

Jan 2023
Town Hall Meeting
for Faculty & Staff

1/11/2023

Land Acknowledgment

On behalf of the Seattle College, we acknowledge that we occupy the traditional ancestral lands of the Coast Salish peoples, specifically the Duwamish Tribe—a people that are still here, continuing to honor and bring to light their ancient heritage.

Without them/us, we would not have access to this gathering, dialogue and learning space.

We ask that we take this opportunity to thank the original caretakers of this land who are still here.

Labor Acknowledgement

Today in this Present Moment, we honor the survival, the adaptations, the forced assimilation, and the resilience and creativity of Native peoples – past, present, and future.

We encourage participants to consider their responsibilities to the people and land, both here and elsewhere, and to stand in solidarity with Native, Indigenous, and First Nations People, and their sovereignty, cultural heritage, and lives.

We recognize that enslaved and indentured peoples were forced into unpaid and underpaid labor in the construction of this country, state and city.

To the people who contributed this immeasurable work and their descendants, we acknowledge our/their indelible mark on the space in which we gather today.

It is our collective responsibility to critically interrogate these histories, to repair harm, and to honor, protect, and sustain this land.

Land and Labor Reflection

- *Think about your history and how it has brought you to the space you physically inhabit at this moment.*

Overview

- Working from Home Refresher – **Scott Rixon**
- COVID Protocol Refresher – **Scott Rixon**
- Updates: Staffing, Budget, Community – **Bradley Lane**
- Highlight: Ensure Learning – **Alyssa Jocson Porter, Elaine Ong**
- Highlight: Equity in Practice – **Carolina Forero, Lynn Kanne**
- Winter Enrollment – **Jenni Branstad**
- Winter Service Hours and HEERF Update – **Kao LéZheo**
- MLK Event – **Mikaila Harris**
- New Hires – **Scott Rixon**
- Lockdown Drill – **Sean Chesterfield**
- Kudos – **All**
- Our New Year's 'Resolutions' - **Bradley Lane**

Working from Home Refresher

- Those employees who are consistently teleworking for any days of the week need to have a current and accurate [teleworking agreement](#) in place
 - Supervisors and employees work together on any necessary updates
 - Remote work for reasonable accommodation (medical) is a separate process, contact [HR](#) with questions regarding reasonable accommodation
- Generally, telework agreements are for 2 days of telework and 3 days of on-site work each work week
- We strive to
 - Have clear expectations based on public health guidance
 - Support equity for everyone in our community
 - Ensure our systems, structures, and decisions revolve around the reason we're all here: to do our best to serve students

COVID-19 Protocol Refresher

- Daily Wellness Checks are optional on the website under [Campus Entry Procedures](#).
 - Stay home if sick. Supervisors/instructors should continue to send home any direct reports who may be ill.
- Exposure *does not mean* you have to quarantine. Exposure means wear a KN95 mask for 10 days and monitor for symptoms.
- If you test positive, follow the instructions on [Campus Entry Procedures](#).
 - When you report your positive test, **you must be logged into your Seattle Colleges Office 365**. The system operates around your SCD Email ID.
 - Set up WA Notify: <https://doh.wa.gov/emergencies/covid-19/wa-notify>
 - Tell your contacts anonymously: <https://tellyourcontacts.org/>
 - The system will notify your supervisor or instructor you are out. And you will be able to alert anyone you may have exposed. This is anonymous. You may also alert your instructor to a classroom exposure anonymously as well. *The instructor will be sent instructions to send to the class.*
- If instructors are notified of a COVID-19 case in class:
 - Class does not have to quarantine or cancel. As a class, wear a mask for 10 days and ensure all students are aware they need to stay home if/when sick.

