

This Open Meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, §§ 551.001 through 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of Board Relations. Per Texas Government Code § 551.1282.

**NOTICE OF REGULAR MEETING BY VIDEOCONFERENCE OR
TELEPHONE CALL OF THE BOARD OF TRUSTEES FOR DALLAS
COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL**

<http://www.dcccd.edu/boardmeetingslive>

Tuesday, December 15, 2020

4:05 p.m.

DUE TO HEALTH AND SAFETY CONCERNS RELATED TO THE COVID-19 CORONAVIRUS, THIS MEETING WILL BE CONDUCTED BY VIDEOCONFERENCE OR TELEPHONE CALL. AT LEAST A QUORUM OF THE BOARD OF TRUSTEES WILL BE PARTICIPATING BY VIDEOCONFERENCE OR TELEPHONE CALL IN ACCORDANCE WITH THE PROVISIONS OF SECTIONS 551.125 OR 551.127 OF THE TEXAS GOVERNMENT CODE THAT HAVE NOT BEEN TEMPORARILY SUSPENDED BY ORDER OF GOVERNOR ABBOTT ON MARCH 16, 2020.

AGENDA

1. Roll Call - Announcement of a Quorum
2. Certification of Notice Posted for the Meeting
3. Citizens Desiring to Address the Board
4. Chancellor and Board Announcements
(Comments on Accomplishments; Awards Received; Appointments at the Local, State, and National Level; Published Articles and Newspaper Reports; District/College Reports/Metrics, and Upcoming Events; Workshops, Seminars, and Conferences taking place at the District or any of its Colleges)
 - A. Announcements from the Chancellor
 - B. Announcements from the Board Chair and/or Trustees

5. Opportunity for Members of the Board and Chancellor to Declare Conflicts of Interest Specific to this Agenda

6. Consent Agenda

(Consent Agenda items may be approved by a single motion and vote or, alternatively, upon request of a Trustee(s); any listed item can be removed and considered individually.)

A. Minutes

1) Approval of the November 10, 2020 Regular Meeting Minutes

2) Approval of November 13, 2020 Special Meeting Minutes

B. Finance Items

1) Approval of Interlocal Agreement with Dallas County on behalf of Dallas County Sheriff's Office for Dallas College Police Officer Training

2) Approval of Agreement Between Dallas College and Greenlight Credentials, LLC to Provide Validation of Official Transcripts

3) Approval of the Sublease Agreement Between Dallas College (DC) and the Construction Education Foundation (CEF) to Provide Office Space as Part of Partnership with North Lake Campus

C. Education Workforce Items

1) Approval of Interlocal Agreement Between Dallas College (DC) and City of Dallas for Commercial HVAC Program to Expand HVAC Workforce Training Program

D. Richland Collegiate High School Item

- 1) Approval of Adoption of Richland Collegiate High School House Bill 3 (HB 3) Implementation: College, Career, and Military Readiness (CCMR) Board Plans and Goals

E. Recommendation from Audit Committee

- 1) Approval of Comprehensive Annual Financial Report (CAFR) for the District and Richland Collegiate High School and Single Audit Report of Federal and State Awards together with Reports of Independent Auditors, for the Fiscal Years Ended August 31, 2020

F. Resolutions

- 1) Adoption of Resolution Certifying 2020-2021 Board Self-Assessment
- 2) Adoption of Resolution Establishing the Board's Mission Statement and Adopting the Strategic Priorities as that of Dallas College

7. Informative Reports

A. Committee Reports

(Committee notes are listed only after they have been reviewed and approved by the committee in question.)

- 1) Audit Committee Notes for October 6, 2020
- 2) Education Workforce Committee Notes for November 10, 2020
- 3) Finance Committee Notes for November 10, 2020

B. Richland Collegiate High School Financial Integrity Rating System of Texas Financial Management Report

C. Use of Facilities Agreement with the Board of Regents of the Texas A&M University System

D. Current Funds Operating Budget Report for October 2020

E. Monthly Award and Change Order Summary

F. Facilities Maintenance Projects Report

G. Dallas College Foundation Report (December 2020)

H. Notice of Grant Awards (December 2020)

I. Contracts for Educational Services

J. Human Resources Update

K. Faculty Sabbatical Leave

8. Board Internal Reorganization - Move to Executive Session

A. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignments, Duties, Discipline, or Dismissal of Officers or Employees - Section 551.074

B. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers - Section 551.071

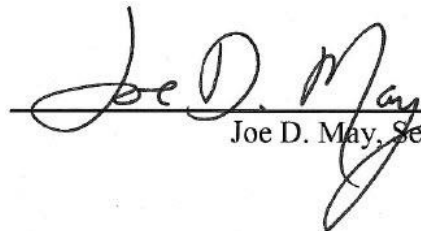
C. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072

D. Deliberate Regarding Security Devices or Security Audits- Sections 551.076 and 551.089

9. Adjournment

**CERTIFICATION OF NOTICE POSTED FOR THE
DECEMBER 15, 2020 REGULAR MEETING OF DALLAS
COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL
BOARD OF TRUSTEES**

I, Joe D. May, Secretary of the Board of Trustees of Dallas College, do certify that a copy of this notice was posted on the 11th day of December 2020 on the Dallas College website, as required by section 551.043 (a)-(b)(1) of the Texas Government Code, and in accordance with those other provisions of the Texas Government Code that have not been temporarily suspended by order of Governor Abbott on March 16, 2020.



Joe D. May, Secretary

5. OPPORTUNITY FOR MEMBERS OF THE BOARD AND
CHANCELLOR TO DECLARE CONFLICTS OF INTEREST SPECIFIC
TO THIS AGENDA

Texas Local Government Code, Chapter 176, provides that local government officers shall file disclosure statements about potential conflict(s) of interest in certain defined circumstances. “Local government officers” are the chancellor and trustees. The penalty for violating Chapter 176 accrues to the chancellor or trustee, not to DCCCD.

Names of providers considered and/or recommended for awards in this agenda appear following this paragraph. If uncertain about whether a conflict of interest exists, the Chancellor or Trustee may consult with DCCCD General Counsel Robert Wendland.

City of Dallas
Construction Education Foundation (CEF)
Dallas County Sheriff’s Office
GreenLight Credentials, LLC

CONSENT AGENDA NO. 6A-1

Approval of the November 10, 2020 Regular Meeting Minutes

It is recommended that the Board approve the minutes of the November 10, 2020 Regular Board meeting.

A virtual Regular meeting of the Board of Trustees of Dallas College was held Tuesday, November 10, 2020, beginning at 4:10 p.m. on the Cisco WebEx platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. The meeting was convened by Chair Diana Flores.

Board Members and Officers Present

Ms. Monica Lira Bravo
Ms. Charletta Rogers Compton
Ms. Diana Flores (chair)
Mr. Wesley Jameson (vice chair)
Dr. Joe May (secretary and chancellor)
Mr. Phil Ritter
Mr. JL Sonny Williams
Ms. Dorothy Zimmermann

Members Absent

None.

1. **Roll Call - Announcement of a Quorum** was confirmed by Iris Freemon.
2. **Certification of Notice** posted for the Meeting was confirmed by Chancellor Joe May.
3. **Citizens Desiring to Address the Board**
None.
4. **Chancellor and Board Announcements**
 - A.
 - Chancellor May discussed the tragic shooting last Thursday resulting in one Officer injured and death of Reginald Alexander, Jr. Facts were continued to be gathered by our police and Dallas PD.
 - Chancellor stated that it's numbing to see that we were in the 9th month of the pandemic and the "new normal". The COVID case

numbers continued to go up. Leadership was staying in regular contact with health officials and health care community to stay abreast of what's going on. For the safety of students and employees, leadership had approved 100% remote work after the Thanksgiving Holiday through the first of the year. We would be serving students in a totally virtual environment.

- Moving on with the transition to Dallas College, it was important we had the right people making decisions. After extensive interview processes, Dr. May announced people hired in key areas, specifically in the areas of academics.
- Also, we had elections in Dallas County. Two trustees ran for re-election. Chair Diana Flores was re-elected. Vice Chair Jameson was headed to a runoff on Dec. 8. The Board meeting would be moved to Dec. 15 to allow for the election.

B. Announcements from the Board Chair and/or Trustees

- Chair Flores, on behalf of the board, was praying for all involved in the tragic shooting.
- She acknowledged local elections and thanked all who voted for her in District 6.
- She announced that on the following Friday the Board would canvass the votes for District 6 and approve the runoff election for District 5.
- She recognized three retirees.
- Trustee Bravo announced that she and State Representative Victoria Neave held a virtual Paying for College Fair in October. She thanked those who assisted with putting it on.
- Vice Chair Jameson spoke to Dallas College's involvement in the community and being a well-known commodity.
- Trustee Zimmermann spoke to the savings we had by having a November election vs a May election.

5. Consent Agenda

Trustee Ritter moved and Trustee Bravo seconded the motion to approve consent agenda items 5A- D. A roll call vote was taken as follows:

- Chair Flores – Aye
- Vice Chair Jameson – Aye
- Trustee Compton – Aye
- Trustee Bravo – Aye
- Trustee Ritter – Aye
- Trustee Williams – Aye
- Trustee Zimmermann – Aye

The motion was approved and passed by a unanimous vote of Board members present.

A. Minutes

- 1) Approval of the October 6, 2020 Regular Meeting Minutes
- 2) Approval of the October 27, 2020 Special Meeting Minutes

B. Policy Items

- 1) Approval of Amendments to Policies Concerning Dallas College Name and Definitions & Board Legal Status – AB and BA (LOCAL)
- 2) Approval of Amendments to Policies Concerning State and Federal Revenue Sources – CAA and CAAB (LOCAL)

C. Finance Items

- 1) Approval of Order Authorizing the Redemption of the General Obligation Refunding Bonds, Series 2018 and the Redemption of the General Obligation Refunding Bonds, Series 2019; Delegating the Redemption of the Bonds to the Designated Financial Officer Named in this Order; Establishing the Use of Available Debt Service Funds for the Purpose of Affecting this Redemption

D. Education Workforce Items

- 1) Approval of Interlocal Agreement for Bioterrorism or Health Emergency Assistance between Dallas County and Dallas College

6. Individual Items

A. Talent Items

- 1) Approval of Warrants of Appointment for Police Officers

Vice Chair Jameson moved, and Trustee Bravo seconded the motion to approve item 6A-1. A roll call vote was taken as follows:

- Chair Flores – Aye
- Vice Chair Jameson – Aye
- Trustee Compton – Aye
- Trustee Bravo – Aye
- Trustee Ritter – Aye
- Trustee Williams – Aye
- Trustee Zimmermann – Aye

The motion was approved and passed by a unanimous vote of Board members present.

7. Policy Items – First Reading

A. Approval of Amendments to Policies Concerning Site Management – CHE (LOCAL) Use of Electronic Mail System

Item 7A was tabled.

- Trustee Zimmermann commented about CAA (LOCAL). “College District” had been defined out of everything we do. Yet, policy CAA, on page 17, talked about College District three times.
- Tricia Horacio stated that the name couldn’t be changed until the official name change had been approved within that policy. TASB would make a global change once approved.

8. Informative Reports

A. Committee Reports

- 1) Governance Committee Notes for October 6, 2020
- 2) Education Workforce Committee Notes for October 6, 2020
- 3) Finance Committee Notes for October 6, 2020

B. Report from Investment Officers on Training

C. Current Funds Operating Budget Report for September 2020

D. Monthly Award and Change Order Summary (September 2020)

E. Facilities Maintenance Projects Report

F. Dallas College Foundation Report (November 2020)

G. Notice of Grant Awards

H. Contracts for Educational Services

I. Human Resources Update

- Chair Flores had comments regarding report on equity for Hispanic/Latino employees. “Diversity without equity is not inclusion.” She expressed her continued concern with hiring authority working to remedy the workforce equity within the second rounds of hiring.
- Chancellor May stated that this was a serious issue and it is a priority.

9. Executive Session

The Board moved into Executive Session at 4:40 p.m. and returned to the regular meeting at 5:29 p.m.

10. Adjournment

The Regular Meeting adjourned at 5:31 p.m.

Captioned video and transcripts for Dallas College Board Meetings are available at our website, www.dcccd.edu/boardmeetingslive, under the Archived Videos section.

CONSENT AGENDA NO. 6A-2

Approval of November 13, 2020 Special Meeting Minutes

It is recommended that the Board approve the minutes of the November 13, 2020 Special Meeting.

A special meeting of the Board of Trustees of Dallas College was held Friday, November 13, 2020 beginning at 4:00 p.m. and was broadcast on the Cisco WebEx platform via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Chair Diana Flores.

Board Members and Officers Present

Ms. Monica Lira Bravo
Ms. Diana Flores (chair)
Mr. Wesley Jameson (vice chair)
Dr. Joe May (secretary and chancellor)
Mr. Phil Ritter
Mr. JL Sonny Williams
Ms. Dorothy Zimmermann

Members Absent

Ms. Charletta Rogers Compton

1. **Roll Call - Announcement of a Quorum** confirmed by Dr. Iris Freeman.
2. **Certification of Notice** posted for the meeting confirmed by Chancellor May.
3. **Citizens Desiring to Address the Board**
None.
4. **Chancellor and Board Announcements**
(Comments on Accomplishments; Awards Received; Appointments at the Local, State, and National Level; Published Articles and Newspaper Reports; District/College Reports/Metrics, and Upcoming Events; Workshops, Seminars, and Conferences taking place at the District or any of its Colleges)
 - A. Announcements from the Chancellor
None.
 - B. Announcements from the Board Chair and/or Trustees
None.

5. Resolutions

A. Approval of Resolution Canvassing Returns and Declaring Election Results of the November 3, 2020 Election in Trustee District 6

Trustee Ritter moved to approve item 5A second from Trustee Williams. A roll call vote was taken as follows:

- Chair Flores – aye
- Vice Chair Jameson – aye
- Trustee Ritter – aye
- Trustee Compton – not present
- Trustee Zimmermann – aye
- Trustee Williams – aye
- Trustee Bravo – aye

The motion was approved and passed by a unanimous vote of Board members present.

B. Approval of Resolution Ordering and Giving Notice of the December 8, 2020 Runoff Election in Trustee District 5

Trustee Bravo moved to approve item 5B second from Trustee Jameson. A roll call vote was taken as follows:

- Chair Flores – aye
- Vice Chair Jameson – aye
- Trustee Ritter – aye
- Trustee Compton – not present
- Trustee Zimmermann – aye
- Trustee Williams – aye
- Trustee Bravo – aye

The motion was approved and passed by a unanimous vote of Board members present.

6. Executive Session

None.

7. Adjournment at 4:08 p.m.

Captioned video and transcripts for Dallas College Board Meetings are available at our website, www.dcccd.edu/boardmeetingslive, under the Archived Videos section.

FINANCE ITEM NO. 6B-1

Approval of Interlocal Agreement with Dallas County on behalf of Dallas County Sheriff's Office for Dallas College Police Officer Training

The Chancellor recommends that authorization be given to approve the following interlocal agreement(s) between Dallas College and the Dallas County on behalf of Dallas County Sheriff's Office.

Purpose

Allow the Dallas College Police to use the Dallas County Sheriff's Office Firing Range for officer training.

This agreement is for use of the Dallas County Sheriff's Office Firing Range for the period December 16, 2020 through December 16, 2023. Dallas College Police Department will pay Dallas County in an amount not to exceed \$75,000 over the three-year contract. This agreement will provide services for Dallas College Police to use the Dallas County Sheriff's Office Firing Range.

Background

This interlocal agreement will approve execution of a three-year contract with the Dallas County Sheriff's Office (DCSO) to allow Dallas College Police to use the DCSO Firing Range. Dallas College does not currently have shooting range facilities to train officers in certain skills.

Each year, all Dallas College officers participate in bi-annual qualifications. In addition, this contract supports Dallas College Police's state certification as a training agency.

