemployment in the summer. This is huge for her and her colleagues.
- PTF are moving forward with the garden project.
- She is looking for members who are interesting in being an officer next year. She will be running for president again.

FTF – Nora reported

- In the FTF bargaining agreement, Article 6 and the MOU related to it has language about Inservice. It states Monday and Tuesday would be used for planning. The Inservice schedule has changed, so a new MOU is needed. Senate is voting on it and should have a final tally by Friday.
- Senate elections are ongoing and April 30 is the deadline. Voting starts May 1.
- The Faculty Forum is coming up. Directors and department chairs must submit Position Opening Requests by April 14, and the Forum is scheduled for April 21, from 3:00 to 5:00. The survey will be open to the entire college after the Forum. The Deans will meet with the association presidents to finalize the decision.
- They discussed Guided Pathways at the last faculty meeting. Faculty request that administration look at where the college wants to be in 5, 4, 3, 2 years, and next year. They want to be engaged, but want to have a clear vision.

Classified - Enrique reported

- He appreciated Patricia attending Tamara Davis's service.
- He was in Salem yesterday and said the legislature has a lot of work to do.
- He provided testimony on health care for part-time employees, but does not think there is enough money for that to go through this year.

- The professional development fund for classified has been used for the year.
- He will be going to Washington, D.C. in three weeks to talk about money.
- There is a diversity conference in June for NEA. He has four members that would like to go but since there are no professional development funds left, he is asking NEA for scholarships.
- They have been working on the Marylhurst agreement and will be doing a MOU for the change to the bargaining agreement.

Admin/Confidential - Jarett report

- The last admin/confidential meeting is next week.
- He has received one volunteer to serve as president next year.
- He thanked everyone who participated in the All Staff Breakfast and Recognition event. It was a lot of fun and we collected a lot of donations for the Cougar Cave.
- There will be a dental outreach event on April 22 at the Harmony campus, to deliver healthcare to patients in need. Compassion Connect in Tigard is facilitating the event.
- We just signed a co-admission agreement with Linfield College.

ASG - Jairo reported

- This is sexual assault awareness. Megan Baumhardt is doing a great job to get resources for the following:
 - Self-defense classes
 - Flags in the quad
 - Denim day on April 26
 - Whistles and teal ribbons
- The grant process is closed. They are giving awards this week.
- Elections are coming up soon. He is running again for president and running opposed.
- There are lots of transitions going on right now, he is formulating documents for next year's team.

College Council – Sue was not at the last college council, but provided the following report:

Chris Robuck talked about equipment funding.

The group reviewed ISPs.

Jairo shared the No Blue Tape policy

College Council is cycling through committee reports and heard an Accreditation Steering Committee report from David.

OTHER

Nora asked about the new process for non-faculty PORs, since she saw one that had been recently sent out. Patricia said we are not ready to implement the new process yet. It must go through College Council and Presidents Council before it can be implemented. We are still following the old process for now. Alissa said there is work to be done prior to scheduling the next meeting.

Jarett asked one of the commitments, regarding the new title for the Director of Business Services. Alissa confirmed it is now Dean of Business Services. Joanne suggested we remain open to using the working title if that is what the new hire would prefer. We need to align with what the market calls this position, so people know what they are applying for.

Joanne gave an update on legislative activity. Dave Hunt testified for community colleges on Monday. Joanne testified last week and Nora said she knocked it out of the park. Joanne does not think there is a

lot of energy in the legislature, maybe because there is no money to allocate. They are waiting for the May forecast to see what to pursue: cuts or more revenue. This is the week that proposed bills die if they have not yet received a hearing. Things that may be receiving a “courtesy hearing” sometimes get through, so we have to pay attention to all of them. There is a transfer bill would help students avoid having unused credits when they transfer to a four-year university.

Joanne said a big issue with health care for part-time faculty is that we are required to be under the Oregon Educators Benefits Board (OEBB) while other universities are covered under Public Employee Benefits Board (PEBB). If a PTF member works for both, which plan will cover them? No one wants to address that question. The HECC is being asked to be the benefits administrator. She believes the state needs to fund insurance through one agency if they want to implement health care for part-time employees and require all PTF to be insured through that agency.

Capital construction is being considered in the legislature this Thursday, but it will be late May or June before a decision is made. It is still reasonable to assume community colleges will be funded at \$500M to \$550M. Some community colleges are planning layoffs. While CCC is not expanding our faculty, we don't expect to reduce them, either.

Adjourn 4:43