

**Minutes of the Regular Meeting of the Board of Trustees
San Mateo County Community College District
November 29, 2017, San Mateo, CA**

The meeting was called to order at 5:00 p.m.

Board Members Present: President Thomas Mohr, Vice President Richard Holoher (via telephone), Trustee Maurice Goodman, Trustee Dave Mandelkern, Trustee Karen Schwarz

ANNOUNCEMENT OF CLOSED SESSION ITEMS FOR DISCUSSION

President Mohr said that during closed session, the Board will (1) hold a conference with legal counsel regarding three cases of existing litigation and one case of potential litigation as listed on the printed agenda, and (2) consider public employee discipline, dismissal, release.

STATEMENTS FROM THE PUBLIC ON CLOSED SESSION ITEMS ONLY

None

RECESS TO CLOSED SESSION

The Board recessed to Closed Session at 5:01 p.m.

RECONVENE TO OPEN SESSION

The Board reconvened to Open Session at 6:05 p.m.

Board Members Present: President Thomas Mohr, Vice President Richard Holoher (via telephone), Trustee Maurice Goodman, Trustee Dave Mandelkern, Trustee Karen Schwarz, Student Trustee Alfredo Olguin Jr.

Others Present: Chancellor Ron Galatolo, Executive Vice Chancellor Kathy Blackwood, Skyline College President Regina Stanback Stroud, College of San Mateo President Michael Claire, Cañada College President Jamillah Moore, District Academic Senate President Leigh Anne Shaw

PLEDGE OF ALLEGIENCE

ANNOUNCEMENT OF REPORTABLE ACTION TAKEN IN CLOSED SESSION

None

DISCUSSION OF THE ORDER OF THE AGENDA

President Mohr said there is a request to remove item 17-11-5C, Capital Improvement Program-Phase 3 (CIP3) Budget Update, from the agenda.

PRESENTATIONS TO THE BOARD BY PERSONS OR DELEGATIONS: CALIFORNIA COMMUNITY COLLEGES STRONG WORKFORCE INITIATIVE RECOGNITION FOR COLLEGE OF SAN MATEO AND SKYLINE COLLEGE (17-11-3C)

Kevin Fong of Assemblymember Kevin Mullin's office said that on behalf of Senator Hill and Assemblymember Mullin, it is a pleasure to recognize College of San Mateo and Skyline College for the work they do to provide career-technical education. He said the Entrepreneurship & Small Business Management Program at College of San Mateo and the Automotive Technology Program at Skyline College both offer students and the community the opportunity to get training needed to secure well-paying jobs for themselves and their families.

Joan Dentler of Senator Jerry Hill's office read the last line of the resolution which will be presented to Presidents Claire and Stanback Stroud tonight:

“Resolved, that Assemblymember Kevin Mullin and Senator Jerry Hill recognize and commend Skyline College and the College of San Mateo for their outstanding contributions to the State of California workforce efforts through the Strong Workforce Stars program, applaud the institutions for the invaluable contributions they have

made to the intellectual and social growth of their students, and extend best wishes for continued success in the future.

On this day, 29th of November, 2017

Signed by Kevin Mullin 22nd Assembly District and Jerry Hill, 13th Senatorial District”

President Stanback Stroud expressed thanks to Senator Hill and Assemblymember Mullin for the honor. She said credit goes to Andrea Vizenor, Director of the Career & Workforce Program; Tom Broxholm, Automotive Department Coordinator; and Filipp Gleyzer, Associate Professor of Automotive Technology. She said they are being celebrated for the 71% livable wage attainment and 100% job placement of their students.

President Claire thanked Senator Hill and Assemblymember Mullin. He credited faculty and administration, including Heidi Diamond, Interim Dean of Business and Technology, and Ashley Phillips, Interim Director of Workforce Development. He said he is particularly proud of College of San Mateo for being the only community college in the state to receive “Star” status by the California Strong Workforce Initiative across five industry segments.

President Mohr said the recognition by Senator Hill and Assemblymember Mullin is a great honor. He said career-technical education is one of the main endeavors of community colleges. He thanked Ms. Dentler and Mr. Fong for presenting the resolution and asked them to convey to Senator Hill and Assemblymember Mullin the District’s deep appreciation for their support.

MINUTES

It was moved by Trustee Mandelkern and seconded by Trustee Goodman to approve the minutes of the meeting of November 8, 2017. Vice President Holober said the minutes represented a departure from what has been customary in that they do not uniformly directly attribute comments to individual Board members. The minutes will be revised and brought to a future meeting for approval.

STATEMENTS FROM EXECUTIVES AND STUDENT REPRESENTATIVES

Chancellor Galatolo congratulated College of San Mateo and Skyline College for the Strong Workforce Initiative recognition. He said the College of San Mateo football team won the NorCal championship last week and will play for the state championship on December 9. He congratulated Head Football Coach Larry Owens and Assistant Head Coach Bret Pollack. Chancellor Galatolo congratulated President Claire on becoming a grandfather recently. President Claire said his daughter gave birth to a son on November 16 and both mom and baby are happy and healthy.

President Claire said College of San Mateo recently completed a campus satisfaction survey of faculty, staff and students. Among the results:

- Almost 94% of classified staff and 96.4% of faculty agreed that they are proud to say they are employees of CSM
- 96.7% of classified staff and 96.4% of faculty agreed that they like working at CSM
- 98.3% of students would recommend CSM to family or friends

Chancellor Galatolo said these results are a testament to President Claire’s leadership and to the work faculty and staff do to address the needs of students. He asked President Claire to send the survey results to the Board.

