Napa Valley Community College District

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES
September 5, 2008
1:00 p.m.  Public Session
Room 1340 McPherson Administration Building
Napa Valley College, Napa, California

1.0  CALL TO ORDER  1:00 P.M.
Board president Bruce Ketron called the meeting to order at 1:12 p.m.

Members Present:  Bruce Ketron, JoAnn Busenbark, Charles Meng, Tom Andrews, Steve Reinbolt, Brenda Knight, Chris Hagerman
Members Absent:  Michael Baldini
Staff Present:  Dr. Chris McCarthy, Sue Nelson, Oscar DeHaro, Laura Ecklin, Greg Miraglia, Dixie Larson, Eileene Tejada, Ron Rhyno, Lorraine Segal, Jose Hernandez, Jose Hurtado, Erik Shearer, Ann Gross, James Weston, Edward Beanes, Judie Walter-Burke, Dr. Robyn Wornall, Windy Martinez

2.0  INFORMATION ITEM:  Discussion of Progress Towards Implementation of Diversity and Inclusivity Goals on the Napa Valley College Campus
Board President Bruce Ketron introduced the agenda item, noting that the board had had an extensive discussion at its last meeting on August 14, 2008 on supporting a diverse and inclusive college community. At that meeting, the board strongly stated its reaffirmation of those goals and called for a special meeting to review and assess the college’s progress towards implementation of diversity and inclusivity goals on the Napa Valley College Campus.

Mr. Ketron and other board members reported on a three-day national conference on diversity attended by five board members and the college president. JoAnn Busenbark said the conference made the board even more strongly committed to its inclusivity efforts. Charles Meng stressed the importance of pulling people together instead of pulling people apart, noting the move away from “diversity” to “inclusivity.” Brenda Knight said she was proud that so many board members independently made a commitment to attend the diversity conference and said it was important to keep moving in the right direction. She stressed the board’s interest in hearing from the entire campus community and that it is crucial for the conversation to include the entire Board of Trustees. Bruce Ketron spoke on behalf of Michael Baldini who was traveling and unable to be at the meeting, stating that communality is education. Bruce Ketron said that it is time to move things forward, without micro-managing the college’s efforts. He said he looked forward to a positive discussion.

Dr. McCarthy said many talented and dedicated individuals have been working on diversity issues for a long time, but now we needed to reaffirm our commitment and regroup, as things had become static. He said he felt there needed to be stronger presidential and board leadership. Dr. McCarthy stated
that it was time to lay out constructive plans for moving forward on this initiative, and board members concurred. He noted that consultant Tom Brown had graciously agreed to attend the meeting.

Oscar De Haro reported on outreach efforts and the greater diversity on campus over recent years. He said he felt Napa Valley College was doing a good job in supporting our diverse student population. Laura Ecklin reported that the EEO plan was approved in December and now we were awaiting data from the Chancellor’s Office regarding the availability of diverse candidates for hire. She explained that the hiring committee training focuses on creating a diverse workforce, bias awareness, and workforce development. She said that 32 1/2% of college employees are from four diverse ethnic groups, and does not reflect diversity in gender, disability, or sexual orientation.

Student trustee Chris Hagerman said that all students contribute something different to the college, and the contributions of all student groups is important. He said that in his work with Phi Theta Kappa Honor Society demonstrated that NVC is in the forefront of diversity work.

Ron Rhyno, New Majority Affairs, said there has been a remarkable increase in diversity on campus, and said it now the focus needed to be on how to help diverse students be successful. He recalled the accomplishments of the first Title III grant, stressed the importance of evidence-based study, and said he felt it was important to keep our sense of urgency in moving forward.

Board president Bruce Ketron said it was important that everyone take ownership and that everyone has to be on the same page. Charles Meng noted his 18 years of trusteeship and said it was important to acknowledge the achievements of the college regarding diversity, citing the progress included in the report prepared by Dr. McCarthy and approved by the board last year.

Eileene Tejada said she was the first woman of color hired on the faculty. She thanked Dr. McCarthy and the board for hiring a consultant to work on diversity. She said that all sides needed to make a concerted effort to make cognitive and attitudinal change. Training and policy should work together. She said she felt there had been resistance on the part of Senate leadership to training that had been done on diversity, and the IDI had not been supported.

Lorraine Segal said she was pleased by the discussion and said that this was an opportunity to be proactive. She stressed the importance of leadership. She also said that she felt there were two Napa Valley Colleges, so the perception of the college is vastly different among individuals. She stressed it was critical to appreciate and validate the broad range of experiences of individuals belonging to “both Napa Valley Colleges” in order to alter the unfortunately negative experiences that she and others have had at the college.

