

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, March 2, 2021

4:00 PM

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 February 2, 2021 Regular Meeting Minutes

B. Finance Items

- 1) Approval to Execute Agreements between Dallas College, Workday, Deloitte and Precision Task Group to Support Enterprise Resource Planning System

7. Individual Items

A. Talent Items

- 1) Approval of Warrants of Appointment for Police Officers

8. 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 December 15, 2020
- 2) Finance Committee Notes for February 2, 2021
- 3) Education Workforce Committee Notes for February 2, 2021

B. Current Funds Operating Budget Report for November 2020

C. Monthly Award and Change Order Summary

D. Facilities Maintenance Projects Report

E. Dallas College Foundation Report (March 2021)

F. Notice of Grant Awards

G. Human Resources Update

H. Annual Racial Profiling Reports

8. Executive Session (if required)

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

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

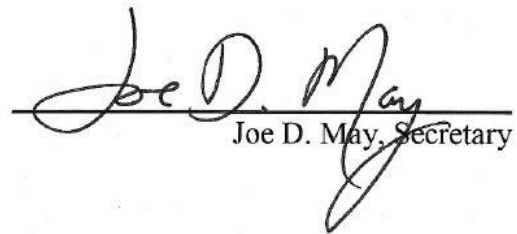
C. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072

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

9. Adjournment

**CERTIFICATION OF NOTICE POSTED FOR THE MARCH
2, 2021 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 Dallas College website on the 26th day of February 2021 in accordance with those provisions of section 551.043 (a)-(b)(1) of the Texas Government Code, and 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.

WorkDay
Deloitte
Precision Task Group

CONSENT AGENDA NO. 6A-1

Approval of the February 2, 2021 Regular Meeting Minutes

It is recommended that the Board approve the minutes of the February 2, 2021 Regular Board meeting.

A virtual Regular meeting of the Board of Trustees of Dallas College was held Tuesday, February 2, 2021, beginning at 4:30 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 Monica Lira Bravo.

Board Members and Officers Present

Ms. Monica Lira Bravo (Chair)
Ms. Charletta Rogers Compton
Ms. Diana Flores
Mr. Clifton Boyd
Dr. Joe May (Secretary and Chancellor)
Mr. Phil Ritter (Vice Chair)
Ms. Dorothy Zimmermann

Members Absent

Mr. JL Sonny Williams

1. Roll Call - Announcement of a Quorum by Perla Molina
2. Certification of Notice Posted for the Meeting by Chancellor Joe May
3. Citizens Desiring to Address the Board
None.
4. Chancellor and Board Announcements
 - A. Announcements from the Chancellor
 - Chancellor May began by stating that this was our first regular meeting of the year.
 - He gave a COVID Update. We were continuing to collaborate, almost daily, with Dallas County. Eastfield had been working with state and local officials; we continued to monitor the situation for Face-to-face education and were currently scheduled to return on a limited basis on Feb 15. However, we will continue to monitor and discuss with Dallas County. Dr.

May commended staff for their support of employees and most importantly, support for our students with tools needed to continue learning.

- Chancellor May thanked Dr. Joseph on her update of spring Athletics schedule, and safety protocols put in place to allow athletes to return to a spring sport season. He appreciated all for working together to move forward.
- Dr. May mentioned that the Texas Legislature was in session. We anticipated cuts to the budget, but currently were slightly less, and still may change. There was a big hearing on 2/23 for the Senate Finance, many of our North Texas representatives were sitting on this committee as well as the Higher Ed committee, including Senator Royce West and Angela Paxton.
- He was expecting Education Workforce Committee Legislative update in March.
- Chancellor May highlighted new opportunities for Dallas College.
 - 1) We have had a strong partnership with Amazon over the years. Now we have been invited to participate in a hands-on Amazon apprenticeship program in Mechatronics & Robotics. Our Eastfield campus was leading the effort for Dallas College. 160 participants were expected in that program.
 - 2) We received a \$10M Department of Labor grant upscaling workforce and training for the future in various areas. We were one of 19 recipients nationwide to receive it and we received that largest allotment. Many potential partners have reached out to assist.

B. Announcements from the Board Chair and/or Trustees

- Trustee Boyd publicly thanked and shared his appreciation for the effort put forth by the leadership team to help him get up-to-speed so he could be a productive board member.
- Chair Bravo thanked her fellow board members for working with her as committees were being restructured.
- She also thanked Dr. Joseph on her work with student athletics, parents, and staff.
- Chair Bravo stated that she was thankful to have participated in the Virtual Topping Out Ceremony at the North Lake campus.
- She recognized retirees for their years of service:
 - Brenda Dalton, 39 years
 - Jackie Porter, 26 years
 - Vickie Buford, 39 years
 - Janet McClanahan, 28 years
 - Lorrie Anderson, 40 years
 - Dawn Welsh, 25years

- Trina Ho, 27 years,
 - Patricia Henry, 23 years
 - Paula Osbaldeston, 23 years
 - Alice Lee, 19 years
 - Edward Walker, 22 years
 - Frankie Childress, 20 years
 - Jose Garcia, 18 years
- 1) 2021 Board of Trustees Committees Announcement shared by Perla Molina via online presentation. The list was provided to Board members in their member packets. Board Committee Structure information is included.

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

Vice Chair Ritter advised that he had a conflict with Consent Agenda Item 6(C)1 and recused himself from discussion and voting on this item.

6. Consent Agenda

Trustee Flores moved and Trustee Boyd seconded the motion to approve the Consent Agenda items 6A1-3, 6B-1 and 6B-2. Item 6C-1 was voted on separately.

A roll call vote was taken as follows:

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

The motion was approved and passed by a majority vote.

A. Minutes

- 1) Approval of December 15, 2020 Special Meeting Minutes
- 2) Approval of the December 15, 2020 Regular Meeting Minutes
- 3) Approval of January 19, 2021 Work Session Meeting Minutes

B. Finance Items

- 1) Approval of Interlocal Agreement with City of Farmers Branch for use of Brookhaven Campus as Staging Area following a Natural Disaster

- 2) Approval of the Seventh Amendment to the Lease for North Lake Campus, Construction Science Center, with PS Business Parks, LP

C. Education Workforce Items

- 1) Approval of Agreement Between Dallas College and GreenLight Credentials, LLC

Trustee Compton had a question on Agenda Item 6C1 regarding Cares Act funding: Why was this item not done on the budget cycle? Trustee Zimmermann stated that she thought this was a 10-year program. Trustee Compton asked for further clarification regarding the \$50,000.

Pyeper Wilkins answered with regard to Cares Act funding. Pyeper Wilkins replied and clarified the current use of funding from the Cares Act would be provided in April or any new stimulus funding that was passed in December.

John Robertson clarified that these items came up after the budget cycle and that was why they were not included in the budget book.

Trustee Boyd moved and Trustee Flores seconded the motion to approve Consent Agenda 6C-1.

A roll call vote was taken as follows:

Chair Bravo - aye

Trustee Flores - aye

Trustee Boyd - aye

Trustee Compton - aye

Trustee Zimmermann - aye

Vice Chair Ritter – Recused

Trustee Williams – not present

The motion was approved and passed by a majority vote.

7. Informative Reports

A. Committee Reports

- 1) Diversity Equity Inclusion Committee Notes for October 6, 2020
- 2) Finance Committee Notes for December 15, 2020
- 3) Education Workforce Committee Notes for December 15, 2020

B. 1st Quarter Bond Status Report

C. 1st Quarter Facilities Improvement Plan

D. 1st Quarter Budget Book Vendor Summary

- E. 1st Quarter Investment Transactions
- F. Current Funds Operating Budget Report for September 2020
- G. Monthly Award and Change Order Summary for November 2020
- H. Monthly Award and Change Order Summary for December 2020
- I. Facilities Maintenance Projects Report
- J. Dallas College Foundation Report (February 2021)
- K. Notice of Grant Awards (February 2021)
- L. Contracts for Educational Services
- M. Human Resources Update

8. Executive Session

Committee members went into session at 4:58 p.m. and ended at 5:52 p.m.

9. Adjournment

Board meeting adjourned at 5:54 p.m.

FINANCIAL ITEM NO. 6B-1

Approval to Execute Agreements between Dallas College, Workday, Deloitte and Precision Task Group to Support Enterprise Resource Planning System

The Chancellor recommends that authorization be given to approve agreements with Workday, Deloitte and Precision Task Group to implement and support a comprehensive enterprise resource planning (ERP) system.

Background

The College has been using the Colleague ERP system, provided by Ellucian, for the past two decades. The modularized system manages transactions related to all business and most student processes in an integrated fashion that shares data between various modules split mainly into three groups: Human Resources, Finance and Student Lifecycle Support (admissions through graduation).

The current state of the software reflects an approach that is placing stress on operations due to a number of factors including:

- Dated technology, which utilizes an antiquated mix of data infrastructures, and is not cloud native, meaning it was designed to work in a main/mini frame environment located on premise within a college Data Center.
- Highly customized software, with inconsistent documentation and many instances of proprietary code; Colleague has been modified over the course of many years and these customizations have significantly changed how the software operates under parameters the vendor no longer supports; severely limited functionality that is unable to meet the needs of an organization of our size; most colleges that run Colleague have 8,000 – 20,000 students.

Student Impact

A primary reason to move to a new ERP is the evolution of the higher education offerings available to us on the market including a growing focus on student success both in and out of the classroom. Along with managing transactions for students, current offerings provide access to managing the entire academic and social relationships with our students which give us the option to retire some third-party solutions we have purchased for advising, career services and counseling. For functions that require third-party support, platforms in use today allow for greater ease of integration. Additionally, distance education and eLearning are opening up our education offerings to larger populations and we require 24 x 7 support and functionality among our solutions requirements.

Faculty/Staff Impact

Workday provides the core functionality we have in our current systems, but in a more flexible and adaptable environment, with enhanced HR abilities in professional development, payroll, recruiting and employee tracking. Additionally, the Finance/Budget systems have enhanced features including multi-period budget planning and forecasting, grant management, procurement and project planning.

Community Impact

Currently, marketing and other outreach functions mine the data in Colleague and other systems for information that must be extracted, manipulated and distributed using other tools. A significant function within Workday, which is cloud native software, is access to information we wish to make public can be provided through website integrations that are less time-consuming, and in many cases can be automated.

Technology Impact

Moving to Workday in the cloud removes the largest environmental structure from our aging Data Center. Over the past three years we have experienced a fire, a flood and a gas leak within our Center, and though we have kept the service interruptions down, it comes with a cost. To support our current ERP, we purchase hundreds of thousands of dollars of miniframe computers, storage arrays and security solutions in duplicate on a regular basis, and we must condition staff to provide support of the entire operations around the clock. Additional advantages include a method wherein all customers utilize the exact same release of the software and working on a platform that is highly configurable to meet our needs without having to create customized code.

Project Status

- From March 2019 to February 2020, the College engaged CampusWorks to perform a series of services aimed at focusing on organizational readiness, process definition, current state, vendor discovery and RFP creation.
- From March 2020 to December 2020, the College continued working with CampusWorks to move the focus from preparation to selection activities including RFP release, RFP submissions review, creating a vendor shortlist, hosting vendor presentations and scoring by committee.
- From January 2021 to present, the College has been negotiating contract specifics, statements of work and project timelines.

Project Next Steps

Once contracts are finalized, we will begin the first phase of the project, which includes assigning specific tasks to the following groups of participants:

- Workday – initial implementation of the cloud structure as well as ongoing technology and hosting support for the software and related environments
- Deloitte – project management, configuration and integration of software
- Contract Staff – support of the College (via direct contracts with the College or as subcontractors to Deloitte) as Deloitte staff execute the implementation
- College Staff – support of the implementation (all staff will be involved at one point) including ensuring software configuration matches process requirements

Budget

Budget for the duration of the project:

ERP Partner Agreements	Cost	Term	MWBE
WorkDay Software	\$36.5M	10 years (paid annually)	
WorkDay Training and Assurance	\$2.1M	10 years	
Deloitte Implementation	\$20.6M	4 years **	\$2.0M
Precision Task Group IT Support	\$12.8M	4 years **	\$12.8M
Subtotal	\$72.0M		\$14.8 M (20.6%)
Budget Contingency of 10%	\$7.0M		TBD
Budget for Staff Implementation Support	\$5.0M		TBD
Grand Total	\$84.0M		

NTE = Not to exceed

** Based on implementation schedule

Funding Source

Operating Budget

Resource Contacts

Tim Marshall, Chief Innovations Officer

John Robertson, Chief Financial Officer

TALENT ITEM NO. 7A-1

Approval of Warrants of Appointment for Police Officers

The Chancellor recommends that the Board of Trustees approve the following warrants of appointment for the Police Officers listed below for the period indicated. Police Officers are hired through the Dallas College Police Department and assigned to various campuses.

WARRANTS OF APPOINTMENT – 1

Daniel Villa	District Office
Full-time	Effective Date: March 3, 2021
Period of Employment: Through termination of employment with Dallas College.	

COMMITTEE REPORT NO. 8A-1

Audit Committee Notes for December 15, 2020

The Audit Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, December 15, 2020, beginning at 1:00 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 Chair JL Sonny Williams.

Board Members and Officers Present

Ms. Monica Lira Bravo

* Ms. Charletta Rogers Compton

Ms. Diana Flores

Dr. Joe May (secretary and chancellor)

Mr. Philip J. Ritter

* Mr. JL Sonny Williams (committee chair)

* Ms. Dorothy Zimmermann

Members Absent

Mr. Wesley Jameson

* *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. Comprehensive Annual Financial Report for Dallas College and Richland Collegiate High School and Single Audit Report of Federal and State Awards together with Reports of Independent Auditors, for the Fiscal Year Ended August 31, 2020
Presenters: John Robertson, McConnell and Jones

The Comprehensive Annual Financial Report (CAFR) for Dallas College and Richland Collegiate High School and Single Audit Report of Federal and State Awards was presented by Marlon Williams, Partner with McConnell and Jones (MJ). Williams started the presentation by reviewing the values of MJ which include the following: creativity, inclusion, transparency, and accountability.

Overview of the CAFR

Mr. Williams proceeded to provide a high-level overview of figures contained in the CAFR. The overview of the CAFR included the following information.

- Total assets for 2020 were \$1,156.1 million, increased by \$28.3 million from 2019.
- Total liabilities for 2020 were \$656.9 million, decreased by \$15.1 million from 2019.
- Bonds payable for 2020 were \$147 million, decreased by \$51.07 million from 2019.
- Net position on August 31, 2020 was \$553.8, increased by \$55.9 million from 2019.
- Operating revenues for 2020 were \$108.2 million, decreased by \$.4 million from 2019.
- Operating expenses for 2020 were \$596.3 million, increased by \$42 million from 2019.
- Non-operating Revenues were \$544 million, increase by \$40.9 million from 2019.

