



JOHN F WARREN
COUNTY CLERK
DALLAS COUNTY, TEXAS

FILED: Jun 02, 2023, 2:30 pm

BY DEPUTY:
Rasheeda Horn

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, this meeting is being broadcast over the Internet in the manner prescribed by Texas Government Code, §551.128. In accordance with Texas Government Code §551.127 one or more members of the Board of Trustees may participate in the meeting via videoconference in accordance with the provisions thereof.

NOTICE OF AN EDUCATION WORKFORCE COMMITTEE MEETING OF THE BOARD OF TRUSTEES FOR DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL

Tuesday, June 6, 2023 | 9:30 AM

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

Persons who address the Board are reminded that the Board may not take formal action on matters that are not part of the meeting agenda and may not discuss or deliberate on any topic that is not specifically named in the agenda. For any non-agenda topic introduced during this meeting, there are three (3) permissible responses: 1) to provide a factual answer to a question; 2) to cite specific Board Policy relevant to a topic; or 3) the topic may, at a later date, be placed on a Board Agenda for a subsequent meeting.

Speakers shall direct their presentations to the Board Chair, or the Board, as a whole.

Education Workforce Committee Meeting Agenda

1. Roll Call - Announcement of a Quorum

Committee Members: Paul Mayer (Committee Chair), Catalina E. Garcia (Member), Phil Ritter (Member)

2. Certification of Notice Posted for the Meeting

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3. Citizens Desiring to Address the Board

4. Committee Presentations

- 4.1. Reimagining the Emeritus Program
Presenters: Roy Bond, Gloria Smith
- 4.2. Policy work, Accreditation and Reaffirmation
Presenter: Terry Di Paolo, Shawnda Floyd

5. Items for Review

- 5.1. Committee Notes
 - a. Education Workforce Committee Notes for May 2, 2023

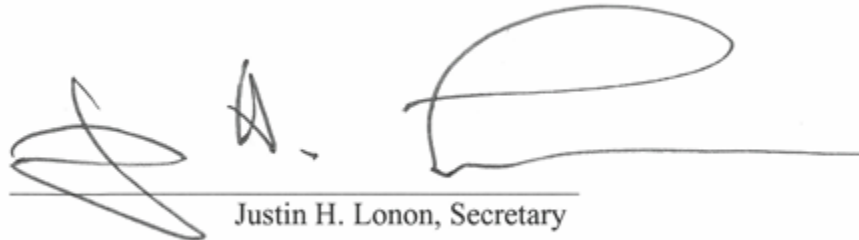
6. Executive Session (if required)

- 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 JUNE 6, 2023 EDUCATION WORKFORCE COMMITTEE
MEETING OF DALLAS COLLEGE AND RICHLAND COLLEGIATE HIGH SCHOOL BOARD OF TRUSTEES*

I, Justin H. Lonon, Secretary of the Board of Trustees of Dallas College, do certify that a copy of the notice for this meeting was posted on the 2nd day of June 2023 in compliance with the applicable provisions of the Texas Open Meetings Act.



Justin H. Lonon, Secretary

JOHN F WARREN
COUNTY CLERK
DALLAS COUNTY, TEXAS

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ITEMS FOR REVIEW NO. 5.1.a.

Education Workforce Committee Notes for May 2, 2023

The Education Workforce Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, May 2, 2023, beginning at 9:00 a.m. at the administrative office in room 036 and was broadcasted via the streaming link <https://dccc.new.swagit.com/events/17000>. This meeting was convened by Committee Chair Paul Mayer.

Board Members and Officers Present

- Mr. Cliff Boyd
- Mrs. Monica Lira Bravo
- Ms. Charletta Rogers Compton
- Ms. Diana Flores
- * Dr. Catalina E. Garcia
- Dr. Justin H. Lonon (secretary and chancellor)
- * Mr. Paul Mayer (committee chair)
- * Mr. Philip J. Ritter

- * *Denotes a committee member*

Members Absent

None.

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

- 2. Certification of Notice Posted for the Meeting** confirmed by Chancellor Lonon.