Executive Vice Chancellor Blackwood said that because of the timing of the December Board meeting, the financial audits will not come to the Board until January. As a preview, she informed the Board that there are no new findings and the only finding is with regard to the 50 Percent Law which is the same as last year.

District Academic Senate President Leigh Anne Shaw said the District Curriculum Committee has taken seriously the idea of infusing social justice into the curriculum. She said the Board will be invited to share in the conversation that will explore this more deeply. President Shaw said that as she stated on Opening Day, the changing landscape of community colleges is necessitating a review of the participatory governance processes; the Senate is committed to engaging on this issue at all three campuses. President Shaw said Senate leadership attended the Plenary Session of the Academic Senate for California Community Colleges, at which many initiatives were discussed. She said the Senate is committed to educating faculty about the initiatives, mainly AB 705 which will make it incumbent on colleges to make sure that students get into and through freshman composition and math in a one-year timeframe. She said the Senate will be addressing this, along with other issues, during the coming year.

Luis Mendez, President of the Associated Students of Cañada College (ASCC) and Raghad AbdAlJawad, Vice President, presented the student report. They discussed three areas of involvement.

1. Initiatives, based on a 2017 Student Senate survey of 340 students, are:
 - a. Food – work with Pacific Dining and Auxiliary Services to sponsor a food subsidies program
 - b. Canvas – work with the Canvas team to acclimate students to Canvas
 - c. Increase student body card holders – services provided through sale of the cards include free printing, free use of game room, and discounted bus tokens
2. Events – many events were held; the following three were highlighted: Campus Movie Fest, LatinX, and L.O.V.E. (Living Our Values Everyday).
3. What We’ve Learned – at the Student Senate retreat, student leaders had the opportunity to get to know each other and build skills, including team building, communication and public speaking. Students will visit the Museum of Tolerance and will bring awareness of social justice to campus.

Mr. Mendez said he started his involvement in student government as a senator. He said it has been difficult for him because he is not a native English speaker and it took courage for him to make the presentation at this meeting. He said he has learned that things do not always work out the way one would wish and it is necessary to be able to adapt.

Ms. AbdAlJawad said she has grown to understand open-mindedness – that others’ opinions are just as valuable as hers are and everyone has a right to express himself/herself.

Trustee Schwarz thanked Mr. Mendez and Ms. AbdAlJawad for their presentation. She asked for further details on the food initiative. Mr. Mendez said students met with SparkPoint and the Bookstore today to discuss a pilot “brown bag” program which ASCC would subsidize. He said they are targeting a price of \$3.00 for a sandwich, fruit and beverage. The program would initially target evening students because when they come to class, the Grove is closed and they do not have access to food. The program would also address affordability and would let evening students know that ASCC is there for them as well as for day students.

Trustee Goodman thanked Mr. Mendez and Ms. AbdAlJawad for their excellent presentation. He said he will be working with ASCC on the food issue.

President Mohr said many of the ASCC activities are creative and innovative. He said Mr. Mendez and Ms. AbdAlJawad made it clear that a tremendous amount of learning occurs outside of the classroom; for example, Mr. Mendez mastered public speaking because he grasped the opportunity to learn beyond the classroom.

President Moore said Mr. Mendez, who is from El Salvador, and Ms. AbdAlJawad, who is from Jordan, are good examples of how well international students are doing. She invited everyone to attend ASCC meetings where they will observe leadership in action. President Moore said Cañada College’s Food Pantry is now open on Thursday evenings and the College is working with SparkPoint to expand evening hours. She said ASCC students are taking an active role in providing leadership on the food issue and she commended them and Student Life and Leadership Manager Misha Kealoha for the good work they are doing.

BOARD SERIES PRESENTATION – INNOVATIONS IN TEACHING, LEARNING AND SUPPORT SERVICES: COLLEGE OF SAN MATEO ATHLETICS PROGRAM OVERVIEW AND ACADEMIC ACHIEVEMENT DATA (17-11-4C)

President Claire said the Athletics program at College of San Mateo is built on four pillars:

1. Most important is student achievement and academics.
2. Personal development.
3. Community service.
4. Excellence in competition; this is the last priority for coaches.

President Claire said these values are shared by the entire Athletics program.

Andreas Wolf, Dean of Kinesiology, Athletics and Dance, introduced Assistant Head Football Coach Bret Pollack and Assistant Football Coach Tim Tulloch. He said that after student athletes are recruited, the coaches focus on academics to transform the athlete to student/athlete. He said the focus on community service and personal development are critical

in developing the whole person in order to be successful at the next level. Dean Wolf said the coaching staff is invested in their students and he is proud to be part of the team.

Head Softball Coach Nicole Borg said she was a two-sport student/athlete at College of San Mateo. She said this will be her twelfth full-time season coaching. Over the past eleven years, the overall record for the softball team is 377 and 119. During that time, the team has had ten Academic All-Americans, fourteen NFCA All-Americans, twenty-five All-State players, seven pitching or player of the year awards, four coaching staff of the year awards, seven consecutive Coast Conference coaching staff of the year awards, five straight NorCal championships, and five straight appearances at the State Final Four. Coach Borg said the College of San Mateo softball program is considered one of the elite program in the state. She said she attributes this success to the leadership of Chancellor Galatolo, President Claire, Dean Wolf and everyone who supports the program, including the entire coaching staff and faculty who support student/athletes. She said she is most proud of student/athletes who transfer to four-year institutions. She said that during her tenure, 35 players have transferred and 27 have received athletic scholarships.