Funding Source

Operating Budget

Resource Contact

Lauretta Hill, Chief of Police, Public Safety and Security, Dallas Colleg

FINANCE ITEM NO. 6B-2

Approval of Agreement Between Dallas College and GreenLight Credentials, LLC to Provide Validation of Official Transcripts

The Chancellor recommends that authorization be given to approve an agreement with GreenLight Credentials, LLC for an amount not to exceed \$126,000 to continue providing various services, related access, validation and delivery of student records.

Purpose

Reduce barriers for students by providing secure and efficient validation of official records.

Background

In 2019, the College worked with GreenLight Credentials, to provide a method for students to access their official records and transcripts through a secure site on the Internet. This approach allows our students immediate access to their records and transcripts, where before they had to wait days and sometimes weeks to get official records transferred to employers or other colleges and universities. This original contract was a co-development agreement, at no cost to the College, to provide basic functionality, which was achieved in June 2019, making it the first large-scale implementation at any college or university in the nation. Currently, there are over 1.8 million student records in the environment, with over 50,000 students who have engaged with the platform to take ownership of their records and have sent those records to thousands of employers and transfer institutions.

GreenLight has continued to expand its service offerings and Dallas College is engaging in several areas of new functionality. These new functions, that are add-ons to the platform we have in place, are as follows:

- Academic Marketplace (\$16,000)
This tool will allow Dallas College enrollment managers to find and contact high school students who meet various criteria such as transcript scores, Promise-related information, third party test score range (where data is available), endorsements, accomplishments, certifications/licensures, etc. The purpose of this tool is to identify students that might be interested in joining Dallas College to provide them with the guidance to complete the admission process.
- Degree Verification Services (\$0)
This service will allow degree holders immediate access to official degree verification documents that meet the requirements of employers. Students will specifically identify and give permission to individuals that wish to

verify the students' Dallas College degree(s), certifications and courses. The recipient will be permitted one verification per student request.

- Accessibility Compliance (\$10,000)
The College is required to meet Americans with Disabilities Act (ADA) compliance for software and services we use with faculty, students, and whomever uses our web sites and applications. GreenLight will modify its platform to conform to Web Content Accessibility Guidelines as defined by World Wide Web Consortium.
- Tracking Student Non-Degree Information (estimated \$50,000)
Our current solution only tracks student academic records. However, there is a need to track skills gained through non-credit certifications, training at other institutions, employer-provided training, etc. This module will enable Dallas College to capture and present this information by allowing students to store Open Badge-compliant badges, certificates and verified recommendation letters. These additional features will be HIPAA-compliant, per Texas state law.
- Virtual Job Fairs (estimated \$50,000)
The proposed Virtual Job Fairs module will allow the College to utilize the Internet and Blockchain environments to extend the Fair into a virtual environment so that the exchange of information can be performed rapidly, and students and staff can have a wider exposure to a larger number of employers.

Through GreenLight Virtual Job Fair (VJF) Platform, Dallas College can run an unlimited number of virtual job fairs for its students and displaced employees. Approved employers will be able to post jobs in the platform and these jobs will be matched to students depending on stated criteria as student preferences.

Funding Sources

Operating Budget and CARES Act

Resource Contacts

Beatriz Joseph, Vice Chancellor of Student Success

Tim Marshall, Chief Innovations Officer

Shawnda Navarro Floyd, Provost

John Robertson, Chief Financial Officer

Pyeper Wilkins, Vice Chancellor of Workforce and Advancement

FINANCE ITEM NO. 6B-3

Approval of the Sublease Agreement Between Dallas College (DC) and the Construction Education Foundation (CEF) to Provide Office Space as Part of Partnership with North Lake Campus

The Chancellor recommends that authorization be given to approve the following Sublease Agreement between Dallas College and the Construction Education Foundation. CEF will pay Dallas College an annual rental amount of \$86,928.38 during the term of July 1, 2020 – August 21, 2021.

Background

The following agreement supports the construction education program at the Dallas College Construction Sciences Center, located at 1401 W. Royal Lane, Dallas, TX, which continues to provide critical educational services for a growing industry in the community.

The lease will provide office space for the Construction Education Foundation who are key industry providers of craft and skills training for the construction industry in partnership with Dallas College North Lake Campus. The term of this sublease agreement is for 14 months, commencing July 1, 2020 and ending August 31, 2021.

CEF is a training consortium supported by members of the construction industry. Focused on providing skills training for incumbent workers of member construction companies, their administrative offices are co-located at the Construction Education Center along with Dallas College employees.

The current construction education facility is a leased building that Dallas College and CEF co-occupy, and that lease will expire February 2022. A new construction education building is being constructed at the Dallas College Coppell Center with a projected completion of June 2021.

CEF has been involved with facilities planning as they anticipate leasing office space from Dallas College in the new facility. This agreement provides for a smooth transition from the current facility to the new facility with time to fully negotiate a long term lease arrangement for CEF offices in the new facility. CEF will pay Dallas College the following annual rental during the term of the extendend ageement: July 1, 2020 – August 21, 2021; \$86,928.38

Funding Source

Funds paid to Dallas College.

Resource Contact

Christa Slejko, Dallas College North Lake Campus President

FINANCE ITEM NO. 6C-1

Approval of Interlocal Agreement Between Dallas College (DC) and City of Dallas for Commercial HVAC Program to Expand HVAC Workforce Training Program

The Chancellor recommends approval of an interlocal agreement between Dallas College and City of Dallas to support an expanded workforce training program for commercial HVAC technicians to be located at Cedar Valley campus.

Purpose

Support the HVAC program and expand the workforce training program for commercial HVAC technicians.

Project Scope

1. The City of Dallas committed \$100,000 to expand and enhance training in high demand high wage careers.
2. More specifically, they committed to expand the workforce training program to include a degree and industry certifications in commercial HVAC.

Dallas College Responsibilities

1. Establish a partnership with the Dallas Independent School District (“Dallas ISD”) to make the Commercial HVAC program accessible to dual credit, early college and/or P-TECH students.
2. Train a minimum of 115 Dallas residents in the HVAC program during the term of the agreement.

Background

The Dallas College Board was first presented with the Expansion of HVAC Programs on November 6, 2018. At the conclusion of the presentation staff agreed to:

- Conduct feasibility study (focused & signature) recommendations
- Pursue potential public funding opportunities
- Collaboratively identify potential prospects (Foundation, NLC, EFC, & CVC)
- Present results to the Dallas College Board of Trustees and request approval

The HVAC Expansion Feasibility Study Results were presented to the Board on March 5, 2019. In collaboration with the Foundation, the Commercial HVAC Lab obtained the following commitments:

- Desoto Economic Development - \$50,000
- Texas Workforce Commission (JET) - \$69,000
- Lancaster Economic Development - \$150,000
- City of Dallas - \$100,000

City Council for the City of Dallas approved this Interlocal Agreement by Resolution No. 19-0917 on June 12, 2019. The terms of the agreement begin on July 1, 2019 and end on June 30, 2021

Funding Source

Dallas College will not acquire any expenses outside of the normal operation of the Commercial HVAC program.

Resource Contact

Joseph Seabrooks, President Cedar Valley

Pyeper Wilkins, Vice Chancellor of Workforce and Advancement

RICHLAND COLLEGIATE HIGH SCHOOL ITEM NO. 6D-1

Approval of Adoption of Richland Collegiate High School House Bill 3 (HB 3) Implementation: College, Career, and Military Readiness (CCMR) Board Plans and Goals

The Chancellor recommends that the Board of Trustees adopt the Richland Collegiate High School House Bill 3 (HB 3) Implementation: College, Career, and Military Readiness Board Plans and Goals.

Effective Date: Upon Board of Trustees adoption.

Background

House Bill 3 (HB 3) amended the Texas Education Code to include plans that target College, Career, and Military Readiness (CCMR). Under HB 3, school boards are required to adopt plans that include:

- at least one administrator (the superintendent) to coordinate implementation and submit annual reports to the board on plan progress;
- specific, quantifiable, annual goals for five years (attached);
- an annual review by the board at a public meeting; and
- an annual report posted on district and campus websites.

CCMR plans are required to include:

- annual goals for aggregate student growth on the CCMR board outcome goal and related progress measures; and
- annual targets for students in each group evaluated under closing the gaps domain.

For Richland Collegiate High School, the proposed Board outcome goal is for the percentage of graduates that meets the criteria for CCMR (completion of 12 credit hours of college-level coursework) to be maintained at 100% through August 2024, with an additional focus on closing the gaps on completion of Associate Degrees and Industry-Based Certifications (See Progress Measures 1 and 2 below). Industry-based certifications available to students will include the Microsoft Office Specialist (MOS) in Word and Excel. These certifications are competency-based industry standards that prepare students for academic success and employment.

School boards must review the progress of each plan at least annually at a public meeting. It is recommended that the Board adopt a progress monitoring schedule that describes the months during which the superintendent monitors progress and provides annual updates to the Board (included).

CCMR Board Outcome Goal													
The percent of graduates that meets the criteria for CCMR will be maintained at 100% through August 2024 with an additional focus on closing the gaps on completion of Associate Degrees and Industry-Based Certifications.													
Yearly Target Goals													
2020	2021			2022			2023			2024			
100%	100%			100%			100%			100%			
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	100.0%	100.0%	100.0%	*	100.0%	*	*	*	100.0%	*	*	*	*
2021	100.0%	100.0%	100.0%	*	100.0%	*	*	*	100.0%	*	*	*	*
2022	100.0%	100.0%	100.0%	*	100.0%	*	*	*	100.0%	*	*	*	*
2023	100.0%	100.0%	100.0%	*	100.0%	*	*	*	100.0%	*	*	*	*
2024	100.0%	100.0%	100.0%	*	100.0%	*	*	*	100.0%	*	*	*	*

CCMR Progress Measure 1													
The percent of CCMR students that meets the threshold for attainment of Associate Degrees for college-ready will increase from 67% to 80% by August 2024.													
Yearly Target Goals													
2020	2021			2022			2023			2024			
67%	70%			73%			76%			80%			
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	64.5%	62.2%	67.3%	*	75.0%	*	*	*	63.5%	*	*	*	*
2021	67.7%	65.6%	70.3%	*	76.9%	*	*	*	66.7%	*	*	*	*
2022	71.1%	69.2%	73.4%	*	78.8%	*	*	*	70.0%	*	*	*	*
2023	74.7%	73.0%	76.6%	*	80.8%	*	*	*	73.5%	*	*	*	*
2024	78.4%	77.1%	79.9%	*	82.8%	*	*	*	77.2%	*	*	*	*

CCMR Progress Measure 2													
The percent of CCMR students that meets the threshold for attainment of Industry-Based Certifications (IBC) for career-ready will increase from 0% to 95% by August 2024.													
Yearly Target Goals													
2020	2021			2022			2023			2024			
0%**	68%			76%			85%			95%			
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	0.0%	0.0%	0.0%	*	0.0%	*	*	*	0.0%	*	*	*	*
2021	65.8%	61.2%	80.5%	*	62.7%	*	*	*	63.5%	*	*	*	*
2022	74.3%	71.0%	84.5%	*	72.7%	*	*	*	72.6%	*	*	*	*
2023	84.0%	82.3%	88.7%	*	84.4%	*	*	*	83.1%	*	*	*	*
2024	94.9%	95.5%	95.0%	*	97.9%	*	*	*	95.2%	*	*	*	*

* Less than 25 students within a segment for the reporting period

** Base period-no testing

Progress Monitoring Schedule

Month	Progress Measure	Comments
August	Associate Degree Review	Superintendent
September	IBC Review	Superintendent
November	IBC Review	Superintendent
	Associate Degree Review	Superintendent
December	Annual Board Presentation	Superintendent
January	Associate Degree Review	Superintendent
March	IBC Review	Superintendent
June	Associate Degree Review	Superintendent

RECOMMENDATION FROM AUDIT COMMITTEE NO. 6E-1

Approval of Comprehensive Annual Financial Report (CAFR) for the District and Richland Collegiate High School and Single Audit Report of Federal and State Awards together with Reports of Independent Auditors, for the Fiscal Years Ended August 31, 2020

The Audit Committee recommends that the Board of Trustees approve the Comprehensive Annual Financial Report for the District and the Richland Collegiate High School.

RESOLUTION NO. 6F-1

Adoption of Resolution Certifying 2020-2021 Board Self-Assessment

The Chancellor recommends that the Board of Trustees of Dallas College adopt the attached resolution to certify that the Board of Trustees has completed its annual self-evaluation for the academic year 2020-2021, following a process recommended by the Governance Committee.

Effective Date: Upon Board Approval

**A RESOLUTION OF DALLAS COLLEGE BOARD OF TRUSTEES
REGARDING COMPLETION OF THE ANNUAL BOARD SELF-
EVALUATION PROTOCOL**

WHEREAS, the accrediting body for Dallas College, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), has instituted a standard for accreditation requiring that an institution's governing board regularly conduct a self-evaluation of its responsibilities and expectations; and

WHEREAS, Board Policy BCG (LOCAL) requires the Board to annually conduct a self-evaluation of the Board; and

WHEREAS, the Board has implemented a self-evaluation protocol and completed a Board self-evaluation for academic year 2020-2021:

**NOW THEREFORE BE IT RESOLVED, BY THE DALLAS COLLEGE
BOARD OF TRUSTEES:**

Section 1. This Resolution, when approved and adopted by the Board of Trustees, will serve to certify that the Board of Trustees has completed its annual self-evaluation for the academic year 2020-2021, following a process and protocol recommended by the Governance Committee and approved by the Board of Trustees, in accordance with Board Policy BCG (LOCAL) and all applicable standards of SACSCOC.

Section 2. That this Resolution is effective upon adoption by the Board of Trustees.

BE IT SO ORDERED.

Adopted on this the 15th day of December 2020.

DALLAS COLLEGE

By: _____
Diana Flores, Chair of the Board of Trustees

Attest:

By: _____
Joe D. May, Secretary to the Board of Trustees

RESOLUTION NO. 6F-2

Adoption of Resolution Establishing the Board's Mission Statement and
Adopting the Strategic Priorities as that of Dallas College

The Chancellor recommends that the Board of Trustees of Dallas College adopt the attached resolution. This resolution recognizes the Board's previously established mission statement and strategic priorities as that of Dallas College

Effective Date: Upon Board Approval

RESOLUTION
ADOPTING DALLAS COLLEGE'S MISSION STATEMENT
AND
STRATEGIC PRIORITIES

WHEREAS, Dallas College wishes to establish a mission statement and adopt strategic priorities to guide the work and future of the College;

WHEREAS, the Board of Trustees of Dallas College, previously established the Board of Trustees Mission and Strategic Priorities for 2020-21, attached hereto as Attachment "A" and incorporated herein;

WHEREAS, Dallas College benefits from having one, thoughtful mission statement that articulates its purpose and vision and reflects the entirety of the Dallas College community, as we move into the future together;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Trustees of Dallas College adopts the previously established Board of Trustees Mission and Strategic Priorities, as noted in Attachment A, as that of Dallas College, and do hereby acknowledge and recognize it as the Mission Statement and Strategic Priorities of Dallas College and the entirety of the Dallas College community;

BE IT FURTHER RESOLVED that this resolution is effective upon adoption by the Board of Trustees of Dallas College.

DALLAS COLLEGE

By: _____
Diana Flores, Chair
Board of Trustees

ATTEST

Joe D. May, Secretary
Board of Trustees

Adopted: 12/15/2020

INFORMATIVE COMMITTEE REPORT NO. 7A-1

Audit Committee Notes for October 6, 2020

The Audit Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, October 6, 2020, beginning at 12:00 p.m. on the Cisco Webex platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Audit Committee Member Dorothy Zimmermann.

