
***Rogue Community College District
Board of Education Work Session- June 16, 2020 Meeting Minutes***

1. **Call to Order-** The Rogue Community College (RCC) Special Board of Education (Board) meeting was called to order by Kevin Talbert Ph.D., at 4:01 p.m. on June 16, 2020, via Zoom. Due notice was given.
2. **Zoom Etiquette-** Curtis Sommerfeld explained the Board's Zoom Etiquette expectations. Participants, aside from Board members and the Senior Leadership team, were asked to mute themselves and have their video turned off. If someone were to cause a distraction or disturbance to the meeting, that person would be dismissed from the meeting. If anyone wished to speak, they were asked to electronically raise their hand as well as type their question into the chat function of the Zoom meeting.
3. **Determine Presence of a Quorum-** A quorum of the Board was present including: Kevin Talbert, Pat Ashley, Pat Fahey, Ron Fox, Roger Stokes, Shawn Hogan and Claudia Sullivan.
4. **Introduction of Guests-** RCC District employees included: President Cathy Kemper-Pelle, Curtis Sommerfeld, Juliet Long, Kori Ebenhack, August Farnsworth, Sarah Wofford, Jamee Harrington, Kim Freeze, and Rachelle Brown.
5. **Public Comment-** no one signed up for public comment.
6. **Information Presentation-** The first part of the work session focused on RCC's implementation of the Redwood Campus (RWC) Master Plan short-term goals. RCC has used the COVID-19 campus shutdown as an opportunity to move around the locations of various departments to create a more student focused environment in the center of campus. As part of this plan, a Welcome Center is being created in what is currently the Student Services center on campus. The Welcome Center will be the go-to place for any new student at the Redwood Campus, no matter their major. In addition, the art gallery that is currently located in the library is being moved to the Welcome Center, and the gallery space will be converted into a micro-market for students. L Building is being converted into an Advising Center that will be run by Student Services staff. Academic case managers, financial aid advisors, SOHOPE personnel, and the supervisor of the veterans' program will all be located in the new Advising Center. A Student Success Center is replacing the space where the Tutoring Center was located. As part of the plan to make the center of campus more student-focused, some departments currently located in the center of campus are being relocated to buildings further on the outskirts of the campus. These departments are ones that do not deal directly with students on a daily basis. Wayfinding signs, the RCC website, and addresses are all being updated to reflect these new changes. It was noted that while change is hard, overall the staff who are relocating have had a positive attitude and understand the need to make the center of campus more accessible for student needs. Kevin Talbert thanked the vice presidents for

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their work in bringing the short-term projects of the RWC Master Plan to fruition. Cathy Kemper-Pelle noted that this is a great example of how to take a bad situation and turn it into a great opportunity. By doing these relocations during the shutdown we have achieved minimal interruptions in services.

The second half of the work session revolved around diversity, equity, and inclusion at RCC as well as a review of the state's equity plan. In 2017, House Bill 2864 passed and in doing so, required every college and public university to establish a Cultural Competency Oversight Committee. Furthermore, it required that committee to adopt and implement cultural fluency and competency standards for all employees. The members of this committee were then trained on cultural competency and charged with creating cultural competency goals for the college. The state provided us with a template to work from, and our first preliminary report was due last December that established those goals. A second report will be due this December that shows how we implemented those goals. While we are not a very diverse college by national standards, we serve a large number of minorities, and one of our goals is to narrow and eventually eliminate achievement gaps. Cultural competency is a continuum, and there is always room to grow. RCC has added cultural competency development to our employee performance evaluation forms. Employees must list cultural competency activities that they plan to do over the next year and are expected to report back on those activities at their next evaluation. RCC used some of the extra funding from the last legislative session to invest in a Diversity, Equity, and Inclusion (DEI) Coordinator. The position was filled in spring term by Amy Peterson, and she is now leading the cultural competency work at RCC. President Kemper-Pelle noted that we have a lot of work to do in the area of cultural competency, not just RCC but the nation as a whole. She believes that having a DEI Coordinator on campus to keep us focused on cultural competency work is going to be a great investment for RCC. Jamee Harrington added that another part of Ms. Peterson's job will be to develop a DEI toolkit for use across the college. The Diversity Programming Board is also doing excellent work in bringing cultural competency experiences to students and employees. More programs are being planned for the upcoming academic year. Dr. Talbert said that he is proud of RCC for their efforts in DEI and he encouraged his fellow Board members to reflect on their own situations as well as Oregon's situation as a whole and continue to seek out these cultural competency conversations. The Board would like to invite Amy Peterson to a work session of the Board to meet her and hear her plans for DEI at the college.

7. **Discussion Topics-** The Board discussed their upcoming retreat which will take place on Friday, July 31st. They decided that they would like to hold the retreat in person but still make sure to maintain six feet of social distance. Masks will be required. The idea of meeting at an outdoor location was also discussed, but this will be dependent on the

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weather. Board members then briefly discussed what topics they would like to see on the retreat agenda. President Kemper-Pelle noted that we are required to have our restart plan approved before the first of September and that this should be a topic of discussion at the retreat. Incoming Board Chair Shawn Hogan will work with President Kemper-Pelle and Assistant to the President- Governance, Rachele Brown, on finalizing plans and the agenda for the retreat.

8. Adjournment- Kevin Talbert adjourned the meeting at 4:55 p.m.

Meeting minutes respectfully submitted by Rachele Brown, Assistant to the President-
Governance.