Coach Borg introduced Allie Stine, who was an All-State player and NFCA All-American as a freshman last year. She said Ms. Stine goes out into the community and emulates what it means to be a great student/athlete. Ms. Stine said she is proud to be a Bulldog. She said she has learned the importance of being a good student as well as performing as an athlete. She said she is fortunate to have many tools available, including an outstanding coaching staff and supportive professors. Ms. Stine said that coming to College of San Mateo was the best choice she has ever made.

Head Baseball Coach Doug Williams discussed personal development. He said that during the 23 years he has been coaching at College of San Mateo, the player development goal has been to create and cultivate intrinsic motivation. He said this process raises self-esteem which helps students in all aspects of college life. Players are encouraged to practice introspection which is not typically easy for young men. The saying "Know Thyself" is a focal point of the developmental plan. Self-examination allows students to focus on areas in which they can improve in order to reach their full potential. Players are pushed to challenge the idea that discipline is only a negative word; they are encouraged to embrace discipline and use it as a powerful, prideful word. Internal discipline is used in many ways both on and off the baseball field, including getting to class on time and focusing during lectures. Baseball players engage in a series of goal-setting exercises, all focused on the overriding notion and scenario of "where am I now and where do I want to be in two years." The most important aspect of this goal-setting formula is for players to challenge themselves to answer the question "how am I going to get where I want to go?" By using specific, realistic and challenging answers, they are able to visualize how their futures will unfold. Student/athletes need to believe they can achieve their goals through their own efforts; without this belief, students will not put forth the time, effort and energy needed to accomplish their goals. Students are provided support through continuous individual meetings, motivational speakers, videos and examples of former players. Students are reminded that this time of their lives is not a dress rehearsal and their most important strategy is to have a plan and to execute it. Finally, players must be aware of their time and priority commitment as the baseball and academic commitment is likely to exceed any commitment in which they have previously engaged. Players might be involved in community service, fundraising, mandatory study halls and ongoing progress reports. They participate in intense practice and game schedules, including the entire fall practice season followed by a six day per week spring season from January to June. Coach Williams said that during the past 23 years, 271 out of 279 student/athletes leaving the College of San Mateo baseball program have either transferred to a four-year school or signed a professional contract. He said he is grateful for the support of the College, the District and the Board.

Coach Williams introduced Wyatt Tucker, sophomore pitcher who has accepted a scholarship to attend UC Davis next year. Mr. Tucker said the baseball program has helped him develop as both a player and person. He said qualities such as pride, punctuality and commitment are staples of the program. He said he never thought he would be able to participate in Division I athletics, especially at a school as prestigious as UC Davis. Mr. Tucker said it is important to succeed on the field but the emphasis at College of San Mateo is on becoming better men and better citizens in the community because this will take the students a lot further in life than athletics will.

Dean Wolf introduced football players Freddy Gaines, Dorzell Hicks and Colt Doughty to talk about community service. Mr. Gaines said the coaching staff takes great pride in encouraging players to serve others. He said the community engagement in which he has been involved includes hosting the Wounded Warriors Foundation and reading to elementary school students to emphasize to them the importance of reading.

Mr. Hicks said he is proud to be a student in the District. He said the coaches stress giving back to others and players carry that in every aspect of their lives. He said he a KASP scholarship recipient and intends to earn a degree.

Mr. Doughty said he had an opportunity to get a scholarship to attend the University of San Diego but did not qualify because of his grades. He said the football program at College of San Mateo taught him how to be a better student and earn the opportunity to attend UC Berkeley next year on a full scholarship.

Dean Wolf referenced the Cal-PASSPlus Student Athletics Dashboard which represents success metrics for student/athletes benchmarked against non-student athletes. He said he would be pleased to review the metrics with any Board member who is interested. He cited data concerning College of San Mateo athletics, in some cases specifying football players to highlight the success of students from underrepresented groups.

- Fall-spring persistence
 - All College of San Mateo students – 91%
 - Student/athletes – 97%
- Grade Point Average
 - All College of San Mateo students – 2.73
 - Student/athletes – 3.0
 - Football student/athletes – 2.82
- Student/athletes who transfer and/or complete a degree or certificate
 - All College of San Mateo student/athletes – 82.5%
 - Football student/athletes – 85.5%

President Claire said that during his thirteen years in senior administration at College of San Mateo, more than 2,000 student/athletes have been served and he can count on one hand the number of disciplinary issues involving student/athletes. He said the College is committed to continuing to make changes to the athletic programs so that student/athletes can be as successful as possible. President Claire said the coaches are among the most dedicated and student-centered faculty in the District and he has great respect for all of them.

Trustee Goodman thanked Dean Wolf for a great presentation and even better numbers. He thanked the coaches for the work they do with students on behalf of the District and for the role they play as surrogate parents in students' lives, making sure they are held accountable to themselves and to their community. Trustee Goodman congratulated the students for the work they are doing and on recognizing that as student/athletes, they are students first.

Trustee Mandelkern said members of the Board are all proud of the accomplishments on the various fields but are most proud of the accomplishments in the classroom. He said the impressive transfer rates provide students with the opportunity to pursue four-year degrees. Regarding Title IX, Trustee Mandelkern asked for a breakdown between men and women, both in terms of athlete opportunity and budget dollars. Dean Wolf said the forefront of his focus is to make sure the College is in compliance with Title IX. He said women's basketball has been added and beach volleyball will be added in the coming year. In terms of financial equity, Dean Wolf said there are three prongs that are considered: proportionality, continuously adding programs, and the student survey administered by CCCApply.

