



**MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT
GOVERNING BOARD
AUGUST 23, 2011**

MINUTES

An executive session and regular meeting of the Maricopa County Community College District Governing Board were scheduled to be held at 5:30 p.m. at the District Support Services Center, 2411 West 14th Street, Tempe, Arizona, pursuant to A.R.S. §38-431.02, notice having been duly given.

PRESENT

GOVERNING BOARD

Randolph Lumm, President
Doyle Burke, Secretary
Don Campbell, Member
Dana Saar, Member
Debra Pearson, Member

ADMINISTRATION

Rufus Glasper
Maria Harper-Marinick
Debra Thompson
George Kahkedjian
Steve Helfgot
Nikki Jackson
Anna Solley
Lee Combs
Paul Dale
Shouan Pan
Shari Olson
Ernie Lara
Gene Giovannini
Chris Bustamante
Linda Lujan
Jan Gehler
Irene Kovala

CALL TO ORDER The regular meeting was called to order at 6:30 p.m.

**EXECUTIVE
SESSION** The executive session was called to order at 5:30 p.m.

**PLEDGE OF
ALLEGIANCE** The assembly pledged their allegiance to the United States of America led by Governing Board Member Doyle Burke.

**CLASS
ACKNOWLEDGEMENTS** There were no classes present.

SUBSTITUTIONS There were no substitutes this evening. President Lumm acknowledged the presence of Dr. Irene Kovala, President of Glendale Community

College, at her first board meeting.

CITIZEN'S INTERIM The following individuals came forward during Citizens Interim:

Lynn Allred, Family Watch International, came forward to express opposition to the inclusion of "Gender Identity" into the non-discrimination policies since it was her opinion it would not be in the best interest of students, faculty, or the community. The following represents her complete comments:

"Mr. Chairman, members of the Board, my name is Lynn Allred, and I am the Director of Communications for Family Watch International, a nonprofit, policy organization working at the international, national and local level that, among other things, works at the United Nations on gender issues. I am also the mother of eight children, five of whom are university students in three different universities.

I represent many people in our community who are opposed to adding the term "gender identity" to the Maricopa County Colleges nondiscrimination policy. We believe this proposal is not in the best interest of students, faculty, staff, or the larger community.

Our position is not rooted in bigotry, hate, phobia, or radical right wing religious fanaticism. In fact, the positions of Family Watch International are based solely on social science research. We feel a profound sense of compassion for individuals who experience gender identity disorder in any of its manifestations. I watched the video of the testimonies presented at a 2008 board meeting when this issue was addressed and was deeply affected. Theirs is a difficult life, and we recognize the numerous and complex challenges these individuals face. Physical violence, verbal abuse or harassment of any individual including transgenders is unconscionable and should not be tolerated, and currently is not tolerated under existing policy.

Gender identity disorder is categorized as a mental disorder by the American Psychiatric Association in the fourth edition of the Diagnostic and Statistical Manual of Mental Disorders, (known as the DSM) the standard tool for categorizing all mental disorders and treatment approaches in the U.S. and in much of the world. It is listed as a sexual disorder alongside other sexual disorders such as Fetishism, Exhibitionism, Sexual Masochism and Sadism, and Voyeurism. This proposal is a radical departure from existing policy. Unlike other categories that are listed in the current

nondiscrimination policy such as race, religion, and sexual orientation, this proposal seeks to facilitate and affirm a specific mental disorder and will protect the expression of that disorder without defining any limitations to that expression. Under this proposal, the individual would determine the behavior that best expresses their gender, and the college would be prohibited from regulating such expressive behavior no matter how inappropriate or disruptive to the larger college community lest it be accused of “discrimination.”

Adopting a policy that would facilitate cross-dressing and opposite gender identification will not solve the problems of these individuals and may even exacerbate them. It also may have the unintended consequence of discouraging rather than encouraging transgender individuals from seeking needed therapy for their disorder.

Although the American Psychological Association (APA) has recommended that transgenders be affirmed in their disorder through such policies as the one being proposed, this recommendation was and still is highly controversial within the APA and was a political decision pushed by an activist group within that organization. It was passed despite the science showing it to be misguided. There is a movement within the APA by those who have studied the science to rescind the recommendation.