Trustee Ritter asked Williams to articulate to the board the distinction between operating revenues and non-operating revenues as well as elaborating on the driving force of the increase in operating expenses.

Mr. Williams noted that the operating revenues for Dallas College included tuition and normal day to day activities. Further, Williams noted that operating revenues did not include revenue that was not generated from operations, such as taxes.

Further, John Robertson noted that the Governmental Accounting Standards Board (GASB) released pronouncements approximately 10 years ago to split revenues between two categories, operating and non-operating revenues. Robertson noted that the College's three major revenue sources include tuition, state appropriations, and property taxes. As a result of the GASB pronouncement, state appropriations and property taxes were moved to non-operating revenues because they were not transaction based. Further,

Robertson noted that the Management Discussion and Analysis (MD&A) reclasses all revenue sources to be presented as Total Revenue in exhibit II of the MD&A. Robertson noted that the split revenue presentation was only included in the CAFR and that this presentation of revenue is how higher education institutions and all fifty community college districts report in the state of Texas.

Williams proceeded to elaborate on the operating expense drivers, noting that the primary increase in expenses was mostly due to instruction, institutional support and salary related expenses.

Auditor Responsibilities

Williams continued and presented the responsibilities of the auditors set forth by the American Institute of Certified Public Accountants (AICPA) which included the following:

- Performing an audit under US GAAS of the financial statements prepared by management, with oversight from the board.
- Forming and expressing an opinion about whether the financial statements are presented fairly, in all material respects in accordance with US GAAP.
- Forming and expressing an opinion about whether certain supplementary information is fairly stated in relation to the financial statements as a whole.
- Reading other information and considering whether it is materially inconsistent with the financial statements.
- Communicating specific matters on a timely basis.
- Reporting any material federal and state awards noncompliance.
- Reporting any significant deficiencies, including material weaknesses, in internal control over financial reporting and federal and state awards Forming and expressing an opinion regarding the Schedule of Expenditures of Federal Awards (SEFA) and Schedule of Expenditures of State Awards (SESA).
- Summarizing Findings and questioned costs.
- Forming and expressing an opinion about whether certain supplementary information is fairly stated in relation to the financial statements as a whole.
- Performing procedures for Richland Collegiate High School footnotes and related documents.
- Review of the schedule of current funds expenditures by individual campus and central administrative function.
- Communicating specific matters.

Mr. Williams noted that an audit provided reasonable, not absolute, assurance that the financial statements do not contain material misstatements due to fraud or error. It did not relieve the board or management of their responsibilities. The auditor's respective responsibilities were described further in our engagement letter. Williams also noted that considering the size of the organization, auditors utilized the concept of materiality in public accounting to determine which items to look at and most of the audit was spent on material items.

Those Charged with Governance and Management Responsibilities

Williams continued with the presentation to then discuss the responsibilities of those charged with governance and management. Those charged with governance were responsible for:

- Overseeing the financial reporting process.
- Setting a positive tone at the top and challenging the College's activities in the financial arena.
- Discussing significant accounting and internal control matters with management.
- Informing the auditor about fraud or suspected fraud, including its views about fraud risks.
- Informing the auditor about other matters that were relevant to the audit, such as:
 - Objectives and strategies and related business risks that may result in material misstatement.
 - Matters warranting particular audit attention significant communications with regulators.
 - Matters related to the effectiveness of internal control and related oversight responsibilities.
 - Views regarding current communications and actions regarding previous communications.

Management was responsible for:

- Preparing and fairly presenting the financial statements and SEFA and SESA in accordance with US GAAP and regulatory requirements.
- Designing, implementing, evaluating, and maintaining effective internal control over financial reporting.

- Communicating significant accounting and internal control matters to those charged with governance
- Providing the auditors with unrestricted access to all persons and all information relevant to the audit.
- Informing the auditors about fraud, illegal acts, significant deficiencies, and material weaknesses.
- Adjusting the financial statements, including disclosures, to correct material misstatements.
- Informing the auditor of subsequent events.
- Providing the auditor with certain written representations.

Audit Timeline

Williams continued with the presentation to discuss the Audit Timeline prepared prior to the COVID pandemic noting that July through August 2020 included planning and interim procedures, October through November 2020 included preliminary risk assessment procedures, and November through December 2020 included final fieldwork and deliverables. Williams noted that this was the first audit predominately performed in a paperless environment with 99% of the work being performed without paper.

Materiality

Williams proceeded to discuss materiality and defined it as the magnitude of an omission or misstatement that likely influenced a reasonable person's judgment. Williams noted that materiality was based on a relevant financial statement benchmark and noted that MJ utilized Total Assets as an appropriate benchmark for the College and Total Expenditures as the appropriate benchmark for the Single Audit. Further, financial statement items greater than materiality are in scope. Other areas less than materiality may be in scope if qualitative factors were present (for example, related party relationships or transactions and fraud risk).

Use of the Work of Others

Williams discussed the use of the work of others during the audit. Williams noted that no specialists were used, and the auditors did not use the assistance of other companies or third parties. Further, Williams noted that the audit team received direct assistance from the College's Internal Audit Department during testing of the Federal and State Single Audit programs and that the work was reviewed and managed by the MJ engagement team.

Significant Risks

Williams discussed significant risks and/or areas of focus associated with the audit which include the following: governance, state appropriations, Maintenance ad valorem taxes, Federal, state and non-governmental grants and contracts, Tuition revenue and related receivable or deferral, investments, payroll and related liabilities, pensions and related liabilities, operating expenses and related payables, long-term debt, fixed assets, net position, walk through of the internal control processes, fraud inquiries and procedures and data analysis procedures. Williams noted that all balances were determined not to be materially misstated based on MJ's audit procedures.

Results of Audit

Williams noted that the results of the Audit included an Unmodified "clean" opinion, no scope limitations, no unresolved audit issues, no audit adjustments, no management letter comments, and there was open and effective communication with management throughout the engagement.

Results of Single Audit

There were no findings for the major programs audited which included Student Financial Assistance Cluster, H-1B Job Training Grants, Higher Education Emergency Relief Fund, and apprenticeship USA grants. However, there was a prior year audit finding, Post-9/11 Veterans Educational Assistance, that was part of the non-major programs audited where there were two instances identified where funds were not applied to student's accounts within 30 days.

Chair Flores questioned if the two instances identified for the Post 9-11 Veterans Educational Assistance program were from the previous audits or if these were new instances. Williams noted that these were new instances. Chair Flores asked Robertson if there were measures being put in place to prevent instances in the future. Robertson confirmed that measures were being put in place to prevent instances going forward.

Other Required Communications

Williams presented other required communications noting that there were no disagreements with management, the auditors were not aware of any consultations by management with other accountants regarding accounting or

auditing matters other than standard communication with the prior auditor, the auditors reviewed the College's CAFR, which contains audited financial statements and unaudited information, and did not identify any material inconsistencies or misstatements of fact related to the audited financial statements or unaudited information, and that the auditors encountered no significant difficulties during the audit.

Quality of Accounting Practices

Williams noted that the accounting policies of the College were reasonable. Williams noted that the auditors performed tests over the following accounting estimates to satisfy themselves that these amounts were free from material misstatements: allowance for doubtful receivables, estimate of the useful lives of capitalized assets, College's net pension liability and total pension liability, post-employment benefit liability, current liability for compensable absences. Further, Williams noted that there was one estimate specifically that they wanted management to revisit and would be discussed later in the presentation. Williams also noted that the auditors assessed the financial statement and single audit disclosures for clarity and completeness and footnote disclosures appeared overall to be neutral, consistent and clear. There was also a COVID note that was being prepared by management.

Value for Fees

Williams presented the status of following required deliverables;

- Report on the 2020 financial statements was completed.
- Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Required by Government Auditing Standards was completed.
- Report on Compliance for Each Major Federal and State Program and on Internal Control Over Compliance Required by Uniform Guidance Act and the State of Texas Single Audit Circular was completed.
- Provided timely and appropriate communication with management and the Audit Committee regarding technical audit, accounting, and internal control matters.
- Issued written communications to management and the Audit Committee of certain other matters (not determined to be significant deficiencies or material weaknesses) noted during our audit.
- Performed CDAA procedures and provided management with results of testing.
- Data Collection Form - Williams noted that the Data Collection Form

would be completed within 30 days from the completion of the audit.

- Report on Compliance with the Public Funds Investment Act
Williams noted that procedures were performed and the report is being prepared.

COVID-19

Williams noted that the World Health Organization declared a pandemic related to COVID-19 and in early 2020, the Federal Government and State of Texas declared a state of emergency due to the virus. As a result, Williams noted that the College had suffered some lost revenue and had incurred costs related to the virus. Williams also noted that historically student tuition receivables were \$19-20 million dollars. However, this year student tuition receivables increased to approximately \$35 million, but it was not certain that this was COVID related. Williams noted that the auditors had recommended that management reevaluate the allowance for doubtful accounts methodology in the upcoming quarter or early of next year, to ensure that it was reasonably based on the collection efforts.

After the conclusion of the CAFR presentation, Robertson noted that the audit committee would like to make a recommendation to the board for approval to file the CAFR on January 1, 2021 as required by state law to be distributed to various sources at the state and federal levels. A consensus of approval from the audit committee was received and confirmed to move forward with placing CAFR for approval the regular board meeting.

B. Internal Audit (IA) Department Audit Committee Report 1st Quarter Ending November 30, 2020

Presenter: Lori Cox

Robert Wendland introduced Lori Cox, Chief Internal Auditor, who joined in October 2020 and welcomed her to Dallas College. Ms. Cox noted that she had 20 years of internal audit experience and expressed her excitement to work with Dallas College.

Cox proceeded to provide the 1st Quarter ending presentation.

Audit and Project Status

Cox began by providing audit and project status for the following items:

- Athletics Audit - Completed, Final Review Phase
 - Completed and in final review phase with a target issuance date of December 21, 2020.
- Financial and Single Audit Assistance - Completed

- The team assisted external audit firm MJ in performing audit work in support of the year-end financial and single audits.

Upcoming audits and projects

Cox continued with discussing the following upcoming audits and projects:

- Special projects/investigations
 - As needed based on requested and/or Fraud Hotline Reporting.
- Audit Follow-up
 - Review status of addressing/correcting prior audit issues. Currently developing a mechanism to track outstanding audit issues and a regular follow up schedule until resolution.
- Dallas County Promise
 - Carry-over from the 2019-2020 audit plan. Performance and operational audit to determine achievement of program goals and objectives and opportunities for process improvements.
- Operational Audits/Process Reviews
 - Continued risk assessment to identify critical operational and process review areas; develop review plans accordingly.

Future Plans and Enhancements

Cox discussed future plans and enhancements for internal audit noting that there are many. Ms. Cox noted that the objective was to enhance the internal audit department and develop a “best-in-class” internal audit function serving as a model of excellence and embodying the definition of professional internal auditing.

Cox noted that the Institute of Internal Auditors (IIA), which was the governing body of the internal audit profession and sets the internal audit standards world-wide, defined internal auditing as an independent, objective assurance and consulting activity designed to add value to and improve an organization’s operations. It helped an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. Cox noted that she worked for the IIA and is very familiar with standards and internal audit processes.

Cox discussed how the current audit plan noted that internal audit conduct risk-based assurance engagements and investigations. The IIA definition went into more detail than what was in our current audit plan and we would plan to adopt and embody it going forward. It included consulting activities such as providing guidance, direction, and information. For example, reviewing policy and providing internal controls, or involvement in new

system implementation in order to provide guidance and/or controls, and discussing risk. Internal audit brought a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. Internal audit could aid in risk management which is identifying and suggesting ways to mitigate risk that the college was facing and provide assistance in improving governance processes and structures that were put in place to inform, direct and manage the organization.

Internal audit's key areas of focus included the following, understanding the business, operating under the internal audit standards, assessing risk and developing a strategy to help the organization mitigate risks, to execute engagements and perform audit work, investigations, and consulting, assisting with improving and evaluating governance, and reporting all activities to the board and leadership.

Cox discussed the following enhancements/developments and target implementation dates:

- Update Risk Assessment Processes, On-going
- Mission and Vision, December 2020
- Staff Training and Development Plans, December 2020
- Audit Issues Tracking Processes, January 2021
- Audit Process Redesign, January 2021
- Communications Plan, January 2021
 - This plan included communicating the role and services that internal audit could provide. Internal audit would develop a brochure and audit information packet that would describe the audit process and expectations of management, department, and internal audit. Internal audit would also develop a stronger web presence.
- Department Charter, January 2021
 - The Department Charter was a document required by the IIA that formally outlines the roles, responsibilities and reporting relationships of the internal audit function.
- Department Restructure, January 2021
 - There were currently two open audit positions that internal audit would be restructuring to be senior level positions that will also create advancement opportunities within the department.
- Strategic Plan, January 2021
- Department Manual Update, February 2021
- Quality Assurance and Improvement Program, March 2021

- This program was a requirement of the internal audit standards to ensure that the department is adhering to quality standards. This program included a process to ensure that work was reviewed appropriately, internal assessments, and external assessments performed by an outside party.
- Data Analytics Tool, April 2021
 - Internal audit would be assessing which tool would work best and procure the tool in the second or third quarter.
- Working Paper Software Tool, April 2021
 - Assist in more efficiency and consistency in the development of working papers and supporting documents for audits.

Chair Flores requested that Cox share the communications plan and strategic plan with the Board. Trustee Flores was interested in seeing the structure of these plans such as outcomes and performance metrics, etc. Trustee Flores also inquired if these would be completed in January 2021. Cox noted that she would share these plans with the Board.

5. Items for Review

A. Committee Notes

- 1) Audit Committee Notes for October 6, 2020.
Notes were reviewed and no changes were made.

6. Executive Session

None.

7. Adjournment

The audit committee adjourned at 1:53 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.

COMMITTEE REPORT NO. 8A-2

Education Workforce Committee Notes for February 2, 2021

An Education Workforce virtual meeting of the Board of Trustees of Dallas College was held Tuesday, February 2, 2021, beginning at 2:00 p.m. on the Cisco WebEx platform and was broadcast via the streaming link: <http://www.dcccd.edu/boardmeetingslive>. This meeting was convened by Committee Chair Monica Lira Bravo.

Board Members and Officers Present

- * Ms. Monica Lira Bravo (committee chair)
Mr. Cliff Boyd
Ms. Charletta Rogers Compton
- * Ms. Diana Flores
Dr. Joe May (secretary and chancellor)
Mr. Phil Ritter
Ms. Dorothy Zimmermann

Members Absent

Mr. JL Sonny Williams

- * 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. GreenLight: Bridging Academics and Workforce
Presenters: Beatriz Joseph, Pyeper Wilkins

Dr. Pyeper Wilkins talked about what Dallas College was doing with GreenLight and that Dallas College would like to move forward with additional modules that GreenLight offered to further meeting the needs of our students and employers.