COVID-19 Protocol Refresher

- All employees and students should take measures to stop the spread of communicable disease. Currently, this means:
 - For all cold/flu like symptoms:
 - Stay home for 5 days or 24 hours after fever resolves (whichever is longer)
 - Get tested for COVID19, if positive, follow instructions on previous slide to notify those you may have exposed and report your positive test.
 - If exposed, you do not need to quarantine but wear a mask for 10 days, get tested on day 5, and isolate if symptoms develop
- For updates and more information on isolation/quarantine standards, go to <https://doh.wa.gov/emergencies/covid-19/isolation-and-quarantine-covid-19>.
- And what to do if you test positive:
<https://doh.wa.gov/sites/default/files/2022-02/COVIDcasepositive.pdf>

Staffing Update

- Staffing:
 - Ended 2022 with 41 full-time regular new hires
 - 28 WFSE Classified
 - 6 AFT-SPS
 - 4 AFT Faculty
 - 3 Non-represented Exempt
 - So far in 2023 – 7 new hires
 - 2 WFSE
 - 2 AFT-SPS
 - 3 AFT Faculty
 - VPI and VPSS searches beginning soon.
 - Goal is 100 positions this academic year.

Budget Update

- Current outlook for this year's budget—same as in November. Business offices are finalizing the close of the first two fiscal quarters.
- Seattle Central budget gap for 22-23 continues to improve.
 - Expenses are stable
 - Revenue increasing from tuition due to increased enrollment.
- Will be using last of HERFF funds to balance this budget
 - Reclaiming lost revenue
 - Forgiving outstanding student debt

	Total
Revenue	57,694,688
Expenses	60,803,575
(deficit)/surplus	(3,108,887)

Budget Update

- Next year's budget will depend a lot on outcomes from this legislative season
 - Funding for COLAs
 - Faculty (I-732): 8.9% in 23-24 and 4.9% in 24-25
 - All other staff: 4% in 23-24 and 3% in 24-25.
 - State board is asking for COLAs to be funded at 100%. Current Governor budget funds them at 83% with remaining 17% to be paid out of local tuition.
 - State board is also asking for 6.5% each year ABOVE whatever COLA is decided to reach more competitive salaries with K-12 and other state agencies.
 - Additional funding for workforce education
 - State Board is asking for additional 77M to reflect the higher cost of workforce education. Seattle Central would receive about 2M from that funding stream, which could go a long way in closing any budget gap. Current Governor budget proposes 60M.

Community Update

- Continuing to host in-person events on campus to refresh and activate on-campus community
 - Fall Quarter
 - President's Day
 - Holiday Party
 - Winter Quarter
 - MLK Event—this Friday @ South
 - Student Mentoring Events — Jan 30th-Feb 2nd
 - Discover Seattle Colleges — March 2-9
 - Social event: BE Admin Center Open House in 4180

Ensure Learning

- *Presented by Alyssa Jocson Porter and Elaine Ong*

Equity in Practice

Equity in Practice is a Canvas based collegewide professional development program that centers equity and supports our work in Guided Pathways.

EiP is for all college employees!

Leads: Lynn Kanne & Carolina Forero

Workgroup: Tracy Cook, Dave Ellenwood, Julia Buchans, Wendy Rockhill

Equity in Practice Classes

Guided Pathways 101

New Employees: Start Here

Development Day Speakers Courses

[1: Dr. Brooms](#) - Transforming Educational Environments Through CARE

[2: Dr. Sankofa Waters](#) - A Critical Race Theory & Black Feminist Reflection on Praxis

[3: Dr. Harris](#) - Advancing Racial Equity in a Climate of Resistance and Change: Aligning Culture and Strategy

[4: Dr. Gorski](#) - Embracing and Enacting a Transformative Vision for Antiracism

Student Success Data Dashboards

Ensure Learning

The 4 Connections

TILT (Transparency in Learning and Teaching)

In development:

- **Equity Framework for Dialogue (BSTT)**
- **Identity, Position, and Power**
- **Leading Meetings for Equity**
- **Working in a Multi-lingual Environment**
- **Culturally Sustaining Teaching**

Get Started

Visit the Employee Development Page, or directly:

Enroll and participate in EiP

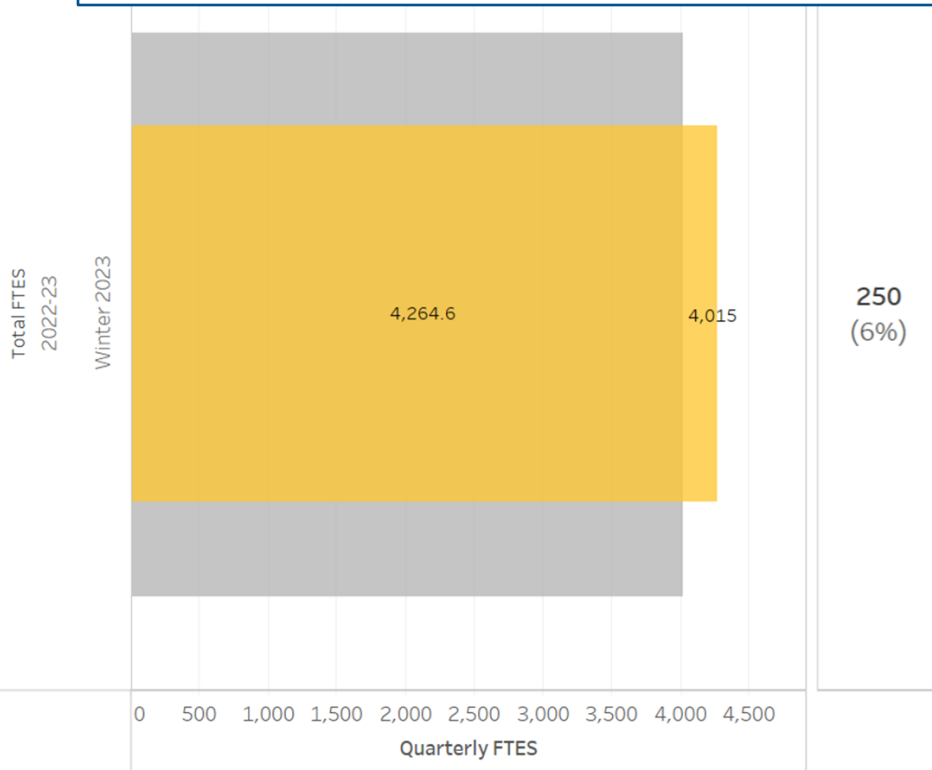
<https://canvas.seattlecolleges.edu/enroll/W4BH6J>

Propose and develop EiP courses

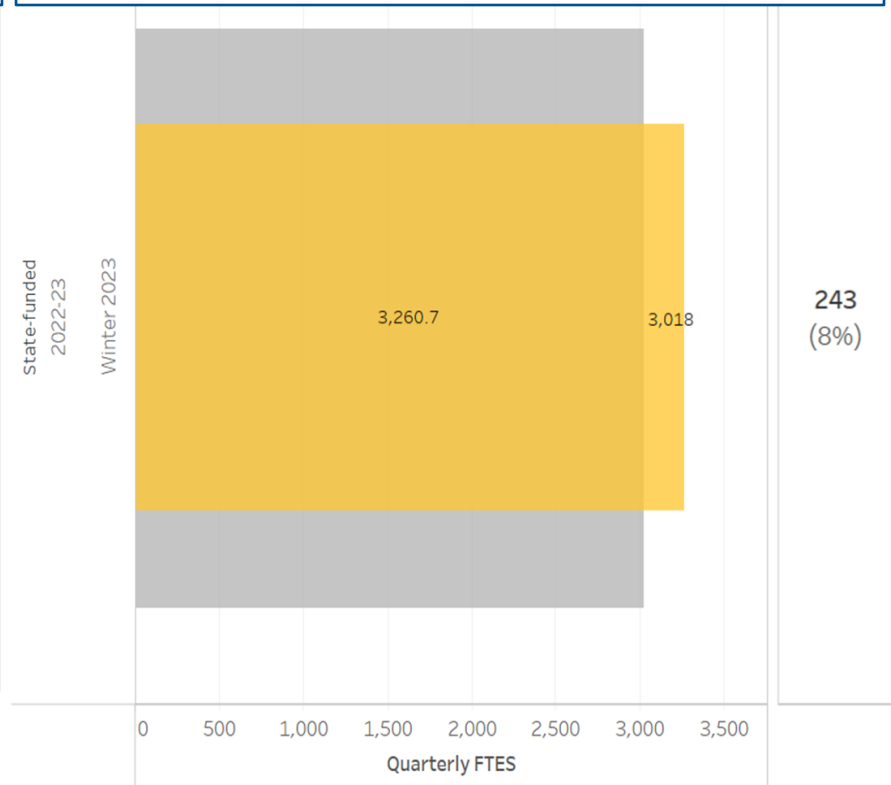
<https://canvas.seattlecolleges.edu/enroll/CYLH34>

