

**Minutes of the Study Session of the Board of Trustees
San Mateo County Community College District
November 30, 2016, San Mateo, CA**

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

Board Members Present: President Dave Mandelkern, Vice President Thomas Mohr, Trustee Maurice Goodman, Trustee Karen Schwarz

ANNOUNCEMENT OF CLOSED SESSION ITEMS FOR DISCUSSION

President Mandelkern said that during Closed Session, the Board will (1) hold a conference with agency labor negotiator Eugene Whitlock; the employee organizations are AFT and CSEA, (2) hold a conference with legal counsel regarding one case of existing litigation as listed on the printed agenda, and (3) hold a conference with legal counsel regarding one case of potential litigation as listed on the printed agenda.

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 6:10 p.m.

Board Members Present: President Dave Mandelkern, Vice President Thomas Mohr, Trustee Maurice Goodman, Trustee Karen Schwarz, Student Trustee Dennis Zheng

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

President Mandelkern announced that Trustee Holober was out of town and unable to attend the meeting.

Pledge of Allegiance

ANNOUNCEMENT OF REPORTABLE ACTION TAKEN IN CLOSED SESSION

President Mandelkern said the Board took no reportable action during closed session.

DISCUSSION OF THE ORDER OF THE AGENDA

President Mandelkern suggested that item 16-11-2C, Discussion of Affirmation of Core Values and Principles: Commitment to Social Justice as it Relates to Educational Opportunity, be heard before other items in order to accommodate students who would like to participate in the discussion. The Board agreed to do so.

DISCUSSION OF AFFIRMATION OF CORE VALUES AND PRINCIPLES: COMMITMENT TO SOCIAL JUSTICE AS IT RELATES TO EDUCATIONAL OPPORTUNITY (16-11-2C)

Alfredo Olguin Jr., a student at Skyline College, said a group of students recently gathered on campus to express their feelings following the presidential election. He said the students were told they could not gather and he felt threatened when informed that the San Bruno Police Department would be called if the students did not disperse. President Stanback Stroud explained that people are permitted to gather in accordance with the Board policy on time, place and manner. However, students could not be cleared to meet on the day in question because it was Veterans Day and the College was closed. She said she was shown the video recording of the Public Safety Officer explaining this to the students and she believes it was done in a professional and non-threatening manner.

Mr. Olguin said he appreciates the support of the Board and administrators during the recent walkout by students at the Colleges. He said he would like to have more conversations about making the County a better place in which to live. He presented and read a list of twelve student demands or needs:

1. Positive and immediate action to ensure the safety of our undocumented students who are currently protected under DACA and those who aren't (make all three SMCCCD colleges sanctuary campuses).
2. Strive for complete transparency and equity across all three campuses.
3. Continue to promote open and safe campuses for all students, regardless of personal identity.
4. Expand workshops centered around cultural sensitivity and ally awareness for administration, faculty, staff, public safety, student senate, or people of any student-serving position.
5. Ensure the protection and expansion of Diversity Studies, including without limitation: LGBTQ+ Studies, Ethnic Studies, and Women and Gender Studies.
6. Engage in efforts for housing assistance programs and homeless resources on each campus, especially for high-risk students.
7. Extend and expand cultural community gatherings on our campuses for all races and ethnicities.
8. Strive for the expansion of psychological services, specifically pertaining to counseling, for hate crimes, LGBTQ+ issues, and other problems our most vulnerable students may encounter.
9. Have Public Safety facilitate themselves in a more community oriented manner than a police oriented one.
10. Comprise or revise a specific board that includes a student senate member, a minimum of one administrator, one diversity faculty member (race and ethnicity studies, gender studies, etc.) and grievance/disciplinary board to hear students who report hate crimes.
11. Commit to addressing ongoing issues regarding environmental sustainability.
12. Strive for free community college.

Isabelle Valdes, a Middle College student at Cañada College, read the introduction to the student demands:

“We, the students of the San Mateo County Community College District, hold our elected student representatives, administrators, district employees, board of trustees, and chancellor accountable to protect and address the needs of our marginalized communities. This need has been exacerbated due to the 2016 presidential election, and the current political and social climate of the United States of America. The ideas of intolerance, xenophobia, and racism have become increasingly normalized. Deep rooted systemic and institutional social, political, economic, psychological, and spiritual oppression has been unveiled as an underlying issue within the fabric and foundation of the country. We expect unconditional transparency and involvement now, in the event that our freedoms and liberties are compromised. We are calling for the SMCCCD to protect the most vulnerable and marginalized members of our community from violations of their civil and human rights.

