SEATTLE COLLEGES
North · Central · South

BOARD OF TRUSTEES

December 14, 2023
REGULAR MEETING AGENDA

SESSION	TIME	LOCATION (HYBRID)	
EXECUTIVE	1:00 p.m.	**Closed Session**	
STUDY	2:00 p.m.	**Seattle Central College** BE 1110/1111 1701 Broadway Seattle, WA 98122	**Zoom** **URL:** zoom.us/j/95567737995 **Meeting ID:** 955 6773 7995 **Passcode:** 338956
REGULAR	2:30 p.m.		

EXECUTIVE SESSION

1:00 p.m. AGENDA

An executive session may be held for one or more of the following purposes: (1) To receive and evaluate complaints against a public officer or employee; (2) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee; (3) To discuss with legal counsel litigation or potential litigation to which the college is, or is like to become, a party, when public knowledge of the discussion would likely result in adverse consequence to the district; (4) To consider, as a quasi-judicial body, a quasi-judicial matter between named parties; (5) To consider matters governed by the administrative procedure act, chapter 34.05 RCW; and/or (6) To plan or adopt the strategy or position to be taken during collective bargaining, professional negotiations, or grievance or mediation proceedings, or to review proposals made in on-going negotiations or proceedings.

A. Negotiations
   a. Exception (6) To plan or adopt the strategy or position to be taken during collective bargaining, professional negotiations, or grievance or mediation proceedings, or to review proposals made in on-going negotiations or proceedings.

B. Litigation Update
   a. Exception (3) To discuss with legal counsel litigation or potential litigation to which the college is, or is like to become, a party, when public knowledge of the discussion would likely result in adverse consequence to the district;

C. Personnel
   a. Exception (2) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

STUDY SESSION

2:00 p.m. AGENDA

A. Guided Pathways | Guided Pathways Leads

SEATTLE COLLEGES
North · Central · South

BOARD OF TRUSTEES

December 14, 2023
REGULAR MEETING AGENDA

REGULAR SESSION

2:30 p.m. PRELIMINARY MATTERS

A. **Call to Order**
B. **Land Acknowledgment Updates | D'Andre Fisher**
C. **Approval of Agenda**

2:40 p.m. PUBLIC COMMENT

The Seattle Colleges Board of Trustees welcomes students, employees, and community partners to address the Board during the Public Comment period specified on the Agenda. The Board provides 15 minutes for public comments, which may be adjusted at the discretion of the Board Chair.

Each speaker has 3 minutes to address the Board, and speakers are encouraged not to repeat the same issue that a previous speaker has already raised. Advanced signup for oral comments is requested by completing the short form linked on the Public Comment – Board of Trustees website.

Additional commenters will only be called upon during the meeting as time allows. If there is not enough time for all speakers, commenters will be encouraged to submit a written statement or be put on the list for oral comments at the next public meeting.

In addition, written statements are accepted by Ricky Goetz at any time (via web form mentioned above). All written statements received by noon on the Friday before the Regular Board of Trustees meeting will be published in the public packet. Written statements received after that date and time will be added to the Board packet and transmitted to the Board for the following Board meeting.

The Board functions at the policy level while daily operational matters are delegated to the district and college management team. It is, therefore, not the practice of the Board to respond specific to operational issues during Public Comment period.

2:55 p.m. HIGHLIGHT PRESENTATION

A. **Mainstay | Rebecca Jansson and Carey Thomas**

3:10 p.m. CONSENT AGENDA

A. **Minutes: November 9, 2023 – Regular Meeting | Pg. 5**

SEATTLE COLLEGES
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BOARD OF TRUSTEES

December 14, 2023
REGULAR MEETING AGENDA

3:15 p.m. FINANCE ACTION ITEMS

A. **Tender of Gifts to Seattle Colleges | Julienne DeGeyter & Kerry Howell | Pg. 13**
B. **Minor Capital Program Funding Reallocation for South Seattle College Alki Instructional Kitchen | Dr. Sayumi Irey | Pg. 16**
C. **Minor Capital Program Funding Reallocation for South Seattle College RSB All Gender Restroom | Dr. Sayumi Irey | Pg. 21**

3:45 p.m. INFORMATION ITEMS

A. **Fall 2023 Quarter Preliminary Enrollment Report | Dr. Bradley Lane | Pg.25**
B. **Bridge Plan Status Report - Fall 2023 | Dr. Bradley Lane | Pg. 29**
C. **Update on Payroll Concerns | Jennifer Dixon | Pg. 45**

4:15 p.m. ORAL REPORTS

Section to provide any additional oral reports that were not included in any submitted written reports.

A. **Student Representatives**
   i. Fatimah Abdullahi - Central **| Pg. 47**
   ii. Chayton Remle - North **| Pg. 49**
   iii. Quynh Nguyen - South **| Pg. 51**
B. **Labor Representatives**
   i. AFT Seattle Community Colleges
   ii. WFSE
   iii. AFT-SPS
C. **Chancellor**
D. **Chair**
   i. 2024 National Legislative Summit | February 4 – 7 | Washington D.C.
E. **Trustees**
   i. Legislative Update
F. **Board Committees & Liaisons**
   i. Finance Committee
   ii. Foundation Liaison
   iii. Legislative Liaison
   iv. Strategic Planning Committee
G. **College Presidents, Vice Chancellors, Associate Vice Chancellors**
   i. Dr. Rachel Solemsaas, Interim President of North Seattle College **| Pg. 53**
   ii. Earnest Phillips, Associate Vice Chancellor of Communications and Strategic Initiatives
   iii. Dr. Sayumi Irey, Acting President of South Seattle College **| Pg.54**
   iv. D'Andre Fisher, Associate Vice Chancellor of Equity, Diversity, Inclusion and Community
   v. Jennifer Dixon, Vice Chancellor Human Resources
   vi. Dr. Cindy Riche, Associate Vice Chancellor and Chief Information Officer
   vii. Kerry Howell, Vice Chancellor of Advancement
   viii. Dr. Bradley Lane, Interim President of Seattle Central College **| Pg. 56**
   ix. Julienne DeGeyter, Vice Chancellor of Finance and Operations

5:00 p.m. **ADJOURNMENT**

The next regular meeting of the Board of Trustees will be held on Thursday, January 11, 2024, at North Seattle College in the North Star Dining Room. There will be a Study Session at 2:00 p.m., and the Regular Meeting will follow at 2:30 p.m.

SEATTLE COLLEGES
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BOARD OF TRUSTEES

November 9, 2023
REGULAR MEETING MINUTES

SESSION	TIME	LOCATION (HYBRID)	
EXECUTIVE	1:00 p.m.	**Closed Session**	
STUDY	2:00 p.m.	**South Seattle College** Cascade Hall Room 107 6000 16th Avenue SW Seattle, WA 98106	**Zoom** **URL:** zoom.us/j/94384104534 **Meeting ID:** 943 8410 4534 **Passcode:** 313828
REGULAR	2:30 p.m.		

TRUSTEE ATTENDANCE			
Teresita Batayola	Absent	**Brian Surratt,** *Vice Chair*	Present
Louise Chernin, *Chair*	Present	**Rosa Peralta,** *Chair*	Absent
Colleen Echohawk	Present		

LEADERSHIP ATTENDANCE			
Fatuma Mohamed Abdulahi	Present	**Bruce Marvin**	Present
Julienne DeGeyter	Present	**Quynh Nguyen**	Present
Jennifer Dixon	Present	**Earnest Phillips**	Absent
Johnny Dwyer	Absent	**Chayton Remle**	Present
Diane Ellis	Absent	**Helena Ribeiro**	Present
D'Andre Fisher	Present	**Cindy Riche**	Present
Rachael Guenthner	Present	**Rosie Rimando-Chareunsap**	Present
Kerry Howell	Present	**Willow Schooler**	Present
Sayumi Irey	Present	**Rachel Solemsaas**	Present
Bradley Lane	Present	**Dawnelle Wilkie**	Absent

Minutes Recorded by: Ricky Goetz, Senior Executive Assistant to the Board of Trustees

SEATTLE COLLEGES
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BOARD OF TRUSTEES

November 9, 2023
REGULAR MEETING MINUTES

EXECUTIVE SESSION

1:00 p.m. AGENDA

Dr. Rosie Rimando-Chareunsap stated that the executive session started late due to not having a quorum. It was stated that the executive session will extend until 2:30 p.m.

A. Negotiations
   a. Exception (6) To plan or adopt the strategy or position to be taken during collective bargaining, professional negotiations, or grievance or mediation proceedings, or to review proposals made in on-going negotiations or proceedings.

B. Litigation Update
   a. Exception (3) To discuss with legal counsel litigation or potential litigation to which the college is, or is like to become, a party, when public knowledge of the discussion would likely result in adverse consequence to the district;

C. Personnel
   a. Exception (2) To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

STUDY SESSION

2:00 p.m. AGENDA

No study session was held on November 9, 2023.

REGULAR SESSION

2:30 p.m. PRELIMINARY MATTERS

A. Call to Order
Vice Chair Brian Surratt called the meeting to order at 2:38 p.m.

B. Land Acknowledgment | D'Andre Fisher

C. Approval of Agenda

Motion 1: Trustee Louise Chernin moved to amend the agenda by adding to the information items as the first item, an HR update specifically around payroll that the board asked HR to report back on this month; motion seconded; motion approved unanimously.

Motion 2: Trustee Louise Chernin moved to approve the agenda as amended; motion seconded; motion approved unanimously.

2:40 p.m. PUBLIC COMMENT

Public comment was provided by:

1. Rachel Guenthner
2. Elizabeth Schoene

2:55 p.m. HIGHLIGHT PRESENTATION

A. Grants at South Seattle College | Sarah Sabay, Director of Grants and Strategic Initiatives

Sarah Sabay provided an overview of grants at South Seattle College:

- **Grants awarded from September 2022 to August 2023:**
  - Grants (new award, single year): $420, 234
  - Multi-Year Grants (new award): $3,199,651
  - Renewal grants/contracts: $4,661,784

3:10 p.m. CONSENT AGENDA

A. Minutes: October 5, 2023 – Regular Meeting

Motion 3: Trustee Louise Chernin moved to approve the consent agenda; motion seconded; motion approved unanimously.