Wilkins reviewed where we started with GreenLight and why, how we were meeting the needs of our students, putting student records in the students' hands.

GreenLight was initially funded by external partners, grants (state and local), foundations and other partners all focused on learner record and student profile, making it secure with blockchain technology. The record is then made available to the owner-student. Student records that GreenLight holds, cannot be changed once put into the platform. Records can be verified, shared by the student, and matched to other colleges or employers based on what was in that record.

Wilkins explained that GreenLight has become a marketplace to help students connect with employers and employers connect with students. Equalizing access for students to jobs, to internships, apprenticeships, to other organizations and other colleges and universities as well. There were multiple avenues GreenLight could be used and Dallas College utilized the top three modules. Secure storage and verification of student records. Student profiles where students could include references and other information specific to their academic record. The ability to match students, simplify the enrollment process, and manage their college enrollment process were already complete in GreenLight. Dallas College did not have the other modules available in GreenLight and that was what was sought for Board approval today.

Dr. Beatriz Joseph talked about the GreenLight Marketplace and how important it was for Dallas College to have access to it. Student endorsements, like a S.T.E.M. endorsement in high school, would be viewable by Dallas College in this platform. If the student had released his or her records. Intentional targeting of programs for the student's interest could be done. Students who might be interested in transferring to a four-year institution, could see their record and target scholarships, programs and opportunities for our students.

Wilkins discussed how the virtual career fair could connect employers with students and connect student back to employers, creating a pipeline for Dallas County and beyond. The Marketplace process helped students find a career-connected learning opportunity – internship, apprenticeship, part-time job, full-time job, and career after they graduated. Marketplace allowed Dallas College the opportunity to invite employers to post jobs and do their own virtual career fairs. It also gave data of what transpired for tracking purposes.

Joseph described all the things students could do in the Marketplace: Students could enter badges, letters of recommendation, licenses, non-credit certifications and trainings, credential completed, vaccination records for school or clinical site. It was HIPAA compliant.

Trustee Flores asked who uploaded the letters of recommendation.

Joseph explained that the student gave the person writing the recommendation a link to their profile. The person uploaded the completed recommendation to the student profile. Once it was uploaded, the student could share the recommendation, but no one could modify it.

Wilkins shared that utilizing the Marketplace Virtual Career Fair would be a way to impact economic recovery by matching students and employers. Greenlight matched the students and employers utilizing the data the student had shared. Greenlight also gave Dallas College data like what employers were hiring, what the requirements were, how many students were applying, what peak hiring times were for employers and much more.

Wilkins shared that the non-degree information module would allow the student to share any non-certificate, non-credited certification, badges, letters of recommendation, licenses, and vaccination records.

Wilkins shared that this module of GreenLight would also let the employers notify students of further certificates or credentials that might be needed for the positions.

Wilkins reviewed that Dallas College used Enroll Texas, also known as Common app, through the GreenLight platform which gave the student portability and a paperless system. Wilkins shared how Texas College Bridge was rolled out in response to COVID-19 last summer. This helped students who could not complete the ACT or SAT due to COVID-19 restrictions. San Antonio launched the internship manager last summer and it worked well.

Trustee Flores commented this was a robust application system for students giving them services in their hands and how exciting this was.

Trustee Boyd shared how impressive this valuable tool was and he would like to see this from a Board of Trustees perspective, generating a revenue stream for innovation.

Chancellor May said more discussion was needed with the Board. Dallas College had worked with other innovation hubs and incubators in the past.

General Counsel Rob Wendland mentioned the Board policies on intellectual property. Future exploration could happen on how the Board could take advantage of this revenue stream going forward.

Trustee Compton asked for clarification on the external partners Dallas College used in the initial work with just transcripts on GreenLight.

Wilkins verified.

Chancellor May shared the Communities Foundation of Texas funded \$500,000 directly to GreenLight to build this platform with Dallas College, the University of North Texas at Dallas, and the Dallas Independent School District. They covered the cost of those records for all these organizations.

Trustee Compton asked for clarification that the transcripts were not free and were funded by external partners.

Chancellor May confirmed the cost was approximately \$80,000 and was funded by external partners.

Trustee Compton asked about the board agenda item and the five-year contract with the \$0.00 cost to Dallas College for the transcript piece and that after the five years, Dallas College would be responsible for the cost.

Chancellor May and Wendland affirmed that was correct and a contract would be negotiated at that time.

Trustee Compton asked who was paying for the college enrollment part of GreenLight.

Wilkins confirmed external partners were paying for storage and contract at this time.

Chancellor May described GreenLight and its transcript platform and the updates that were made since the initial phase which now included the career matching, internship matching, and virtual career fair. He described how these new platforms were created by working with Texas Education agencies and with San Antonio and how they integrated with the GreenLight platform.

Trustee Compton pointed out that this was the second time Dallas College entered into a contract that was free at the beginning and led to a future cost that needed to go through our competitive quote process. Compton requested that the Diversity, Equity, and Inclusion Committee review this process.

Chancellor May spoke to this platform as new and innovative and there might not be other companies to compete for this right now. He also agreed that the DEI Committee review the process.

Trustee Compton asked if GreenLight was only used in the State of Texas.

Chancellor May responded that it was a Texas company working mostly with Texas schools and Texas foundations.

Trustee Compton asked about competitive pricing.

Wilkins explained this was innovative and no competition yet for competitive pricing was available. The Data lived on GreenLight platform.

Trustee Compton asked if there was a per student cost or blanket cost.

Wendland asked Tim Marshall to join discussion as he was involved with the negotiation for the new modules.

Marshall explained this was all new and innovative and had never been done in education field before. This was a Bitcoin and banking technology being used for education through blockchain. He described that the transcript was the first step of showing the earned credentials then moved to showing the full student transcript. Marshall explained that the GreenLight platform was being used by Texas Education Administration for all high school students in the state. He talked about the constant negotiations with GreenLight through this building process. There was a cost per student. This product was working much like Microsoft where you buy the pieces and parts as you have a need for them and as they are developed.

Trustee Zimmermann asked for clarification of who owned the records. Marshall confirmed the student owned their records.

Chancellor May described how Dallas College's worked with the Department of Education to maintain the data, but the student had control to share or not share their data.

Trustee Zimmermann asked about the security of the program and Dallas College's liability.

Marshall explained this was blockchain technology like Bitcoin and used a 256-key algorithm that cannot be changed. This used CIA level encryption. Transfer of goods between countries. This was highly trusted. Nothing had occurred through a blockchain breach. This was done in a secure fashion by federal and state mandate.

Trustee Zimmermann asked about record accuracy and how to address a problem with a student's record.

Marshall explained the data was encrypted when entered in and transferred. Dallas College had delivered over 57,000 transcripts without one occurrence of incorrect transcripts.

Trustee Zimmermann asked how a student could address a name change. Marshall confirmed that the student could change their name and address. Trustee Flores thanked the staff for seeking this economical solution for our students. She asked if this would give the ability to reach students beyond Dallas College.

Joseph shared that Dallas College could access any student record within GreenLight that students had shared and helped us target their needs and preferences.

Trustee Compton asked if only DISD students were currently utilizing GreenLight.

Wilkins commented that it began with DISD and now GISD had joined. She could speak to others around the State of Texas.

Trustee Compton would like all students in Dallas County to be considered for this including the charter schools.

Trustee Zimmermann asked for clarification if the students understood who owned the records.

Wendland explained that the student owned the record. Dallas College was the holder of that record. GreenLight was a consent, permission-based system. Dallas College was obligated to preserve and protect and maintain confidentiality of the record.

Trustee Boyd agreed with Trustee Flores about the pro-activity of the staff. He encouraged us to watch for the geniuses out there developing. He liked the attitude of staff to find partners to help us develop technology for our needs and encouraged the staff to continue these partnerships.

Chair Bravo reminded everyone there was an agenda item on this today.

B. Athletics Update

Presenter: Beatriz Joseph

Dr. Beatriz Joseph gave a brief update regarding the spring season for athletics. Dallas College conferred with coaches, athletic directors, the critical response office, health experts, parents, student athletes and coaches to develop a plan for

student athletes for a safe and successful spring 2021 athletic season. Dallas College enhanced our health and safety protocols to include temperature checks on game day and social distancing measures in transportation. Dallas College Legal Department developed a waiver acknowledging the risks of COVID-19 that our student athletes must sign to participate in spring sports. Everyone involved agreed on the terms.

Joseph shared how Dallas College Leadership supported our students. Dallas College Leadership met with over five hundred student athletes, parents, community members, and coaches and listened to their input regarding the spring season. January 21, Leadership met with everyone to make sure they were aware of how we would proceed with the semester. On January 22, sessions for student athletes began so they could receive assistance from advising. Advising served thirty-five student athletes. As of February 1, they served fifty-four student athletes to help with their schedules and make sure they were meeting the minimum requirements of twelve credit hours on the campus their team was housed as required by the NJCAA. Dallas College was moving from volunteer coaches to part-time coaches to ensure accountability and reliability.

Joseph discussed the next steps for athletics which would be a communication strategy to ensure everyone was aware of all issues, concerns and meeting needs that could come up. Student athletes would be advised of the reverse transfer process if they needed to transfer back some of the credits they earned once they transferred to a four-year institution to complete. All student athletes would be assigned a Success Coach to confirm their hours and all requirements were met. Zimmermann asked for clarification for the twelve hours at one campus now that we were one college.

Joseph explained that the NJCAA still required athletes to maintain twelve hours at the campus where their team was housed.

5. Overview of Regular Agenda Items

- A. Approval of Agreement Between Dallas College and GreenLight Credentials, LLC

6. Items for Review

- A. Committee Notes

- 1) Education Workforce Committee Notes for December 15, 2021.

7. Executive Session

None.

8. Adjournment

Education Workforce Committee adjourned at 3:14 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.

COMMITTEE REPORT NO. 8A-3

Finance Committee Notes for February 2, 2021

A virtual Finance Committee meeting of the Board of Trustees of the Dallas College was held Tuesday, February 2, 2021, beginning at 12:31 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

- Mr. Cliff Boyd
- Ms. Monica Lira Bravo
- * Ms. Charletta Rogers Compton
- Ms. Diana Flores
- Dr. Joe May (secretary and chancellor)
- * Mr. Phil Ritter (committee chair)
- Ms. Dorothy Zimmermann

Board Members Absent

- * Mr. JL Sonny Williams

* *Denotes a committee member*

1. **Roll Call - Announcement of a Quorum** was confirmed by Perla Molina.
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. Enterprise Resource Planning – Information Technology
Presenters: Tim Marshall, John Robertson

Tim Marshall presented the Enterprise Resource Planning (ERP) system, which would provide an integrated solution for housing critical student academic information and services such as human resources, payroll, and finance. This student-driven initiative had resulted in the selection of Workday as the new ERP and Deloitte as the implementation partner.

Transitioning to Workday would provide increased functionality, a student interface with a mobile-first design, and 24/7 access to data and transactions. Marshall showed an example of the new student mobile interface, which allowed students to conduct business collegewide through their phones, even if they did not have access to a computer.

For the students and community, Workday would allow public access to more information collegewide. In conjunction with Workday, Salesforce, the enterprise customer relationship management software, would allow for information sharing with social service agencies and area schools. Also, Workday was hosted in the cloud by Amazon Web Services, which provided immediate backup and multiple location disaster recoverability.

Software implementation would be rolled out in phases as the functionality was ready for production. Functional owners of the software, such as registrars, would participate in user acceptance testing prior to roll out. Implementation could be delayed as to not interrupt student and academic services during registration.

The cost for Workday was estimated at \$40 million with an annual payment over a ten-year period.

Trustee Boyd also asked about the data center. Marshall explained that the data center would be moving to another location and would provide a greater reliance on newer technology for storage and application support.

Trustee Boyd voiced concerns that Amazon could end backup services in the future. Marshall had discussed with Workday about using server copy machines as another recovery option. Trustee Zimmermann voiced concerns with potential data breaches. Marshall assured that the highest safety measures were being considered in choosing vendor.

Trustee Flores asked about MWBE subcontractor participation. John Robertson responded that negotiations were in progress and that they hoped to have more information at the March board meeting. Trustee Compton also spoke about the need to follow a competitive process for contractors/subcontractors and concerns with MWBE issues.

Trustee Flores also asked about the ability to search for courses with ease. Marshall explained that students could easily search for courses by term, credit or non-credit catalog, and course name or subject.

Trustee Zimmermann expressed concerns about having a ten-year contract. Marshall stated that a ten-year contract locked in the price while implementation and production were completed. Implementation alone would take approximately 4 years.

5. Overview of Regular Agenda Items

- A. Approval of the Seventh Amendment to the Lease for North Lake Campus, Construction Science Center, with PS Business Parks, LP
- B. Approval of Interlocal Agreement with City of Farmers Branch for use of Brookhaven Campus as Staging Area following a Natural Disaster

Trustee Flores asked about the location and designated space. John Robertson stated that the staging area would be set up following a natural disaster on the west side of campus in a small portion of the parking lot. The staging area would be fenced and used for a maximum of 60 days.

6. Items for Review

A. Committee Notes

- 1) Finance Committee Notes for December 15, 2020
Notes were reviewed and no edits were made.

7. Executive Session

None.

8. Adjournment was at 1:52 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. 8B

Current Funds Operating Budget Report for November 2020

The Chancellor presents the report of the current funds operating budget for review for the period ending November 30, 2020.

Revenues

Total Net Tuition reflects a higher percentage due to a timing issue in posting TPEG Set Aside.

Transfers-In from Other Funds is higher due to \$26M Carry Forwards, \$20M Facilities Improvement Plan, and \$6M Other Capital Projects transfers.

Expenses

Purchased Services reflects a higher percentage due to IncludED commitment with Follett Higher Education Group and consulting fees for One College.

