



*This Open Meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, §§551.001 through 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of Board Relations. Per Texas Government Code §551.1282, this meeting is being broadcast over the Internet in the manner prescribed by Texas Government Code, §551.128. In accordance with Texas Government Code §551.127 one or more members of the Board of Trustees may participate in the meeting via videoconference in accordance with the provisions thereof.*

**NOTICE OF AN EDUCATION WORKFORCE COMMITTEE MEETING OF  
THE BOARD OF TRUSTEES FOR DALLAS COLLEGE AND RICHLAND  
COLLEGIATE HIGH SCHOOL  
TUESDAY, MAY 7, 2024 | 9:00 AM**

**Administration Office  
1601 Botham Jean Blvd., Room #036, Dallas, TX 75215  
[www.dallascollege.edu/boardmeetingslive](http://www.dallascollege.edu/boardmeetingslive)**

*Persons who address the Board are reminded that the Board may not take formal action on matters that are not part of the meeting agenda and may not discuss or deliberate on any topic that is not specifically named in the agenda. For any non-agenda topic introduced during this meeting, there are three (3) permissible responses: 1) to provide a factual answer to a question; 2) to cite specific Board Policy relevant to a topic; or 3) the topic may, at a later date, be placed on a Board Agenda for a subsequent meeting.*

*Speakers shall direct their presentations to the Board Chair, or the Board, as a whole.*

**EDUCATION WORKFORCE COMMITTEE MEETING AGENDA**

**1. Roll Call - Announcement of Quorum**

*(Committee Members: Paul Mayer (Committee Chair), Catalina E. Garcia (Member), Phil Ritter (Member))*

## **2. Certification of Notice Posted for the Meeting**

## **3. Citizens Desiring to Address the Board**

## **4. Committee Presentations**

- 4.1. Business/Financial Services Sector & School of Business, Hospitality and Global Trade  
Presenters: Shawnda Floyd, Christa Slejko, Mike Walker
- 4.2. Innovation Highlights of the Academic Incubator  
Presenters: Shawnda Floyd, Greg Morris
- 4.3. The Impact of Dallas College – Our Students’ Stories & Economic Mobility  
Presenters: Beatriz Joseph, David Mahan

## **5. Overview of Regular Meeting Agenda Items**

- 5.1. Policy Item
  - a. Approval of Amendment to Policies Concerning Expression and Standards of Conduct – DGC, DH, FLA, FLB, and GD (LOCAL)

## **6. Items for Review**

- 6.1. Committee Notes
  - a. Education Workforce Committee Notes for April 2, 2024

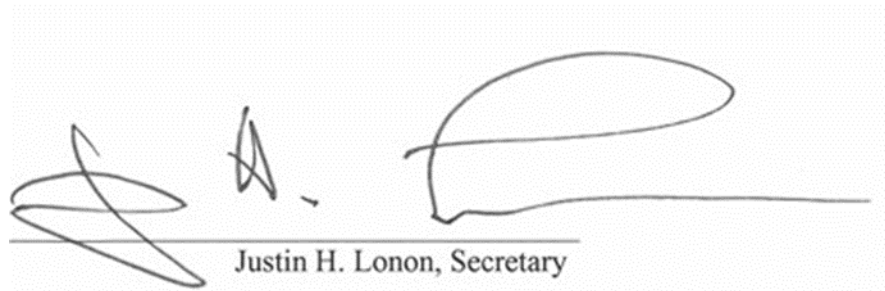
## **7. Executive Session (if needed)**

- 7.1. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers - Section 551.071
- 7.2. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignments, Duties, Discipline, or Dismissal of Officers or Employees- Section 551.074
- 7.3. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072
- 7.4. Deliberate Regarding Security Devices or Security Audits Sections 551.076 and 551.089

## **8. Adjournment**

***CERTIFICATION OF NOTICE POSTED FOR THE MAY 7, 2024, EDUCATION  
WORKFORCE COMMITTEE MEETING OF DALLAS COLLEGE AND  
RICHLAND COLLEGIATE HIGH SCHOOL BOARD OF TRUSTEES***

I, Justin H. Lonon, Secretary of the Board of Trustees of Dallas College, do certify that a copy of the notice for this meeting was posted on the 3rd day of May 2024 in compliance with the applicable provisions of the Texas Open Meetings Act.