Winter 2023 Enrollment

Total FTES – Up 6% from end of Winter 2022



State Funded FTES – Up 8% from end of Winter 2022



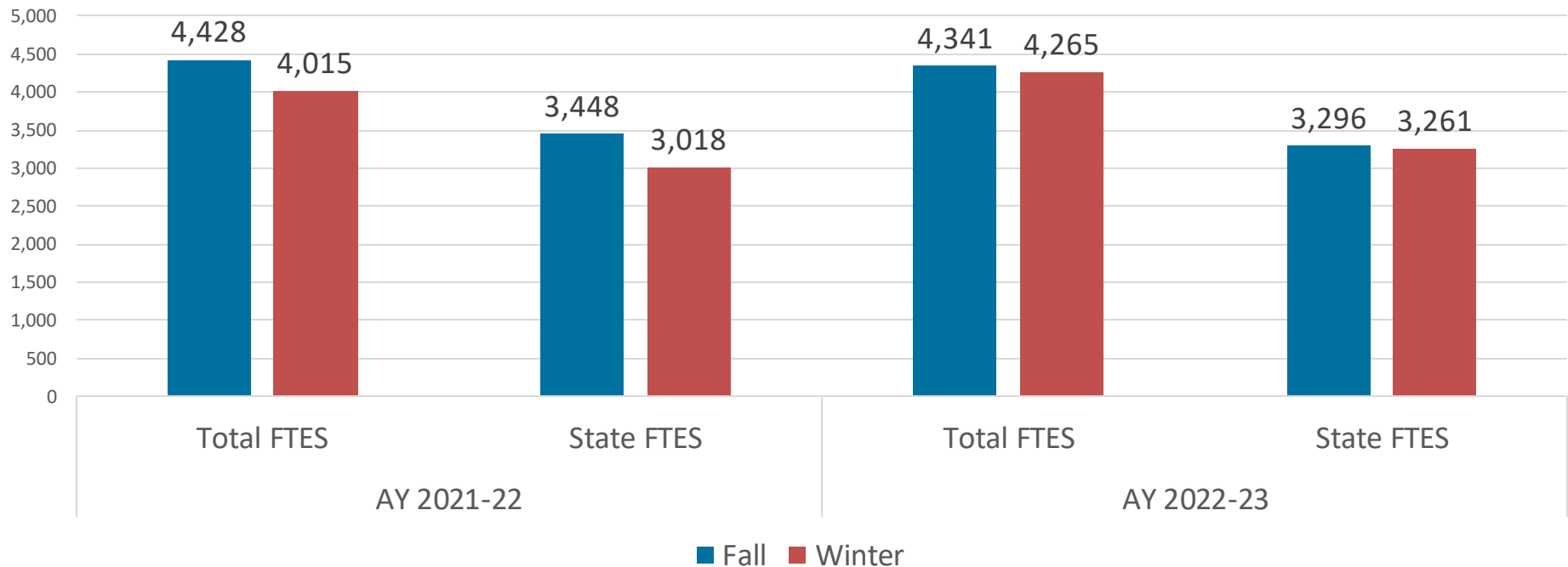
Note: Data taken Monday, Jan 9th (6 days after quarter starts). Data is not final until after the quarter ends.

Winter 2023 Enrollment

**In 2021-22, Total FTES dropped 9%
between F-W and State FTES dropped
12%**

**In 2022-23, Total FTES dropped 2%
between F-W and State FTES dropped 1%**

Fall - Winter Enrollment, 2021-22 compared to 2022-23



Note: Data taken Monday, Jan 9th (6 days after quarter starts). Data is not final until after the quarter ends.