Board Members and Officers Present

- * Ms. Charletta Rogers Compton
Ms. Diana Flores
Mr. Wesley Jameson
Dr. Joe May (secretary and chancellor)
Mr. Philip J. Ritter
- * Ms. Dorothy Zimmermann

Members Absent

- Ms. Monica Lira Bravo
- * Mr. JL Sonny Williams (committee chair)

* *Denotes a committee member*

1. Roll Call - Announcement of a Quorum confirmed by Perla Molina.
2. Certification of Notice posted for the meeting confirmed by Chancellor Joe May.
3. Citizens Desiring to Address the Board
None.

4. Committee Presentations

- A. Overview of the Work of the Independent Auditors
Presenters: John Robertson; Marlon Williams, Micah Clinger, McConnell & Jones, LLP

CFO John Robertson introduced Marlon Williams, CPA and Audit Partner, with McConnell & Jones, LLP to the Board. Williams then introduced Micah Clinger, CPA and Audit Director, who would also be

working on the engagement. Williams began with a presentation discussing the upcoming audit plan for the year ended August 31, 2020.

Williams presented the following Discussion Topics:

Engagement Scope and Objectives

Williams noted that the auditor would express opinions on the college's basic financial statements that were prepared by the college, such as the Statements of Net Position, Revenues, Expenses, Changes in Net Position, Cash Flows, as well as the notes to the financial statements. The audit would apply various procedures to arrive at an opinion.

The audit would also apply limited audit procedures, such as inquiry and review, to the College's required supplementary information to ensure that the information presented agreed with the College's basic financial statements.

Williams also noted:

- The audit would perform annual attestation procedures to determine the College's compliance with the Texas Public Funds Act.
- A Yellow Book report would be provided.
- The audit would include a Single Audit and it was anticipated that there will be 5 major programs.
- The audit had already begun with interim work and would continue with more substantive work.

Audit Approach

Williams discussed the audit approach and noted that it was divided into four phases: Planning, Preliminary, Final and Reporting. They were currently in the planning, preliminary and final phases.

Williams also noted:

- These phases blended together, especially with a first-time engagement.
- McConnell & Jones' auditors met with the predecessor auditors, started to design work papers and made selections.
- The final stage included completing substantive testing and reviewing the College's report for compliance with standards.
- Williams also discussed how the IT audit was an integral part of the audit and was ongoing throughout all phases of the audit. Further,

Williams noted how various IT tools would be utilized where applicable to expedite the process.

Engagement Milestones and Timelines

Williams discussed the following tentative dates and noted that the audit plan had been designed to meet these deadlines.

- Entrance conference: *July 8, 2020*
- Audit planning and risk assessment activities: *August 10 –August 21, 2020*
- Management received audit requests, prepared schedules and confirmations: *August 25, 2020 (interim), and October 2, 2020 (final)*
- Presentation of audit plan to the Audit Committee: *October 6, 2020*
- Perform audit fieldwork (assisted by Dallas College Internal Audit): *October 12 –November 20, 2020*
- Exit Conference with Management: *November 20, 2020*
- Quality control review of workpapers and reports: *November 6 – November 20, 2020*
- Final drafts of financial statements and reports: *November 20, 2020*
- Presentation of draft reports to the Audit Committee and Board of Trustees: *December 1, 2020*
- Issuance / submission of CAFR to regulatory agencies: *December 18, 2020*

Required Communication with those charged with Governance

Williams discussed the following items regarding required communications and responsibilities:

- Management's Responsibilities (included in the engagement letter):
 - Basic financial statements, accompanying notes, preparation of required supplementary information, supplementary information, and all representations contained therein.
 - Selection and use of appropriate accounting policies.
 - Establishment and maintenance of effective internal controls.
 - Compliance with applicable laws and regulations, contracts and agreements.
 - Design and implementation of programs and controls to prevent and detect fraud.

- Auditor's Responsibility (included in the engagement letter):
 - Issue opinion on the basic financial statements.
 - Issue report under the U.S. Generally Accepted Auditing Standards.
 - Required AU Section 380 communications of significant audit results. These include findings, significant deficiencies and material weaknesses.
 - Written representations made to the auditors by management. These representations would be made on the appropriate letterhead and during the closing procedures of the financial statement audit.

Other Matters for Discussion

Williams discussed the following higher-level areas of interest/concern:

- Procurement
- Grant reconciliation
(Ensuring that the grant receivables and revenues were reflected appropriately.)
- Pension funds
- Actuarial calculations
- Pension census data
- GASB implementation postponements (The audit would look at management's plan to gauge where the college was at in the implementation process to ensure that the college was ready to implement at the appropriate time.)
- COVID-19 impact on logistics / fieldwork
- (COVID-19 impacts were included in the audit process such as the impact on financial statements, audit process, duration of fieldwork on site, and ability to conduct fieldwork remotely.)
- Disclosure on impact of COVID-19 on College's operations (The AICPA released new disclosures that were required and applicable to all entities. The audit team would work with the college to ensure that AICPA requirements are met.)
- Other (This included any material items identified during the audit process.)

Questions and Open Dialogue

- Trustee Zimmermann inquired if the consolidation of the college systems to one would make it easier to conduct the audit. Williams noted that at a high level, it should be easier because the systems were now one. However, this was dependent on how far along the

college was in the consolidation process. In addition, Williams noted that, since this was his first year of engagement with the college, there was no comparison available to definitively say that it would be easier.

- Trustee Jameson asked how the GASB standard postponements impacted the audit plan. Williams explained that there were several standards from the AICPA, FASB and GASB that were coming due prior to the pandemic. However, as a result of the pandemic these standards, such as lease standards, had been delayed. These postponed standards will not impact the current audit plan, but these standards will need to be discussed with management to ensure that plans and preparations were made for implementation in the following year.
- Trustee Compton requested clarification regarding fieldwork being conducted remotely due to COVID-19. Williams confirmed that the team adhered to CDC guidelines and was working diligently with the College to identify if there was anything that required the team to physically come to the office. Further, Williams noted that the team would conduct a majority of the work remotely.
- Trustee Compton asked if the other team members working on the engagement were introduced to the board. Clinger introduced himself and discussed his background and his 10 years of experience in public accounting, including college and universities. Clinger identified other key personnel (listed below) on the engagement team who also had significant experience in public accounting and financial statement audits, including those related to colleges and universities.
- Other key members:
 - Wandalis Cordero, CPA, Audit Senior
 - Santosh Shrestha, Audit Senior

B. Introduction of Chief Internal Auditor

Presenter: Rob Wendland

General Counsel Rob Wendland introduced newly hired Chief Internal Auditor Lori Cox to the Board. Cox joined Dallas College from Arizona where she served as Lead Internal Audit Professional at a number of institutions, including Pima Community College, the City of Tempe, Arizona, and other tribal governments. Cox also served at the Institute of Internal Auditors (IIA) and continued to serve the IIA as a teacher and trainer for other internal auditors.

Cox introduced herself to the Board and discussed her experience in internal audit. She served in internal audit for over 20 years and served for 5 years as the Chief Auditor for Pima Community College. Cox was also a Certified Internal Auditor (CIA), Certified Government Audit Professional (CGAP) and Certified Compliance & Ethics Professional (CCEP).

Dr. May noted that Cox would be reporting directly to the Audit Committee on the process, issues and protocols that were being developed. Further, for day-to-day operations, Cox would report to Wendland. Dr. May also noted that Wendland, in his role as General Counsel, would report day-to-day audit activities to the Chancellor and for other areas he would report to Executive Vice Chancellor Justin Lonon.

Trustee Ritter asked for more detail regarding Wendland's dual reporting role as a line manager reporting to Dr. Lonon in certain areas and as General Counsel reporting to the Chancellor and how it would be reflected in governance documents and for accreditation.

Dr. May noted that Wendland would report as General Counsel to the Chancellor and Board regarding legal matters and day-to-day audit activities. Wendland would report to Dr. Lonon for other day-to-day operations as a College, such as the police department and risk management. Wendland's role would be reflected appropriately in the organization's documentation and charts. Further, Dr. May discussed Wendland's ability to differentiate between the two roles and responsibilities to the Board, Chancellor and the organization as well as how those are prioritized.

Wendland and the Board expressed thanks and appreciation for Paul Styrvoky during the interim period serving as Chief for Internal Audit. The board also welcomed Lori Cox to the team.

5. Items for Review

A. Committee Notes

1) Audit Committee Notes for September 8, 2020

There were no changes necessary.

6. Executive Session

There was no executive session.

7. Adjournment

The audit committee adjourned at 12:28 p.m.

Captioned video and transcripts for Dallas College Board Meetings are available at our website, www.dcccd.edu/boardmeetingslive, under the Archived Videos section.

INFORMATIVE COMMITTEE REPORT NO. 7A-2

Education Workforce Committee Notes for November 10, 2020

An Education Workforce virtual meeting of the Board of Trustees of Dallas College was held Tuesday, November 10, 2020, beginning at 1:30 p.m. on the Cisco Webex platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Committee Chair Monica Lira Bravo.

Board Members and Officers Present

- * Ms. Monica Lira Bravo (committee chair)
Ms. Charletta Rogers Compton
- * Ms. Diana Flores (chair)
- * Mr. Wesley Jameson (vice chair)
Dr. Joe May (secretary and chancellor)
Mr. Philip J. Ritter
Mr. JL Sonny Williams
Ms. Dorothy Zimmermann

Members Absent

None.

- * Denotes a committee member.

1. **Roll Call - Announcement of a Quorum** was confirmed by Iris Freemon.
2. **Certification of Notice** posted for the meeting was confirmed by Chancellor Joe May.
3. **Citizens Desiring to Address the Board**
None.

4. Committee Presentations

- A. Fall 2020 Enrollment
Presenter: Beatriz Joseph

Dr. Beatriz Joseph shared information regarding Fall 2020 enrollment.

- Joseph stated that, in the Fall, 72% of students attended part-time and that 47% identified as parents, of which 74% identified as single parents and minorities

- 62% identified as parents and female

Joseph also stated that the Fall semester had three main types of terms:

- 16-week
- Eight-week, first half
- Eight-week, second half

Joseph shared that registration started on April 21, during the middle of the stay at home order. She explained:

- The increase in enrollment for second eight weeks was for classes that started on October 19
- Students had more time to figure out family situations
- ISD's had not determined when classes would start
- Parents had children at home

Joseph then explained that a large increase happened with Early College High School (ECHS)/PTECH continuing students, and that increase was 29%, and a 17% increase in enrollment for Dual Credit students. She stated that this was good news because it served students that had been historically underserved, at risk or economically disadvantaged.

Chair Flores asked what had been done to prepare for Spring to return numbers to normal levels.

Joseph stated that she could explain further into her presentation. She then stated that ECHS, PTECH's, and Dual Credit increases had been due to the fact that ISD's decided not to enroll ninth-graders in first college courses during the pandemic because they did not feel that sufficient support would be provided for the students to be successful. They intended for these students to register in the Spring.

Dr. May stated that the significance of that was important because roughly 30,000 PTECH's, ECHS's, and Dual Credit students were impacted and was the largest block of student population served by Dallas College.

Trustee Ritter stated that PTECH's/ECHS's seemed to be the only enrollment category not affected, and that there had been growth. He also asked if COVID suggested that Dallas could double or triple down on PTECH's/ECHS's.

Dr. May noted that there had been strategies to look at new schools and new programs in the future and that the division that heads up this action, led by Vice Provost Anna Mays, had focused on this strategy.

Dr. May also explained that, when Dallas College expanded ECHS's/PTECH's, the ISD's were apprehensive, and that it had become a key component of the overall student success strategy.

Trustee Jameson asked if it was correct that the students enrolled in PTECH's/ECHS's/ Dual Credit category was part of the reason for the 1/3 increase of students in these categories in the second eight-week enrollment.

Dr. May responded that it did impact with Dual Credit in some capacity, but not ECHS/PTECH students. He also stated that enrollment was down roughly 10%.

Trustee Jameson commented that, with all the barriers that this population faced, it was amazing we had those numbers and that it was a positive for the college.

Chair Flores asked where the 10% figure came from.

Dr. May responded that he received data from Dr. Floyd and Dr. Mays that 22 PTECH's were scheduled for 2021 and an additional 10 are scheduled for 2022-2023.

Trustee Zimmermann announced her arrival to the meeting.

Dr. Joseph shared a comparison of Fall enrollment of 16-week courses across a sample of Texas community colleges with the Committee. She stated that there was a decrease of 4.7% in Austin and 21% in Houston.

Dr. May replied that the data Joseph shared did not make Dallas College complacent, and that Dallas College was at the national average in decline at about 9%.

Trustee Ritter asked if it would possible for COVID reduced enrollment losses to affect funding for community colleges. He also asked if Dallas College had assumed a 5% loss but it was doubled.

Dr. May responded that it did count for funding, and that state funding was based on enrollment 2 years earlier, and what was being done now would affect the next 2 years. He also stated that calculation of funding was not based on headcount, but credit hour production.

Chair Flores stated that it would be good to include strategies to recapture lost students from Fall 2020 in the next semester. She then asked when we would know where Dallas College falls on success, and if more or less income would come to the college.

Dr. May responded that it was based on a 3-year average and that it would take some time.

Joseph shared the ten zip codes that had the highest enrollment declines. She stated that 75211 experienced the highest drop in actual number of students that attended Dallas College.

It had a 14.8% decrease, with 415 students less in Fall 2020 than in the Fall 2019. This was the zip code that was served by the Mountain View Campus.

She also stated that in 75211:

- \$41,781 was the median income, which is lower than county income
- Lower percentage of adults with post-secondary education
- Higher percentage of adults who worked part-time
- Higher ratio of Hispanic and African American students
- Experienced a reduction in Hispanic and African American students, as well as male students.

Joseph then addressed some issues affecting the reduction in enrollment in 75211:

- Higher levels of poverty
- More confirmed COVID cases
- Many single-parent households
- Multi-generational households
- Loss of face-to-face interactions
- Employment industries affected by pandemic.

Chair Flores asked if research had been done to determine which factors were the most prevalent in students who stopped attending Dallas College.

Dr. May responded that a survey had been conducted with students who didn't return during the Fall, and that financial reasons were only 3%. About 45% of students did not like online courses, some had issues with technology and some students relied on campus libraries for access to online courses. Those students

overwhelmingly stated that they would return when face-to-face courses were offered again.

Chair Flores asked if students had been provided with services/training to be comfortable with online.

Dr. May responded that training had been made available and that devices were generously provided for students.

Chair Flores asked if outreach and communication had been provided for speakers of languages other than English/Spanish.

Dr. May responded that the system was designed for calls to roll over and that thousands of calls were unanswered. No systems were currently in place.

Joseph stated that enrollment process:

- Had too many steps
- Steps have been reduced steps from 6 to 3
- Students could now complete the process quickly
- Phone system allowed employees to forward phone to private phone
- Now all devices had Cisco phone in laptop to allow answering
- Weekly reports were generated from IT to monitor employees
- Hours of operation had expanded from 7 a.m. to midnight

Chair Flores asked if services were available for students who are not English dominant.

Joseph stated that this had not been discussed, but it would be addressed.

Dr. May stated that population had been targeted. Students were asked their preference for communication and were matched with people that shared their language preference.

Chair Flores stated that an extra step in providing resources in a student's dominant language would give a leg up.

Committee Chair Bravo asked Dr. Joseph to speak about funding.

Joseph responded that funds had already been distributed.

Dr. Pyeper Wilkins stated that \$20 million in Cares Act funds had been received and that half of those funds were deemed for students for emergency aid. She also noted:

- 7,400 students had been helped with over \$2.5 million for housing and food
- Cares Act funds were quite chaotic to award because of changing government distribution instructions
- Gears funds came from governor's office in state of Texas
- Very prescribed instructions for how to award Gears funds
- Only flexibility is Foundation funds, which are used as back up.
- Foundation funds could be allocated to students not eligible for Cares or Gears, funds.

Trustee Compton asked what type of transportation the \$290,000 had paid for.

Wilkins responded that it was for students with broken down cars, or if they could take DART to campuses.