Dean Wolf said football is very expensive because it is an at-risk program in terms of safety. However, when broken down by participant, the women's programs actually fare better than the men's programs financially.

Trustee Schwarz congratulated the presenters on an impressive report. She said it is good to hear from students who choose to come to the District. She said she is confident that the student/athletes are being trained to be productive adults who will go out into the world and work within their communities. Trustee Schwarz said her concern as a trustee is to make sure young people are being guided in the right direction. She encouraged the students and everyone involved in the athletic programs to keep up the good work and to include more women's sports where possible.

President Mohr congratulated the presenters on a great report. He said there is no higher ideal in education than the development of the whole person – mind, body and spirit. He said resilience and development of confidence are critical. He said athletes are afforded the experience of facing challenges and working their way through them. President Mohr said he advocates adding a broader range of sports at all three colleges, such as lacrosse and wrestling.

STATEMENTS FROM THE PUBLIC ON NON-AGENDA ITEMS

Professor Tom Broxholm of the Skyline College Automotive Technology program said the program received the Strong Workforce Initiative recognition not just because of him and his staff, but because of the support of the Board, President Stanback Stroud, Interim Vice President of Instruction Jennifer Taylor-Mendoza, Director of the Career & Workforce Program Andrea Vizenor, and everyone from the District Office including the custodians. He said it takes a village to make the program work and he thanked everyone for their support.

NEW BUSINESS

APPROVAL OF PERSONNEL ITEMS: CHANGES IN ASSIGNMENT, COMPENSATION, PLACEMENT, LEAVES, STAFF ALLOCATIONS AND CLASSIFICATION OF ACADEMIC AND CLASSIFIED PERSONNEL (17-10-2A)

It was moved by Trustee Mandelkern and seconded by Trustee Schwarz to approve the items in the board report. Trustee Goodman asked for an update on a past conversation regarding CSEA concerns about a reclassification. Eugene Whitlock, Vice Chancellor of Human Resources and General Counsel, said that at the first Board meeting in October, the Board asked staff to meet with CSEA to address the issue that came up regarding a reclassification. He said that he, Chancellor Galatolo, Director of Human Resources David Feune, Vice Chancellor of Facilities Planning, Maintenance and Operations José Nuñez and Facilities Manager Michele Rudovsky met with CSEA President Annette Perot and CSEA Labor Relations Representative Carey Para. The meeting took place on October 31, the first date that both Ms. Perot and Ms. Para were available. Vice Chancellor Whitlock said Ms. Perot and Ms. Para expressed their concerns and also committed to get back to the District meeting attendees. He said he has tried to follow up a couple of times but has still not heard back. Trustee Goodman asked that Vice Chancellor Whitlock follow up on this issue again and report back to the Board. After this discussion, the motion to approve the personnel items carried, all members voting Aye.

ADOPTION OF RESOLUTION NOS. 17-15, 17-16 AND 17-17 FIXING THE EMPLOYER CONTRIBUTION UNDER SECTION 22895 OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT (17-11-3A)

It was moved by Trustee Schwarz and seconded by Trustee Godman to adopt the resolutions. Student Trustee Olguin asked if employees of the Dream Centers are eligible for medical benefits. Vice Chancellor Whitlock said permanent full-time employees are eligible for benefits while short-term, temporary or those hired as a stop-gap measure are not eligible. President Claire said the Dream Center position at College of San Mateo is full-time with benefits. President Stanback Stroud said the position at Skyline College is full-time but not permanent and is not currently eligible for medical benefits. Student Trustee Olguin asked if thought has been given to making the position permanent. President Stanback Stroud replied in the affirmative and said it will go through the hiring process. After this discussion, the motion carried, all members voting Aye.

APPROVAL OF REVISIONS TO STUDENT ASSISTANT SALARY SCHEDULE AND EMPLOYMENT POLICY (17-11-4A)

It was moved by Trustee Schwarz and seconded by Trustee Goodman to approve the revisions. The motion carried, all members voting Aye.

APPROVAL OF CONSENT AGENDA

President Mohr said the consent agenda consists of board reports 17-11-1CA through 17-11-7CA as listed on the printed agenda. It was moved by Trustee Goodman and seconded by Trustee Schwarz to approve the items on the consent agenda. The motion carried, all members voting Aye.

Other Recommendations

APPROVAL OF 2017-19 INTEGRATED PLAN: BASIC SKILLS INITIATIVE (BSI), STUDENT EQUITY (SE), AND STUDENT SUCCESS AND SUPPORT PROGRAM (SSSP) (17-11-1B)

It was moved by Student Trustee Olguin and seconded by Trustee Goodman to approve the plans as presented. The motion carried, all members voting Aye.

APPROVAL OF GUIDED PATHWAYS SELF-ASSESSMENTS (17-11-2B)

It was moved by Trustee Goodman and seconded by Trustee Mandelkern to approve the self-assessments as presented. The motion carried, all members voting Aye.

APPROVAL OF SOLE SOURCE CONTRACT WITH JOBTRAIN FOR THE CAREER EDUCATION PATHWAY DEVELOPMENT INITIATIVE (17-11-100B)

It was moved by Trustee Mandelkern and seconded by Trustee Schwarz to approve the contract as presented. The motion carried, all members voting Aye.