“We, the students of the San Mateo County Community College District, understand and commend the efforts currently taking place to better the conditions of the most vulnerable communities on our campuses. To further accelerate this process, a committee of students have collectively composed a list of concrete demands in order to meet the needs and catalyze the growth of opportunities for all students in our communities. These changes may be perceived imminent or long term. However, we expect nothing less than what is presented.

“We, the students of the San Mateo County Community College District, expect to be included throughout the entirety of the process to evaluate and implement the demands presented. This is not only to be transparent, but to create a community and strengthen our district. With a sense of urgency, we ask you to join us in this effort to ensure the protection and belonging of all members of our community, on and off campus.”

Ms. Valdes said she believes it is important to have spaces on campus that are open into the night so that students can have Internet access. She said it is also important that students feel safe on the campuses. Trustee Schwarz agreed that students need broad Internet access. She suggested that the Foundation be called upon to help with this effort financially. President Mandelkern said Comcast may offer a program that can help. He suggested that extended hour access be discussed at a future meeting.

Colby Riley, a student at College of San Mateo, said one of the student demands is to increase the number of ethnic studies classes. Vice President Mohr said he believes study of these issues should be embedded into the curriculum. He suggested that the Academic Senate, faculty and students consider reviewing curriculum with this in mind. Vice President Mohr said time spent outside the classroom is also very important.

President Mandelkern said the Board is sympathetic to students' concerns and shares many of them. Trustee Goodman said the Board understands and empathizes with students and wants to be a part of change. He said the Board also wants students to understand that they are part of the process.

President Mandelkern asked if assistance is being provided to undocumented students who are protected under the DACA (Deferred Action for Childhood Arrivals) Executive Order to help them determine whether renewal is possible and/or advisable before January 20, 2017. Chancellor Galatolo said the three Colleges are well aware that a discontinuation of DACA would have serious detrimental effects on students. He said University of California President Janet Napolitano, California State University Chancellor Timothy White and California Community Colleges Chancellor-Designate Eloy Ortiz Oakley wrote a letter urging the incoming administration to continue the DACA program. Trustee Goodman said the City of South San Francisco hosted a County-wide event to inform families what to expect and how to maneuver through the next couple of months. He said a workshop was held at Cañada College last week which also focused on providing information to students and families such as whether to file for an extension, when to file, where to go for legal advice, etc. He said the concerns expressed by the students at this meeting are being heard throughout the state. Vice President Mohr said the workshop at Cañada College was excellent and he hopes it will be repeated several times. Angélica Garcia, Vice President of Student Services at Skyline College, said a workshop will be held at the College in January. President Claire said a workshop will be held at College of San Mateo as well. Trustee Schwarz said she is pleased that additional workshops will be held. She said she was at Cañada College on the day of the student walkout and felt a sense of unity and support. Vice President Mohr said he was on the Cañada College campus as well and agreed that the atmosphere was one of loving care for and among students.

Chancellor Galatolo said Student Services needs to be engaged even more than they are currently. He said faculty, staff, the executive leadership and the Board want to be part of the process and walk hand in hand with students. President Claire said he met with students to hear their concerns. He said the students were thoughtful and serious. President Stanback Stroud said she met with the President of the Associated Students of Skyline College to discuss the issues and how to address them. She said she will continue to work with students. President Moore said Cañada College has a DREAM Center and a DREAMers Task Force which provide a continual momentum of reaching out to students. She said the outreach has been amplified as a result of the outcome of the presidential election. She said she will meet with the Associated Students of Cañada College tomorrow to discuss students' ongoing sense of concern and fear.

President Mandelkern said he appreciates the Colleges' support for students. He recommended that the District call on the federal government to clear the backlog of applications for extensions of DACA status before January 20, 2017. Chancellor Galatolo said staff will draft a letter urging that this be done.