Justin H. Lonon, Secretary

POLICY ITEM NO. 5.1.a.

Approval of Amendment to Policies Concerning Expression and Standards of Conduct– DGC, DH, FLA, FLB, and GD (LOCAL)

The Chancellor recommends the following revisions to local policy to implement changes necessitated by Executive Order No. GA-44, issued by Governor Greg Abbott on March 27, 2024, and relating to antisemitism.

Effective Date

Upon Board Approval

LOCAL POLICY	EXPLANATORY NOTES
DGC, FLA, and GD – Expression	Revisions to local policy would: <ul style="list-style-type: none"><li>• Add the definition of antisemitism to policies applicable to employees, students, and the community;</li><li>• Revise the limitations on expression included therein to apply to expression that constitutes prohibited harassment, including discriminatory harassment, or antisemitism.</li></ul>
DH and FLA – Standards of Conduct	Revisions to local policy would add to the list of prohibited activities included in the Employee Standards of Conduct and the Student Code of Conduct the following: <ul style="list-style-type: none"><li>• Engagement in antisemitic speech or acts.</li></ul>

EMPLOYEE RIGHTS AND PRIVILEGES  
EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

DGC  
(LOCAL)

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**Note:** For expression and use of College District facilities and grounds by students and registered student organizations, see FLA. For expression and use of College District facilities and grounds by the community, including by nonstudents and organizations that are not registered student organizations, see GD. For use of the College District's internal mail system, see CHE.

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Definitions

For purposes of this policy, "antisemitism" shall have the meaning prescribed by Texas Government Code, Section 448.001(2). [See DGC (LEGAL)]

**Academic Freedom**

Faculty members are entitled to academic freedom in the conduct of research and teaching and are tasked with the associated responsibilities. To this end, the College District endorses the academic freedom principles set forth in the [Statement of Principles on Academic Freedom and Tenure \(PDF\)](#)<sup>1</sup> published by the Association of American Colleges and Universities and the American Association of University Professors.

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Limitations on  
Content

Materials shall not be distributed by an employee or employee organization on College District property if:

1. The materials are obscene;
2. The materials contain defamatory statements about public figures or others;
3. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action;

~~4. The materials are considered prohibited harassment [see DIA series and FFD series];~~

4. The materials are or contain expression that is unlawful or disruptive to the operations of the College District, including, but not limited to, materials or expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism.

5. The materials constitute ~~nonpermissible~~ impermissible solicitation; or

6. The materials infringe upon intellectual property rights of the College District [see CT].

~~6.~~

EMPLOYEE RIGHTS AND PRIVILEGES  
EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

DGC  
(LOCAL)

**Time, Place, and  
Manner Restrictions**

Distribution of materials shall be conducted in a manner that:

1. Is not disruptive to College District operations;
2. Does not impede reasonable access to College District facilities;
3. Does not result in damage to College District property;
4. Does not interfere with the rights of others; and
5. Does not violate local, state, or federal laws or College District policies and procedures.

The distributor shall clean the area around which the literature was distributed of any materials that were discarded or leftover.

The Chancellor or designee shall designate times, locations, and means by which materials that are appropriate for distribution, as provided in this policy, may be made available or distributed by employees or employee organizations to employees or others in College District facilities and areas that are not considered common outdoor areas.

**Use of Facilities and  
Grounds**

The facilities and grounds of the College District shall be made available to employees or employee organizations when such use does not conflict with use by, or any of the policies and procedures of, the College District. The requesting employees or employee organization shall pay all expenses incurred by their use of the facilities in accordance with a fee schedule developed by the Board.

