

A Review of Accreditation

Seattle Colleges Board of Trustees

Thursday, January 14, 2021

By

Shouan Pan & Chemene Crawford

Questions To Consider

1. How is accreditation model related to the curricular process at Seattle Colleges?
2. How is accreditation model related to the organizational structure at Seattle Colleges?
3. How does accreditation model impact District's strategic priorities: improving student success and ensuring the District's financial solvency and sustainability ?

Accreditation in the US

1. The United States does not have a centralized authority exercising singular national control over postsecondary educational institutions.
2. Within the scope of authority by the US Dept. of Ed, an accreditation agency grants institutional accreditation by conducting **nongovernmental peer evaluation** of educational institutions and programs.

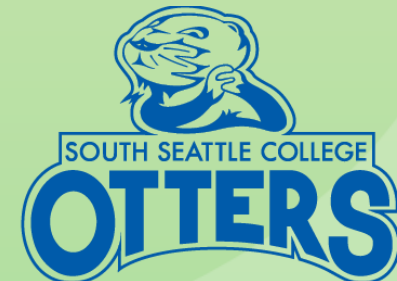
Accreditation in the US

3. The granting of accreditation provides a stamp of approval for recognizing educational institutions for performance, integrity, and quality that entitles them to the confidence of the educational community and the public.
4. Accreditation is a nongovernmental activity, but recognition is a governmental function.

Functions of Accreditation

Accreditation serves several major purposes:

1. Assuring quality
2. Access to federal and state funds
3. Engendering public confidence
4. Facilitating transfer



Types of Accreditation

There are three basic types of educational accreditation:

1. Institutional accreditation normally applies to an entire institution.



2. National accreditation accredit single-purpose institutions such as business or information technology institutes, or that have a clear thematic mission, such as faith-based institutions, distance education institutions, or liberal arts colleges.



3. Specialized or programmatic accreditation normally applies to programs, departments, or schools that are parts of an institution, generally specialized or vocational programs



NW Commission of Colleges and Universities

Mission

The NWCCU accredits institutions of higher education by applying evidence-informed standards and processes to support continuous improvement and promote student achievement and success.

To achieve this mission, NWCCU promotes student achievement, learning, and success; seeks to close equity gaps and enhance educational quality and institutional effectiveness; facilitates analytical self assessment and critical peer review; ensures accountability and transparency; and advances research and engagement.

NWCCU

At the current time, NWCCU accredits higher education institutions in Alaska, Idaho, Montana, Nevada, Oregon, Utah, and Washington. NWCCU also accredits programs offered via distance education within these institutions.

NWCCU Accreditation Process

Accredited institutions must:

1. Submit an Annual Report.
2. Year Three: Undergo a Mid-Cycle Self-Evaluation Report and Visit
3. Year Six: Policies, Regulations, and Financial Review (PRFR).
4. Year Seven: Evaluation of Overall Institutional Effectiveness.

NWCCU Accreditation Standards

Standard One: Student Success and Institutional Mission and Effectiveness: Institutional Mission; Improving Institutional Effectiveness; Student Learning and Student Achievement.

Standard Two: Governance, Recourses, and Capacity Governance, Policies and Procedures: Institutional Integrity, Financial Resources; Human Resources, and Student Support Resources; Library and Informational Resources; Physical and Technological Infrastructure.

NWCCU Key Features for 2020 Standards for Accreditation

1. Student success and closing equity gaps are at the core, including showing disaggregated student outcome data.
2. Institutions must demonstrate their capacity for long-term sustainability.
3. New processes are in place to allow for adaptability and focused attention to support specific institutional needs.

Seattle Colleges Accreditation Status

South Seattle College:

The College's accreditation was reaffirmed in June 2019. Its mid-cycle visit is scheduled for Spring 2022.

Seattle Central College:

The College's accreditation was reaffirmed in Jan. 2020. Its mid-cycle review is scheduled for fall 2022.

North Seattle College:

The College's accreditation was reaffirmed in 2016, with its mid-cycle visit completed in Feb. 2019. It is up for reaffirmation in Spring 2023.

Accreditation and Curricula Processes at Seattle Colleges

1. Curricular development is initiated and maintained collaboratively by the faculty and academic administrators.
2. The current separate accreditation processes create separate curricular processes across the district.
3. The current separate curricular processes have resulted in different student placement processes at our three colleges.
4. The separate curricular process create different course sequence, pre- and co-requisites (course and program) and learning outcomes for similar courses and programs across the district.

NWCCU's Position on Single vs Separate Accreditation in a Multi-College District

1. NWCCU does not discourage or encourage single or separate accreditation in a multi-college district. Both models exist today.
2. NWCCU does not dictate a particular institutional culture, or recommend an accreditation model. It focuses on how colleges meet accreditation standards.
3. Multi-colleges with separate accreditation should demonstrate benefits for students when considering moving to one accreditation.
4. Multi-colleges with separate accreditation should never be motivated by saving accreditation fees when considering one accreditation.

Rationale for Considering One Accreditation

Exploring one accreditation stems from a set of key questions:

1. Will one accreditation create a better student experience and improve student success, especially for BIPOC students?
2. Will one accreditation help reduce overhead and achieve greater economies of scale?
 - Will one accreditation provides the opportunity for Seattle Colleges to grow as a system?
 - Will one accreditation minimize internal competition and eliminate duplicated expenditures?

Rationale for Considering One Accreditation

3. As more postsecondary colleges are merging across the country, some colleges are moving to single accreditation. For example:

- Dallas County CC's seven colleges just moved to one accreditation.
- All community colleges in Maine have moved to single accreditation.
- Connecticut is exploring the same move.

WA's Peer Colleges Comparison

College	# of Senior Leaders (deans & above)	Total Student FTES	Accreditation Status	# of FTES per senior leader	# of Senior Leader per college
Seattle Colleges	59.5 (regular) plus 4 (self-supported)	15,525	Separate	261	19.8
Spokane Colleges	37	12,286	Separate	332.1	18.5
Pierce College	29	8,165	Single	281.6	14.5
Bellevue College	31	11,515	Single	371.5	31
Highline College	19	7,074	Single	372.3	19
Clark College	22	7,478	Single	339.9	22
Green River College	26	8,851	Single	340.4	26

Steps for Exploring One Accreditation

Jan. 2021: Hire a third-party consultant(s) to help conduct an objective feasibility study.

Feb-March 2021: Engage stakeholders in gathering feedback via different methods, including:

- Open forums with faculty and staff
- Focused sessions with instructional and student services administrators.
- Sessions with college councils
- Student focus groups

Steps for Exploring One Accreditation

- Engagement with the District Faculty Shared Governance Committee
- Conduct surveys

April 2021: Compile feedback from engagement and compose reports and presentation to the Board of Trustees.

May 2021: Present findings to the Board for initial review.

June 2021: The Board makes a final decision.

Discussion

1. How is accreditation model related to the curricular process at Seattle Colleges?
2. How is accreditation model related to the organizational structure at Seattle Colleges?
3. How does accreditation model impact District's strategic priorities: improving student success and ensuring the District's financial solvency and sustainability ?

SEATTLE COLLEGES DISTRICT BOARD OF TRUSTEES
February 11, 2021

STUDY SESSION	1:30 p.m.	Zoom
REGULAR SESSION	3:00 p.m.	Zoom

STUDY SESSION AGENDA

1:30 p.m. EXECUTIVE SESSION

- A. Litigation Update
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;
- B. Negotiations Update
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.

2:00 p.m. OPEN SESSION

- A. Accreditation presentation follow-up and discussion questions

Tab 1

REGULAR MEETING AGENDA

3:00 p.m.	CALL TO ORDER	
3:00 p.m.	LAND ACKNOWLEDGMENT	
3:00 p.m.	ACTION / Approval of Agenda	Tab 2
3:05 p.m.	PUBLIC COMMENTS <i>The oral public comment period will be limited to 15 minutes. Speakers will be limited to 2 minutes per person. Advance sign-up for oral comments is requested by emailing Rebecca.hansen@seattlecolleges.edu . 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 comment at the next public meeting.</i>	
3:20 p.m.	PRESENTATION Science Lab Simulations under COVID-19 <i>Presenters: Mr. Cody Roland, STEM Lab Technician at SCC; Dr. Nazanin Ruppender, Physics Instructor at SCC; Kristen Mickelson, Physics Student at SCC</i>	Tab 3
3:35 p.m.	ACTION ITEMS	
	A. Minutes from January 14, 2021	Tab 4
	B. Construction Industry Safety Council Apprenticeship Agreement	Tab 5
	C. Puget Sound Electrical Apprenticeship Agreement	Tab 6
3:50 p.m.	INFORMATION ITEMS	
	A. Policy 390, Research at Seattle Colleges – First Reading	Tab 7
	B. Budget Report	Tab 8
	C. Workforce Demographics Report	Tab 9
4:30 p.m.	ORAL REPORTS	Written Reports-Tab 10
	A. <u>Student Board Representatives</u>	

1. Maryam Nuraliyeva, Seattle Central College
2. Leah Scott, North Seattle College
3. Mahsa Mohajeri, South Seattle College

B. Labor Union Representatives

1. Annette Stofer, AFT Seattle Community Colleges
2. Diane Ellis, WFSE
3. Cody Hiatt, AFT-SPS

C. Chancellor's Report

D. Chair's Report

E. Trustees

F. College Presidents, Vice Chancellors

1. Chemene Crawford, Interim President of North Seattle College
2. Sheila Edwards Lange, President of Seattle Central College
3. Rosie Rimando-Chareunsap, President of South Seattle College
4. Kurt Buttleman, Vice Chancellor of Academic and Student Success
5. Jennifer Dixon, Vice Chancellor of Human Resources
6. Choi Halladay, Vice Chancellor of Finance and Operations
7. Kerry Howell, Vice Chancellor of Advancement
8. Cindy Riche, Associate Vice Chancellor and Chief Information Officer

5:00 p.m. ADJOURNMENT

The next meeting of the Board of Trustees will be held on Thursday, March 11, 2020 at North Seattle College. There will be a Study Session at 1:30 p.m., and the Regular Meeting will follow at 3:00 p.m.

EXECUTIVE SESSIONS

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.



Online Teaching for Chemistry

“TRIAGE DURING A PANDEMIC”

Courses

- **Chem&121** – General Chemistry for Non-Majors, directed at Allied Health students
 - Spring 2020: LC200 – combination of Chem&121 and Bio&241
 - New course co-taught with Jay McLean-Riggs
 - Labs were originally developed to be interdisciplinary and update the Chem&121 lab curriculum geared towards allied health track
- **Chem&161** – General Chemistry for Majors (first of a 3-quarter sequence)

Laboratory Outcomes (Chem&121 and Chem&161)

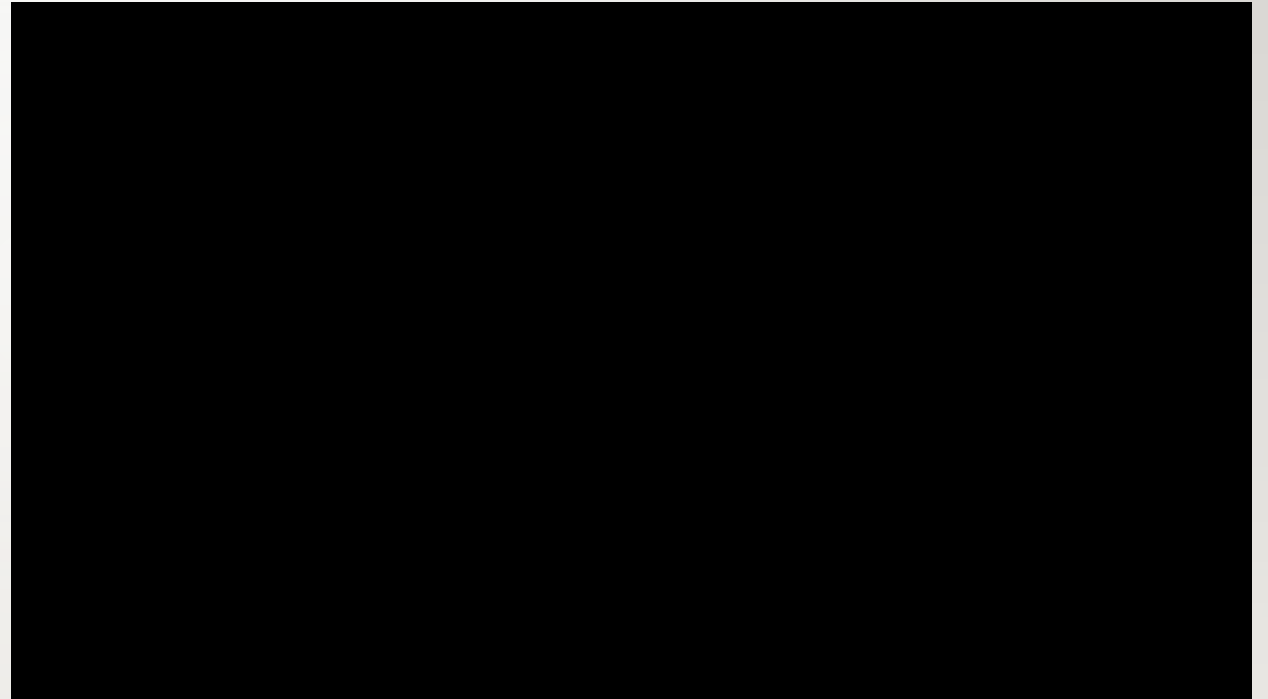
- Apply the scientific method and **use empirical data and observations to construct a sound scientific explanation.**
 - back up your opinion with data
- **Distinguish between macroscopic observables and the underlying microscopic properties of matter**
 - interpret the data you gather
- **Develop good laboratory practices** in conducting experiments and reporting experimental results (including the proper application of significant figures, precision, and accuracy)
 - Gather meaningful, not misleading data. And don't hurt yourself or others in the process

Implementation - Simulations

- **BeyondLabz** – www.beyondlabz.com Not free (but covered by student lab fees). Requires software installation.
 - Most “bang for buck” – has several lab “environments” that we could adapt our labs to
 - Cost covered by lab fees
- **PhET** – <https://phet.Colorado.edu> free, provided by UC Boulder. Web-based, does not require software installation. Some require flash, which is being phased out.
 - Simulations often simplistic and limited: https://phet.colorado.edu/sims/html/ph-scale/latest/ph-scale_en.html
- Lab manuals were adapted to fit within the parameters of the simulation to follow learning outcomes as best as possible

Implementation – Kitchen Demos

- Instructions provided for students to do on their own if they wish, but not required due to equity issues.
- Demos were conducted to show “real life” applicability of material (also engaging and breaks up the monotony of screen time).



Successes

- **Outcome met:** Distinguish between macroscopic observables and the underlying microscopic properties of matter.
 - Post-lab questions still connect observables to theory
 - *“The “calorie used to measure the caloric content of foods is actually a kilocalorie (kcal) or 4184 kJ. Given your results, if you wanted to limit the number of calories you eat in a day, what would you be more concerned about, sugar or fat? Why? “*
- Demos help with engagement while online
- Flexibility of virtual labs allows for more teaching time
- Students can have multiple attempts and complete labs late (not always possible due to set-up restrictions with in-person labs)

Shortcomings

- **Outcome not met:** “use empirical data and observations to construct a sound scientific explanation”
 - Simulated data are often unrealistic.
 - When asked to explain sources of error, students often rightfully blame limitations of the software (as opposed to pretending it’s real and thinking more critically)
- **Outcome not met:** “develop good laboratory practices”
 - Not possible in simulations. Benches cleaned with a click. No proper waste disposal.
 - Simulations control how things are poured and measured. These are critical skills for both the allied health and majors sequences. Not possible to assess skill (usually done based on accuracy scores, which are randomly generated in a simulation)

Shortcomings

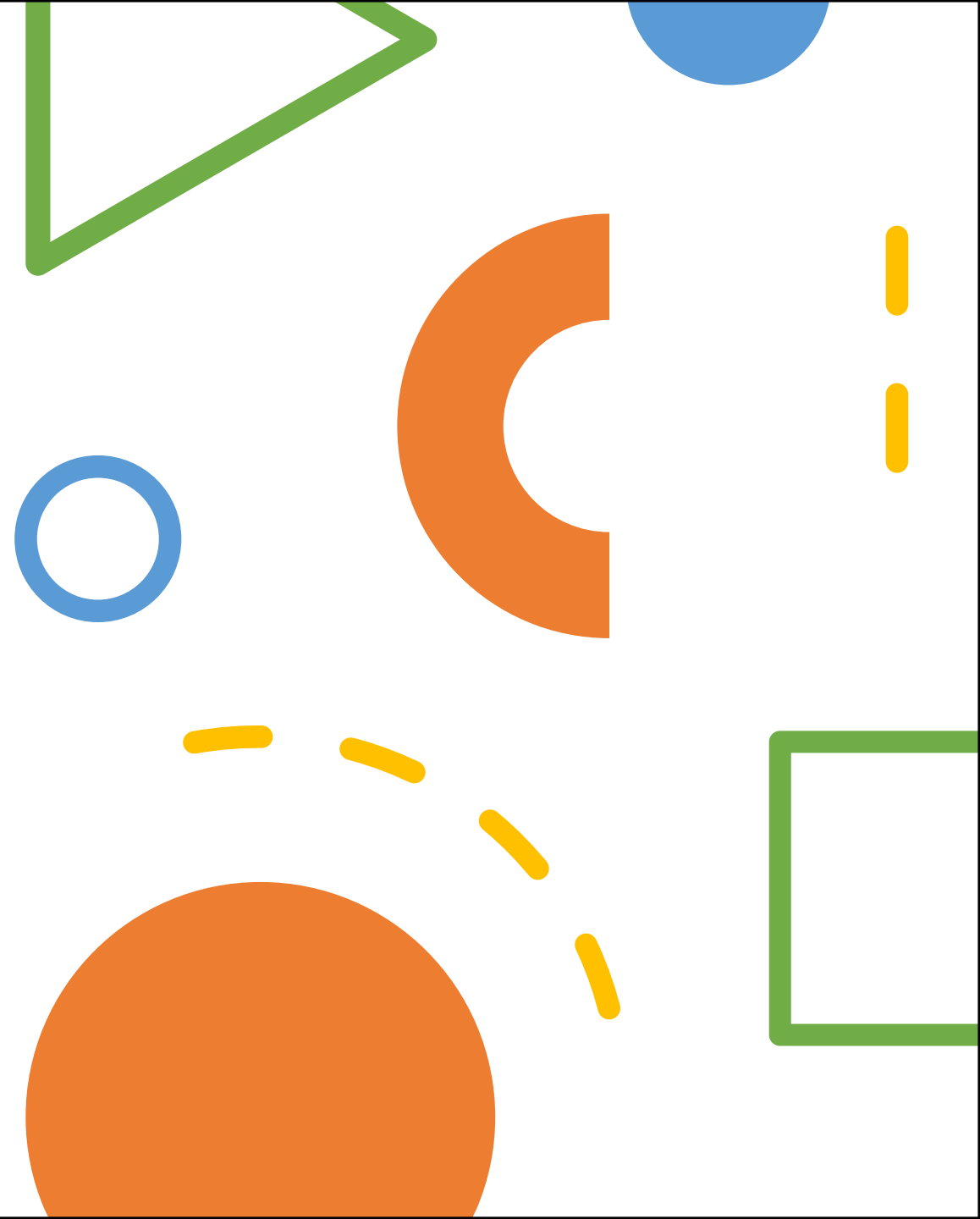
- Simulations are rigid, limited by available experimental environments
 - Not possible to implement innovative, cross-disciplinary labs
- **Installation problems with chromebooks**
 - Many students need to borrow chromebooks for school, which limit software installation
 - Remote access options available, but fraught with issues
 - Free/no-installation simulations are simplistic to the point of being unusable.
 - **Virtual labs are an equity problem!**

Student Experience

- Appreciate the flexibility
 - *"It's nice that I don't have to be in lab for 3 hours"*
- "Easier" than in-person labs
 - *"Doing labs online is way easier"* – likely because we cannot enforce certain outcomes
- Would vastly prefer in-person labs
 - *"Online labs are kinda dumb bc u know its not real"*
 - *"I don't mind the online classes, but I wish we could still do the labs"*
 - *"I don't understand why we have to pay for lab if there is no lab"*
 - *"I'm gonna wait to sign up until we can have real labs"*
- Concern about future – Kristin Mickelson

Logistics of Online STEM Labs

Question: How do we teach science labs, which are typically hands-on experiences in controlled environments, virtually?



