



# SAN DIEGO COMMUNITY COLLEGE DISTRICT

3375 Camino del Rio South  
San Diego, California 92108-3883  
619-388-6500

CITY COLLEGE | MESA COLLEGE | MIRAMAR COLLEGE | CONTINUING EDUCATION

*Board of Trustees Office*

## Trustee Advisory Council (TAC)

Thursday, October 29, 2015  
3375 Camino del Rio South - Room 245  
12:00 – 1:30 p.m.  
**Draft Minutes**

Convener: Evonne Seron Schulze

**Members present:** Willie Blair, Dwayne Crenshaw, Jeff Marston, Alberto Ochoa, Olivia Puentes-Reynolds, Gary Rotto, Evonne Seron Schulze, Cecil Steppe, Mark Tran.

**Guests:** Alyce Pipkin-Allen

**Board Members present:** Mary Graham, Maria Nieto Senour, Peter Zschiesche

**District officials, staff, and guests present:** Constance Carroll, Jack Beresford, Amanda Ficken-Davis, Margaret Lamb, Will Surbrook

**Members absent:** Nola Butler Byrd, Clint Carney, Laurie Coskey, Ralph Dimarucut, Ricardo Flores, Bob Garber, Carol Kim, Alan Mobley, Martha Rañón, David Valladolid, Sid Voorakkara.

**Board Members absent:** Rich Grosch, Bernie Rhinerson

1. **Welcome/Introductions** Evonne Seron Schulze

Evonne Seron Schulze opened the meeting and invited all present to introduce themselves.

2. **Trustees' Update** Trustees

Trustee Mary Graham summarized the wonderful summary that is coming to a close, especially noting the high enrollment levels at the colleges and Continuing Education. She also discussed that the Colleges and Continuing Education are preparing for visits from the regional accrediting agency in March 2017. As part of the self-evaluation process, the Board's Student Success and Accreditation Subcommittee held a meeting on Accreditation Standard IV, which deals with District Governance.

Trustee Peter Zschiesche reported on his attendance at the December 10 rally in support of refugees sponsored by the Council on American-Islamic Relations (CAIR) of San Diego. He shared that the Board will consider a resolution in support of this cause at the January 28 meeting. He also announced that the District had just learned that it will be receiving a state grant for pre-apprenticeship programs. He asked for a comprehensive report to be provided at one of the spring meetings on the District's various efforts in restorative justice, including offering classes to inmates, programs to ease the transition for recent parolees, and health occupations clinical internships at the Richard J. Donovan facility.

Gary Rotto suggested that the report should focus on what TAC members can do to help the District's efforts, such as promoting the District's work throughout the community. Cecil Steppe encouraged the District to consider a course in foundational skills to help inmates to find and keep employment.

Dwayne Crenshaw asked which of the District's institutions had received the grant. Chancellor Carroll responded that there are two grants. City College has received one, and will be providing noncredit training with assistance from Continuing Education. The other grant was received by Miramar College. Both grants will be accepted by the Board at its January 28 meeting. Dwayne recommended that the Workforce Partnership had received a grant relating to addressing mental health issues. He encouraged the District to consider partnering with them to help inmates address their mental health, including untreated trauma. Trustee Maria Nieto Senour thanked him for making this point. As a trustee, she has several priorities, including ensuring cultural competence/diversity, prison reform (including offering classes to inmates and programs to ease the transition for recent paroles), and improving access to mental healthcare for students. She observed that one of the things that leads people to making choices that will get them in trouble is unaddressed trauma.

### 3. **Approval of the October 29, 2015, minutes**

On a motion by Dwayne Crenshaw, and second by Mark Tran, the minutes of October 29, 2015, were unanimously approved.

### 4. **Chancellor's Report**

Chancellor Constance Carroll

Chancellor Carroll opened her report with news of the District's five 2014-2015 audits, which the Board received at its December 10 meeting. She gave an overview of the audit process and noted that all audits received the highest praise possible, an unmodified opinion (meaning that all information was accurate and complete, with adequate internal controls and full federal and state compliance), which is generally unheard for a district of this size. This is external, independent evidence and affirmation that the District is doing a good job managing its budget.

