

**Minutes of Board of Education Meeting  
October 18, 2017 6:00 p.m.  
Albany Campus, Boardroom**

***Board of Education members in attendance***

Jim Merryman (*Chair*), Barry Broadbent (Vice Chair), Dick Running, Keith Frome, Linda Modrell, Randy Camp, Shelly Garrett (call in)

***Staff and Representatives in attendance***

Greg Hamann, Ann Buchele, Bruce Clemetsen, Dave Henderson, Kevin Mahoney (*Classified*), Cindy Falk (*Faculty*), Brian Ixthluahic (*Student Leadership*), Amanda Kliever

**The regular meeting was called to order at 6:00pm,**

**CHANGES TO THE AGENDA** – None

**CITIZEN COMMENTS** – Lebanon resident Terry Deacon introduced himself to the Board of Education. He is currently a Linn-Benton-Lincoln Education Service District Board member and is running for the Oregon School Board Association. He is familiarizing himself with all of the school districts in the area and wanted to give the board members a copy of his letter and resume, which Amanda handed out at the end of the meeting.

**INTRODUCTIONS** – New faculty were introduced as well as the new Student Poet Laureate. Jessica Winans, Learning Innovations Center Coordinator, started by giving a brief overview of ISI (Instructional Strategies Institute), a year-long program that helps acquaint new faculty to LBCC and teaches effective teaching strategies.

Dr. Ann Buchele filled in for both Linda Carroll and Leslie Hammond and introduced the following people:

**Healthcare, Linda Carroll:**

Caitlyn Terrell, Nursing  
Kathleen Tokarczyk, Nursing  
Kristina Thompson, Nursing

**Student Engagement, Leslie Hammond:**

Valerie Six, Advising Center

**Academic Foundations & Extended Learning, Dr. Jason Kovac:**

Michaela Willi-Hooper, Library, Open Educational Resources  
Norma Cyphert, Surgical Technology

**Interim Dean, Science, Engineering & Mathematics, Dr. Sally Widenmann:**

Gail Moraru, Biology  
Craig Munsee, Engineering

Dale Moon filled in for David Becker and Gary Price and introduced the following people:

**Business, Applied Technology & Industry, David Becker:**

Joshua Green, Culinary Arts

Michael Brown, Welding

Brian Stevens, Water, Environmental Technology

**East Linn Centers, Gary Price:**

Matt Dubanoski, Automotive Technology

**Dr. Katie Winder, Arts, Social Systems & Humanities:**

Hailey Goplen, Communications

Ramycia McGhee, English/Writing

Mindy Bean, Business Management

Laura Jones, Psychology

English/Writing faculty and Poetry Club Adviser, Robin Havenick introduced LBCC's new Student Poet Laureate, Shane Stanhope.

The Board welcomed all of the new faculty and our new Poet Laureate to LBCC.

**CHAIR COMMENTS** – None

**GENERATIVE ACTIVITY**

President Hamann wanted to quickly introduce The Cube, something he's very excited about. It's a new tool that offers real-time access to data. He showed the Board how we can track enrollment and tuition revenue. This will be a very useful tool to many users across campus. Instructions to access the Cube will be available to the Board soon.

President Hamann gave a presentation on the affordability of college. He started off by asking the question, if you were given an all-expenses paid trip to a tropical location, all you had to pay for would be the airfare, would you go? He then explained that the only people who would go, are those who could afford to pay for the airfare to get there. As we're working to eliminate or reduce the economic impediments of student access and success, we can't talk about tuition alone.

Affordability is a significant issue and we should be looking at alternative ways to support our students and make college affordable and achievable. In order to create a financially stable environment for our students, we must look at a broader range of issues. A short list includes food and housing instability, child care costs, transportation, healthcare issues, and legal issues. We should be taking a look at how we address these issues in addition to tuition and books.

Currently, we are doing some really important things to address affordability, we have a food pantry, a child care center in partnership with Head Start, we are a leader in transportation, we are a leader in Open Educational Resources, saving students money on textbooks. We are working on how we can bring all of these services together to benefit the students.