Winter 2023 Programs & Services Hours of Operation

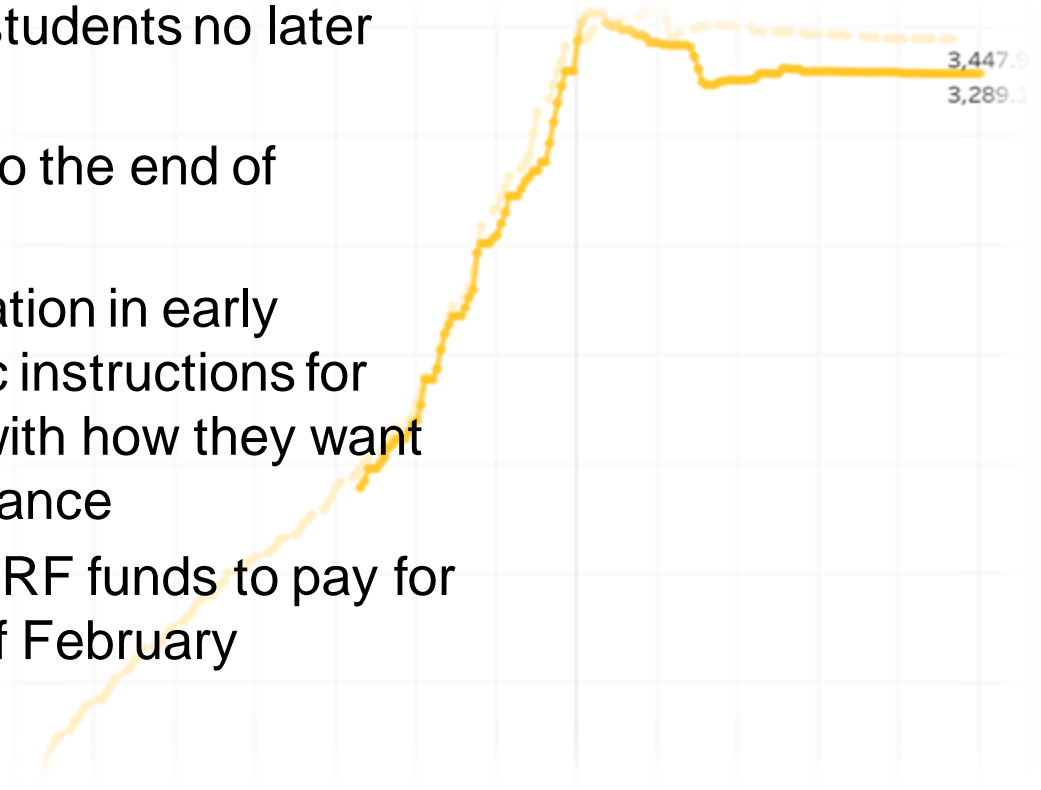
- In-person services offered from 9:00am-3:00pm, Monday through Thursday.
- Virtual services offered from 8:00am-4:30pm, Monday through Friday. On Tuesdays, limited virtual services extended to 6:30pm for the following departments: Admissions, Advising, Financial Aid, and Registration.
- Counseling services by appointment only. In person availability for Mon. and Weds. 9am-3pm
- All instructional programs will follow the same in-person hours of operation (hours posted outside each area)

HEERF (CARES) Funding Disbursement

- Deadline of June 2023 to spend down HEERF funds
- Targeting two student groups with exceptional need for HEERF disbursement:
 - 1) Enrolled students who would be dropped for non-payment due to a tuition balance due
 - Goal: Stop the interruption of learning by reducing the number of drops for non-payment for students enrolled winter and spring 2023
 - 2) Disenrolled students with outstanding debt from fall 2021 through to the end fall 2022
 - Goal: Remove financial barriers to returning by paying off outstanding debt and providing supports to help students re-enroll

HEERF: Reducing Drops Due To Non-payment

- Initial communication to students no later than January 13
 - Extending drop date to the end of January
 - Follow up communication in early February with specific instructions for students to respond with how they want to pay their tuition balance
 - Disbursement of HEERF funds to pay for tuition in the middle of February



HEERF: Reducing Drops...

Key Takeaways

- We know the “dropped for non-payment” deadline is frustrating to faculty as well as to students, because it impacts their learning.
- Our desire is to make this as simple as possible for students to stay enrolled and handle their financial obligations to the college.
 - The change in practice on dropping for non-payment will be carefully evaluated before we adopt it permanently.
- Please encourage students to pay attention to the emails and text messages coming to them this quarter. We need their affirmative response and their cooperation before we make awards to currently enrolled students.