3:15 p.m. ACTION ITEMS

A. Transfer of HEERF CARES Lost Revenue and Increase to FY 2022-2023 Operating Revenue Budget | Julienne DeGeyter

Motion 4: Vice Chair Brian Surratt moved to suspend the agenda to allow for public comment; motion seconded; motion approved unanimously.

Motion 5: Trustee Colleen Echohawk moved to approve the transfer of HEERF CARES lost revenue and increase to FY 2022-2023 operating revenue budget; motion seconded; motion approved unanimously.

3:30 p.m. INFORMATION ITEMS

A. Response to Payroll Concerns | Jennifer Dixon, Vice Chancellor for Human Resources

Jennifer Dixon provided a response to payroll concerns as expressed at the October 5, 2023 Board of Trustees meeting:

During the public comment portion of the October 5, 2023 Board of Trustees meeting several concerns were brought forward from AFT Faculty about delays and problems employees were experiencing with the functions of the payroll department.

AFT Pro Staff raised concerns about delayed stipends and errors in negotiated retention increases. Responses are below in italics.

Below is a response to concerns identified by AFT Faculty at the following website:
10/10 Paychecks: What To Know — SSC Faculty Senate (cargo.site)

Problem #1: Last Minute Scheduling Changes

At least for faculty, our ability to get paid accurately and on time begins with scheduling classes the quarter before. The earlier staff can set the course schedule, the fewer payroll errors there will be. Unfortunately, it's often the case that scheduling changes are made last minute and submitted to divisional staff only hours before (or sometimes after) the quarter starts. Last minute schedule changes exponentially increase the chance of pay errors.

Agreed, last-minute schedule changes make things difficult for the staff scheduling classes and for payroll. The instructional offices and staff respond to the shifting campus schedule and payroll responds to serve based on when they receive the information. We are always looking for ways to improve the process for the campus schedulers and for systems to communicate quicker.

Problem #2: Kafkaesque Systems + Communication Breakdowns

The problem: divisional staff and Deans have complained since 2022 that HR/Payroll fails to inform them of these adjustments in time. When our contracts are finally sent on to payroll, staff at Siegal know nothing about the details of the contracts they rely on to process our paychecks. They simply assume they are correct. And there's no way for them to verify the accuracy of our contracts without consulting divisional staff and Deans.

Regrettably there has been a communication breakdown given the staffing shortages experienced by both finance and payroll. Any statewide Cost of Living Adjustment (COLA) needs to be approved by the legislature and there are times when the Legislature doesn't adjourn until after the finance and budget offices have begun their work. Going forward, ahead of the new fiscal year, the office of the Vice Chancellor of Finance and Operations will send out information that summarizes statewide COLA increases.

Based on feedback and requests payroll adjusted the process for coordinating with the Vice Presidents of Instruction and Deans on faculty contracts. This was done through two different rounds; the first round was to ensure the information was correct concerning such things as department and whether a faculty was in the high demand category. Once this information was correctly entered payroll was able to send a second request with the monetary information. These errors were corrected, and faculty should have received the correct amount on their second paycheck. The timing of the academic year and the payroll cycle do not align and unfortunately when there are last minute schedule changes there can be mistakes on the first paycheck.

The feedback we have received from college staff is this process did go smoother than the most recent years. The payroll manager is scheduled to meet with the VPI's in early November to discuss this recent year and to determine process improvements for next year that will enable us to have a better-quality control of the data.

Problem #3: CTCLink. Again.

AFT WA has confirmed that—surprise, surprise!—CTCLink has been a source of chronic payroll errors at colleges across the state. We witnessed this first hand, when, back in June, CTCLink failed to process the retroactive 4.5% wage increase for all full-time faculty.

CTCLink is also creating a number of problems for the processing of sick leave and other benefits, which further exacerbate problems with our pay.

Personal leave balances for part time faculty are still an ongoing problem and was recently discussed at the statewide HCM Users group in October. It appears the problem with sick leave issue for full time and part time faculty has finally been resolved, unfortunately the issue for personal leave still exists for part time faculty. As they are set up now for part-time faculty, our Payroll Partners must go through a 57-step process to move absence balances from one employee record to another each quarter. They also must turn off the leave accumulators for inactive jobs as PTF moves from one assignment to another. The state board is currently looking for ways to improve this for our part-time faculty colleagues.

There were 12 separate spreadsheets for the Wage Reopener that payroll attempted to load into the pay file initially for the 6A23 payroll with the 6/25/23 pay date. Due to duplicated information on some of these spreadsheets [i.e., same earnings code used several times in the file due to multiple assignments during the same pay period; incorrect pay group indicated on file P06 vs. F06], four [4] of these spreadsheets failed to load properly into the pay file. Once payroll was able to audit these fully, they were paid on the subsequent 6B23 or 7/10/23 pay date. Due to time constraints of the payroll processing timelines that are set forth by SBCTC, payroll was not able to get all the information reloaded in time to be paid with the 6/25/23 paycheck.

Problem #4: Staff Shortages & Lack of Support

It's also the case that payroll has been grossly understaffed and under-supported since at least the implementation of CTCLink. **Since 2022, payroll has had exactly TWO people processing pay for our entire District. Two people.TWO.** For example, over the summer there were only TWO people manually calculating and processing the retroactive 4.5% wage increase for all faculty across the District. TWO. Two people.

We agree the current staffing situation is a problem. During the last budget cycle funding was requested and received for an additional payroll position. This position will primarily be responsible for leave administration and will help address some of the problems identified in #3. The position has been posted and is being actively recruited. Currently each campus has one payroll partner. In the past employees worked with someone based on their classification (one person handled all classified, one all faculty, one all exempt) the campus specific approach allows for one primary point of contact for the campus. We are always looking for ways to improve our processes and once the leave specialist is hired, we will reexamine the current system to ensure we are serving our employees to the best of our ability.

The Human Resource team and Payroll team collaborated this summer to manually enter the increases for Faculty,

Classified, Pro Staff Represented, and non-represented staff. Each classification had different adjustments. Unfortunately, with the pure volume of manual entry required, one small mistake can alter and impact a lot of other information.

While we won't be able to eliminate manual entry or human error, with the newly created position the other staff in payroll will have a piece of their workload removed and we will have one individual focusing on leave rather than many folks focusing part of their time on the task. This moving of work around will assist other payroll employees in quality control and performing audits prior to running of payroll.

We have recently hired a Payroll Manager who has made great strides in finding and correcting those errors moving forward. We are now in the process of auditing records so that we may resolve any past errors concerning both over and under payments.

We are creating a more robust audit process to complete each pay cycle. It will be a two-pronged approach, with Campus HR auditing all job data entries more closely and then with the Payroll Partners adding additional audit points for their campus. We plan to also increase the amount of training we offer to our colleagues to ensure that they are aware of best practices and procedures for submitting information to HR/Payroll so that everyone is paid appropriately and timely.

Additional AFT Faculty Concerns Raised in Public Comment

During public comment AFT Faculty also expressed concerns over reimbursements for travel expenses and inaccurate retirement calculations. Reimbursements for travel expenses are processed through the finance department. Recently finance has hired a position dedicated to travel and will be hiring another shortly. These two individuals will work solely with travel and travel expenses rather than the previous work being done by many individuals as one part of their job. Payroll is working with the Department of Retirement Services to identify the issue with retirement calculations. One such difficulty related to the retro payments, due to the complications from loading the amounts it was calculated twice, resulting in faculty having too much retirement reported to the Department of Retirement Services.

AFT Pro Staff Stipend and Retention Concerns

Exempt stipends follow the Request for Exempt Change (REC) process. This is a process that starts with the employee and their supervisor and takes several steps including several approvals and the final approval by the Chancellor. After all approvals payroll is then sent the information for entry. If all the information isn't there or if there is an incorrect combo code payroll must connect with the budget office to obtain the correct information before the stipend can be entered for payment.

Human Resources has been working with our partners in Information Technology on a new system that once implemented should make the stipend process go quicker and enable folks to get paid timelier with less errors. HR and Payroll manually entered the retention increases and performed an audit prior to July 1. During this audit a few errors were identified and adjusted on subsequent paychecks. Reached out to AFT Prostaff after the October meeting and inquired if any additional members were still missing retention increases as our audit indicated all had been adjusted.

B. Capital Projects Balances Report 2023-2025 | Julienne DeGeyter, Vice Chancellor of Finance & Operations
Julienne stated that the capitol project balances as of September 30, 2023 were submitted and available in the meeting packet.

C. 2022-23 Year-End Budget Status Report | Julienne DeGeyter
Julienne stated that Seattle Colleges budgets and accounts for its funds in accordance with policies and procedures of the State of Washington Office of Financial Management (OFM) and the State Board for Community and Technical Colleges (SBCTC).

The attached 2022-23 Year-End Budget Status Report provides summary data for all of the campuses and the District Office.

4:00 p.m. ORAL REPORTS

Section to provide any additional oral reports that were not included in any submitted written reports.

