

**COMMUNITY COLLEGE DISTRICT
REGULAR BOARD MEETING
43500 MONTEREY AVE.
PALM DESERT, CA 92260
FRIDAY, DECEMBER 13, 2013
MINUTES**

- I. Chair O'Neill called the meeting to order at 9:30 a.m. and asked Trustee Broughton to lead the pledge of allegiance.

President Kinnamon called the roll:

Present: Becky Broughton
 Michael O'Neill
 Mary Jane Sanchez-Fulton was not present for roll call but arrived at 9:45
 Bonnie Stefan
 Aurora Wilson
 Student Trustee Andrew Campbell - will join the meeting at 10:30 after
 closed session

Parliamentarian: Carlos Maldonado

II. CONFIRMATION OF AGENDA:

The organization part of the meeting will be done after closed session and after the introduction of new full-time staff. There were no objections to this change.

The agenda is confirmed as amended.

III. CLOSED SESSION: 9:35 a.m. to 10:15 a.m.

1. **CONFERENCE WITH LABOR NEGOTIATOR**, Pursuant to Section 54957.6; unrepresented groups & labor unions on campus include CTA, CODAA, and CSEA; Agency Designated Representative: Mr. Stan Dupree

IV. OPEN SESSION 10:30 a.m.

No reportable action taken in Closed Session.

V. INTRODUCTION OF NEW FULL-TIME STAFF

Mr. Stan Dupree, Executive Director Human Resources & Labor Relations, introduced the following new staff members:

Janice Hawkins: Director of Development Planned Giving, Grants & Donor Relations - Foundation

Michael Rike: Supervisor, Custodial Services – 2nd shift – M&O

Dr. Daniel Martinez: Director, Institutional Research & Institutional Effectiveness

Christyann Anderson: Career Transfer Education (CTE) Transitions Specialist – Student Success
& Student Learning

Tessa Rohl: Research Analyst – Institutional Effectiveness

Carlos Carballo: Research Analyst – Institutional Effectiveness

VI. ORGANIZATION FOR 2014

A. APPOINTMENT OF OFFICERS

- 1) Chairperson - Ms. Becky Broughton
- 2) Vice-Chairperson - Dr. Bonnie Stefan
- 3) Clerk - Ms. Mary Jane Sanchez-Fulton
- 4) Secretary - Dr. Joel Kinnamon
- 5) Representative/COD Foundation Board of Directors - Mr. Michael O'Neill
- 6) Representative/County Committee – Ms. Mary Jane Sanchez-Fulton
- 7) Representative/Citizens' Bond Oversight Committee – Mrs. Aurora Wilson
- 8) Parliamentarian - Carlos Maldonado

Trustee Wilson thanked Trustee O'Neill for serving as Chair this past year and for his leadership, guidance and patience.

VII. PUBLIC COMMENTS:

Dr. Carl Farmer addressed the Board regarding a recent MESA club activity. He also distributed photos from the event.

Student Todor Nikolov addressed the Board about the MESA event as well.

VIII. APPROVE THE MINUTES OF:

There were no corrections to the minutes of the regular meeting of November 15, 2013 and they stand approved.

Trustee Sanchez-Fulton asked about the report she submitted last month as it was not included with the minutes. Chair Broughton explained the minutes are sent out as a draft to the members for corrections. Those corrections are incorporated into the document and the reports are attached to the minutes and uploaded to the website once they have been approved.

IX. REPORTS

- A. ASCOD - Eleanor Campbell was present and gave a brief report.
- B. FACULTY ASSOCIATION - Denise Diamond was present and gave a brief report.
- C. C.O.D.A.A. - David Bashore was present. He had no report but wished the Board members a Happy Holiday.

- D. COLLEGE OF THE DESERT ALUMNI ASSOCIATION - Gene Marchu was not able to attend.
- E. CSEA - Lauro Jimenez was present and gave a brief report.
- F. COLLEGE OF THE DESERT FOUNDATION - Peter Sturgeon was present and gave a brief report.
- G. ACADEMIC SENATE - Douglas Redman was present and gave a brief report.
- H. GOVERNING BOARD

Trustee O'Neill wished everyone a very Happy Holiday and New Year. He attended the Black Tie Chili Cook-Off event and he thanked the Academic Angels, led by Mary Latta, as they put on a wonderful evening. He also thanked the outstanding chefs. He spoke with a former student trustee, Tony Aguilar, who works at the venue and is continuing his studies at Redlands. He also attended the Public Safety Academy Awards Ceremony and it was a very nice event.