Seattle Central STEM Course Examples

- Biology
 - Biol&160 – General Biology w/ Lab
- Chemistry
 - Chem&16X (series) – General Chemistry w/ Lab
- Earth and Environmental Science
 - Envs 204 – Soil Science
 - Geol&101 – Intro Physical Geology
- Physics and Engineering
 - Engr 110 – Engineering Orientation
 - Phys&22X (series) – General Physics w/ Lab

Spring 2020 Strategies

- No clear solution, “Remote Labs” still a niche market
- Online Software/Simulations
 - Free and Open-Sourced
 - Paid by Seat or Site License
 - Disadvantage - More screen time, no hands-on practice, not realistic
- Course/Lab Kits
 - Vendor-Manufactured
 - College-Prepared (assembled by college employees, e.g., Lab Technicians)
 - Disadvantage - Distribution methods, need to ensure safety

Lessons Learned Through Iteration

- Not all lab software/simulations are made equally
 - Levels of animation and intuitiveness
 - Different hardware requirements
 - Limited subjects, topics, and activities
- Shipping is the most effective strategy for distributing course/lab kits
 - Distribution needs still vary by student
 - Requirements and restrictions differ by parcel service/shipping destination
 - International students remain a group difficult to distribute kits to due to customs, borders, and distance

Spring 2021 Strategies

- **Ensure safety and equity**
- Remember – The ultimate goal of lab is to teach, learn, and practice the scientific method
- **Online Software/Simulations**
 - Browser-based (and or accessible by various devices)
 - Use a single platform to reduce the number of login portals
- **Course/Lab Kits**
 - Provide distribution accommodations (specific parcel service, on-campus pickup, etc.)
 - Alternative activities for students we can't successfully distribute to

Lab Examples and Remote Lab Demo

- Online Software/Simulations

- BeyondLabz, www.beyondlabs.com – Chemistry
- Labster, www.labster.com – Biology
- Vernier and Pivot Interactives, www.pivotinteractives.com – Physics
- PhET, <https://phet.colorado.edu/> – Various Subjects

- Course/Lab Kits

- Balsa Bridge Kits – Engineering
- Plant and Soil Kits – Botany and Environmental Sciences
- Rock and Mineral Kits – Geology
- Beachcomber's Guides – Marine Biology
- Molecular Model Kits - Chemistry

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January 14, 2020

STUDY SESSION	1:30 p.m.	Zoom
REGULAR SESSION	3:00 p.m.	Zoom

STUDY SESSION AGENDA

EXECUTIVE SESSION

Chair Hill called for a 30-minute Executive Session at 1:31pm.

A. Litigation Update

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;

B. Negotiations Update

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OPEN SESSION

Chair Hill welcomed participants to the open study session at 2:00.

A. District Expenditure Analysis

Chancellor Pan and Vice Chancellor Halladay shared data on expenditures from the past five years. This data is available on our District website. Trustees asked questions and requested additional data.

B. Upcoming Events

Earnest Phillips told Trustees about the program for the upcoming MLK event and encouraged participation. Rebecca Hansen asked Trustees if they would like to volunteer as a mentor for an

upcoming networking event for students at Seattle Central College. Rebecca Hansen also reminded Trustees of the upcoming ACT winter conference.

REGULAR MEETING AGENDA

CALL TO ORDER

Chair Hill called the meeting to order at 3:00pm.

ATTENDANCE: Shouan Pan, Steve Hill, Rosa Peralta, Louise Chernin, Teresita Batayola, Robert Williams, Sheila Edwards Lange, Rosie-Rimando-Chareunsap, Chemene Crawford, Derek Edwards, Jennifer Dixon, Kurt Buttleman, Choi Halladay, Earnest Phillips, Lilia Fomai, Rebecca Hansen, Annette Stofer, Malcolm Grothe, Diane Ellis, Katherine Hinkelman, Chad Miles, Chris Conley, Cindy Riche, Cody Hiatt, Kerry Howell, Carolina Forrero, Tracy Furutani, Jill Lane, Erin Gibbons, Davene Eyres, Peter Lortz, Zahra Alavi, Julianne Degeyter, Trish Root, Vero Bererra-Kolb, Melody McMillan

LAND ACKNOWLEDGMENT

Rebecca Hansen read a land acknowledgment.

ACKNOWLEDGMENTS

Prior to approving the agenda, Chair Hill acknowledged actions in our country locally and in D.C. and the impact they are having on our collective conscience. He encouraged people to read, learn and dialogue; and he shared a statement from the Ford Foundation.

Trustee Batayola congratulated Trustee Chernin on her retirement from the Greater Seattle Business Association. Her career has had widespread impact in the business community, in our city's work for equity, and in scholarships and support for students at Seattle Colleges. Louise Chernin thanked Trustee Batayola and shared that it is an honor to serve on the Board for Seattle Colleges. She emphasized that educational equity is paramount for opportunity and a thriving community.

ACTION / Approval of Agenda

Trustee Chernin made a motion to approve the agenda. Trustee Batayola seconded. The motion passed 5-0.

PUBLIC COMMENTS

Michael Steffancin sent a statement to be read to the Board encouraging the administration to use local funds to address faculty demands.

Stephen Coates-White wrote a statement to be read to the Board. In it, he discussed student Counseling and mental health needs. He also raised faculty concerns about ASI, PT/FT percentages, and workload equity issues.

Althea Lazzaro submitted a written statement regarding concerns about single-accreditation.

Tracy Lai's written statement advocated for investment in faculty and discouraged austerity. They asked for support for the use of local funds to meet the financial demands of faculty.

David Krull submitted a written statement providing data analysis and asked for transparency in financial decision-making.

Trish Root, on behalf of North Seattle College Chairs of the Assessment, Program Review, and Curriculum & Academic Standards Committees

Holly Gilman spoke about the enrollment decline this quarter and the impact of section losses on the English department. The loss of half or all of the income for those sections had profound impacts on faculty and students.

Beth Mckelvey has taught at Seattle Colleges for 22 years. She teaches ESL in the BTS division. She spoke in support of workload equity. She urged use of local funds to pay faculty more.

Vero Barrera-Kolb began a collective statement by standing in solidarity of frontline workers.

Helena Ribeiro stated that the position statement was developed to organize rank and file employees and build solidarity among all workers at all levels of academia.

Anna Hackman shared that different sectors of faculty, staff and students have been differentially impacted by the pandemic. She spoke about systemic issues that work to divide labor solidarity.

Katy Dichter spoke about workplace precarity and worsening working conditions. The threats faculty are facing are not new but are more precarious than ever.

Zahra Alavi spoke about loss of wages and benefits. Union agreements are important security commitments. She emphasized that responsibility lies disproportionately with the faculty to fight for protections and security. Faculty are being asked to do more with less. She urged the colleges to provide more for faculty, not less.

Erin Gibbons, spoke about decreases in state and federal funding. Tuition rates have gone up over that time. Performance metrics increasingly dictate funding. Faculty become increasingly responsible for enrollment and budget problems, as well as incurring personal expenses for their instruction resources.

Sharon Spence-Wilcox spoke about how the pandemic has crumbled our economy and the prestige economy of higher education. She spoke about stipend-based work and the inequities of work distribution for committee work.

Dave Ellenwood spoke about the shift in modalities from in-person to remote learning. He talked about online education and the privatization and reliance upon a capitalist system of public education.

Carolina Forero communicated the desire for coalition building against neo-liberal austerity. She made a call to action for administrators to support employees.

Chris Conley responded to the expenditure analysis that was presented during the study session. He outlined ways faculty have been reduced.

PRESENTATION

Livechat: A Virtual Solution for Integrated Student Service
Presenters: Nick Albritton, Assistant Director of New Student Services at SSC; Vanessa Calonzo, Director of New Student Services at SSC

ACTION ITEMS

A. Minutes from December 17, 2020

Trustee Batayola made a motion to approve the minutes. Trustee Peralta seconded. The motion passed 5-0.

B. Authorization for NSC Affordable Housing ENA

Trustee Chernin made a motion to authorize North Seattle College to enter into an Exclusive Negotiating Agreement with Bellweather Housing/Chief Seattle Club. Trustee Batayola seconded. The motion passed 5-0.

This recommendation will be submitted to the State Board for their action. The language of the ENA will be presented to the Seattle Colleges Board of Trustees for approval in February.

INFORMATION ITEMS

A. Fall Enrollment

The Fall Quarter report and highlights were included in the packet. Vice Chancellor Buttleman reported on current Winter enrollment data Those final numbers will be shared with the board when available.

B. Budget Report

Vice Chancellor Halladay included the data and highlights in the board packet. He shared analysis on the Governor's proposed budget and information on the stimulus package and its effect on Seattle Colleges.

C. ctcLink Deployment update

The recommendation to 'Go Live' on February 22 was approved by the Chancellor's Executive Cabinet and will be forwarded to the statewide steering committee.

D. Accreditation Primer

Interim President Chemene Crawford and Chancellor Pan presented general information on Accreditation: what it is, how it works, and how it shapes us as an institution. Chancellor Pan recommended hiring a third-party to engage stakeholders for an independent assessment of whether or not Seattle Colleges would serve students better through one single accreditation. Chancellor Pan expects to bring a follow-up report to the Board of Trustees in May 2021.

Trustees asked for additional information and asked for further discussion during the February 2021 study session.

ORAL REPORTS

A. Student Board Representatives

Maryam Nuraliyeva, Seattle Central College, reported a successful start to winter quarter. ASC is hosting several events this quarter including an open forum about the ctcLink transition.

B. Labor Union Representatives

Annette Stofer, AFT Seattle Community Colleges, thanked faculty for their public comments. She spoke about hopefulness for working together under the new Presidential Administration.

C. Chancellor's Report

Chancellor Pan highlighted the work of Dr. Yilin Sun. He also shared a scorecard for marking progress toward goals set by the Board for 2020-21. He invited feedback on the format and stated that leadership will use this format for the monthly reports.

D. Trustees

Trustee Batayola commented on the vaccine roll-out. She encouraged the colleges to partner with healthcare partners to provide sites for vaccine distribution.

Trustee Chernin added comments on the preparations for the transfer of power to the new Administration. She urged people to take care of one another and stay safe.

E. College Presidents, Vice Chancellors

Chemene Crawford, Interim President of North Seattle College, referred to her written report and added that NSC hosted civic engagement sessions for the community to respond to events at the U.S. Capitol. She reported that she is working with the Nurse's Association to see if NSC can be a site for vaccine distribution. Food for Life continues on-campus food distribution on Tuesdays.

Sheila Edwards Lange, President of Seattle Central College, reported that SCC does not have a parking lot with enough capacity to provide drive-through testing.

Rosie Rimando-Chareunsap, President of South Seattle College, reported that South was a Covid testing site and is open to partnering to provide a drive-through site for vaccinations. Dr.

Rimando-Chareunsap also reported on working with the AVPs of EDI to make headway on work toward the Chancellor's Equity 2023 goals.

Kerry Howell, Vice Chancellor of Advancement, asked Board Secretary Rebecca Hansen to share that WSECU has committed \$300K for BIPOC students in Seattle Promise and that the Equity Can't Wait Campaign Launch is on March 25.

Chair's Comments

Chair Hill shared his experience getting hit by a car and urged everyone to take extra care for their safety and pay extra attention during this time of distraction and additional stress.

ADJOURNMENT

The meeting adjourned at 5: 21pm.

The next meeting of the Board of Trustees will be held on Thursday, February 11, 2020 on Zoom. There will be a Study Session at 1:30 p.m., and the Regular Meeting will follow at 3:00 p.m.

EXECUTIVE SESSIONS

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.

MEMORANDUM

TO: Board of Trustees

FROM: Choi Halladay

DATE: February 11, 2021

SUBJECT: One-Year Construction Industry Training Council Apprenticeship Agreement

Background

Per District Policy 108, the Board of Trustees has reserved authority on entering into “any contract including any settlement agreement that involves payment by the district of a total amount of \$250,000 or more in any fiscal year, except public works contracts that are managed by another state agency.”

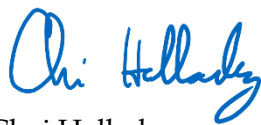
Seattle Colleges desires to enter into a one year contract with Construction Industry Training Council, for apprenticeship training, through the Georgetown Campus of South Seattle College. The annual cost of \$1,008,000 is comprised of 360 AFTE (at \$2800 per AFTE). The costs are being paid to provide all instructional costs incurred by the Construction Industry Training Council apprenticeship.

This agreement shall commence July 1, 2020 and shall terminate on June 30, 2021.

Recommendation

It is recommended that the Board of Trustees authorizes the Chancellor and his designee to enter into this one year contract, in the amount of \$1,008,000.

Submitted by:



Choi Halladay
Vice Chancellor, Finance & Operations

Transmitted to the Board with a favorable recommendation



Dr. Shouan Pan
Chancellor

MEMORANDUM

TO: Board of Trustees

FROM: Choi Halladay

DATE: February 11, 2021

SUBJECT: One-Year Puget Sound Electrical Apprenticeship & Training Trust Contract.

Background

Per District Policy 108, the Board of Trustees has reserved authority on entering into “any contract including any settlement agreement that involves payment by the district of a total amount of \$250,000 or more in any fiscal year, except public works contracts that are managed by another state agency.”

Seattle Colleges desires to enter into a one year contract with Puget Sound Electrical Apprenticeship & Training Trust, for apprenticeship training, through the Georgetown Campus of South Seattle College. The annual cost of \$1,134,000 is comprised of 405 AFTE (at \$2800 per AFTE). The costs are being paid to provide all instructional costs incurred by the Puget Sound Electrical Apprenticeship & Training Trust.

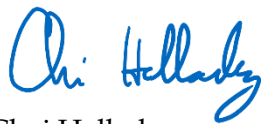
The costs of the contract will be offset by tuition payments of \$3.77 per contact hour as an option recommended by State Board guidance. Costs are also offset by State Board allocation based on target and weighted AFTE funding.

This agreement shall commence July 1, 2020 and shall terminate on June 30, 2021.

Recommendation

It is recommended that the Board of Trustees authorizes the Chancellor and his designee to enter into this one year contract, in the amount of \$1,134,000.

Submitted by:



Choi Halladay
Vice Chancellor, Finance & Operations

Transmitted to the Board with a favorable recommendation



Dr. Shouan Pan
Chancellor

MEMORANDUM

To: Board of Trustees

From: Kurt Buttleman, Vice Chancellor for Academic & Student Success

Date: February 11, 2021

Subject: Policy and Procedure 390 – First Reading

Background

This policy change is being proposed to facilitate a more efficient human subjects review process for research, evaluation, and data analysis projects which impact students or employees across the three Seattle Colleges by allowing for the review of these projects by a joint committee rather than requiring three separate reviews (one at each campus) as is the current situation.

We have an increasing number of projects which span the three colleges and having a district-wide review committee will help us expedite those reviews.

Recommendation

It is the recommendation of the administration for the Board of Trustees to review the proposed policy and procedure.

Submitted by:



Dr. Kurt R. Buttleman
Vice Chancellor for Academic and Student Success

Transmitted to the Board for Trustees with favorable recommendation.



Dr. Shouan Pan
Chancellor

NUMBER: 390

TITLE: Research at Seattle College District VI

Adopted Date: 1/9/1984 Last Revised: 11/12/2009

Seattle College District requires that any campus, division, unit or individual desiring to conduct research, evaluation, or data analysis projects requiring student ~~and/or staff~~ participation-interaction, such as surveys or interviews, must secure prior approval from the ~~appropriate administrator or president/vice chancellor~~ college human subjects review committee or the districtwide human subjects review committee.

Students ~~and staff~~ have the freedom to choose whether or not to participate in a research project. and must receive notice of their right to participate. Except as allowed by law, the District will protect the privacy of the subjects and maintain confidentiality of any of their personally identifiable information. ~~When appropriate, Seattle College District will ensure there are adequate provisions to protect the privacy of subjects and to maintain the confidentiality of data.~~ , as well as assurances that their individual participation will be kept reasonably confidential.

MEMORANDUM

TO: Board of Trustees

FROM: Choi Halladay

DATE: February 11, 2021

SUBJECT: Monthly Financial Summary - Information only

Background

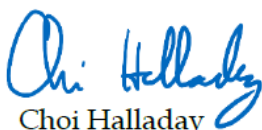
Seattle Colleges budgets and accounts for its funds in accordance with policies and procedures of the State of Washington Office of Financial Management (OFM) and the State Board for Community and Technical Colleges (SBCTC).

The attached Monthly Financial Summary provides summary data for all of the campuses and the District Office as of December 31, 2020.