A. Student Representatives
- i. Quynh Nguyen – South
- ii. Chayton Remle – North
- iii. Fatimah Abdullahi – Central

B. Labor Representatives
- i. WFSE
  AFT Seattle Community Colleges
- ii. AFT-SPS

C. Chancellor

D. Chair
- i. Fall ACT Conference - November 16-17, 2023

E. Trustees
- i. Legislative Update

F. Board Committees & Liaisons
- i. Finance Committee
- ii. Foundation Liaison
- iii. Legislative Liaison
- iv. Strategic Planning Committee

G. College Presidents, Vice Chancellors, Associate Vice Chancellors
- i. Dr. Bradley Lane, Interim President of Seattle Central College
- ii. Jennifer Dixon, Vice Chancellor Human Resources
- iii. D'Andre Fisher, Associate Vice Chancellor of Equity, Diversity, Inclusion and Community
- iv. Kerry Howell, Vice Chancellor of Advancement
- v. Dr. Sayumi Irey, Acting President of South Seattle College
- vi. Dr. Rachel Solemsaas, Interim President of North Seattle College
- vii. Dr. Cindy Riche, Associate Vice Chancellor and Chief Information Officer
- viii. Julienne DeGeyter, Vice Chancellor of Finance and Operations
- ix. Earnest Phillips, Associate Vice Chancellor of Communications and Strategic Initiatives

5:00 p.m. ADJOURNMENT

Vice Chair Brian Surratt adjourned the meeting at 4:39 p.m.

The next regular meeting of the Board of Trustees will be held on Thursday, December 14, 2023, at Seattle Central College in Broadway Edison room 1110/1111. There will be a Study Session at 2:00 p.m., and the Regular Meeting will follow at 2:30 p.m.

SEATTLE COLLEGES
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ACTION ITEM | BOARD OF TRUSTEES

Date Submitted	*Presenter*	*Position*
11/30/23	Julienne DeGeyter	Vice Chancellor, Finance & Operations

Meeting Date	*Topic*
12/14/23	TENDER OF GIFTS TO SEATTLE COLLEGES

Background Information (include if applicable: funding, fiscal impact)

Periodically gifts are contributed to Seattle Colleges to assist the District in achieving its educational goals and objectives. There are two major categories: (1) Cash Gifts and (2) In-Kind Gifts, such as equipment, supplies and materials. In the attached pages are summaries of the gifts received for Program Support & Scholarship Fund.

Rationale for Board Action

In accordance with established Board Policy No. 152

Chancellor's Recommended Motion

It is recommended that the Board of Trustees make a motion to accept the gifts tendered to the Seattle Colleges as shown on the attached schedule.

Attachments (presentations, supplemental documents, reports, resolutions)

◉ Yes ○ No

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MEMORANDUM

TO: Board of Trustees

FROM: Julienne DeGeyter

DATE: December 14, 2023

SUBJECT: TENDER OF GIFTS TO SEATTLE COLLEGES

Background

Periodically gifts are contributed to Seattle Colleges to assist the District in achieving its educational goals and objectives. There are two major categories: (1) Cash Gifts and (2) In-Kind Gifts, such as equipment, supplies and materials.

In the attached pages are summaries of the gifts received for Program Support & Scholarship Fund.

Recommendation

In accordance with established Board Policy No. 152, it is recommended that the Board of Trustees make a motion to accept the gifts tendered to the Seattle Colleges as shown on the attached schedule.

Submitted by:

Julienne DeGeyter
Vice Chancellor for Finance & Operations

Transmitted to the Board with a favorable recommendation

Dr. Rosie Rimando-Chareunsap
Chancellor

TENDER OF GIFTS TO SEATTLE COLLEGE DISTRICT
DECEMBER 31, 2022 THROUGH SEPTEMBER 27, 2023
CASH/PLEDGE

Gift Date	Gift Amount	Gift Designation	Pledge Payments to Date	Remaining Pledge Balance	Campus
12/31/2022	$ 375,000	Bainum	$ 125,000.00	$ 250,000	
1/31/2023	$ 750,000	Foundation for the Seattle Colleges			Districtwide
6/16/2023	$ 301,204	EDIC			Districtwide
6/16/2023	$ 500,000	Mainstay	$ 258,247	$ 241,753	Central
6/26/2023	$ 750,000	Lowe's Foundation Gable Grant	$ 750,000	$ -	Central
7/7/2023	$ 500,000	Stay in the Game	$ -	$ 500,000	Districtwide
9/27/2023	$ 630,000	Anonymous		$ 630,000	North

SEATTLE COLLEGES
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ACTION ITEM | BOARD OF TRUSTEES

Date Submitted	Presenter	Position
12/07/23	Dr. Sayumi Irey	Acting President, South Seattle College

Meeting Date	Topic
12/14/23	Minor Capital Program Funding Reallocation for South Seattle College Alki Instructional Kitchen

Background Information (include if applicable: funding, fiscal impact)

The Capital Projects Team has been reviewing the funded minor capital projects to temporarily relocate the Ceramics and MakerSpace programs out of Rainer Hall. The reason for moving these two programs into temporary spaces is in anticipation of the Rainer Hall major capital project total building remodel.

Highlights of observed conditions and requirements to temporarily relocate both programs:

•Ceramics occupies approximately 3,000 sf. of space including power and ventilation for 4 kilns and turn wheels and access to the exterior with power for an outdoor kiln. A sink, storage racks and hazardous chemical storage are required.

•MakerSpace occupies approximately 3,000 sf. of space which is a combination of computer lab, and production/work space which also includes various small machine and printer types, and a hazardous/fire storage locker.

•The purpose of moving each program temporarily out of Rainier Hall is in preparation for the Major Rainier Hall Remodel Project. Ceramics is in the Rainier Hall program proposal to move back into Rainier Hall after the Remodel.

•Currently the Rainier Hall Remodel is in line for the 2025 - 2027 Biennium funding. DES is informing me that it is on the bubble as far as making the cutoff for funding.

Our recommendation is currently considering the above points:

• We would need approximately 6,000 sf. total of space if found on campus for each program, and space also considering the power, lighting, HVAC/ventilation, storage, etc. of each program. Based on the current spaces that have been toured, it would

Rationale for Board Action

To approve revisions aggregating $500,000 or more during a fiscal year in the adopted budget of any fund, and transfers between funds aggregating $500,000 or more during a fiscal year, other than those related to capital appropriations from the state, PROVIDED that it is expected that lesser amounts of administrative revisions to fund budgets and of transfers between funds will also be reported to the Board in a timely manner, as information items;

Chancellor's Recommended Motion

To reallocate $836,042 from the Minor Capital Program funds for this biennium to complete the Alki Instructional Kitchen.

Attachments (presentations, supplemental documents, reports, resolutions)

(●) Yes ( ) No

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ACTION ITEM – ALKI INSTRUCTIONAL KITCHEN

To: Board of Trustees

From: Dr. Rosie Rimando-Chareunsap, Chancellor

Presenter: Dr. Sayumi Irey, Acting President of South Seattle College

Meeting Date: December 14, 2023

Subject: Minor Capital Program Funding Reallocation for South Seattle College Alki Instructional Kitchen

BACKGROUND

The Capital Projects Team has been reviewing the funded minor capital projects to temporarily relocate the Ceramics and MakerSpace programs out of Rainer Hall. The reason for moving these two programs into temporary spaces is in anticipation of the Rainer Hall major capital project total building remodel.

Highlights of observed conditions and requirements to temporarily relocate both programs:

- Ceramics occupies approximately 3,000 sf. of space including power and ventilation for 4 kilns and turn wheels and access to the exterior with power for an outdoor kiln. A sink, storage racks and hazardous chemical storage are required.
- MakerSpace occupies approximately 3,000 sf. of space which is a combination of computer lab, and production/work space which also includes various small machine and printer types, and a hazardous/fire storage locker.
- The purpose of moving each program temporarily out of Rainier Hall is in preparation for the Major Rainier Hall Remodel Project. Ceramics is in the Rainier Hall program proposal to move back into Rainier Hall after the Remodel.
- Currently the Rainier Hall Remodel is in line for the 2025 - 2027 Biennium funding. DES is informing me that it is on the bubble as far as making the cutoff for funding.

Our recommendation is currently considering the above points:

- We would need approximately 6,000 sf. total of space if found on campus for each program, and space also considering the power, lighting, HVAC/ventilation, storage, etc. of each program. Based on the current spaces that have been

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toured, it would most likely require more funding than the $1,564,705 combined approved budget to remodel the spaces for each program.

- If funding is provided in the 2025-2027 biennium for Rainier Hall, it will take approximately 2 years to design and permit this project which means it would be approximately 4 years from now before Ceramics and MakerSpace is required to be moved out of Rainier Hall for the remodel. It would then be an additional approximately 2 years for construction before moving back into Rainier Hall.
- The temporary spaces provided will most likely not be to the full satisfaction of the needs for each program. A shorter time of stay in a temporary space would be the best choice.
- The Ceramics and MakerSpace Minor Projects Instructional Funding can be re-allocated to the Alki Instructional Kitchen which is currently designed and permitted. The Alki Instructional Kitchen is also partially funded by grants and donations. To fully fund the Alki Instructional Kitchen, it will take $836,042 of additional capital funds.
- The total project cost for the Alki Instructional Kitchen is $1,335,933.40. Dean Brian Scheehser has acquired $446,982.00 from donations and grants. The predesign work for the Alki Instructional Kitchen was completed in the last biennium. The spend to date is $52,909.40 in the 2021-2023 biennium. We would reallocate $836,042 to the Alki Instructional Kitchen.
- This capital funding has already been approved by the State Board. Instead of using this funding for the original minor capital program request, it would be better utilized to complete the Alki Instructional Kitchen.
- The Alki Instructional Kitchen capital project has been approved by South Cabinet.

Original minor capital program funding

$685,005.00 MakerSpace

$879,700.00 Ceramics

$1,564,705.00 - Total Minor Capital originally funded

Proposed reallocation of the minor capital program funding

$728,663.00 RSB All Gender Restroom

$836,042.00 Alki Instructional Kitchen

$1,564,705.00 – Total Minor Capital Funds reallocated

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TIMELINE

Alki Instructional Kitchen - Preliminary Project Schedule Dates

1/6/24	**DES Contract Drawings and Specifications Approval for bidding**
1/7/24	**Out to Bid**
2/11/24	**Receive Bids**
3/1/24	**Award Contract to Contractor**
4/2/24	**Construction Start**
8/18/24	**Substantial Completion**
8/19/24	**New Facility Burn-in Start**
10/2/24	**New Facility Opening**
10/12/24	**Final Completion**

CHANCELLOR'S RECOMMENDED MOTION

To reallocate $836,042 from the Minor Capital Program funds for this biennium to complete the Alki Instructional Kitchen.