He received an announcement about a College of the Desert tour regarding Modernism Week. He recommends we do something to recognize the world renowned architects that were a part of designing this campus.

He is adjourning the meeting today in memory and honor of a former employee named Joan Robinson. He spoke about Mrs. Robinson now as there is usually no one in the audience at the end of the meeting.

“The December 13, 2013 Desert Community College Board of Trustees meeting will be adjourned in honor of the memory of Joan Robinson. On December 1, 2013 it was announced that Joan had passed away on October 13, 2013.

Joan worked at College of the Desert from January 1990 until her retirement in March of 2003. For all of those thirteen years Joan was the Administrative Secretary to the Director of Admissions and Records and Financial Aid. After her retirement she volunteered for the Riverside County Literacy Program.

I was fortunate to know and work with Joan for all those years. Her husband was a career military officer which meant that Joan was very well traveled. We would frequently enjoy discussing our shared travel destinations. Joan was a sophisticated and interesting individual who was always the model professional.

On behalf of the Board of Trustees I extend our condolences to the family of Joan Robinson.”

Trustee Sanchez-Fulton wished everyone a Happy Holiday and New Year. She attended the following:

- MESA day and is very proud the college will be doing a mobile tour. She hoped we could establish a mobile van to go to the schools to get the word out.

- Met with the Indio Mayor Elaine Holmes
- International Day Event – this was a wonderful event
- Dressing for success workshop sponsored by our Career Center
- Community College League of California conference
- The Alumni Pumpkin Pie Social
- Public Safety Academy award ceremony
- Assemblymember Brian Nestande’s Christmas Open House event

She will be participating in the Desert Hot Springs Holiday Parade and COD will participate and have a booth as well.

She was very humbled and honored to receive the Presidential Volunteer Service Award. She thanked John Marman.

Trustee Stefan wished everyone Happy Holidays. She thanked the MESA club for the science day. She attended the following:

- Foundation meeting – It has been a great year at the Foundation and she thanked everyone at the Foundation for all their hard work this past year. She also offered thanks to the generous supporters of the Foundation, as their support provides brighter futures and opportunities for students in the Coachella Valley
- Open house at Assemblymember Manuel Perez’s office.
- The College of the Desert instrumental concert at the Indian Wells Theatre.
- Reception at Desert Sands Unified for Ray Johnson who is leaving for another district.
- COD choral performance
- Public Safety Academy award ceremony
- Arts scholarship recognition
- Indio Tamale Festival and since it is so close to the new Indio building she suggested that next year the college consider having tours of the new Indio campus during the tamale festival.

Trustee Wilson attended the following:

- World Affairs Council
- Community College League conference – this was a great opportunity to learn the inner workings of community colleges.
- Friends of the COD library meeting - they will have their author luncheon in February.
- She and Dr. Kinnamon met with representatives from Health Assessment Resource Center (HARC). This is an organization known for data gathering. She is hopeful that HARC will work with our new Director of Research.
- Black Tie Chili Cook-Off – this was a great event.
- Rancho Mirage Chamber Mixer at Brandini Toffee
- She was invited to County Supervisor Benoit’s Holiday reception at his home. She spoke with Brenda Soulliere, a member of the Cabazon Band of Mission Indians, and is a College of the Desert graduate who now has her MBA. She would make a great candidate for the success of the Foundation campaign.

- Lunch meeting with Madeline Wolf, a retired educator and college administrator. She wants to stay active in the community college arena.
- Public Safety Academy awards ceremony.

She extended her thanks to everyone and wished them Happy Holidays.

Student Trustee Campbell wished all the students the best of luck on their finals. He has spent some time walking around campus and appreciates seeing information posted on the monitors in the Cravens building. He commended those working on the new process for orientation. He attended the Public Safety Academy award ceremony and thanked all those that attended. He is working on a student orientation survey. He thanked Trustee O'Neill for his year of service as Chair. He wished Happy holidays to everyone.

Trustee Broughton thanked the outgoing chair for his service as it has been a challenging term. She often speaks as a voice for the East Valley but as chair she will embrace the entire college community. Her theme for the year will be following in the footsteps of her mentor, former Supervisor Roy Wilson, who said "you can get a lot done if you don't care who gets credit for it". She hopes we work together as a team and she thanked Dr. Kinnamon for his leadership.

The East Valley Alumni committee met for the last time in the Monroe Street facility. Their January meeting will be at the Boys and Girls Club in Coachella until the new building is open.

She spoke to the retired teachers association and they presented her a check for \$50.00 for the Alumni Association. Her hope is the money donated will go toward a COD banner in the new Amistad automotive area.