2020-21 CURRENT FUNDS OPERATING BUDGET

REVENUES & EXPENDITURES

Year-to-Date November 30, 2020

	Approved Budget	Allocated Budget	Year-To-Date Actuals	Percent Budget
REVENUES				
State Appropriations	\$ 89,770,455	\$ 89,770,455	\$ 31,732,281	35.3%
Tuition	131,645,599	131,645,599	78,734,253	59.8%
Less: Waivers & Discounts	(26,119,900)	(26,119,900)	(1,821,864)	7.0%
Less: TPEG Set Aside	(6,913,352)	(6,913,352)	-	0.0%
Total Net Tuition	98,612,347	98,612,347	76,912,389	78.0%
Taxes	275,912,917	275,912,917	17,303,681	6.3%
Federal Grants & Contracts (Work Study)	1,145,477	1,145,477	65,713	5.7%
Investment Income	2,000,000	2,000,000	179,772	9.0%
General Revenue	1,660,546	1,660,546	454,496	27.4%
Subtotal Revenue	469,101,742	469,101,742	126,648,333	27.0%
Transfers-In From Other Funds	52,667,868	52,754,994	n/a	n/a
Capital Budget Projects	52,667,868	52,754,994	n/a	n/a
TOTAL REVENUE	521,769,610	521,856,736	126,648,333	24.3%
EXPENSES				
Salaries & Wages	\$ 301,268,876	\$ 304,287,352	\$ 75,088,513	24.7%
Staff Benefits	37,679,217	37,712,217	8,640,229	22.9%
Purchased Services	31,635,070	46,559,700	46,155,285	99.1%
Operating Expenses	71,154,586	64,541,677	19,657,824	30.5%
Supplies & Equipment	44,141,664	32,865,593	19,005,383	57.8%
Provisions (See Summary Below)	3,000,000	3,000,000	n/a	n/a
Subtotal Expenses	488,879,413	488,966,539	168,547,234	34.5%
Transfers to Other Funds:				
Institutional Matching - Contracts/Grants	3,000,000	3,000,000	(6,330)	-0.2%
Auxiliary Fund	9,890,197	9,890,197	9,890,197	100.0%
Capital Budget	20,000,000	20,000,000	n/a	n/a
TOTAL EXPENSES	521,769,610	521,856,736	178,431,101	34.2%
PROVISIONS SUMMARY:				
	Approved	Allocated Budget	Adjustments	Current Unallocated
Diversity Training	\$ 1,500,000	\$ -	\$ -	\$ 1,500,000
Professional Development	1,500,000	-	-	1,500,000
TOTAL PROVISIONS	3,000,000	-	-	3,000,000
CASH ON HAND				
	Prior Month Balance	Current Month Net Change	Current Month Balance	Year-to-Date Net Change
Pools & Banks	\$307,575,034	\$ (51,973,050)	\$ 255,601,984	\$ (51,973,050)
Commerical Paper	30,284,913	\$ (10,294,034)	19,990,879	\$ (10,294,034)
Total Cash	\$337,859,948	(62,267,085)	275,592,863	\$ (62,267,084)

2019-20 CURRENT FUNDS OPERATING BUDGET

REVENUES & EXPENDITURES

Year-to-Date - 25.0% of Fiscal Year Elapsed

UNRESTRICTED FUND

REVENUES

	November 30, 2020			November 30, 2019		
	Allocated Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
State Appropriations	\$ 89,770,455	\$ 31,732,281	35.3%	\$ 94,495,215	\$ 31,733,322	33.6%
Tuition	131,645,599	\$ 78,734,253	59.8%	135,475,137	73,938,749	54.6%
Less: Waivers & Discounts	(26,119,900)	\$ (1,821,864)	7.0%	(21,904,878)	(2,168,770)	9.9%
Less: TPEG Set Aside	(6,913,352)	\$ -	0.0%	(6,897,912)	(2,506,896)	36.3%
Total Net Tuition	98,612,347	76,912,389	78.0%	106,672,347	69,263,083	64.9%
Taxes for Current Operations	275,912,917	17,303,681	6.3%	278,882,917	18,631,960	6.7%
Work Study	1,145,477	65,713	5.7%	1,145,477	270,708	23.6%
Investment Income	2,000,000	179,772	9.0%	3,900,000	1,609,264	41.3%
General Revenue	1,660,546	454,496	27.4%	2,057,328	613,179	29.8%
SUBTOTAL	469,101,742	126,648,333	27.0%	487,153,284	122,121,516	25.1%
Transfers-In From Other Funds	52,754,994	n/a	n/a	8,341,412	n/a	n/a
TOTAL REVENUES	521,856,736	126,648,333	24.3%	533,378,447	122,121,516	22.9%

EXPENSES

	November 30, 2020			November 30, 2019		
	Allocated Budget	Year-to-Date Actuals	Percent Budget	Approved Budget	Year-to-Date Actuals	Percent Budget
Salaries & Wages	\$ 304,287,352	\$ 75,088,513	24.7%	\$ 302,388,435	\$ 78,182,062	25.9%
Staff Benefits	37,712,217	8,640,229	22.9%	36,750,822	8,812,753	24.0%
Purchased Services	46,559,700	46,155,285	99.1%	44,277,204	23,374,668	52.8%
Operating Expenses	64,541,677	19,657,824	30.5%	67,503,766	24,600,400	36.4%
Supplies & Equipment	32,865,593	19,005,383	57.8%	59,296,141	25,015,669	42.2%
Provisions (See Summary Below)	3,000,000	n/a	0.0%	6,860,000	n/a	0.0%
Subtotal Expenses	488,966,539	168,547,234	34.5%	517,076,368	159,985,552	30.9%
Transfers to Other Funds:						
Institutional Matching - Contracts/Grants	3,000,000	(6,330)	n/a	877,675	1,075,170	n/a
Auxiliary Fund	9,890,197	9,890,197	100.0%	9,924,404	9,924,404	100.0%
Capital Budget	20,000,000	n/a	n/a	5,500,000	5,500,000	100.0%
TOTAL EXPENSES	521,856,736	178,431,101	34.2%	533,378,447	176,485,126	33.1%

Provision Summary

	Approved	Year-to-Date Allocation	Balance	Approved	Year-to-Date Allocation	Balance
	\$ 3,000,000	-	3,000,000	\$ 46,643,751	(37,883,751)	8,760,000

INFORMATIVE REPORT NO. 8C

Monthly Award and Change Order Summary

Listed below are the awards and change orders approved by the Chief Financial Officer in January 2021.

CHANGE ORDERS

Beck Architecture, LLC Purchase Order No. B31980	NLC Construction Technology Building Change Order No. 7
<u>Scope</u> Architectural and engineering design services for Construction Science Building at Coppell Center.	
<u>Change</u> This additional service provides interior/exterior wayfinding signage recommendations.	
Original Contract Amount	\$1,250,000
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$1,897,109
Net Change	\$28,000
Revised Contract Amount	\$3,175,109

Convergent Technologies Bid #RFP-2019-25 Purchase Order No. B37559	Collegewide IT Security System Integration Change Order No. 1
<u>Scope</u> Collegewide Security System Integration phase II.	
<u>Change</u> This change order provides security equipment count/type revisions after site verification at Richland. Changes include additional cameras and access control doors.	
Original Contract Amount	\$13,900,419
Change Order Limit/Contingency	\$2,085,063
Prior Change Order Total Amounts	\$0
Net Change	\$59,352
Revised Contract Amount	\$13,959,771

Glenn Partners	BHC ECHS Expansion
Purchase Order No. B37705	Change Order No. 1
<u>Scope</u>	
Brookhaven Campus Early College High School/Early College Center expansion.	
<u>Change</u>	
This additional service provides revised designs for program reduction in the Early College Center and enlarging classrooms in Building W.	
Original Contract Amount	\$1,540,000
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$0
Net Change	\$20,000
Revised Contract Amount	\$1,560,000

Mart Inc. – Bid #RFBC 2019-16	CVC IT Closet Upgrades
Purchase Order No. B37290	Change Order No. 9
<u>Scope</u>	
IT Closet Upgrades at Cedar Valley Campus.	
<u>Change</u>	
This change order includes costs for the addition of a new conduit pathway between Buildings G & C and a credit for removing cabling scope from Building H. The new conduit pathway is needed due to an obstruction in the existing conduit.	
Original Contract Amount	\$7,119,379
Change Order Limit/Contingency	\$1,067,907
Prior Change Order Total Amounts	\$252,714
Net Change	\$17,141
Revised Contract Amount	\$7,389,234

Mart Inc. – Bid #RFBC 2019-16	CVC IT Closet Upgrades
Purchase Order No. B37290	Change Order No.10
<u>Scope</u>	
IT Closet Upgrades at Cedar Valley Campus.	
<u>Change</u>	
This change order includes additional brackets for the vertical power distribution units and added conduit pathways. The brackets are needed for accessibility to the plugs.	
Original Contract Amount	\$7,119,379
Change Order Limit/Contingency	\$1,067,907
Prior Change Order Total Amounts	\$269,856
Net Change	\$3,043
Revised Contract Amount	\$7,392,278

Mart Inc. – Bid #RFBC 2019-16
Purchase Order No. B37290

CVC IT Closet Upgrades
Change Order No. 11

Scope

IT Closet Upgrades at Cedar Valley Campus.

Change

This change order covers a gas leak repair due to hitting an unmarked gas line, adds pressure tests as required to restore gas service, and tests/replaces risers to fix minor leaks found after pressure tests.

Original Contract Amount	\$7,119,379
Change Order Limit/Contingency	\$1,067,907
Prior Change Order Total Amounts	\$272,899
Net Change	\$56,340
Revised Contract Amount	\$7,448,618

Network Cabling Services, Inc. (NCS) – Bid #RFP-2019-22

Purchase Order No. B37513

RLC IT Infrastructure Upgrades
Change Order No. 4

Scope

Upgrade IT cabling infrastructure at Richland Campus.

Change

This change order adds cost for a compressed schedule to complete cabling at Thunderduck Hall by 12/8/20 for GC to complete final electrical work and deep clean by 12/15/20. NCS will increased overtime (650) hours by expanding their work week to 5 days/week, 10 hour/day which is approximately 6 weeks ahead of Network Cabling Services' substantial completion date of 02/10/2021.

Original Contract Amount	\$2,513,220
Change Order Limit/Contingency	\$376,983
Prior Change Order Total Amounts	\$75,425
Net Change	\$16,250
Revised Contract Amount	\$2,604,895

Network Cabling Services, Inc. – Bid RFP-2019-22

Purchase Order No. B37513

RLC IT Infrastructure Upgrades
Change Order No. 5

Scope

Upgrade IT cabling infrastructure at Richland Campus.

Change

This change order adds mounting brackets for power distribution units. Brackets are needed to provide College IT accessibility.

Original Contract Amount	\$2,513,220
Change Order Limit/Contingency	\$376,983
Prior Change Order Total Amounts	\$91,675
Net Change	\$3,300
Revised Contract Amount	\$2,608,195

Acumen Enterprises, Inc. – Bid #2020-52 NLC IT Closet Upgrades
Purchase Order No. B37515 Change Order No. 6

Scope

IT Closet Upgrades at North Lake Campus.

Change

This change order includes renovation, additional controls, electrical work, roof work, and HVAC installation to room H301E. In addition, the relocation of existing MEP equipment in room L190 due to a conflict with new wall framing and power distribution unit brackets installation.

Original Contract Amount	\$4,799,000
Change Order Limit/Contingency	\$719,850
Prior Change Order Total Amounts	\$223,297
Net Change	\$67,151
Revised Contract Amount	\$5,089,448

Novom Group, Inc IT Infrastructure Upgrades – Collegewide
Purchase Order No. B32475 Change Order No.1

Scope

Provide project management and consulting services for College-wide IDF and cable infrastructure upgrades.

Change

This additional service extends Novom services through July 31, 2021 due to project delays.

Original Contract Amount	\$1,959,100
Change Order Limit/Contingency	\$0
Prior Change Order Total Amounts	\$0
Net Change	\$377,910
Revised Contract Amount	\$2,337,010

Phillips May Corporation – Bid#	CVC HVAC Renovation
RFCSP 2020-46	
Purchase Order No. B37551	Change Order No. 3
<u>Scope</u>	
HVAC Center of Excellence renovation at Cedar Valley Campus.	
<u>Change</u>	
This change order includes connecting existing furnaces to existing manifold system, revisions to the manifold duct, associated electrical and roof work, painting, and the addition of exhaust fans. The changes are needed to correct existing non-compliant issues and piping conflicts.	
Original Contract Amount	\$2,157,333
Change Order Limit/Contingency	\$323,600
Prior Change Order Total Amounts	\$66,370
Net Change	\$47,518
Revised Contract Amount	\$2,271,221

Mart Inc. – Bid #RFBC 2019-13	MVC IT Closet Upgrades
Purchase Order No. B37261	Change Order No. 10
<u>Scope</u>	
IT Closet Upgrades at Mountain View Campus.	
<u>Change</u>	
This change order adds electrical work in B110 & E115 per College IT request and deducts unneeded cores/core sleeves.	
Original Contract Amount	\$6,774,000
Change Order Limit/Contingency	\$1,016,100
Prior Change Order Total Amounts	\$220,075
Net Change	\$1,878
Revised Contract Amount	\$6,995,953

SCM Construction Services - Bid #	EFC IT Closet Upgrades
2020-53	
Purchase Order No. B37540	Change Order No. 2
<u>Scope</u>	
IT Closet Upgrades at Eastfield Campus.	

Change

This change order includes rerouting of underground conduit per survey & site utility investigation, code compliance issues and replacement of existing fire stops and security wire preferences.

Original Contract Amount	\$5,164,000
Change Order Limit/Contingency	\$774,600
Prior Change Order Total Amounts	\$203,044
Net Change	\$314,773
Revised Contract Amount	\$5,681,817

INFORMATIVE REPORT NO. 8D

Facilities Maintenance Projects
Status Report for the Period Ending December 31, 2020

Campus	Project Description	Project Budget	Contracts Awarded	Start Date	Completion Date
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
		<u>32,536,301</u>	<u>11,077,681</u>		
NLC	Repair Drainage System at Building L	135,790	4,352	2/2017	5/2021
	Repair Drainage System at Buildings J and K	101,843	3,580	2/2017	5/2021
	Replace Exterior Stairs at Buildings F and T	109,832	3,863	7/2018	5/2021
		<u>347,465</u>	<u>11,795</u>		
RLC	Modular Buildings	3,600,000	178,600	8/2020	5/2021
		<u>3,600,000</u>	<u>178,600</u>		
		<u>36,483,766</u>	<u>11,268,076</u>		

INFORMATIVE REPORT NO. 8E

Dallas College Foundation Report (March 2021)

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

DALLAS COLLEGE 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
November 2020	\$30,822	\$243,886	\$274,708
December 2020	\$23,434	\$698,995	\$722,429
January 2021	\$95,993	\$ 44,024	\$140,295
TOTAL	\$158,832	\$1,315,463	\$1,474,295

INFORMATIVE REPORT NO. 8F

Notice of Grant Awards (March 2021)

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 – Foundation/Career Connected Learning

PURPOSE

Enhance up-skilling and reskilling for Black and Hispanic-Latino students and develop or enhance existing programs to meet specific skill gaps in their communities in order to create higher-paying, family-sustaining jobs that are in demand.

<u>PRIORITY</u>	<u>FUNDING SOURCE</u>	<u>STUDENTS SERVED</u>	<u>AMOUNT</u>	<u>TERM</u>
4	Bank of America	300+	\$1,000,000 (\$250,000 annually)	12/1/2020- 11/30/2021

RECIPIENT

Dallas College – Cedar Valley Campus

PURPOSE

Assist with purchasing equipment for the Dallas College Mobile Training Unit.

