**PRESIDENTS’ COUNCIL**

Minutes

June 2, 2020

Meeting held via Zoom

# MEMBERS PRESENT:

President Tim Cook Vice President David Plotkin

Vice President Alissa Mahar CHRO Melissa Richardson

ASG President Ashley Magaña FTF President Dustin Bates

PTF President Leslie Ormandy Admin/Confidential President Matt Goff

Executive Director Marketing Lori Hall College Council Representative Cynthia Risan

Recorder Denice Bailey Classified Co-President Kelly Lawrence

Guests: Tom Sonoff

This is the last meeting of the year. Tim thanked everyone for their work this year. It has been one for the ages. Tim shared the video put together for graduation from the music department.

**DEI STRATEGIC PLAN**

Tim Cook reported we are at a final draft of the DEI Strategic Plan right now. It has been out to the campus for a couple weeks, and is now ready for approval. Tim wants Presidents’ Council to have one more conversation and College Council will have one more conversation about the plan. This is time to celebrate this work. Many people have been involved in it. Jaime Clarke, Klaudia Cuevas, John Ginsburg, Stephanie Schaefer, and the committee have put in countless hours. He thanked them for this effort.

Given everything happening in the world and the recent death of George Floyd, it will take the entire college to move this work forward. Tim sent out a message to the campus on this topic last night, and it is important to realize that not everyone on campus feels the same way. We have our work cut out for us as we move forward with DEI work. The plan will be presented to the Board in June and we will ask them to adopt a resolution supporting the plan.

Klaudia said it has been a lot of great work from amazing people at CCC. The first Q&A session was two weeks ago and they got great feedback on the plan. There haven’t been any major changes to the plan from the Q&A sessions, just minor editing.

Questions came up around the current financial situation and how we will be able to move forward with the plan. Tim confirmed that DEI work will continue to be prioritized. Not everything in the plan is tied to a budget item, many things are related to our systems and looking for systemic change. Who is ultimately responsible for implementing the DEI Strategic Plan? It is going to take all of us, it needs to be imbedded in all of our roles. There are specific committees identified in the plan, but it is the responsibility of everyone at the college.

Klaudia said the committee is looking into a training plan for next year for leadership and DEI committee.

She confirmed that PTF will be trained along with all other employees.

Kelly Lawrence asked if we will be able to fund the priorities. Tim has announced the DEI officer position has been put on hold. He will be asking the college community whether it should be filled or not. While we do have a tight budget, we have to set money aside to do the DEI work. It will probably not be enough for everything that we would like to do next year.

Klaudia said strategic priority 1 is the foundational piece and is about training. So the first thing the committee will do is look at training to bring to college community. Other items are slated to be carried out in Year 2 or 3. Right now, they will focus on Year 1 items, such as developing DEI framework. They need to put together a team for this. There will be a lot of communication over the year, so they will be working closely with CRM and encouraging participation.

Klaudia and Tim responded to questions and comments from the group and audience.

**CCC RETURN TO CAMPUS UPDATE**

Tom Sonoff updated the group on the status of the Return to Campus workgroup. They are working on the outline of a draft plan for returning to campus. There are a lot of moving parts and it is very complicated because there is not a lot of specific information or guidance coming from the state. We have information on social distancing and personal protective equipment (PPE), but not a lot on when all or part of the campus will be able to come back to work. They are making good progress and having good conversations; it is a dedicated group of people.

Tom shared a timeline. He hopes to have the draft plan out for the public by the middle of June. He shared the communication with the college that has happened to date. He asked for patience and flexibility in the process. It will look different when we return to campus; it will be a different environment. The plan will change over time, as new information is coming out every day. What you see when first return to campus may change over time.

Tom said he has reviewed OSHA documents, information posted on the governor’s webpage, and other colleges’ draft plans. There is going to be a cost to the college to make sure that everyone is safe. When we talk about social distancing, we are also talking about logistics specific to the college.

In response to a question about students not complying with the requirements, Tom said there is nothing in place right now, as they are not in that part of the plan yet. There are probably employees who will push back as well. It will take good communication and explanation of why these changes are needed. Everyone will have personal responsibility to follow the processes. The workgroup will be talking about compliance in the future.

Cynthia suggested Jennifer Nickell join the smaller CTE sub-group.

Tim thanked Tom for the report and his work.

**CLASSIFIED APPRECIATION EVENT**

In the interests of time, Tim requested this item be moved to a fall term meeting.

**OTHER**

Tim said he has talked about our shared governance process and reinvesting/re-engaging in the work. He talked with association leaders and others on how to get this restarted. He proposes a couple of representatives from each association participate in a workgroup this summer to tackle shared governance. He suggested also putting out an application to the college for participants. It cannot be a massive group, but he would like some “at large” members. He is hoping to develop some structures and processes to bring to the college next fall. He said Presidents’ Council may need to meet this summer, as there is a lot going on.The group discussed participating on the shared governance workgroup. The current shared governance documents can be found on the committee webpage, under the Presidents’ Council meeting on October 15.

Tim shared he and the Executive Team are reading *Higher Education Administration For Social Justice And Equity.*

Tim asked Shalee to give an update on the Department of Labor grant. Shalee reported we applied in January and the grant will serve 80 Job Corp eligible students interested in CTE fields. She is very excited about it and excited to see how we move forward with getting students enrolled and engaged. The grant provides wraparound supports like mental health, job search, and others.

# ASSOCIATION REPORTS

ASG – Ashley reported:

* ASG is wrapping up the year.
* They hosted a CCC Trivia game.
* They are working on how to promote hiring. Only five students are returning next year.
* She is working with Lanie and Malachi to get processes down.
* The Multicultural Center put together a pamphlet for Black Lives Matter.

CLASSIFIED – Matt reported:

* He has been very busy.
* The MOU needs to be signed
* The MOA on Covid-19 is out for a vote.
* Elections have closed and he and Kelly will serve another year as co-presidents.
* They have been working with those who have been laid off.

PTF - Leslie reported:

* PTF signed the MOA on COVID-19 changes.
* Their election ends on the 5th. She and Jennifer Nickel ran uncontested.

FTF - Dustin reported:

* Senate elections are happening right now for president-elect. Paul Wanner is running and Nora Brodnicki and Mark Yannota are running as co-presidents. Voting closes tomorrow.
* The MOU went out for a vote. Results were 68 yes and 2 no. He has signed it.
* He testified to the Oregon Senate committee about the impact of Covid-19 to the community colleges in the state and specifically on CTE classes.

Admin/Confidential - Matt reported:

* Amy Cannata will be admin/confidential president starting in July. She will do a fantastic job.

College Council - Cynthia Risan reported:

There has not been a College Council since the last Presidents’ Council meeting. The last one is scheduled for this Friday. She will be chairing it again next year.

**Other announcements:**

David Plotkin reviewed what he had discussed with the academic reduction and elimination workgroup. He will move forward with a survey in the fall.

Lori announced graduation is June 12. Ashley will lead the procession. She asked the association presidents to encourage members to participate.

Tim said this has been quite a year. He appreciates everyone. It will be interesting to see what Presidents’ Council looks like next fall. It has been an enjoyable year working with all.