

CONSENT AGENDA NO. 9

Approval of Minutes of the March 6, 2012 Regular Meeting

It is recommended that the Board approve the minutes of the March 6, 2012 Board of Trustees Regular Meeting.

Board Members and Officers Present:

Mr. Jerry Prater (chair)
Charletta Rogers Compton
Mr. Bob Ferguson (left the meeting at 6:20 p.m. just prior to Item #27)
Ms. Diana Flores
Mr. Wesley Jameson
Dr. Wright Lassiter (board secretary and chancellor)
Mr. Bill Metzger
JL Sonny Williams

Absent: None

Chairman Prater convened the meeting at 4:52 p.m. and immediately adjourned the meeting to an executive session, citing the required statements for the record.

The regular meeting was reconvened at 5:32 p.m., with certification to the posting of the meeting notice by Dr. Wright Lassiter.

**CERTIFICATION OF NOTICE POSTED
FOR THE MARCH 6, 2012
REGULAR MEETING OF THE
DALLAS COUNTY COMMUNITY COLLEGE DISTRICT
AND RICHLAND COLLEGIATE HIGH SCHOOL
BOARD OF TRUSTEES**

I, Wright L. Lassiter, Jr., Secretary of the Board of Trustees of the Dallas County Community College District, do certify that a copy of this notice was posted on the 3rd day of March 2012, in a place convenient to the public in the District Office Administration Building, and a copy of this notice was provided on the 3rd day of March 2012, to John F. Warren, County Clerk of Dallas County, Texas, and the notice was posted on the bulletin board at the George Allen Sr. Courts Building, all as required by the Texas Government Code, §551.054.



Wright L. Lassiter, Jr., Secretary

Pledges of Allegiance to U.S. and Texas Flags

Pledges of allegiance to the flags were recited.

Richland Collegiate High School status report presented by Superintendent Donna Walker

Supt. Walker presented the monthly status report as summarized in Informative Report #16.

Special presentation about Richland College Quality Enhancement Plan (QEP)

Interim President Kay Eggleston, Professors Ambronita Douzart and Tameca Minter presented information about Richland's QEP, entitled "Learning to Learn: Developing Learning Power."

Special presentation about the Association of Community College Trustees' 2012 National Legislative Summit

Vice Chancellor Justin Lonon presented Student Delegates, Paige BlueJacket and Daniel Marold, who shared stories of their educational challenges and goals with members of the Board. Trustee Wesley Jameson shared his perspective as a first time attendee, calling for the Board to take on a more active role in the national agenda focused on student success. He proposed that this might be formalized by the Board in the appointment of a new Board subcommittee focused on that topic. A recurring theme throughout the presentation related to the "investment in education" as opposed to the "cost of education."

Citizens Desiring to Address the Board Regarding Agenda Items

There were none.

Opportunity for Chancellor and Board Members to Declare Conflicts of Interest Specific to this Agenda

There were none.

Consideration of Bids

Trustee Compton moved and Trustee Flores seconded a motion to approve Items 1 and 2. Motion passed. (See March 6, 2012, Board Meeting, Consideration of Bids, Item 1 and 2, which is made part of and incorporated into the approved

minutes as though fully set out in the minutes.)

Consent Agenda

Trustee Flores moved and Trustee Ferguson seconded a motion to approve Items 3-8. Motion passed. (See March 6, 2012, Board Meeting, Consent Agenda, Items 3-8 which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Individual Items

Trustee Flores moved and Trustee Ferguson seconded a motion to approve Item #9. Motion passed.

Trustee Metzger moved and Trustee Ferguson seconded a motion to approve Item #10. Motion passed.

Trustee Metzger moved and Trustee Compton seconded a motion to approve Item #11. Trustee Flores requested a roll call vote on the item. All board members voted yes, with the exception of Trustee Flores, who voted no, citing “insufficient diversity.”

Trustee Compton moved and Trustee Jameson seconded a motion to approve Items #12-14. Motion passed.

Trustee Ferguson moved and Trustee Jameson seconded a motion to approve Item #15. Motion passed.

(See March 6, 2012, Board Meeting Individual Items, Items 9-15, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Informative Reports

Trustees reviewed the informative reports. (See March 6, 2012 Board Meeting, Agenda Items #16-26, which are made a part of and incorporated into the approved minutes as though fully set out in the minutes.)