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*Approval*

The Chancellor or designee shall approve or reject the request in accordance with provisions and deadlines set out in this policy and administrative procedures, without regard to the religious, political, philosophical, ideological, academic viewpoint, or other content of the speech likely to be associated with the employees' or employee organization's use of the facility.

Approval shall not be granted when the official has reasonable grounds to believe that:

1. The College District facility requested is unavailable, inadequate, or inappropriate to accommodate the proposed use at the time requested;
2. The applicant is under a disciplinary penalty or sanction prohibiting the use of the facility;

EMPLOYEE RIGHTS AND PRIVILEGES  
EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

DGC  
(LOCAL)

3. The proposed use includes ~~nonpermissible~~ impermissible solicitation;
4. The proposed use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
5. The applicant owes a monetary debt to the College District and the debt is considered delinquent;
6. The proposed activity would disrupt or disturb the regular academic program;
7. The proposed use would result in damage to or defacement of property or the applicant has previously damaged College District property; ~~or~~
8. The proposed activity would constitute an unauthorized joint sponsorship with an outside group; or
- ~~8-9.~~ The proposed use would constitute expression that is unlawful or disruptive to the operations of the College District, including, but not limited to, expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism.

The Chancellor or designee shall provide the applicant a written statement of the grounds for rejection if a request is denied.

*Common  
Outdoor Area  
Exception*

Common outdoor areas are traditional public forums and are not subject to the approval procedures. Employees and employee organizations may engage in expressive activities in common outdoor areas, unless:

1. The person's conduct is ~~unlawfu~~ unlawful, including, but not limited to, expression that is considered prohibited harassment (to include discriminatory harassment) or ;antisemitism;
2. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
3. The use would materially or substantially disrupt or disturb the regular academic program; or
4. The use would result in damage to or defacement of property.

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EMPLOYEE RIGHTS AND PRIVILEGES  
EMPLOYEE EXPRESSION AND USE OF COLLEGE FACILITIES

DGC  
(LOCAL)

**Violations**

Failure to comply with this policy and associated procedures shall result in appropriate administrative action, including but not limited to, suspension of an employee's or employee organization's use of College District facilities as permitted by this policy and/or other disciplinary action ~~in accordance with the College District's policies and procedures and the employee handbook~~ up to and including termination of employment.

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EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

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**Violations**

Employees shall comply with the standards of conduct set out in this policy, with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to their status as College District employees, and with all applicable federal and state laws, including, but not limited to, those relating to:

1. False reporting or failure to promptly report an incident of sexual misconduct [See DIAA (LOCAL); and
2. Unless required by law, engagement in any action prohibited by Chapter 51 of the Texas Education Code and related to diversity, equity and inclusion (DEI) programs and activities, including:
  - a. establishing or maintaining a DEI office or hiring an employee or contractor to perform such duties;
  - b. compelling or otherwise soliciting a DEI statement from any person or giving preferential treatment or consideration based on a DEI statement;
  - c. Giving preference on the basis of race, sex, color, ethnicity or national origin to any employee, applicant or participant in any college function; and
  - d. Mandating DEI training as a condition of enrolling or performing any institutional function, unless the training is otherwise permitted by applicable law.

3. Expression that is considered unlawful or disruptive to the operations of the College District, including, but not limited to, expression that is considered harassment (to include discriminatory harassment) or antisemitism. [See DGC (LOCAL)]

Violations of law or College District policies, regulations, procedures or guidelines may result in disciplinary action, up to and including termination of employment. The Chancellor shall promulgate the necessary regulations and/or procedures for implementation and enforcement of this policy.

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STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

FLA  
(LOCAL)

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**Note:** For expression and use of College District facilities and grounds by employees and employee organizations, see DGC. For expression and use of College District facilities and grounds by the community, including by nonstudents and organizations that are not registered student organizations, see GD.

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**Definitions**

For purposes of this policy, “antisemitism” shall have the meaning prescribed by Texas Government Code, Section 448.001(2). [See DGC (LEGAL)]

**Distribution of Literature**

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the College District shall not be sold, circulated, distributed, or posted on any College District premises by any College District student or registered student organization [see FKC], except in accordance with this policy.