The Board discussed the draft of the "Affirmation of the San Mateo County Community College District's Core Values and Principles: Commitment to Social Justice as it Relates to Educational Opportunity" which was included in the board packet. Vice President Mohr said a commitment to social justice is an overarching theme in the District Strategic Plan; however, social justice is not defined. He said this draft Affirmation states that ". . .social justice is practiced when we openly challenge injustice and value diversity. It exists when all people share a common humanity and therefore have a right to equitable treatment and support for their human rights, and are entitled to a fair allocation of community resources. When the tenet of social justice is fairly applied, people do not experience discrimination or prejudice because they are included in a protected class nor is their welfare/well-being constrained in any manner."

During discussion, the Board made several revisions to the document, including changing the title to "Affirmation of the San Mateo County Community College District's Commitment to Educational Social Justice Through Access, Affordability, Individuality, Diversity and Inclusion." It was agreed that staff will provide the revised version and bring it forward for approval by the Board.

MINUTES

It was moved by Vice President Mohr and seconded by Trustee Goodman to approve the minutes of the meeting of November 9, 2016. The motion carried, with President Mandelkern abstaining and all other members present voting Aye.

STATEMENTS FROM THE PUBLIC ON NON-AGENDA ITEMS

Rob Williams, English Instructor at Skyline College and Skyline College AFT Chapter Co-Chair, said he commends and brings to the Board's attention faculty's multi-pronged campaign to help the Board and District understand how serious faculty are about the need for a fair contract. He said faculty members are wearing red shirts on "No Take-Back Tuesdays" to remind everyone of the District's contract proposals regarding raises, benefits, flex days, evaluations and workload equity. Mr. Williams said that at the last Board meeting, faculty messages describing reactions to the District proposal were presented. He asked the Board to read the most recent issue of the AFT newsletter, *The Advocate*, in which one faculty member describes the financial and emotional costs of commuting to the campuses. He said faculty need salaries and benefits that allow them to live in the area in which they work.

Annette Perot, President of CSEA Chapter 33, made the following statement, which was also sent to the Board in an email:

CSEA has been in contract negotiations with District administration since May of this year, and we have made progress and reached tentative agreement on several issues. But we are concerned about what we are hearing from the District about wages and benefits.

We understand that the District wants CSEA to agree to a “total compensation” formula for wages and benefits for the next three years. We have told the District in negotiations that we can agree to such a formula only if it provides enough money for our members to receive fair pay increases that keep up with the cost of living, and if it allows us to reduce our members’ out-of-pocket costs for medical insurance – something the Board has also stated is important. The proposals the District has made would not accomplish this, and that’s why we have yet to reach an agreement.

We know that the District has the money to support a larger number of administrators than were employed in years past. We believe that the District has the funds to provide fair raises *and* to fund the programs that students need. We ask you to make sure those funds are distributed more equitably to provide fair increases to pay and benefits, so that CSEA members can continue contributing to the District’s mission of serving students and the community.

NEW BUSINESS

APPROVAL OF PERSONNEL ITEMS: CHANGES IN ASSIGNMENT, COMPENSATION, PLACEMENT, LEAVES, STAFF ALLOCATIONS AND CLASSIFICATION OF ACADEMIC AND CLASSIFIED PERSONNEL (16-11-2A)

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

Other Recommendations

APPROVAL OF APPOINTMENTS TO BOND OVERSIGHT COMMITTEE (16-11-105B)

It was moved by Trustee Schwarz and seconded by Vice President Mohr to approve the appointments as detailed in the report. The motion carried, all members present voting Aye. Trustee Schwarz said she believes the individuals appointed will be excellent additions to the Bond Oversight Committee. Vice President Mohr said that the appointees are well-known and respected by the community.

INFORMATION REPORTS

DISCUSSION OF CAREER CENTERS AND JOB PLANNING (16-11-1C)

Angélica Garcia, Vice President of Student Services at Skyline College, said the discussion will include work that is occurring in the Career Centers at the three Colleges, the focus on supporting students to be career and college ready, and linkages to job and internship placements. Others assisting with the presentation and available to answer questions were introduced: Gregory Anderson, Vice President of Instruction at Cañada College; Kim Lopez, Vice President of Student Services at Cañada College; Lizette Bricker, Interim Dean of Counseling at Cañada College; Jose Milan, Career Resource Aide at Skyline College; Lavinia Zanassi, Faculty Career Counselor at Skyline College; Chad Thompson, Interim Director of SparkPoint Career Services at Skyline College; Alex Kramer, Director of Workforce Development at Cañada College; Heidi Diamond, Dean of Business, Design and Workforce at Cañada College; and Autumn Newman, Program Services Coordinator, Career and SSSP at College of San Mateo. Vice President Garcia said Jennifer Hughes, Vice President of Student Services at College of San Mateo, was leading the effort for the presentation but is not present due to illness.