The economics of going to college is a complex issue and is a focus of our work here as well as at the state level.

Mr. Camp asked if we had the data on how many of our students are currently working and if we communicate with local businesses about working with student schedules.

Brian Ixthluahic reported that working in the New Student Center over the summer, he estimated that about half of the new students indicated to him that they had to work while going to school. Dr. Clemetsen said it would be great to know how the local employers are that provide flexible schedules to allow their employees to attend school. Cindy Falk agreed, that it would be good for faculty to know so they can get that information to their students.

Dr. Frome said he really liked the presentation, but wonders what the Board of Education can do to help with this effort, how do we get a hold of the local community resources? President Hamann said that the college will be coming to the Board of Education with specific requests in the future.

Ms. Garrett added that she appreciates the college looking at our data here and what really matters, which is student success and keeping debt low for our students.

Chair Merryman said this was a topic of conversation at some of the sessions at the ATTC conference he just attended. Many of the schools Foundations seem to be playing a bigger part in this. Fundraising needs to change at the Foundation level so they can be supporting the school in this effort. One thing other Foundations have really looked at is how they do scholarships. Should they be awarding large scholarships to a few, should they be looking at affordability in a broader sense and helping students take care of these issues that a wide range of students need. Changing the structure of scholarships to grants, and then reaching out to students identified as needing assistance, rather than waiting for the students to reach out to us, would be a more proactive approach. Dr. Clemetsen added that we actually have experience in this, we have two state student success grants and used the money for emergency grants for students. We have found that typically around \$300 is all they need to get by in an emergency. The assistance needed is minimal.

Ms. Garrett asked if there is debt counseling available to students. President Hamann said this is a very important issue that needs to be integrated into our student services. He also relayed that LB grads have significantly lower debt from education than most people think, and the loan default rate from our graduates is very low. Most defaults come from those who don't finish. Guided Pathways also helps with student debt. Students will be able to look at their Pathway and their degree and see what their expected income will be within their field, so they can make better informed choices.

## **STRATEGIC ACTIVITY**

### 1) Board Representative Reports

**ACCT** – Chair Merryman attended several sessions at the ACCT Fall Congress on fundraising and how other schools Foundations are making great strides in fundraising efforts and seeing great results. Unable to depend on state funding, and after hearing some of the stories, he thinks we should consider re-evaluating how we use Foundation scholarships and endowments, all relating back to President Hamann's Generative Discussion on affordability.

**OCCA** – Mr. Camp attended and said it was a great meeting. Several things were covered and he really enjoyed hearing the student representative from OSA talk to them about cultural competency.

**Foundation** – Has not met since the last Board of Education meeting.

**Revenue Innovations** – Mr. Running requested some information on what other colleges are doing to generate revenue. Mr. Henderson is working on this list and will share with the Revenue Innovations Committee once he has it finished.

- 2) Campus Representative Reports
  - a) **SLC**, Brian Ixthluahic – Reported that all members of Student Leadership Council are now in place. They recently voted to continue their partnership with Oregon Students Association. President Hamann added that he attended a portion of the SLC meeting earlier that day, and they have a great group of student leaders this year.
  - b) **Faculty**, Cindy Falk – Added that Rick Durling just reported that 80% of his coding cohort passed their state test and 90% of them have been placed into jobs. Dr. Frome asked Cindy what the Oregon Savings Growth Plan is. It was explained that it is another retirement saving option, where the participants manage their own account.
  - c) **Classified**, Kevin Mahoney – Had nothing to add.
  - d) **Part-Time Faculty**, Ms. Garrett commented on the great work new Part-Time faculty, Keith Tierney is doing by providing legal services for local senior citizens.
- 3) LBCC Natural Hazards Mitigation Plan – this was an information only item. Mr. Henderson said this plan keeps us eligible for federal disaster relief funding in case of a natural hazard emergency. We have benefitted from this recently when a snow storm caused the roof to collapse at the horse barn, we were able to get the roof replaced. FEMA will review the document and then it will come back to the Board for adoption.

