

CONSENT AGENDA NO. 8.3.b.

Approval of the November 9, 2021 Regular Meeting Minutes

It is recommended that the Board approve the minutes of the November 9, 2021 Regular Board meeting.

A Regular meeting of the Board of Trustees of Dallas College was held Tuesday, November 9, 2021, beginning at 4:40 p.m. 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

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

Members Absent

None.

1. **Roll Call - Announcement of a Quorum** was confirmed by Monica Lira Bravo.
2. **Certification of Notice Posted** for the meeting confirmed by Chancellor Joe May.
3. **Citizens Desiring to Address the Board**

Chair Bravo acknowledged that five citizens will be addressing the Board.

Robert Baretto, community member and former emeritus student, was the first citizen to speak. He asked five other community members to stand and be recognized. He wanted to speak on behalf of the once thriving Emeritus program students who consisted of 500 seniors actively involved and engaged on campus. Baretto shared his concern regarding the current state of the program. He went on to say that Dr. Grant had been designated as the new director of the program and assured them he would keep the program going. Baretto stated that only two campuses have the Emeritus program – Richland Campus and Brookhaven Campus.

He explained that students receive six free credits every semester for lifetime learning and self-improvement and gave the board a handout explaining the program. Trustee Compton asked if she could ask questions regarding this program. Chair Bravo advised it was not on the day's agenda.

The second speaker was Richard Menchaca, faculty member of 55 years, representing himself and many of the faculty. Menchaca reported that many faculty and staff felt retribution if they spoke themselves, so he wanted to speak on their behalf. He shared his concerns regarding the current quality and integrity of their education. His purpose was to petition the Board to take no action regarding the proposed removal of the faculty's rolling three-year contract. He believed what was once a model institution of higher education, the Dallas County Community College District, which consistently produced true student success, was no longer supported by the Board, the Chancellor and the leadership. Menchaca referenced Chancellor May's recent email regarding the end of the transition. He believed employees felt betrayed by the college when being asked to sign non-disclosure agreements when accepting their severance. He asked the Board to reverse their decision back to faculty three-year contracts.

Trustee Flores asked General Counsel Rob Wendland to confirm that speakers should address their comments to the Board as a whole and not to any one particular individual and asked speakers to refrain from attacks on individuals.

The third speaker was Tommy Thompson, president of Dallas College Faculty Association, employed since 1977, and who has served many times. Thompson recognized some need for change and supported many of the changes even though the impact of the transition was difficult and that there were misconceptions about the rolling three-year contracts. He wanted to clear up the point that it was not automatic or perpetual renewal, and each year the faculty member must be recommended for the next three-year renewal by the administration. The three-year contract is important to not only faculty but to the college, he said. Thompson said that he believed younger and more diverse faculty members would leave for better job security at other institutions where there were five- or seven-year contracts. He urged the Board to also give careful consideration before implementing the faculty evaluation system revision.

The fourth speaker was Carl Knight, representing himself, who worked for Dallas College for 50 years and had also previously been the president of the Faculty Association. He shared that he started the revolving three-year with Dr. Bill J. Priest. He advised that Dr. Priest did not want tenure for faculty and went on to share that if there were faculty issues that faculty would then have two years to correct them. Knight said the three-year contracts offered a compromise to the faculty tenure. He believed there could be a difference of opinion between faculty and administration

without threat of losing your job. He ended stating it was a privilege to work at Dallas College and that one of the top family practitioners was an Eastfield Campus graduate.

The last speaker was Matt Hinckley, history faculty and Eastfield Campus Faculty Association president. Hinckley said he lived in Dallas County and would be purchasing a new home here because he believed in the future of the county. Hinckley reported that a healthy majority of faculty embraced the consolidation into Dallas College. In August, 58% of the Faculty Association members across all campuses voted. He went on to say that adding school-based representation to the faculty council and changing the association's structure required a two-thirds majority, but it was very difficult to reform the association. Hinckley hoped they would get the necessary two-thirds vote to bring the faculty council into alignment with Dallas College. He reported that many of the faculty were glad to have the new cultural emphasis at Dallas College on accountability, diversity, equity and inclusion and professional development. Hinckley shared that in the past some deans and some vice presidents at some campuses did not correct even the most egregious behavior. He hoped both policy and a culture of accountability would empower the provost and chancellor to recommend progressively increasing levels of contractual security and compensation so that Dallas College could recruit and retain the best faculty in the country as our students and community deserve the best.