Dean Bricker said each College offers resources designed to assist students develop and achieve career goals. Each Career Center has unique staffing and services designed to meet the needs of its student population and business community. She said the Colleges have a mandate through the SSSP (Student Success and Support Program) Initiative to target students who do not have clearly defined educational goals and/or course of study and the Career Centers and Counseling Services are involved in helping to target these students.

Dean Bricker said the Colleges offer many of the same services, including career fairs, major fairs, speakers series, career assessment, career courses, and robust online job boards. The Colleges work collaboratively on hosting events, career days, partnerships with businesses and organizations, job fairs, mentoring and job shadowing. All of the Colleges offer learning opportunities through internships, practicums and cooperative education.

Vice President Anderson said each College develops relationships with local industries. He said all career/technical programs have advisory boards which help the Colleges maintain relationships with employers and place students into internships and ongoing employment. He said the Colleges can also provide opportunities by which faculty can learn from each other how to build relationships with businesses. Vice President Anderson said the Strong Workforce Program, established through the State Chancellor's Office, calls for community colleges to provide more and better workforce development. He said one of the ways colleges will be measured is by their ability to place graduates directly into jobs.

In summary, Vice President Lopez said that all of the Colleges offer Career Service Centers that are staffed in a variety of ways and offer a variety of services focusing on skills development, short-term employment opportunities, internships, job fairs, and job placements through partnerships with local businesses. She said all of the Colleges are considering ways to make career/technical education better in line with the Strong Workforce Program.

Student Trustee Zheng said he has visited the Career Centers at each College and believes they do an amazing job.

Trustee Schwarz said she is pleased to see the emphasis on placing students into jobs. President Stanback Stroud said job placement is included in Skyline College's strategic priorities. She said formal structures and programs are needed, including staffing. She said it is also important that graduates be allowed to come back to the Colleges to add or update skills and receive further assistance in job placement.

Vice President Mohr made the following observations:

- A large number of students are unsure of a major, but it is known that the sooner students decide on an educational pathway, the more successful they will be.
- Establishing relationships with employers is critical and is hard work.
- College websites can be used to help students learn about jobs, required training, what they pay, etc.

Vice President Garcia said all three Colleges have programs that work with students on majors development and all are trying to "meet students where they are." Ms. Zanassi said students change significantly between the ages of 18 and 22 and may change interests and goals many times. She said it is important to help students as they change and grow and to help them build self-esteem. Trustee Schwarz said it is natural for young students to explore interests by taking a variety of classes. She said she understands the pressure students are under to decide on a career path, but believes this exploration provides a wonderful opportunity to investigate various possibilities. Trustee Schwarz agreed that the College websites should be updated, maintained and monitored.

Trustee Goodman asked if the Colleges provide portfolio building services for students. Vice President Garcia said this service is decentralized and depends on the industry area. For example, Vice President Anderson said the service is provided for students in Digital Arts and Animation.

Trustee Goodman asked if students are provided support for soft skills development. Vice President Garcia said soft skills development takes place through workshops, counseling sessions and classroom sessions. In classes such as Business Communications and Human Relations in the Workplace, faculty are disseminating soft skills information that advisory board members say are needed as students enter the workplace. Trustee Goodman asked if the Colleges create social events that allow students to polish networking skills. Vice President Garcia said this is also decentralized. As an example, President Claire said College of San Mateo hosts a "Meet the Firms Night" for Accounting students.

President Mandelkern said the advertising by proprietary, for-profit colleges stresses job placement for graduates of their programs. He said the harsh reality is that many of the graduates secure only minimum wage jobs and the colleges count them as successes. He said the District Colleges offer a variety of outstanding career/technical education programs at a fraction of the cost charged by the for-profit colleges. President Mandelkern said students are concerned about job placement and about the offer to come back to a College for further help with their careers. He said the District is doing well in areas such as offering internships that lead to full-time employment. He said it is critical to market this information to prospective students before they make a choice about the institution in which they will enroll. President

Mandelkern said there is a need to gather and track data, such as the number of students who are placed into jobs, the number of jobs secured as a result of recruiters coming onto campus, etc. He said that if data was presented that showed the accomplishments and where gaps exist, he believes the Board would be receptive and enthusiastic about providing resources. He said he believes the District should measure itself by the same standards that proprietary colleges are forced under law to report regarding career placements. Vice President Garcia agreed that more work needs to be done in the area of marketing and recruitment in terms of helping the Colleges know who their students are before they arrive.