Many male-to-female transsexuals claim that they feel they are essentially women trapped in men's bodies. However, according to a number of scientific studies, this claim has little scientific basis and is inconsistent with clinical observations. Research has shown that many of these transsexuals are motivated not by a belief that they are trapped in the wrong body, but rather by the erotic desire and the sexual arousal over the idea of becoming women. These studies have found that affirming this claim can be damaging to many transsexuals. We will provide board members with one such study from the peer reviewed journal, *The Journal of Nervous and Mental*. These researchers confirm that affirming the behavior associated with gender identity disorder is not helpful to them.

Another concern we have is the safety issue. All students at Maricopa County College campuses need to feel safe. However, if a small group of students feel unsafe on campus, the answer is not to help them feel safe at the expense of the safety of all the others.

For most people, having a transgendered individual, who may or may not have been surgically reassigned, using the same bathroom, locker room or showers is a disconcerting experience.

I understand there are gender neutral bathrooms on all campuses. This provides a safe and private place for transgenders without causing other students to feel unsafe. We are certain that other policies could be adopted as well that would help transgenders feel safe but not at the expense of the safety and privacy of other students.

When a similar change to the nondiscrimination policy was proposed in 2008, the Board allowed both sides of the issue to participate in a panel discussion. Both sides were given ample time to line up experts and to prepare to present their positions on this issue in detail. Board members had a chance to ask questions. We believe this was a very useful way to approach this highly controversial issue. We would like to urge this Board to sponsor such a panel discussion at a future meeting. This is a complicated and controversial issue, and there is no urgency to deal with it and possibly make a hasty decision without all the facts. We believe the board has both the time and the obligation to make the most informed decision possible. For our part, we would be happy to make a presentation at such a panel discussion as well as to organize spokespeople who are in opposition to this proposal.

In the event that we do not have an opportunity to present further information on this proposal, we would like to go on record tonight and recommend that this policy not be adopted. The proposed change, although well-intentioned, is highly misguided.

Thank you.”

Jennifer Lewis, an ASU Professor and psychologist, was present to address the non-discrimination policies item on the agenda in hopes of clarifying any misunderstandings about gender identity issues which she stated do not constitute a psychological disorder. She commented that being a transgender does not cause distress in most individuals, but rather the treatment they are subjected to.

Suhail Rahim was present on behalf of MCC Student Government Association to address social networks which he thought was down for first reading (it was not but it is in the discussion stages as an admin reg). He indicated their group had concerns and would like

to share student perspectives.

**BOARD MEMBER
REPORTS**

Board Member Doyle Burke reported he attended the employee convocation last Monday at Mesa Community College where the Board's goal of increasing graduation rates was highlighted and what needed to be done over the next ten years to accomplish this. He was also able to tour Glendale Community College's North Campus and expressed that it had been a wonderful experience.

President Lumm reported he had attended a presentation earlier in the day hosted by Phoenix College for the Lumina Foundation. He felt honored to be a part of this and supported them in this effort.

**CHANCELLOR'S
REPORT**

Chancellor Glasper welcomed the two newest college presidents, Dr. Shari Olson to her second board meeting and to the Maricopa family. She has served as President of South Mountain Community College since July 1. Dr. Olson brings with her 27 years of experience as educator, coach, consultant, and administrator in higher education. He next welcomed Dr. Irene Kovala to her first Governing Board Meeting, after having completed her second week at Glendale Community College. Dr. Kovala brings with her expertise as a senior consultant evaluator of the Higher Learning Commission of the North Central Association which will help GCC as they prepare for reaccreditation. She has served at Minneapolis Community and Technical College, the College of DuPage and also Itasca and Anoka Ramsey Community Colleges.

Following these introductions, Dr. Glasper provided the following comments pertaining to "ONE Maricopa."

"Good evening. In 2007, I proffered a term called "ONE Maricopa," in reference to our District's future. Many of us know the fiscal challenges our colleges are facing. As we weather and emerge from the economic distress faced by our colleges, state and nation, we need a new way to operate. We need to become more efficient, more effective and more flexible, and we need to do it now.