Trustee Compton asked if it could be used to pay for car repairs, and Wilkins replied yes, if students indicated a need.

Dr. May stated that certain Foundation funds could take care of childcare, hospital bills, rent, or car repairs, but could not be used to pay tuition.

Trustee Jameson asked if Dallas College was aggressively informing potential students about Cares Act funds.

Wilkins stated that emergency aid was not used as outreach tool because students had to be enrolled to obtain those funds. Students must apply for those funds if they are registered for classes.

Trustee Compton asked if there were implications to students receiving money from different categories. Wilkins stated that students could request funds from multiple categories.

Trustee Compton asked how funding was accounted for. Wilkins stated that there was a spreadsheet that could be filtered.

B. Dallas County Promise Update – November 2020
Presenters: Beatriz Joseph, Pyeper Wilkins

Dr. Wilkins shared the yearly update on Dallas County Promise:

- Promise began October 13, 2016
- Focused on eliminating talent gap and equity in earnings and education
- More jobs require education than the number of adults that have education
- 54% of high school graduates enroll in college
- Only 28% completed college
- 1 in 4 adults between ages 25-34 earned living wage
- White adults were 3 times more likely to earn a living wage than Blacks/Hispanic adults
- Dallas County Promise partners are added continuously to provide funding, tuition free pathway for students
- School districts help with outreach and recruitment of their own students

Wilkins also stated 3 key strategies:

- Tuition free pathway to college
- Recruit adults to help through process of enrolling, staying in college and completing college
- Career pathways were most critical

Chair Flores asked if the Board could get a presentation on success coaching and persistence. Wilkins responded that a presentation could be made at a future board meeting.

Wilkins stated that there was an excellent pledge rate for cohorts for Fall and some ground was lost in Spring. There was 33% enrollment rate but it dropped to 28% enrollment due to COVID.

Chair Flores asked if students who pledged but did not enroll had been surveyed. Wilkins responded that they pledged to enroll but may have enrolled elsewhere.

Dr. May reminded the Board that while the PTECH's/ECHS students pledged, not every student attended Dallas College afterwards, with exception of those taking dual credit courses. While everybody pledges, we knew the large percentage would be going somewhere else.

Trustee Compton asked if the data could be broken out by campus. Wilkins responded yes.

Committee Chair Bravo asked if the FAFSA deadline was before or after COVID. Wilkins responded that she believed it was pre-COVID but it had been

eliminated because of COVID and allowed students to complete the application in June.

Trustee Bravo asked if there was a drop off or if the number was static. Wilkins stated that she would have to go back to review data.

Dr. May stated there was another reason for extending deadline – House Bill 3 for K-12. He stated that FAFSA completion is now a graduation requirement, but students could waive it.

Wilkins noted that Dallas Promise students were a diverse group that started with the lowest socioeconomic high schools in Dallas County and that it varied with a significant increase in Asian students.

Dr. May stated that Dallas Promise started in the south and the real beneficiaries were Cedar Valley, Mountain View, and to some extent Eastfield and North Lake. We've worked our way up from the poorest performing schools.

Trustee Compton asked about the racial make-up. Was it about 30% Blacks, Asians, Whites, and others. Wilkins replied yes.

Dr. May stated that numbers perfectly mirrored the high schools serviced by Dallas College.

Trustee Compton believed that she did not see it as very diverse, but that it could be because it was heavily Hispanic than any other race.

Dr. May stated that 91% of Hispanics and African Americans were in those schools and had slightly changed because of added schools.

Trustee Compton stated that she thought that it was great to mirror, but that better opportunities should be offered at a higher level to obtain as many participants as possible.

Wilkins noted Dallas Promise/Dallas College struggled with African American male student enrollment and that there are programs in place to go into that community to increase enrollment of that population.

Trustee Compton stated that Dallas College had not done enough outreach in the African American community.

Chair Flores asked what type of outreach recruitment/activities were used and to use people that best connect to those students.

Trustee Jameson commented that knowing the demographics of students who promised and did not follow through could provide a more accurate number of outreach opportunities.

Dr. May stated that African American females are more heavily enrolled than males, and that Dallas County Promise involved more parents, teachers, and counselors in the process.

Trustee Compton stated that she would be interested in knowing how the incarceration rate impacted students who did not enroll. Wilkins stated that she was not sure if that data was available. Dr. May commented that it was an interesting comparison, and it had never come up before.

Trustee Ritter stated that he was interested in developing a mechanism to track the progress of foster children, one of the most at-risk/neglected groups. He asked if Promise students were driven by demographics of partner school districts.

Wilkins stated that demographics absolutely lined up exactly.

Trustee Compton asked if a partnership could be formed so students would not be lost, especially those who were incarcerated. Wilkins replied that she thought there could be a way for it to be tied together.

Wilkins also stated that the number of people that pledged in October of last year was 78% and that 21% completed the FAFSA. Only 56% pledged to Promise this year and that only 14% had completed the FAFSA.

Chair Flores asked when the law was passed that required FAFSA completion for high school graduation. Dr. May replied that it happened in the last legislative session, and on a 3-year timeline.

Chair Flores asked if a scholarship could be given post COVID. Wilkins responded that there was a Foundation scholarship that the Foundation Board would have to weigh in on.

Joseph stated that Dallas College closely partnered with ISD's to help students complete FAFSA forms and help ensure they had needed resources.

Trustee Jameson asked for an update on making FAFSA forms less complicated. Dr. May stated that it was a top priority of everyone in higher education, but that it had not gone anywhere at this time.

5. Overview of Regular Agenda Items

A. Education Workforce Item

- 1) Approval of Interlocal Agreement for Bioterrorism or Health Emergency Assistance between Dallas County and Dallas College

6. Items for Review

A. Committee Notes

- 1) Education Workforce Committee Notes for October 6, 2020
No comments or edits were made.

7. Executive Session

None.

8. Adjournment

The Education Workforce Committee adjourned at 3:13 p.m.

Captioned video and transcripts for Dallas College Board Meetings are available at our website, www.dcccd.edu/boardmeetingslive, under the Archived Videos section.

INFORMATIVE COMMITTEE REPORT NO.7A-3

Finance Committee Notes for November 10, 2020

A virtual Finance Committee meeting of the Board of Trustees of the Dallas College was held Tuesday, November 10, 2020, beginning at 3:25 p.m. on the Cisco Webex platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Committee Chair Phil Ritter.

Board Members and Officers Present

- Ms. Monica Lira Bravo
- * Ms. Charletta Rogers Compton
- Ms. Diana Flores
- Mr. Wesley Jameson
- Dr. Joe May (secretary and chancellor)
- * Mr. Philip J. Ritter (committee chair)
- * Mr. JL Sonny Williams
- Ms. Dorothy Zimmermann

Board Members Absent

None.

* *Denotes a committee member*

1. **Roll Call - Announcement of a Quorum** was confirmed by Iris Freemon.
2. **Certification of Notice** posted for the meeting was confirmed by Chancellor Joe May.
3. **Citizens Desiring to Address the Board**
None.

4. Committee Presentations

- A. Community Integration Planning: Dallas College - North Lake Campus
Presenters: Paris Rutherford, Urban Catalyst; Christa Slejko

President Slejko and Rutherford presented a community integration plan for the North Lake campus. The four main goals of the plan

were to create a formal mixed-use entry park, incorporate a north/south campus spine that connects the DART station to campus, provide a new connector boulevard from both Walnut Hill and MacArthur, and add a corporate lakefront office development.

The concept for the DART station connection would incorporate mixed-use development, offer architectural sidewalks and provide green space that would draw the community into the campus. This would clarify a sense of entrance to the campus and support the campus experience.

Trustee Ritter discussed how similar issues, such as housing and engaging the community, have come up in all of the campus community integration presentations. He suggested that the Board discuss policy that pertains to those issues. Tiska Thomas mentioned that the campus presentations are only for planning purposes at this time and that the El Centro plan is included in the downtown campus plan.

Chair Flores asked about the office building use. Rutherford clarified that the office buildings may house companies that offer services or jobs that would be beneficial to students. Chair Flores also asked if the boulevard connector would cost the campus. Rutherford suggested speaking with city officials, since the connector would benefit both the campus and the City of Irving.

Trustee Zimmermann asked about parking. Rutherford responded that existing parking lots would become parking garages with office development at street level.

B. Community Integration Planning: Dallas College - Richland Campus
Presenters: Paris Rutherford, Urban Catalyst; Kay Eggleston

President Kay Eggleston and Rutherford presented a community integration plan for Richland campus. The key goals for the plan included creating a main entrance to the campus with mixed-use development and a central campus square, incorporating a green parkway, providing a parking anchor with solar shades, and adding a community sports park.

Eggleston spoke about the long-standing community partnerships with the Texas Tree Foundation and the Chamber Classic Soccer Alliance. A partnership with Texas Tree Foundation began in 2004

with a 3-acre tree farm. The plan suggested relocating the existing tree farm and expanding it. The partnership with Chamber Classic Soccer Alliance began in 1992 and includes 10 premiere and four auxiliary soccer fields, along with amenities.

Trustee Ritter asked how many soccer fields would remain. Eggleston stated that the intent was for all the soccer fields to remain, with the possible addition of two more. The plan would incorporate a proposed expansion of athletics by relocating the baseball field and possibly adding a women's softball field.

5. Overview of Regular Agenda Items

A. Finance Items

- 1) Approval of Order Authorizing the Redemption of the General Obligation Refunding Bonds, Series 2018 and the Redemption of the General Obligation Refunding Bonds, Series 2019; Delegating the Redemption of the Bonds to the Designated Financial Officer Named in this Order; Establishing the Use of Available Debt Service Funds for the Purpose of Affecting this Redemption

Tiska Thomas spoke about the bond redemption to pay off the 2018-2019 bonds from the 2004 bond issue, which was \$450 million. The payoff amount would be about \$29 million. The principal and interest payments in February 2021 would bring the balance down to less than \$90 million. Thomas also spoke about the great stewardship by the CFO, financial advisors, bond counsel and treasury group. The taxpayer savings was \$2.8 million with a total gross taxpayer savings of over \$60 million.

Trustee Ritter spoke in agreement of the great stewardship and thanked Thomas for her leadership as well.

6. Items for Review

A. Committee Notes

- 1) Finance Committee Notes for October 6, 2020
No comments or edits were made.

7. Executive Session

None.

8. Adjournment

Finance meeting adjourned at 4:05 p.m.

Captioned video and transcripts for Dallas College Board Meetings are available at our website, www.dcccd.edu/boardmeetingslive, under the Archived Videos section.

INFORMATIVE REPORT NO. 9B

Richland Collegiate High School Financial Integrity Rating System of Texas Financial Management Report

Richland Collegiate High School (RCHS) 2019-2020 Financial Integrity Rating System of Texas (FIRST) Financial Management Report includes the status ratings and summary schedule for compensation and/or reimbursements to the RCHS Superintendent and Board of Trustees members.

Status Rating for Fiscal Year Ending August 31, 2019

RCHS received an overall “PASS” rating, the highest rating for which it is eligible under the FIRST guidelines.

Report requirements:

Indicator Description	Score
1. Was the complete annual financial report (AFR) and charter school financial data submitted to TEA within 30 days of the November 27 or January 28 deadline depending on the charter school's fiscal year end date of June 30 or August 31, respectively?	PASS
2. Was there an unmodified opinion in the AFR on the financial statements as a whole? The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.	PASS
3. Was the charter school's administrative cost ratio equal to or less than the threshold ratio?	PASS
4. Did the charter school not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If the student enrollment did not decrease, the charter school will automatically pass this indicator.)	PASS
5. Did the comparison of Public Education Information Management System (PEIMS) data to like information in the charter school's Annual Financial Report result in a total variance of less than 3% of all expenses by function?	PASS
6. Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)	PASS
7. Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds? (The AICPA defines material weakness.)	PASS

Summary of total salaries and benefits received by the Superintendent or Board members

Name or Title	Compensation
Diana Flores	\$0
Monica Lira Bravo	\$0
Charletta Rogers Compton	\$0
Wesley Jameson	\$0
Philip Ritter	\$0
JL Sonny Williams	\$0
Dorothy Zimmermann	\$0
Donna Walker, Superintendent	\$79,997.50

Summary of total reimbursements and compensations received by the Superintendent or Board members

Reimbursements received by the Superintendent and Board members for the 12-month period ended August 31, 2019. Description of reimbursements: meals, lodging, transportation, fuel, other items excluding supplies and materials purchased for the school.

Name or Title	Reimbursements
Diana Flores	\$0
Monica Lira Bravo	\$0
Charletta Rogers Compton	\$0
Wesley Jameson	\$0
Philip Ritter	\$0
JL Sonny Williams	\$0
Dorothy Zimmermann	\$0
Donna Walker, Superintendent	\$2228.38

Description of Reimbursements:

Meals	\$138.00
Lodging	\$371.38
Transportation	\$1200.00
Other*	\$519.00

* *Conference registration fees, parking, taxi fares*

Outside compensation and/or fees received by the Superintendent for professional consulting and/or other personal services for the 12-month period ended August 31, 2019.

Donna Walker, Superintendent	\$0
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Gifts received by executive officers and Board members (and first-degree relatives, if any) (gifts that had an economic value of \$250 or more in the aggregate in the fiscal year) for the 12-month period ended August 31, 2019.

Diana Flores	\$0
Monica Lira Bravo	\$0
Charletta Rogers Compton	\$0
Wesley Jameson	\$0
Philip Ritter	\$0
JL Sonny Williams	\$0
Dorothy Zimmermann	\$0
Donna Walker, Superintendent	\$0

Business transactions between school district and Board members for the 12-month period ended August 31, 2019.

Diana Flores	\$0
Monica Lira Bravo	\$0
Charletta Rogers Compton	\$0
Wesley Jameson	\$0
Philip Ritter	\$0
JL Sonny Williams	\$0
Dorothy Zimmermann	\$0
Donna Walker, Superintendent	\$0

Background

The Texas Education Agency and the Texas Administrative Code, Chapter 19.109.1002(e) require charter schools to report to the Board of Trustees the school's most recent FIRST status which includes a schedule of summary of total reimbursements and compensation received by the Superintendent or Board members.

Beginning with fiscal year 2018-2019, Richland Collegiate High School is under a new rating system, which is limited to the seven charter schools governed by a state university or community college system.

These charters can be awarded one of two ratings – “Pass” or “Substandard Achievement.” The following criteria is used to determine the charter school’s rating.

1. Did the University Charter School fail either of the critical indicators of 1 or 2? If so, the University Charter School rating is Substandard Achievement, regardless of whether any other indicators failed.
2. Did the University Charter fail three or more of the non-critical indicators, 3, 4, 5, 6, and 7? If so, the University Charter School rating is Substandard Achievement.

The RCHS rating reflects the highest attainable rating under the RCHS organizational structure and relationship with the Richland Campus of Dallas College.

INFORMATIVE REPORT NO. 7C

Use of Facilities Agreement with the Board of Regents of the Texas A&M University System

The Chancellor presents an agreement with the Board of Regents of the Texas A&M University System (TAMUS) on behalf of Texas A & M University-Commerce (TAMU-C) to continue the Use of Facilities Agreement with El Centro (EC). This extends a previous agreement with TAMUS to allow TAMU-C to offer classes at El Centro through August 31, 2022.

This agreement will continue to provide El Centro students with an opportunity to achieve a four-year bachelor's degree through TAMU-C, a key transfer institution for El Centro Campus and will generate approximately \$95,850 in annual revenue for El Centro.

Background

El Centro Campus seeks to promote student transfer and completion by removing barriers that students face. By partnering with TAMU-C, EC eliminates the transportation barrier. This partnership provides opportunities for El Centro graduates to continue baccalaureate and master's studies through TAMU-C on El Centro's downtown campus. Additionally, this partnership will continue to improve the downtown campus' evening space utilization and provide additional revenue.