- 3. Citizens Desiring to Address the Board**
There were no citizens desiring to address the Board.

- 4. Committee Presentation**

4.1. Sponsored Programs Strategy for Academic Success Part III: After the Award - The Road Most Rewarding

Presenters: Iris Freemon, Ricardo Rodriguez, Tetsuya Umebayashi, Tricia Thomas-Anderson, Adrienne Thompson

Dr. Freemon, the associate vice chancellor of Advancement and Development thanked Chair Bravo, Vice Chair Ritter, the Board of Trustees, and Dr. Lonon for the opportunity to present the final portion of this award process.

Dr. Freemon introduced the following team leaders: Dr. Solomon Tention and Robin Donovan, pre-award team; Dr. Tricia Thomas Anderson and Tikera Chisley, Post Award Team; Dr. Kathy Acosta, Community Engagement & Alumni Relations Team; Dr. Adrienne Thompson, Sponsorships & Advancement Team; and Dr. John Eshun, Grant Management Services Team.

Dr. Freemon gave a short overview of the purpose and strategy of the Advancement & Development area and processes of before and after awards were submitted.

Dr. Freemon relayed that the goal was to leverage resources and create opportunities to remove student barriers to success by solving workforce problems through sponsored programs.

Dr. Freemon elaborated on the current structure of the Sponsored Program's Strategy as compared to the previous structure as DCCCD. She also stated goals for expanding Dashboard Stewardship: its transparency, how grants are managed, the partnership model used, and how Dallas College recalculated the Return of Investment (ROI) Method for Grant Success and what opportunities lay ahead.

Dr. Adrienne Thompson, senior director of Advancement Strategy and Integration thanked the Board for their support. Dr. Thompson did a recap of the work that the Sponsorships & Advancement Team performs. She expanded on the pre-award and post-award structures.

Trustee Flores thanked Dr. Thompson for the work that was done under DCCCD as well as the improvements made as Dallas College.

Trustee Boyd inquired about the grant monies received by Dallas College, and why were all the grants not put through the foundation given that it has more flexibility rather than putting the money into the college and being somewhat restrictive.

Dr. Thompson replied that it depended on the funder. Putting grant funds with non-profits is not allowed if receiving money through a federal grant.

Dr. Thomas explained that foundation grants were usually corporate and nonprofit grants.

Trustee Boyd asked if grant monies were tracked separately within the general fund.

Dr. Thompson confirmed that grant monies were managed and tracked in a separate fund.

Trustee Compton wondered if previous accountability problems and restructuring to avoid those issues would be addressed in the presentation.

Dr. Thompson replied that Dr. Tricia Thomas Anderson will give a full report on accountability at a later date.

Dr. Thompson displayed a comparison on the post-award structure prior to 2020 (DCCCD), which had approximately 60 grants totaling \$40 million before COVID. The current structure (Dallas College) showed that from March 2023, Dallas College had 105 grants totaling more than \$189 million post COVID/Restructure. Dr. Thompson emphasized that FY 2021-22 had over \$38 million in new grant awards, a 57% increase over the previous 5-year average.

Dr. Thompson described the advantages of using foundation grant money, which is considered corporate and nonprofit, versus federal grant money that requires them to go through a grant operation service which sometimes cannot be attached to a nonprofit.

Dr. Thompson relayed the importance of keeping foundation grants and all paperwork tracked separately. This simplifies tracking funds for auditing purposes and accountability.

Dr. Thompson pointed out that there are different interpretations on what a grant is, what a grant can do, and what's allowed on a grant. It was stressed that the purpose of a post award with regards to compliance is to make certain that the interpretation of the grant is closer to what the funder desires and to ensure that Dallas College's operation rules and regulations are followed, thus making it easier for grant managers and project directors to understand the interpretation of those grants.

Dr. Tricia Thomas Anderson and Tikera Chisley lead the two post award teams that provide grant management and grant compliance oversight. Dr. Anderson stated that several of their office functions include: review of expenditures on a grant, review of annual performance reports before submittal to the funding agency, grant management training and mentoring (in person and virtual), advises on requirements prior to approval from a funding agency.