- **Update on the College Promise Campaign**

Chancellor Carroll referred the Council to the handouts in their packet involving the College Promise campaign, including a campaign overview, a summary of the preliminary ideas for an SDCCD-specific program, and an analysis of other successful campaigns. She cautioned the Council that the plan was still being developed, and that more detail would be forthcoming at future meetings.

The basic premise is that community college should be free for students who will work hard for the right to a two year degree or technical trade certificate. America's College Promise and its affiliated informational organization, Heads Up America, are being led by Second Lady Dr. Jill Biden, a community college professor. The campaign is not a unified national effort from the practical standpoint of federal funding, structure, or guidelines, but rather a coordinated effort for states and communities to step up and find ways to reduce fees or providing funding to students. She reviewed the draft of the District's plan, based on conversations by the District's Governance Council: the plan will be a districtwide effort, supporting San Diego residents via a scholarship/donation

program where monies are provided to cover the gap between financial aid and grants, and the student's fees and textbook costs. This will likely be need-based and will have a minimum GPA requirement.

The California College Promise Campaign, a statewide steering committee on which Chancellor Carroll serves, has prioritized promoting the Board of Governors (BOG) Fee Waiver, which currently covers about 60% of all community college students, reform of the Cal Grants system through increased access and expanded eligibility, and through building on current Student Success and Equity efforts to help students to improve educational achievement and reduce time to completion.

Once the details are more clear, this issue will again come before the Council so that members can provide advice on the program's structure and assistance in outreach and community partnerships to help pay for the program.

Gary Rotto asked whether funding will be public, private, or a blend of both. Chancellor Carroll responded that it will likely be a mix of all of the above, depending on the community involved. Trustee Mary Graham clarified that America's College Promise is an idea, not an economic package. It has started a larger conversation, but it remains an emotional and information campaign, leaving local groups and communities to develop their own programs and try to implement them as best they can.

Trustee Peter Zschiesche suggested reaching out to community groups to provide assistance to students and families that need to fill out the Free Application for Federal Student Aid (FAFSA), the first step in applying for most need-based funding. Dwayne Crenshaw noted a situation in which a student is estranged from parents who continue to claim the student as a dependent but refuse to provide FAFSA-required information. What can be done in these challenging situations? Chancellor Carroll responded that there are precise procedures for people in such uncommon situations.

Jeff Marston asked whether a system issue prevented all who are eligible for BOG waivers from applying for them. He noted that the funding for BOG waivers comes from the California Community Colleges systems budget, meaning that the system has a disincentive to promote the waivers. Trustee Mary Graham responded that information about BOG waivers is widespread amongst those who work with eligible students. The best part of BOG waivers is that students can still qualify even after missing traditional grant deadlines, leading them to be widely utilized.

## 5. Information

- TAC Feedback on SDCCD Board Goals Trustees, TAC Members  
Evonne Seron Schulze reminded the Council of the discussion that took place at the previous meeting regarding the Board's annual goals. It was requested that following the meeting, members review the goals and make suggestions about how the TAC can help them be achieved. She asked whether anyone had feedback.  
Gary Rotto asked whether providing assistance in filing out the FAFSA to prospective students could be incorporated into Goal 12, joint planning with the San Diego Unified School District. The Board agreed that it should be taken into consideration.
- Discussion on Diversity and Cultural Competence Alberto Ochoa, Vice Chancellor Will Surbrook

Alberto Ochoa led the discussion on Diversity and Cultural Competence. He explained the importance of ensuring that new hires are culturally proficient because, as tenured faculty members, they will likely be with the District for 30 years. As tenure is gained, standards are relaxed and idealism is subverted as people assimilate to the prevailing institutional culture. There is a push to create a dialogue around professional development, as well as preparation for employment via a cultural competency component during undergraduate education, possible as part of general education requirement. It is important to teach students how to operationalize their knowledge base. It can be traumatic for young people to have to suppress their culture and identity in order to blend in with their peers. He reviewed his presentation, including definitions of cultural competency vs. proficiency vs. democracy, and discussed suggestions for how to address these issues, including the development of metrics by which to evaluate success.