In response to this challenge, Maricopa's senior leadership – all the college presidents and vice chancellors – has decided that a firm commitment, in deed and action, to ONE Maricopa will assure that we achieve our District's primary goal – Student Success. That's why the presidents and vice chancellors are joining me in a public commitment to the principles of ONE Maricopa. We believe these principles give us a framework in which we can move forward in the coming years. The ONE Maricopa philosophy as reflected in our commitment statement demonstrates our willingness to face, mitigate, and, where possible, eliminate road blocks that compromise our future. We will also reaffirm our commitment to a common leadership standard across our system because it is a critical component of ONE Maricopa.

In CEC, we use “Kouzes & Posner’s Five Practices of the Exemplary Leader as a guide to our commitment. These are:

- Model the Way*
- Inspire a Shared Vision*
- Challenge the Process*
- Enable others to Act*
- Encourage the Heart*

My leadership team is on board. I know the Governing Board supports “ONE Maricopa.” Now all we need is you! ONE Maricopa . . . The time for change is now. The time for action is now. You may be asking why we’re bringing it to you now. After all, we’ve been talking about ONE Maricopa for quite some time. What’s different about it now? That’s a fair question...and the answer can be found in our District’s future.

Maricopa is at a turning point. As an organization, we have spent considerable time, through our 21st Century Maricopa Initiative, studying ways to become more efficient and to promote student success. We know that by standardizing processes across our colleges, students will have a seamless and more efficient experience. I am recommending focus with Governing Board adoption of Outcomes: Access, Retention, Completion

I’m delighted to report that this has already started to happen. Under the sponsorship of two of our presidents, Paul Dale and Ernie Lara, a team is being formed to develop a single, system-wide business model for enrollment, student records and financial aid. The goals of the new system will include a sole point of entry to all the Maricopa colleges, unified admissions and records system, a financial aid process that students go through once, and a unified transcript. We have another project whose goal is to develop a best-practices model for developmental education and to standardize it across the whole district.

These projects will improve the student experience at all our colleges and directly contribute to student success, termed Seamless Student Experience. Through these efforts, we will demonstrate ONE Maricopa through meaningful and measurable strategies because we know that through a systems approach, we can deliver a high-quality product in a more effective manner. You’ll hear more about these inclusive and forward thinking changes in the coming weeks.

In closing, let me emphasize something I said earlier: We need everyone to help us leverage the power of ONE Maricopa in our work. Look for these opportunities; bring them to the attention of your supervisors because ONE Maricopa is the way we’re going to do business in the future. “ONE Maricopa” . . . The time for change is now. The time for action is now.”

**SECRETARY'S
REPORT**

There was no report.

**STUDENT LIFE
REPORTS**

Three members of the MCC Student Government were present to report on efforts students on that campus have participated in. Raymond Arecco, ASMCC Executive Vice President and Senate Chair, reported that their group had assisted in working on a priority registration project for returning veterans and had also submitted a resolution to the White House Summit promoting that students graduate with useful degrees. He indicated that the student association was also concerned about reviewing scholarships needs due to greater financial needs and increases in insurance. Parisa Mardiha, Vice President of Fiscal Affairs, came forward to report attendance at a leadership retreat held this past summer in Prescott meant to strengthen their leadership skills. The group has also discussed engaging more Red Mountain campus students in campus events, providing more information to students on activities being held, and also conducting more surveys on students needs.

FACULTY REPORT

Faculty Association President Eddie Genna provided a quick update on the interest-based negotiations task force which had met to discuss various issues for the coming year. He stated they are excited about the hard work ahead of them. In addition, he mentioned that all policy groups will be using this concept and the Faculty Association will be providing assistance to them.

**EMPLOYEE GROUP
REPORTS**

Phil Jalowiec, President-Elect of the Adjunct Faculty Association, provided the following remarks:

“Improving Student Success and meeting the objectives of the Student Completion agenda will require the coordinated efforts of all parts of each College in the Maricopa District. Among these parts, Faculty play a primary role in helping students achieve success and encouraging the completion of their plans. The advancement of Adjunct Faculty knowledge and skills in carrying out this role and the encouragement of the effective use of District resources to support this are cornerstones of what the AFA is about.