She was a queens court judge and noted that one of our College of the Desert students won one of the scholarships. She attended the memorial service for Jim Green, who was a great supporter of our early childhood program. She is looking forward to this year.

X. ADMINISTRATIVE REPORTS

1. President Kinnamon thanked Trustee O'Neill for his service as chair this last year. It was a very productive year, which is important for the young people in our community that need our services.

We have gone through a process of prioritizing equipment needs and that process, while not easy, was collaborative and transparent. We have spent \$260,000 to meet those needs that were identified through the Program Review Updates (PRUs). We have recently completed the faculty prioritization process and will be meeting later today with the new Executive Vice President Student Success & Student Learning to finalize that list of which positions we will be advertising for in the spring. He is also pleased we are able to replace fifty-five faculty office computers.

In the East Valley we are prepared to have a 26% increase in sections being offered in Indio and a 24% increase at Mecca Thermal. There are also pathways at both locations so student can

achieve their goals. The leadership at all levels has stepped up and led. We can look back and see the fruits of that leadership. He applauds all those efforts and thanked both Lauro Jimenez and Douglas Redman. They both approach things in a very professional manner. He wished everyone Happy Holidays.

Dr. Kinnamon presented plaques to both Trustee O'Neill and Trustee Stefan for their service as Board Chair.

XI. CONSENT AGENDA: All items on the Consent Agenda will be considered for approval by a single vote without discussion. Any Board member may request that an item be pulled from the Consent Agenda to be discussed and considered separately in the Action Agenda.

A. BOARD OF TRUSTEES

1. Approval of Board Member Travel

B. HUMAN RESOURCES

1. Employment Group C Appointments
2. Volunteer
3. Initial Proposal from CODAA to DCCD-1st Reading
4. Employment Group A Appointments
5. Working Out-Of-Class
6. Retirement

C. ADMINISTRATIVE SERVICES

1. Purchase Orders and Contracts for Supplies, Services and Construction
2. Warrants
3. Payroll #5
4. Gift/Donation to the District
5. Out-of-State/Country Travel
6. Change Orders – Measure B Bond Projects
7. Renewal of Agreement
8. Declare Property as Surplus

D. STUDENT SUCCESS & STUDENT LEARNING

1. Approval of Curriculum Modifications for Fall 2014

Motion by Student Trustee Campbell, second by Trustee O'Neill, to approve the consent agenda as presented.

Discussion: Trustee O'Neill thanked those that volunteer their time or donate monetarily as both are very important to the college.

Vote

Yes: Andrew Campbell, Becky Broughton, Michael O’Neill, Mary Jane Sanchez-Fulton, Bonnie Stefan, Aurora Wilson
No: None
Absent: None
Abstain: None

Motion carried unanimously.

XII. ACTION AGENDA

A. ADMINISTRATIVE SERVICES

1. 2012-2013 College of the Foundation Audit Report

This item was postponed until after closed session as the auditors will be in attendance at 1:30.

2. Budget Transfers

Motion by Trustee O’Neill, second by Trustee Stefan, to approve the budget transfers as presented.

Discussion: None.

Vote

Yes: Andrew Campbell, Becky Broughton, Michael O’Neill, Mary Jane Sanchez-Fulton, Bonnie Stefan, Aurora Wilson
No: None
Absent: None
Abstain: None

Motion carried unanimously.

B. STUDENT SUCCESS & STUDENT LEARNING

1. Approval of the 2013-2014 College of the Desert Catalog Addendum

Motion by Trustee Stefan, second by Trustee Wilson, to approve the 2013-2014 College of the Desert Catalog addendum as presented.

Discussion: None.

Vote

Yes: Andrew Campbell, Becky Broughton, Michael O’Neill, Mary Jane Sanchez-Fulton, Bonnie Stefan, Aurora Wilson
No: None

Absent: None
Abstain: None

Motion carried unanimously.

XIII. INFORMATION

1. Planning Calendar

Chair Broughton said this is an information item but any changes or suggestions for additions can be sent to the Board's assistant. We are trying to organize the board meetings so there is a topic that re-occurs on an annual basis. She reminded the members that as a board this is a business meeting and can only deal with topics that have to do with the business of the college.

Trustee Sanchez-Fulton commented that Trustee O'Neill has asked several times about naming of buildings and she has asked to hear about Higher One, Financial aid and the Bond program. These topics are not included in the list. Trustee O'Neill clarified that the naming of buildings would not be an agenda item. Dr. Kinnamon said the calendar topics were left broad but many of these requests would fall under the overall subject. Chair Broughton asked Trustee Wilson to report back to the Board on the Citizens' Bond Oversight Committee.