Dr. Sayumi Irey
Acting President, South Seattle College

206.934.3872 | www.seattlecolleges.edu | 1500 Harvard Avenue, Seattle WA 98122

Transmitted to the Board with a favorable recommendation.



Dr. Rosie Rimando-Chareunsap
Interim Chancellor

SEATTLE COLLEGES
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ACTION ITEM | BOARD OF TRUSTEES

Date Submitted	Presenter	Position
12/07/23	Dr. Sayumi Irey	Acting President, South Seattle College

Meeting Date	Topic
12/14/23	Minor Capital Program Funding Reallocation for South Seattle College RSB All Gender Restroom

Background Information (include if applicable: funding, fiscal impact)

The total project cost for the Alki Instructional Kitchen is $1,335,933.40. Dean Brian Scheehser has acquired $446,982.00 from donations and grants. The predesign work for the Alki Instructional Kitchen was completed in the last biennium. The spend to date is $52,909.40 in the 2021-2023 biennium. We would like to reallocate $836,042 to the Alki Instructional Kitchen which would leave approximately $728,663 in the Capital Minor Program funding for this biennium which could be dedicated to convert two restrooms (the men and women's restrooms) in the SW sector of the RSB building into one all gender restroom with eight stalls.

This capital funding has already been approved by the State Board. Instead of using this funding for the original minor capital program request, it would be better utilized to convert the RSB restrooms to one all gender restroom.

A space that has all gender restrooms fosters an inclusive environment and promotes diversity. The Department of Labor's Occupational Safety and Health Administration (OSHA) requires that all employers provide employees with sanitary and available toilet facilities so that employees will not suffer the adverse health effects that can result if toilets are not available when they need them. OSHA's "Guide to Restroom Access for Transgender Workers" mandates that these issues must be handled with respect and consideration, allowing people access to restroom facilities consistent with their gender identity.

This capital project has been approved by South Cabinet.

Original minor capital program funding
$685,005.00 MakerSpace
$879,700.00 Ceramics
$1,564,705.00 - Total Minor Capital originally funded

Proposed reallocation of the minor capital program funding

Rationale for Board Action

To approve revisions aggregating $500,000 or more during a fiscal year in the adopted budget of any fund, and transfers between funds aggregating $500,000 or more during a fiscal year, other than those related to capital appropriations from the state, PROVIDED that it is expected that lesser amounts of administrative revisions to fund budgets and of transfers between funds will also be reported to the Board in a timely manner, as information items;

Chancellor's Recommended Motion

To reallocate $728,663 from the Minor Capital Program funds for this biennium to convert two restrooms in RSB to one all gender restroom with eight stalls.

Attachments (presentations, supplemental documents, reports, resolutions)

(●) Yes ( ) No

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ACTION ITEM – RSB ALL GENDER RESTROOM

To: Board of Trustees

From: Dr. Rosie Rimando-Chareunsap, Chancellor

Presenter: Dr. Sayumi Irey, Acting President of South Seattle College

Meeting Date: December 14, 2023

Subject: Minor Capital Program Funding Reallocation for South Seattle College RSB All Gender Restroom

BACKGROUND

The total project cost for the Alki Instructional Kitchen is $1,335,933.40. Dean Brian Scheehser has acquired $446,982.00 from donations and grants. The predesign work for the Alki Instructional Kitchen was completed in the last biennium. The spend to date is $52,909.40 in the 2021-2023 biennium. We would like to reallocate **$836,042** to the Alki Instructional Kitchen which would leave approximately **$728,663** in the Capital Minor Program funding for this biennium which could be dedicated to convert two restrooms (the men and women's restrooms) in the SW sector of the RSB building into one all gender restroom with eight stalls.

This capital funding has already been approved by the State Board. Instead of using this funding for the original minor capital program request, it would be better utilized to convert the RSB restrooms to one all gender restroom.

A space that has all gender restrooms fosters an inclusive environment and promotes diversity. The Department of Labor's Occupational Safety and Health Administration (OSHA) requires that all employers provide employees with sanitary and available toilet facilities so that employees will not suffer the adverse health effects that can result if toilets are not available when they need them. OSHA's "Guide to Restroom Access for Transgender Workers" mandates that these issues must be handled with respect and consideration, allowing people access to restroom facilities consistent with their gender identity.

This capital project has been approved by South Cabinet.

206.934.3872 | www.seattlecolleges.edu | 1500 Harvard Avenue, Seattle WA 98122

Original minor capital program funding

$685,005.00 MakerSpace

$879,700.00 Ceramics

$1,564,705.00 - Total Minor Capital originally funded

Proposed reallocation of the minor capital program funding

$728,663.00 RSB All Gender Restroom

$836,042.00 Alki Instructional Kitchen

$1,564,705.00 – Total Minor Capital Funds reallocated

TIMELINE

RSB All Gender Restroom - Preliminary Project Schedule Dates

1/25/24	**Design Professional contacted to produce Contract Drawings and Specifications for bidding**
2/19/24	**Submit for Permit**
4/29/24	**Out to Bid**
3/20/24	**Receive Bids**
5/21/24	**Award Contract to Contractor**
6/4/24	**Pre-Construction**
4/22/24	**Construction Start**
1/14/25	**Substantial Completion**

CHANCELLOR'S RECOMMENDED MOTION

To reallocate $728,663 from the Minor Capital Program funds for this biennium to convert two restrooms in RSB to one all gender restroom with eight stalls.

206.934.3872 | www.seattlecolleges.edu | 1500 Harvard Avenue, Seattle WA 98122

Dr. Sayumi Irey
Acting President, South Seattle College

Transmitted to the Board with a favorable recommendation.

Dr. Rosie Rimando-Chareunsap
Interim Chancellor

SEATTLE COLLEGES
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INFORMATION ITEM | BOARD OF TRUSTEES

Date Submitted	*Presenter*	*Position*
12/05/23	Dr. Bradley Lane	Interim President, Seattle Central College;

Meeting Date	*Topic*
12/14/23	Fall 2023 Quarter Preliminary Enrollment Report

Background Information (include if applicable: funding, fiscal impact)

N/A

Attachments (presentations, supplemental documents, reports, resolutions)

○ Yes ◉ No

SEATTLE CENTRAL COLLEGE

OFFICE OF THE PRESIDENT

206.934.5417 | www.seattlecentral.edu | 1701 Broadway, Seattle, WA 98122

INFORMATION ITEM

To: Board of Trustees

From: Dr. Bradley Lane, Interim President of Seattle Central College
Vice Chancellor of Institutional Effectiveness, Seattle Colleges

Meeting Date: December 14, 2023

Subject: Fall 2023 ***Preliminary*** Quarterly Enrollment Report

Fall 2023 Preliminary Enrollment Report

Compared to Fall 2022, our overall Fall 2023 districtwide enrollment has increased. The following table summarizes Total FTES for Fall 2023:

Total				
Campus	*Fall 2023*	*Fall 2022*	***Change***	
			#	%
District	12,326	11,387	939	8%
Central	4,855	4,404	451	10%
North	3,541	3,287	254	8%
South	3,930	3,696	234	6%

Program Highlights: Intensive English Program (IEP) at Seattle Central College, International Contract at North Seattle Colleges, and Basic and Transitional Studies at South Seattle College have all seen **20%** or more increases in FTES year over year.

Detailed information for each FTES type is further outlined in the subsequent pages of this report.

State FTES

All colleges reported a **4%** or more increase in State FTES compared to the previous year. The following chart details State FTES:

State				
Campus	*Fall 2023*	*Fall 2022*	***Change***	
			#	%
District	9,694	9,217	478	5%
Central	3,478	3,289	189	6%
North	2,889	2,765	123	4%
South	3,328	3,162	166	5%

Contract FTES – Running Start and International

The district had an overall **26%** increase of International Contract FTES compared to Fall 2022. North had a **32%** increase in international FTES, the largest percent increase in the district.

Running Start FTES increased **17%** for the district, where North reported a **24%** increase when compared to Fall 2022. Central and South report increases in Running Start FTES as well. The following chart details both Running Start and International FTES:

	Running Start				International			
Campus	*Fall 2023*	*Fall 2022*	***Change***		*Fall 2023*	*Fall 2022*	***Change***	
			#	%			#	%
District	1,287	1,103	184	17%	618	491	127	26%
Central	510	440	69	16%	410	329	81	25%
North	374	301	73	24%	135	102	33	32%
South	404	362	42	12%	72	60	12	20%

Total FTES by Course Intent

To further analyze our total enrollment for Fall 2033, it is important to account how Total FTES are distributed across different course intents. IEP at Central can be identified a program of growth, with a **20%** increase in FTES. South is currently at a **2%** decrease in apprenticeship FTES for Fall 2023.