<u>PRIORITY</u>	<u>FUNDING SOURCE</u>	<u>STUDENTS SERVED</u>	<u>AMOUNT</u>	<u>TERM</u>
1 & 4	Hutchins Economic Development Corp	100+	\$25,000	10/1/2020- 10/1/2021

RECIPIENT**Dallas College – Cedar Valley Campus****PURPOSE**

Respond to industry workforce needs and address the skills required to support in-demand training. The 53 ft. customized trailer increases access to training beyond the campus location and can be customized to deliver training at an employer location.

<u>PRIORITY</u>	<u>FUNDING SOURCE</u>	<u>STUDENTS SERVED</u>	<u>AMOUNT</u>	<u>TERM</u>
1, 2, 3, 4	Lancaster Economic Development Center (EDC)	75+	\$50,000	1/1/2020- 1/31/2023

RECIPIENT**Dallas College – Solutions Development****PURPOSE**

Serve 4,000 unemployed, underemployed and incumbent participants to enhance skills from middle to high-skilled occupations over the next four years. The targeted industries are advanced manufacturing, information technology, and transportation in the Dallas/Fort Worth Area, statewide and throughout the nation.

<u>PRIORITY</u>	<u>FUNDING SOURCE</u>	<u>STUDENTS SERVED</u>	<u>AMOUNT</u>	<u>TERM</u>
1, 2, 3, 4, 5	U.S. Department of Labor	4,000	\$10,000,000	02/01/ 2021- 01/31/2025

Grant Awards Reported in Fiscal Year 2020-2021

September 2020	\$196, 244
October 2020	\$6,206,781
November 2020	\$2,136,202
December 2020	\$3,651,903
January 2021	-
February 2021	\$2,151,631
March 2021	\$11,075,000
April 2021	
May 2021	
June 2021	
July 2021	
August 2021	
Total to Date	\$25,417,761

INFORMATIVE REPORT NO. 8G

Human Resources Update

The Chancellor presents the information on hiring and talent moves as of February 15, 2021.

ADMINISTRATORS & STAFF

As of 02/15/2021 approximately 43 full-time appointments were processed within Dallas College.

The table below presents these appointments as reflected during the period of January 12, 2021 through February 15, 2021.

Administrators & Staff

Last	First	Employment Type	Position Type	Title	Location	Salary	Appt.	Education
Benatar	Monique	Full-Time	STAFF	Talent Acquisition Partner	DO	\$65,941	One College	Bachelors
Blake	Christopher	Full-Time	STAFF	Total Rewards Specialist, Compensation	DO	\$77,132	One College	Masters
Bryan	Benjamin	Full-Time	STAFF	Welcome Assistant	RLC	\$33,655	External	Bachelors
Bryant	Heather	Full-Time	ADM	Dean	DO	\$148,000	External	Masters
Carter	Nikkia	Full-Time	STAFF	Employer Brand Partner	DO	\$65,000	One College	Masters
Castillo	Graciela	Full-Time	STAFF	Service Excellence Manager	DO	\$53,000	One College	Bachelors
Copsey	Kyler	Full-Time	STAFF	Systems Administrator	LCET	\$80,000	External	Bachelors
Cortez	David	Full-Time	STAFF	Police, Communications Operator	DO	\$35,805	External	Associates
Dela Cruz	Jose	Full-Time	ADM	Dean	DO	\$96,425	External	Doctorate Masters
Edwards	Alacia	Full-Time	STAFF	Learning Management Systems Administrator	DO	\$85,093	One College	MBA
Elders	Stacia	Full-Time	STAFF	Learning & Development Coordinator	DO	\$54,664	One College	Masters
Elkins	Richard	Full-Time	STAFF	Learning & Development Partner	DO	\$71,851	One College	Masters
Garcia	Laura	Full-Time	STAFF	Police, Communications Operator	DO	\$33,330	External	Associates
Hash	Pamela	Full-Time	STAFF	Total Rewards Specialist, Benefits	DO	\$65,000	One College	High School
Hernandez	Angeles	Full-Time	STAFF	Department Assistant	EFC	\$35,256	Internal	Associates
Holland	Leticia	Full-Time	STAFF	Employee Relations Partner	DO	\$65,000	One College	Associates
Jimenez	Araceli	Full-Time	STAFF	Talent Acquisition Partner	DO	\$65,000	One College	Associates

Lang	Rosalind	Full-Time	STAFF	Sr. Manager	RLC	\$67,925	External	Masters
Le Blanc	Angela	Full-Time	STAFF	HRIS Data Specialist	DO	\$53,000	One College	Associates
Liles	Misti	Full-Time	STAFF	Total Rewards Specialist, Benefits	DO	\$66,191	One College	Bachelors
Little	Halanda	Full-Time	STAFF	Awards & Recognition Coordinator	DO	\$64,403	One College	Bachelors
Lockhart	Debra	Full-Time	STAFF	Total Rewards Specialist, Benefits	DO	\$79,650	One College	Bachelors
Maingi	Everlyne	Full-Time	STAFF	Total Rewards Specialist, Compensation	DO	\$65,000	One College	Bachelors
Martin	John	Full-Time	ADM	Dean	DO	\$114,874	External	MBA
Medel	Miriam	Full-Time	STAFF	Total Rewards Specialist	DO	\$65,000.	One College	Some College
Myers	Jennifer	Full-Time	ADM	Dean	DO	\$99,161	External	Ph.D.
Nguyen	Jasmine	Full-Time	STAFF	HRIS Systems Specialist	DO	\$65,000	One College	Associates
Nixon	Kay	Full-Time	STAFF	Talent Acquisition Partner	DO	\$65,000	One College	Some College
Peterson	Rosalind	Full-Time	STAFF	Talent Acquisition Partner	DO	\$76,016	One College	Associates
Ragas	Rochelle	Full-Time	STAFF	Procurement Contract Manager	DSC	\$79,000	External	Bachelors
Ritchey	Jeremy	Full-Time	ADM	Associate Dean	DO	\$71,514	Externa	Masters
Robertson	Payton	Full-Time	STAFF	Welcome Assistant	EFC	\$32,640	External	Some College
Salazar	Veronica	Full-Time	STAFF	Senior Service Excellence Manager	DO	\$65,000	One College	Associates
Sanjuan	Alfredo	Full-Time	STAFF	Assistant Director	DO	\$100,419	One College	Doctorate
Shaw	Mary	Full-Time	STAFF	Learning & Development Partner	DO	\$74,256	One College	Bachelors
Thornton	Joshua	Full-Time	STAFF	HR Business Partner	DO	\$65,000	One College	Bachelors
Todd, Jr.	Joel	Full-Time	STAFF	HRIS Business Analyst	DO	\$65,000	One College	MBA
Truong	Ngoc	Full-time	ADM	Associate Dean	DO	\$83,625	One College	Masters
Trujillo	Angelina	Full-Time	STAFF	Service Excellence Manager	DO	\$57,621	One College	Associates
Vaughan	Tim	Full-Time	STAFF	Senior Service Excellence Manager	DO	\$66,194	One College	Bachelors
Villa	Daniel	Full-Time	STAFF	Police, Patrol Officer	DO	\$44,525	External	Some College
Williams	Bradford	Full-Time	ADM	College President	ECC	\$240,433	External	Doctorate
Ziehm	Andrea	Full-Time	STAFF	Learning & Development Partner	DO	\$69,454	One College	Masters

Full-Time Faculty

Last	First	Employment Type	Position Type	Title	Location	Salary	Appt.	Education
Logan	Jackie	Full-Time	FACULTY	Temporary Faculty Full-Time, Range 1	EFC	\$54,740	Internal	Associates Degree

Employee Separation Report

	Resignations	Retirements	Other
Administrator	0	1	19
Faculty	1	2	0
Full-time Staff	15	8	2
Part-time Staff	3	0	12
Adjunct	1	0	0
Police	1	0	0

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

WORKFORCE DEMOGRAPHIC 5-YEAR OVERVIEW

The Chancellor presents the Workforce Demographics report as of February 15, 2021.

Workforce diversity continues to be a priority for the Dallas College, as reflected in the Board's strategic objectives. This report is designed to present workforce diversity information as a five-year trend analysis to provide a historic perspective on changes in the three major employee groups within the Dallas College.

Five Year Distribution

Five Year Distribution										
Full-time	Sep-17		Sep-18		Sep-19		Sep-20		Fiscal Year 20-21	
<u>Faculty</u>	#	%	#	%	#	%	#	%	#	%
White	515	58.99%	504	58.99%	498	59.35%	503	55.03%	486	54.3%
Black	142	16.27%	146	16.27%	158	16.24%	163	17.83%	163	18.2%
Hispanic/Latino	107	12.26%	115	12.26%	121	12.85%	131	14.33%	123	13.7%
Asian	63	7.22%	66	7.22%	67	7.48%	79	8.64%	76	8.49%
Native American/Alaskan	10	1.15%	9	1.15%	8	1.05%	9	0.9%	8	.89%
International	5	0.57%	4	0.57%	5	0.47%	4	0.44%	6	.67%
Unknown/Not Reported	30	3.44%	23	3.44%	26	2.75%	25	2.74%	33	3.68%
Hawaiian/Pacific Islander*	1	0.11%	1	0.11%	0	0.12%	0	0.00%	0	0.00%
Faculty Total	873	100%	868	100%	883	100%	914	100%	895	100%
<u>Administrators</u>	#	%	#	%	#	%	#	%	#	%
White	151	52.43%	147	52.43%	128	50.17%	127	43.20%	123	40.59%

Black	77	26.74%	81	26.74%	87	33.67%	99	33.67%	108	35.64%
Hispanic/Latino	40	13.89%	42	13.89%	40	14.63%	43	14.4%	44	14.52%
Asian	6	2.08%	6	2.08%	6	2.38%	7	2.4%	8	2.64%
Native American/Alaskan	3	1.04%	3	1.04%	4	0.68%	2	0.7%	2	.66%
International	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Unknown/Not Reported	11	3.82%	14	3.82%	15	5.44	16	5.5%	18	5.94%
Hawaiian/Pacific Islander*	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Administrators Total	288	100%	293	100%	280	100%	294	100%	303	100%

<i>Staff</i>	#	%	#	%	#	%	#	%	#	%
White	878	38.61%	840	38.61%	865	37.43%	831	34.40%	742	33.11%
Black	699	30.74%	701	30.74%	737	31.09%	757	31.33%	716	31.95%
Hispanic/Latino	465	20.45%	490	20.45%	538	21.22%	574	23.76%	540	24.09%
Asian	112	4.93%	125	4.93%	124	5.22%	127	5.26%	126	5.66%
Native American/Alaskan	21	0.92%	20	0.92%	20	0.83%	20	0.83%	23	1.026%
International	4	0.18%	4	0.18%	4	0.22%	4	0.17%	4	.178%
Unknown/Not Reported	92	4.05%	94	4.05%	100	3.96%	101	4.18%	88	3.92%
Hawaiian/Pacific Islander*	3	0.13%	2	0.13%	2	0.04%	2	0.08/%	2	0.089%
Staff Total	2274	100%	2276	100%	2390	100%	2416	100%	2241	100%
FT Grand Total	3435		3437		3553		3624		3439	

Part-time Staff	Sep-17		Sep-18		Sep-19		Sep-20		Fiscal Year 2020-2021	
	#	%	#	%	#	%	#	%	#	%
White	1036	42.72%	942	40.97%	917	41.89%	320	32.32%	210	30.79%
Black	563	23.22%	523	22.75%	506	23.12%	244	24.65%	172	25.21%
Hispanic/Latino	505	20.82%	494	21.49%	469	21.43%	283	28.59%	195	28.59%
Asian	173	7.13%	186	8.09%	158	7.22%	90	9.09%	72	10.55%
Native American/Alaskan	8	0.33%	12	0.52%	17	0.78%	8	0.81%	6	.87%
International	30	1.24%	24	1.04%	24	1.10%	12	1.21%	8	1.17%
Unknown/Not Reported	107	4.41%	115	5.00%	96	4.39%	32	3.23%	18	2.63%
Hawaiian/Pacific Islander*	3	0.12%	3	0.13%	2	0.09%	1	0.10%	1	.14%
PT Total	2425	100%	2299	100%	2189	100%	990	100%	682	100%
	Sep-17		Sep-18		Sep-19		Sep-20		Fiscal Year 2020-2021	

Adjunct	#	%	#	%	#	%	#	%	#	%
White	1366	55.82%	1320	54.23%	1321	54.05%	478	53.35%	109	52.6%
Black	459	18.76%	451	18.53%	494	20.21%	177	19.75%	44	21.2%
Hispanic/Latino	263	10.75%	266	10.93%	261	10.68%	95	10.60%	32	15.4%
Asian	171	6.99%	179	7.35%	169	6.91%	73	8.15%	8	3.86%
Native American/Alaskan	10	0.41%	14	0.58%	15	0.61%	8	0.89%	0	0.00%
International	18	0.74%	25	1.03%	25	1.02%	5	0.56%	1	.48%
Unknown/Not Reported	159	6.50%	176	7.23%	158	6.46%	60	6.70%	13	6.28%
Hawaiian/Pacific Islander*	1	0.04%	3	0.12%	1	0.04%	0	0.00%	0	0.00%
Adjunct Total	2447	100.00%	2434	100.00%	2444	100.00%	896	100.00%	207	100%
PT Grand Total	2485		4872		4733		4633		889	
Employee Grand Total	5920		8309		8286		8257		4328	

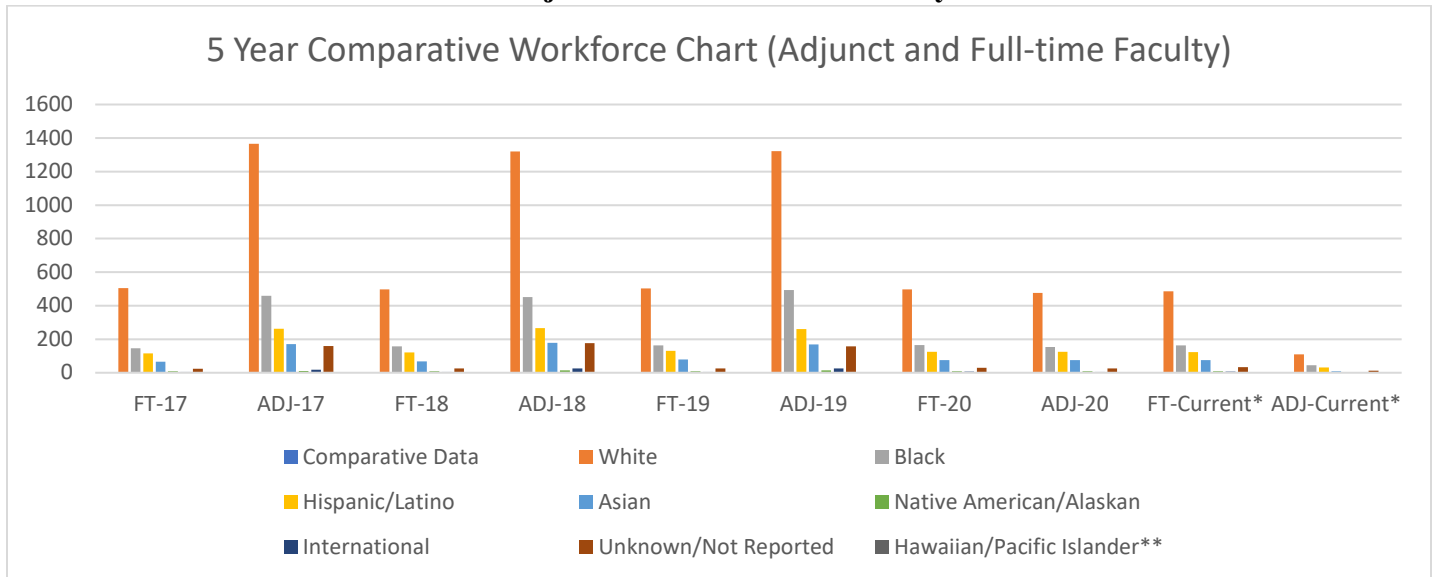
***Pacific Islander included with Asian count prior to Fiscal Year 2012/2013**

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 employees.