Recommendation

It is recommended that this item be received as information only.

Submitted by:



Choi Halladay
Vice Chancellor of Finance & Operations

Transmitted to the Board with a favorable recommendation.

Dr. Shouan Pan
Chancellor

Operating Funds History and Projections

SEATTLE COLLEGES DISTRICT

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
SOURCES:			
State Allocation	\$ (33,802,447)	\$ (36,370,602)	8%
State Allocation/Capital	\$ (991,950)	\$ (991,950)	0%
Local Revenues:			
Tuition	\$ (17,300,105)	\$ (17,952,329)	4%
Fees	\$ -	\$ -	
Running Start	\$ (3,955,516)	\$ (3,860,186)	-2%
International, IEL	\$ (12,468,501)	\$ (7,275,498)	-42%
Other	\$ (6,792,939)	\$ 19,506	-100%
Revenue Transfers	\$ 999,462	\$ 244,572	-76%
Use of Reserves	\$ (2,656)	\$ -	-100%
SubTotal	\$ (39,520,255)	\$ (28,823,934)	-27%
Total	\$ (74,314,652)	\$ (66,186,486)	-11%

USES BY EXPENSE TYPE:

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Salaries/Wages	\$ 43,443,311	\$ 43,750,190	1%
Employee Benefits	\$ 14,802,502	\$ 15,143,883	2%
Contracted Services	\$ 102,533	\$ 290,459	183%
Supplies	\$ 6,177,963	\$ 5,333,624	-14%
Travel	\$ 186,395	\$ 21,571	-88%
Equipment	\$ 375,471	\$ 352,064	-6%
Grants to Students	\$ 962,553	\$ 497,336	-48%
Other	\$ (2,110,412)	\$ (3,162,455)	50%
DISTRICT TRANSFER	\$ -	\$ -	
Total	\$ 63,940,315	\$ 62,226,672	-3%

USES BY PROGRAM: *

EXPENSES BY PROGRAM	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Instruction	\$ 32,728,096	\$ 29,396,311	-10%
Primary Support	\$ 6,216,766	\$ 6,504,614	5%
Library	\$ 1,410,058	\$ 1,274,580	-10%
Student Svcs	\$ 6,178,023	\$ 5,569,242	-10%
Institutional Support	\$ 11,409,477	\$ 13,023,205	14%
Plant Ops. & Maint.	\$ 5,997,895	\$ 6,458,720	8%
Grand Total	\$ 63,940,315	\$ 62,226,672	-3%

* Instruction includes full-time faculty, part-time faculty and other instructional expenses

Note that budget changes between years are responsible for shifts in categories. E.g., some computer lab costs previously in instruction shifted to primary & institutional support. Timing of expenses and transfers cause other variances between years.

Primary Support includes academic admin., computer lab, institutional research, personnel development, academic admin., and curriculum development

Library expenses are for library and educational media expenses

Student Services expenses are for advising, counseling, assessment and financial aid expenses

Institutional support includes institutional management, public relations IT, fiscal services, HR, Legal, and Insurance expenses

Plant Operations and Maintenance include expenses for custodial, public safety, and maintenance staff and other plant related costs like utilities.

Operating Funds History and Projections

SEATTLE CENTRAL COLLEGE

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
SOURCES:			
State Allocation	\$ (16,359,280)	\$ (16,393,899)	0%
State Allocation/Capital	\$ (446,363)	\$ (446,363)	0%
	\$ -		
Local Revenues:	\$ -		
Tuition	\$ (7,320,879)	\$ (7,198,605)	-2%
Fees			
Running Start	\$ (1,699,812)	\$ (1,604,088)	-6%
International, IEL	\$ (7,190,051)	\$ (4,634,749)	-36%
Other	\$ (2,223,701)	\$ 8,559	-100%
Revenue Transfers	\$ (513)	\$ 422,925	-82542%
Use of Reserves	\$ -	\$ -	
SubTotal	\$ (18,434,957)	\$ (13,005,959)	-29%
TOTAL	\$ (35,240,599)	\$ (29,846,221)	-15%

USES BY EXPENSE TYPE:

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Salaries/Wages	\$ 16,832,370	\$ 16,266,849	-3%
Employee Benefits	\$ 5,946,448	\$ 5,858,439	-1%
Contracted Services	\$ 12,158	\$ 39,609	226%
Supplies	\$ 2,146,850	\$ 1,347,315	-37%
Travel	\$ 54,434	\$ 2,565	-95%
Equipment	\$ 170,457	\$ 323,837	90%
Grants to Students	\$ 496,355	\$ 180	-100%
Other	\$ (62,542)	\$ (1,175,648)	1780%
DISTRICT TRANSFER	\$ 4,127,325	\$ 4,401,715	7%
TOTAL	\$ 29,723,855	\$ 27,064,860	-9%

USES BY PROGRAM: *

EXPENSES BY PROGRAM	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Instruction	\$ 16,998,108	\$ 13,172,475	-23%
Primary Support	\$ 2,579,322	\$ 2,961,076	15%
Library	\$ 590,027	\$ 548,692	-7%
Student Svcs	\$ 2,592,387	\$ 2,484,448	-4%
Institutional Support	\$ 4,955,299	\$ 5,127,497	3%
Plant Ops. & Maint.	\$ 2,008,711	\$ 2,770,673	38%
Grand Total	\$ 29,723,855	\$ 27,064,860	-9%

* Instruction includes full-time faculty, part-time faculty and other instructional expenses

Note that budget changes between years are responsible for shifts in categories. E.g., some computer lab costs previously in instruction shifted to primary & institutional support. Timing of expenses and transfers cause other variances between years.

Primary Support includes academic admin., computer lab, institutional research, personnel development, academic admin., and curriculum development

Library expenses are for library and educational media expenses

Student Services expenses are for advising, counseling, assessment and financial aid expenses

Institutional support includes institutional management, public relations IT, fiscal services, HR, Legal, and Insurance expenses

Plant Operations and Maintenance include expenses for custodial, public safety, and maintenance staff and other plant related costs like utilities.

Operating Funds History and Projections

NORTH SEATTLE COLLEGE

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
SOURCES:			
State Allocation	\$ (9,828,919)	\$ (8,675,592)	-12%
State Allocation/Capital	\$ (247,988)	\$ (247,988)	0%
	\$ -		
Local Revenues:	\$ -		
Tuition	\$ (5,646,851)	\$ (6,391,130)	13%
Fees			
Running Start	\$ (1,090,113)	\$ (1,155,715)	6%
International, IEL	\$ (2,464,026)	\$ (1,022,061)	-59%
Other	\$ (1,822,963)	\$ 24,794	-101%
Revenue Transfers	\$ 1,000,000	\$ 445,322	-55%
Use of Reserves	\$ -	\$ -	
SubTotal	\$ (10,023,953)	\$ (8,098,791)	-19%
TOTAL	\$ (20,100,860)	\$ (17,022,371)	-15%

USES BY EXPENSE TYPE:

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Salaries/Wages	\$ 10,555,234	\$ 10,546,096	0%
Employee Benefits	\$ 3,691,630	\$ 3,802,309	3%
Contracted Services	\$ 6,546	\$ 53,116	711%
Supplies	\$ 1,166,451	\$ 981,078	-16%
Travel	\$ 25,857	\$ 313	-99%
Equipment	\$ 26,741	\$ 48,808	83%
Grants to Students	\$ 358,816	\$ 44,126	-88%
Other	\$ 133,624	\$ (1,038,413)	-877%
DISTRICT TRANSFER	\$ 2,849,820	\$ 3,191,243	12%
TOTAL	\$ 18,814,717	\$ 17,628,677	-6%

USES BY PROGRAM: *

EXPENSES BY PROGRAM	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Instruction	\$ 8,475,986	\$ 7,960,618	-6%
Primary Support	\$ 2,401,360	\$ 2,486,132	4%
Library	\$ 428,410	\$ 446,768	4%
Student Svcs	\$ 1,536,758	\$ 1,136,317	-26%
Institutional Support	\$ 3,866,755	\$ 3,804,421	-2%
Plant Ops. & Maint.	\$ 2,105,448	\$ 1,794,421	-15%
Grand Total	\$ 18,814,717	\$ 17,628,677	-6%

* Instruction includes full-time faculty, part-time faculty and other instructional expenses

Note that budget changes between years are responsible for shifts in categories. E.g., some computer lab costs previously in instruction shifted to primary & institutional support. Timing of expenses and transfers cause other variances between years.

Primary Support includes academic admin., computer lab, institutional research, personnel development, academic admin., and curriculum development

Library expenses are for library and educational media expenses

Student Services expenses are for advising, counseling, assessment and financial aid expenses

Institutional support includes institutional management, public relations IT, fiscal services, HR, Legal, and Insurance expenses

Plant Operations and Maintenance include expenses for custodial, public safety, and maintenance staff and other plant related costs like utilities.

Operating Funds History and Projections

SOUTH SEATTLE COLLEGE

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
SOURCES:			
State Allocation	\$ (7,282,291)	\$ (11,274,318)	55%
State Allocation/Capital	\$ (297,600)	\$ (297,600)	0%
	\$ -		
Local Revenues:	\$ -		
Tuition	\$ (4,332,375)	\$ (4,362,593)	1%
Fees			
Running Start	\$ (1,165,591)	\$ (1,100,382)	-6%
International, IEL	\$ (2,814,424)	\$ (1,535,675)	-45%
Other	\$ (1,806,825)	\$ 0	-100%
Revenue Transfers	\$ (25)	\$ -	-100%
Use of Reserves	\$ -	\$ -	
SubTotal	\$ (10,119,241)	\$ (6,998,650)	-31%
TOTAL	\$ (17,699,132)	\$ (18,570,568)	5%

USES BY EXPENSE TYPE:

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Salaries/Wages	\$ 9,772,181	\$ 9,013,108	-8%
Employee Benefits	\$ 3,231,718	\$ 3,062,045	-5%
Contracted Services	\$ 22,600	\$ 39,935	77%
Supplies	\$ 1,418,440	\$ 1,161,022	-18%
Travel	\$ 33,325	\$ -	-100%
Equipment	\$ 75,665	\$ 7,153	-91%
Grants to Students	\$ 107,382	\$ 452,680	322%
Other	\$ (145,622)	\$ (851,682)	485%
DISTRICT TRANSFER**	\$ 2,849,820	\$ 3,411,329	20%
TOTAL	\$ 17,365,508	\$ 16,295,591	-6%

USES BY PROGRAM: *

EXPENSES BY PROGRAM	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Instruction	\$ 7,704,767	\$ 6,469,817	-16%
Primary Support	\$ 1,392,025	\$ 1,422,566	2%
Library	\$ 391,733	\$ 286,457	-27%
Student Svcs	\$ 2,048,877	\$ 1,948,478	-5%
Institutional Support	\$ 3,920,565	\$ 4,281,759	9%
Plant Ops. & Maint.	\$ 1,907,540	\$ 1,886,515	-1%
Grand Total	\$ 17,365,508	\$ 16,295,591	-6%

* Instruction includes full-time faculty, part-time faculty and other instructional expenses

Note that budget changes between years are responsible for shifts in categories. E.g., some computer lab costs previously in instruction shifted to primary & institutional support. Timing of expenses and transfers cause other variances between years.

Primary Support includes academic admin., computer lab, institutional research, personnel development, academic admin., and curriculum development

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Plant Operations and Maintenance include expenses for custodial, public safety, and maintenance staff and other plant related costs like utilities.

Operating Funds History and Projections

DISTRICT

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
SOURCES:			
State Allocation	\$ (331,957)	\$ (26,792)	-92%
State Allocation/Capital	\$ -	\$ -	
	\$ -		
Local Revenues:	\$ -		
Tuition	\$ -	\$ -	
Fees			
Running Start	\$ -	\$ -	
International, IEL		\$ (83,013)	
Other	\$ (939,449)	\$ (13,846)	-99%
Revenue Transfers	\$ -	\$ (623,675)	
Use of Reserves	\$ (2,656)	\$ -	-100%
SubTotal	\$ (942,104)	\$ (720,534)	-24%
TOTAL	\$ (1,274,061)	\$ (747,327)	-41%

USES BY EXPENSE TYPE:

FISCAL YEAR	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Salaries/Wages	\$ 6,283,526	\$ 7,924,137	26%
Employee Benefits	\$ 1,932,707	\$ 2,421,090	25%
Contracted Services	\$ 61,229	\$ 157,799	158%
Supplies	\$ 1,446,223	\$ 1,844,209	28%
Travel	\$ 72,779	\$ 18,693	-74%
Equipment	\$ 102,608	\$ (27,734)	-127%
Grants to Students	\$ -	\$ 350	
Other	\$ (2,035,873)	\$ (96,712)	-95%
DISTRICT TRANSFER	\$ (9,826,964)	\$ (11,004,287)	12%
TOTAL	\$ (1,963,765)	\$ 1,237,544	-163%

USES BY PROGRAM: *

EXPENSES BY PROGRAM	YTD 12/31 2019	YTD 12/31/2020	Change % YTD
Instruction	\$ (450,765)	\$ 1,793,401	-498%
Primary Support	\$ (155,941)	\$ (365,159)	134%
Library	\$ (113)	\$ (7,338)	6397%
Student Svcs		\$ -	
Institutional Support	\$ (1,333,142)	\$ (190,471)	-86%
Plant Ops. & Maint.	\$ (23,804)	\$ 7,111	-130%
Grand Total	\$ (1,963,765)	\$ 1,237,544	-163%

* Instruction includes full-time faculty, part-time faculty and other instructional expenses

Note that budget changes between years are responsible for shifts in categories. E.g., some computer lab costs previously in instruction shifted to primary & institutional support. Timing of expenses and transfers cause other variances between years.

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Plant Operations and Maintenance include expenses for custodial, public safety, and maintenance staff and other plant related costs like utilities.



SEATTLE COLLEGES

Central · North · South

MISSION

As an open-access learning institution, Seattle Colleges prepares each student for success in life and work, fostering a diverse, engaged and dynamic community.

Seattle Colleges Workplace Profile

February 2021

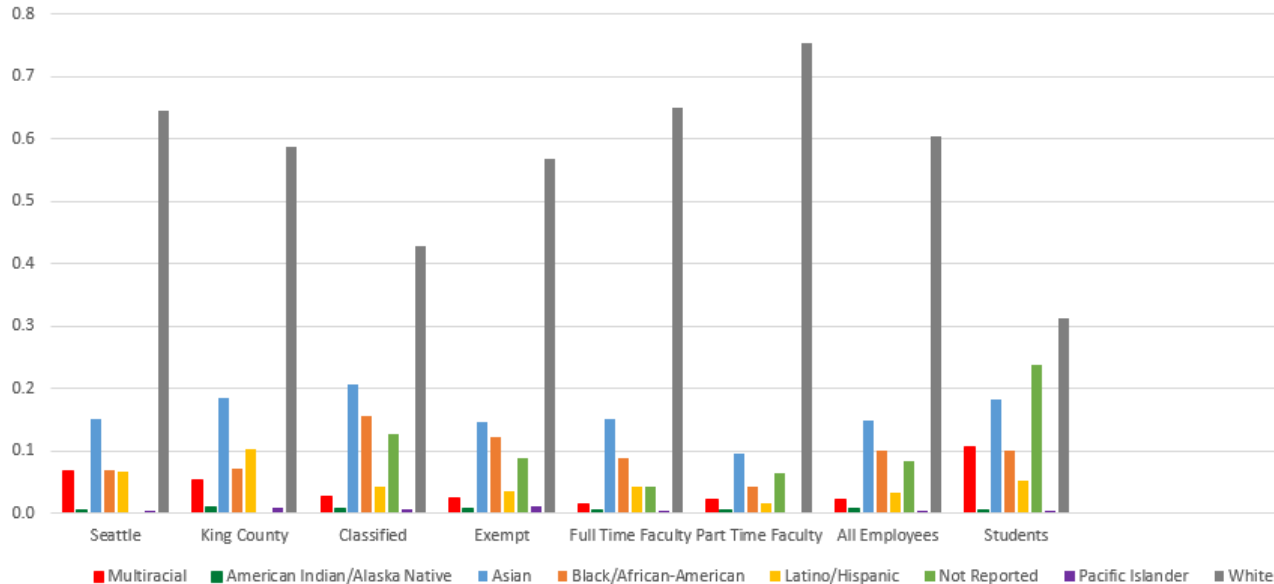
Impacts to Data Analysis

- Statewide and overall percentages have been impacted by Legacy to CTCLink transitions
- SBCTC data only captures faculty by 9-month contracts



SEATTLE COLLEGES
Central • North • South

Profile Comparisons

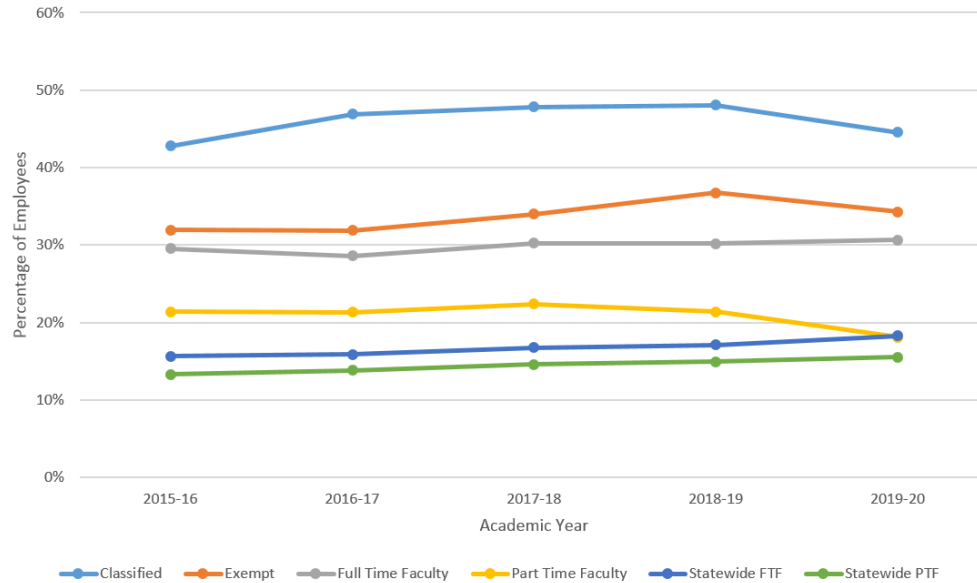


Seattle data is from the 2019 American Community Survey. King County data is from OFM's 2019 population estimates. Seattle Colleges data from the SBCTC



SEATTLE COLLEGES
Central • North • South

Diversity Trend



SEATTLE COLLEGES
Central • North • South

Percentage of BIPOC Staff- all employees

All Employees by Location	2015	2016	2017	2018	2019
Seattle Central	36%	38%	39%	39%	34%
Siegel Center	31%	29%	39%	46%	40%
Seattle North	27%	26%	29%	30%	25%
Seattle South	30%	30%	33%	33%	29%
Seattle Colleges District	31%	31%	33%	33%	31%
State Average	18%	19%	20%	21%	22%



SEATTLE COLLEGES
Central • North • South

Percentage for All Staff

Ethnicity/Race All Seattle Colleges Faculty & Staff	2015-16		2016-17		2017-18		2018-19		2019-20	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
American Indian/Alaska Native	0.86%	18	0.71%	15	0.75%	14	0.73%	13	0.64%	11
Asian	14.35%	302	14.14%	300	15.62%	292	15.48%	276	14.77%	253
Black/African-American	9.55%	201	10.09%	214	10.49%	196	10.99%	196	9.98%	171
Latino/Hispanic	3.56%	75	3.30%	70	3.32%	62	3.14%	56	3.21%	55
Multiracial	1.71%	36	1.84%	39	1.93%	36	2.52%	45	2.22%	38
Pacific Islander	0.57%	12	0.66%	14	0.64%	12	0.50%	9	0.41%	7
Other Race	0.05%	1	0.05%	1	0.11%	2	0.06%	1	0.00%	0
Subtotal-Faculty and Staff of Color	30.64%	645	30.79%	653	32.85%	614	33.43%	596	31.23%	535
Statewide Faculty & Staff of Color	18.36%	3,382	18.95%	3,485	20.15%	3,682	20.85%	3,816	21.66%	3,935
Seattle Colleges Students of Color	45.71%	1,186	56.90%	1,180	45.75%	1,193	45.49%	1,127	45.12%	1,103
White	65.37%	1,376	65.06%	1,380	62.23%	1,163	60.40%	1,077	60.48%	1,036
Not Reported	3.99%	84	4.15%	88	4.92%	92	6.17%	110	8.29%	142
Total	100%	2,105	100%	2,121	100%	1,869	100%	1,783	100%	1,713

Data Source: <https://www.sbctc.edu/colleges-staff/research/data-public/faculty-and-staff-data-dashboard.aspx>

NOTE: data reflects employee numbers during the Fall quarter of each year. "Statewide Faculty and Staff of Color" data is from the WA Community and Technical Colleges who report their data to the SBCTC.



