Members Present: Dan Pinard, Laura Porfirio, Suzanna Saenz, Celia Tapetillo, Mykle Zoback, Donna Cohn, Mary Jondrow, Amy Parker, George Ahlers, Jason Brown, Aurie Clifford, Denise Dudoit, Chris Hauser, Kathleen Hernandez, Sonia Jones, Aleksandra Knezevic, Stacy Lauver, Jan Posz, Mark Roybal, Adrian Snellen, Shani Stewart, Juan Diarte, Tanya Hawks, Jorge Caballero, Trish Silva, Don Harp, Sara Hastings

Excused Absence: Joyce Jaden, Sandra Valdez, Tanisha Arnett, Desiree Maultsby, Zeshan Siddiqui

Unexcused Absence: Carla Boyd, Sriura Weirich, Jodie Valenzuela,

Non-voting Members/Visitors/Guests: Lee Lambert, Dr. Dolores Duran-Cerda, Dr. Zelema Harris, Mark Ziska, Deborah Yoklic, Julie Hecimovich, Delso Bosquez, Greg Wilson, Keri Hill

1. GENERAL MATTERS
   1.1 Introductions
   1.2 Agenda modifications – approved with modifications
   1.3 Approval of meeting minutes from December 5, 2013 – approved
   1.4 Public comment and/or question(s) – none

2. EMPLOYEE REPORTS
   2.1 AFSCME Report (Delso Bosquez)
       • Interest Based Collaboration: 01/14 to 01/16
       • Outreach for Meet & Confer
       • AFSCME web page will be up end of month or beginning Feb.
   2.2 ACES Report (Julie Hecimovich)
       • No report just a welcome to all new members
3. COUNCIL REPORTS

3.1 Board of Governors Report (Julie Hecimovich and Dr. Harris)

- Meeting times may change from 5:30pm start; next meeting to be at 7:00pm
- Public comments were directed at the change to the BOG start time and the process by which that decision was made
  - Comments also concerning the college’s lack of dedication to protected classes by POAC and CFAIR, who will be sending a letter to HLC and will be seeking a civil rights lawsuit – the workforce at the College does not reflect the community, particularly Mexican Americans; there is a concern that the College does not have a policy on diversity

- HLC Updates
- Changes in the roles of the faculty, staff, and student reps at the BOG meetings

3.2 Campus/District Report(s) and Updates

- Community Campus (Laura Porfirio) – changes to GED testing; New test is in place and starting in February, CC will be offering the Pearson View computerized GED test; for more info go to GED.com for questions
- East Campus – offering a bridge class to help students get from GED to college level coursework
- East Campus (Shani Stewart) – acquired a grant through AARP for $165,000 to assist students over the age of 50 (Plus 50 Encore Completion Program)
- Northwest Campus – also looking at possibilities of a bridge with the HRM program

4. BUSINESS

4.1 Chancellor Report (Lee Lambert)

4.1.1 Chancellor discussed the overall goals and direction of PCC

- Looking to establish autonomy at the campus levels with guidance and “tools” provided by District
- Performance management system coming which will allow for movement in terms of leadership and accountability
- Safety and Security team that visited and assessed PCC will have a full report by the next BOG meeting
• PCC Foundation is very excited about the direction PCC is taking
• Budget for now has PCC in a good financial position but need to be concerned about the next 5 years.
• Planning will be more strategic and connected to resource allocation (this also addresses an HLC issue)
  o Futures Conference will be February 18th; expect 150-200 people to participate in helping to move the college forward
  o How does PCC fit with the City of Tucson’s 5 T Plan? Chancellor sees a strong connection

4.1.2 HLC Review
  4.1.2.1 Kick-off/Update January 24th 3:30 – 5 pm at 29th Street Coalition Center; also webcast for those that can’t attend
  • We need to start implementing changes; we can still make improvements over time

4.1.3 College-wide Survey
  • Information is currently being compiled and interpreted
  • A group of employees will be convened and focus groups will be conducted to create a plan

4.2 Provost Report (Dr. Zelema Harris)
  4.2.1 Dr. Harris discussed the several areas that are underway or are important for PCC
  • Enrollment Management System (this aligns to HLC criterion 5)
  • Leadership academy
  • HLC and strategic planning
    o January 24th Kick-Off
    o September is the site visit
    o Writers beginning to write from the outlines submitted by the groups
      o Public comment will be short—only 3 weeks
  • Environmental scan
    o Looks at men 16 – 24 as a guide for community health
  • Plans approved by Tucson voters
  • Each campus will have an opportunity to create its own strategic plan
4.2.2 Provost Report (Dolores Duran-Cerda)

4.2.2.1 HLC Update

- January 24th – HLC Kick-off/Update at 29th Street Coalition Center, 3:30 pm-5:00 pm; open to the entire college. Event will also be webcast
- September – HLC visit
- Current status – closing gaps in compliance; working with PIR to develop a communications plan (targeted towards both internal and external constituencies); possibly hold a mock HLC visiting session; Michael Parker and the writers are beginning the writing process; will seek public comments during a 3 week period of the draft of the report; prepare logistics of the site visit (information sessions will be offered prior)

4.3 Liaison Report and HR Strategic Planning (Mark Ziska)

4.3.1 Mark presented the Strategic Planning Model and discussed issues that need to be implemented/corrected:

- Using HR as an example: looking at feedback regarding HR and creating a strategy
- Tying performance management to career advancement
- Stop defending processes that don’t work
- Strategic plan developed from the feedback
- Retain HLC accreditation
- Customer Service
- Standards for engagement and accountability
- Use of technology
- Enhance the culture of the College
- All policies and procedures are being rewritten
- Meet & Confer with all employee groups at the same time
- Facilitators from Eller will be brought in
- Interest based collaboration
- Performance management linked to career
- System in place that meets with the chancellor’s goals – competency based assessment of the leaders of the organization
- Leaders must report what they are doing to achieve HLC accreditation
- Competencies to be assessed
5. OTHER BUSINESS

5.1 BOG Requesting Ideas and Concerns from Staff Council

5.1.1 Goals of the college and what we do in our individual jobs may become aligned more closely
- Defining transparency
- Looking at onboarding: Confusing policies and procedures for students and for staff
- Cultural change towards customer service; documenting policies and procedures; working together
- Student Services Service Review currently underway

5.2 Meeting dates and locations
- Motion passes to keep dates the first Thursday of the month
- Will look at possible location changes at the next meeting

5.3 Ice Breaker – no time

5.4 New Member Orientation
- PowerPoint will be sent to all members – approved
- It is also requested that nominees for officer positions be sent to Chris to be voted on at next meeting

6. OPEN FORUM/QUESTIONS

7. ADJOURNMENT - Next meeting: Thursday, February 6, 2014
8:30AM – 10:30AM
District Office, A-206