Resource Contact

Jose Adames, President, El Centro Campus

INFORMATIVE REPORT NO. 7D

Current Funds Operating Budget Report for October 2020

The Chancellor presents the report of the current funds operating budget for review for the period ending October 31, 2020.

Operating Funds for the Month ending October 2020 are deferred pending year-end closing.

INFORMATIVE REPORT NO. 7E

Monthly Award and Change Order Summary

Listed below are the awards and change orders approved by the Chief Financial Officer in October 2020.

CHANGE ORDERS

Omniplan, Inc.	IT Closet Upgrades - EFC
Purchase Order No. B32597	Change Order No. 12
<u>Scope</u>	
Architecture and engineering design services for IT closets upgrades at Eastfield Campus.	
<u>Change</u>	
This additional service provides revised design work for the college proposed changes to Eastfield Campus IDF Rooms C127C and C137AB. Changes are to minimize construction impact to surrounding offices.	
Original Contract Amount	\$3,338,126
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$329,524
Net Change	\$2,800
Revised Contract Amount	\$3,670,450

Omniplan, Inc.	IT Closet Upgrades – NLC
Purchase Order No. B35297	Change Order No. 13
<u>Scope</u>	
Upgrade IDF rooms at Northlake Campus.	
<u>Change</u>	
This additional service provides revised design work for the upgrade of North Lake Campus IDF Room H310E. The room does not have sufficient HVAC and electrical service as other IDF rooms.	
Original Contract Amount	\$3,338,126
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$332,324
Net Change	\$1,500
Revised Contract Amount	\$3,671,950

Falkenberg Construction Co., Inc.– TIPS Replace Air Handling Units– CVC #180205

Purchase Order No. B37407

Change Order No. 1

Scope

Remove and replace air handling units B1 and B2, in building B at the Cedar Valley Campus.

Change

This change order adds replacement of undersized electrical feed and faulty circuit breaker. It also deducts for power supply and test & balance allowance due to use of existing generator and lower actual cost.

Original Contract Amount	\$834,954
Change Order Limit/Contingency	\$125,243
Prior Change Order Total Amounts	\$0
Net Change	\$18,476
Revised Contract Amount	\$853,430

Phillips/May Corporation- RFCSP #
2020-46

HVAC Renovation – CVC

Purchase Order No. B37551

Change Order No. 1

Scope

HVAC Center of Excellence renovation at Cedar Valley Campus.

Change

This change order adds circuit breakers, power branch, electric motors to (2) sectional doors, and door/window opening revisions. This change order also adds electrical re-routes, condensation drain relocations, patch floor, and wall modifications due to unforeseen conditions.

Original Contract Amount	\$2,157,333
Change Order Limit/Contingency	\$323,599
Prior Change Order Total Amounts	\$0
Net Change	\$46,761
Revised Contract Amount	\$2,204,094

Mart Inc. – Bid # REBC-2019-16

IT Closet Upgrades - CVC

Purchase Order No. B37290

Change Order No. 6

Scope

IT Closet Upgrades at Cedar Valley Campus.

Change

This change order provides a structural engineer's evaluation of the distressed wall at room F109B due to unforeseen conditions.

Original Contract Amount	\$7,119,379
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Change Order Limit/Contingency	\$1,067,906
Prior Change Order Total Amounts	\$106,924
Net Change	\$1,858
Revised Contract Amount	\$7,228,161

Mart, Inc. – Bid #RFBC-2019-16	IT Closet Upgrades - CVC
Purchase Order No. B37290	Change Order No. 7
<u>Scope</u>	
IT Closet Upgrades at Cedar Valley Campus.	
<u>Change</u>	
This change order adds (4) fire-stopping speed sleeves at floor penetrations for IT cables and an overhead trough to protect IT racks from leaks.	
Original Contract Amount	\$7,119,379
Change Order Limit/Contingency	\$1,067,907
Prior Change Order Total Amounts	\$108,782
Net Change	\$1,366
Revised Contract Amount	\$7,229,527

Mart, Inc. - CO-OP TIPS #170201	Modular Building Site Work – RLC
Purchase Order No. B37342	Change Order No. 1
<u>Scope</u>	
Install utilities and prepare site for installation of modular buildings at Richland Campus.	
<u>Change</u>	
This change order adds (2) 4” conduits per college IT requirements, installs additional manhole per Dallas Water Utilities standards, and provides piers for building foundations due to soil test results.	
Original Contract Amount	\$1,684,013
Change Order Limit/Contingency	\$252,602
Prior Change Order Total Amounts	\$0
Net Change	\$17,733
Revised Contract Amount	\$1,701,746

Mart, Inc. – Bid #RFBC-2019-13	IT Closet Upgrades - MVC
Purchase Order No. B37261	Change Order No. 6
<u>Scope</u>	
IT Closet Upgrades at Mountain View Campus.	

Change

This change order adds 15' patch cords for security cameras. Also, additional 25'/15' patch cords requested for VoIP phones, cubicles & labs. Credit for 10 patch cords from the bid documents is also included in the PCO.

Original Contract Amount	\$6,774,000
Change Order Limit/Contingency	\$1,016,100
Prior Change Order Total Amounts	\$96,142
Net Change	\$8,936
Revised Contract Amount	\$6,879,078

Mart, Inc. – Bid #RFBC-2019-13

IT Closet Upgrades - MVC

Purchase Order No. B37261

Change Order No. 7

Scope

IT Closet Upgrades at Mountain View Campus.

Change

This change order deducts labor cost for (43) unneeded data drops and adds (69) fire-stopping speed sleeves at floor penetrations for IT cables.

Original Contract Amount	\$6,774,000
Change Order Limit/Contingency	\$1,016,100
Prior Change Order Total Amounts	\$105,078
Net Change	\$25,373
Revised Contract Amount	\$6,904,451

Mart, Inc. – Bid #RFBC-2019-3

IT Closet Upgrades - RLC

Purchase Order No. B37103

Change Order No. 11

Scope

IT Closet Upgrades at Richland Campus.

Change

This change order adds additional feeder run, fire panel relocation, Furr down for cable pass-through, and a door replacement due to hardware requirements.

Original Contract Amount	\$4,199,717
Change Order Limit/Contingency	\$629,958
Prior Change Order Total Amounts	\$80,253
Net Change	\$13,659
Revised Contract Amount	\$4,293,629

Mart, Inc. – Bid #RFBC-2019-3		IT Closet Upgrades - RLC
Purchase Order No. B37103		Change Order No. 12
<u>Scope</u>		
IT Closet Upgrades at Richland Campus.		
<u>Change</u>		
This change order adds (36) fire-stopping speed sleeves at floor penetrations for IT cables.		
Original Contract Amount		\$4,199,717
Change Order Limit/Contingency		\$629,958
Prior Change Order Total Amounts		\$93,912
Net Change		\$14,280
Revised Contract Amount		\$4,307,909

INFORMATIVE REPORT NO. 7F

Facilities Maintenance Projects
Status Report for the Period Ending October 30, 2020

Campus	Project Description	Project Budget	Contracts Awarded	Start Date	Completion Date
CVC	Upgrade of Exterior Lighting	108,632	5,992	2/2019	12/2020
		108,632	5,992		
DSC	District Wide Cabling Infrastructure Enhancements	32,435,900	10,977,280	5/2017	5/2021
	District Wide Asbestos and Environmental Services	100,401	100,401	11/2017	On-Going
		32,536,301	11,077,681		
EFC	Chemistry Lab Renovation	1,888,511	1,888,511	3/2019	8/2020
		1,888,511	1,888,511		
NLC	Repair Drainage System at Building L	135,790	4,352	2/2017	12/2020
	Repair Drainage System at Buildings J and K	101,843	3,580	2/2017	12/2020
	Replace Exterior Stairs at Buildings F and T	109,832	3,863	7/2018	12/2020
		347,465	11,795		
RLC	Modular Buildings	3,600,000	178,600	8/2020	5/2021
		3,600,000	178,600		
		38,480,909	13,162,579		

INFORMATIVE REPORT NO. 7G

Dallas College Foundation Report (December 2020)

The Foundation presents the monthly activity report reflecting incoming donations for scholarships, programs, and services.

DCCCD Foundation Net Assets

09/01/14 \$40,327,988
09/01/15 \$41,183,692
09/01/16 \$43,049,433
09/01/17 \$52,709,066
09/01/18 \$56,485,722
09/01/19 \$57,812,606
09/01/20 \$64,519,027

Gifts Reported in Fiscal Year 2020-2021

<u>Month Reported</u>	<u>Scholarships</u>	<u>Programs & Services</u>	<u>Total</u>
September 2020	\$3,222	\$270,900	\$274,122
October 2020	\$5,361	\$ 57,658	\$ 63,019
Total	\$ 8,583	\$328,558	\$337,141

INFORMATIVE REPORT NO. 7H

Notice of Grant Awards (December 2020)

The Notice of Grants Awards report reflects alignment with current Dallas College Strategic Priorities. The report references the following seven priorities:

1. Meet the goals of 60x30TX
2. Impact Income Disparity throughout our community
3. Streamline and Support Navigation to and Through Our College and Beyond
4. Strengthen the Career Connected Learner Network and Implement the Student-Centric One College Organization
5. Foster an Equitable, Diverse and Inclusive Environment for Employees and Students
6. Re-design Professional Development to Create a Diverse and Inclusive High Performing Work and Learning Environment
7. Serve as the Primary Provider in the Talent Supply Chain Throughout the Region

Funding agencies define fiscal years for each grant, which often do not align with Dallas College's fiscal year. Dallas College administers grants in accordance with requirements of the funding agency and its own policies and procedures. This report is for informative purposes only.

Recipient:Dallas College - Cedar Valley

Purpose:Provide tuition, classroom materials and books for students/incumbent workers of essential businesses impacted by COVID-19 to enroll and complete general and industry training designed to enhance safety and industry skills.

Priority:6

Funding Source:Texas Workforce Commission

Students Served:Up to 125

Amount:\$250,000

Term:06/01/2020 – 05/31/2021

Recipient:Dallas College - Small Business Development Center

Purpose:Provide high quality business and economic development assistance to small businesses and nascent entrepreneurs (pre-venture) in order to promote their growth, expansion and innovation to increase productivity and to improve management.

Priority:7

Funding Source:U.S. Office of Small Business Administration / North Texas Small Business Development Center

Students Served:100+

Amount:\$3,401,903

Term:10/01/2020 – 09/30/2021

<u>Grant Awards Reported in Fiscal Year 2020-2021</u>	
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September 2020	\$196, 244
October 2020	\$6,206,781
November 2020	\$2,136,202
December 2020	\$3,651,903
January 2021	
February 2021	
March 2021	
April 2021	
May 2021	
June 2021	
July 2021	
August 2021	
Total to Date	\$12,191,130

INFORMATIVE REPORT NO. 7I

Contracts for Educational Services

The Chancellor presents the report for October 2020 of contracts for educational services entered by the campuses.

BROOKHAVEN CAMPUS - \$0	
No revenue to report.	

CEDAR VALLEY CAMPUS - \$14,605	
KLLM	Co-enrollment in Logistics Training
VA North Texas Health Care Systems	Pediatric Advanced Life Support (PALS)

EASTFIELD CAMPUS – \$0	
No revenue to report.	

EL CENTRO CAMPUS – \$0	
No revenue to report.	

MOUNTAIN VIEW CAMPUS – \$46,579	
Dallas Independent School District	Alternative Teacher Certification
Desoto Independent School District	Phlebotomy
Desoto Independent School District	Certified Nurse Aide

NORTH LAKE CAMPUS - \$184,367	
Construction Education Foundation	CE
North Texas Electrical & Joint Apprentice Fund	CR

RICHLAND CAMPUS- \$250	
The Landon	Emeritus

Contracts for Educational Services Reported in 2020-21

	<u>BHC</u>	<u>CVC</u>	<u>EFC</u>	<u>ECC</u>	<u>MVC</u>	<u>NLC</u>	<u>RLC</u>	<u>Total</u>
September 2020	\$ 0	\$ 0	\$ 11,210	\$ 8,100	\$ 71,833	\$ 184,367	\$ 3,520	\$ 279,030
October 2020	\$ 0	\$ 14,605	\$ 0	\$ 0	\$ 46,579	\$ 11,722	\$ 250	\$ 73,156
November 2020	\$	\$	\$	\$	\$	\$	\$	\$
December 2020	\$	\$	\$	\$	\$	\$	\$	\$
January 2021	\$	\$	\$	\$	\$	\$	\$	\$
February 2021	\$	\$	\$	\$	\$	\$	\$	\$
March 2021	\$	\$	\$	\$	\$	\$	\$	\$
April 2021	\$	\$	\$	\$	\$	\$	\$	\$
May 2021	\$	\$	\$	\$	\$	\$	\$	\$
June 2021	\$	\$	\$	\$	\$	\$	\$	\$
July 2021	\$	\$	\$	\$	\$	\$	\$	\$
August 2021	\$	\$	\$	\$	\$	\$	\$	\$
Total to Date	\$ 0	\$ 14,605	\$ 11,210	\$ 8,100	\$ 118,412	\$ 196,089	\$ 3,770	\$ 352,186

Contracts for Educational Services Reported in Fiscal Years 2013-14 through 2019-20

<u>Campus</u>	<u>2013-14</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
BHC	\$ 195,018	\$ 210,171	\$ 172,151	\$ 448,589	\$ 453,890	\$ 453,422	\$ 270,494
CVC	\$ 188,340	\$ 174,546	\$ 4,420	\$ 223,423	\$ 43,287	\$ 129,157	\$ 147,606
EFC	\$ 20,225	\$ 10,130	\$ 175,095	\$ 94,216	\$ 76,600	\$ 52,413	\$ 107,227
ECC	\$ 269,327	\$ 444,171	\$ 489,753	\$ 443,500	\$ 264,370	\$ 105,500	\$ 199,240
MVC	\$ 167,566	\$ 252,798	\$ 377,121	\$ 310,452	\$ 175,657	\$ 367,697	\$ 605,890
NLC	\$ 497,515	\$ 519,540	\$ 740,256	\$ 691,962	\$ 726,409	\$ 768,763	\$ 608,468
RLC	\$ 220,229	\$ 210,637	\$ 144,972	\$ 145,488	\$ 198,066	\$ 129,193	\$ 163,324
Total	\$1,558,220	\$1,821,993	\$2,103,768	\$2,357,630	\$1,938,279	\$2,006,145	\$ 2,102,249

INFORMATIVE REPORT NO. 7J

Human Resources Update

As of 11/15/2020, Human Resources conducted approximately **8** Talent Pools regarding career opportunities within Dallas College. The table below reflects the talent decisions from October 16, 2020 to November 15, 2020