SEATTLE COLLEGES
Central • North • South

9 Month Contract Faculty Comparisons

Percent of Faculty of Color by Campus	2015-16		2016-17		2017-18		2018-19		2019-20	
	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT
North Seattle College	16.73%	30.34%	17.55%	27.96%	18.35%	29.89%	15.00%	33.71%	13.21%	33.68%
Seattle Central College	25.97%	30.00%	27.54%	30.00%	28.88%	29.49%	28.62%	30.63%	22.39%	31.68%
South Seattle College	19.85%	27.91%	17.82%	26.92%	18.43%	32.50%	15.79%	24.69%	15.12%	23.19%
District Wide Faculty	21.40%	29.57%	21.34%	28.61%	22.38%	30.25%	21.41%	30.21%	18.15%	30.67%
Statewide Faculty of Color	13.34%	15.64%	13.84%	15.90%	14.63%	16.80%	14.94%	17.12%	15.58%	18.32%
Seattle Colleges- All Faculty and Staff of Color	30.64%		30.79%		32.85%		33.43%		31.23%	
Seattle Colleges Students of Color	45.71%		56.90%		45.75%		45.49%		45.12%	

Data Source: <https://www.sbctc.edu/colleges-staff/research/data-public/faculty-and-staff-data-dashboard.aspx>

NOTE: data reflects employee numbers during the Fall quarter of each year. "Statewide Faculty of Color" data is from the WA Community and Technical Colleges who report their data to the SBCTC.



SEATTLE COLLEGES
Central • North • South

9 Month Contract Full Time Faculty

Ethnicity/Race Full-Time Faculty (Teaching and non-Teaching)	2015-16		2016-17		2017-18		2018-19		2019-20	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
American Indian/Alaska Native	0.58%	2	0.60%	2	0.62%	2	0.60%	2	0.61%	2
Asian	13.91%	48	12.65%	42	13.58%	44	15.41%	51	15.03%	49
Black/African-American	8.12%	28	8.43%	28	8.02%	26	8.16%	27	8.90%	29
Latino/Hispanic	5.51%	19	5.12%	17	5.56%	18	4.23%	14	4.29%	14
Multiracial	1.45%	5	1.20%	4	1.85%	6	1.51%	5	1.53%	5
Pacific Islander	0.00%	0	0.60%	2	0.62%	2	0.30%	1	0.31%	1
Subtotal-Employees of Color	29.57%	102	28.61%	95	30.25%	98	30.21%	100	30.67%	100
<i>Statewide FTF of Color</i>	<i>15.64%</i>	<i>577</i>	<i>15.90%</i>	<i>592</i>	<i>16.80%</i>	<i>630</i>	<i>17.12%</i>	<i>650</i>	<i>18.32%</i>	<i>694</i>
White	68.41%	236	67.47%	224	66.67%	216	66.16%	219	65.03%	212
Not Reported	2.03%	7	3.92%	13	3.09%	10	3.63%	12	4.19%	14
Total	100%	345	100%	332	100%	324	100%	331	100%	326

Data Source: <https://www.sbctc.edu/colleges-staff/research/data-public/faculty-and-staff-data-dashboard.aspx>

NOTE: data reflects employee numbers during the Fall quarter of each year. "Statewide FTF of Color" data is from the WA Community and Technical Colleges who report their data to the SBCTC.

Part Time Faculty

Ethnicity/Race Part-Time Faculty (Teaching and non-Teaching)	2015-16		2016-17		2017-18		2018-19		2019-20	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
American Indian/Alaska Native	0.68%	6	0.34%	3	0.14%	1	0.33%	2	0.51%	3
Asian	9.85%	87	9.72%	87	11.33%	79	10.62%	65	9.59%	56
Black/African-American	6.00%	53	6.59%	59	6.89%	48	6.05%	37	4.28%	25
Latino/Hispanic	3.06%	27	2.46%	22	2.15%	15	1.63%	10	1.54%	9
Multiracial	1.70%	15	2.01%	18	1.58%	11	2.78%	17	2.23%	13
Pacific Islander	0.11%	1	0.22%	2	0.14%	1	0.00%	0	0.00%	0
Other Race	0.00%	0	0.00%	0	0.14%	1	0.00%	0	0.00%	0
Subtotal-Employees of Color	21.40%	189	21.34%	191	22.38%	156	21.41%	131	18.15%	106
<i>Statewide PTF of Color</i>	<i>13.34%</i>	<i>899</i>	<i>13.84%</i>	<i>902</i>	<i>14.63%</i>	<i>923</i>	<i>14.94%</i>	<i>913</i>	<i>15.58%</i>	<i>926</i>
White	74.29%	656	75.53%	676	74.46%	519	73.69%	451	75.34%	440
Not Reported	4.30%	38	3.13%	28	3.16%	22	4.90%	30	6.51%	38
Total	100%	883	100%	895	100%	697	100%	612	100%	584

Data Source: <https://www.sbctc.edu/colleges-staff/research/data-public/faculty-and-staff-data-dashboard.aspx>

NOTE: data reflects employee numbers during the Fall quarter of each year. "Statewide PFT of Color" data is from the WA Community and Technical Colleges who report their data to the SBCTC.



SEATTLE COLLEGES
Central • North • South

Classified Employees

Ethnicity/Race Classified Employees (Full and Part Time employment)	2015-16		2016-17		2017-18		2018-19		2019-20	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
American Indian/Alaska Native	1.33%	7	1.31%	7	1.36%	7	1.00%	5	0.80%	4
Asian	21.86%	115	21.68%	116	22.18%	114	21.24%	106	20.68%	103
Black/African-American	16.54%	87	16.64%	89	16.54%	85	18.04%	90	15.56%	78
Latino/Hispanic	3.80%	20	4.30%	23	4.47%	23	4.81%	24	4.22%	21
Multiracial	1.14%	6	1.87%	10	2.33%	12	2.40%	12	2.61%	13
Pacific Islander	1.14%	6	1.12%	6	0.97%	5	0.60%	3	0.60%	3
Subtotal-Employees of Color	42.82%	241	46.92%	251	47.86%	246	48.10%	240	44.58%	222
<i>Statewide Classified Staff of Color</i>	25.58%	1,267	25.82%	1,306	27.32%	1,399	28.03%	1,460	28.81%	1,517
White	50.38%	265	48.04%	257	44.94%	231	42.89%	214	42.77%	213
Not Reported	3.80%	20	5.05%	27	7.20%	37	9.02%	45	12.65%	63
Total	100%	526	100%	535	100%	514	100%	499	100%	498

Data Source: <https://www.sbctc.edu/colleges-staff/research/data-public/faculty-and-staff-data-dashboard.aspx>

NOTE: data reflects employee numbers during the Fall quarter of each year. "Statewide Employees of Color" Classified data is from the WA Community and Technical Colleges who report their data to the SBCTC.



SEATTLE COLLEGES
Central • North • South

Exempt Employees

Ethnicity/Race Exempt Employees (Full and Part Time employment)	2015-16		2016-17		2017-18		2018-19		2019-20	
	Percent	n	Percent	n	Percent	n	Percent	n	Percent	n
American Indian/Alaska Native	0.87%	3	0.56%	2	1.20%	4	1.18%	4	0.66%	2
Asian	14.83%	51	15.25%	54	16.57%	55	15.88%	54	14.52%	44
Black/African-American	9.59%	33	10.73%	38	10.84%	36	12.35%	42	12.21%	37
Latino/Hispanic	2.33%	8	1.98%	7	1.81%	6	2.35%	8	3.63%	11
Multiracial	2.62%	9	1.98%	7	2.11%	7	3.24%	11	2.31%	7
Pacific Islander	1.45%	5	1.13%	4	1.20%	4	1.47%	5	0.99%	3
Other Race	0.29%	1	0.28%	1	0.30%	1	0.29%	1	0.00%	0
Subtotal-Employees of Color	31.98%	110	31.92%	113	34.04%	113	36.76%	125	34.32%	104
<i>Statewide Exempt Staff of Color</i>	<i>21.05%</i>	<i>639</i>	<i>22.19%</i>	<i>685</i>	<i>23.56%</i>	<i>730</i>	<i>24.91%</i>	<i>793</i>	<i>25.17%</i>	<i>798</i>
White	62.50%	215	62.43%	221	59.04%	196	56.47%	192	56.77%	172
Not Reported	5.52%	19	5.65%	20	6.93%	23	6.76%	23	8.91%	27
Total	100%	334	100%	354	100%	332	100%	340	100%	303

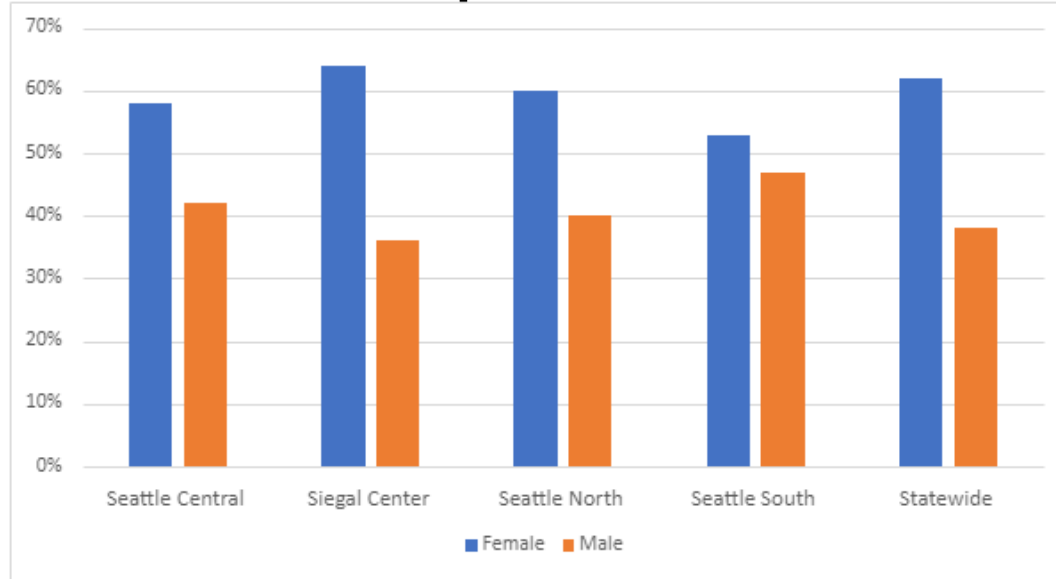
Data Source: <https://www.sbctc.edu/colleges-staff/research/data-public/faculty-and-staff-data-dashboard.aspx>

NOTE: data reflects employee numbers during the Fall quarter of each year. "Statewide Exempt Staff of Color" data is from the WA Community and Technical Colleges who report their data to the SBCTC.



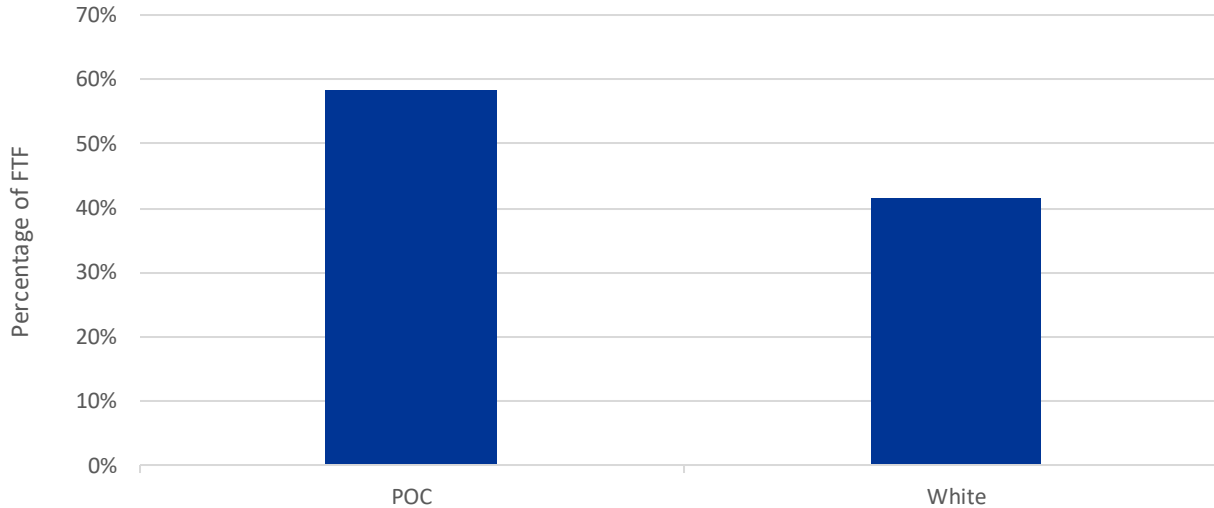
SEATTLE COLLEGES
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Gender Comparison – All Staff



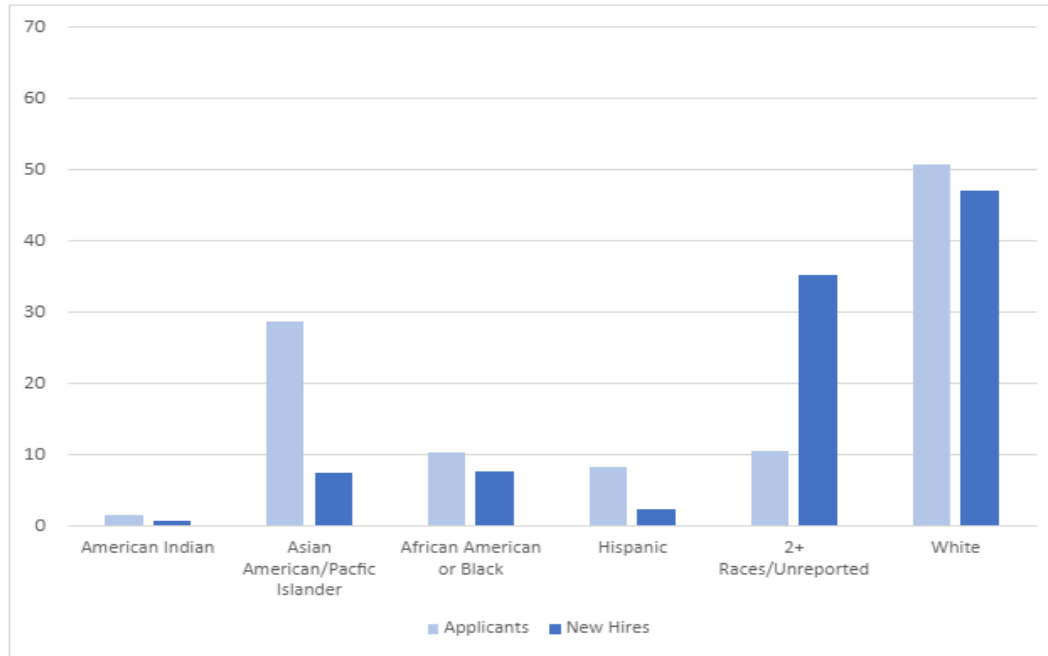
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FTF- 2020-2021 Progress



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Applicants vs. New Hires for All Positions



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Steps Taken and Steps Moving Forward

Strategies in 2019-2020

- Participated in multiple community career fairs
- Search Committee Training created and now required
- Increased number of Inclusion Advocates at all locations
- Expanded recruitment advertising

Future Focuses

- Gather data on where applicants are applying from
- Continuing to focus on community outreach
- In-house Inclusion Advocate Training to include continued education
- Utilize TAM to expand job posting exposure
- Decrease unreported numbers



SEATTLE COLLEGES
Central • North • South

Questions?



SEATTLE COLLEGES
Central • North • South

MEMORANDUM

TO: Board of Trustees
FROM: Shouan Pan, Chancellor
DATE: February 11, 2021
SUBJECT: Report to the Board of Trustee

I. Student Success**District-wide Zoom Sessions on ctclink well Received**

Kurt Buttleman and Daniel Cordas held two district-wide zoom sessions that provided ctclink updates and demonstrations. The first session, “Zoom Chats with the Chancellor on ctclink” on Jan. 12 and the second session, “ctclink Update and Demonstration” on Feb. 5 were both well attended, ranging from 250-300 people. Friday afternoon updates by Vice Chancellor Buttleman and a special video by the chancellor have also been provided to help get all faculty and staff ready, technologically and psychologically, for the final switch-over.