Basic and Transitional Studies (BTS) had a **28%** increase at South, while North small decrease in enrollment. As for our Bachelor programs, South reports a **7%** FTES increase. College Transfer increased **12%** districtwide. Professional Technical programs are reporting a **3%** districtwide increase in FTES. The following table provides more detail for Total FTES by student intent:

		District	Central	North	South
College Transfer	Fall 2023	6,238	2,883	1,967	1,389
	Fall 2022	5,578	2,514	1,779	1,286
	% Change	12%	15%	11%	8%
Professional Technical	Fall 2023	2,553	1,178	902	473
	Fall 2022	2,471	1,186	825	460
	% Change	3%	-1%	9%	3%
Bachelor's	Fall 2023	345	110	203	32
	Fall 2022	341	107	204	30
	% Change	1%	3%	0%	7%
Basic and Transitional Studies (BTS)	Fall 2023	1,653	502	469	682
	Fall 2022	1,456	444	479	534
	% Change	14%	13%	-2%	28%
Intensive English Program (IEP)	Fall 2023	183	183		
	Fall 2022	153	153		
	% Change	20%	20%		
Apprenticeships	Fall 2023	1,355			1,355
	Fall 2022	1,386			1,386
	% Change	-2%			-2%



Dr. Bradley Lane
Interim President, Seattle Central College
Vice Chancellor of Institutional Effectiveness, Seattle Colleges

SEATTLE COLLEGES
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INFORMATION ITEM | BOARD OF TRUSTEES

Date Submitted	*Presenter*	*Position*
12/06/23	Dr. Bradley Lane	Interim President, Seattle Central College;

Meeting Date	*Topic*
12/14/23	Bridge Plan Status Report - Fall 2023

Background Information (include if applicable: funding, fiscal impact)

N/A

Attachments (presentations, supplemental documents, reports, resolutions)

(•) Yes ( ) No

SEATTLE COLLEGES
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Fall 2023
Bridge Plan Status Report

INFORMATION ITEM

To: Board of Trustees

From: Dr. Bradley Lane, Interim President, Seattle Central College
Vice Chancellor of Institutional Effectiveness, Seattle Colleges

Meeting Date: December 14, 2023

Subject: Bridge Plan Status Report - Fall 2023

BACKGROUND

At their February 9, 2023, meeting, our Board of Trustees unanimously approved a Bridge Plan—an extension of the existing Strategic Plan—that is aimed at focusing our time and resources on providing equitable experiences for students in key student-facing areas through Summer 2024 in anticipation of finalization of a new Strategic Plan in Fall 2024. The intent of this Bridge Plan is to keep us focused on the 10 strategies outlined below as we search for a permanent Chancellor and gain more clarity about working as a system.

SUMMARY

The following high-level summary provides an overview of the Fall 2023 progress, milestones, challenges, and next steps of the 10 Seattle Colleges District (SCD) Bridge Plan strategies. Detailed information for each strategy is further outlined in the subsequent pages of this report.

Of the 10 strategies:

- **1 is *Complete:***
  - Budget
- **5 are *On Track:***
  - Financial Aid Consolidation
  - Placement
  - Program Mapping
  - Racial Equity Plan
  - Equity Can't Wait Campaign
- **2 are *In Process:***
  - Admission Processing Consolidation
  - Intake and Onboarding
- **2 are *At Risk:***
  - Exploratory Experience
  - Employee Retention

Student Success

- Overall, the six student success strategies have all made progress. Most notably, financial aid consolidation program mapping and placement are the closest to completion.
- All six strategies have recognized the need to collaborate with other districtwide workgroups to increase progress as there are many projects and initiatives that overlap and would benefit from alignment and partnership.

- Both consolidation strategies will spend time filling positions while continuing to make progress on their tasks. Intake and onboarding, placement, program mapping and exploratory experience continue to meet to prioritize districtwide commonalities, definitions, and goals that will lead and inform the work moving forward.

Equity, Diversity, Inclusion and Community

- The Office of Equity, Diversity, Inclusion, and Community (EDIC)'s focus will be on the finalization and implementation of 2023-2025 Racial Equity Plan.
- Using *Institutionalizing Change: Continuum on Becoming an Anti-Racist Multicultural Organization* framework, EDIC will play a key role in supporting strategic planning efforts to ensure we are combating institutionalized racism and biases while achieving new strategic plan that is focus on equity.

Organizational Excellence

- Budget has completed their departmental reorganization and continues to work on standardization of budget submittal and reporting. The 2022-23 fiscal year ended with surplus balance of $1.1 million. While a lot of position vacancies have been filled, they are experiencing difficulties with failed searches for hard-to-fill positions.
- Employee retention progress has been mostly focused on input gathering. Once these data gathering tasks have been completed, the strategy will move to identifying and creating an action plan to address emergent themes that hinder retention of our faculty and staff.

Partnerships

- Foundation is ahead of schedule toward $50M Equity Can't Wait campaign total goal and is raising the goal to $60M.
- While the Foundation is challenged by staffing capacity and resources, in the upcoming months their focus is to create new partnerships and events that will support their fundraising efforts.



Dr. Bradley Lane
Interim President, Seattle Central College
Vice Chancellor for Institutional Effectiveness, Seattle Colleges

Status Report of Bridge Plan Strategies

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
STUDENT SUCCESS	Financial Aid Consolidation Planning	Joe Barrientos	75%	On Track
	Admissions Processing Consolidation Planning	Dr. Bradley Lane	45%	In Process
	Intake & On-Boarding	Dr. Sayumi Irey	30%	In Process
	Exploratory Experience	Dr. Sayumi Irey	55%	At Risk
	Placement	Dr. Sayumi Irey	80%	On Track
	Program Mapping	Dr. Sayumi Irey	60%	On Track
EQUITY, DIVERSITY, INCLUSION AND COMMUNITY	Racial Equity Action Plan	D'Andre Fisher	90%	On Track
ORGANIZATIONAL EXCELLENCE	Budget	Julienne DeGeyter	100%	Complete
	Employee Retention	Dr. Rosie Rimando-Chareunsap	25%	At Risk
PARTNERSHIPS	Equity Can't Wait Campaign	Kerry Howell	100%	On Track

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
STUDENT SUCCESS	Financial Aid Consolidation Planning	Joe Barrientos	**75%**	**On Track**

MILESTONES & ACCOMPLISHMENTS

Phase I

- Policy alignment tasks are complete.
- All 18 sections of the Financial Aid Policies and Procedures Project have been completed.
- Development and completion of a draft structure to support consolidation of FA across the Seattle Colleges District
- Job descriptions for proposed district positions were created and approved.

Phase II builds on the foundational work done in Phase I. Finalizing and implementing a district Financial Aid structure that consolidates Financial Aid across the system is the primary focus of Phase II. This new structure supports policy alignment which improves student experience, increase FA staff support and center our work in equity.

Phase II

- A meeting with districtwide Student Services & FA leadership discussed the implementation of Phase II FA Consolidation.
- A survey to FA staff was distributed to gather input on student and staff barriers with current structure.
- Development and implementation of a regular cadence of meetings and communication plan to provide updates to FA leadership and staff.
- Creation of Working Groups to identify and prioritize areas to center students by aligning procedure (not just policy). One of the first priorities is the alignment of Satisfactory Academic Progress (SAP) policy and procedures.
- The student-facing support for appeal resources and workshops are in development.
- With support and partnership from HR, represented staff and labor partners, implemented the Consolidated Financial Aid staff structure that began December 1, 2023.
- As FA leadership and staff transition to new roles, they will participate in newly developed training that has been scheduled.

CRITICAL ISSUES

- Completion of current training to prepare district and campus-based teams for the deployment of the new FAFSA and WASFA forms on December 31, 2023.
- Finalizing the Financial Aid Policies and Procedures Project and critical staffing changes elevated the need to re-organize staffing so the policies and procedures could be effectively implemented.
- Posting and hiring District FA leadership positions.
- Ongoing training for FA district and campus-based staff.
- Alignment and creation of electronic forms, public website updates and student workshops are in development.

NEXT STEPS

1. Posting and hiring of district FA leadership and vacancies on campus-based teams.
2. Create a communication plan and cadence to inform campus leadership and campus community on the FA consolidation.
3. Create opportunities for community building for staff shifting into new teams and roles.
4. Develop schedule for ongoing training for district and campus-based teams.

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
STUDENT SUCCESS	Admissions Processing Consolidation Planning	Dr. Bradley Lane	**45%**	**In Process**

MILESTONES & ACCOMPLISHMENTS

Building a Centralized Recruitment Team

Two finalists for the Director of Student Recruitment position will be interviewed Dec. 11-15. This position and the three associate recruitment directors (to be hired shortly after) mark a new centralized recruitment function that aligns with our "Areas of Study (AOS)" recruitment strategy. Over the past several years we've reversed our recruitment approach to focus on a student's career and program aspirations followed by degree pathway and college. An important note is that Seattle Public Schools adopted our AOS categories.

This approach helps us maintain a competitive advantage demonstrating how we can help a student reach their aspirations within our district system. Our marketing materials — websites, videos, program databases, catalogs, viewbooks, CRM, etc. — are aligned with this strategy and now our recruitment personnel will be as well.

Equipping Programs with Recruitment Marketing Fundamentals

Running Start students are a high yield revenue source for Seattle Colleges. The investment we make in recruiting a Running Start student not only helps our bottom line, but it also reinforces our partnership with Seattle Public Schools students and families while filling our pipeline students who use Seattle Promise after their high school graduation to finish their degrees at Seattle Colleges.

For the last two years, the communications and web teams have focused on updating and equipping the Running Start programs at each college with a baseline of new and streamlined recruitment marketing materials. We first started with updating and aligning each of the three college and district Running Start websites, ensuring the student, parent, and counselor experience was consistent and answered key questions.

We then, with the help of a state grant, created a new brochure in multiple languages (Amharic, Chinese, English, Somali, Spanish, and Vietnamese), posters, and videos. We also ran social media TikTok and Facebook campaigns in the Winter/Spring and late Summer to raise awareness about the program at Seattle Colleges. The campaigns included building a marketing landing page and a CRM form to track program interest and automated communications to drive application. These foundational products will serve the program for several years as we continue to refine and increase student interest, application, and enrollment. We believe these products, along with other efforts, are having an impact on the increase in applications and enrollment.

Running Start	Applications	Enrollments
Fall 2022	952	930
Fall 2023	1,116	1,089

*Source: Districtwide Enrollment Dashboard

Next, we will turn our attention to a new audience/program to build a set of foundational marketing recruitment fundamentals.

CRITICAL ISSUES

Recruitment Events

Fall is a busy season for recruitment. Campus visits and program presentations at our colleges as well as many opportunities in the community are in demand. Our college staff have hosted high school students from King, Yakima, and Grant Counties to name a few as well as teachers, counselors, and community partners. Faculty and deans have also showcased their programs to prospective students. We participated in the National College Fair in October, meeting

with more than 500 prospective students garnering contact and interest information to continue the recruitment process. Our Seattle Promise recruiters continue their work in the Seattle public high schools and charter schools with more than 1140 applications already submitted for Fall 2024.