## **FIDUCIARY ACTIVITY**

- 1) Consent Agenda – **Mr. Broadbent moved to approve the Consent Agenda. Dr. Frome seconded. Motion to approve the Consent Agenda was approved unanimously. (7,0)**
- 2) Introduction of New Board Policy 1055 – Freedom of Expression

Dr. Clemetsen explained this is an effort to bring a key component of learning about how free expression plays a critical role in education at LBCC. With guidance from external entities, the team has put together one policy to make sure we bring all the possibilities that support free exchange and offers deeper learning. This is the first draft of the policy.

Chair Merryman is concerned with having existing policies that this may duplicate. Dr. Clemetsen said we are addressing that and looking for redundancy and making sure we are clear and it is in one central location. Dr. Frome agreed and has counted 5 other current policies that seem to reflect the same topic. Dr. Clemetsen explained that those policies are more specific and tailored to each situation, such as in classrooms, they don't incorporate the full spectrum of what we do on campus.

President Hamann said we have been approached by entities who are concerned with freedom of speech rights and it was decided it would be advantageous to us to have one comprehensive policy on the issue of freedom of expression. This covers the many ways freedom of speech is displayed. While we can't limit the right to free speech, we can control it in regards to time, place, and manner. We will likely end up with two documents for addressing this issue, the comprehensive statement about freedom of expression and then a more specific one that addresses the role it plays in instruction.

Chair Merryman said he would not approve Board Policy 1055 until we have reviewed the others and know they don't overlap or contradict each other.

Mr. Running thought it would be acceptable to approve 1055 and then make decisions on the other policies. Mr. Broadbent expressed a need for a concerted effort to ensure all policies that deal with freedom of expression mesh.

President Hamann thanked the Board for their direction and said the group will come back to them with a better formulated strategy on how to accomplish this.

3) First Read of Second Set of 6000 Series Board Policies – Scott Rolen

Mr. Rolen presented the second reading of the second set of the 6000 series, Human Resources Board Policies. He confirmed these have been vetted through College Council and is now asking for approval from the Board.

Chair Merryman asked the Board if there are any that they thought should be discussed before approving.

Dr. Frome asked for 6065, 6090, 6100, and 6110 to be pulled from the group. **Dr. Frome moved to approve Board Policies 6085, 6095, and 6105 as submitted. Ms. Garrett seconded. Motion to approve Board Policies 6085, 6095, and 6105 as proposed passed unanimously. (7,0)**

Dr. Frome requested a slight wording change to 6065. Mr. Rolen agreed to the change. **Dr. Frome moved to approve Board Policy 6065 with suggested wording change. Mr. Camp seconded. Motion to approve Board Policy 6065 – Jury Duty passed unanimously. (7,0)**

Mr. Rolen and Chair Merryman clarified Dr. Frome's questions about Board Policy 6090's Purpose Statement to his satisfaction. **Mr. Broadbent moved to approve 6090 as proposed. Mr. Running seconded. Motion to approve Board Policy 6090 – Performance Review passed unanimously. (7,0)**

Dr. Frome requested a wording change to 6100. In the Purpose, he would like it to reflect all goals, not just the goal of equity. Mr. Rolen will make that change to reflect mission and strategic goals. **Ms. Garrett moved to approve 6100 with suggested changes. Mr. Running seconded. Motion to approve Board Policy 6100 – Hiring Procedures passed unanimously. (7,0)**

Dr. Frome brought a simple typo to attention in 6110. **Dr. Frome moved to approve 6110 after typo is corrected. Mr. Running seconded. Motion to approve Board Policy 6110 – Resignations passed unanimously. (7,0)**

4) Administrative Reports

a) **President's Report** – President Hamann asked the Board members for feedback on the format of the reports submitted by himself and the Vice-Presidents. They are structured around the Strategic Objectives and allow the administrators to report on progress in their areas. The Board thought it was a great way to learn of the progress being made on the objectives.

