

November 2022 Town Hall Meeting for Faculty & Staff

November 9, 2022

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.



Overview

- Accreditation Mid-Cycle Update
- Employee Survey Data
- Budget Forum Recap
- Updates from College Areas
- New Employees
- Kudos

Accreditation Mid-Cycle Update

October 17-18th

- Met with over 20 groups and over 120 people

[Feedback report](#)

Next Steps

- Review feedback and make recommendations on next steps
 - Continue to monitor progress on Mission Fulfillment
- Fall 2025: Policy and Financial Report & Off-Site Review
- Fall 2026: Year-7 Self-Evaluation Study



Peer Evaluation Feedback - Compliments

Commitment to
racial and social
equity

Guided Pathways
implementation

Ensure Learning

Title III work

BSTT &
Framework

Selection of peer
institution's and
reduction of KPI's

Exploration of
additional funding



Peer Evaluation Feedback - Considerations

Improve alignment with
mission fulfillment and
operational plan

Codify role of
accreditation steering
committee

Use data from peer
institutions

Widely publish and
share disaggregated
data

Further integrate Ensure
Learning and Program
Review

Form a group to review
assessment for general
education learning
outcomes (AA
outcomes)

Improve measures for
general education
learning outcomes



Employee Survey – Spring 2022

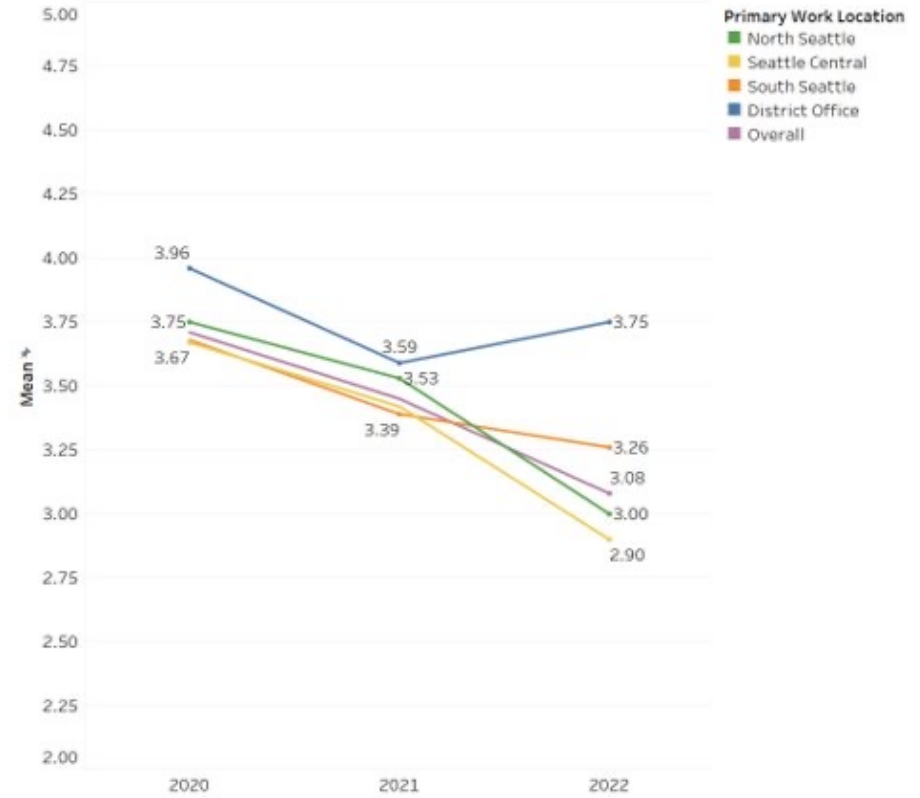
- May 2022 district wide employee survey was administered
- 175 Central employees participated including: 49 classified staff, 44 full-time faculty, 27 exempt staff, 24 part-time faculty, 18 exempt pro-staff, 7 part-time hourly, and 6 other/not reported employees
- [Survey Results](#)

Employee Survey – Overall Satisfaction

What is your overall satisfaction with being an employee at your primary physical work location?



What is your overall satisfaction with being an employee of Seattle Colleges?





Employee Survey – Overall Satisfaction

Satisfaction varies by employee type:

- Full-time faculty report the lowest levels of satisfaction (mean score 3.0 out of 5, n=44)
- Exempt pro-staff report the highest levels of satisfaction (mean score 3.5 out of 5, n=27)

Satisfaction varies by race/ethnicity:

- Respondents who do not report their race/ethnicity report the lowest level of satisfaction (mean score 2.7 out of 5, n=38)
- Black and African American respondents report the highest levels of satisfaction (mean score 3.82 out of 5, n=11)

Employee Survey – What Predicts Satisfaction?

Quantitative Analysis:

- The climate values and supports differences of opinions and beliefs.
- I am provided the resources I need to engage in professional development activities.
- Campus Safety/Security is effective.
- I am satisfied with the progress being made on equity, diversity, and inclusion (EDI) initiatives.