NEXT STEPS

Planning for Discover Seattle Colleges 2024, our districtwide recruitment and image and reputation event, in March has also kicked off. The event is expanding again, and our community partners are asking for the dates so they can mark their calendars.

A new field trip component will be added this year in response to Seattle Public Schools request for daytime campus visit opportunities. More to come on what is becoming a marque event for Seattle Colleges.



Other Recruitment Initiatives on the Horizon

During the transition to a centralized recruitment team, the college outreach and communications staff have prioritized a few initiatives they believe will further conversion to application/directly after application. We are excited to tease these initiatives with their working titles and the promise of more details to come.

- **The Welcome Package**: a new approach to celebrating newly admitted students
- **Intake Form**: personalizing the enrollment steps with a revised form and automated hand-offs
- **Discover – Plan – Go**: a new series of web pages to guide students in their decision making

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
STUDENT SUCCESS	Intake & On-boarding	Dr. Sayumi Irey	**30%**	**In Process**

MILESTONES & ACCOMPLISHMENTS

Each college is working on various pieces of the Intake and Onboarding process to learn from each other.

- Districtwide, Orientation is one of the largest work tasks for Intake and Onboarding.
- A districtwide group met and is sharing best practices around both online and in-person orientations.
- Coding for new students to automatically enroll them in a canvas shell is being explored.

CRITICAL ISSUES

A larger Intake and Onboarding committee has not been formed and common goals across the district need to be created.

NEXT STEPS

1. Each college will continue to work on Intake and Onboarding while coming together for best practices.

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
STUDENT SUCCESS	Exploratory Experience	Dr. Sayumi Irey	**55%**	**At Risk**

MILESTONES & ACCOMPLISHMENTS

Colleges have started working collaboratively with the district web team on a district exploratory experience website. Districtwide, there is agreement on First Year Experience (FYE) outcomes, and that FYE course must follow.

CRITICAL ISSUES

While the exploratory experiences website and FYE outcomes have progressed, all three colleges have not been able to finalize the course being used for FYE and determine if it will be the same at all three colleges or different.

NEXT STEPS

1. Finalize FYE course(s) across the district and determine mandatory requirements and exemptions.
2. Continue working with district communications on exploratory website.

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
STUDENT SUCCESS	Placement	Dr. Sayumi Irey	**80%**	**On Track**

MILESTONES & ACCOMPLISHMENTS

- Math DSP continues to be taken by students.
- A leader for math DSP has been identified (Pete) and has gathered the groups district-wide.
- English DSP is on track.

CRITICAL ISSUES

Additional work needs to be done to institutionalize placement and ensure continuous improvement.

NEXT STEPS

1. Math faculty will be going to a statewide conference on coding related to transcripts.

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
STUDENT SUCCESS	Program Mapping	Dr. Sayumi Irey	**60%**	**On Track**

MILESTONES & ACCOMPLISHMENTS

Communications and Guided Pathways leads continue to collaborate on bringing dynamic career information to transfer maps, updating transfer maps and eventually moving career training/workforce maps in the same dynamic format. All colleges are working on their review process to keep maps up to date.

CRITICAL ISSUES

Career training/workforce maps to get in the new dynamic format is taking longer than originally expected but still on track. Database and database information needs to be merged.

NEXT STEPS

1. Continue working on review process; work towards bringing workforce maps into the same format as transfer; make continuous improvements to transfer maps.

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
EQUITY, DIVERSITY, INCLUSION AND COMMUNITY	Racial Equity Action Plan	D'Andre Fisher	**90%**	**ON TRACK**

MILESTONES & ACCOMPLISHMENTS

As we move to become an anti-racist system, as the Seattle Colleges District we embraced and are guided by Washington State Board for Community and Technical Colleges (SBCTC) strategic vision:

> "Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in service to our diverse communities."

Our mission is to promote equity, diversity, inclusion, and community (EDIC); is to ensure just and equitable policies and practices for our Black, Indigenous, and People of Color (BIPoC) students and employees will take intentional action both immediately and over time. Seattle Colleges has prioritized the following three goals for a 2023-2025 Racial Equity Action Plan which are in progress:

Racial Equity Goal 1: Increase the completion rate for African American, Black, Native American, Alaska Native, First Nations, Indigenous, Latinx, Pacific Islander, and Southeast Asian students from 48% to 55% in the next three years (2023 to 2025)

On track recommended short-term actions:

- Address life needs and concerns: financial, childcare, transportation, food and housing insecurity
- Realize and deepen a sense of belonging by creating a first-year experience (FYE) for students and cohort model of in-class and outside of class support, including nurturing existing and emerging ethnic student clubs for students and Affinity Groups for employees
- Improve financial aid practices, especially student experience
- Reimagine student entry and onboarding to develop a more equitable experience. Reshape the entire student FYE experience to include one stop services such as financial aid, assistance re: worker retraining (Workforce), and other services and needs (see bullet 1 above)

Racial Equity Goal 2: Increase efforts to hire and retain faculty and administrative staff to more closely mirror the student body demographics over the next three years.

On track recommended short-term actions:

- Hiring practices - train Hiring Authorities, Search Chairs, and Search Committees to recruit and build the pool of applicants to reflect the demographics of our students and community, review job requirements to screen in candidates
- Expand and offer Inclusion Advocate and implicit bias training to more employees with a focus on training for specific search committee roles, e.g., Search Committee Chairs, Members, and Hiring Authorities
- Focus on increasing retention of BIPoC employees to include onboarding, mentoring, professional development opportunities, and Affinity Groups

Racial Equity Goal 3: Develop and implement mandatory anti-bias and anti-racist workshops and other ongoing learning opportunities for all non-teaching staff; work with AFT-Seattle to develop and offer professional development workshops on bias-free teaching and learning for all faculty.

On track recommended short-term actions:

- Fund and support District Equity Institute to expand anti-bias anti-racist training for all employees. Washington's Equity in Leadership Systems (WELS) Institute. In partnership with Dr. Rodric Smith, Director Leadership Development- Washington State Board for Community and Technical Colleges. Pilot Summer Quarter 2023.

- Support existing FDIC (Faculty Diversity and Inclusion Committee) training for faculty hiring to increase the number of faculty to reflect student demographics.

CRITICAL ISSUES

The following critical topic presentations engaged our campus community during Fall 2023:

- **Beyond the Land Acknowledgement: Higher Education, the Occupation of Native Nations, and "Land Back" with Megan Red Shirt-Shaw (Oglala Lakota)**
  Land acknowledgements have become a powerful introduction to convocations, graduations, meetings, and conferences in higher education. But institutions must challenge themselves to move away from encouraging acts that are just performative, into commitments of transformative change. In this presentation, Megan discusses her research into how institutions of higher education received their land and the steps institutions can take for land-based reparations including returning institutional land back to Native nations or if this is not possible, providing free higher education to Native students whose traditional homelands the institution sits upon.
- **The Multiverse of Gender: Exploring Gender in Four Dimensions with Kate Bornstein.**
  In this presentation, Kate unravels the tangle of the gender multiverse, providing an historical context to understanding the explosion of ideas about gender that co-exist today. She discusses the evolution of gender starting with early first-wave feminists in the mid-nineteenth century to the development of a more nuanced view of gender as a social construct which includes binary-identified trans people. She also looks at how gender fluidity, nonbinary gender, and other forms of gender nonconformity have now made their way into mainstream consciousness, practice, and acceptance. And yet despite this evolution, there is a great deal of strife and gender-based suffering as these many gender universes collide. With humor and compassion, Kate offers a new theory of gender relativity that can help lead to even greater acceptance and coexistence.

NEXT STEPS

Using *Institutionalizing Change: Continuum on Becoming an Anti-Racist Multicultural Organization* framework, EDIC phases will act as a three-year racial equity action plan to guide Seattle Colleges in these efforts for Institutionalizing Change. During 2022-23, phase I focused on building the foundation and developing the baseline for becoming an Anti-Racist Multicultural Organization.

During the 2023-24 academic year and beyond, phase 2 is centered around design and implementation assessment that moves beyond systems and focuses on the procedural and behavioral levels of change in the institution. The final phase during 2024-2025 will be focused on institutionalization of the *Institutionalizing Change* Framework.

Combating institutionalized racism and achieving the strategic goals of 1) Student Success and 2) Equity, Diversity, and Inclusion is an urgent moral and social justice imperative for Seattle Colleges. It is mission-critical work. Seattle Colleges has established three preliminary racial equity goals focused on, continue progress toward the goal of eliminating the racial equity gap in order to achieve success for all students; improve intercultural competency and practice among employees and students through professional development and curriculum with concepts of racial equity, diversity, inclusion, and community system-wide; recruit, hire, support, and mentor employees in order to develop and retain a stable and diverse workforce. Our institutional success is measured by the success of our students who face the greatest systemic barriers to completion. As we understand the depth and history of inequitable racist policies and practices underlying higher education in the United States, we commit to addressing and correcting these unjust policies and practices.

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
ORGANIZATIONAL EXCELLENCE	Budget	Julienne DeGeyter	**100%**	**Complete**

MILESTONES & ACCOMPLISHMENTS

- Reorganization of Finance and Budget is complete.
- Have continued to hire to fill new and vacant positions.
- Continued work on standardization of staffing and reporting across the campuses and District office.
- Each College, districtwide services, and the Siegal Center budgets were submitted on time and balanced.
- Ended fiscal year 2022-23 with surplus balance of $1.1 million.

CRITICAL ISSUES

- While many vacant positions have been filled, several of the new hires will not be onboarded until mid-January.
- Some hard-to-fill positions have resulted in failed searches. This has necessitated restarting the recruitment process for these positions.
- Reporting progression up through campuses, Chancellor's Executive Cabinet, Finance Committee and Board of Trustees requires significant lead time.