INFORMATION REPORTS

DISTRICT EMPLOYEE HOUSING PROGRAM UPDATE (17-11-6C)

Chief of Staff Mitchell Bailey said there are currently 104 apartment units at College Vista and Cañada Vista and there is a waiting list of 201 District employees. He said the housing program, coupled with the District's second loan program, offers a great benefit to employees. The rent for the units is between 47% and 55% below market rate, allowing employees to save for a down payment. To date, 44 individuals who have lived in the units have been able to purchase homes. Mr. Bailey said that even with the housing and second loan programs, home purchasing is outside many employees' grasp due to skyrocketing housing costs.

Mr. Bailey said a survey of employees living in District housing indicated that they saved 920,000 miles per year, allowing more time with their families. It is estimated that employees on the waiting list would collectively save approximately 1.7 million miles per year if they get into a District unit.

Mr. Bailey said that last year, the District entered into an agreement with SummerHill Homes to purchase six acres of an eight-acre parcel at Skyline College (Parcel B). SummerHill Homes will build 40 single-family homes on the six acres they purchased and the District will build two 15-unit apartment buildings (for a total of 30 units) on the two acres that the District retained. The District is currently in the entitlement process with the City of San Bruno. The project has been through several reviews, including Architectural Review, Transportation, Public Works and Public Parks. Last week, Mr. Bailey and Kate Williams Browne, an employee of Skyline College, District housing resident and member of the Educational Housing Corporation, attended a City of San Bruno Planning Commission meeting and received permission to move forward to the City Commission. Mr. Bailey said staff has received positive feedback from everyone in the San Bruno City offices and from residents in the area. He said extensive outreach to area residents has been conducted, including two community meetings, a mailing asking for feedback and questions, and onsite meetings with residents. The next step will be going to the San Bruno City Council in late January for a first reading. Staff is optimistic that the final reading will take place on February 13 and the District will then be able to move into the RFP process for construction. The plan is to break ground this fall and have the opening day and occupancy in spring of 2020.

Vice President Holober said that in reading the report, it appears that SummerHill Homes will be in command of development of the single-family homes that they will be selling and the District will be in command of the faculty and staff housing project; he said this is different than what he understood when the agreement with SummerHill Homes was approved. He said that as a matter of Board policy, he believes this project should come under a Project Labor Agreement since the District will be in charge rather than SummerHill Homes.

Trustee Mandelkern said there has been a huge mismatch between job development and housing unit creation in San Mateo County. He said that in addition to helping employees, the District's housing program provides an often-overlooked benefit to the County because each person who is taken out of the competition for generally available market rate housing units helps reduce this job vs. housing imbalance.

Trustee Mandelkern said the board report states that "the District will issue an RFP for a contractor to construct the buildings." He said he understood that part of the negotiations and agreement with SummerHill Homes was that they would manage construction of the District's housing units. He said that if the District is going to issue an RFP for a contractor to build the apartments, he agrees that the project should fall under the PLA.

Vice Chancellor Whitlock said the District must go through the process of issuing an RFP and part of SummerHill Homes' commitment is to submit a response based on their being the winning bid the first time around. Chancellor Galatolo said the cost of building the housing units previously given by Summerhill Homes was an estimate and issuing the RFP will allow the District to determine what the actual cost will be. Because there was still confusion and questions regarding this item, Vice Chancellor Whitlock suggested it be discussed in closed session as a property negotiations matter. The Board agreed to do so and it will be on the closed session agenda for a future meeting.

Student Trustee Olguin asked if the District is doing anything or can do anything to consult with city governments about housing for students. Chancellor Galatolo said the Board has discussed this issue prior to Student Trustee Olguin's tenure and will continue to do so. Student Trustee Olguin said some international students are unhappy with the families with whom they are staying and asked if there is something that can be done to help them. Chancellor Galatolo said he will refer Student Trustee Olguin to the District's Housing Program Services Coordinator. He said there is a need for housing and transportation assistance for international students. He said he would like to see a combination of housing for domestic and international students.

Trustee Mandelkern said he hopes consideration is being given to naming a road in the new Skyline College housing development "Barbara Way" in recognition of former Director of Community/Government Relations Barbara Christensen who put a great deal of work into the housing projects. Mr. Bailey noted that the street will be private and will be owned and maintained by the Homeowners Association of the single-family homes.

Trustee Mandelkern said he suspects there are students, faculty and staff who are living in their cars or recreational vehicles. He said he previously suggested that the District provide parking areas and shower facilities for these individuals. He said he would like to continue to investigate this as an interim step. Mr. Bailey said state law dictates that districts must make shower facilities available to homeless students at certain times of the day and the Board approved a policy reflecting this. Trustee Schwarz said this information could be conveyed more widely to the student community. Trustee Mandelkern said students sometimes use shower facilities as a matter of convenience and this is different from homeless individuals who would be better served by having facilities closer to where they sleep. Student Trustee Olguin said the Associated Students of Skyline College are considering using funds to help with housing assistance. He said it is important to include student voices in the conversation. Trustee Mandelkern said that given the housing crisis in the County, he suspects that staff members and perhaps faculty members are experiencing homelessness along with students and he said he would like to see any data that is available. President Mohr suggested that the Chancellor's Cabinet discuss the issue of faculty, staff and student homelessness to explore how the problem might be understood more deeply. Lauren Ford, College Recruiter at Skyline College, said she would like to make sure that the issue of foster youth is included in the conversation.

