NOTICE OF A FINANCE COMMITTEE MEETING OF THE BOARD OF TRUSTEES FOR DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL

Tuesday, December 7, 2021, 3:00 PM

Administrative Office, 1601 Botham Jean Blvd., Room #036, Dallas, Texas 75215

www.dcccd.edu/boardmeetingslive

THIS MEETING WILL BE CONDUCTED PURSUANT TO TEXAS GOVERNMENT CODE SECTION 551.127 BY VIDEOCONFERENCE CALL. AT LEAST A QUORUM OF THE BOARD OF TRUSTEES WILL BE PHYSICALLY PRESENT AND PARTICIPATING IN THE MEETING IN PERSON AT 1601 BOTHAM JEAN BOULEVARD, DALLAS, TEXAS 75215. ONE OR MORE MEMBERS OF THE BOARD OF TRUSTEES MAY BE PARTICIPATING FROM A REMOTE LOCATION VIA VIDEOCONFERENCE CALL AND SHALL BE VISIBLE AND AUDIBLE TO THE PUBLIC.

Finance Committee Meeting Agenda

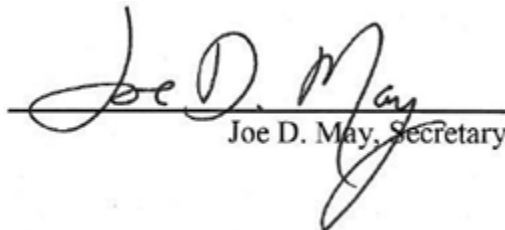|		
1.	**Roll Call - Announcement of a Quorum**	<u>Page</u>
2.	**Certification of Notice Posted for the Meeting**	
3.	**Citizens Desiring to Address the Board**	
4.	**Committee Presentations**	
	4.1. ERP: Workday Update	3 - 11
	ERP: Workday Update presentation 📎	
	Presenter: Jim Parker	
5.	**Items for Review**	
	5.1. Committee Notes	
	a. Finance Committee Notes for November 9, 2021	12 - 14

2021NOV9_finance committee_meeting notes 📎

6. Executive Session (if required)

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

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

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

    6.4.   Deliberate Regarding Security Devices or Security Audits Sections 551.076 and 551.089

7. Adjournment

CERTIFICATION OF NOTICE POSTED FOR THE DECEMBER 7, 2021 FINANCE COMMITTEE 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 3rd day of December 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

Purpose

The purpose of today's presentation is to provide the Finance Committee with a brief update of the progress to date in the implementation of a modern ERP system.

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Career Connected Learner Network