Willi Blair brought up Proposition 209, and its impact on efforts to increase diversity. How can an institution get around this road block? Alberto Ochoa responded that it took individual courage to stand up to such propositions, which are born from fear of change. Chancellor Carroll reflected that, while propositions and Supreme Court rulings around affirmative action have prevented institutions from setting specific goals or quotas, a transformed leadership can still work to encourage diversity. For example, the colleges are hiring several new and replacement faculty. At least one President has received candidate lists that do not reflect the diversity of the applicant pool. Despite the hiring committee's argument that the candidates were qualified, the President insisted that the position be advertised further to ensure that additional candidates were given the opportunity to apply in order ensure diversity. The Board has hired 5 CEOs (the Chancellor and 4 Presidents). This group includes 3 women, 2 Asian/Pacific Islanders, 1 Latino, and 1 African-American. This is a reflection of the Board's desire to ensure diversity among its leadership.

Evonne Seron Schulze indicated that this report would be referred back to the Chancellor and the Board for their review and discussion. It will then be brought back for further discussion. Olivia Puentes-Reynolds asked for clarification as to when that discussion would take place, due to the importance of this topic. It was determined that the issue will come back to the March 3 meeting, and will be the primary item on the agenda.

Vice Chancellor of Human Services Will Surbrook discussed the clear direction provided by the Board in regards to professional development and training regarding cultural competency. All members of all hiring committees are required to complete cultural competency training, and be recertified every 36 months in order to continue serving. Additional training is provided for managers and search committee chairs. He referred the Council to a report provided in their packets, which is demonstrative of the efforts made. He also discussed recruitment efforts, which include careful review of applicant pools to make sure that advertisements are placed in diverse publications to reach the widest range of applicants possible.

Trustee Peter Zschiesche reflected that, as the 13<sup>th</sup> largest employer in San Diego County, the District is able to set a standard for where it wants to go as an institution. Because it is so large, the change can occur unevenly throughout the institution, but with strong and consistent leadership, the goal of increased diversity can be accomplished, especially with Board support at key decision points. Trustee Maria Nieto Senour

mentioned that the District is looking into providing training about recognizing and addressing unconscious biases.

Evonne Seron Schulze encouraged all Council members to visit the colleges or Continuing Education to observe how diverse the students, staff, and faculty actually are. She has seen significant change over the course of her association with the District. She reaffirmed that this issue will be brought back to the March 3 meeting. Cecil Steppe recommended that, due to the importance of this issue, the meeting time be extended until 2:00 p.m. to allow additional time for the discussion. The Council agreed. He also extended his highest compliments to the Board and Chancellor for the steps that have already been taken in this important area.

## 6. Announcement of Upcoming SDCCD Events

- Board Meeting – District Office, January 28, 2016, 4:00 p.m.
- Board Meeting – Miramar College, February 18, 2016, 4:00 p.m.
  - Location: Miramar College
- Board Meeting – District Office, March 10, 2016, 4:00 p.m.
- Board Meeting – Continuing Education, March 24, 2016, 4:00 p.m.
  - Location: Cesar Chavez Campus
- Board Meeting – District Office, April 14, 2015, 4:00 p.m.
- SDUSD/SDCCD Joint Board Meeting, April 19, 2016, 4:00 p.m.
  - Location: TBD

**Future Meeting Dates:      Thursday, March 3, 2016**  
**Thursday, May 19, 2016 – Group Photo 12:00 p.m.**

## 7. Adjournment

The meeting was adjourned at 1:28 p.m.