Trustee Flores advised the Board members that her comments were for context. She referenced the THECB Weighted Success Points report on the rankings of what was then our colleges. In 2019, of the 50 community colleges in Texas, El Centro ranked last in student success points to be able to qualify for more funding. She went on to say that the remaining six campuses ranked in the bottom ten except for North Lake which sat at eighth. Trustee Flores stated that therefore the Board, through access of such data, moved in the direction that they did and thanked the Chancellor for taking them seriously and doing what the Board directed. She stated that they expected many more good things to come out of this, and understood that there were still improvements that needed to be made, but there was no perfect system. She thanked Dr. May for his leadership for where he has taken Dallas College.

4. Special Presentation: Dallas College Police Recognition Recognized as Law Enforcement Agency from Texas Police Chiefs Association

Jeff Spivey, police chief of the Irving Police Department, spoke on behalf of the Texas Police Chiefs Association Recognition Program. He reported that on August 13, 2021, the Dallas College Police Department was notified that it had been awarded this coveted agency award. The association presented Chief of Police Renee Hill and the Dallas College Police Department the award of a Recognized Law Enforcement Agency. He explained that this program, which began in 2006,

evaluates a police department's compliance with more than 168 best practices for Texas law enforcement. He reported that this voluntary process required the Dallas College Police Department to conduct a critical self-review of its agency's policies, procedures, facilities and operations. He reported that Dallas College becomes the 181st agency in Texas to receive the award among more than 2,400 agencies in the state. He congratulated Chief Hill on this coveted award.

Spivey presented a plaque to Chief Hill and took a photo with the Board.

Trustee Compton shared that the Dallas College police department had shown great improvement and could not remember there being any recent complaints. She wanted to commend the department for a job well done and to keep up the good work.

5. Chancellor and Board Announcements

1. Announcements from the Chancellor

- Chancellor May reflected on when Rob Wendland worked to bring to the Board's attention the need to look at our law enforcement differently. It became one of the first areas where one department across the entire district met the needs of students, served our faculty and staff, and supported those who wanted to come here and participate. He shared it was a great deal of pride, Dallas College, that we have not only stepped up to the challenge but looked at how we could be an exemplary law enforcement agency. He also shared his appreciation of all the officers, Chief Hill, and Rob, for directing us through this process early on. Congratulations to Chief Hill and the department.
- Chancellor May congratulated Trustee Compton and Gloria Smith on championing underserved populations in supporting of minority-owned businesses and the Women of Wisdom award – WOW Award.
- Chancellor May mentioned that Pyeper had previously shared the new \$25 million EAD grant opportunity information and it seemed that they heard of new grant opportunities and awards every day. He mentioned collaborations of Pegasus Park, DISD, U.T. Southwestern, UNT Dallas and the list continues of organizations that were willing to collaborate and partner with us. He also shared that we received \$6 million for the True Pathways Initiative and that we have partnered with the Bill and Melinda Gates Foundation around efforts to support the workforce needs within our community. We continue to expand workforce advancement to strengthen our partnerships, and was pleased to introduce Justin Cunningham, who joined recently joined the team as associate vice chancellor of Innovation and Business

Strategy. Dr. May shared his educational background and global expertise in business development and technical management focused on new product development and commercialization.

- Chancellor May spoke on the Covid and Vaccine mandate and the OSHA emergency temporary standards involving the requirements for the Covid 19 vaccine and the protocols for businesses of over 100 employees. He directed that Dallas College would continue to follow the directive of Governor Abbott until we heard otherwise.
- Chancellor May thanked Chief of HR Sherri Enright for the update regarding the work done the previous two years to work through the transition. It would probably be another year of work to do, but he thanked everyone who played a part in this transition. He reminded the group the transition was about the students for generations to come. Dallas College was in the right position with the right structure to meet those needs. Fifty years ago, this institution was ground-breaking. Fast forward 50 years, and it was a different world. Chancellor May shared that only 22% of the population previously needed a post-secondary credential if they had a high school diploma. He stated that today if that is all you have, you will probably live a life of poverty and would struggle to participate in today's economic engine that was North Texas. He stated that this has always been about providing equity and opportunity for everyone in our community.
- Chancellor May reported that freshman student, Ethan Preston Nguyen, was named the 2021 World Chef Champion at the World Food Championship last night, beating out 1,200 other competitors over a multi-day competition. He went on to share that he was assisted by his parents, and together represented the mission of Dallas College. He noted that Nguyen's parents attended El Centro a generation ago and through their support helped him finish the competition. He recognized El Centro's Steve DeShazo and his group and advised that they were doing some great things in the culinary space and that he was excited about this. He congratulated Ethan and hoped he would get to taste some of his cooking some time. Trustee Flores asked if he and his parents could be invited to the next Board Meeting.
- Trustee Boyd shared that there was a veterans' resource fair in conjunction with City of Duncanville and the Duncanville Rotary Club on Thursday. He also shared that 54 organizations have signed up to provide answers to veterans on the benefits they are entitled to. He acknowledged Tracy Johnson and her staff who assisted with this event and was proud at the high level of support provided.