Solving the talent problem will take the entire community to address the equity and poverty challenge. Every dotted line represents a handoff and a possible point of failure for our most vulnerable students.
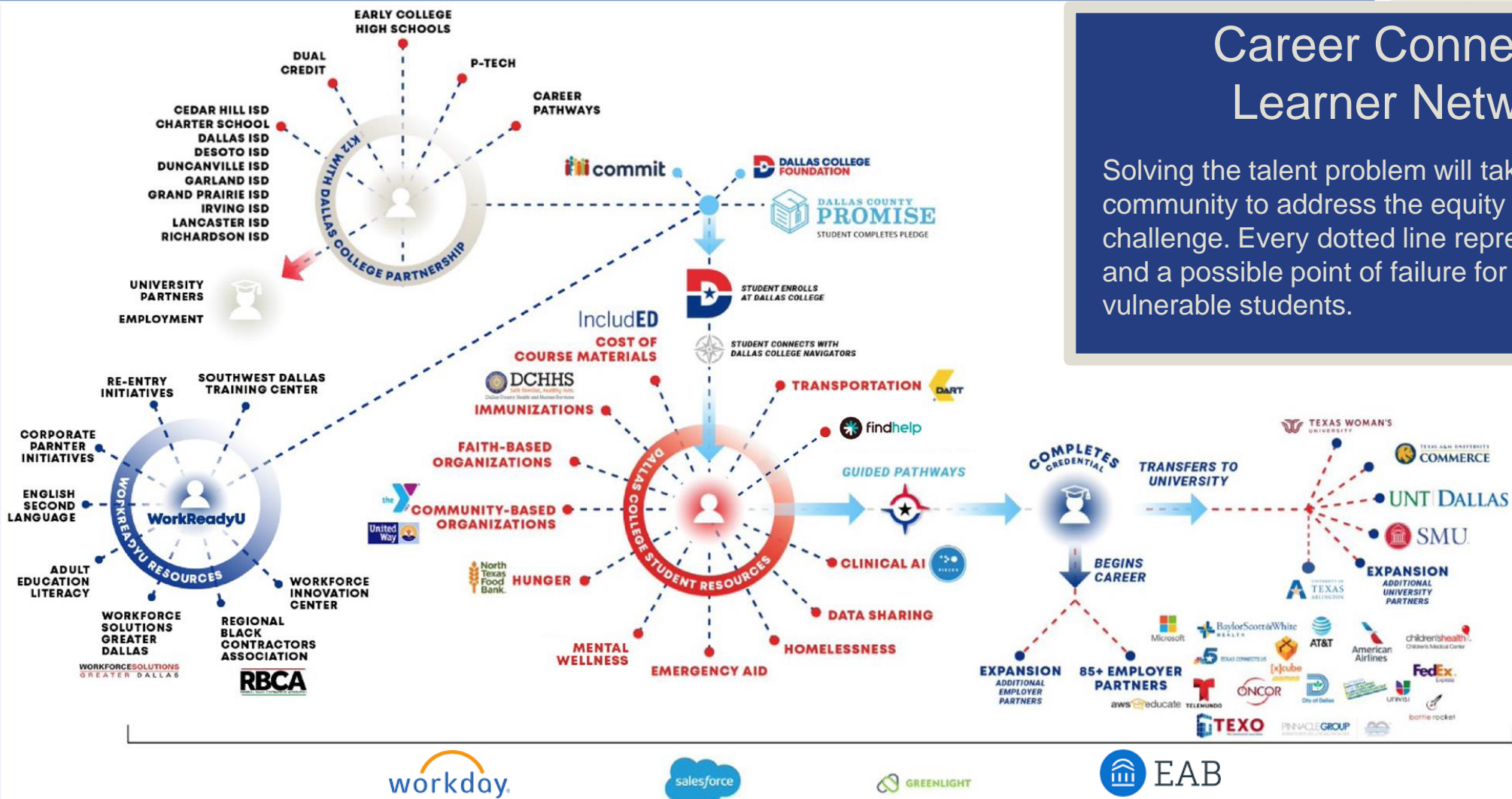
Strategic technologies which enable the Career Connected Learning Network

workday.

Workday is a modern cloud-based Enterprise system which will support Students and Employees as they move through their Dallas College experience. A mobile first 21st century system that is the backbone of the college and the system of record for all student, financial, and human resources records. Workday will distribute this information as required by other strategic solutions and the college to enable student success.

GREENLIGHT

Greenlight supports the CCLN by providing students with equitable access to college and work opportunities by providing a Learner Record Profile. In addition, Greenlight provides the ability for students to access their transcripts via Blockchain technology.

salesforce

The leading Customer Relationship Management system which will help increase student success by enhancing interaction with potential students, current students, and alumni. The system will allow Dallas College to identify students for additional follow up to drive enrollment and retention across all constituent groups.

EAB

Student Success Management System which enables student centric guided pathways linking K-12, Dallas College, universities, and employers. Students are guided through onboarding to clarify paths, identify end goals and leverage smart academic planning to help choose and enter a pathway. EAB empowers students to make informed choices with proactive advising support when needed.

4

Finance

Historical Approaches are Ineffective

Dallas College's** historical business environment and supporting technology **is characterized by:

Cumbersome Student Experience

Design and architecture of the user interface is not intuitive for students and creates barriers to student success

Challenges engaging students and keeping them connected

Data difficult to access and use

Functionality, design, and support of the current data architecture limit the organization's ability to track and leverage data

Data aggregation is labor intensive and complex

Outdated Business Practices

Locally developed and decentralized business practices reinforced divergent and redundant steps

Decentralized practices resulted in heavy customizations

Historical business practices and technology limit Dallas College's ability to effectively support students

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Finance

Workday Will Enable Student Success

Workday will *enable* Dallas College to execute the vision of the Career Connected Learner Experience. Technology, talent, and business processes must work in tandem to the benefit of our students.