Maxine Turner, a member of the public, said she supports the housing projects. She asked what the funding source for the project at Skyline College is and if any other District funding is being allocated. Chancellor Galatolo said the cost of development will be borne by the sale of the land to SummerHill Homes and no District money will be allocated. Vice President Holober asked if there will be defeasement of costs in the future. Chancellor Galatolo said there will not.

REPORT ON THE SKYLINE COLLEGE ACADEMIC SENATE'S RESOLUTION ON EQUITY (17-11-7C)

District Academic Senate President Leigh Anne Shaw said all three colleges have taken very seriously the concerns that were brought to their attention in August regarding racial insensitivity. She said she is proud to report that the leadership of Skyline College has brought a resolution that speaks to the values, mission and commitment to social justice which faculty hold very dear. She said the Board has debated and discussed resolutions and understands their importance. On one hand, there is criticism that resolutions are just words and not actions in and of themselves. However, words have power, stand for the values, set the tone, inspire, and guide future creation of policy and practice. President Shaw said the Senate does not expect solutions to come about directly as a result of this resolution but they do expect it to serve as a foundation for actions as they move forward.

President Shaw said it gives her great pleasure to introduce Kate Williams Browne, senior faculty in Early Childhood Education at Skyline College and President of the Skyline College Academic Senate. Prior to her full-time position, Professor Browne served as an adjunct faculty member for several years. She is supremely committed to the mission, vision and values of Skyline College. During her tenure as Academic Senate President, she has managed to transform the Senate into a deliberative and dynamic body, infusing everything she does with a level of educator passion that serves as a model for her colleagues. President Shaw said she is grateful to Professor Browne for her exemplary leadership of the Skyline College Academic Senate and would like to give her the opportunity to present the resolution.

Professor Browne said that as President of the Skyline College Academic Senate and a faculty member who prepares students to become teachers of children, she thinks a lot about teachers of any age and how they need to be prepared in what the Skyline College Academic Senate has come to think of in three different ways:

1. Know content – need to be discipline experts
2. Know how to teach – need to stay current in pedagogy
3. Have a commitment to diversity and equity

Professor Browne said that when a group of faculty and staff came before the Board in August, they made it clear to everyone that there was a problem. As the primary voice of faculty at Skyline College, the Skyline College Academic Senate took the problem as an opportunity. The recommendations that were presented to the Board on August 23 served as the basic foundation for the resolution. Faculty, staff and students helped craft the resolution. A member of the Board attended one of the meetings at which the issue was being discussed. The resolution was passed unanimously last month. Since then, the Academic Senates at Cañada College and College of San Mateo have begun their own efforts and resolutions are being written.

Professor Browne said every problem presents an opportunity to do something good; you just have to look for it and be brave. She read the resolution adopted by the Skyline College Academic Senate:

Resolution on Equity
Skyline College Academic Senate
19 October, 2017

Whereas Skyline College is a community of diverse faculty, staff, administrators and students;

Whereas Skyline College faculty, staff, and administrators work and serve in the context of an increasingly sophisticated society full of racial, ethnic, cultural, gender and class dynamics;

Whereas as educators we have a responsibility to fight to promote, protect, and ensure human dignity and equality in Skyline College and classrooms;

Whereas the Skyline College Academic Senate recognizes that despite the various equity efforts and professional development that is offered, racially insensitive acts against communities of color continue to occur on Skyline College's campus and these acts have caused harm;

Whereas such intolerance and discrimination directly goes against our values and harms our community;

Whereas all faculty, students, staff and administration have the right to work in an environment free of hatred, bigotry, and intolerance;

Therefore, Be It Resolved, that Skyline College Academic Senate affirms its core values to

-a comprehensive diversity framework that promotes social justice throughout policies, procedures and practices in the context of all matters academic and professional of the College;

-a campus-wide climate that reflects mutual respect between all constituencies-faculty, students, staff and administrators- and appreciation for diversity;

-just, fair, inclusive and well-understood, transparent governance processes based on open and honest communication;

-ensuring diversity and equity at all levels of the institution so that Skyline College's mission and strategic priorities will consistently align and be fully implemented in curricular content and pedagogical approaches, deepen critical thinking, enhance cultural fluency, strengthen campus community, and increase student success;

Be It Further Resolved, that the Skyline College Academic Senate affirms its intention to stand publicly and privately for justice and equality by supporting the creation of the following:

- Intentional insertion of curriculum on Race Relations in Skyline College courses.
- College-wide Forum and/or Flex Day workshops on Racism and Bias mandatory for all faculty and staff.
- A mandatory semester-length Equity Training Series for all faculty, staff and administration.
- A module on Equity in the New Faculty Academy.
- Ethnic Studies/Social Justice Program/Degree on Skyline College's campus.

- Multi-cultural Center expansion to coordinate and facilitate campus-wide programming addressing cultural days, issues related to marginalized populations, and culturally- based student groups.

Be It Further Resolved, that the Skyline College Academic Senate will engage in collegial conversations that remind all college constituents about our shared responsibility to eliminate racism and discriminatory acts within the campus community;

Be It Further Resolved, that the Skyline College Academic Senate calls upon the Skyline College and San Mateo Community College District communities to intensify efforts to combat intolerance, hatred, bigotry, and discrimination;

Be It Further Resolved, that the Skyline College Academic Senate urges the San Mateo Community College District Administration to mobilize resources in support of the creation of

- Intentional insertion of curriculum on Race Relations.
- College-wide Forum and/or Flex Day workshops on Racism and Bias mandatory for all faculty and staff.
- A mandatory semester-length Equity Training Series for all faculty, staff and administration.
- A module on Equity in the New Faculty Academy
- Ethnic Studies/Social Justice Program/Degree on Skyline College's campus.
- Multi-cultural Center expansions to coordinate and facilitate campus-wide programming addressing cultural days, issues related to marginalized populations, and culturally- based student groups.