Dr. Anderson explained that a grant is awarded and assigned to one of the teams depending on the needs of that grant. A compliance director is identified for each grant manager who will work with the grant through grant management, compliance, and implementation. Grant managers are required to complete and submit a quarterly report to their compliance directors for monitoring and feedback. A review of performance is done annually.

Dr. Anderson discussed the development of the Grant Accountability Framework, which is a comprehensive review of each project and the functions of Grant Compliance and its oversight components.

Dr. Anderson noted that the four pillars of performance associated with each project when a grant accountability review is done are the Fiscal Performance, the Compliance Performance, the Project Performance, and the Organization Management Performance.

Dr. Anderson shared that collaboration with the Contracts and Grants team was also an important factor so that their office could be aware of some of the things an auditor might be looking for.

Trustee Ritter said he appreciated the priority on training and mentoring but wanted to know what they are training with respect to risk assessment.

Dr. Anderson replied that risk assessment was covered in training as audit readiness. Dr. Thomas explained that along with following the requirements of a funding agency, it was crucial to pay attention to benchmarks or key indicators of what a funding agency might identify as risks, and that information can be integrated as “normal” expectations of risks into the grant management training program.

Dr. Anderson expressed in detail all the various features and functions of the Dallas College Active Grants Dashboard.

Dr. Anderson commended the Statistical Research Analytics Team for developing it.

Dr. Tetsuya Umebayashi, vice provost of the School of Health Sciences, greeted Dr. Lonon and the Trustees. He thanked Dr. Shawnda Floyd, Dr. Piper Wilkins, Dr. Iris Freemon, along with the Workforce and Advancement Team, Post Award Team, the administrators, staff, and faculty members for allowing the presentation.

Dr. Umebayashi showed the features and structure of a high-level organization chart for the School of Health Sciences.

Dr. Umebayashi relayed that the strategic priorities are to increase the number of graduates by 3% and to improve faculty and staff retention by 5%. Data, trends, race, ethnicity, job growth, and earnings related to the nursing workforce were also shared with the Board.

Dr. Umebayashi explained three grants received for the Nursing Department and the monetary value totaling \$1,743,270.00. These grants were Health Resources and Services Administration as well as Nurse Education Practice Quality & Retention, both totaling

\$1,047,370.00. Governor's Emergency Education Relief \$271,500.00, and the Nursing Shortage Reduction Program \$424,400.00.

Dr. Umebayashi shared the history of each grant and the positive effects it had on both students and faculty who were involved in using the simulation equipment. At present, the School of Health Sciences Nursing Department had about \$2.5 million in active grants.

Dr. Umebayashi emphasized that Dallas College was the only community college in the nation to receive these grants, and the purpose of the grant was to increase the enrollment, retention, and completion of students from diverse and disadvantaged backgrounds and to support enrollment of students and poor populations.

Dr. Umebayashi shared stories of two nursing students.

Trustee Garcia asked what percentage of skill level/specialty of nursing was being taught.

Dr. Umebayashi replied that Dallas College has a vocational one-year nursing program and an associate degree two-year nursing program. A student in a two-year program and a four-year program will receive the same license as a registered nurse. Students in the one-year program will become licensed vocational nurses.

Trustee Garcia asked how many students were in these different categories and what number of students were in the associate degree nursing program.

Dr. Umebayashi responded that in the vocation nursing program they have about 17 students, and to increase enrollment, they were partnering with many health care institutions, such as the VA Medical Center, to add more vocational nursing students to the program.

Trustee Garcia asked the number of students in each nursing program.

Dr. Adrienne Thompson responded that they would provide the numbers of how many students are in each program at a later date.

Trustee Flores wanted to know the current capacity for the number of nursing students that can enroll.

Dr. Umebayashi replied there are currently 592 nursing program students. Enrollment could increase but the challenge is the lack of nursing faculty.

Trustee Flores asked if it's possible to partner with major medical groups that could lend faculty to teach so that there will be an increase in the capacity and the number of nurses graduating per year.