II. Organizational Excellence**The 48th Annual Community Celebration of Dr. Martin Luther King**

Thanks to successful coordination by the District Office Communications/Special Events and close collaboration involving AVPs of Equity, Diversity, and Inclusion, SCCtv, Monique Ming Laven of KIRO 7 serving as the Emcee, Greater Works Gospel Choir, the 48th Annual MLK Community Celebration was successfully held on line on Friday, Jan. 15, 2021. Focusing on Dr. King’s vision of building a beloved community, the event included an inspiring interview of student MLK Scholarship recipient and a keynote speech that focused on health inequities that are being experienced by the BIPOC communities. Though held virtually, the event was riveting, thought-provoking, and educational for all participants.

Trustees Chernin, Hill, Peralta, and Williams attended the celebration event.

ELearning Integration

The three college presidents and chancellor Pan have directed Kurt Buttleman to move forward with the integration of eLearning across the Seattle Colleges with the goal of better positioning us to successfully and competitively provide education focused on equity and student success, regionally and nationally, through the offering of hybrid or entirely online courses, certificates and programs, including entirely online Bachelor’s degree offerings. This change in the organization includes integrated professional development for faculty, student-facing support, LMS support (integrated into one instance), and marketing (website and other media) across the 3 Seattle colleges. It also prioritizes all faculty and staff having equitable access to training,

development, and support resource and all students having equitable access to training and support resources. We will soon be hiring an interim position to work with Kurt and other stakeholders in leading this evolution of how we offer eLearning to our community.

HR Supervisor Training

Human Resources continues to host Supervisor Drop-In Hours on a semi-monthly basis. These sessions are open to supervisors across the district and allow for supervisors to ask non-confidential questions in a group setting and get feedback and advice from colleagues and HR. HR has added a training component to this series and in January held the first in a series of Supervisor Trainings, focusing on “Performance Management and Progressive Discipline.” Additional supervisor trainings will be rolled out in the future.

III. Partnerships

Successful Conclusion of Regional Economic Recovery Symposium

On three dates across December and January, the Workforce & Economic Development team, in partnership with Seattle Jobs Initiative & the WDC of Seattle-King County, hosted a regional Economic Recovery Symposium. The Symposium brought together leaders from 7 major industries, as well as Seattle Public Schools, partner community colleges, the City of Seattle and King County, community leaders, and philanthropic partners (approximately 135 attendees in total). The intent of the Symposium was to assess the state of our community and economy, and anticipate future shifts, across several key themes, including impacts of COVID-19, increasing automation and more. Representatives from Healthcare, Information Technology, Manufacturing, Hospitality, Logistics & Transportation, Retail, and Construction were in attendance.

The event kicked-off with a panel on the state of the regional economy and anticipated trends over the next 3 - 5 years, followed by a second panel on the state of our community in response to calls for racial and economic justice. Symposium participants then worked together by sector to assess upcoming shifts and challenges related to 4 main themes: racial inequality, the climate crisis, increasing automation and emerging tech, and COVID-19 and resulting job loss. Each sector identified several priorities to address these challenges, resulting in a Blueprint for Equitable Economic Recovery. In addition to guiding regional economic development work over the coming years, the Blueprint serves as a launch point for joint funding proposals, positioning our region for federal infrastructure investments, COVID-19 relief dollars, and other federal, state, and local funds to rebuild our economy and community.

The website for the Symposium can be found here:
<https://www.seattlecolleges.edu/economic-recovery-symposium>

And the Blueprint for Equitable Economic Recovery can be found here (please note: this is draft - a final iteration is forthcoming): <https://www.seattlecolleges.edu/economic-recovery-symposium/blueprint-equitable-economic-recovery>

Equity Can't Wait Advisory Council inaugural meeting

The Equity Can't Wait Advisory Council convened for its inaugural meeting Thursday, January 28, 2021. They reviewed the campaign Case for Support and were asked to help support the campaign launch event (virtual) on March 25, 2021. The event goal is \$500,000 (including sponsorships and night-of-event contributions).

Among the valuable feedback offered by the council:

- Situate the campaign's elements in the continuum of other equity-focused efforts locally, regionally and nationally.
- Show clearly how capital projects advance the Colleges' student-support and innovation goals.
- Emphasize initiatives that prepare more people for well-paid, in-demand jobs in the medical and IT fields.
- Firm up timelines for bringing our various initiatives across the finish line.
- Be bold and seize the moment. Equity has rarely surged so high as a public priority, including among business leaders.
- Get the word out widely, with particular attention to media outlets focused on communities of color and web-based media like Crosscut.

Sponsorships secured to date for March 25th Launch Event

BECU, JP Morgan, Microsoft, Seattle Bank, Premier Blue Cross, Mike and Becky Hughes, Kaiser Permanente, Safeco Insurance, United Way King County, WPI Real Estate, Barnes & Noble College, and Verity.

IV. Legislative update

In the first month of the 2021 Legislative Session, the Chancellor and Colleges Presidents have sent two communications to the 24 Seattle legislators. The first was to advocate support for the SBCTC Operating Budget and Capital Budget priorities and to applaud the Governor's proposed \$37 million investment in CTC operating budget priorities.

The second was to state our strong concerns about some elements of the Governor's proposed 21-23 biennial budget that would implement devastating salary reductions and mandatory

furloughs., including those Our key message was “maintain the gains” made in the 2019 and 2020 legislatures sessions. An excerpt: *“The Workforce Education Investment Act of 2019 expanded financial aid, invested in Guided Pathways to strengthen advising, counseling, and career paths; and improved colleges’ capacity to hire and retain faculty who teach high-demand programs. A budget cut in 2021-23 would reverse the Legislature’s hard and courageous work in 2019 and break a promise to the students and families of Washington, as would cuts to our base operating budgets. We are greatly concerned that \$137 million in cuts would come in the form of salary freezes and reductions and mandatory furloughs. These cuts would directly harm students, resulting in fewer classes offered, program closures, less advising and support services, and layoffs of faculty and staff.....We urge you to maintain the investments in higher education made in the last two legislative sessions. Our students and our state’s economic recovery need your support now more than ever.”*

Seattle Colleges leaders testifying or briefing legislative committees on a number of bills and issues:

- Dr. Chemene Crawford, Interim President of North Seattle College, briefed Senate and House committees on the need for Capital Budget investments that, among other priorities, would fund the renovation needed to NSC’s Library.
- Dr. Sayumi Irey, VP of Instruction at South, testified in support of the goals of a key bill that could support additional diversity, equity and inclusion investments in CTCs
- Maureen Shadair, Executive Dean of South Seattle’s Georgetown Apprenticeship & Education Center, briefed a House committee on current apprenticeship trends.
- Dr. Sheila Edwards Lange, President of Seattle Central, testified to a Senate committee in support of the bill that would enable CTCs to offer Bachelor’s degrees in Computer Science. Chancellor Pan and Dr. Malcolm Grothe, Associate Vice Chancellor for Workforce, continue to lead this effort, particularly in negotiations with four-year universities.

Student leaders Engaging in CTC Advocacy Month

Student government leaders from Seattle Central, North Seattle, and South Seattle Colleges are actively engaged in “CTC Advocacy Month” and have been in meetings with Seattle legislators and higher education committee chairs. They have given student voice to key issues including financial aid; open education resources; increased access to mental health counseling and advisory services.

Chancellor Pan and the College Presidents will be meeting one-on-one with key legislators throughout the session to advance SBCTC and Seattle Colleges priorities.

Seattle Colleges Board Goals Scorecard

2/8/2021

GOALS	DELIVERABLES	STATUS	RESPONSIBLE SENIOR LEADER	EXPECTED DATE OF COMPLETION	STRATEGIC GOAL	NOTES
Develop and Implement an eLearning Organization	The creation of Seattle Colleges Online that offers high-quality and competitive distance education programs with the aspirational goal of doubling enrollment to 9,000 FTES by AY2526.		Kurt Buttleman/ Cindy Riche	Initial re-organization 3/1/21 Phase 2 work: 6/30/22 Achieve enrollment goal: 6/30/26	Student Success	Initial organizational restructures work is underway.
Seattle Pathways	Fall to Winter retention rate for all students of 85% by AY2223. Completion rate for ALL students of 66% by AY2223. 31% of ALL students complete college level math within their first year.		Kurt Buttleman/ Earnest Phillips	6/30/2023	Student Success Equity, Diversity, Inclusion & Community	10 focus initiatives are currently in process across the Seattle Colleges.
Update Strategic Plan	The District Strategic Plan is updated to reflect: 1. Disaggregated student success data; 2. Final measures for the Partnership Goals; 3. Clarifies		Kurt Buttleman/ Shouan Pan	6/30/2021	Student Success Partnership Equity, Diversity,	Drafts of each of the deliverables have been developed and

To Be Initiated

On Task

Issues/At Risk

Completed

	the goal of doubling the completion rate for BIPOC students by 2023				Inclusion and Community	are being vetted with various stakeholders across Seattle Colleges.
Develop a District EDI Plan	Achieving Equity 2023: 1. Increase the completion rate for historically under-served BIPOC students from 48% to 66% in the next three years (20/21-22/23; 2. Increase the diversity makeup among faculty and administrative staff by achieving 50% hires of faculty and administrators of color that reflect student body demographics with all new and open positions in the next three years. 3 Develop and implement mandatory anti-bias and anti-racist training for all non-teaching staff; develop and offer professional development workshops on bias-free teaching and learning for all faculty.		Rosie Rimando-Chareunsap/ Jennifer Dixon/Betsy Hasagawa/Valerie Hunt/D'andre Fisher	initial 6/30/21 and 6/30/2023	Student Success Equity, Diversity, Inclusion & Community	
Integrated Budgeting Process	a) Develop and implement a unified budget process throughout the district; b) Develop and implement a unified budget recording and a reporting structure for use throughout the district; c) Analyze, recommend, and begin to implement the most		Choi Halladay	6/30/2021	Organizational Excellence	

To Be Initiated	On Task	Issues/At Risk	Completed
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	efficient administrative organization for the district.					
Review, Develop, and Implement a plan for right-sizing the district administrative structure	Reducing the current administrative overheads by 20%-30%		Jennifer Dixon/Shouan Pan	71/2022	Organizational Excellence	
Continue with academic program reviews and program viability studies	District academic programs are dynamic and responsive to student and community needs and support system sustainability.		Kurt Buttleman/college presidents	ongoing	Organizational Excellence	Continuing work of VPIs and Workforce Deans.
Align Support Services	District administrative and student support services are streamlined to enable optimal student success		Choi Halladay/Earnest Phillips	Initial 6/30/21 and ongoing	Organizational Excellence	
Switch over to ctcLink	Successful deployment of ctcLink		Kurt Buttleman	Phase I: 2/22/2021 Phase II: 6/30/22	Organizational Excellence	On track for successful go live on February 22, 2021.
Exploring One Accreditation	Submit results of feasibility study of One Accreditation to Board of Trustees for consideration		Chemnene Crawford/Shouan Pan	5/30/2021	Student Success Organizational Excellence	
Strengthen Seattle Colleges Foundation and Launch Equity	Successful launch the multi-year capital campaign, with the goal of raising \$50M		Kerry Howell/Sheila Edwards Lange	Initial 6/30/21 and 6/30/26	Organizational Excellence	

To Be Initiated	On Task	Issues/At Risk	Completed
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Can't Wait Campaign						
Strengthen and expand external partnerships	Seattle Colleges maintain strong and mutually beneficial partnerships with businesses, governmental, educational, civic, and labor partners.		Malcolm Grothe/Kerry Howell	Ongoing	Partnerships	
Develop a post-pandemic sustainability plan	Seattle Colleges implements a plan that ensures system relevancy and vibrancy beyond the Covid-19 pandemic		Shouan Pan/Earnest Phillips	Initial 12/30/21 and ongoing	Organizational Excellence	
Complete AFT-Seattle Negotiation and prepare for negotiation with AFT-SPS	A new 3-year contract between the Board of Trustees and AFT-Seattle is ratified by the faculty and approved by the Board. Initial plan for negotiation with AFT-SPS is clarified and set.		Jennifer Dixon/Chancellor's Executive Cabinet	6/30/2021	Organizational Excellence	

To Be Initiated	On Task	Issues/At Risk	Completed
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EQUITY CAN'T WAIT

A campaign for social justice,
economic opportunity and
community recovery

Campaign Advisory Council

Jim Sinegal | Honorary Campaign Chair

Co-founder and former CEO, Costco

Jon Fine | Advisory Council Co-chair

*Former President and CEO, United Way of King County
Secretary, Seattle Colleges Foundation*

Constance Rice | Advisory Council Co-chair

President, Very Strategic Group

Hon. Jenny Durkan | Campaign Special Advisor

Mayor of Seattle

Bobbe Bridge

*Founder and former President & CEO, Center for Children
and Youth Justice*

Bruce Brooks

General Partner, Perch Partners

Louise Chernin

*Trustee, Seattle Colleges
Ex-Officio Board Member, Seattle Colleges Foundation
CEO, Greater Seattle Business Association (GSBA)*

Phil Condit

Former CEO, The Boeing Company

Barbara Dingfield

*Chair, Seattle Colleges Foundation
Community Volunteer*

Jila Javdani

General Manager, Slalom Consulting

Mark Jonson

Vice President for PNW Construction, McKinstry

Gary Kaplan

Chairman & CEO, Virginia Mason Medical Center

Steve Loeb

President & CEO, Alaska Distributors Co.

Sandra Madrid

*Former Assistant Dean,
University of Washington School of Law*

Tyra Mariani

President, Schultz Family Foundation

Lauren McGowan

*Senior Director of Ending Poverty and Homelessness,
United Way of King County*

Steve Mullin

President, Washington Roundtable

Shouan Pan

Chancellor, Seattle Colleges

Patti Payne

Columnist, Puget Sound Business Journal

Benson Porter

President and CEO, BECU

Diana Birkett Rakow

Vice President, External Relations, Alaska Airlines

Mary Jean Ryan

*Senior Public Policy Advisor, Dabob LLC
Brookings Institution Non-Resident Senior Fellow*

Alice Shobe

Global Director, Amazon in the Community

Gary Swindler

*President & CEO
Washington State Employees Credit Union (WSECU)*

Jill Wakefield

Chancellor Emeritus, Seattle Colleges

Howard Wright

CEO, Seattle Hospitality Group



SEATTLE COLLEGES
FOUNDATION

Seattle Colleges Foundation Board of Directors



**EQUITY
CAN'T
WAIT**

A campaign for social justice,
economic opportunity and
community recovery

Barbara Dingfield | Board Chair
Community Volunteer

Keith Schreiber | Board Vice Chair
Principal, Schreiber Starling Whitehead Architects

Jon Fine | Board Secretary
Former President and CEO, United Way of King County

Melba Bartels | Treasurer
Senior Vice President of Finance and CFO, BECU

Rick Davis
Community Volunteer

Scott Ely
Executive Director and Industry Executive for Pacific Northwest Healthcare, Government and Nonprofit Commercial Banking, JPMorgan Chase & Co.

Sarah Jane Gunter
Technical Advisor, Worldwide Consumer Business, Amazon

Mike Hughes
Former President, Safeco Insurance

Joseph Jahn
Community Volunteer

Frederick Kiga
Independent Consultant

Richard Locke
Principal and Founder, DataWeb, Inc.

Marc Mora
SVP, Resource Stewardship and Network Management, Kaiser Permanente and the Washington Permanente Medical Group

Rahim Rajan
Deputy Director in Postsecondary Education, Bill & Melinda Gates Foundation

Shiao Yen Wu
Owner and CEO, WPI Real Estate

— Ex Officio Members —

Louise Chernin
*Trustee, Seattle Colleges
President and CEO, Greater Seattle Business Association*

Dr. Shouan Pan
Chancellor, Seattle Colleges

Dr. Chemene Crawford
President, North Seattle College

Dr. Sheila Edwards Lange
President, Seattle Central College

Dr. Rosie Rimando-Chareunsap
President, South Seattle College

Kerry Howell
*Vice Chancellor for Advancement
Seattle Colleges*

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EQUITY CAN'T WAIT

A campaign for social justice,
economic opportunity and
community recovery





 SEATTLE CENTRAL COLLEGE



 NORTH SEATTLE COLLEGE



 SOUTH SEATTLE COLLEGE

Politically, economically, culturally — it’s a time of immense churn. No one can say with confidence what next year will bring, or even next month, except this: If things go badly, those likeliest to be hurt will be those living at our community’s margins: Lower-income people. Black and Brown people. Other people of color.


Of this there’s plenty of recent evidence. A July 2020 report of the Washington Roundtable found that, over the course of the pandemic, younger workers, people of color, and people with no postsecondary credential have lost jobs at rates 25 to 50 percent higher than holders of bachelor’s degrees.

Equity demands better — and equity can no longer wait.

If you believe that *everyone* should share in the opportunities of this great city, join with Seattle Colleges as we take a bold role helping those upended in today’s crises to regroup, re-skill, and ultimately reweave their lives — and our community.



Shouan Pan, Ph.D.
Chancellor, Seattle Colleges



Steve Hill
Chair, Seattle Colleges Board of Trustees

Diverse graduates, diverse skills

The contribution of Seattle Colleges is apparent in the tens of thousands of Seattleites who have a two- or four-year degree or professional certificate from our schools. It is apparent in the thousands who start their academic journey with us, then successfully transfer to institutions like the UW.

During the pandemic, it has also been apparent — and unmissable — in the faces of skilled Seattle Colleges-trained professionals who have carried our community through the crisis: nurses, respiratory therapists, electricians, chefs, early childhood educators, and others.