The Adjunct Faculty Association is currently engaged in fostering the effectiveness of Adjunct Faculty in their instructional role within the District through awareness of current resources, coordination of developmental opportunities and the encouragement of appropriate application of resources in future professional development.

The following slide summarizes the 5 areas in which Adjunct Faculty can focus their efforts on improvement: Adjunct Efficiency, Educator Effectiveness, Communication, Opportunities, and Participation.



Adjunct Efficiency focuses on the basics of working within the District, College and Department rules, the systems and variety of forms and related requirements. It also deals with the broad set of required information within the syllabus and classroom that must be communicated to the student about those rules and the resources they have available. Educator Effectiveness focuses on the core activities of the classroom: Student Engagement, Subject Matter Delivery, Assessment, Grading and the Communication and Technology tools to support these activities.

Being an Adjunct Faculty can be a lonely role, Communication focuses on communication with their peers. Conversation and exchanges on the challenges faced and the solutions found by others can have dramatic benefits. Opportunities focus on identifying other and additional instructional assignments within the College as well as throughout the District as well as developing the skills for effectively pursuing full-time positions. Participation focuses on moving from classroom only interests to broader developmental interests for themselves and the profession as a whole.

Each College or the District has resources that have addressed these areas to varying degrees and over time novel programs that have been developed, piloted at one College have been propagated across the District. MCLI, EOLT and the Centers for Teaching and Learning and the Faculty Development Teams within each College continue to provide more resources.

The Adjunct Faculty Association's roles are:

- 1. Organizing the information that is available and improving accessibility to Adjunct Faculty.*
- 2. Encouraging the use of the resources that are available by Adjunct Faculty.*
- 3. Promoting the adoption of programs at one College by others to better support Adjunct Faculty.*
- 4. Gathering feedback from Adjunct Faculty on what their needs are and how well they are being met.*
- 5. Developing or facilitating the development of new resources and*

programs that better meet Adjunct Faculty needs.

6. *Facilitating Communication.*

We look forward to continued support for Adjunct Faculty pursuing continued improvement in their effectiveness at helping students succeed and complete their plans.”

VICE CHANCELLOR REPORTS There were no reports.

COLLEGE REPORTS Phoenix College President, Dr. Anna Solley, introduced Julie Stiak who serves as a faculty member in Health Care Education at Phoenix College and was recognized last week by the Phoenix Business Journal as a Health Care Hero in the non-physical category. Julie is also the Program Director for the Medical Laboratory Science Program and is known for her creativity in finding solutions to enhance student learning and success. She willingly shares her best practices with other faculty and staff not only at PC but also across the nation. In addition she is a gifted teacher who inspires the best in her students and colleagues. Julie was instrumental in developing the innovative 90 + 30 Medical Laboratory Science Program in partnership with Arizona State University. This Program uses ASU faculty for the ASU baccalaureate medical laboratory science courses with additional Phoenix College medical laboratory technician courses taught by Phoenix College faculty, and the necessary lab and classroom space on the Phoenix College campus. The program curriculum allows students to complete 90 credit hours through the Maricopa Community College System and to earn 30 credit hours through ASU to earn a Bachelor in Applied Science Degree in Medical Laboratory Sciences. Julie’s zest for teaching, learning and leading is contagious. She was also recently elected as the President-elect for the PC Faculty Senate and is highly respected and admired. She serves as an inspiration to the college community on a daily basis.

AADGB REPORT Governing Board Member Doyle Burke reported the AADGB will meet on Friday, September 30, in Flagstaff. He did not have an agenda yet, but AADGB members will meet with trustees of Mohave, Coconino, and Northland Pioneer college districts and their legislators following this meeting.

ASBA REPORT Governing Board Member Dana Saar reported that ASBA will be hosting their annual law conference on September 7 -10. The conference will feature preconferences titled “Law School for School Leaders” and another one on Bullying. Although he will not be attending this year, he highly endorsed the conference to those able to attend.

LEGISLATIVE UPDATE There was no report.