NEXT STEPS

1. Build and execute budget development timeline for fiscal year 2024-25.
2. Continue to onboard new hires that are starting in January.
3. Recruit and fill positions that have had failed searches.

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
ORGANIZATIONAL EXCELLENCE	Employee Retention	Dr. Rosie Rimando-Chareunsap	**25%**	**At Risk**

MILESTONES & ACCOMPLISHMENTS

- Developed and implemented an exit survey for departing employees, to better inform how to strengthen retention efforts.
- Planned and implemented Employee Retention Focus Groups with 2 of 3 labor partners, will host 3rd forum in winter, and college campus and Siegal Center focus groups in winter.
- Studied and disseminated employee survey feedback data to college and district executive leadership teams.

CRITICAL ISSUES

Could not move fast enough to get planning work going, largely due to chancellor/executive sponsor's workload.

NEXT STEPS

- Host 3rd of 3 labor partner "Employee Retention focus groups"
- Host North, Central, South and Siegal Center Employee Retention focus groups
- Identify early strategies and short-term actions to implement in support of Employee Retention

GOAL	STRATEGY	LEAD	% COMPLETE	STATUS
PARTNERSHIPS	Equity Can't Wait Campaign	Kerry Howell	**100%**	**On Track**

MILESTONES & ACCOMPLISHMENTS

- Total Dollars Raised: $2.4M
- Celebrated announcement of largest grant to Wood Technology Center.
- Foundation is ahead of schedule toward $50M Equity Can't Wait campaign goal and is raising the goal by $10M to $60M.

CRITICAL ISSUES

- Staffing down by 40%.
- Recruitment and retention are a continuing concern.
- Critical infrastructure building has been delayed due to capacity.

NEXT STEPS

1. Momentum gala event which we expect will raise $2.3 - 2.5M and feature our new partnership with the Seattle Mariners with a focus on "Stay in the Game" scholarships.
2. Career Networking Day planning that will engage corporate partnerships.
3. Launch of the first district wide Scholarship Dinner celebrating student scholars.

TO: Board of Trustees

FROM: Jennifer Dixon, Vice Chancellor for Human Resources

DATE: December 7, 2023

RE: Update on Payroll Concerns

Staffing

Last month we posted a position for a newly created Human Resource Consultant 3. This position will focus on leave administration, this specialized take will be the subject matter expert for this very complicated work. The creation of this position will remove leave administration from the other staff in payroll and provide some release. The first review of applicants began this week, and the committee is looking to interview before the end of the year. From this pool of applicants, we will also review for any additional temporary support positions to provide release for current payroll staff and to provide improved services to our employees.

Communication

The new human resources ticketing system is now live at South and Central. North will go live with the ticketing system in January upon the hire of the recently vacated human resource consultant position.

Human Resource staff are still working with our IT colleagues on a new system that once implemented should make the approval process quicker which will led to payroll receiving and being able to process the stipends in a more efficient manner. The team is meeting again and the goal from IT is to start the roll out for this new system as close to the new year as possible.

Support for Colleges and Supervisors

Human Resources provides a monthly training for supervisors and the most recent training was devoted specifically to payroll. This was an opportunity for staff to receive refresher trainings on several topics related to onboarding employees, absence management, and clearing timesheet exceptions. The end of the session allowed for an open Q & A on topics not covered.

Additionally, the Vice President of Instruction, Deans, and Human Resources had their quarterly meeting to discuss specific concerns for deans, faculty, and instructional staff. The group identified trainings that would be beneficial and are working on a plan to implement some of these trainings soon.

Third Party Auditor

Seattle Colleges has reached out to firms that provide professional auditing services from the Department of Enterprise Services contracting and purchasing website. At this time, we have met with two such firms and are awaiting responses from several others.

Staffing:

In October 2023 the Human Resource team conducted an analysis of staffing levels compared to five of the six largest community and technical colleges districts. The analysis assisted in the hiring of one additional classified employee per campus, with this additional employee on each campus the staffing ratio changed from 1.44 to 1.62 HR staff per 100 employees.

District	"HR" Staff	Employee Headcount (2021-2022)	"HR" Staff per 100 Employees
Spokane	31	1,436	2.16
Bellevue	26	1,115	2.33
Seattle (+3)	27	1,666	1.62
Seattle	24	1,663	1.44
Clark	21	858	2.45
Pierce	20	777	2.57
Green River	18	770	2.34



Jennifer Dixon
Vice Chancellor for Human Resources
Seattle Colleges

SEATTLE CENTRAL COLLEGE

Associated Student Council

REPORT

TO: Board of Trustees, Seattle Colleges
FROM: Fatimah Abdullahi, Associated Student Council (ASC), Seattle Central College
MEETING DATE: December 14, 2023
SUBJECT: December Report to the Board of Trustees

Associate Position Hiring

We are pleased to announce the successful completion of the hiring process for the three vacant Associate positions: Associate of Finance, Associate of Outreach, and Associate of Administration. The newly appointed Associates are in the final onboarding stages and are expected to start in the upcoming Winter quarter. Their diverse backgrounds and skill sets are anticipated to bring valuable contributions to our team.

Tiger Union Building Updates

The Tiger Union Building initiative is progressing positively in our pursuit to enhance student life on campus. A petition has been created to garner support from the student body, with signature collection scheduled to start during the Winter quarter. The Tiger Union Building Committee, under the leadership of Samantha Fang, Executive of Issues and Concerns, and Alex Akmatov, Executive of Legislative Affairs, has been formed. The committee is actively planning information sessions and classroom visits to raise awareness and communicate the importance of the proposed Student Union Building.

On-Campus Events and Programs;

Trans Day of Remembrance

At Seattle Central Campus, a watch party was held for the trailblazing non-binary author and activist Kate Bornstein to commemorate Trans Day of Remembrance. Kate, known for works like "Gender Outlaw: On Men, Women, and the Rest of Us," shared insights. For virtual participants, a Zoom link was shared.

Later, a break in the Atrium featured refreshments and a touching visual exhibit honoring 25 transgender individuals. The exhibit, a collaboration of the Queer/Trans Cooperative, Clubs & Activities Board, and the Associated Student Council, paid heartfelt tribute.

Proceeding to the afternoon, engaging speakers and an open mic session unfolded. Highlights included a moving poetry reading by Mateo Acuña, the Seattle Youth Poet Laureate, and community members sharing thoughts and feelings.
The day concluded with a poignant candlelight vigil and name-reading ceremony. Beyond the main event on November 20, displays across the campus showcased the stories of some of the trans and gender-nonconforming individuals honored, located at the Grove at North, the Atrium at Central, and the library at South.

Friend's Giving Potluck Dinner at Student Leadership
Students from the Associated Student Council (ASC), Campus Activities Board (CAB), and other Student Leadership teams joined together for a heartwarming Friendsgiving potluck dinner. The event allowed team members to bond outside of work, share their favorite or traditional dishes, and create lasting memories.

De-stress Days at the Library
This week the Clubs & Activities Board (CAB) hosted De-stress Days at the library to support students as they head into demanding Finals Week. Students made gingerbread houses and played Mario Kart and board games to take a break from studying and alleviate stress. CAB also provided fidget toys and student-generated affirmations as they prepared final projects and studied for exams. Hosting in the library increased foot traffic in the space and promoted conducive environment to relax, recharge, and alleviate stress before their final examinations.

Collaborative Leadership Training and Social
On December 6th, a collaborative student leadership training took place, designed to cultivate connections among student leaders. Commencing with introductory name games, the session focused on establishing connections and fostering unity among participants. The event featured reflective activities, allowing individuals to assess experiences from the fall quarter.

Fatimah Abdullahi
Executive of Administration of the Associated Student Council

Student Government Association

MEMORANDUM

TO: Board of Trustees, Seattle Colleges

FROM: Student Government Association, North Seattle College

DATE: December 5, 2023

SUBJECT: December Report to the Board of Trustees

Student Government Association 2023-2024 Goals:

- We are prioritizing creating partnerships across departments, local tribes, and empowering students of diverse and underserved backgrounds by curating community.
- Improving student resources as well as making our current resources more known.
- Expanding our disability services
- Completing general repairs
- Making our campus easier to navigate

Updates from Student Government:

Zine

Club Board has started a zine to get students informed and hopefully more involved in club activities by highlighting clubs so that more students can get involved.

The first issue will be an introduction to Student Leaders, different boards in SL, intro to each club to promote them and their activities.

Becoming a member of WSA

North Seattle College has officially been entered into the Washington Student Association expanding our influence on government in WA.

Incorporating Lushootseed into the campus more

In cooperation with the Muckleshoot nation North Seattle College is currently in the process of incorporating Lushootseed on campus like renaming our buildings.

New Club Board Member

Club Board has hired a new member Nguyen bringing the number of members back to 3.

On Campus Programming:

Study Session

Wednesday, 11/8/23 11-1pm @Lily Pad Lounge (Black Coffee Cafe)

Free coffee and pastries from Black Coffee. Tutors from the Student Learning Center. Clubs and other resources will be available as well.

Trans day of Remembrance Displays
11/20 - 11/27

Central's Queer/Trans Cooperative has created displays with the stories of a small fraction of the trans and gender-nonconforming individuals who have passed away this year.

Day of Thanks Lunch

Tuesday, 11/21 11:30-1pm @the Grove

Decolonize thanksgiving through an educational session with Matt Remle, a Lakota from Standing Rock, while sharing a meal catered by Chef Jason Vickers from Nipmuc Nation. Lunch at 11:30am. Educational session at 12pm.

Karaoke by AANAPISI and Student Leadership

Wednesday, November 29 3-7pm @CC1161
Come sing and wear your pajamas for some stress relief and community building! Snacks and boba provided.

Fuel for Finals
Monday 12/11, 11-1pm @The Grove

Study session with food and chill music during finals week!

SGA Representatives Spotlight:

We would like to highlight Nicole for all her work as Sustainability chair. During her time as chair, she's started work on composting, solar panels, hiring and funding a new sustainability director, and discussing an Urban Garden.