COMPARATIVE GRAPHS

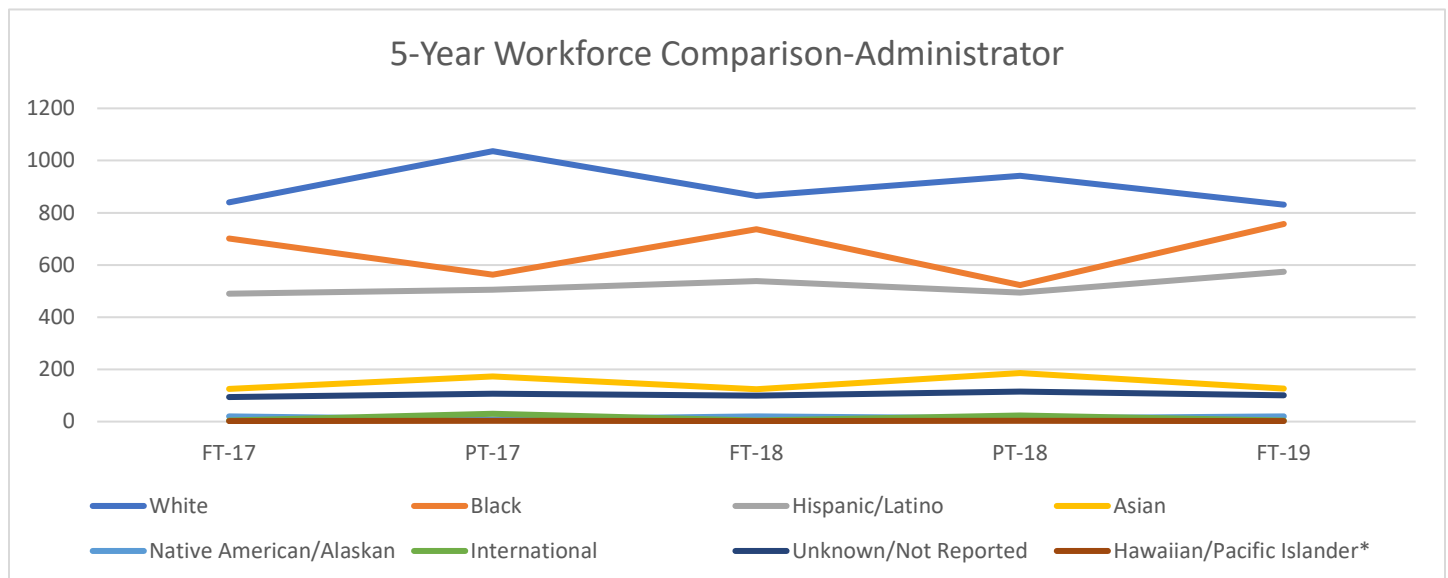
The Chancellor presents the following Comparative Workforce demographic charts as of February 15, 2021. These charts compare workforce demographics over a five-year period.

Adjunct and Full-time Faculty



*Current totals reflect impact due to winter break and class scheduling differences between fall and spring.

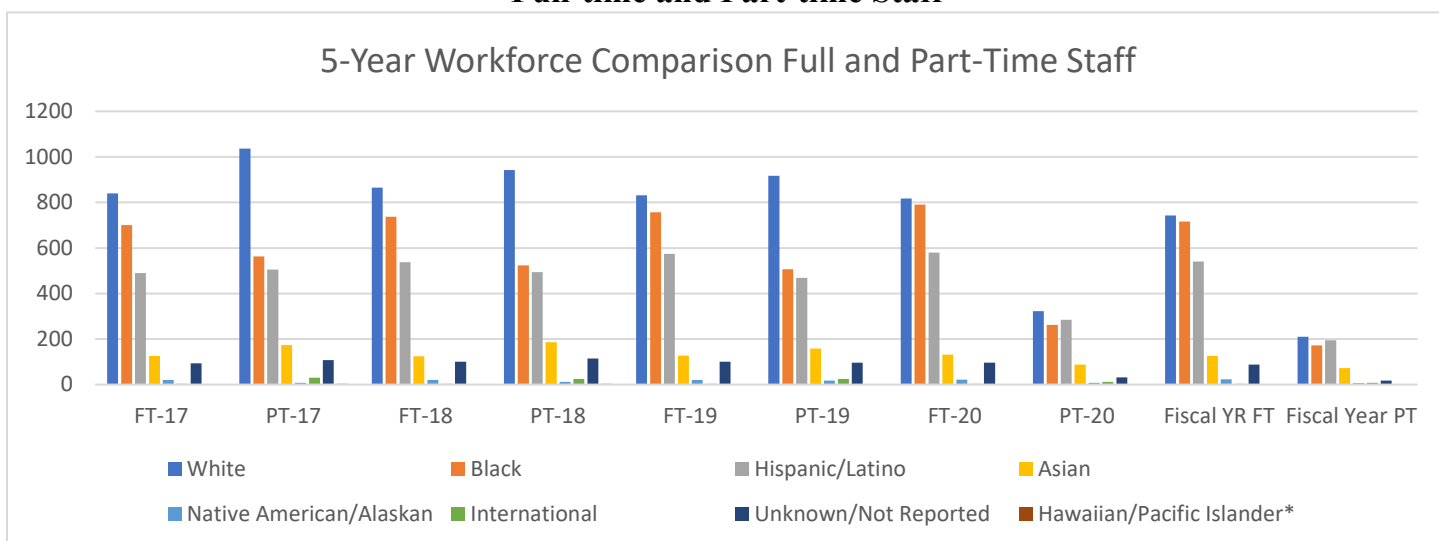
Administrator



Administrator Comparative Data	17-Sep	18-Sep	19-Sep	20-Sep	Fiscal Year 2020-21*
White	147	128	127	125	123
Black	81	87	99	102	108
Hispanic/Latino	42	40	43	42	44
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

*Fiscal Year Count based on Current Month Numbers.

Full-time and Part-time Staff



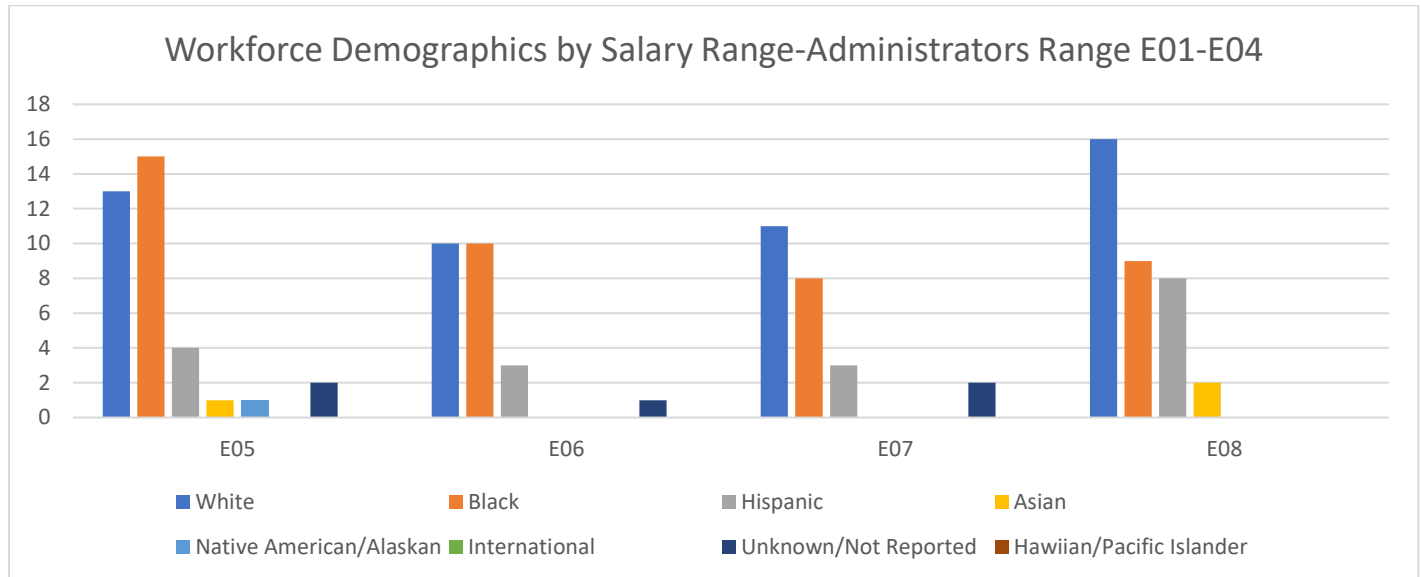
Full and Part-time Staff	FT-17	PT-17	FT-18	PT-18	FT-19	PT-19	FT-20	PT-20	Fiscal YR FT	Fiscal Year PT
White	840	1036	865	942	831	917	817	322	742	210
Black	701	563	737	523	757	506	790	262	716	172
Hispanic/Latino	490	505	538	494	574	469	580	285	540	195
Asian	125	173	124	186	127	158	132	88	126	72
Native American/Alaskan	20	8	20	12	20	17	22	8	23	6
International	4	30	4	24	4	24	4	12	4	8
Unknown/Not Reported	94	107	100	115	101	96	96	32	88	18
Hawaiian/Pacific Islander*	2	3	2	3	2	2	2	1	2	1
Total	2276	2425	2390	2299	2416	2189	2443	1010	2241	682

*Fiscal Year Count based on Current Month Numbers.

WORKFORCE DEMOGRAPHICS BY SALARY RANGE

The Chancellor presents the Workforce Demographics by Salary Range report as of February 15, 2021. 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

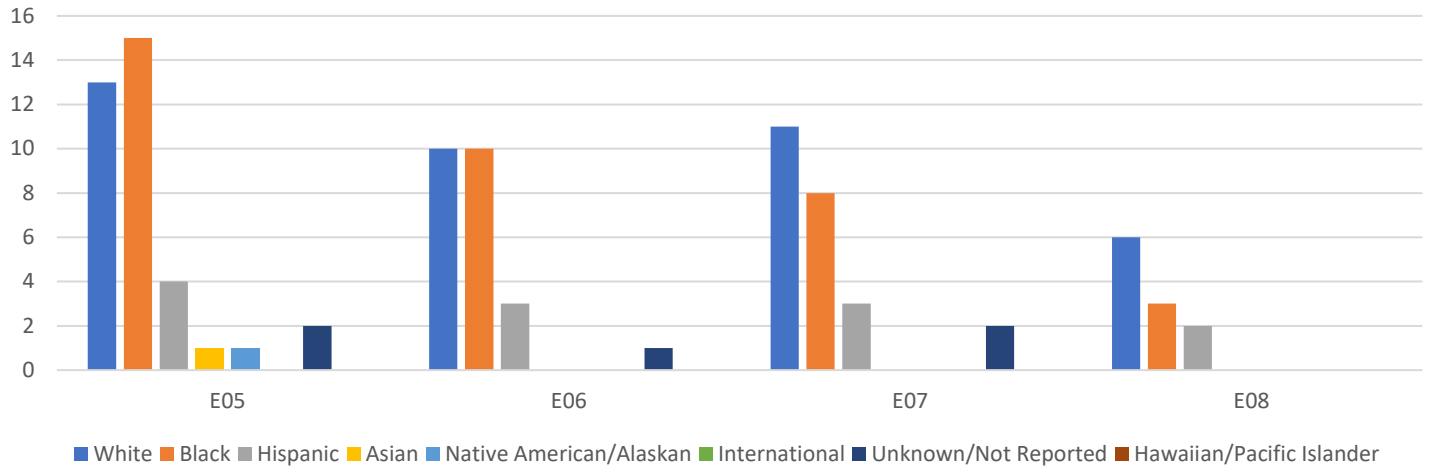


Administrators				
Lower Ranges--E01-E04				
Diversity	E01	E02	E03	E04
White	10	3	5	16
Black	12	12	7	9
Hispanic	2	3	5	8
Asian	0	0	2	2
Native American/Alaskan	0	0	1	0
International	0	0	0	0
Unknown/Not Reported	1	1	1	0
Hawaiian/Pacific Islander	0	0	0	0

Mid-Range

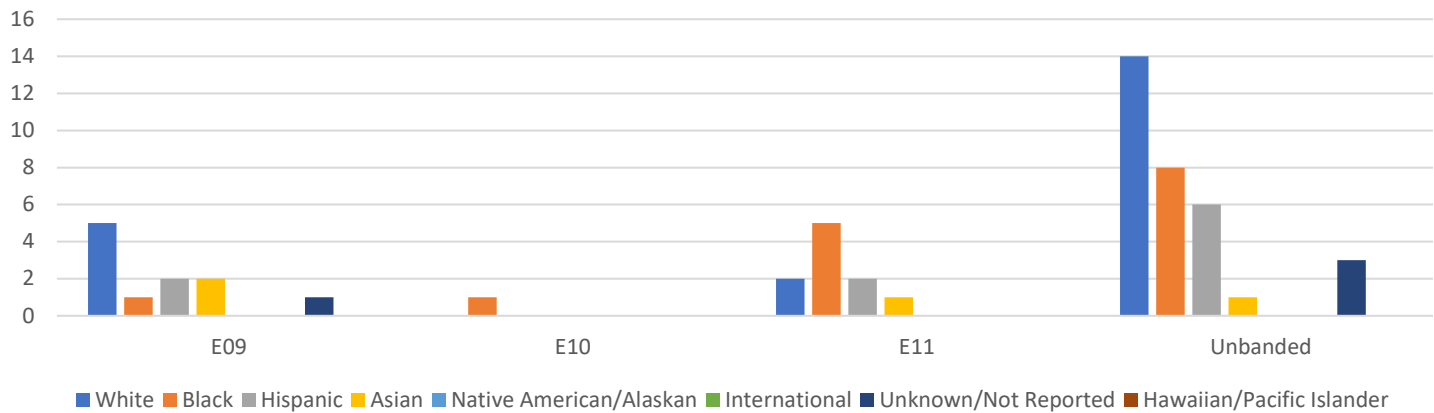
Administrators				
Range E05-E08				
Diversity	E05	E06	E07	E08
White	13	10	11	6
Black	15	10	8	3
Hispanic	4	3	3	2
Asian	1	0	0	0
Native American/Alaskan	1	0	0	0
International	0	0	0	0
Unknown/Not Reported	2	1	2	0
Hawaiian/Pacific Islander	0	0	0	0