**AWARDS AND
RECOGNITIONS**

There were no awards or recognitions.

**APPROVAL OF THE
ORDER OF THE
AGENDA**

President Lumm requested a motion to approve the order of the agenda.

MOTION

MOTION No. 9853

Board Member Dr. Don Campbell made a motion for approval of the order of the Agenda. Board Member Debra Pearson seconded. Motion approved 5-0.

**APPROVAL OF
CONSENT AGENDA**

President Lumm requested approval of the Consent Agenda.

The following items were included on the Consent Agenda:

A.1. APPROVAL OF MINUTES - approve the minutes of the July 26, 2011 Regular Board Meeting

B.1. CONSIDERATION OF EMPLOYMENTS - approve the following personnel actions as proposed. Budget approvals have been granted and are on file for the recommended personnel actions in this item.

B.2. CONSIDERATION OF SPECIALLY FUNDED EMPLOYMENTS - approve the following personnel actions as proposed. Budget approvals have been granted and are on file for the recommended personnel actions in this item.

B.3. CONSIDERATION OF SHORT TERM EMPLOYMENTS - approve the following personnel actions as proposed. Budget approvals have been granted and are on file for the recommended personnel actions in this item.

B.4. CONSIDERATION OF SEPARATIONS - approve the following personnel actions as proposed. Budget approvals have been granted and are on file for the recommended personnel actions in this item.

C.1. APPROVAL OF INTERGOVERNMENTAL AGREEMENT BETWEEN MESA PUBLIC SCHOOLS AND MCCCCD - approve an Intergovernmental Agreement for 2011-2012 between Mesa Public Schools (MPS) and the Maricopa Community College District (MCCCCD) to provide for the joint employment of a person to offer liaison functions and facilitation with school, neighborhood and community groups in Mesa and Maricopa County on behalf of both institutions.

C.2. APPROVAL OF U.S. DEPARTMENT OF EDUCATION TITLE

V GRANT PHOENIX COLLEGE - accept the awards for Year Four of a five-year grant from the United States Department of Education awarded to Phoenix College for the Title V, Developing Hispanic-Serving Institutions Program. The grant fiscal year is from October 1 – September 30. Year Four (10/1/2011 – 9/30/2012) \$414,285.00

C.3. APPROVAL OF CENTRAL MARICOPA REGION'S INFANT/TODDLER CARE EXPANSION PROGRAM CENTRAL MARICOPA REGIONAL PARTNERSHIP COUNCIL - accept an award for a contract from First Things First in the amount of \$400,000.00 to Paradise Valley Community College (PVCC) for the Central Maricopa Region's Infant/Toddler Care Expansion Program. This project will start on September 1, 2011 and conclude on June 30, 2012. Funding has been awarded for Year 1 with a possible two year extension.

C.4. APPROVAL OF BUILDING GLOBAL TRUST THROUGH EDUCATION AT AMERICAN COMMUNITY COLLEGES - accept Year 2 of a grant from the U.S. Department of State - Bureau of Education and Cultural Affairs through Northern Virginia Community College (NOVA) entitled "Building Global Trust through Education at American Community Colleges." Scottsdale Community College will receive \$224,700 for Administration, Tuition and Programming costs. This project will commence May 16, 2011 and conclude on June 30, 2012.

C.5. APPROVAL OF STUDENT AND TEACHER TECHNOLOGY TRANSFORMATION TEAMS (ST4) GRANT PROJECT - accept an award for year one of a three year grant from the National Science Foundation in the amount of \$227,809 to the National Center for Teacher for the Student and Teacher Technology Transformation Teams (ST4) Grant Project. Year one project funding will be available from 8/1/11 to 7/31/12.

C.6. APPROVAL OF CARL D. PERKINS IV BASIC GRANT FOR FY 11-12 FEDERAL CAREER & TECHNICAL EDUCATION FUNDING - accept the Carl D. Perkins IV grant for FY 11-12 in the amount of \$1,144,262.40 from the Arizona Department of Education. The grant funds will be used to support services and programs for occupational students.