Major impact... and bigger to come

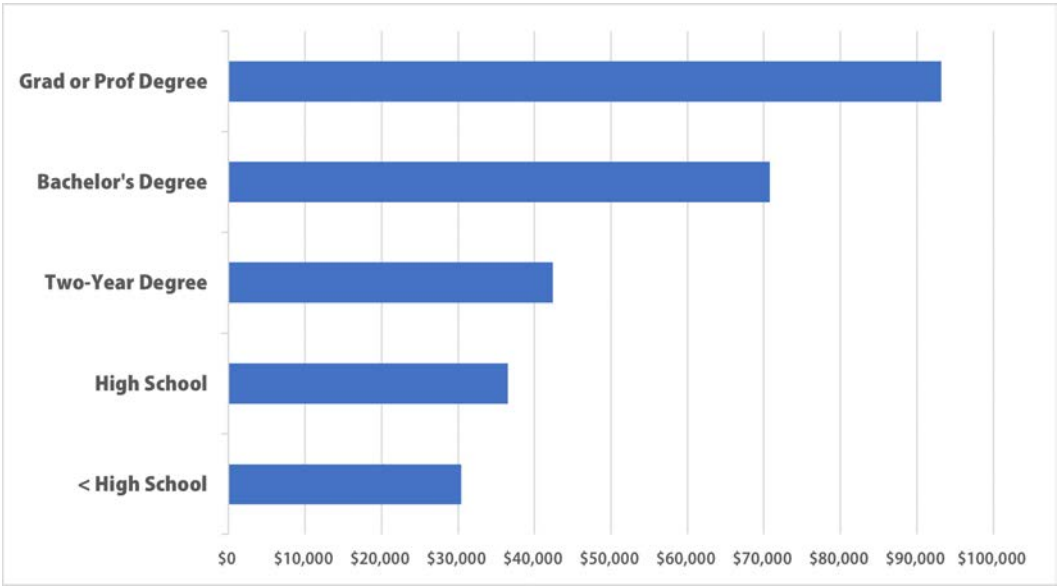
“ As we emerge from the pandemic and enter what is predicted to be an altered economy, we will find advanced education more essential than ever. Coupled with the growing disparity of wealth, conditions will make the challenges of preparing our young people for jobs and careers more difficult than at any time in recent history. **If we truly hope to develop a qualified, inclusive and diverse workforce we must all — businesses, communities and individuals — convert our best intentions into a concrete plan.** Our community college system provides a solid base to build upon.”

Jim Sinegal, Co-founder and former CEO, Costco
& Honorary Chair, *Equity Can't Wait* campaign

\$ Since our founding, the Seattle Colleges have had economic impact far exceeding \$1 billion *

Earning power and education: a tight link

median earnings by educational attainment in King County (2018)**



*Based on 2011 calculations by EMSI Labor Market Analytics. See a 2016 statewide analysis at <https://bit.ly/3IY7OA9>.
**Via King County Office of Economic and Financial Analysis, <https://bit.ly/3gnZ59n>.

Numbers to Know Academic Year 2019-2020

>43%
Students
of color

48%
First-generation
college students

28
Average
student age

16%
Students
under 20

20%
Students with
children

7%*
From immigrant and
refugee families

55%
Students who both
work and attend school

\$59K**
Median family
income

*An estimated 305 students at the Seattle Colleges have DACA status.
**For comparison, median family income for students at the University of Washington is \$113K.

41,213
Students at the
Seattle Colleges

49% enrolled in Career and Technical Education programs that lead to jobs in the workforce

31% enrolled in General Education programs with a declared intent to transfer

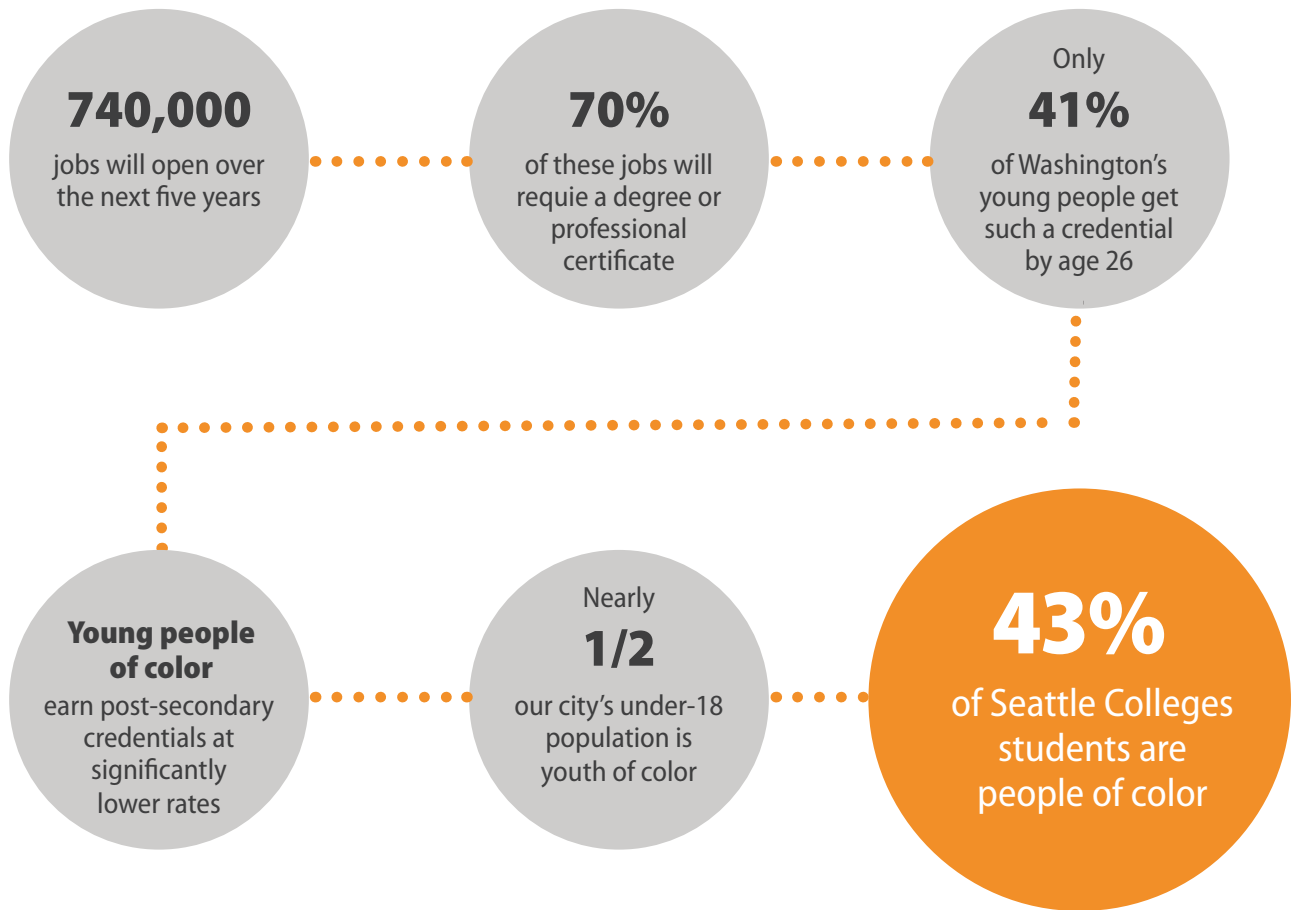
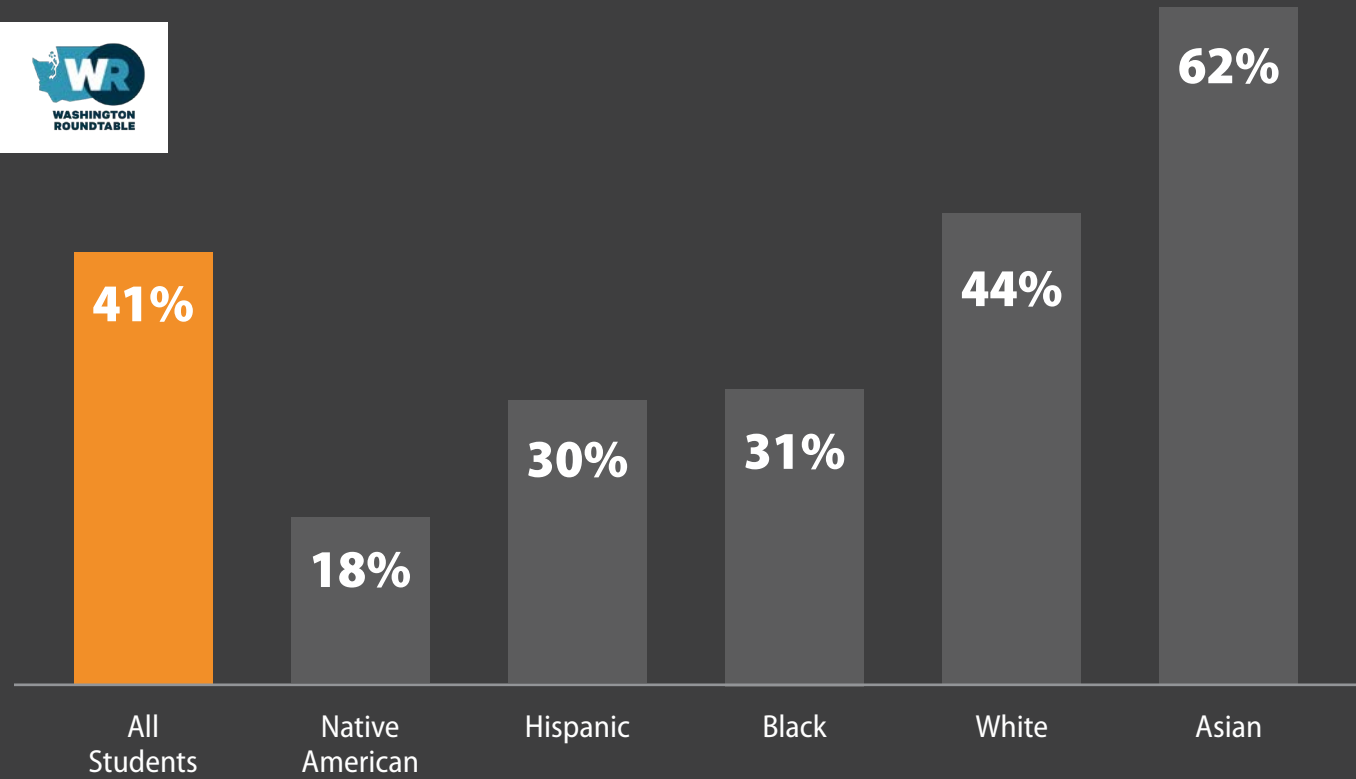
20% enrolled in other, highly-varied programs at the Colleges: Continuing Education and personal enrichment; Adult Basic Education (basic reading, writing, and math skills); English as a Second Language

Equity equals opportunity. And opportunity requires quality education.

SO WHO GETS INCLUDED? WHO GETS LEFT OUT?

Today, we position too few of our region’s young people for success. Our region abounds with good jobs, but they require a degree or other post-high school credential, and go to people who move here from elsewhere. We live amid a painful paradox: Seattle leads major cities in its percentage of young adults with bachelor’s degrees. But our rate of getting *local* young people through post-secondary education is one of the nation’s worst.

Projected Attainment of a Post-Secondary Credential
by the Seattle-area high school class of 2017



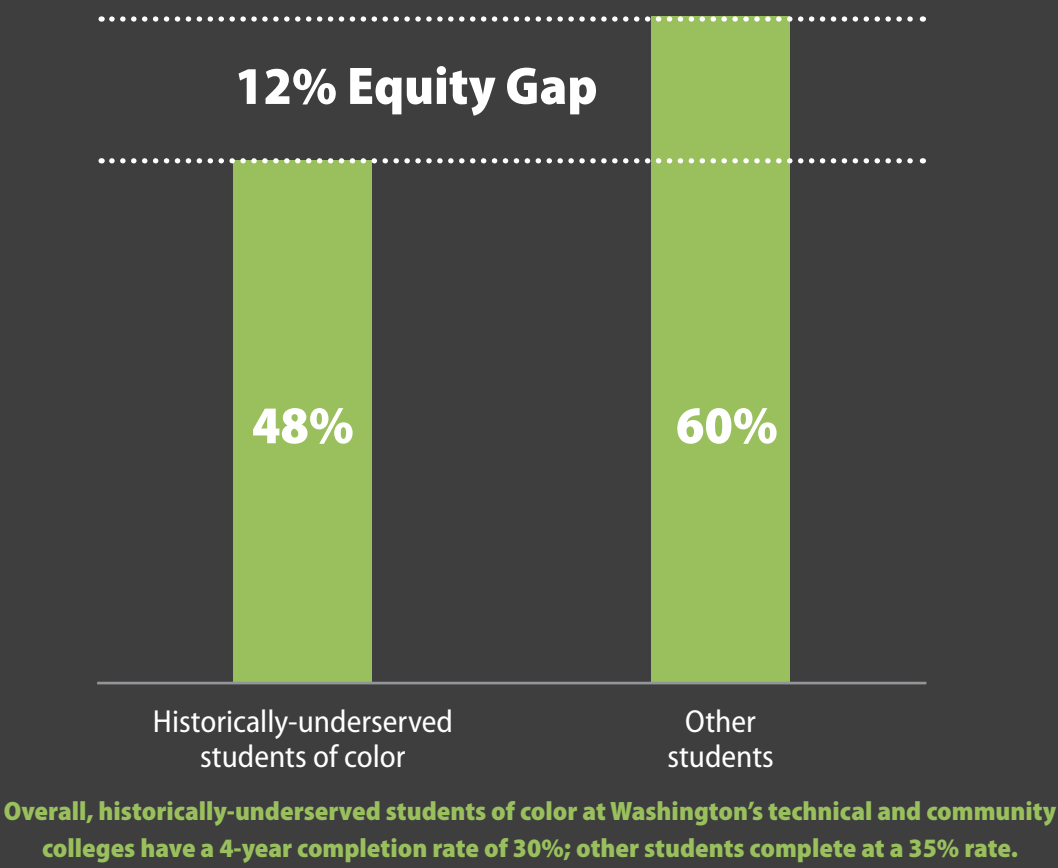
Resources matter

Seattle Colleges students complete their programs at rates 18 to 25 percent higher than students at other community colleges in Washington. **We're proud of the accomplishment, but not remotely satisfied.** Equity requires that far more — and ideally all — our students reach their goals. *Critically, we must close the completion gap between students from communities of color and others.*

Our institutions, now fifty years old, are children of the Civil Rights movement and Great Society ideals. If that era's aspiration was that success would derive from the content of one's character and not the color of one's skin, then our country, our community, and Seattle Colleges have fallen short.

Change is far overdue. Equity can't wait.

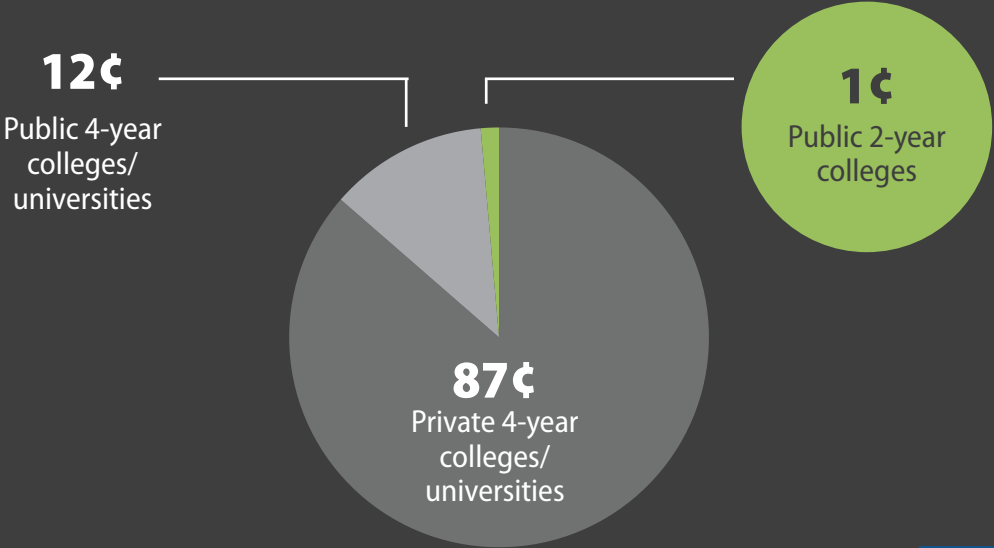
Program Completion Rate After Four Years*
Seattle Colleges Students



*Cohort entering academic year 2015-2016.
**Data from the Washington State Board of Community and Technical Colleges.

40%
of Americans pursue higher education
at our nation's community colleges

1¢
community colleges receive a
penny of every philanthropic dollar
contributed to higher ed



Source: CASE 2018-19 Voluntary Support of Education Survey <https://bit.ly/3kWX5Wi>



It's time to close the gap

Looking for an unusually high-leverage way to give? You've found it. At the Seattle Colleges, philanthropic dollars go to work right away tangibly creating a better education for more than 40,000 Seattleites, half of them the first in their families to attend college.

Good for students. Good for our community. Good for justice.

Our three urgent goals:

Support Students \$20 million

- Deliver fully on Seattle Promise
- Expand availability of scholarships and safety-net grants
- Bridge the equity gap with targeted programs
- Enhance staffing of student services
- Recruit and retain more faculty and staff of color

Power Innovation \$10 million

- Keep programs and curricula responsive to employer and community needs
- Create flexible learning options, including micro-credentials and short-term training
- Create a center for excellence in online community college education

Strengthen Capacity \$20 million

- Create the physical infrastructure for future-facing education



SUPPORT STUDENTS

Deliver fully on Seattle Promise



OPPORTUNITIES FOR
PHILANTHROPIC SUPPORT

In 2018, Seattle Mayor Jenny Durkan and members of the Seattle City Council joined to champion the Families, Education, Preschool and Promise Levy. Voters gave the levy their overwhelming support, empowering the Seattle Colleges to extend two years of free tuition and intensive academic support to all new graduates of our city's public high schools. Full implementation started in Fall 2020, and students have met the opportunity with enthusiasm. While the pandemic has depressed enrollment in higher ed throughout the country, participation in Seattle Promise has surpassed expectations by twenty percent.

Most participants are young people of color, 46 percent are first-generation college students, and two-thirds are from families making less than \$75K year. Often, young people with these characteristics delay college, enroll only part-time, or never begin at all. By enrolling full-time directly from high school, these students have a markedly better chance of making it all the way to a degree or other credential.

To make that possible, we'll provide each participant in Promise with "Guided Pathways," a new model of support for community college students. It's showing strikingly positive results at early-adopter institutions nationwide, including the Seattle Colleges. Guided Pathways delivers intensive, personalized support in choosing an academic path, together with tutoring, counseling, mentorship, and, depending on income, additional financial help. Yet, if we want students to fully grasp their dreams, there's still more we can do.

Expand eligibility for "Equity Scholarships," so that more families on the lower end of the income scale can have the benefit of a \$500 per quarter income boost.

Enhance mentoring for students of color, acknowledging that the weight of racism and marginalization falls heavily on the shoulders of Black, Brown and Indigenous students.

Establish "Completion Scholarships," giving students on the cusp of finishing the program, but in financial straits, an extra \$2,500 to make it through.