HEERF: Reenrolling Student With Outstanding Debt

- Notify students with outstanding student debt from fall 2021 through to the end of fall 2022 their outstanding debt will be paid off using HEERF funds early March
- Students will also receive an additional \$595 (5 credit course) in HEERF funds, which can be used to re-enroll at Central
 - Re-engagement specialist will provide additional supports to help students reenroll
 - Communication campaign with steps to re-enroll via email, text, and phone calls

HEERF: Reenrolling Student...

Key Takeaways

- We know that the pandemic made it difficult for many students who had enrolled to stay enrolled and pursue their studies. Our goal with our remaining HEERF funds is to support those previously enrolled who dropped during the pandemic to re-enroll and complete.
- We will be reaching out to students who dropped out over the last five quarters with personalized emails and phone calls. If you want to help, we have stipends available to compensate those on staff and faculty who are willing to make calls and help us inform dropped students what is available to them.

50th Annual Community Celebration of Martin Luther King Jr.

SEATTLE COLLEGES PRESENTS
**50th Annual Community Celebration of
MARTIN LUTHER KING JR.**

JOY OF COMMUNITY
Friday, Jan. 13, 2023
Brockey Center, South Seattle College

9:30 a.m. Breakfast
10:30 a.m. Program
1:00 p.m. Community Conversation with
Rev. Sharon Washington Risher

Mount Zion Baptist Church, our long-time community partner
and event host, is currently not booking in-person events.


KEYNOTE
SPEAKER
Rev. Sharon
Washington
Risher


MUSIC
DaNell Daymon
and Greater Works
National and International
Award-Winning Gospel Choir


EMCEE
Monique Ming Laven
KIRO 7 Evening Anchor

- Please join us, this Friday, 1/13 for the 50th Annual Community Celebration of Martin Luther King Jr. from 9:30 a.m. to 2 p.m. at Brockey Center, South Seattle College.
- This year Rev. Sharon Washington Risher will be our keynote speaker. Monique Ming Laven, KIRO 7 Evening Anchor, will be our emcee and DaNell Daymon and Greater Works gospel choir will join us again with their award-winning music.

We hope to see you there to celebrate our community and recognize the incredible work taking place at the Seattle Colleges!

New Staff, New Roles

- Alexis McCamey, Administrative Assistant, President's Office
- Monte Faison, Info & Business Technology Full-Time Faculty, STEM + Business
- James Robinson, Assistant Director of Cohort Learning Programs, Student Services
- Emily Castillo, Associate Director of Assessment & Research, Institutional Research
- Dani Mckenzie, Campus Security Officer, Safety & Security
- Aliyanda Harris Cobbinah, Library Acquisitions Lead, Libraries, Learning Support, & Employee Development
- Asefeh Houshyari, Economics Full-Time Faculty, STEM + Business
- George McGuire, Biology Full-Time Faculty, STEM-B + Business

Lockdown Drill

- Lockdown drill on Thursday, January 19th at 10:30 a.m.
- The drill is to practice responding to an active shooter event.
- Alerts will be send over our emergency messaging system and P.A.
- Active shooter awareness workshops in BE-1110
 - January 17th at 10:30 a.m.
 - January 18th at 1:00 p.m.

Kudos

- **Dr. Kimberly McRae** and **Helena Ribeiro** are being recognized nationally by the League for Innovation in the Community College with the league's Excellence Award for their work as leaders of the Black Solidarity Think Tank (BSTT). The BSTT works to dismantle practices that have harmed Black-identifying students and replacing those practices with care and equity-minded approaches.
- **Maya Esquivido** is also being recognized nationally by the League for Innovation in the Community College with the league's Excellence Award for co-leading a Faculty Learning Community (FLC) that took place between January and October of 2022. The FLC was funded by a grant from the National Endowment for the Humanities American Rescue Plan and sought to re-center the experiences of Native Americans in the humanities.
- The **Excellence Award** recognizes outstanding faculty, staff and leaders who have made a significant difference in the lives of students and in the community.

Our New Year's 'Resolutions'

- Accomplishing 100 new full-time hires this year
- Improving the front entrance set up into Broadway-Edison
- Removing graffiti around the Capitol Hill campus
- Improving wayfinding inside Broadway-Edison
- Finding a solution to bring food service back to Broadway-Edison
- Ending student drops for non-payment

Thank You

- Q & A
- This is being recorded and will be available on News Center as soon as it is processed.