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**Limitations on Content**

Materials shall not be distributed by students or registered student organizations on College District property if:

1. The materials are obscene.
2. The materials contain defamatory statements about public figures or others.
3. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
4. ~~The materials are considered prohibited harassment. [See DIAA, DIAB, FFDA, and FFDB]~~ The materials are or contain expression that is unlawful or disruptive to the operations of the College District, including, but not limited to, materials or expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism.
5. The materials constitute ~~nonpermissible~~ impermissible solicitation. [See FI]
6. The materials infringe upon intellectual property rights of the College District. [See CT]

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**Use of Facilities and Grounds**

The facilities and grounds of the College District shall be made available to students or registered student organizations [see FKC] when such use does not conflict with use by, or any of the policies and procedures of, the College District. The requesting students or

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

FLA  
(LOCAL)

student organization shall pay all expenses incurred by their use of facilities in accordance with a fee schedule developed by the Board.

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*Approval*

The Chancellor or designee shall approve or reject the request in accordance with provisions and deadlines set out in this policy and administrative procedures, without regard to the religious, political, philosophical, ideological, academic viewpoint, or other content of the speech likely to be associated with the student's or registered student organization's use of the facility.

Approval shall not be granted when the official has reasonable grounds to believe that:

1. The College District facility requested is unavailable, inadequate, or inappropriate to accommodate the proposed use at the time requested;
2. The applicant is under a disciplinary penalty or sanction prohibiting the use of the facility;
3. The proposed use includes ~~nonpermissible~~ impermissible solicitation [see FI];
4. The proposed use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
5. The applicant owes a monetary debt to the College District and the debt is considered delinquent;
6. The proposed activity would disrupt or disturb the regular academic program;
7. The proposed use would result in damage to or defacement of property or the applicant has previously damaged College District property; ~~or~~
8. The proposed activity would constitute an unauthorized joint sponsorship with an outside group; ~~or~~
9. The proposed use would constitute expression that is unlawful or disruptive to the operations of the College District, including but not limited to expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism.

~~8.~~

STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT EXPRESSION AND USE OF COLLEGE FACILITIES

FLA  
(LOCAL)

The Chancellor or designee shall provide the applicant a written statement of the grounds for rejection if a request is denied.

*Common  
Outdoor Area  
Exception*

Common outdoor areas are traditional public forums and are not subject to the approval procedures. Students and student organizations may engage in expressive activities in common outdoor areas, unless:

1. The person's conduct is unlawful, including but not limited to expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism;
2. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
3. The use would materially or substantially disrupt or disturb the regular academic program; or
4. The use would result in damage to or defacement of property.

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**Violations of Policy**

Failure to comply with this policy and associated procedures shall result in appropriate administrative action, including but not limited to, confiscation of nonconforming materials, suspension of a student's or registered student organization's use of College District facilities as permitted by this policy, and/or other disciplinary action ~~in accordance with the College District's discipline policies and procedures~~ up to an including suspension and/or expulsion [see FM and FMA].

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STUDENT RIGHTS AND RESPONSIBILITIES  
STUDENT CONDUCT

FLB  
(LOCAL)

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**Prohibited Behavior**

All students shall obey the law, show respect for properly constituted authority, and observe correct standards of conduct. In addition to activities prohibited by law or by other published College District policies and regulations, the following types of behavior are expressly prohibited:

21. Bullying, harassment (to include discriminatory harassment), and/or conduct or expression (verbal or written) that is considered prohibited antisemitism (see FLA (LOCAL)) or threatens or endangers the health or safety of any person. This includes ccyberbullying, which is willful harassment and/or intimidation of a person through the use of digital technologies, including but not limited to, email, blogs, texting, social websites, chat rooms, "sexting," instant messaging, recording another person without his or her consent, and transmitting images of another person without his or her consent.