Create Bachelor's program "Continuation Scholarships" for Promise students attracted to one of the fourteen applied baccalaureates now offered at the Colleges.

SUNDAY, NOVEMBER 22, 2020

The Seattle Times

City's free community college program begins in pandemic

EDUCATION | LAB | Seattle Promise was about to start its first full-fledged year when COVID-19 hit. Here's how it is helping students stay in school in the face of the virus.



By JAY KRAMER
Fourth Press staff reporter

Two years ago, Seattle voters overwhelmingly approved an education levy giving the city's public high school graduates two years of free community college. But just as the program was gearing up to start its first year at full capacity, the pandemic hit. Schools shut down. And the recruitment and enrollment pipelines stalled at each Seattle high school to enter universities and help students apply could only work from home.

A summer session meant to help prepare students for college life? That had to be entirely redesigned. And the students already enrolled in the program? They suddenly needed Wi-Fi, devices and a space to learn on their own.

This fall, Seattle Promise counted 846 students, including 699 in its first year, and 147 in its second. That represents about one-third of Seattle Public Schools' class of 2020. And 64% are students of color.

"Our students and data suggest that students overwhelmingly want to go to college. They understand how critical some education post-high school is."

NICOLE YOSHIDA
Opportunity youth outcomes director at the Community Center for Education Results

And yet, in some ways, Seattle Promise couldn't have come at a better time. Despite the hurdles, the program has exceeded its pandemic-era enrollment projections. That's even so nationally, come



Bridge the equity gap with targeted programs

People of color can carry a burden of mistreatment and marginalization stretching back generations. Our students grasp this painful history, yet typically have a fierce optimism for the future, believing that — with a fair chance and hard work — they can significantly better their lives. The Seattle Colleges are central to these dreams.

Across the Colleges are initiatives to help students of *every* background flourish. Prominent is the new program **Guided Pathways**, which surrounds students with intensive, personalized advising, tutoring, mentoring and counseling. Well implemented, Guided Pathways significantly increases completion rates. One unmet need: a higher ratio of **mentors to low-income students of color**.

Some initiatives expressly focus on historically-underserved populations (yet almost invariably benefit other students, too).

Among these is an effort to **recruit and retain more faculty and staff of color**. Diversity at the Colleges is strong, yet still not reflective of the full community. This deprives students of color of supportive role models, and *all* students of the range of perspectives to navigate an increasingly complex world. (Because of the interconnectedness of public-education systems, we're also facilitating greater K-12 teacher and staff diversity.)

Another bold effort underway, and needing added support, is **teaching math in new ways**, boosting students whose progress through the Colleges could otherwise be thwarted.

Excitingly, we're also ramping up **connections to our nation's Historically Black Colleges and Universities**, creating the possibility of more post-associate's transfers.

OPPORTUNITIES FOR PHILANTHROPIC SUPPORT

Support additional mentors in the Guided Pathways program.

Experience shows that students of color can benefit from extra mentorship.

Recruit and retain more faculty and staff of color. Besides being the right and just employment practice, all students benefit through exposure to varied role models and distinct scholarly and practical perspectives.

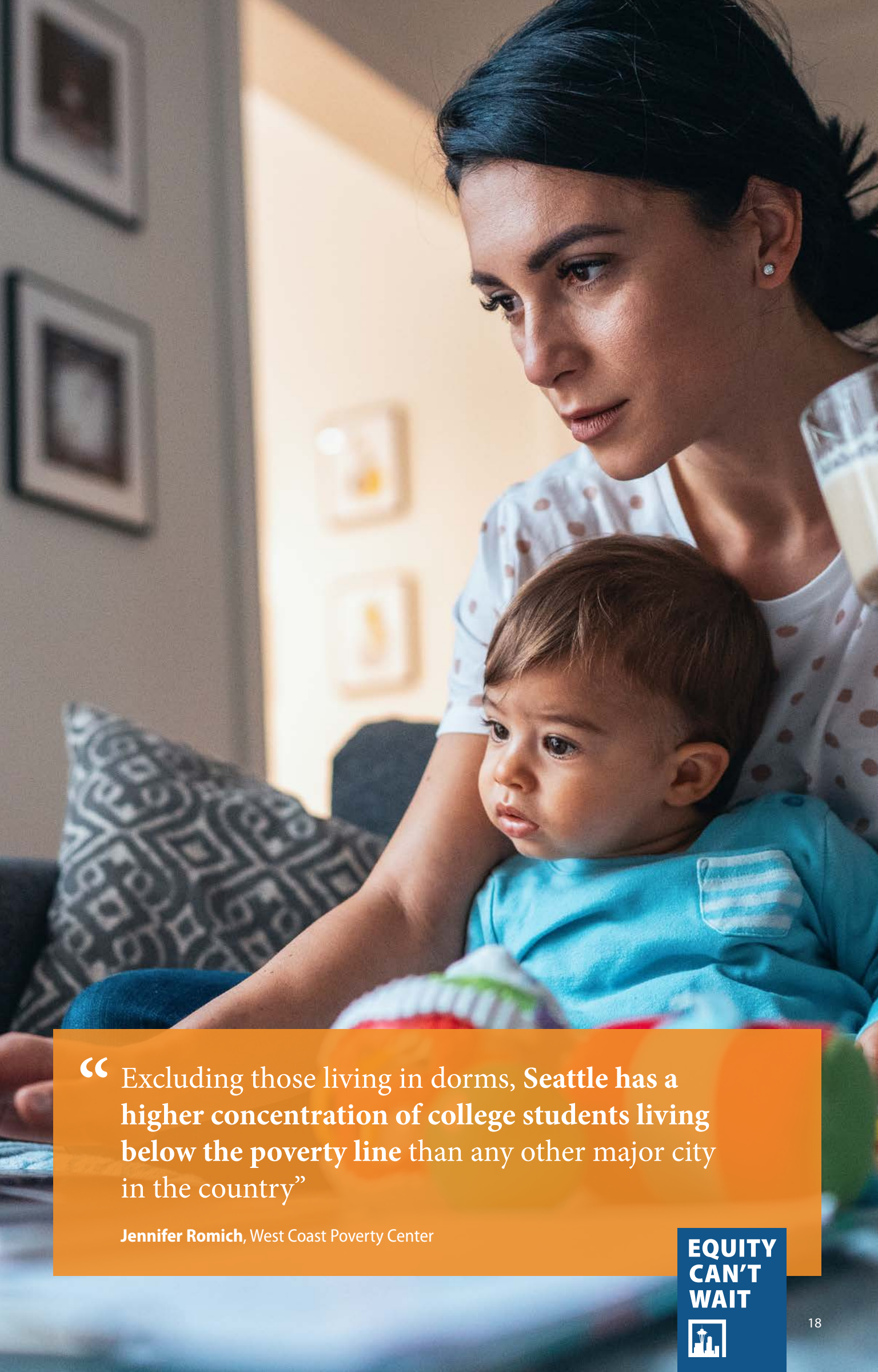
Support the Academy of Rising Educators, a program of the Colleges that prepares people of color as teachers in Seattle Public Schools. Educational systems interconnect, and representation matters at every level.

Fund Alternative Math Pathways. An ingenious curriculum called Statway mixes statistics and math, and is strikingly effective with those who have earlier struggled with numbers, potentially including students of color. A key missing element is more paid tutors.

Enable transfers to Historically Black Colleges and Universities. HBCU's are unsurpassed at empowering students with the knowledge, skills and confidence to excel, regardless of field. The Colleges have a pilot program that, with peer support and campus visits, facilitates a potentially life-changing, post-associate's transfer. This program should grow.

“Equity, inclusion, and diversity are not a destination. Rather they are a journey that we take together as a community.”

Dr. Chemene Crawford, Interim President, North Seattle College



“Excluding those living in dorms, Seattle has a higher concentration of college students living below the poverty line than any other major city in the country”

Jennifer Romich, West Coast Poverty Center

EQUITY
CAN'T
WAIT



SUPPORT STUDENTS

Expand availability of scholarships and safety-net grants

Scholarships

Excitingly, beginning in academic year 2020-21, the new **Washington College Grant** will cover tuition and state-mandated fees for all eligible students at the state's two- and four-year institutions of higher ed. Support for the program comes from added taxes paid by a group of public-spirited businesses dependent on a well-educated workforce.

A student from a family of four making \$53,000 or less will qualify for a full grant, and a partial grant is available to families earning up to the state's median family income, roughly \$97,000.

With a median family income of approximately \$59,500, nearly half of Seattle Colleges students will get a **full \$4,219 Washington College grant** for tuition and fees. A substantial number of others will receive at least a partial award.

Yet this will still leave many needs unaddressed. *Free tuition can open the door to college, but walking through and succeeding usually takes added support*, at least if a student wants to minimize debt. Costs to cover can include books, transportation, food, rent and —for the 20% of our students who parent — child care. **Students living with a parent have added costs of about \$7,500 a year; students out on their own have added costs of about \$15,000.**

At times, other financial aid may help span the funding gap. But often **it's the support of a scholarship that will make the difference.** Moreover, the benefit is not just financial: A scholarship gives a powerful psychological boost, showing a student their potential is recognized, celebrated, and worth investing in. Students with this vote of confidence complete their programs at markedly higher rates.

Safety-net grants

Many Seattle Colleges students simultaneously manage school, parenting and work, and the balance can be precarious. In a Fall 2019 student survey, 44 percent reported **food insecurity** in the prior 30 days and 53 percent reported **housing insecurity** in the previous year (with 21 percent saying they'd experienced **homelessness**).

OPPORTUNITIES FOR PHILANTHROPIC SUPPORT

Fund discretionary scholarships.

Flexible, discretionary scholarship funds allow us to respond quickly and nimbly to the needs and opportunities surrounding students. The value of such funding has been underscored by the recent social, political, economic and public-health tumult that's repeatedly altered circumstances for our students — particularly those from historically underserved communities.

Discretionary scholarship funding will typically focus on student recruitment and retention, and at times on students entering high-needs fields. Some scholarships may support promising students continuing into one of the College's fourteen applied baccalaureate programs.

While discretionary funding is highly prized, we know some donors have particular passions they wish to advance. We strongly embrace this more targeted support, as well.

OPPORTUNITIES FOR PHILANTHROPIC SUPPORT

Enable one-time safety-net grants,

typically averaging \$1,500, for students who hit turbulence like an unexpected car repair, a disruption in child care, or the loss of a roommate with whom they share expenses.

Keep programs and curricula responsive to employer and community needs

Adaptability is core to the value proposition of the Seattle Colleges. Over our five decades we have nimbly adapted to our region's ever-evolving economy and demographics and prepared tens of thousands of Seattleites for productive, contributing lives.

Today new and unpredictable forces are bearing down on the community — and the Colleges. Ponder how the pandemic has altered ways of working, perhaps durably. Or how artificial intelligence and automation could eliminate many jobs — yet possibly create many more. Or consider the now acutely heightened awareness of income inequality and racial injustice. Will that concern fade, or spur lasting change in social and workplace norms?

Whatever the future holds, Seattle Colleges will be there to help our city's people meet the moment. That's particularly true for those who have been historically underserved, so that — finally — all can share in the brilliant possibilities of this extraordinary place.

OPPORTUNITIES FOR PHILANTHROPIC SUPPORT

Align courses and programs with employer and community needs.

Given fast-whirling technological, demographic, political, and environmental forces, this takes constant attention and, at times, quick action. Among the offerings likely to need increased emphasis: apprenticeship programs in a range of fields and microcredentials for people already in the workforce and wanting to up-skill or re-skill, but without pursuing a formal degree or certificate.

Add, judiciously, to our applied baccalaureate programs. The Colleges are national leaders in Bachelor of Applied Science programs, now with fourteen in technical fields from Nursing, to International Accounting, to Early Childhood Education to Sustainable Building Technology. The impetus is students needing deeper prep to make a strong career start, and alternative four-year programs being unavailable or unaffordable. New programs are proposed often; philanthropic support will help us act on the best ideas.

Pursue technology-enhanced instruction, becoming a leader in applying virtual and augmented reality and other maturing technology to the needs of workforce education.

“The Colleges are only as good as our capacity to adapt, and fortunately the ability to shift based on new circumstances and emerging needs is hard wired in our organizational DNA.”

Rosie Rimando-Chareunsap, President, South Seattle College

**EQUITY
CAN'T
WAIT**





POWER INNOVATION

Create a center for excellence in online community college education

At the Seattle Colleges, the pandemic required a literally overnight transition to almost-entirely online instruction. Fortunately, a scaffolding for online course delivery was already in place — though under-resourced. With it, and the energy and improvisation of instructors and staff, we've managed to keep teaching, at times with excellence (at times with something less).

Here's what we feel sure of: Online education is here to stay, whether because it suits some students well, because it's a part of how we'll handle an expected surge in enrollment after the virus, or because the trend was *already* leaning to online or hybrid classes.

For all these reasons, we need to up our game. And for a further reason too: If we don't, we risk failing in the drive for educational equity. Extensive research shows that the **students ill-served by online instruction** — unless it changes — are the very learners already struggling in our classrooms, particularly young men of color.

We are committed to creating **Seattle Colleges Online**, a center of excellence in online instruction, so that we can effectively educate *all* our students to succeed in a community that, for those with the preparation, brims with opportunity.

OPPORTUNITIES FOR PHILANTHROPIC SUPPORT

Strengthen student assistance.

If students lack technology for online learning, help them acquire it, perhaps on loan. In addition, provide help-desk services for technical issues. Also critical: help students easily make online connections to Guided Pathways staff (advisors, tutors, mentors).

Bolster support of faculty. Teaching online is radically unlike traditional teaching. Instructors deserve deep, sustained support to acquire and refine this skill-set, and financial recognition for packing the professional development into already-crowded days.

Innovate with emerging technology.

The technologies of virtual, augmented and extended reality are fast maturing, enabling sophisticated simulations of many tasks taught in workforce development classes. Given our tech-hub location, we're excited at the prospect of national leadership in adopting and adapting these technologies for online instruction.

Enhance facilities. Delivering online education requires physical space for course creation and staff collaboration. To that end we'll expand existing Teaching and Learning Centers, and also create a network of "smart classrooms" geared to hybrid in-person/online instruction.

Create the physical infrastructure for future-facing education

Like other community colleges, the Seattle Colleges grew out of President Johnson's Great Society initiative five decades ago. A significant part of the schools' physical plant dates to that period and is woefully outmoded. To be an engine of social and economic mobility for a new generation of students we need facilities designed around this era's careers, skill-sets, and technologies.

In recent years we're fortunate that the people of Washington have, through their tax dollars, helped create several new, state-of-the-art buildings at the Colleges. These include the **Wood Technology Center** in Seattle's Central District, the **Seattle Maritime Academy** in Ballard, and **University Center**, an administrative and classroom structure at South Seattle College.

Beyond this new construction, public support has let us repurpose existing buildings. A standout example is iconic **Pacific Tower on Beacon Hill**, refurbished with 85,000 square feet to train vital medical professionals like nurses and respiratory therapists.

Other projects are equally critical and, realistically, state dollars may not be available, given other priorities. Or, if the state is able to help, the wait could be a decade or more, leaving behind thousands of Seattleites who could and should benefit.

OPPORTUNITIES FOR PHILANTHROPIC SUPPORT

Build the Information Technology Education Center. Jobs in IT grow exponentially around Greater Seattle — but seldom go to local young people, who struggle for the needed skills and credentials. The problem, in part, is too few sources for high-caliber, affordable technical education. The Seattle Colleges have IT programs, though too few, and we are hindered by small and antiquated facilities. So that our students have a true opportunity to compete, we plan a new education center on our Seattle Central campus, together with fresh course offerings such as machine learning and artificial intelligence, cloud management, and virtual and augmented reality. We're excited that prominent Seattle-area tech companies express strong interest in partnering.

Construct a live-and-learn facility for students in the Early Childhood Education Program. The events of 2020 rocked the city's child-care infrastructure, with as many as a thousand providers closing their doors. Key to rebuilding will be the city's sole baccalaureate program in Early Childhood Education, at North Seattle College. We intend to create a live-and-learn facility where students — often single mothers — can affordably reside with their children while preparing to enter the field.

Rendering of proposed ITEC Building at Seattle Central College



“As a springboard to some of the best-paying, most sought-after jobs in the community, ITEC represents an historic commitment to inclusion.”

Dr. Sheila Edwards Lange, President, Seattle Central College



Seattle Colleges Leadership



Chemene Crawford

Interim President of North Seattle College

Named Interim President of North Seattle College in 2020, Dr. Chemene Crawford was previously Associate Vice Chancellor for the Dallas County Community College District. She also served in a wide variety of roles during her sixteen years in the Nevada System of Higher Education and ten years in the California Community College System. Dr. Crawford has been recognized as an outstanding community college professional by the National Association of Student Personnel Administrators and as an outstanding administrator by the Nevada System of Higher Education. In addition to her doctorate from NOVA Southeastern University, she holds a Master's in Human Resources and Organization Development and a Bachelor of Science degree in Organizational Behavior, both from the University of San Francisco.



Sheila Edwards Lange

President of Seattle Central College

Dr. Sheila Edwards Lange began as President of Seattle Central College in August of 2015. She earlier served as Vice President for Minority Affairs and Vice Provost for Diversity at the University of Washington. In recognition of her steadfast professional and community work to expand diversity and inclusion in higher education, in 2011 she was named a Woman of Influence by the Puget Sound Business Journal and received Tabor 100's prestigious Crystal Eagle Leadership Award. In 2013, she was honored with the UW College of Education's Distinguished Graduate Award. President Edwards Lange earned a doctorate in Educational Leadership and Policy Studies and a Master of Public Administration from UW, and a bachelor's degree in Social Ecology from the University of California, Irvine.