D.1 APPROVAL OF DESIGN CONSULTANT FEE INCREASE FOR THE ESTRELLA HALL EXPANSION AND REMODEL PROJECT AT ESTRELLA MOUNTAIN COMMUNITY COLLEGE - approve a \$150,700.00 design fee increase to Richard & Bauer, LLC to provide architectural and engineering services for the Estrella Hall Expansion and Remodel project at Estrella Mountain Community College.

D.2. APPROVAL OF JOB ORDER CONTRACT (JOC) AWARD FOR THE CONSTRUCTION OF A TEMPORARY PARKING LOT AT THE RED MOUNTAIN CAMPUS OF MESA COMMUNITY COLLEGE - approve a contract award in the not to exceed amount of One Hundred Forty Four Thousand, One Hundred Sixty Three and 0/100ths Dollars (\$144,163.00) to **Caliente Construction Inc.** for the Construction of a Temporary Parking Lot at the Red Mountain Campus of Mesa Community College

MOTION

MOTION NO. 9854

Governing Board Member Dr. Don Campbell moved for approval of the Consent Agenda. Board Member Dana Saar seconded. Motion approved 5-0.

**INFORMATION
ITEMS/FIRST
READINGS**

VIA. INFORMATION ITEMS/FIRST READINGS

A. NON-DISCRIMINATION POLICIES - amend the existing Non-Discrimination Policy of the Maricopa County Community College District (MCCCD) to include gender identity to the list of protected groups that are named in the MCCCD Non-Discrimination Policy, which also encompasses several related equal employment opportunity policies. This would include, but not be limited to amending the following items:

- **Maricopa EEO Policy [Administrative Regulation 5.1.1]**
- **EEO Policy Statement [Administrative Regulation 5.1.3]**
- **Notice of Americans with Disabilities Act [Administrative Regulation 5.1.7]**
- **Maricopa's Sexual Harassment Policy for Employees and Students [Administrative Regulation 5.1.8]**
- **College Environment Non-discrimination Policy Statement [Administrative Regulation 2.4.2]**
- **College Environment Equal Opportunity Statement [Administrative Regulation 2.4.3]**

Amendments would also be made to the corresponding discrimination complaint procedures and forms used by employees and students to submit formal internal complaints. An example of an amendment to the protected group listing is as follows:

*“It is the policy of Maricopa to promote equal employment opportunities through a positive continuing program. This means that Maricopa will not discriminate, nor tolerate discrimination, against any applicant or employee because of race, color, religion, gender, sexual orientation, **GENDER IDENTITY**, national origin (including document abuse), citizenship status, age, disability, veteran status or genetic information. Additionally, it is the policy of Maricopa to provide an environment for each Maricopa job applicant and employee that is free from sexual harassment, as well as harassment and intimidation on account of an individual's race, color, religion, gender, sexual orientation, national origin, citizenship status, age, disability, veteran status or genetic information.”*

Discussion: Chancellor Glasper requested that members of Equality Maricopa come forward to provide a presentation on this proposed addition to the Non-Discrimination Policies.

Comments by Dale Heuser and Lori Girshick, Members of Equality Maricopa:

Greetings President Lumm, Members of the Governing Board, Chancellor Glasper, Members of CEC and all others attending, my name is Dale Heuser. I am Faculty at PVCC and President of Equality Maricopa. Equality Maricopa is the LGBT constituency group for the Maricopa Community Colleges. LGBT stands for Lesbian, Gay, Bisexual, and Transgender. I identify as being male and feel more comfortable when others refer to me using male pronouns.

Good evening, my name is Dr. Lori Girshick, past president of Equality Maricopa, and Sociology faculty at Chandler-Gilbert CC. Please refer to me with female pronouns.

The reason that we mentioned our preferred pronouns is because we wanted to model for you what many of our trans-identified students do with every professor before the first day of class. You might be wondering why a student might need to do that.... Let us pretend for a moment that I am a student in your class and you are the professor taking attendance on the first day of the semester. As you read the names on the roster you eventually get to my name.....but it does not read Dale Heuser, it reads Denise Heuser. Well, I (the student) have two options: 1) I could ignore the instructor and be counted absent, or 2) I could state in front of the class that I go by my preferred name of Dale and not Denise. In doing so, I have just "outed" myself to the entire class as being a transgender individual and I have placed myself in danger of discrimination and possibly violence.