Question/Comments from the Board and Chancellor

Related to Item #27, DCCCD hiring practices and employee diversity, Trustee Flores requested that her statement be added to the minutes verbatim and she read from a prepared text which is now incorporated here:

“One of the main reasons I ran for the Board in 1996 was because of my interest in increasing diversity at all levels in the DCCCD. As I have stated before, I will state again, while an employee of the DCCCD, I would see how DCCCD officials

would inform the public that they had a commitment to diversity when questioned about it, but then, internally, there was no evidence of that commitment, no special programs, no increase in hiring, no increase in contracting, etc. Now, 16 years later, while I am no longer an employee, I do sit on the Board of Trustees.

I was quite proud when we made it a policy to reflect the demography of Dallas County in students and employees, however, when looking at the reports we are provided with, the numbers are almost static. I consider it a shame and a stain on our reputation that we can do no better. There have been instances that I have been informed of where deliberate efforts were made to exclude applicants of color. Since this information was given to me confidentially, I will not reveal names. However, there is a recent example I can cite:

In a recent presidential search, the search committee asked and the Chancellor agreed that they could only forward two finalists to him for consideration, even though HR guidelines required that 3 to 5 finalists be forwarded to the Chancellor for consideration. However, after requests for information from LULAC, as is their right to do under state law, the Chancellor reverted to following HR guidelines and asked the committee to send him the names of three finalists. The third finalist that had originally been excluded was Latino. So my question and my quandary is if we cannot rely on the Chancellor to abide by HR guidelines in hiring matters, especially when it concerns diversity matters, how can we expect employees to do so when they are serving on search committees?

It is not right, it is not fair, it is not just that in this day and age when the demographics of Dallas County have changed so much, that, while we have been successful in increasing our student diversity, we are static in improving our employee and procurement diversity.

I believe the law allows for special consideration to be given to M/WBE contracting and to employment if a disparity study is conducted and the disparity study reveals that, "yes, Houston, we have a problem." When can the taxpayers, constituents and students finally get just representation and participation in contracting and employment at the DCCCD? It is up to us, the DCCCD Board to set policy for this District. That is how we speak and that is how we provide direction. Well, we have spoken and we have provided direction, but staff, including the Chancellor, have done little to nothing to find legal ways to enact that policy.

I ask that a disparity study be conducted both in our procurement practices and in our hiring practices to then be able to legally enact programs that address our disparities. I will continue to make this case and this comment each and every Board meeting until we have concrete action to assure that that [sic]DCCCD

Board policy in this area is being fully implemented and enacted because our procurement and employee numbers finally reflect that.”

Chairman Prater asked that his response be noted for the record as well, and indicated that while he could agree with some of Trustee Flores’ comments, anonymous or un-attributed complaints cannot be relied upon. Further, he commented that the formal review of the presidential search noted revealed no impropriety regarding the hiring of the president.

Trustee Metzger, in commenting on #28, voiced concerns regarding increased costs as a result of the financial aid centralization, and in handling financial aid awards and problems efficiently. He asked to know how staff is being prepared to manage applications for Fall 2012 assistance. Dr. Lassiter noted that a new executive director had been approved as a part of this meeting’s action and that an updated report on financial aid operations will occur in a future meeting of the Board.

In #29, Trustee Metzger requested that the minutes of the January 3, 2012 regular meeting (as revised in the February 7, 2012 meeting) be revised to reflect a roll call vote on Item # 19, policy revisions related to gender identity and expression. The Board discussed the process for this request with Legal Counsel. Chair Prater recounted, for the record, that all members of the Board present on January 3, with the exception of Trustee Metzger, voted in favor of the policy revision. Mr. Metzger voted no. Based on the extended discussion of voting process and summary minutes, the Chair will add this topic to a future work session agenda.

Trustee Compton congratulated Mountain View College on their recent Community Education Award from Beacon Hill Preparatory Institute, citing the work of Vonice Champ and Sharon Davis. Trustee Flores added her thanks to the Mountain View staff for hosting the 10th annual Las Llaves del Exito event at the college on Saturday, March 3.

Dr. Lassiter advised the Board that their weekend packet would include a report on staffing levels at all locations, following up on a request from Trustee Metzger in the January 3, 2012 meeting.

Citizens desiring to appear before the Board

There were none.

Executive Session

There was no additional session required.

Adjournment

Chairman Prater adjourned the regular meeting at 6:43 p.m.

Approved:

A handwritten signature in black ink, appearing to read "Wright L. Lassiter, Jr.", written in a cursive style.

Wright L. Lassiter, Jr., Secretary