Be It Finally Resolved, that the faculty of Skyline College commits to being influential and impactful leaders in advancing equity at Skyline College for students, faculty, staff, and administration.

Trustee Goodman said he is grateful for the response to the community, faculty, staff and students who were affected both directly and indirectly by the incident at Skyline College. He said the leadership, call for unity and call to use the incident as an opportunity for learning, growth and development is in stark contrast to the lack of leadership and divisive nature of the response from the AFT. He said it was refreshing to see that this is not the voice of the Skyline College community and is not indicative of the voice of the District overall. Trustee Goodman said he appreciated being in the room during a meeting and listening to the conversation. He said members of the Academic Senate asked tough questions of the AFT members who were present and made it clear that they believe they owe it to their community to do better.

Trustee Goodman said the resolution is not just words and President Shaw's words also meant a great deal when she spoke them. He said this goes beyond a group of faculty, staff and students sitting in a room and coming up with words describing what we aspire to be; these are words that people in the room believed in. He said these words speak more to who we are than does the lack of response and divisive rhetoric that was put out over the same period of time. Trustee Goodman thanked everyone who was involved in the process, including students who spoke up and were empowering in their words. He said that as a trustee, he feels a sense of relief to know that we are doing the right things, have the right people in the right positions at the colleges, and that the message is clear that this type of situation will not be tolerated. He said it was refreshing to see the solidarity of everyone who was affected.

Trustee Schwarz said that from the time of the first meeting during which the Board heard about the incident at Skyline College, they heard it described as a teaching moment. She complimented those who got involved and said they have her total support. She said Skyline College is a leading example of taking a difficult circumstance, spending time and energy to do the hard work, and making it clear that this type of situation will not be tolerated. Professor Browne said she also wants to thank members of the Skyline College faculty and staff who came to the meeting tonight. She said it was because of them that the issue was first brought forward. She said that to do anything that matters takes time, labor and resources. She said the commitment to diversity and equity needs to be supported as fully as knowing content and knowing how to teach.

Trustee Mandelkern thanked Trustee Goodman for stating very well what he believes is the opinion of the entire Board. He also thanked Trustee Goodman for his commitment to staying involved and having a Board presence as the discussions have continued at Skyline College. He thanked members of the Skyline College faculty and staff for keeping the issue alive and coming to the meeting tonight, and thanked the Skyline College Academic Senate for embracing this

as an opportunity to make positive change out of a hideous and deplorable act on the Skyline College campus. Trustee Mandelkern said he is pleased to hear that the Academic Senates at Cañada College and College of San Mateo are also pursuing similar resolutions. He said he hopes the District Academic Senate will develop a consensus resolution that the Board can embrace.

Trustee Mandelkern said he believes the resolution does not go far enough in one aspect. He said we talk about what we do within our own community but do not talk about the District's impact on the community, state and nation. He said he believes issues around hatred, bigotry and intolerance are not something people are born with, but are things that are learned. He said that if behavior is learned, it can be unlearned or can be substituted with other things in their stead. Trustee Mandelkern said that Professor Browne recognizes the ability to impact children and start them out on a path of equity, justice, tolerance, respect and dignity rather than on a path of prejudice, bigotry and hatred. He said that when the District sends its students out into the community as leaders, it also wants to send them on the right path. He said that when the colleges host speakers and events on the campuses, it can impart those values as well. President Mandelkern said that recent events show that the issues of hatred and bigotry are of greater magnitude than many people realized and there is much work to be done. He said the District can look further than its own small community to examine how we can help change society as a whole. He said he would appreciate seeing some recognition of this in the resolutions.

Vice Chancellor Whitlock said that what the resolution stands for is particularly exciting for him in his position. He said the District has an EEO Committee which is working on a plan that will require every District employee to complete comprehensive training on equity and diversity. He said the Committee is working with the Academic Senates and hopes to bring information to the Board in the spring about what is expected of employees. Vice Chancellor Whitlock noted that the EEO Committee has representatives from AFSCME, CSEA and administration, but no one from AFT serves on the Committee.

Student Trustee Olguin commended the Skyline College Academic Senate for composing the resolution and bringing it to the Board. He said it is reminiscent of some the recommendations that students brought to the Board last year. He said the student body is ready to work together with faculty and staff on the issue.

President Mohr said he believes the history of race in America, race relations in America and the empowerment of individuals have an impact on every aspect of the educational process and it is essential to incorporate them into the curriculum. He said the work of the Academic Senate is critical in this regard. He said the Board is very serious about this issue. He thanked the faculty and staff for being at the meeting and for their time, energy, insight, values and belief in the dignity of every individual.

President Stanback Stroud said the event that precipitated the August Board meeting had a visceral impact on the institution and on individuals. She said she was raised in a segregated North Carolina and a sense of exclusion and brutality was familiar to her; she said the event at Skyline College made it all real again. She said African American faculty and staff made clear the pain caused by the incident. She said that being in a District where there are values and support makes a difference but it still felt lonesome to people who were impacted. She said the response of the District and of the Skyline College Academic Senate has been equally impactful. President Stanback Stroud said that when District Academic Senate President Shaw heard about what happened, she immediately used her position of leadership to have an impact. When Skyline College Academic Senate President Browne heard what happened, she also used her leadership position to have an impact and worked collaboratively with President Shaw.