- Trustee Flores congratulated Dr. Kenneth Gonzales on working to build connection with the community through using the Dia de Muertos, a holiday of strong cultural importance for Latinos, a day that when we love and honor our loved ones who have passed on. She congratulated President Gonzales and all the other presidents who were working to build these connections with our communities.
- Trustee Flores reported that she hosted a Trustee Town Hall on Saturday and wanted to thank Gloria Smith, senior director of Work Ready U, Dr. David Valentes, Drs. Joe Seabrook, Cedar Valley Campus president and Kenneth Gonzales, Mountain View Campus president, who handled the English Town Hall. A Spanish Town Hall was also hosted with two individuals from Work Ready U and had many questions through the chat on how to better themselves using the education we offer. She shared that most individuals did not have to pay for this generally, and we needed to get this information out to individuals to upskill themselves to get better paying jobs. She ended with a thank you to our IT team, specifically Warner Bell and his team.
- Vice Chair Ritter thanked Dr. May and President Slejko for the opportunity to participate in the new Construction Science building ribbon cutting that happened on 10-6-21. He went on to say that there must have been at least 250 people in attendance along with a lot of our industry partners and students. He shared that this was a spectacular facility and one of the first projects to come through the bond program. He thanked Pyeper Wilkins for her help in this project with the Construction Industry Foundation which was a fantastic example of how this college partnered with industry.
- Chair Bravo echoed comments from Trustee Compton and Dr. May congratulating Chief Hill on this amazing recognition of our police department. She stated that we could all go to work and school safer. She also advised it was great to hear any time we receive grant money, and it was great hearing about the Bill Gates Foundation grant along with other financial awards. She ended with comments on this money helping the college with providing high levels of student service.
- Chair Bravo also reported that there had been a couple of birthdays during this past month – Trustee Zimmermann and Vice Chair Ritter.
- Chair Bravo also shared recognition for retirements:
Mildred Kelly, 33 years; Isabella Shores, 32 years; Rosa Fuentes, 31 years; Dawn Seagroves, 39 years; Willa Dean Martin, 18 years; Wesley Kellum, 22 years; Heidi Bassett, 28 years; Jeanette Costello, 28 years; Gregory Wright, 15 years; John Wells, 21 years; and Anne

Jones, 15 years. She thanked these individuals for their service to Dallas College.

- Chair Bravo shared that she would also like to congratulate Steve DeShazo from El Centro and all the Dallas College faculty who dedicated their lives to help educating our students. This is evident as Dr. May mentioned, our Dallas College student, Ethan Preston Nguyen, and his family, were guided and instructed by our staff and Dallas College family. She also looked forward to meeting Ethan and his family very soon.
- Chair Bravo ended the Board comments with affirmation that the Board continues to support our leadership as we move from Dallas College transition to ensuring we continue the board's strategic vision in impacting our local economy by providing educational opportunities to all our communities in Dallas County. She thanked Dr. May for his words as we have transitioned through this difficult time but are grateful that we have had him leading us through it.

6. Consent Agenda

For consent agenda items 6.1a and 6.2a, a motion was made by Trustee Flores and seconded by Vice Chair Ritter – motion passed.

1. Meeting Minutes

- a. Approval of the October 5, 2021, Regular Meeting Minutes

2. Finance Item

- a. Approval of Easements for the City of Farmers Branch at the Brookhaven Campus

7. Policy Items - First Reading

1. Approval of Amendments to Policies Concerning Student Rights and Responsibilities - FLB, FLD, FLDB, FM and FMA
2. Approval of Amendments to Policies Concerning Term Contracts – DCA and DMAB

Trustee Zimmermann had many questions and Chair Bravo asked her to meet with Trisha Horatio or Rob Wendland who could answer questions prior to the next Board Meeting.

8. Informative Reports

No comments on these reports.

1. Committee Reports

- a. Governance Committee Notes for November 10, 2020
- b. Finance Committee Notes for September 14, 2021
- c. Education Workforce Committee Notes for October 5, 2021

2. Current Funds Operating Budget Report (September 2021)

3. Monthly Award and Change Order Summary (September 2021)

4. Notice of Grant Awards (November 2021)

5. Dallas College Foundation Report (September 2021)

6. Workforce & Advancement - Ascend Institute Report (September 2021)

7. Dallas College Human Capital New Hire/Position Report (09/12/2021-10/12/2021)

9. Executive Session

None.

10. Adjournment

The meeting was adjourned at 5:33 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.