COMMUNITY EXPRESSION AND USE OF COLLEGE FACILITIES

GD  
(LOCAL)

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Common Outdoor  
Area Exception

Common outdoor areas are traditional public forums and are not subject to the approval procedures. Community members and organizations may engage in expressive activities in common outdoor areas, unless:

1. The person's conduct is unlawful, including, but not limited to, expression that is considered prohibited harassment (to include discriminatory harassment) or antisemitism, as that term is defined in Texas Government Code, Section 448.001(2); [See GD (LEGAL)]
2. The use would constitute an immediate and actual danger to the peace or security of the College District that available law enforcement officials could not control with reasonable efforts;
3. The use would materially or substantially disrupt or disturb the regular academic program; or
4. The use would result in damage to or defacement of property.

## ITEMS FOR REVIEW NO. 6.1.a.

### Education Workforce Committee Notes for April 2, 2024

The Education Workforce Committee Meeting of the Board of Trustees of Dallas College was held Tuesday, April 2, 2024, beginning at 9:33 a.m. at the administrative office in room 036 and was broadcasted via this [streaming link](#). This meeting was convened by Committee Chair Paul Mayer.

#### Board Members and Officers Present

Mr. Cliff Boyd

Mrs. Monica Lira Bravo

Ms. Charletta Rogers Compton (arrived at 10:32 a.m.)

Ms. Diana Flores

\*Dr. Catalina E. Garcia

Dr. Justin H. Lonon (secretary and chancellor)

\*Mr. Paul Mayer (committee chair)

\*Mr. Philip J. Ritter

*\*Denotes a committee member*

#### Members Absent

None.

**1. Roll Call - Announcement of a Quorum** was confirmed by Committee Chair Mayer.

**2. Certification of Notice Posted for the Meeting** was confirmed by Chancellor Lonon.

**3. Citizens Desiring to Address the Board**

There were no citizens desiring to address the Board.

**4. Committee Presentations**

**4.1. School of Education Overview**

Presenters: Kelsey Clark (Boston Consulting Group (BCG)), Robert DeHaas, Nicole De Santis (Boston Consulting Group (BCG))

Dr. Shawnda Floyd introduced Robert DeHaas, Kelsey Clark, and Nicole DeSantis.

DeHaas began by thanking the Board and gave an overview of the presentation. He noted the crucial and strategic investments in the school had made a great impact. He shared the structure of the School of Education and explained each position was uniquely created. He mentioned the baccalaureate program, then introduced some of the faculty in attendance. He then noted the total budget was \$7.2 million. He discussed the education program and noted Dallas College was the first community college to receive the State Board of Educator Certification in innovation award. He also reviewed certificates and degrees offered, total enrollments, and total number of classes.

DeHaas shared the numbers for early childhood education and teaching baccalaureate degrees since Spring 2023. He reported an increase in teaching enrollment and students took just over two years to complete the final four semesters of the bachelor's degree. He mentioned the senior success coach position had successfully supported students in completion of programs.

DeHaas discussed strategies for completion and new teacher salaries. He highlighted the partnerships with universities and discussed the pathways for students to matriculate through high school into college to earn degrees. Since colleges have different processes, our collegiate partners revised their processes to mirror ours to ensure smoother transitions.

DeHaas shared information on paid student apprenticeships and job creation mechanisms. He noted that with the help of partnerships, they would have more than 200 student teachers who would have potential to earn over \$30,000 per year with benefits in the Fall of 2024. Normally, student teachers would not be compensated while on externships.

DeHaas explained their strategic approach for recruiting students and industry partners. In the Fall of 2024, a pilot partnership with Garland ISD gives prior learning credit to students serving as teacher's assistants would launch. This program would reduce the time and cost to complete programs. He shared that other colleges were interested attempting this model and were reaching out to Dallas College for guidance.



DeHaas credited Dallas College leadership for the large investments and funds for scholarships the School of Education program had received. In the future, they imagine creating nationwide learning and information sharing hubs based upon interest from other institutions nationwide.