ADMINISTRATORS & STAFF

First	Last	Employment Type	Position Type	Title	Location	Salary	Appt	Education
Kathryn	Adams	Full-Time	STAFF	Senior Administrative Assistant	DO	\$ 55,915.00	External	BA
Kimberly	Armstead	Full-Time	STAFF	System Analyst I	DSC	\$ 55,915.00	External	BA
Miguel	Awe	Full-Time	STAFF	Systems Administrator	DSC	\$ 78,000.00	Internal	BA
Beverly	Ballard	Full-Time	STAFF	Data Entry/Book Inputter	MVC	\$ 38,400.00	One College	MBA
Precious	Betford	Full-Time	STAFF	Schedule Builder/Contract Specialist	NLC	\$ 39,128.00	One College	AS
Tremaya	Bradley-Reynolds	Full-Time	ADM	Director	NLC	\$ 95,000.00	One College	BA
Rita	Bregola	Full-Time	STAFF	Schedule Builder/Contract Specialist	EFC	\$ 42,566.00	One College	Some College
Daniel	Briggs	Full-Time	STAFF	Systems Administrator	DSC	\$ 82,783.00	One College	BA
Shirley	Brown	Full-Time	STAFF	Data Entry/Book Inputter	RLC	\$ 38,400.00	One College	BA
Andrea	Carmona	Full-Time	STAFF	Data Entry/Book Inputter	ECC	\$ 33,293.00	One College	BA
Veronica	Carrion	Full-Time	STAFF	Administrative Assistant	NLC	\$ 42,680.00	One College	BA
Garth	Clayton	Full-Time	ADM	Senior Director	RLC	\$ 135,521.00	One College	Doctorate
Jennifer	Crowe	Full-Time	STAFF	Data Entry/Book Inputter	RLC	\$ 38,400.00	One College	AS
Karla	Damron	Full-Time	ADM	Dean	DO	\$ 106,545.00	One College	Masters
Betsy	Daniel	Full-Time	STAFF	Welcome Assistant	ECC	\$ 33,120.00	Internal	Some College
Warren	Davis	Full-Time	STAFF	Interim/Transition Manager	CVC	\$ 111,026.00	One College	Masters
James	Dodson	Full-Time	STAFF	Facilitator-Learning and Development	EFC	\$ 75,000.00	External	AS
Tiffanie	Douglas	Full-Time	ADM	Senior Director	DO	\$ 110,734.00	One College	Masters
Teresa	Edrich	Full-Time	STAFF	Interim/Transition Manager	BHC	\$ 123,047.00	One College	AS
Charlesetta	Evers	Full-Time	STAFF	Welcome Assistant	ECC	\$ 36,480.00	Internal	Some College
Jannette	Flores	Full-Time	ADM	Dean	DO	\$ 101,763.00	One College	Doctorate
Marja	Fugitt	Full-Time	STAFF	Scheduling Coordinator	ECC	\$ 66,300.00	One College	MBA
Rosemary	Galloway	Full-Time	ADM	Dean	DO	\$ 113,656.00	One College	Masters
Beverly	Garrison	Full-Time	STAFF	Scheduling Coordinator	BHC	\$ 53,000.00	One College	AS
Bailey	Grawunder	Full-Time	STAFF	Police Officer Trainee	DO	\$ 43,700.00	External	Some College
Dominic	Green	Full-Time	ADM	Director	DO	\$ 95,000.00	One College	ABD

Lillian	Guerrero	Full-Time	STAFF	Schedule Builder/Contract Specialist	MVC	\$ 44,801.00	One College	BA
LeAnn	Hilgers	Full-Time	STAFF	Small Business Advisor	DO	\$ 56,975.00	Internal	ABD
Ching- Ying	Huang	Full-Time	ADM	I S D Liaison	MVC	\$ 90,000.00	One College	Masters
Michael	Johnson	Full-Time	ADM	Director	ECC	\$ 107,447.00	One College	Masters
Andre	Johnson	Full-Time	ADM	Senior Director	EFC	\$ 107,131.00	One College	Masters
Donielle	Johnson	Full-Time	ADM	Senior Director	EFC	\$ 110,000.00	One College	Masters
Jill	Lain	Full-Time	ADM	Director	MVC	\$ 102,635.00	One College	BA
Margaret	Leicht	Full-Time	STAFF	Data Entry/Book Inputter	EFC	\$ 35,664.00	One College	AS
Emilia	Leon	Full-Time	STAFF	Assistant Director	DO	\$ 82,790.00	One College	Masters
Maricela	Lopez	Full-Time	STAFF	Senior Administrative Assistant	DO	\$ 55,915.00	External	BA
George	Marquez	Full-Time	STAFF	Interim/Transition Manager	DO	\$ 122,839.00	One College	Masters
Henry	Martinez	Full-Time	ADM	Director	CVC	\$ 103,159.00	One College	Masters
Kristine	Massey	Full-Time	ADM	Senior Director	NLC	\$ 115,000.00	One College	Doctorate
Joshua	McClendon	Full-Time	ADM	Director	DO	\$ 103,333.00	One College	BA
Milan	McGowan	Full-Time	STAFF	Assistant Director	CVC	\$ 75,000.00	One College	BA
Lula	McGregor	Full-Time	ADM	Senior Director	DO	\$ 124,620.00	One College	Masters
Marielle	McGregor	Full-Time	STAFF	Assistant Director	DO	\$ 85,755.00	One College	BA
Meridith	McLarty	Full-Time	ADM	Director	BHC	\$ 95,000.00	One College	Masters
Maria	Navarro	Full-Time	STAFF	Scheduling Coordinator	CVC	\$ 59,826.00	One College	AS
Shaniqua	Neal	Full-Time	STAFF	Scheduling Coordinator	RLC	\$ 53,000.00	One College	AS
Willie	Neal	Full-Time	STAFF	Interim/Transition Manager	NLC	\$ 110,646.00	One College	Masters
Felicia	Obregon	Full-Time	STAFF	Schedule Builder/Contract Specialist	RLC	\$ 39,150.00	One College	AS
Sebrina	Patterson	Full-Time	STAFF	Data Entry/Book Inputter	RLC	\$ 38,400.00	One College	Some College
Charles	Roberts	Full-Time	ADM	Director	DO	\$ 103,000.00	One College	Masters
Liliana	Rodriguez	Full-Time	STAFF	Assistant Director	EFC	\$ 75,118.00	One College	AS
Minnie	Rogers	Full-Time	STAFF	Schedule Builder/Contract Specialist	ECC	\$ 57,600.00	One College	AS
Alfredo	Sanjuan Marmolejo	Full-Time	STAFF	Interim/Transition Manager	ECC	\$ 100,419.00	One College	Doctorate
Melonee	Scruggs	Full-Time	STAFF	Assistant Director	EFC	\$ 75,000.00	One College	BA
Dawn	Segroves	Full-Time	STAFF	Interim/Transition Manager	DO	\$ 107,423.00	One College	Masters

Candy	Sonck	Full-Time	STAFF	Schedule Builder/Contract Specialist	NLC	\$ 41,290.00	One College	AS
Priscilla	Staley	Full-Time	ADM	Director	ECC	\$ 106,260.00	One College	BA
Katherine	Storms	Full-Time	STAFF	Assistant Director	RLC	\$ 79,694.00	One College	Masters
Angela	Sullivan	Full-Time	STAFF	Scheduling Coordinator	NLC	\$ 53,000.00	One College	AS
Gregory	Thomas	Full-Time	ADM	Senior Director	RLC	\$ 115,672.00	One College	BA
Latricia	Thomas	Full-Time	ADM	Senior Director	EFC	\$ 115,000.00	One College	Doctorate
Adrienne	Thompson	Full-Time	ADM	Senior Director	DO	\$ 115,000.00	One College	Master
William	Tucker	Full-Time	STAFF	Scheduling Coordinator	ECC	\$ 58,977.00	One College	BA
Tamra	Turnbo	Full-Time	STAFF	Schedule Builder/Contract Specialist	EFC	\$ 49,496.00	One College	BA
Marilyn	Turner	Full-Time	STAFF	Data Entry/Book Inputter	EFC	\$ 38,400.00	One College	Some College
David	Tyler	Full-Time	ADM	Senior Director	DSC	\$ 127,366.00	One College	Masters
Kym	Walls	Full-Time	STAFF	Scheduling Coordinator	ECC	\$ 53,000.00	One College	Masters
Michael	White	Full-Time	ADM	Director	CVC	\$ 97,391.00	One College	Masters
Scott	Wright	Full-Time	ADM	Deputy Chief	DSC	\$ 175,000.00	One College	Masters
Darryl	Wright-Greene	Full-Time	STAFF	Interim/Transition Manager	RLC	\$ 99,807.00	One College	ABD
Kevin	Yu	Full-Time	STAFF	Small Business Advisor	DO	\$ 56,180.00	External	Masters

FEMALE TO MALE RATIO OF ADMINISTRATOR & STAFF TALENT MOVES

The tables below reflect the monthly talent decisions of Administrators and Staff based on Gender and Race.

Gender	Female	Male
Admin	15	10
Staff	34	12
Total	49	22

*The hiring ratio from 10/16 – 11/15 of Male to Female Administrators is 2:3

*The hiring ratio from 10/16 – 11/15 of Male to Female Staff is 6:17

Race	Staff	Admin	Total
White	13	7	20
Black	17	10	27
Hispanic/Latina(o)	12	4	16
Asian	1	1	2
Unknown	3	3	6

Faculty

No new faculty hires

Employee Separation Report (Race and Gender)

	Resignation	Retirement	Other*
Administrator	0	1	8
Faculty	0	0	0
FT Staff	5	4	5
PT Staff	2	0	4
Adjunct	0	0	0
Police	1	0	0

*Other includes – involuntary separation, reorganization, auto terminations, death, temporary assignment complete.

The tables below reflect the monthly terminations based on gender and race.

Gender	Terminated
Male	7
Female	22

*The termination ratio from 10/16 – 11/15 of Male to Female is approx. 1:3

Race	Terminated
White	8
Black	7
Hispanic/Latina(o)	9
Asian	3
Unknown	2

The Chancellor presents the Workforce Demographics report as of November 15, 2020.

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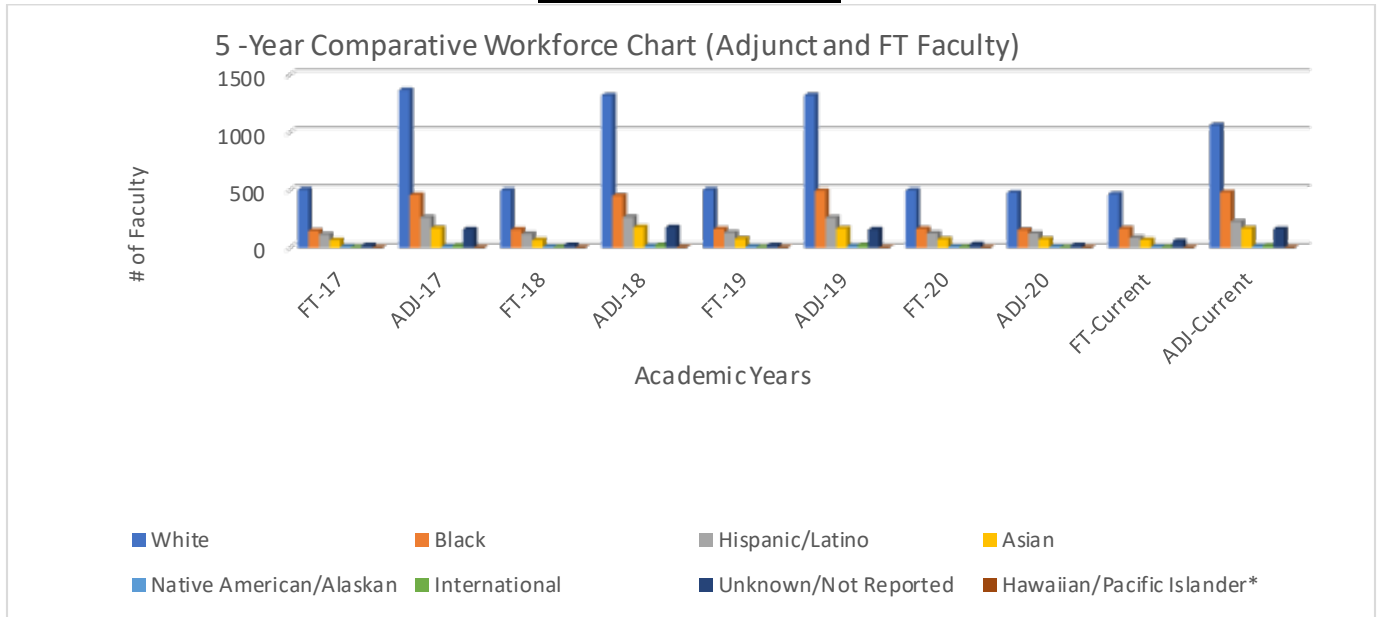
FT Grand Total	3437		3553		3624		3604		3627	
Part-time										
Part-time	Sep-17		Sep-18		Sep-19		Sep-20		Fiscal Year 2019-2020	
-	#	%	#	%	#	%	#	%	#	%
White	<u>1036</u>	<u>42.72%</u>	<u>942</u>	<u>40.97%</u>	<u>917</u>	<u>41.89%</u>	<u>322</u>	<u>31.88%</u>	<u>273</u>	<u>32.77%</u>
Black	<u>563</u>	<u>23.22%</u>	<u>523</u>	<u>22.75%</u>	<u>506</u>	<u>23.12%</u>	<u>262</u>	<u>25.94%</u>	<u>191</u>	<u>22.93%</u>
Hispanic/Latino	<u>505</u>	<u>20.82%</u>	<u>494</u>	<u>21.49%</u>	<u>469</u>	<u>21.43%</u>	<u>285</u>	<u>28.22%</u>	<u>238</u>	<u>28.57%</u>
Asian	<u>173</u>	<u>7.13%</u>	<u>186</u>	<u>8.09%</u>	<u>158</u>	<u>7.22%</u>	<u>88</u>	<u>8.71%</u>	<u>88</u>	<u>10.56%</u>
Native American/Alaskan	<u>8</u>	<u>0.33%</u>	<u>12</u>	<u>0.52%</u>	<u>17</u>	<u>0.78%</u>	<u>8</u>	<u>0.79%</u>	<u>8</u>	<u>0.96%</u>
International	<u>30</u>	<u>1.24%</u>	<u>24</u>	<u>1.04%</u>	<u>24</u>	<u>1.10%</u>	<u>12</u>	<u>1.19%</u>	<u>11</u>	<u>1.32%</u>
Unknown/Not Reported	<u>107</u>	<u>4.41%</u>	<u>115</u>	<u>5.00%</u>	<u>96</u>	<u>4.39%</u>	<u>32</u>	<u>3.17%</u>	<u>23</u>	<u>2.76%</u>
Hawaiian/Pacific Islander*	<u>3</u>	<u>0.12%</u>	<u>3</u>	<u>0.13%</u>	<u>2</u>	<u>0.09%</u>	<u>1</u>	<u>0.10%</u>	<u>1</u>	<u>0.12%</u>
PT Total	2425	100.00%	2299	100.00%	2189	100.00%	1010	100.00%	833	100.0%
-	-	-	-	-	-	-	-	-	-	-
Adjunct	Sep-17		Sep-18		Sep-19		Sep-20		Fiscal Year 2019-2020	
-	#	%	#	%	#	%	#	%	#	%
White	<u>1366</u>	<u>55.82%</u>	<u>1320</u>	<u>54.23%</u>	<u>1321</u>	<u>54.05%</u>	<u>466</u>	<u>54.19%</u>	<u>933</u>	<u>52.36%</u>
Black	<u>459</u>	<u>18.76%</u>	<u>451</u>	<u>18.53%</u>	<u>494</u>	<u>20.21%</u>	<u>167</u>	<u>19.42%</u>	<u>387</u>	<u>21.72%</u>
Hispanic/Latino	<u>263</u>	<u>10.75%</u>	<u>266</u>	<u>10.93%</u>	<u>261</u>	<u>10.68%</u>	<u>88</u>	<u>10.23%</u>	<u>181</u>	<u>10.16%</u>
Asian	<u>171</u>	<u>6.99%</u>	<u>179</u>	<u>7.35%</u>	<u>169</u>	<u>6.91%</u>	<u>69</u>	<u>8.02%</u>	<u>133</u>	<u>7.46%</u>
Native American/Alaskan	<u>10</u>	<u>0.41%</u>	<u>14</u>	<u>0.58%</u>	<u>15</u>	<u>0.61%</u>	<u>8</u>	<u>0.93%</u>	<u>11</u>	<u>0.62%</u>
International	<u>18</u>	<u>0.74%</u>	<u>25</u>	<u>1.03%</u>	<u>25</u>	<u>1.02%</u>	<u>5</u>	<u>0.58%</u>	<u>18</u>	<u>1.01%</u>
Unknown/Not Reported	<u>159</u>	<u>6.50%</u>	<u>176</u>	<u>7.23%</u>	<u>158</u>	<u>6.46%</u>	<u>57</u>	<u>6.63%</u>	<u>119</u>	<u>6.68%</u>
Hawaiian/Pacific Islander*	<u>1</u>	<u>0.04%</u>	<u>3</u>	<u>0.12%</u>	<u>1</u>	<u>0.04%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>
Adjunct Total	2447	100.00%	2434	100.00%	2444	100.00%	860	100.00%	1782	100.00%
PT Grand Total	4872	-	4733	-	4633	-	1870	-	2615	-
-	-	-	-	-	-	-	-	-	-	-
Employee Grand Total	8309	-	8286	-	8257	-	5474	-	6242	-