President Stanback Stroud told Presidents Shaw and Browne that what they have done is no small thing. She said that as they move forward, the work will be hard and people will challenge them. She said the resolution has made clear where they stand and they must stay strong and not doubt themselves because their community is counting on them. She said that as President of Skyline College, she could not be more proud to be experiencing this from the District Academic Senate and the Skyline College Academic Senate.

Jesse Raskin, a faculty member at Skyline College, said that for a long time in American history and through today, the work of combatting racism or misogyny or homophobia has always fallen on the shoulders of those who are most impacted by it. He said the event at Skyline College challenged him to think about his role as a straight, white male in combatting inequities in society. He said he hopes the work will not always have to fall on the shoulders of Trustee Goodman or President Stanback Stroud who are already dealing with the pain of racism. He said he would not exclude them from the work to be done but believes they should not always have to be the leaders.

President Shaw acknowledged the Skyline College faculty and staff members who were present: Jessica Hurless from Communications, Carla Grandy from Environmental Sciences, Jesse Raskin from Paralegal Studies, Cherie Colin from Marketing, Laruen Ford from Outreach, Nathan Jones from Language Arts, Katrina Pantig from the Equity Program, Pcyeta Stroud from the Bay Area Entrepreneurship Center, Vice President of Administrative Services Eloisa Briones, Interim Vice President of Instruction Jennifer Taylor-Mendoza, Vice President of Student Services Angélica Garcia, and Interim Dean of Planning , Research and Institutional Effectiveness Jackie Honda.

President Mohr said these discussions will continue and he invited Cañada College and College of San Mateo to address the Board when they believe they are at a level to do so. He said leadership is critical and he thanked everyone involved in the process for their commitment and guidance.

COMMUNICATIONS

None

STATEMENTS FROM BOARD MEMBERS

Student Trustee Olguin congratulated students who are working on their college applications and are turning them in. He said the reports tonight on the Athletics programs at College of San Mateo, the Associated Students of Cañada College, the work on housing, etc. remind him of the good work that goes on in the District and that the work is done for the greater good.

Trustee Mandelkern said he hopes everyone had a pleasant Thanksgiving Day holiday weekend.

Trustee Goodman said the Board previously discussed the impact of police presence on underserved students. He said that a City of San Mateo police officer was parked in a parking lot near the pool at College of San Mateo today and was checking the stop sign and citing students. He asked if the District has agreed with the San Mateo Police Department to have officers do this kind of work. President Claire said he would guess the police might have been invited due to issues with students running stop signs. Chancellor Galatolo said San Mateo police officers would not typically come onto the campus. He said he will follow up with Chief Woods and report back to the Board.

Vice President Holoher said that participating in the meeting remotely reminded him that it would be good to broadcast Board meetings either on a local cable community access channel or on a website where the meetings could be watched online. He said this might generate more interest among members of the community who cannot come to the District Office for meetings.

Vice President Holoher said the tax bill that is moving rapidly through Congress contains many horrible things and is an attack on the American Dream. He said there are specific attacks on higher education. One provision in the House version of the bill eliminates the tax deductibility of student loan interest payments, placing a huge burden on students who currently can claim a tax deduction for the first \$2,500 per year in their interest payments. Today there were protests on 60 college campuses around the nation, including UC Berkeley, UC Davis UCLA and USC. Another provision would turn graduate students' tuition waivers into taxable income. It is estimated that in-state graduate students at Berkeley would be hit with a \$3,000 tax bill for income they never actually see. The amount would be considerably higher for out-of-state students and students at private universities. Vice President Holoher said this is an attack on the aspirations of the next generation to succeed in America. He said it might be too late, but he would like the District to somehow be heard on these specifics. He said another provision that would affect education is the elimination of the deductibility of state and local taxes. He said this is a dagger aimed at California, New York, Connecticut, New Jersey and a few other states that believe in certain values and have done better on funding education. He said that because people would no longer be able to deduct state and local taxes, the states would be under pressure to reduce taxes and this would affect education funding for the state.

Trustee Schwarz said she is often asked why she has been a member of the Board for such a long time. She said tonight is a good example – hearing all the good things that the District and colleges do makes her proud to serve on the Board. She said the District continually strives to make things better and that is the way to accomplish goals.

President Mohr recognized Jane McAteer, Director of Nursing at College of San Mateo, who will be retiring. Among her accomplishments: graduated from Georgetown University with a Bachelor's in Science in nursing; worked as an RN at Georgetown Medical Center in the neonatal intensive care unit; completed her Master's degree in nursing in the maternity nursing specialty area at UCLA; was hired to teach full-time at College of San Mateo in 1987; was hired as

Interim Director of Nursing in 2003 and Permanent Director in 2005; and initiated an online application process for students applying to the program and revised the application process to include points for merit. President Mohr said Ms. McAteer has served hundreds of students and will be sorely missed.

President Mohr congratulated Trustee Mandelkern for completing another one of many triathlons and raising funds to assist the most vulnerable and disadvantaged people.

ADJOURNMENT

The meeting was adjourned by consensus at 8:45 p.m.

Submitted by

Ron Galatolo, Secretary

Approved and entered into the proceedings of the December 13, 2017 meeting.

Vice President-Clerk