James Westin, Tech assistant in the ESL lab, stressed the importance of accountability, and noted that the attendance at the meeting was not as large as it should be. He said it was time for the board and faculty to show concern for the comments of students coming from outside Napa. He said there has been a history of intimidation, and a reasonable timetable to address these critical issues should be set.

Erik Shearer, Co-Chair, Curriculum Committee, Co-Chair of the curriculum committee spoke about the DTF Plan recommendations related to curriculum. He said the ambiguity of the language in the Diversity Task Force Plan, such as the recommendation to “support diversity infused throughout the curriculum” made it difficult to implement some of the recommendations. He said there needed to be clarification and more specificity. He noted that only one single-culture course, Filipino 160, had been
recently introduced to the curriculum. Mr. Shearer made the point that there is a great deal of diversity inherent in the curriculum. He noted, for example, how impossible it would be to teach in his discipline (art) without reference to diversity.

Greg Miraglia reported on diversity work in the Napa Valley College Police Academy. He also reported on the college’s bias incident response team that serves to quickly and effectively report any hate incident on campus. He explained that reporting can be done on the college website. It may also be possible to make an anonymous report. Student trustee Chris Hagerman said he would assist in getting the word out.

Vice President, Instruction Sue Nelson reported on the English learning communities and recent successes in training for and teaching to diversity. She also noted the many ways the college is assisting diverse student populations, including HAS, Puente, Umoja, learning communities, ESL, SSS, EOPS. Brenda Knight agreed that UMOJA was a huge accomplishment, and she said she would be serving as a mentor. She agreed that “inclusivity” was an excellent concept.

Jose Hurtado said he worked on the original multicultural requirement. He said we now need new energy and new commitment, with a goal of putting the recommendations of the Diversity Task Force Plan in place. He said faculty has a strong desire to do good work in this area, and there are many unseen efforts which he fully supports.

Ann Gross stated that she teaches intercultural communication. She said we need strong leadership, a clear stand on the college’s mission, and a reaffirmation of the values stated in the Diversity Task Force Plan. She said we should focus on why we’re here, on research, and on meeting resistance to moving forward. She explained that research shows the bigger the difference between the learning style of teacher and student, the less successful the student will be. She recommended refining hiring practices and rewarding professional development.

Dr. Robyn Wornall said the information provided through the Program Evaluation Process (PEP) is also providing impetus for change. The process will help development strategies for improving our programs.

Board president Bruce Ketron said he was concerned that the report from consultant Tom Brown did not reflect input from students, research, or science.

Mr. Ketron summarized that the college must move forward with the inclusion model, establish timelines and metrics for evaluation, operationalize the plan, evaluate research, assign responsibility, and move forward. The board discussed selecting a number of priorities as possible first steps: a) disban the Diversity Task Force, b) assign leadership responsibilities for the new committee to the Vice President, Instruction and Vice President, Student Services; and c) do a new survey that focuses on students and provides an opportunity for comments. He noted that no action could be taken on this item, as it was informational. He recommended an action agenda item be placed on the next agenda so that the board could re-affirm its commitment to diversity and inclusivity and establish appropriate next steps.

3.0 APPROVAL ITEM: Approval of New Members of the Measure N Independent Citizens’
**Oversight Committee**

Chris McCarthy explained that the district had understood that the requirement for a bona fide member of a taxpayer’s organization as stipulated in the by-laws of the Measure N Independent Citizens’ Oversight Committee was appropriately met by a member of a homeowner’s association. However, the District has learned that a stricter reading of the bylaws required that the position be filled by a member of a taxpayer’s association. The board discussed the process of appointment of new members; the by-laws state “appropriate local groups will be solicited for applications.” Brenda Knight asked for clarification of the process and suggested the decision may not have to be made at this meeting. Board president Ketron stated that a member of the Napa chapter of Rotary, International had expressed an interest in serving on the oversight committee and had submitted an application. He stated that Mr. Jason Luros is also a member of the Howard Jarvis Taxpayers’ Association, and therefore met the requirement as stated in the by-laws.

M/S/C (Busenbark/Andrews) to approve Jason Luros as new member of the Measure N Citizens’ Oversight Committee, meeting the requirement of a “member active in a bona-fide taxpayers association. Brenda Knight opposed.

4.0 **ADJOURNMENT**

The meeting adjourned at 4:45 p.m.