***Pacific Islander included with Asian count prior to Fiscal Year 2012/2013**

Note: Decrease in Administrator positions is the result of positions in Bands I and II move to Staff positions effective 12/1/2015. Adjunct for 2016/17 Fiscal Year is not included. The decrease in Employee Grand total is it being summer, less adjuncts, FT faculty, and PT employee

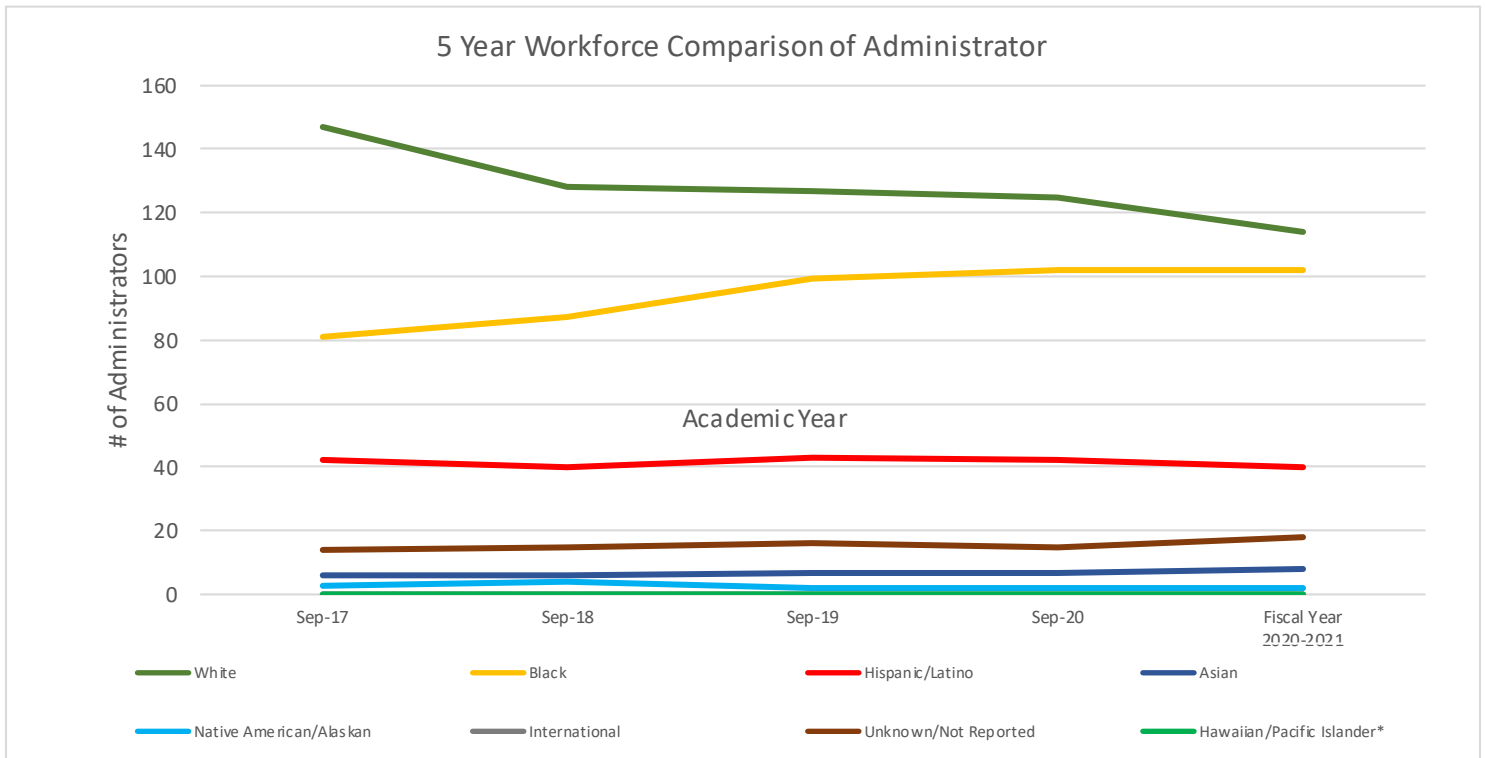
COMPARATIVE GRAPHS

Adjunct and FT Faculty



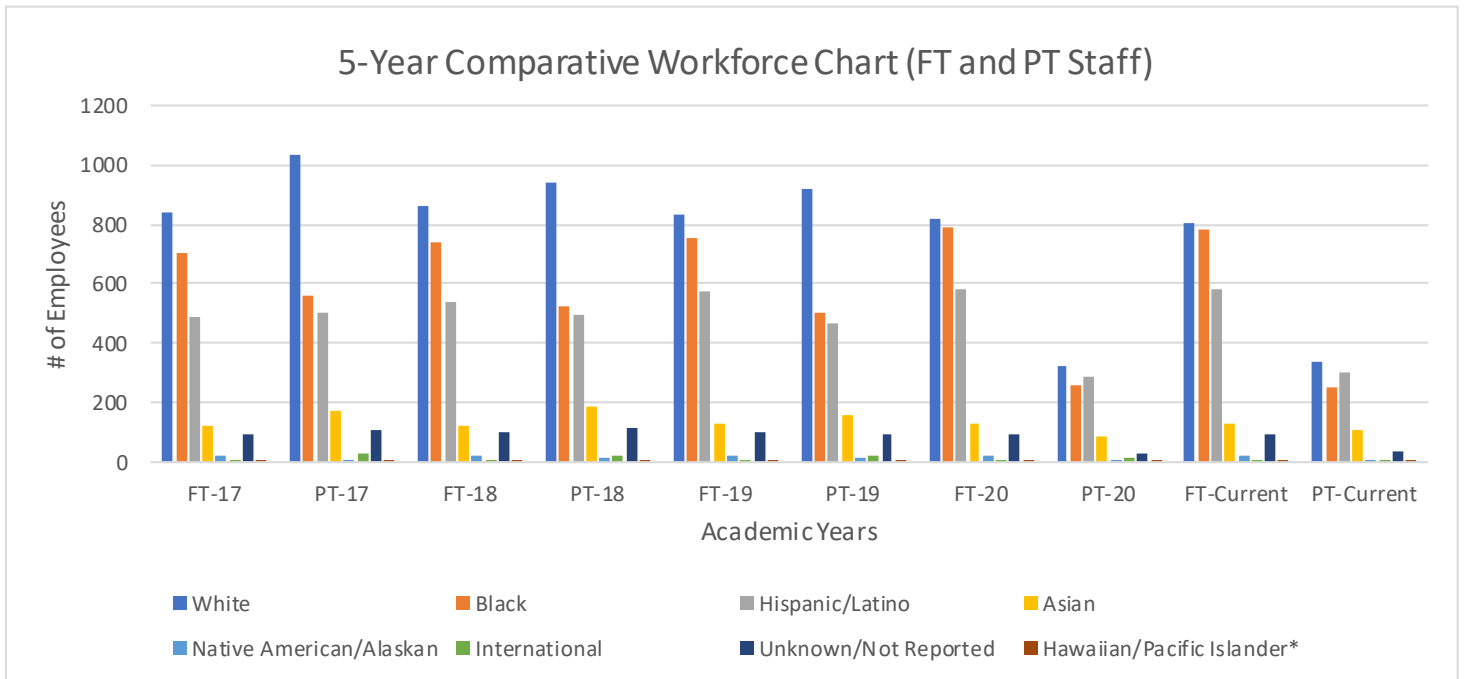
Adjunct and FT Faculty Comparative Data	FT-17	ADJ-17	FT-18	ADJ-18	FT-19	ADJ-19	FT-20	ADJ-20	FT-Current	ADJ-Current
White	504	1366	498	1320	503	1321	498	477	498	1061
Black	146	459	158	451	163	494	165	154	165	482
Hispanic/Latino	115	263	121	266	131	261	125	124	125	226
Asian	66	171	67	179	79	169	76	76	76	169
Native American/Alaskan	9	10	8	14	9	15	8	8	8	12
International	4	18	5	25	4	25	6	4	6	18
Unknown/Not Reported	23	159	26	176	25	158	30	25	30	162
Hawaiian/Pacific Islander*	1	1	0	3	0	1	0	0	0	0

Administrators



Administrator Comparative Data	Sep-17	Sep-18	Sep-19	Sep-20	Fiscal Year 2020-2021
	#	#	#	#	#
White	147	128	127	125	114
Black	81	87	99	102	102
Hispanic/Latino	42	40	43	42	40
Asian	6	6	7	7	8
Native American/Alaskan	3	4	2	2	2
International	0	0	0	0	0
Unknown/Not Reported	14	15	16	15	18
Hawaiian/Pacific Islander*	0	0	0	0	0
Total	288	293	280	293	284

Full-Time and Part-Time



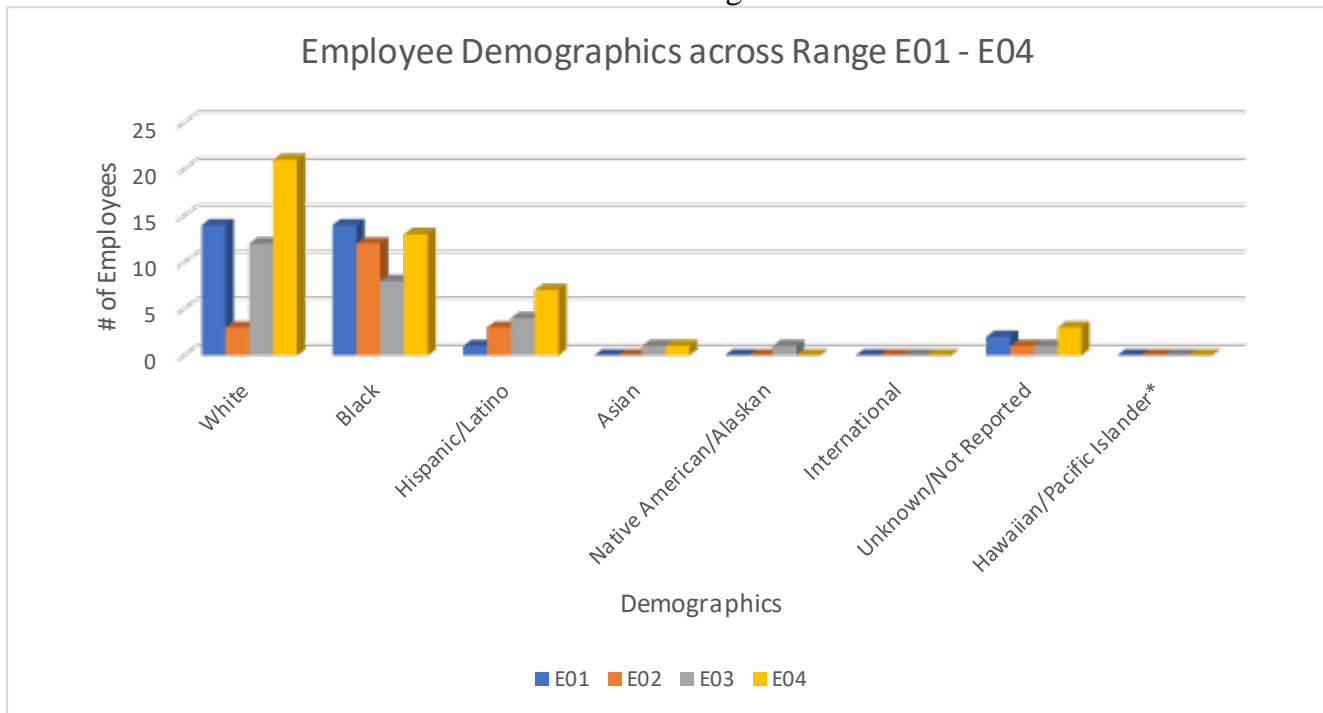
Staff Comparative Data	FT-17	PT-17	FT-18	PT-18	FT-19	PT-19	FT-20	PT-20	FT-Current	PT-Current
White	840	1036	865	942	831	917	817	322	801	341
Black	701	563	737	523	757	506	790	262	784	255
Hispanic/Latino	490	505	538	494	574	469	580	285	585	302
Asian	125	173	124	186	127	158	132	88	132	107
Native American/Alaskan	20	8	20	12	20	17	22	8	22	8
International	4	30	4	24	4	24	4	12	4	11
Unknown/Not Reported	94	107	100	115	101	96	96	32	97	36
Hawaiian/Pacific Islander*	2	3	2	3	2	2	2	1	2	1

WORKFORCE DEMOGRAPHICS BY SALARY RANGE

The Chancellor presents the Workforce Demographics by Salary Range report as of October 14, 2020. Workforce diversity continues to be a priority for Dallas College, as reflected in the Board's strategic objectives. This report is designed to present workforce diversity information related to the race/ethnicity of administrators and staff across three (3) ranges – upper, middle and lower ranges and indicated below.

ADMINISTRATORS

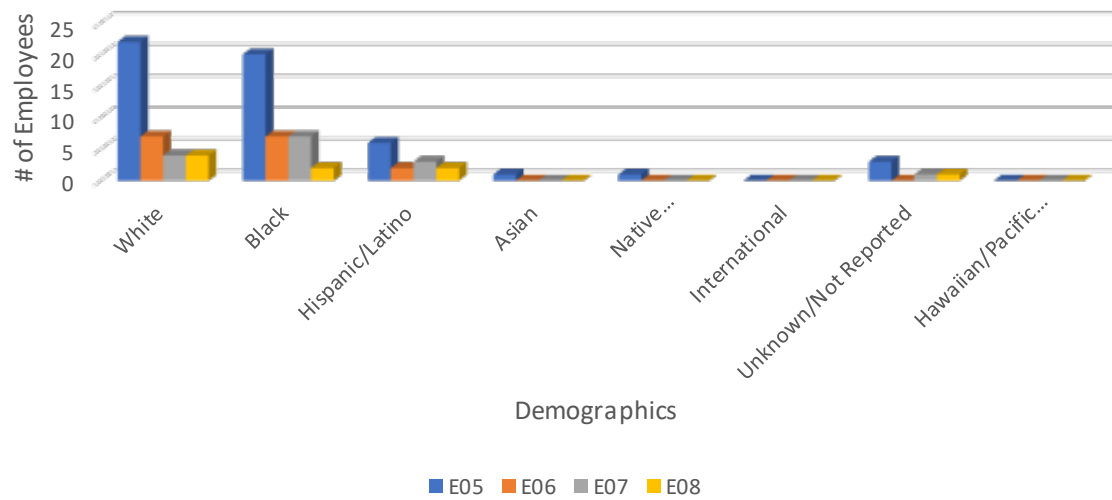
Lower Range



Race/Ethnicity	E01	E02	E03	E04
White	14	3	12	21
Black	14	12	8	13
Hispanic/Latino	1	3	4	7
Asian	0	0	1	1
Native American/Alaskan	0	0	1	0
International	0	0	0	0
Unknown/Not Reported	2	1	1	3
Hawaiian/Pacific Islander*	0	0	0	0
Total	31	19	27	45