Workforce Demographics by Salary Range-Administrators Range E05-E08



Upper Range

Workforce Demographics by Salary Range-Administrators Range E09-Unbanded

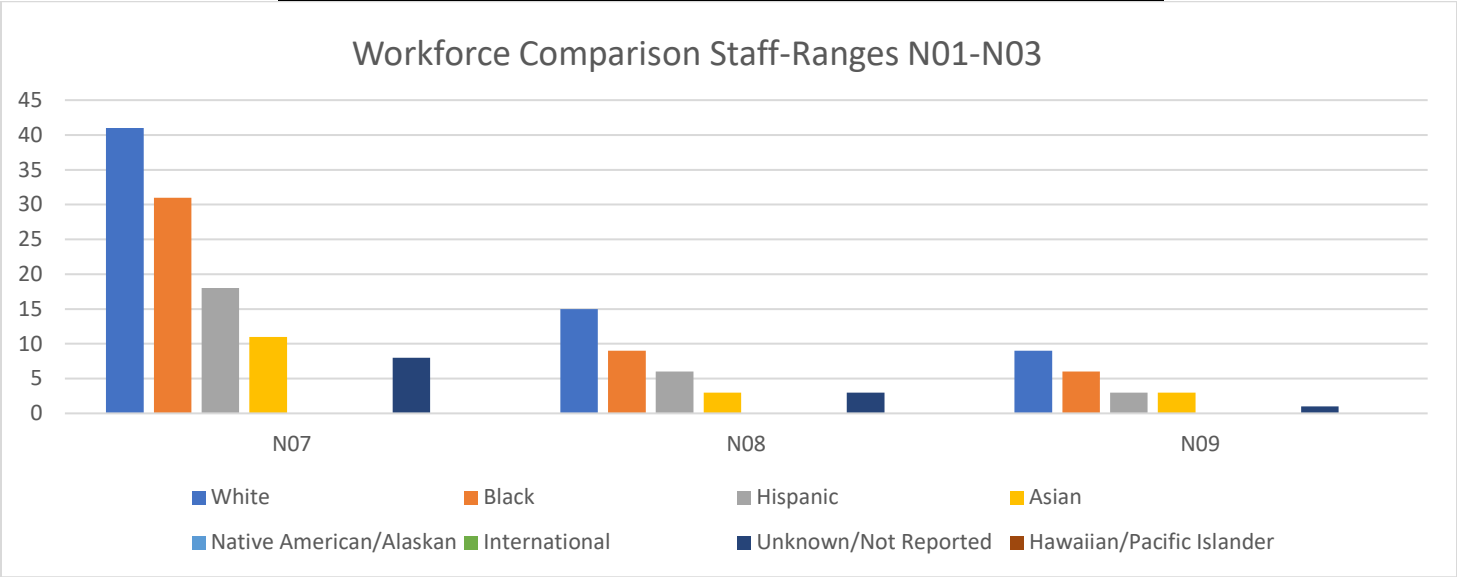


Administrators				
Range E09-Unbanded				
	E09	E10	E11	Unbanded
White	5	0	2	14
Black	1	1	5	8
Hispanic	2	0	2	6
Asian	2	0	1	1
Native American/Alaskan	0	0	0	0
International	0	0	0	0
Unknown/Not Reported	1	0	0	3
Hawaiian/Pacific Islander	0	0	0	0

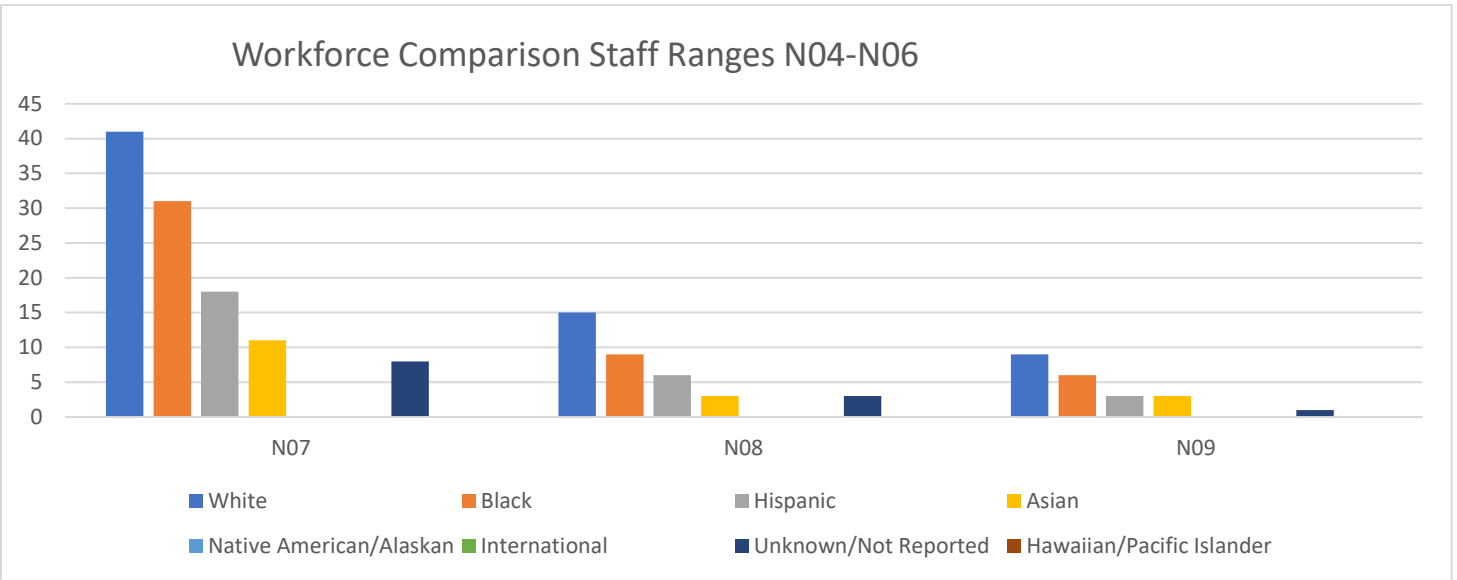
Full-Time Staff

Lower Range

Race/Ethnicity	N01	N02	N03
White	12	66	80
Black	17	79	101
Hispanic/Latino	11	89	97
Asian	2	16	19
Native American/Alaskan	0	6	0
International	0	1	0
Unknown/Not Reported	1	0	6
Hawaiian/Pacific Islander*	0	1	0

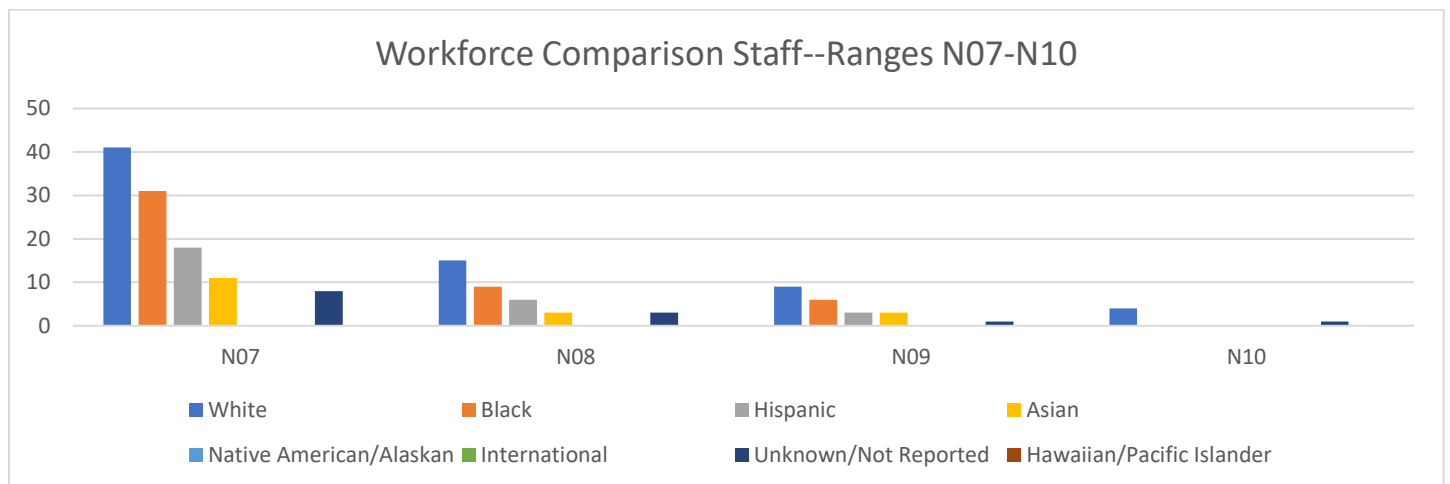


Mid-Range



Race/Ethnicity	N04	N05	N06
White	132	256	118
Black	156	216	95
Hispanic/Latino	116	1154	38
Asian	19	36	14
Native American/Alaskan	5	7	1
International	3	0	0
Unknown/Not Reported	19	27	13
Hawaiian/Pacific Islander*	0	0	1

Upper Range



Race/Ethnicity	N07	N08	N09	N10
White	41	15	9	4
Black	31	9	6	0
Hispanic/Latino	18	6	3	0
Asian	11	3	4	0
Native American/Alaskan	0	0	0	0
International	0	0	0	0
Unknown/Not Reported	8	3	1	1
Hawaiian/Pacific Islander*	0	0	0	0

INFORMATIVE REPORT NO. 8H

Annual Racial Profiling Reports

In compliance with the state racial profiling law, the Dallas College Police Department is required to submit an annual report to the Board of Trustees, in addition to submitting it to the Texas Commission on Law Enforcement Standards and Education (TCOLE).

These reports contain data that was gathered from traffic stops made by campus police officers in their police vehicles during the 2020 calendar year. There were 622 total traffic stops and 212 citations issued, a 62% decrease in total traffic stops compared to 2019. Traffic stops and citations decreased due to pandemic and campus closures.

Dallas College Police Department
2020 Racial Profiling Data

	Total	BHC	CVC	ECC	EFC	MVC	NLC	RLC
TOTAL STOPS	622	66	0	65	345	35	44	67
Location Type								
City Street	89	1	0	42	30	0	1	15
US Highway	3	0	0	0	3	0	0	0
State Highway	0	0	0	0	0	0	0	0
County Road	1	0	0	0	0	0	0	1
Private Property or Other	529	65	0	23	312	35	43	51
Subtotal	622	66	0	65	345	35	44	67
Was Race/Ethnicity Known Prior to Stop?								
Yes	54	0	0	51	3	0	0	0
No	568	66	0	14	342	35	44	67
Subtotal	622	66	0	65	345	35	44	67
Race or Ethnicity								
Alaska Native/American Indian	7	4	0	0	3	0	0	0
Asian/Pacific Islander	29	5	0	1	7	0	1	15
Black	159	7	0	38	76	11	11	16
White	296	35	0	24	167	14	24	32
Hispanic/Latino	131	15	0	2	92	10	8	4
Subtotal	622	66	0	65	345	35	44	67
GENDER	622	66	0	65	345	35	44	67
Female								
Alaska Native/American Indian	2	1	0	0	1	0	0	0
Asian/Pacific Islander	11	1	0	0	3	0	0	7
Black	70	4	0	6	42	7	4	7
White	119	18	0	6	70	10	5	10
Hispanic/Latino	59	8	0	0	44	1	4	2
Subtotal	261	32	0	12	160	18	13	26
Male								
Alaska Native/American Indian	5	3	0	0	2	0	0	0
Asian/Pacific Islander	18	4	0	1	4	0	1	8
Black	90	3	0	32	34	5	7	9
White	181	17	0	18	97	8	19	22
Hispanic/Latino	67	7	0	2	48	4	4	2
Subtotal	361	34	0	53	185	17	31	41
REASON FOR STOP	622	66	0	65	345	35	44	67
Violation of law								
Alaska Native/American Indian	0	0	0	0	0	0	0	0
Asian/Pacific Islander	4	0	0	2	0	0	0	2
Black	34	0	0	29	0	0	0	5
White	16	0	0	15	0	0	0	1
Hispanic/Latino	2	1	0	1	0	0	0	0
Subtotal	56	1	0	47	0	0	0	8

Dallas College Police Department
2020 Racial Profiling Data

		BHC	CVC	ECC	EFC	MVC	NLC	RLC
REASON FOR STOP (Cont.)								
Pre Existing Knowledge								
Alaska Native/American Indian	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0	0
Black	6	0	0	6	0	0	0	0
White	5	0	0	4	1	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0	0
Subtotal	11	0	0	10	1	0	0	0
Moving Traffic Violation								
Alaska Native/American Indian	7	4	0	0	3	0	0	0
Asian/Pacific Islander	21	4	0	0	6	0	1	10
Black	94	7	0	2	54	11	11	9
White	194	31	0	5	104	14	23	17
Hispanic/Latino	104	11	0	0	73	10	8	2
Subtotal	420	57	0	7	240	35	43	38
Vehicle traffic violation								
Alaska Native/American Indian	0	0	0	0	0	0	0	0
Asian/Pacific Islander	5	1	0	0	1	0	0	3
Black	24	0	0	0	22	0	0	2
White	83	5	0	1	62	0	1	14
Hispanic/Latino	23	2	0	0	19	0	0	2
Subtotal	135	8	0	1	104	0	1	21
WAS A SEARCH CONDUCTED	622	66	0	65	345	35	44	67
Yes								
Alaska Native/American Indian	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0	0
Black	9	1	0	5	3	0	0	0
White	11	1	0	2	8	0	0	0
Hispanic/Latino	7	1	0	2	2	1	0	1
Subtotal	27	3	0	9	13	1	0	1
No								
Alaska Native/American Indian	9	4	0	0	3	0	0	2
Asian/Pacific Islander	29	5	0	1	7	0	1	15
Black	150	6	0	33	73	11	11	16
White	283	34	0	22	159	14	24	30
Hispanic/Latino	124	14	0	0	90	9	8	3
Subtotal	595	63	0	56	332	34	44	66
REASON FOR SEARCH	30	3	0	9	13	3	0	1
Consent								
Alaska Native/American Indian	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0	0
Black	3	0	0	2	1	0	0	0
White	3	0	0	0	3	0	0	0
Hispanic/Latino	1	0	0	0	0	1	0	0
Subtotal	7	0	0	2	4	1	0	0