Dallas College's *future business environment and supporting technology* ***will be characterized by:***

Intuitive user experience with mobile-first design

Systems are intrinsically connected, and processes are simple, documented and meaningful.

Students will intuitively navigate processes seamlessly, access information as needed. Faculty and staff will spend more time on value add activities and less time on workarounds

Data-Driven Decision Making

A single view of real time data delivered via dashboards providing 24/7 access and visibility into the business.

Modern business practices

Faculty will leverage Workday to manage academic relationships and enhance Career Connected Learning.

Staff and faculty are able to dedicate effort to the value add activities that impact Dallas College's strategy.

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And: Workday is a Modern System of Engagement

Workday is "software-as-a service" solution which will always remain up to date on the most current version

World-class cyber security from Workday - used by global financial services, governments, other industries with highly sensitive data

Resilient to natural or man-made disaster

Provides Artificial Intelligence and Machine Learning; enables Dallas College to anticipate and better serve students, staff, and faculty needs

Finance
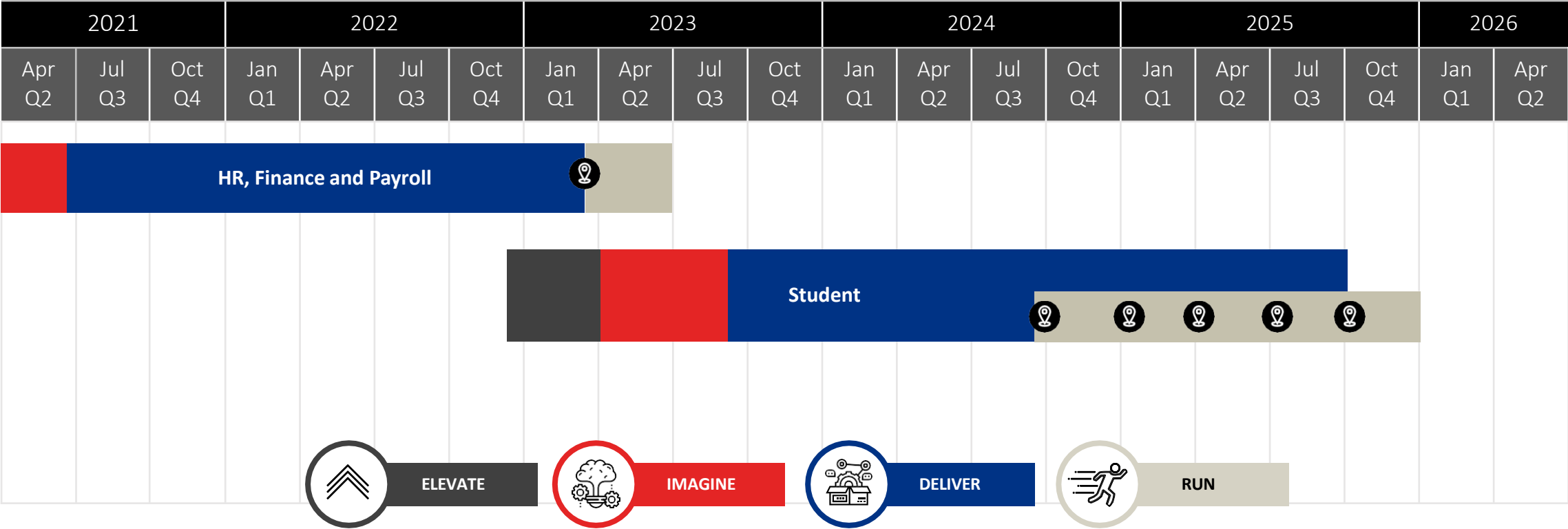
The Project | Update

The project team has:

- Completed detailed planning for Phase 1 and onboarding of project team.

- Executed 37 design workshops, designed baseline configurations, and business processes.