Kelsey Clark and Nicole DeSantis presented information on Dallas College childcare landscape focusing on the public and private sectors. Clark discussed childcare needs of employees and students and reviewed key findings from a childcare landscape analysis. She said childcare was a great barrier, and although five out of the seven campuses provide childcare, there were still gaps. She spoke of the different needs, low awareness services available, and a shortage of quality care on nearby campuses.

DeSantis reported they discovered students with a child under five years old were impacted with the ability to complete college programs. Employees with children in this same age bracket were also impacted. Students expressed taking online courses at home was challenging as a parent regardless of convenience. She mentioned student parents experienced interrupted enrollment and weary of the quality of childcare in their communities. She noted students perceived Dallas College childcare as high quality and shared statistics. She mentioned our partnerships with the YMCA and Bezos Academy and Dallas College was ahead of the curve nationally. Dallas College childcare centers had received good satisfaction ratings, but only two sites offer care for infants and toddlers. Many students were unaware childcare services were offered on campuses.

DeSantis shared a need to focus on marketing for childcare services. She mentioned some student parents felt ashamed to ask for assistance with childcare. She reviewed the insufficient childcare supply and the high demand, as well as the quality star rating and national accreditation. She noted what the community needed verses what existed.

DeHaas commented how conversations had ignited surrounding this information with key stakeholders and a collective solution was on the horizon.

Trustee Ritter asked about Dallas College's ability to meet demand and the speed at which we could meet demand.

DeHaas said more data was needed to take better action. He said we were the first to quantify this data and we needed to develop strategies with solutions.

Trustee Boyd said public and private partnerships must come together. He further asserted Dallas College has the potential to make an impact and to step into the forefront of the industry.

Trustee Ritter spoke of the lack of assets and asked about charging providers rent to create revenue. He asked if space was being maximized with the facilities available.

DeHaas said they had several different models and partners, and he agreed about space utilization.

De Santis mentioned students were more interested in shorter “drop-in” care verses full-time care. Employees were more interested in full-time, on-site childcare. She further discussed the three major barriers: low awareness, lack of supply for infants and toddlers, and insufficient on-site drop-in care. They planned to measure data to show the impact on student completion rates and employee retainment.

Trustee Flores asked if the bachelor’s degree was for Early Childcare, and to clarify the degree name.

DeHaas confirmed the formal title of the degree was Early Childhood Education and Teaching. He said they were focused on careers in early childhood and K-sixth grade. He also explained the three degrees offered in the education program.

Trustee Flores asked about the award Dallas College received. DeHaas shared the categories for the award and said he would give her the information later.

Trustee Flores asked about the money being distributed through Senate Bill 8 for degrees awarded. Chancellor Lonon explained the money awarded goes back into the general budget and the topic would be presented in the future.

Trustee Flores inquired about the number of students and growth of the program.

DeHaas responded growth was attributed to several factors, including making curriculum more accessible.

Trustee Flores noted we were breaking barriers and helping students. She then mentioned teachers' salaries and wanted to compare the \$60,000 average salary of teachers with the starting salaries of Dallas College employees. She said she knows progress would take time and was hopeful for the future. Chancellor Lonon confirmed they were analyzing and working on compression figures.

Trustee Flores asked if Garland ISD was the first to partner on employees earning to learn. DeHaas said Garland ISD was a more formal partnership, but there were other ISD partnerships and models as well.

Trustee Flores then asked about drop-in childcare options for evening students. De Santis confirmed evening was more difficult for students to secure childcare.

Trustee Bravo said she was paying for childcare, and having on-site care was helpful to students. The drop-in childcare model helps student parents needing childcare for a few hours a day. She also spoke of the large percentage of student parents with housing insecurity with significant financial strain and the need to focus on the issues. She asked when the survey was done.

DeSantis replied that the survey was done in January and February of 2024.

Trustee Garcia said the presentation was wonderful and asked what percentage of students and employees were parents. DeSantis confirmed 11% of students and 24% of employees have children younger than five years old.

Trustee Flores asked about how we planned to build partnerships with other ISDs. She agreed to get the answer offline later.