Trustee Schwarz said proprietary schools advertise that students can get through their programs quickly. She said she believes the District Colleges should emphasize the quality of their programs. President Mandelkern said the success of students is the best marketing tool available. He said the Colleges have improved on getting students in, through and out more quickly. Trustee Goodman said the private, for-profit schools' motivation is financial and they will say anything and do anything to get students in the door. Vice President Mohr said these colleges are trying to serve two masters – investors and students – while the District serves only students.

Vice President Mohr said it may be time to consider redesigning the current system. He said the system is very traditional and has many good points. However, given that the Colleges are in competition with proprietary colleges and that the State will be handing down a new vision, he believes the Board would be interested in looking at a new design. President Mandelkern agreed, stating that the emphasis should be on the high-quality programs offered at the District Colleges along with affordability and successful outcomes.

President Mandelkern thanked the presenters and others for a robust discussion. He said great work is being done and he looks forward to continued progress.

STATEMENTS FROM BOARD MEMBERS

Trustee Goodman said he visited two classes in the “Writing in the Endzone” program at College of San Mateo. He said this is an outstanding learning community that is making a tremendous difference in the lives of the young men participating in the program. Trustee Goodman commended the administrators, presidents and Board members who participated in the recent demonstrations on the campuses. He said students felt nurtured and were provided an opportunity to speak their truths in a safe environment. He said District leaders provide an example to students of how to respond to adversity and become stronger as a result.

Vice President Mohr said the pedagogy and management of the classroom in the “Writing in the Endzone” classes are extraordinary. He said the “Conversation with Wes Moore” at College of San Mateo, which focused on being resilient and being the best you can be, was outstanding. Vice President Mohr referenced a recent article in *The Chronicle of Higher Education* by Eric Klinenberg, Professor of Sociology and Director of the Institute for Public Knowledge at New York University. Professor Klinenberg states that it may appear to educators that everything they stand for has been repudiated in the last year. He said educators need to rededicate themselves to free speech, open inquiry, inclusion, civility, logic, reason, and the relentless pursuit of truth and wisdom.

Trustee Schwarz said she was on the Cañada College campus during the student walkout. She said many members of the wider community do not understand the fear faced by District students. She said it is Board members' obligation to explain students' concerns to the community. Trustee Schwarz requested that the letter from Janet Napolitano, Timothy White and Eloy Ortiz Oakley regarding DACA be publicized to students. Chancellor Galatolo said the letter will be posted on the District's website. Trustee Schwarz said it is also important to publicize the recently enacted law mandating that shower facilities be made available to homeless students.

Student Trustee Zheng thanked administrators, faculty and staff for their support of students during the recent demonstrations. He said this reaffirms to students that everyone cares about them. He also thanked the Board for their commitment to hearing student concerns during Board meetings. Student Trustee Zheng invited the Board to attend a mixer for the three Associated Students groups on Friday, December 2 from 3:30 to 6:30 p.m. at Skyline College.

President Mandelkern said he is proud of the manner in which the three Colleges responded to the student demonstrations. He said everyone at the District and the Colleges is open to hearing and understanding the concerns and fears of students. He cited examples across the country of the contrast in treatment of protesters and reactions to other incidents that have been based on privilege. He said this is why the Board has held discussions on social justice.

RECESS TO CLOSED SESSION

President Mandelkern announced that the Board would recess to closed session to continue consideration of the items listed above. The Board recessed to closed session at 9:05 p.m.

RECONVENE TO OPEN SESSION

The Board reconvened to open session at 10:08 p.m.

ANNOUNCEMENT OF REPORTABLE ACTION TAKEN IN CLOSED SESSION

President Mandelkern said the Board took no reportable action during closed session.

ADJOURNMENT

The meeting was adjourned by consensus at 10:09 p.m.

Submitted by

Ron Galatolo, Secretary

Approved and entered into the proceedings of the December 14, 2016 meeting.

Thomas Mohr
Vice President-Clerk