Dr. Frome asked what would happen if we had a Berkley type incident on our campus. President Hamann hopes by clear policies and good anticipatory measures, we will not have that type of incident on our campus. If we did have something happen, we would be able to respond better because of our clear policies. Dr. Frome then asked if the time, place and manner would be an Administrative Rule. It would and it would fall under the Freedom of Expression Board Policy. It is still being drafted, and they are trying to anticipate every type of situation that may arise. Time, place, and manner is our

implementation of that new Board Policy. Ms. Garrett added that we lead by example, and complimented President Hamann on his efforts to educate faculty and staff to learn about tolerance. We aren't waiting for something to happen, opportunities to talk about these things is presented in a controlled manner.

Dr. Frome is also aware of some controversy over an art exhibit on campus. He realizes that opinions will differ on it, but in his opinion, it borders on pornography and is strongly against it being allowed on campus. He is worried about where lines are drawn. President Hamann appreciated Dr. Frome bringing this topic up. He explained that there are two different domains to freedom of expression. This one falls into freedom of expression in instruction. This is an instructional activity and how faculty choose to use artistic expression as a means of teaching. This is why we are pursuing the new Board Policy, so they encompass both domains. While Dr. Frome understands academic freedom, but doesn't feel the faculty exercised appropriate restraint when choosing these pieces, as they were hung in an open place where children on campus could see it. He does appreciate the steps taken to relocate the art to a more acceptable location.

Mr. Camp understands the time, place, and manner is there to guide people in the right direction. Dr. Frome ended the conversation by clarifying he doesn't feel like President Hamann did anything wrong in this situation. President Hamann responded by saying we all learned a lot from this.

- b) **Advancement** – Nothing to add.
- c) **Academic Affairs and Workforce Development** – Nothing to add.
- d) **Student Affairs** – Dr. Clemetsen went back to the Time, Place, and Manner issue and said all efforts must be content neutral, meaning the controls of time, place, and manner are clear regardless of the content. Mr. Broadbent says this issue is fluid and dynamic, so it is difficult to manage. Policies are great to give guidance so long as they don't tie the hands of administration. Dr. Frome asked what LBLive is, Brian Ixthluahic explained it is a social media platform for LB student to get answers to question and to connect with other students. It has been a great success.
- e) **Finance and Operations** – Mr. Henderson pointed out the enlarged Construction Timeline was created by Kevin Mahoney. He thanked Kevin for his work on this.

#### **BOARD COMMENTS** (Chair Merryman)

Mr. Running – Nothing to add

Ms. Garrett – Thanked Dr. Frome, Mr. Broadbent, Mr. Camp, and Bruce for sharing their comments about the art issue. It's good to communicate about these controversial issues and it can help us work these difficult issues out. It really helps her to talk about it.

Mr. Broadbent – Today is his birthday and there is nobody he'd rather spend it with than the Board!

Ms. Modrell – Nothing to add

Dr. Frome – He really enjoyed President Hamann's presentation on affordability, and appreciates the leadership on this new policy. He also appreciates the VP's reports and the work they do. He loves hearing about the

success of our students like in the coding cohort. He has hired two recent graduates from the Dental Assisting program and they are fantastic. LB is doing what it's supposed to do. Mr. Merryman and Randy both do a lot in the community and he thanked Shelly for all she does and hopes she heals quickly.

Mr. Camp – thought this was a great meeting and wanted everyone to know that Ms. Garrett isn't here because she was dancing yesterday. He also wanted to wish Mr. Broadbent a happy birthday!

Chair Merryman – Wanted to point out that our enrollment is flat in a time of low unemployment, when historically, our enrollment would be down. That shows the college is providing what the community needs and with our Healthcare and CTE programs we will continue to see that. Next week, he and Ms. Modrell will be with President Hamann and Dr. Buchele in Seattle for the last Guided Pathways Institute. This is the last one, and we will soon be on our own to implement it.

Mr. Broadbent had one last comment to add: while we have low unemployment, it's not in career level positions. There are many people wanting to better themselves and are employed at a level they don't want to remain at. That may be driving the education piece, wanting CTE education or other educational advantages to get to the next level in their career. Chair Merryman added that other colleges around the state aren't seeing this same flat enrollment, some are experiencing a decline with the low unemployment rate.

**Adjourned Regular Session at 8:30PM**