Dr. Lonon mentioned that at the June planning session there will be presentations of each school in depth as well as conversations around facilities and attracting new faculty and staff in those areas where partnerships can be identified.

Dr. Umebayashi talked about simulation activities in the place of in-person clinical training. He relayed that simulation is important because students can practice skills in a safe environment before going to clinical hospitals.

Trustee Flores asked if all faculty would be added to the training.

Dr. Umebayashi replied that different faculty would receive different training.

Trustee Flores asked of the dollar amount available for tuition to cover these nursing students.

Dr. Umebayashi replied for this academic year they have over \$40,000 to cover tuition for the cohort of students. There is also emergency funding available.

Trustee Flores questioned why Student Success was lower than the other operational areas in grant funding.

Dr. Anderson replied most of the grants have specializations in them and the grantors like to give money towards Workforce programs. However, a lot of the categorization of the grants is Workforce, but it bridged across all the areas, such as Student Success.

Trustee Flores requested that future presentations show how much of these dollars are applied to Student Success.

Trustee Compton asked how managers were assigned to grant programs.

Dr. Anderson replied that in the pre-award process an analysis is done on who the best managers are who have the expertise to commit to the work.

Trustee Compton asked if the Dashboard would be available for public viewing.

Dr. Anderson replied **that** it's not publicly available but is housed internally on the SharePoint site. They are in the development phase and have not moved to the phase that shares this information publicly.

Dr. Ricardo Rodriguez works under the office of Advancement and Integration, his office develops strategies for Institutionalization or Sustainability. This office tracks several aspects that could reflect the impact of grant sponsored programs.

Dr. Rodriguez showed the top largest industries in Dallas County that aligns with one of the sponsored programs.

Dr. Rodriguez said another aspect of what they do is to demonstrate the impact of grants and to calculate or estimate the return on investment of sponsored programs.

4.2. Career Connected Learning: Workforce Scholars Program

Presenters: Janel Humphries (Dallas ISD), Gloria Smith, Pyeper Wilkins

Dr. Pyeper Wilkins, vice chancellor of Workforce and Advancement thanked the Board members and the Chancellor for allowing them to talk about partnerships. Dr. Wilkins presented information about Career Connected Learning and the Workforce Scholars Program and what it requires to initiate these programs for our students.

Gloria Smith, associate vice chancellor of Career Connected Learning, introduced the internal and external partners to the Board.

The organization chart for Career Connected Learning was shown. It explained how the program was developed and the stakeholders involved in helping to create the program.

Gloria Smith mentioned that their strategic priorities are to strengthen the Career Connected Learner network and to also impact diversity through collaboration. She explained that the Dallas College Workforce program is a work-based learning program that was created to help students access a pathway to high demand occupations.

Gloria Smith asked the internal and external partners to introduce themselves to the Board. Present were Jared Johnson, senior vice president of Education and Workforce at the Dallas Regional Chamber; Carry Humphrey, workplace learning and career coordinator for Early Colleges; Janelle Humphreys, CT director for Dallas ISD; Pamela Larkin, chief digital engagement officer at Dallas College, and Scott Wright, deputy chief facilities officer.

Gloria Smith asked each stakeholder to tell the Board why they invested with Dallas College.

Gloria Smith requested that Dr. Pamela Luckett and Scott Wright say a few words about why they chose this program.

Chris Harmon, senior director of Facilities Management, spoke about leveraging state funding to create apprenticeship opportunities. The goal was to create a youth apprenticeship model that allows students an opportunity to receive up to two years worth of work experience while they are learning simultaneously.

The scholars were introduced to the Board.

Linda Koosu, a junior at North Lake College spoke about her internship in the construction industry.

Kevin Gutierrez spoke about his internship at Dallas College Facilities.

Committee Chair Mayer thanked them for the presentations.

5. Items for Review

5.1. Committee Notes

- a. Education Workforce Committee Notes for April 4, 202
No comments were made.

6. Executive Session

None.

7. Adjournment at 11:32 a.m.

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