SOUTH SEATTLE COLLEGE
UNITED STUDENT ASSOCIATION
206.934.5332 | www.southseattle.edu | 6000 16th Avenue SW, Seattle, WA 98106

REPORT

To: Board of Trustees

From: Quynh Nguyen, United Student Association (USA) President, South Seattle College

Meeting Date: December 15, 2023

Subject: Report – December Board of Trustees Meeting

FRIENDSGIVING- NOV 16:

Nearly 200 participants with diverse representation of South students, including international, Running Start, veterans as well as those in vocational programs attended a Friendsgiving program in JMB A & B. USA engaged and continued our conversations with both adjunct and full-time instructors on strategies to enhance the promotion of our programs and surveys to more student body.

We took a proactive approach in announcing ourselves at the event. We emphasized the support student government aims in addressing student concerns, discuss issues, and respond to inquiries. USA also collaborated with the Club Center coordinator to introduce an official club at South, the Southeast Asian Association. The endeavor is part of a broader initiative to facilitate the approval process for additional clubs and to actively encourage and connect students in establishing new clubs through the Club Center.

USA COLLABORATIONS:

This quarter, USA has been actively engaged with various student services stakeholders, including counselors, AANAPISI, and librarians, to explore avenues for enhancing support in specific areas for students. These discussions have provided valuable insights into mental health resources, allowing for increased collaboration with these departments to effectively communicate and promote USA programs. The interactions also led to the collection of feedback and the identification of students interested in assuming leadership roles, volunteering, or engaging in other forms of involvement.

During the meeting with the librarians, USA learned more about the updated services and operation hours the library currently offers. We initiated collaboration for final's week programming, a book decoration contest and sharing of their student survey. In addition, USA and the library are working to continue addressing textbook affordability and promote citation workshop.

In addition, to further develop our collaboration with different departments, USA is expanding the roster of guest speakers for our weekly meetings, considering our team's goals. Looking ahead to winter

quarter, plans are underway to invite guest speakers and embark on a class visit project to strengthen the connection with students.

SSC FOOD PANTRY AND WEST SEATTLE FOOD BANK:

Our campus Food Pantry partnered with the West Seattle Food Bank to organize the 4th annual Free Food Box distribution on Saturday, November 18 in our North parking lot. We provided 500 boxes of free turkey, produce and dairy products to all students, faculty, staff and other community members.

NORTHWEST AFRICAN AMERICAN MUSEUM VISIT:

USA is organizing a field trip to Northwest African American museum on Thursday, November 30, from 2-4 pm. Our Equity, Diversity, and Inclusion officer, Jonathan Toledo, has organized this program to help us explore diversity resources in our community and provide better support for students interested in local Black history. We are aiming to register at least 15 students.

USA & PRESIDENT'S CABINET - NOVEMBER 7:

USA officers had our first meet and greet with Cabinet members to introduce ourselves, share our specific goals and learn more about initiatives, current projects administrators are working on. Acting President Sayumi Irey and Vice President of Student Services Joe Barrientos provided us more comprehensive information for the financial structure changes, available grants and financial resources that USA can promote out to students.

USA President Quynh Nguyen will attend the Active Listening hosted by Acting President Dr. Sayumi Irey and her Cabinet members on December 5 from 1:30 to 3pm.

Quynh Nguyen
USA President, South Seattle College

NORTH SEATTLE COLLEGE

OFFICE OF THE PRESIDENT

206.934.3605 | www.northseattle.edu | 9600 College Way North, Seattle, WA 98103

REPORT

To: Board of Trustees
From: Dr. Rachel Solemsaas, Interim President, North Seattle College
Meeting Date: December 14, 2023
Subject: Report – December Board of Trustees Meeting

STUDENT SUCCESS

College in the High School Receives Accreditation
The College in the High School program at North Seattle College received state accreditation through 2026 and will be applying for national accreditation this year from the National Association of Concurrent Enrollment Partnerships. NSC offers ENGL& 101, ENGL& 111, ENGL 151, and AME 151 through the program. This program has a proven record of serving historically underrepresented students and serves as a pathway into college for these students.

PARTNERSHIPS/EXTERNAL AFFAIRS

NSC President Receives Award from Dawson Place
Dawson Place, a child advocacy center in Snohomish County, presented Dr. Rachel Solemsaas, North Seattle College interim president, with its Secure the Future Award during its 11th Annual Luncheon on November 9 in Everett. The honor was given to Dr. Solemsaas for her guidance during the company's infancy and her continuous dedication and support helping Dawson Place provide help, hope and healing to abused children. Dawson Place is a nonprofit organization that provides safety and justice to victims of child physical and sexual abuse, assault, and neglect.

PRIDE POINTS

NSC Students Win Best Use of Technology Award at NASA Space Apps Challenge
Four NSC students, two of whom are in the Louis Stokes Alliances for Minority Participation (LSAMP) program, won an award at the Seattle NASA Space Apps Challenge. NSC students – Vlad Andral, Computer Science and LSAMP student; Sebastian Rios, Engineering and LSAMP student; Riko Niyomwungere, Computer Science student and LSAMP alum; and Zane Schaffer, Computer Science student participated in the NASA Space Apps Challenge on October 7-8. Their project, Moon Glow, won the award for Best Use of Technology, which was awarded to the project that exemplified the most innovative use of technology.

LSAMP Students Attend SACNAS Conference
Nine LSAMP students attended the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) conference in Portland, OR on October 26-28. Two of the students presented their research at the conference. The SACNAS conference is the nation's largest multidisciplinary and multicultural STEM conference in the country. The program is a great place for Black and Brown students to present and engage in discourse around STEM, build important networks, and gain professional and academic skills. Most importantly, given the vision and values of the conference, the program helps augment students' STEM identities.

SOUTH SEATTLE COLLEGE

OFFICE OF THE PRESIDENT

206.934.5311 | www.southseattle.edu | 6000 16th Avenue SW, Seattle, WA 98106

REPORT

To: Board of Trustees

From: Dr. Sayumi Irey, Acting President of South Seattle College

Meeting Date: December 14, 2023

Subject: Report – December 2023 Board of Trustees Meeting

EQUITY, DIVERSITY, INCLUSION, & COMMUNITY

EDIC Creates Indigenous Scholars Program: South's EDIC Team created a new South Indigenous Scholars Program and the first meeting was held on November 9. This is the first program for South centered around Indigenous student success. Food was provided, and conversation was shared surrounding what student success looks like with an emphasis on an Indigenous lens.

STUDENT SUCCESS

South Celebrates First Generation Day: On November 8, 2023, South Seattle College celebrated National First-Generation Day. With approximately 42% of South's student body comprised of first-generation students and many staff and faculty also identifying as first-gen, the campus embodies a community of trailblazers. In celebration of this special day, staff and faculty shared their insights on navigating higher education as first-gen students and why they are proud to be first-gen. Their experience was shared with students through email, social media, and digital posters around campus.

Veterans Student Center Reopens: Veterans Day was celebrated at South with a celebration catered by a veteran-owned business. In addition to honoring our veteran students and colleagues, the celebration marked the reopening of our Veterans Student Center on main campus. The center is a place for veteran students to connect and build community while accessing information on resources and educational opportunities.

Students Meet with College Leadership: Acting President Sayumi Irey, Vice President of Student Services Joe Barrientos, and Interim Vice President of Instruction Wendy Rockhill met with students on November 7 to discuss student issues and questions. The opportunity was organized by South's United Student Association (student government).

PARTNERSHIPS

South Partners with Food Bank to Feed Community: In what has become an annual tradition, South Seattle College teamed up with the West Seattle Food Bank to distribute free turkeys, produce and dairy products to students and community members on November 18 to address food insecurity in our communities and ensure folks have food over the holiday weekend. All 500 food boxes were distributed.

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Equity Summit Held at South: BECU held their 3rd Annual Equity Summit in South's Brockey Center on Dec. 5. Dr. Irey gave welcome remarks to the gathering of regional leaders in equity work in public and private industry. Former United States Secretary of Housing and Urban Development Julian Castro was the keynote speaker.



Dr. Sayumi Irey
Acting President, South Seattle College

SEATTLE CENTRAL COLLEGE

OFFICE OF THE PRESIDENT

206.934.5417 | www.seattlecentral.edu | 1701 Broadway, Seattle, WA 98122

REPORT

To: Board of Trustees

From: Dr. Bradley Lane, Interim President of Seattle Central College

Meeting Date: December 14, 2023

Subject: Report – December Board of Trustees Meeting

EQUITY, DIVERSITY, INCLUSION, & COMMUNITY

First-Generation Day: On November 8, TRIO hosted a first-generation event commemorating the signing of the Higher Education Act in 1965, which created federal programs that promoted access to college for limited-income and first-generation college students. Interim President Dr. Bradley Lane signed a proclamation dedicating November 8 as First-Gen day at Seattle Central.

PARTNERSHIPS

Food Truck Wednesdays: Seattle Central has partnered with local restaurants to provide staff and students with on-campus food options this quarter. Over an 8-week period, more than 500 customers used the food services.

Black Nativity: For the first time in a decade, Intiman Theatre will revive the production of Black Nativity held at Broadway Performance Hall between December 12-30. Through the partnership with Intiman Theatre, Seattle Central College faculty, staff, and students can purchase tickets for $5.

PRIDE POINTS

First year **Apparel Design & Development students** showcased their first garment construction project this month. Using a basic pattern and wool fabric, students assembled a straight skirt featuring techniques such as lapped zipper installation, inserted lining, back vents, and finished waistbands.

Public Broadcasting Service (PBS) filmed a student registering for Seattle Culinary Academy classes this month. The series Opportunity Knock$ pairs families with financial experts who provide actionable advice and community resources to break down barriers and help people build better financial lives. This episode highlights how an affordable community and technical education can lead to middle class wages.



Dr. Bradley Lane
Interim President, Seattle Central College