#### 4.2. International Engagement & Global Competitiveness

Presenters: Diana Urrutia, Shawnda Floyd

Floyd gave an overview of the department, including staff and the total budget of \$2.6 million. She discussed continuity between the seven campuses, the progress timeline, college-wide coordination of

study abroad programs, and data from spring of 2023. She spoke on developing a unified system for students to participate in international activities.

Urrutia spoke on how Dallas College connected with other countries virtually and hoped to serve 15,000 students by 2030. She mentioned several impactful organizations for this work such as CETL Fellows, the Forum of Education Abroad Consortium, and Fulbright Scholar Program, American Council on Education, the World Affairs Council, and NAFSA.

Trustee Ritter asked about the background process for choosing students who participate. Floyd discussed the information sessions students participate in prior to trips. She explained while the sessions were not in-depth on being an ambassador in another country, students were prepared for travel. The goal was to expand the information shared.

Trustee Ritter asked about pre-requisites for travel. Floyd explained the goal was to avoid barriers, but they were working with training students to learn best practices for travel.

Trustee Flores asked if they were looking at ways to expand the program. Urrutia confirmed they were looking at face-to-face courses and different time zones for classes.

Trustee Garcia commented how not having baseline knowledge can be a barrier. She said we must have students who properly represent us abroad. Floyd said they were preparing a certain number of criteria for the students to have, but they were still in the early years of this program and would need to grow first. They need time to establish baselines. Floyd said they were working on student awareness. Discussion ensued regarding pre-requisites and ensuring we were not creating barriers.

Trustee Bravo reminded the Board of their function was at the policy level and should remain at an oversight level. She noted that she participated in the program and reflected how the opportunity gave her a chance to live history. She emphasized the importance was more about the student experience than policy.

#### 4.3. Student Life & Engagement: The Power of Connection

Presenter: Stephanie Hill

Joseph introduced Stephanie Hill and spoke on the power of connection. Hill discussed student activities, programs and services and noted Project Aspire for accessibility and autism awareness. She reviewed FY 2024 budget of \$12 million.

Hill stated connection was a basic need, especially quality, authenticity, and emotion. She discussed how important it was for students to navigate in higher education. She showed the Theoretical Framework and the hierarchy of needs and discussed the Maslow and Lieberman models. She compared social pain and belonging, bullying, etc. with student GPA and performance in academics. She said scientists revealed in MRIs physical and social pain appear in the same places of the brain.

She reviewed the Learner Care Model, high school partnership, pre-collegiate experience, and collegiate experience. The model had proven to result in higher GPA and program success.

Trustee Ritter asked if all types of students were included in the model.

Hill confirmed and stated she would provide data at a later time.

Trustee Flores said she appreciated the presentation on connection. She asked about persistence and retention.

Hill said the graphic was spring to spring and the other was fall to fall. Joseph added the information included full-time vs. part-time.

Trustee Flores asked to hear a detailed presentation about foster care in the future.

Trustee Garcia asked if the primary reason students didn't return was financial.

Joseph said sometimes they lost financial aid because of poor grades. She noted student work-study programs and being more accommodating to students' academic and financial needs.

Trustee Ritter asked about the numbers behind student accessibility.

Hill said in Fall of 2023, over 1,000 students were served.

Trustee Compton commented on the numbers and students participating in services vs. numbers with enrollment.

Hill confirmed they served 35,000 students in this area.

Discussion ensued regarding the Maslow and Liberman Models.

Trustee Mayer thanked the team for the presentation.

## **5. Items for Review**

### **5.1. Committee Notes**

- a. Education Workforce Committee Notes for March 5, 2024  
No comments or edits were made.

## **6. Executive Session\**

Executive session was not required.

## **7. Adjournment**

Meeting was adjourned at 12:25 p.m.

*Captioned video and transcripts for Dallas College Board Meetings are available at our website, [www.dallascollege.edu/boardmeetingslive](http://www.dallascollege.edu/boardmeetingslive), under the Archived Videos section.*