Qualitative Analysis:

- Pay
- Staffing challenges
- Leadership & leadership changes
- District structure
- COVID & safety concerns



Employee Survey – Next Steps

- College Council Critical Issues committee to make recommendations on next steps
- Survey updates in conjunction with Campus Climate survey mandated by SB5227
- Missing demographic data

Budget Forum Recap

- Chancellor Rimando-Chareunsap convened a district-wide budget forum on Zoom on Nov 1.
- Key takeaways
 - Need for transparent budget reports and status updates to college in ongoing way
 - Need for salary increases for faculty and staff regardless of budget situation at colleges.
 - SBCTC legislative priority #1 this year: Competitive Salaries. Asking for 6.5% over COLA each year of biennial budget to bring parity with K-12.
- Updates
 - College Council is currently forming Resource Allocation Committee for this year
 - Hiring permanent Budget Director for Central this month; starting VC Finance search for district.

Current Budget Update

- Current outlook for this year's budget will be presented to the Board on Thursday.
- Seattle Central budget Gap for 22-23 already improving. Initially planned for 4M, now currently closer to 3M.
 - Revenue outlook increased from 56.5 to 57.6 since start of fall quarter.
 - Slight increase in expenses, from 60.6M to 60.8M.

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

New Staff, New Roles

- Eric Greer, interim Associate Dean of STEM-B
- Jeremy Beckwith, Campus Safety and Security Officer
- Kano (Claire) Cheng, Student Activities Specialist
- Dino Kladouris, BTSD Student Specialist
- Mark Gilbert, Painter
- Rohmah Ismael, Financial Aid Program Specialist
- Denise Gloria, Financial Aid Program Specialist
- Sean Coveny, Financial Aid Program Specialist
- Lincoln Ferris, interim Executive Director of Campus operations

CARES Funding Disbursement

- 3.3 million in funding to support student needs
 - One-time funding, last day to distribute funds is last day of March 2023
 - Funding in phases
- Phase 1
 - Currently processing roughly 600 student applicants to determine if they met requirements
 - For all students meeting requirements, CARES funding will be used to pay for all outstanding balances
- Phase 2
 - Review all outstanding balances for students for the 2021-22 academic year
 - Notify students all outstanding balances will be paid through CARES funding unless the student declines
- Phase 3
 - Disburse remaining funds to all students (winter 2023)

Response to CARES question

- *Based on our interpretation of the policies governing the CARES funding, funds can be disbursed to all degree seeking students. However, this excludes not-award seeking students (NOAWS), students taking the \$25 basic studies classes, and international students. NOAWS students can meet eligibility requirements by going through a program update to become eligible.*
- *Additionally, we are required to prioritize students with exceptional need and are currently prioritizing students who qualify for financial aid. As we move through each phase of funding, we will award more of the general student population based on exceptional need.*

SBCTC Office of Civil Rights Review

- What is the SBCTC's role in supporting the Office of Civil Rights?
 - Support and ensure colleges are in compliance with civil rights obligations under the “Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex and Handicap in Vocational Education Programs” as well as Title VI, Title IX, and Section 504.
- Why now?
 - The new process – desk review – ensures all colleges are reviewed on a consistent 3-year cycle to ensure compliance with federal policies.
 - Overarching review of the student experience beginning with the outreach and recruitment process until registration for students.
- Which areas will be reviewed as part of the desk audit by the SBCTC?
 - Title IX, financial aid, accessibility, admissions, and recruitment and marketing.

...SBCTC OCR Review

- What should we do to prepare for the desk review?
 - Nothing. The goal of the desk review is to get a good snapshot of the college and provide recommendations. If we are out of compliance, the SBCTC will work with the college to address compliance issues.
- What will the desk review process entail?
 - Yearlong process consisting of interviews and gathering documents
 - List of recommendations will be provided. If necessary, an in-depth on-site review will be conducted
- Who to contact?
 - Seattle Central liaison Kao LeZheo kao.lezheo@seattlecolleges.edu
 - SBCTC Maryam Jacobs, MOA coordinator mjacobs@sbctc.edu

New Facilities Leadership

- District Ex. Director
Facilities
- Tona Khau
- Assoc. Director of
Facilities, SCC
- Casey Lawrance



Kudos

- Huge appreciation for our Director of Instructional Operations, Ms. Marilyn McCamey, and the team of Division Schedulers!!

Jordan Bachiller

Melissa Matthew

Barbara Ceiga

Karita Randall

Alexis Fein

Semhar Tekeste

Kjristin Fitch

Lina Tjok

Tiffani Koyano

Rhonda Watt

- Shoutout to Financial Aid for adding three new Program Specialists this month – special thanks to Tim Collins and Adria Harris for their assistance attracting stellar applicants and running a prompt search!
- Chris J. Webb, STEM-B Faculty, leading an NSF-funded project called Co-Designing for Trust at Seattle Central. Working in partnership with Black-led organizations, rural librarians, educators, and students, this team of researchers and practitioners addresses the disproportionate impact false and misleading information has on Black and rural communities.

Kudos

- Kudos to Seattle Central's Lady Liberty, Patti Gorman, Service Learning Coordinator, for her work supporting voting in the 2022 midterms.
- Kudos to Marie Joyce Artap, Trio Programs Manager, Kano Cheng, Program Specialist, David Alvarez, Program Specialist, and JC Ignacio, Club Specialist, alongside other Student Leadership staff for hosting a celebration for first-generation students yesterday. November 8 is National First-Generation Celebration Day.

Thank You

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