We are here today to propose that gender identity be added to the District's nondiscrimination policy. Gender identity is an individual's actual or perceived gender, their sense of self as masculine or feminine or some of both. It is not the same as sexual orientation, which is an individual's emotional, physical and sexual attraction to others. Sexual orientation is already in our nondiscrimination policy.

This request is offered in the spirit of a shared vision of Maricopa's values of diversity and inclusiveness: that all students and employees should be treated with respect, dignity, and equity. Adding this phrase to the policy will put us in alignment with two of our key strategic partners, ASU and UofA, who already have gender identity in their nondiscrimination policies.

All of our colleges serve and/or employ people who are trans-identified.

Equality Maricopa believes an explicit policy statement will clarify the expectations at each college and skill center regarding how trans-identified employees and students are to be treated to ensure their success. We seek to guarantee equal protections related to gender identity that are lacking at the state and federal levels, and to end ambiguous policy interpretations by faculty, administrators, college safety, human resources and EEO.

We have created a short video for the purpose of saving time and for individuals to reference at a later date via the Districts website. One of the clips in this video was provided by the creators of the documentary *Two Spirits*. We have provided the complete documentary in your informational packets. We encourage you to view the award winning 55 minute documentary at your convenience. When you are done viewing the film we plan to donate 10 copies to the libraries at each college. The short video that you are about to see will illustrate both the positive and negative experiences that our transgender students experience on our campuses. You will see that the treatment of transgender students and employees directly relates to retention, completion and success.

(Video)

By voting for this proposal our District will affirm the following:

- No one can be fired for being transgender;
- If an employee or student faces poor treatment, there will be a process for redress;
- We will work towards consistent treatment and policy at every college in the District, and treatment will not depend on which campus an individual is at or the whim of any particular staff member;
- District offices and college presidents can strongly encourage training for staff and faculty on transgender issues;
- And, we will be demonstrating our commitment to increased retention and successful completion for *all* students, and retain and support our quality employees.

Thank you.

Board Member Dana Saar expressed hesitance to support the proposal, saying it would be better to simply create a policy with a blanket indictment of all forms of discrimination. Board Member Debra Pearson agreed. General Counsel Lee Combs said that to comply with federal law, it is essential that the policy specify the groups that are to be protected.

MONITORING
REPORT

VII. MONITORING REPORTS

**A. BUDGET ANALYSIS REPORT SUMMARY
FUND 1 – GENERAL UNRESTRICTED FUND
FOR THE ONE MONTH ENDED JULY 31, 2011**

MOTION Expenditure analysis indicates 5.2% of the budget has been expended this year as compared to 4.3% expended at this same point in time last year. 50.2% of the budget remains unexpended or unencumbered compared to 52.0% in the prior year. Revenue analysis indicates that 19.4% of the budget has been recognized as compared to 18.5% in the prior year. The projected fund balance will decrease by ~\$9.4 million this fiscal year and the projected ending fund balance for June 2012 is \$140.4M.

VIII. CONSIDERATION OF NON-CONSENT ACTION ITEMS

A. CHANCELLOR

1. APPROVAL OF PENDING CLAIM SETTLEMENT

RUSSELL V. MCCCCD – approve the payment of \$37,500.00, plus mediation costs, as consideration for full settlement of a pending civil complaint for damages against the district (Maricopa County Superior Court Case No. 2010 CV 070239).

MOTION **MOTION No. 9855**
Governing Board Member Dr. Don Campbell moved for approval of Action Item VIII.A.1 as recommended. Board Member Doyle Burke seconded. Motion approved 5-0.

NEXT BOARD MEETINGS President Lumm announced the following future meetings:

August 27, 2011 9:00 a.m.
Governing Board Retreat

September 13, 2011 5:30 p.m.
Work Session

September 27, 2011 6:30 p.m.
Regular Board Meeting

ADJOURNMENT The meeting adjourned at 7:55 p.m.

Doyle W. Burke
Governing Board Secretary