Dallas College Police Department
2020 Racial Profiling Data

REASON FOR SEARCH (Cont.)			BHC	CVC	ECC	EFC	MVC	NLC	RLC
Contraband									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	0		0	0	0	0	0	0	0
Hispanic/Latino	1		0	0	0	0	1	0	0
Subtotal	1		0	0	0	0	1	0	0
Probable Cause									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	3		1	0	1	1	0	0	0
White	6		0	0	1	5	0	0	0
Hispanic/Latino	6		1	0	1	2	1	0	1
Subtotal	15		2	0	3	8	1	0	1
Inventory									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	0		0	0	0	0	0	0	0
Hispanic/Latino	1		0	0	0	0	1	0	0
Subtotal	1		0	0	0	0	0	0	0
Incident to Arrest									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	3		0	0	2	1	0	0	0
White	2		1	0	1	0	0	0	0
Hispanic/Latino	1		0	0	1	0	0	0	0
Subtotal	6		1	0	4	1	0	0	0
WAS CONTRABAND DISCOVERED									
Yes									
Alaska Native/American Indian									
Arrest-Yes	0		0	0	0	0	0	0	0
Arrest-No	0		0	0	0	0	0	0	0
Asian/Pacific Islander									
Arrest-Yes	0		0	0	0	0	0	0	0
Arrest-No	0		0	0	0	0	0	0	0
Black									
Arrest-Yes	0		0	0	0	0	0	0	0
Arrest-No	0		0	0	0	0	0	0	0
White									
Arrest-Yes	0		0	0	0	0	0	0	0
Arrest-No	6		0	0	0	6	0	0	0
Hispanic/Latino									
Arrest-Yes	1		1	0	0	0	0	0	0
Arrest-No	2		0	0	0	1	1	0	0
Subtotal	Arrest-Yes	1	1	0	0	0	0	0	0
Subtotal	Arrest-No	8	0	0	0	7	1	0	0

**Dallas College Police Department
2020 Racial Profiling Data**

WAS CONTRABAND DISCOVERED (Cont.)			BHC	CVC	ECC	EFC	MVC	NLC	RLC
No									
Alaska Native/American Indian	7		4	0	0	3	0	0	0
Asian/Pacific Islander	29		5	0	1	7	0	1	15
Black	159		7	0	38	76	11	11	16
White	290		35	0	24	161	14	24	32
Hispanic/Latino	128		14	0	2	91	9	8	4
Subtotal	613		65	0	65	338	34	44	67
DESCRIPTION OF CONTRABAND									
Drugs									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	6		0	0	0	6	0	0	0
Hispanic/Latino	1		0	0	0	0	1	0	0
Subtotal	7		0	0	0	6	1	0	0
Currency									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	0		0	0	0	0	0	0	0
Hispanic/Latino	0		0	0	0	0	0	0	0
Subtotal	0		0	0	0	0	0	0	0
Weapons									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	0		0	0	0	0	0	0	0
Hispanic/Latino	0		0	0	0	0	0	0	0
Subtotal	0		0	0	0	0	0	0	0
Alcohol									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	1		0	0	0	1	0	0	0
Hispanic/Latino	1		1	0	0	0	0	0	0
Subtotal	2		1	0	0	1	0	0	0
Stolen property									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	0		0	0	0	0	0	0	0
Hispanic/Latino	0		0	0	0	0	0	0	0
Subtotal	0		0	0	0	0	0	0	0

Dallas College Police Department
2020 Racial Profiling Data

DESCRIPTION OF CONTRABAND (Cont.)			BHC	CVC	ECC	EFC	MVC	NLC	RLC
Other									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	0		0	0	0	0	0	0	0
Hispanic/Latino	1		0	0	0	1	0	0	0
Subtotal	1		0	0	0	1	0	0	0
RESULT OF THE STOP									
Verbal Warning									
Alaska Native/American Indian	2		0	0	0	2	0	0	0
Asian/Pacific Islander	12		0	0	0	2	0	0	10
Black	48		1	0	7	26	3	0	11
White	96		5	0	10	49	9	0	23
Hispanic/Latino	29		1	0	0	24	0	0	4
Subtotal	187		7	0	17	103	12	0	48
Written Warning									
Alaska Native/American Indian	3		3	0	0	0	0	0	0
Asian/Pacific Islander	6		3	0	1	1	0	1	0
Black	56		6	0	24	13	4	9	0
White	98		23	0	10	40	3	22	0
Hispanic/Latino	45		10	0	0	19	8	8	0
Subtotal	208		45	0	35	73	15	40	0
Citation									
Alaska Native/American Indian	2		1	0	0	1	0	0	0
Asian/Pacific Islander	11		2	0	0	4	0	0	5
Black	46		0	0	3	32	4	2	5
White	102		6	0	5	77	3	2	9
Hispanic/Latino	51		3	0	0	47	1	0	0
Subtotal	212		12	0	8	161	8	4	19
Written Warning and Arrest									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	1		0	0	0	1	0	0	0
White	1		1	0	0	0	0	0	0
Hispanic/Latino	0		0	0	0	0	0	0	0
Subtotal	2		1	0	0	1	0	0	0
Citation and Arrest									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	3		0	0	0	3	0	0	0
White	1		0	0	0	1	0	0	0
Hispanic/Latino	1		0	0	0	1	0	0	0
Subtotal	5		0	0	0	5	0	0	0

Dallas College Police Department
2020 Racial Profiling Data

RESULT OF THE STOP (Cont.)			BHC	CVC	ECC	EFC	MVC	NLC	RLC
Arrest									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	4		0	0	3	1	0	0	0
White	1		0	0	1	0	0	0	0
Hispanic/Latino	3		1	0	1	1	0	0	0
Subtotal	8		1	0	5	2	0	0	0
ARREST BASED ON									
Violation of Penal Code									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	2		0	0	2	0	0	0	0
White	1		0	0	1	0	0	0	0
Hispanic/Latino	2		1	0	1	0	0	0	0
Subtotal	5		1	0	4	0	0	0	0
Violation of Traffic Law									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	0		0	0	0	0	0	0	0
Hispanic/Latino	0		0	0	0	0	0	0	0
Subtotal	0		0	0	0	0	0	0	0
Violation of City Ordinance									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	0		0	0	0	0	0	0	0
White	0		0	0	0	0	0	0	0
Hispanic/Latino	0		0	0	0	0	0	0	0
Subtotal	0		0	0	0	0	0	0	0
Outstanding Warrant									
Alaska Native/American Indian	0		0	0	0	0	0	0	0
Asian/Pacific Islander	0		0	0	0	0	0	0	0
Black	6		0	0	1	5	0	0	0
White	2		1	0	0	1	0	0	0
Hispanic/Latino	2		0	0	0	2	0	0	0
Subtotal	10		1	0	1	8	0	0	0

Dallas College Police Department
2020 Racial Profiling Data

WAS PHYSICAL FORCE RESULTING IN BODILY INJURY USED DURING STOP								
		BHC	CVC	ECC	EFC	MVC	NLC	RLC
Yes								
Alaska Native/American Indian	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0	0	0
Black	0	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0	0
Subtotal	0	0	0	0	0	0	0	0
No								
Alaska Native/American Indian	7	4	0	0	3	0	0	0
Asian/Pacific Islander	29	5	0	1	7	0	1	15
Black	159	7	0	38	76	11	11	16
White	296	35	0	24	167	14	24	32
Hispanic/Latino	131	15	0	2	92	10	8	4
Subtotal	622	66	0	65	345	35	44	67
TOTAL								
NUMBER OF COMPLAINTS OF RACIAL PROFILING								
		BHC	CVC	ECC	EFC	MVC	NLC	RLC
Resulted in disciplinary action	0	0	0	0	0	0	0	0
Did not result in disciplinary action	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0

Racial Profiling Report | Full report

Agency Name: **Dallas College Police Department**

Reporting Date:

TCOLE Agency Number: **113015**

Chief Administrator: **Lauretta Hill**

Agency Contact Information:

Phone:

Email:

Mailing Address: **1402 Corinth Street, Dallas, TX 75215**

This Agency filed a full report

Dallas College Police Department has adopted a detailed written policy on racial profiling. Our policy:

- 1) clearly defines acts constituting racial profiling;
- 2) strictly prohibits peace officers employed by the Dallas College Police Department from engaging in racial profiling;
- 3) implements a process by which an individual may file a complaint with the Dallas College Police Department if the individual believes that a peace officer employed by the Dallas College Police Department has engaged in racial profiling with respect to the individual;
- 4) provides public education relating to the agency's complaint process;
- 5) requires appropriate corrective action to be taken against a peace officer employed by the Dallas College Police Department who, after an investigation, is shown to have engaged in racial profiling in violation of the Dallas College Police Department policy;
- 6) requires collection of information relating to motor vehicle stops in which a citation is issued and to arrests made as a result of those stops, including information relating to:
 - a. the race or ethnicity of the individual detained;
 - b. whether a search was conducted and, if so, whether the individual detained consented to the search;

- c. whether the peace officer knew the race or ethnicity of the individual detained before detaining that individual;
- d. whether the peace officer used physical force that resulted in bodily injury during the stop;
- e. the location of the stop;
- f. the reason for the stop.

7) requires the chief administrator of the agency, regardless of whether the administrator is elected, employed, or appointed, to submit an annual report of the information collected under Subdivision (6) to:

- a. the Commission on Law Enforcement; and
- b. the governing body of each county or municipality served by the agency, if the agency is an agency of a county, municipality, or other political subdivision of the state.

The Dallas College Police Department has satisfied the statutory data audit requirements as prescribed in Article 2.133(c), Code of Criminal Procedure during the reporting period.

Executed by: Lauretta Hill

Chief Administrator

Dallas College Police Department

Date: _____

Total stops: 622

Street address or approximate location of the stop

City street: 89

US highway: 3

State highway: 0

County road: 1

Private property or other: 529

Was race or ethnicity known prior to stop?

Yes: 54

No: 568

Race or ethnicity

Alaska Native/American Indian: 7

Asian/Pacific Islander: 29

Black: 159

White: 296

Hispanic/Latino: 131

Gender

Female:

Total 261

Alaska Native/American Indian 2

Asian/Pacific Islander 11

Black 70

White 119 Hispanic/Latino 59

Male:

Total 361

Alaska Native/American Indian 5

Asian/Pacific Islander 18

Black 90

White 181 Hispanic/Latino 67

Reason for stop?

Violation of law:

Total 56

Alaska Native/American Indian 0

Asian/Pacific Islander 4

Black 34

White 16 Hispanic/Latino 2

Pre existing knowledge: _____

Total 11

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 6

White 5 Hispanic/Latino 0

Moving traffic violation: _____

Total 420

Alaska Native/American Indian 7

Asian/Pacific Islander 21

Black 94

White 194 Hispanic/Latino 104

Vehicle traffic violation: _____

Total 135

Alaska Native/American Indian 0

Asian/Pacific Islander 5

Black 24

White 83 Hispanic/Latino 23

Was a search conducted?

Yes:

Total 27

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 9

White 11 Hispanic/Latino 7

No:

Total 595

Alaska Native/American Indian 9

Asian/Pacific Islander 29

Black 150

White 283 Hispanic/Latino 124

Reason for Search?

Consent:

Total 7

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 3

White 3 Hispanic/Latino 1

Contraband:

Total 1

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 0

White 0 Hispanic/Latino 1

Probable cause:

Total 15

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 3

White 6 Hispanic/Latino 6

Inventory:

Total 1

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 0

White 0 Hispanic/Latino 1

Incident to arrest:

Total 6

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 3

White 2 Hispanic/Latino 1

Was Contraband discovered?

Yes:

Total 9

Alaska Native/American Indian 0

Did the finding result in arrest (total should equal previous column)?

Yes 0 No 0

Asian/Pacific Islander 0

Yes 0 No 0

Black 0

Yes 0 No 0

White 6

Yes 0 No 6

Hispanic/Latino 3

Yes 1 No 2

No:

Total 613

Alaska Native/American Indian 7

Asian/Pacific Islander 29

Black 159

White 290 Hispanic/Latino 128

Description of contraband

Drugs:

Total 7

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 0

White 6 Hispanic/Latino 1

Currency:

Total 0

Alaska Native/American Indian 0
White 0 Hispanic/Latino 0

Asian/Pacific Islander 0

Black 0

Weapons:

Total 0

Alaska Native/American Indian 0
White 0 Hispanic/Latino 0

Asian/Pacific Islander 0

Black 0

Alcohol:

Total 2

Alaska Native/American Indian 0
White 1 Hispanic/Latino 1

Asian/Pacific Islander 0

Black 0

Stolen property:

Total 0

Alaska Native/American Indian 0
White 0 Hispanic/Latino 0

Asian/Pacific Islander 0

Black 0

Other:

Total 1

Alaska Native/American Indian 0
White 0 Hispanic/Latino 1

Asian/Pacific Islander 0

Black 0

Result of the stop

Verbal warning:

Total 187

Alaska Native/American Indian 2
White 96 Hispanic/Latino 29

Asian/Pacific Islander 12

Black 48

Written warning:

Total 208

Alaska Native/American Indian 3
White 98 Hispanic/Latino 45

Asian/Pacific Islander 6

Black 56

Citation:

Total 212

Alaska Native/American Indian 2
White 102 Hispanic/Latino 51

Asian/Pacific Islander 11

Black 46

Written warning and arrest:

Total 2

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 1

White 1 Hispanic/Latino 0

Citation and arrest:

Total 5

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 3

White 1 Hispanic/Latino 1

Arrest:

Total 8

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 4

White 1 Hispanic/Latino 3

Arrest based on

Violation of Penal Code:

Total 5

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 2

White 1 Hispanic/Latino 2

Violation of Traffic Law:

Total 0

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 0

White 0 Hispanic/Latino 0

Violation of City Ordinance:

Total 0

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 0

White 0 Hispanic/Latino 0

Outstanding Warrant:

Total 10

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 6

White 2 Hispanic/Latino 2

Was physical force resulting in bodily injury used during stop

Yes:

Total 0

Alaska Native/American Indian 0

Asian/Pacific Islander 0

Black 0

White 0 Hispanic/Latino 0

No:

Total 622

Alaska Native/American Indian 7

Asian/Pacific Islander 29

Black 159

White 296 Hispanic/Latino 131

Number of complaints of racial profiling

Total 0

Resulted in disciplinary action 0

Did not result in disciplinary action 0

Submitted electronically to the



The Texas Commission on Law Enforcement