- Performed initial change management and communication activities and formed the Change Champion Network.

- Designed integrations, reports, and data conversion programs.

What Have We Learned:	What We Will Do:
- The pandemic inhibited close, face to face collaboration impacting forward progress against the plan. - Key staff roles must be designated and prioritized to the project. Key staff include process leaders and implementers. - The age of our legacy systems and core technology undermined our assumptions to execute Data Conversion.	- With an eye on the criticality of the student information system, we are adjusting scope and deliverable timelines to allow HR and Finance functionality to deploy on a rolling timeline. This does not impact our overall timeline or budget. - We are prioritizing staff from HR, Finance, and IT as well as acquiring advanced technical skills to address legacy platform challenges.

Finance

ITEMS FOR REVIEW NO. 5.1.a.

<u>Finance Committee Notes for November 9, 2021</u>

A Finance Committee meeting of the Board of Trustees of the Dallas College was held Tuesday, November 9, 2021, beginning at 9:35 a.m. at the administrative office in room 036 and was broadcasted via the streaming link: http://www.dcccd.edu/boardmeetingslive. This meeting was convened by Committee Chair Cliff Boyd.

<u>Board Members and Officers Present</u>
* Mr. Cliff Boyd (committee chair)
  Mrs. Monica Lira Bravo
* Ms. Charletta Rogers Compton (arrived during executive session)
  Ms. Diana Flores
  Dr. Joe May (secretary and chancellor)
* Mr. Phil Ritter
  Mrs. Gretchen Williams (arrived during executive session)
  Mrs. Dorothy Zimmermann

<u>Board Members Absent</u>
None.

* *Denotes a committee member*

1. **Roll Call - Announcement of a Quorum** confirmed by Committee Chair Cliff Boyd.

2. **Certification of Notice Posted** for the meeting confirmed by Chancellor Joe May.

3. **Citizens Desiring to Address the Board**
   None.

4. **<u>Committee Presentations</u>**

   Updates: Transition Recap & Strategic Human Capital Planning

   Chief Human Resource Officer Sherri Enright provided a recap of the transition to One College and presented a human capital planning update.

   Throughout the transition, student success has been the central focus. A new operating model was designed to support a more consistent and seamless student experience collegewide. The consolidation and restructure created

opportunities to support the new operating model. Over 1,800 roles were created with 40% supporting Student Success areas. Internal talent pools were utilized to fill over 900 roles collegewide. Through the consolidation process, over 600 employees were impacted and provided with severance and outplacement and educational benefits. Outplacement benefits have been utilized by 300 employees and several have received other roles. Over 50 employees have utilized the educational benefits.

The focus moving forward is shifting from restructuring to rebuilding through programs and initiatives to support, empower, and develop our employees with intentional focus on accountability. The recruiting process will focus on diverse pools and expand brand awareness. On-boarding will provide a more focused approach leading to successful performance and improved retention.   Development opportunities will help build skills and behavior needed to succeed.

Trustee Compton asked if an employee's longevity and existing pay scale were considered during the internal selections. Enright stated that qualifications and experience were the main factors under consideration. Trustee Compton also asked if the selection committee had preset criteria for candidate selection. Enright responded that selection committees were provided with training and a grid was utilized for identifying minimum qualifications. Enright offered to provide the Board a copy of the framework that the hiring committees used.

Trustee Compton voiced concerns about positions being eliminated and then reposted at a lower pay scale. Trustee Flores asked for an update on the salary compensation study and voiced concerns with salary disparity. Sherri stated that a vendor had been selected, a contract had been signed, and stakeholder meetings would begin soon. Salary was driven by educational and experience requirements that were above the minimums.

Trustee Compton asked if the medical insurance was taxable. Chief Financial Officer John Robertson stated that employees were paying ERS for medical insurance. We were reimbursing employees for funds that they were paying to ERS, which were taxable.

5. **Items for Review**
    1. Committee Notes
        a. Finance Committee Notes for September 14, 2021

6. **Executive Session**
   Adjourned to executive session at 9:38 a.m. and reconvened at 12:41 p.m.

7. **Adjournmen**t 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.