Mid-Range

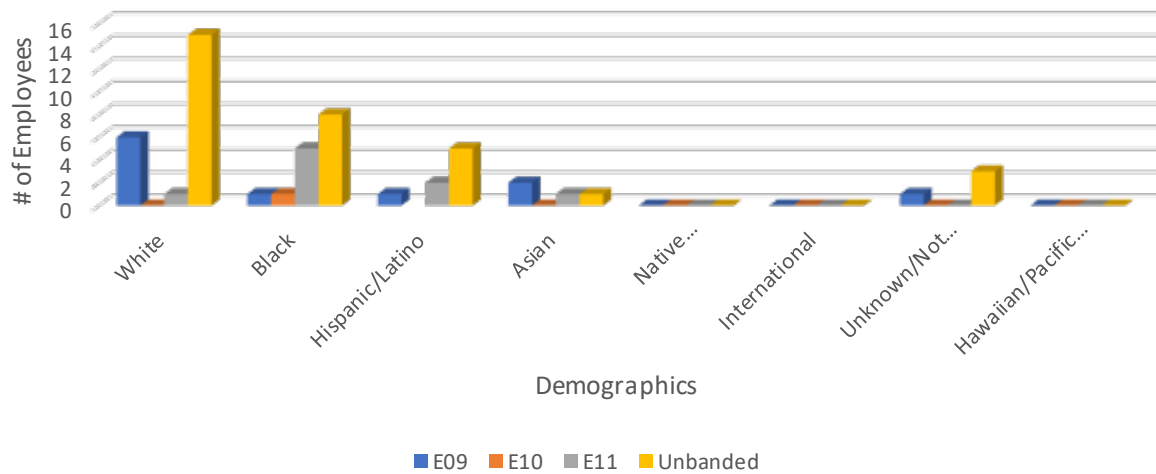
Employee Demographics across Range E05 - E08



Race/Ethnicity	E05	E06	E07	E08
White	22	7	4	4
Black	20	7	7	2
Hispanic/Latino	6	2	3	2
Asian	1	0	0	0
Native American/Alaskan	1	0	0	0
International	0	0	0	0
Unknown/Not Reported	3	0	1	1
Hawaiian/Pacific Islander*	0	0	0	0
Total	53	16	15	9

Upper Range

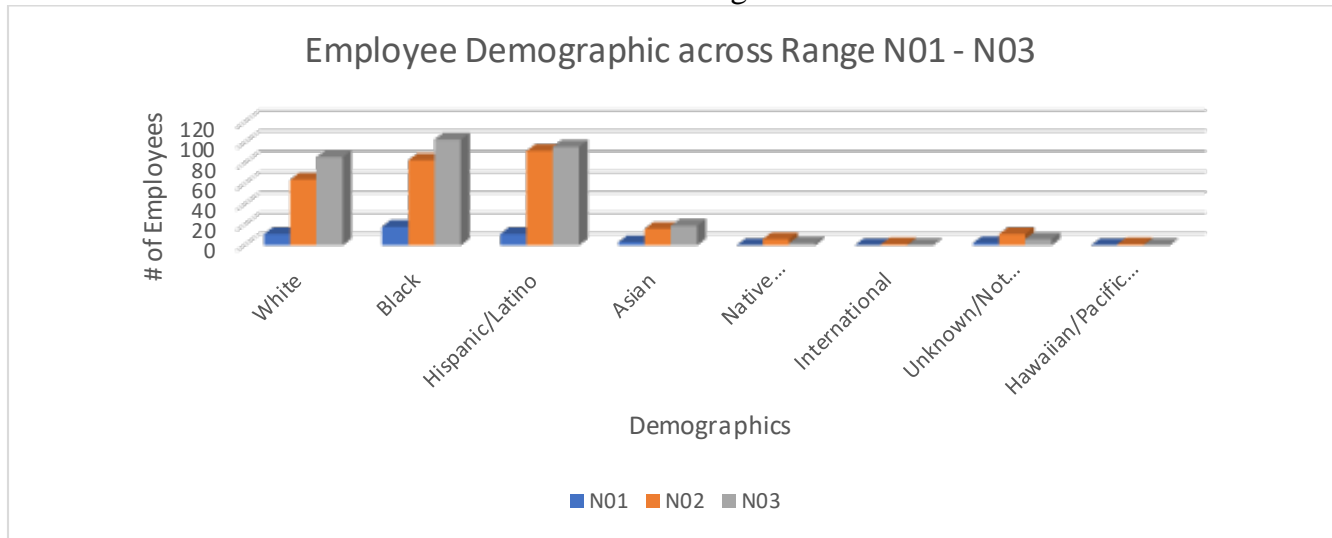
Employee Demographics across Range E09 - Unbanded



Race/Ethnicity	E09	E10	E11	Un-banded
White	6	0	1	15
Black	1	1	5	8
Hispanic/Latino	1		2	5
Asian	2	0	1	1
Native American/Alaskan	0	0	0	0
International	0	0	0	0
Unknown/Not Reported	1	0	0	3
Hawaiian/Pacific Islander*	0	0	0	0
Total	11	1	9	32

FT PROFESSIONAL SUPPORT STAFF

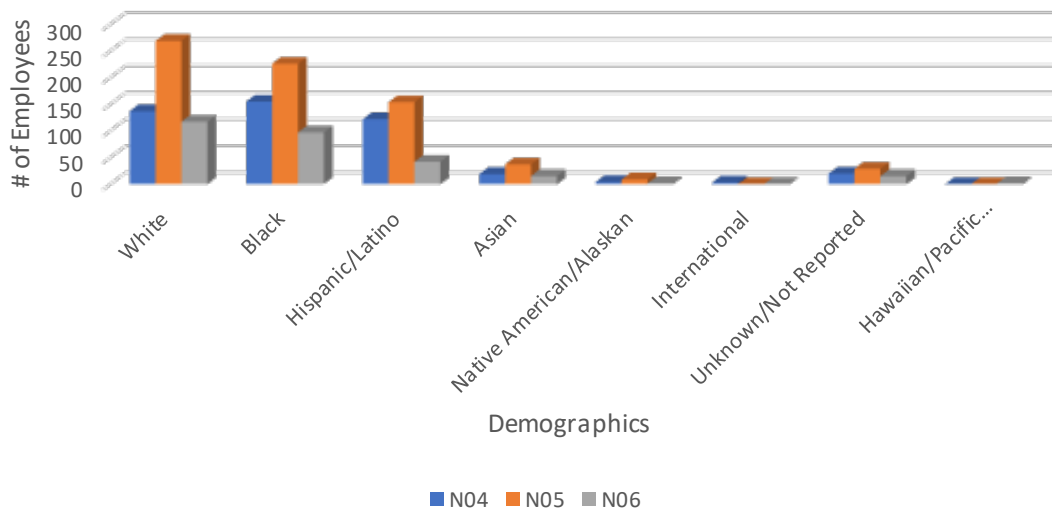
Lower Range



Race/Ethnicity	N01	N02	N03
White	11	64	86
Black	18	83	103
Hispanic/Latino	11	92	96
Asian	3	16	19
Native American/Alaskan	0	6	2
International	0	1	0
Unknown/Not Reported	2	11	6
Hawaiian/Pacific Islander*	0	1	0
Total	45	274	312

Mid-Range

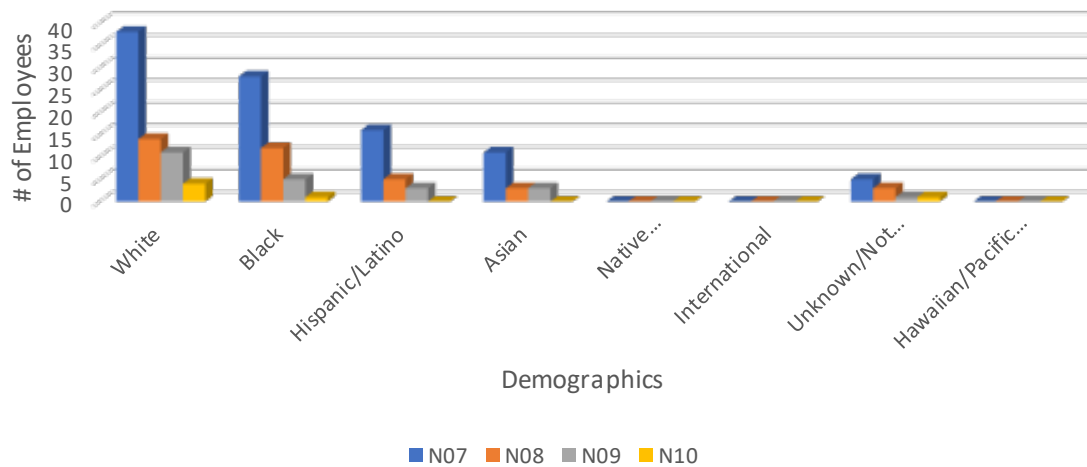
Employee Demographic across Range N04 - N06



Race/Ethnicity	N04	N05	N06
White	137	269	117
Black	155	226	97
Hispanic/Latino	122	154	42
Asian	19	37	15
Native American/Alaskan	4	9	1
International	3	0	0
Unknown/Not Reported	20	29	15
Hawaiian/Pacific Islander*	0	0	1
Total	460	724	288

Upper Range

Employee Demographics across Range N07 - N10



Race/Ethnicity	N07	N08	N09	N10
White	38	14	11	4
Black	28	12	5	1
Hispanic/Latino	16	5	3	0
Asian	11	3	3	0
Native American/Alaskan	0	0	0	0
International	0	0	0	0
Unknown/Not Reported	5	3	1	1
Hawaiian/Pacific Islander*	0	0	0	0
Total	98	37	23	6

INFORMATIVE REPORT NO. 7K

Faculty Sabbatical Leave

The following sabbatical leave have been authorized for the faculty listed below.

BUSINESS, HOSPITALITY & GLOBAL TRADE - 2

Steve Brown

Real Estate

Fall 2021 Semester

Title

Develop a Student Practical Guide to Investing in Single Family Residential Real Estate

Synopsis

Dallas College real estate students have a desire to learn and acquire knowledge but virtually all of the classical “textbook” approaches to learning do not present a specific roadmap students may use to achieve their goals, especially those that are financial in nature. Not surprisingly, many real estate students’ goals focus on accumulation of wealth through real estate investments. This project’s goal is to provide students a detailed path to follow, that will allow them to more realistically achieve their financial goals, especially as they relate to real estate investment and wealth accumulation through investing in single family residential homes.

Alexander Diaz

Business Management

Spring 2022 Semester

Title

Develop Capstone Project Experience for Online Cooperative Education

Synopsis

The purpose of this sabbatical is to develop supplemental educational content in the form of a capstone project experience for the cooperative education courses in Business Management.

ENGINEERING, TECHNOLOGY, MATHEMATICS & SCIENCES - 1

Alan Maples

Computer Information
Technology

Fall 2021 Semester

Title

Develop a Formal Process for Providing Internships and Advisory Committee Members at Major Corporations in Dallas County

Synopsis

For years people have bemoaned the fact that our students do not have formal intern processes and advisory members on our subject matter advisory boards at our campuses. I want to establish a workable process for developing these valuable assets for our students to increase student internships with some 20 major corporations in Dallas county. In the past faculty and administrators never had time to develop these valuable relationships with those companies. My sabbatical will focus my time to expand relationships with those companies.

CREATIVE ARTS, ENTERTAINMENT & DESIGN - 3

Rhonda Bitner

English

Spring 2022

Title

Dissertation Research for Adjunct Faculty Support Program

Synopsis

Adjunct faculty are the majority of instructors at Dallas College. We also know that adjunct faculty are often the first representatives of Dallas College that students encounter. Adjuncts are, in many ways, the face of Dallas College.

In a recent Dallas College Town Hall, our provost noted, "Adjunct faculty help us meet the needs of our students," but we have few programs in place to support this valuable resource. The programs we do have are disparate across the campuses.

Better supported faculty means better performing faculty, and better performing faculty means better student satisfaction and student learning outcomes. This fits with the College's movement toward a Student-Centric Model. However, little concerted effort has been placed in this area.

My overarching purpose for this sabbatical is to:

- Give me a period of concentrated time to focus my energy to gather, reflect, study and digest the research geared toward the completion of my dissertation.
- Allow me the time to work with my dissertation chair and committee to finalize my dissertation in a field of research that is profoundly important to this College's vision and mission statements.
- Give me a period of concentrated time to develop, through my dissertation research and writing, a series of best practices to meet the needs of our adjuncts so they can continue to help us meet the needs of our students.

Natalie Macellaio

Art

Summer 2022

Title

Increase Knowledge & Master New Technologies, Equipment and Tools

Synopsis

In ARTS 1312, 2326 and 2341 courses, students learn how to create sculptures using wood, plaster, metals, wire and 3D printed plastic. In these courses, the use of digital technology has expanded greatly within the last decade. To support course instruction, within the last several years, Brookhaven Campus has purchased an Epilogue Laser engraver, both a LulzBot 3D printer and Formlabs printer, a Sence Scanner, a Carbide 3D CNC router and most recently a Next Engine Scanner. Each piece of equipment has unique computer software that need to be learned in order to utilize the equipment effectively. Fusion 360 and Next Engine software are the most recent programs that I need to learn so that I can help students bring their ideas to fruition.

The purpose of the sabbatical is to:

- - Learn the intricacies in the software program to better utilize Fusion 360 and the new Next Engine scanner software.
- Become a content resource for my students when they are using this technology.
- Create new assignments for students in ARTS 1312, 2336 and 2341 to learn a new skill set and explore new processes.
- Enhance collaboration projects with engineering students to better help students in creating their ideas on the computer.
Share knowledge with fellow full-time faculty, adjunct faculty, staff and students in creating their ideas on the computer.

Nimmy Nair

English

Spring 2022 Semester

Title

Research Anti-Racist and Diversity, Equity and Inclusion Pedagogy and Best Practices to Increase Student Success

Synopsis

The escalating racial tensions across the United States including in the Dallas-Fort Worth Metroplex point to the urgent and continuous need for reform related to racism, Diversity, Equity and Inclusion (DEI) in all areas of society including education.

The college classroom offers a unique opportunity to engage in readings, writings and discussions about racism and social inequalities and injustices through a carefully-planned curriculum. I firmly believe, "Teaching with a

focus on inclusivity requires a proactive stance: designing classroom spaces, practices and content to include all types of student diversity that exist, seen or unseen” (“Inclusivity,” CETL at UC Boulder). At the heart of this sabbatical study is the desire to address questions that include:

- What is anti-racist thinking and teaching?
- What would such a classroom look like?
- How can educators remove barriers to allow for culturally-response learning?

As a full-time Dallas College educator, I teach first-year composition courses which involves several hours of instructional preparation and grading. This schedule does not allow sufficient time for deep learning and curricular revisions. The sabbatical period would provide sufficient time to learn and implement revisions to my curriculum based on best practices.

The purpose of this sabbatical is to:

- Learn the lexicon, strategies, and best practices related to anti-racist pedagogy and DEI.
- Develop curricular revisions.
- Serve as a resource for colleagues in the English discipline.

MANUFACTURING AND INDUSTRIAL TECHNOLOGIES - 1

Steve Billingslea

Drafting

Spring 2022 Semester

Title

Create a Capstone Experience for Computer Aided Drafting and Design

Synopsis

The purpose of this sabbatical is to develop new capstone project experiences for the Associates of Applied Science - Computer Aided Drafting and Design (CADD). The current capstone projects must be enhanced to include the following:

Audit all learning materials in the individual courses that utilize a variety of CADD related software that build into the CADD certificates and Associate in Applied Sciences (AAS) award.

Develop capstone projects in the CADD related certificate awards that will correspond with the Final Project capstone activity.

Develop student and program assessment process that will be incorporated in the capstone projects.

Develop Final Project capstone project as student portfolio system to represent learned skills that can be applied in industry.

The Final Portfolio will demonstrate skills learned in the CADD program, and directly reflect industry standards. It is the appropriate time to update the existing capstone project experience to reflect the evolving industry standards and evaluate student performance. The time spent on this sabbatical will be spent on accomplishing this goal. These activities are meticulous and time-consuming, requiring time away from my regular on-campus duties and teaching.