Rosie Rimando-Chareunsap

President of South Seattle College

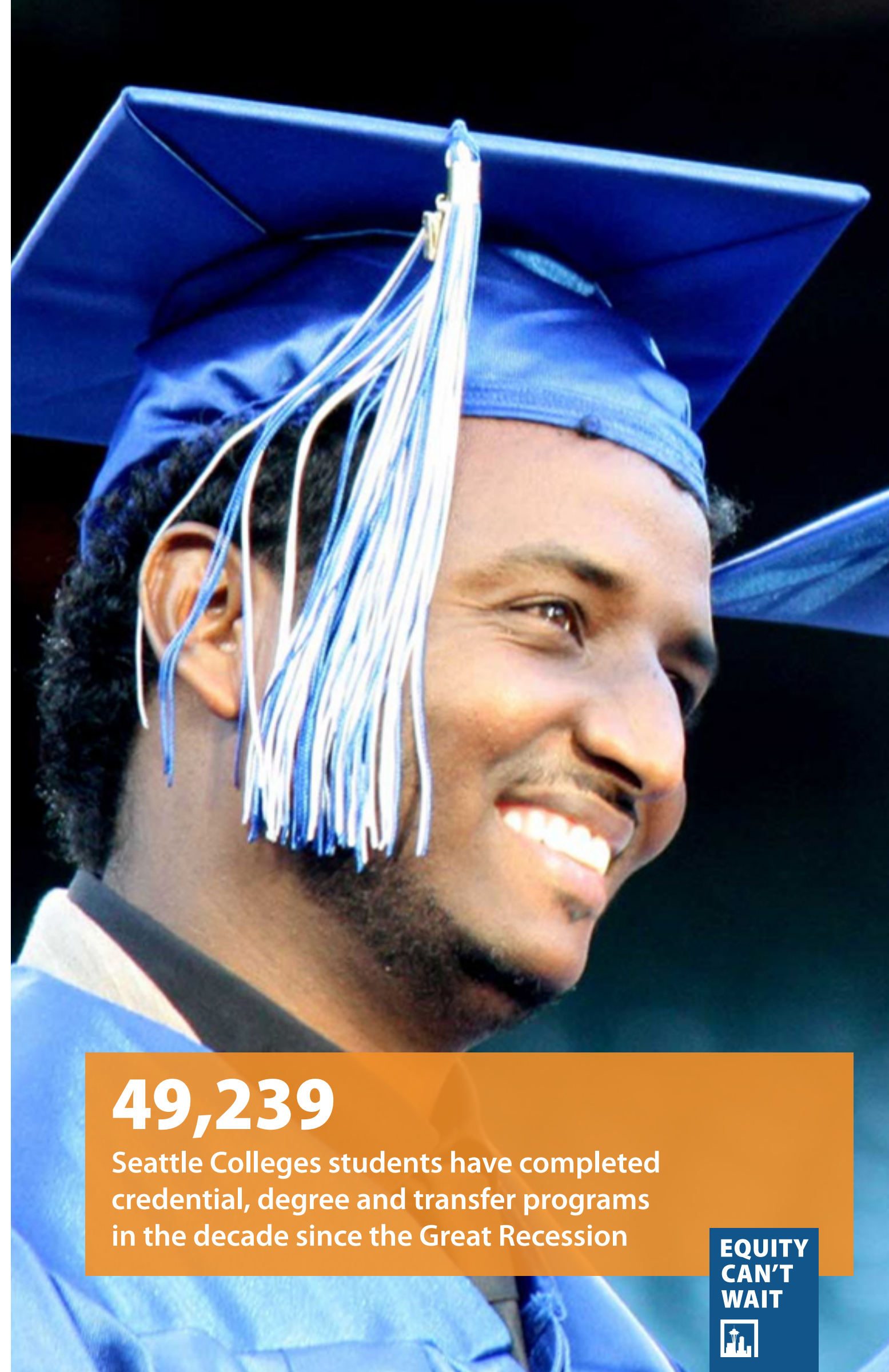
President of South Seattle College since 2018, Dr. Rosie Rimando-Chareunsap also serves as Seattle Colleges' Vice Chancellor of Equity, Diversity, and Inclusion. She began her career at South with Upward Bound, a program focused on first-generation college-bound youth, and was a driving force in a pioneering college-access program that has now expanded city-wide: Seattle Promise. President Rimando-Chareunsap has twice been nominated by peers for the distinguished Aspen Institute Presidential Fellowship. She earned a Doctorate of Education from Washington State University, a Master of Public Administration from the University of Washington, and a bachelor's in English and Ethnic Studies from Washington State University.



Shouan Pan

Chancellor, Seattle Colleges

Dr. Shouan Pan was named Chancellor of Seattle Colleges in 2016. He spent the previous eight years as president of Mesa Community College in Arizona, and earlier held executive or teaching roles at Broward College, Florida State College, the Community College of Philadelphia, and Northern Arizona University. He has received honors including the Benedictine Values Award, the Paul Elsner International Excellence in Leadership Award, and the Innovation of the Year Award from the League for Innovation in the Community College. He earned his Doctor of Philosophy in Higher Education from Iowa State University, a Master of Education in College Student Personnel from Colorado State University, and a Bachelor of Arts in English from Hefei Polytechnic University in Anhui Province, China.



49,239

Seattle Colleges students have completed credential, degree and transfer programs in the decade since the Great Recession

**EQUITY
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WAIT**





To learn more or to help, please contact us:

By email: advancement@seattlecolleges.edu

Online: foundation.seattlecolleges.edu/equity

By telephone: 206/934.2939

**EQUITY
CAN'T
WAIT**





A campaign for social **justice**,
economic **opportunity**,
and community **recovery**



EQUITY CAN'T WAIT

Join us as a sponsor! **VIRTUAL LAUNCH EVENT**

Thursday, March 25, 2021 | 5:00 pm (Happy Half-hour) | **5:30 to 6:30 pm** (Program)

Racial equity, and social equity more broadly, have surged as public issues. People from Black and Brown communities have not only suffered a lopsided share of sickness and death in the pandemic. They've also borne the brunt of massive and continuing job loss. Younger workers, people of color, and people with no post-secondary credential have lost employment at rates 25 to 50 percent higher than holders of bachelor's degrees.

People of goodwill across our city and our country wonder how to bend the arc of justice toward genuine inclusion and true equity — and bend it durably.

The Seattle Colleges are a central part of the answer. North, South and Seattle Central Colleges each have a distinct personality and curricular focus. But all share a commitment to being the best open-access colleges anywhere, welcoming students regardless of background, past academic performance, citizenship status, or age.

What this means is this: We can be — and very often are — the springboard to better opportunity and brighter lives for people pushed to the margins. Every year **more than 41,000 people enroll in our programs.**

- **43%** of our students are from families of color, primarily of lower income.
- **48%** are first-generation college students.

It's gratifying that every spring we graduate thousands of Seattleites, a big share from communities historically underserved by higher education. But still we're falling short. At the Seattle Colleges, similar to other institutions of higher ed, underserved students complete their programs at lower rates. At the Colleges, **this equity gap is 12 points.**

Knowing that 2/3 or more of today's jobs require a post-secondary credential, we won't rest until this gap is closed — *and closing it will take resources.* *Equity Can't Wait* is a multipronged campaign to overcome key barriers.

Be part of overdue change. Be part of educational equity. Join us as a sponsor of our March 25 campaign launch event.



Equity Can't Wait Campaign | Launch Event

- **Thursday, March 25, 2021** | 5:00 to 6:30 pm
- **A virtual gathering**
- **Announced speakers** include Costco Co-Founder / Honorary Campaign Chair **Jim Sinegal** and Campaign Advisory Council Co-Chairs **Dr. Constance Rice** (a UW Regent) and **Jon Fine** (emeritus CEO of United Way of King County). *More to come!*
- **250 projected attendees** (a select audience of top community, business, educational and civic leaders)

The event will be the formal public announcement of the *Equity Can't Wait* campaign, spotlighting commitments to date and spurring additional gifts. In addition to the invited speakers we will hear from students, faculty, and leadership of the Colleges and the Campaign.



Sponsorship Levels & Benefits

Can't sponsor? **Host a virtual table! Just \$1,000.** Write julia.katz@seattlecolleges.edu for details.

\$50,000 Presenting Sponsor				
Logo in a sponsor thank-you ad in the Puget Sound Business Journal Opportunity for two minutes of remarks during event Top mention in public radio underwriting spots Quote in press release about <i>Equity Can't Wait</i> Campaign Spoken acknowledgement during event Special night-of sponsor gift Most prominent logo on: <ul style="list-style-type: none">event web pagesave-the-date emailreminder email Most prominent logo on the night-of program Most prominent logo on a thank-you slide during the event	\$25,000 Champion Sponsor	\$15,000 Advocate Sponsor	\$10,000 Ally Sponsor	\$5,000 Supporting Sponsor
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		J.P.Morgan 	Mike & Becky Hughes	
Presenting Sponsors (so far)	Champion Sponsors (so far)	Advocate Sponsors (so far)	Ally Sponsors (so far)	Supporting Sponsors (so far)



MEMORANDUM

TO: Board of Trustees
FROM: North Seattle College Interim President, Dr. Chemene Crawford
DATE: Jan. 27, 2021
SUBJECT: Report to the Board of Trustees

I. Student Success

BTS Reports Impressive Completion Numbers During Remote Operations

- Despite the barriers of remote learning, the Basic and Transitional Studies (BTS) department reported that seven students graduated from the High School+ program and two students graduated with their GEDs in fall quarter 2020. Eight students were awarded the College Bridge Scholarship as they transitioned into college-level programs from fall to winter quarter. These students transitioned into nursing, allied health, social work, technology management, architecture engineering drafting, information technology I-BEST, and mechatronics. The College Bridge Scholarship is supported through the Seattle Colleges Foundation, as well as a grant from Safeco and RealNetworks.

II. External Affairs

NSC Art Department Calls Indigenous Artists to Design Campus Mural

- The NSC Art department invited artists who identify as Indigenous, with special consideration given to those having ties to Coast Salish and Duwamish land and peoples, to design NSC's new mural commemorating the college's 50th Anniversary. In the first round, selected artists will be asked to submit a to-scale design. Then, a finalist will be chosen and will collaborate with students in the NSC mural class to create the final design. Painting is set to start April 2021.

ECE Faculty Member Leads Project to Increase Diversity with Teachers in ECE

- NSC Early Childhood Education (ECE) faculty member, William White, is leading the My Brothers's Teacher Project. The aim is to diversify the early learning workforce by recruiting male high school Black and Brown students to complete college coursework in ECE at NSC and funding summer internships in Seattle's early learning programs. The program is a collaborative effort with the University of Washington College of Education, Seattle Preschool Program, Seattle Public Schools, and NSC.

NSC hosts Nikita Oliver Event: Political Participation at the State and Local Level

- On Feb. 4, NSC hosted Nikita Oliver, Seattle-based creative, community organizer, abolitionist, educator, and attorney. Oliver is the co-executive director of Creative Justice, an arts-based alternative to incarceration and a healing engaged youth-led community-based program. This civic engagement event was open to all Seattle Colleges students, staff and faculty, and was sponsored by: Seattle Colleges (SC) Offices of EDI, NSC Office of the VP of Instruction, Faculty Development, NSC ad hoc Civic Engagement Committee, NSC Student Leadership, SC Political Science programs, NSC history program, and social justice/intersectional studies program.



MEMORANDUM

TO: Board of Trustees
FROM: Sheila Edwards Lange, Ph.D., President
DATE: Jan. 28, 2021
SUBJECT: Seattle Central College monthly report

ORGANIZATIONAL EXCELLENCE

Operational plan forums: We are starting the process of updating [Seattle Central College's Operational Plan](#), the document that says how SCC will allocate resources to achieve the goals in the [Seattle Colleges Strategic Plan](#). The current operational plan expired in 2020. The Strategic Plan Committee will hold college-wide forums to gather feedback. The committee will then draft a recommended plan to be considered by the Seattle Central College Council before being presented to the President's Cabinet in spring 2021.

Guided Pathways: Seattle Central College has formed two student focus groups that meet regularly to gather input about Guided Pathways. The goal is to authentically engage students so that they are empowered to influence the direction and details of Seattle Central's Guided Pathways projects and policies.

Winter staff forum: Seattle Central held a virtual staff forum on Jan. 8, to share updates about our budget, COVID-19 prevention, ctcLink, and other topics. We hosted staff from King County Public Health to share information about how the coronavirus spreads and how to help prevent infections.

PARTNERSHIPS

Maritime partnership: Our Seattle Maritime Academy ship bridge simulator team has been working with Washington State Ferries to develop a new engine room resource management curriculum that will be implemented beginning in February.

Hutch partnership: The MESA program at Seattle Central College has developed new partnerships with Fred Hutch, Allen Institute of Cell Sciences, and the University of Washington to provide underrepresented students with paid internship experiences winter and spring quarter.

STUDENT SUCCESS

Virtual networking event: Seattle Central held [Speed Networking WEEK](#) on Jan. 25-28, hosting more than 150 local professionals in small networking sessions, where students learned what it takes to pursue careers in business, science, education/human services, and healthcare. This event is normally hosted in person at the Mitchell Activities Center, but we successfully transitioned it to an online format.

Send Love 2021 Student/Alumni Postcard Exchange: Seattle Central's graphic design program created an original postcard exchange for alumni to connect with current students. Participants will create their cards electronically, and staff will print and mail the cards to recipients. Each card is an original work of art, but all of them will include the same red heart graphic. About 88 people have signed up for the exchange so far.

PRIDE POINTS

Alan Black, a 2020 graduate of Seattle Central's Pre-Apprenticeship Construction Training, became the first student of the program to be accepted into the Pipe Fitters Union.

MEMORANDUM

TO: Board of Trustees
FROM: Rosie Rimando-Chareunsap, President
DATE: February 11, 2021
SUBJECT: Report to the Board of Trustees

I. Student Success

- **McKinney Scholarship Recipient Celebrated:** South Seattle College is celebrating student Betty Andrews, who received the Rev. Samuel McKinney Scholarship at the 48th Annual Community Celebration of Martin Luther King, Jr., held on January 15. Betty has returned to college at the age of 60 and is pursuing her bachelor's degree in Hospitality Management with plans to develop a non-profit to help people with food, clothing, jobs and homes. She is a role model for our entire campus community, and a well-deserved scholarship recipient.

II. Institutional Excellence

- **National Recognition for Dr. Sun:** Dr. Yilin Sun, faculty development coordinator for Seattle Colleges and ESL faculty for South and the district for over 26 years, was honored in January as a top 30 contributor to the U.S. Dept. of State's English Language Specialists Program, now in operation for 30 years. The award recognizes Yilin as one of a select group of 30 specialists who have made a lasting impact on the Specialist Program and on the TESOL field since 1991, building English teaching capacity abroad and bolstering mutual understanding through English language education.
- **Developing Excellent Professional & Technical Programs:** President Rosie Rimando-Chareunsap and additional members of Souths' leadership team attended a virtual Aspen Institute Workshop for Guided Pathways cohort college leaders in January. The workshop focused on Aspen's recently published "Workforce Playbook" that delves into delivering excellent career and technical education by advancing a vision for talent development and economic mobility, developing high-quality programs that align with regional need, and taking intentional action to support students' career goals.

III. Pride Points

- **Remote Teaching Approach:** Professors and instructors across the nation have been forced to reimagine teaching remotely due to the pandemic, and Hospitality Management BAS Instructor Hana Gala received a high-profile mention from [Harvard Business Publishing](#) for her creativity in developing a teaching studio in her basement. [Learn more about Dr. Gala's approach to remote teaching on LinkedIn.](#)

MEMORANDUM

TO: Board of Trustees

FROM: Maryam Nuraliyeva

Student Body President

Seattle Central College

DATE: January 28th, 2021

SUBJECT: ASSOCIATED STUDENT COUNCIL REPORT – Information Only

Student Leadership Report

- **Open Educational Resources (OER):** ASC Student Success Committee hosted a virtual event on January 28 to hear the student perspective about textbook costs. With the cost of tuition fees being higher than ever, open textbooks reduce one of the financial barriers students and their families face. It is proven that students will perform the same and often do better in the classroom when using OERs (Open Education Resources).
- **Meeting with Senator Hasegawa:** The Executive of Legislative Affairs is planning to meet with Senator Hasegawa on Tuesday, February 2nd to advocate for Open Educational Resources to help community college students afford textbooks through HB1119. We would like Senator Hasegawa to support this if it reaches the senate. We are also in favor of SB 5227 and 5194 which would both help increase equity in our CTC systems.
- **ASC Open Forum:** Student Government hosted an open forum with Dr. Sheila Edwards Lange and administrators on January 28, to discuss Seattle Central College's switch to ctcLink. We discussed what ctcLink is, how it will help us as students, and what to expect when ctcLink launches on February 22. CtcLink is a new system all community colleges in WA state are moving or have already moved to, mainly for services like HR, accounting, payroll, student records, financial aid, etc. We are scheduled to transition in the 4th wave in the state on February 22nd, and several offices will be shut down one week before and after the launch on Feb 15 – March 1.
- **Districtwide EDI Training:** Equity, Diversity, & Inclusion offices provided training for Student Leadership on Friday, January 29th for 2 hours. Dr. Betsy and the team from South Seattle College hosted an EDI session to learn about Community and Cultural Wealth: turning deficits into superpowers!
- **Student Advocacy Committee:** The focus for this month has been representing the college and putting together a legislative agenda that is related to the bills being discussed in Olympia. We started by contributing to the CUSP Legislative Agenda after

having created our own—these agendas focus on greater funding for community colleges, mental health resources, a more stable counselor-to-student ratio, and advocating for the use of Open Educational Resources.

MEMORANDUM

TO: Board of Trustees

FROM: Mahsa Mohajeri, President

DATE: February 11, 2021

SUBJECT: United Student Association (USA) REPORT – INFORMATION ONLY

Welcome Week Session January 7:

All USA officers participated in hosting a welcome week Zoom event on January 7st. Prior to the event, officers worked on creating a PowerPoint with resources and information students may need to get engaged. President Mahsa Mohajeri and Diversity and Inclusion Officer Thomas Williams facilitated the meeting. Ice breaker questions were asked to stimulate conversation amongst the students and for the team to get a better sense of how our students are doing amidst the pandemic and remote learning. Unfortunately, we didn't have many participants, but we engaged well with the few that we did have.

Considering and Contemplating our Political Moment January 11

USA VP and Voter Educator Ruzeda Fields participated in a panel with faculty Larry Cushnie and Denise Grollmus to discuss the recent and emerging events in the US Capitol.

MLK and Black History Month

Diversity and Equity Office Thomas Williams is planning several programs during January and February to celebrate Martin Luther King Jr and Black History month. We will distribute Black Lives Matter t-shirts as prizes for student attendance.

Sustainability Conference February 11 & 12:

Sustainability officer Bowie Hichens is actively working on promoting the annual Sustainability Conference His goal is to advertise and get as many student participants as possible for the conference to represent the South Seattle College community. Bowie is currently working with Tiffany, the Marketing Officer, on the flyer with the conference information to be posted on USA social media.

Students serving on Faculty Tenure & Campus-wide Committees:

All officers are scheduling and meeting with their tenure committees to complete their winter quarter tenure committee requirements. Many officers have already began working on their class observations and will be scheduling their meetings soon. We also have officers serving on the S&A Fee committee, Wellness Center Committee, Safety Committee, and the College Council.