XIV. RECESS TO CLOSED SESSION

CLOSED SESSION (12:00 – 1:30)

2. PERSONNEL

b. PUBLIC EMPLOYEE APPOINTMENT

(Government Code Section 54957)

Title: Executive Vice President, Student Success & Student Learning

b. PUBLIC EMPLOYEE APPOINTMENT

(Government Code Section 54957)

Title: Director of Athletics and Kinesiology

c. PUBLIC EMPLOYEE PERFORMANCE EVALUATION: Executive Director, Foundation – Contract Renewal

d. PUBLIC EMPLOYEE PERFORMANCE EVALUATION:

Superintendent/President

3. CONFERENCE WITH LEGAL COUNSEL ANTICIPATED LITIGATION:

Section 54956.9 (d)(2/3/4) Specify number of potential cases: 6

4. CONFERENCE WITH REAL PROPERTY NEGOTIATORS: Property: Parcel

Numbers: 669 330 047, 611 211 002, 611 211 008, 611 211 009, 611 211 010, 611 211

015, 717 270 016, 717 270 017, 717 270 020, 717 270 227, 664 190 021, 502 190 003, 502 190 004, 502 190 008, 502 190 015, 502 190 019, 502 190 020

Agency Negotiator or Designee: Dr. Joel Kinnamon

XV. OPEN SESSION

Closed session report:

In closed session a motion was made by Trustee O'Neill, seconded by Trustee Wilson, to authorize President Kinnamon to enter into an employment agreement to appoint Anna Davies as Executive Vice President Student Success & Student Learning effective January 14, 2014 and ending June 30, 2016.

The motion carried with 5 members voting in favor and no members voting against.

The Board will be going back into closed session after the presentations.

A. ADMINISTRATIVE SERVICES Cont'd

1. 2012-2013 College of the Foundation Audit Report

Motion by Student Trustee Campbell, second by Trustee O'Neill, to receive the District audit reports as presented.

Discussion: Mrs. Heidi White from the accounting firm Vavrinek, Trine, Day and Co. presented the audit reports. Ms. White explained that these audits are a full year of work. They begin the audit in early spring visiting each department and looking at controls, risks and anything that might need to be brought to the District's attention.

Mrs. White explained the terminology has changed and what used to be called "unqualified" is now referred to as "unmodified". She reviewed the three audit reports with the members.

All of the comments from prior years have been addressed but there is a material weakness regarding time accounting for the Categorical programs. Trustee Broughton asked Lisa Howell to explain these weaknesses. Ms. Howell reported that federal law requires that if a staff member is paid through a federal grant they must keep a time accounting. In two instances there were two employees that did not keep accurate time accounting. Both of those individuals involved have left the college and we were not able to go back and correct this but it has been addressed and don't anticipate this happening again. The other issue was on segregation of duties and due to the reduced number of staff.

Ms. White reported that the Measure B Bond audit is in compliance with Proposition 39. The auditors look specifically at certain areas to be sure we are in compliance with the bond. There are no adjustments related to this. Because the district report is consolidated and reports everything as one number this allows us to look at what is going through the general obligation bond fund.

Trustee Sanchez-Fulton asked about the series A, B, C bonds as she didn't see them listed. Ms. White said the bond construction fund takes care of all the expenditures related to those bonds to make sure they are spent on the appropriate projects. The bond construction fund is not going to repay the debt and it is listed in the district report and not the bond report.

Chair Broughton is pleased there are no findings. She commented we have staff that watches over this area very diligently and she said these staff members deserve kudos.

Ms. White next reviewed the Auxiliary Funds audit. The opinion on these financial statements is an unmodified opinion.

Trustee O'Neill asked about the uninsured funds. Mrs. White explained that in good economic times it is not a worry, but we should look at it periodically.

Trustee Sanchez-Fulton asked what "support for District programs" means as she is not familiar with the term. Mrs. White explained it is the indirect costs. So much of what happens with the Auxiliary funds is handled and maintained by the District business office and helps support all the issues that go through there. They also support various programs on campus.

Chair Broughton asked about the driving range machinery issue. Ms. Howell explained it was noted in the findings that we have coin receipts for range balls. The coin machine printed a receipt and on some occasions was not available and therefore became an audit exception. The college has gone to a different web-based system and the coin machine is now automatically counted and various people can see what those receipts are. It should not be a finding next year.

Trustee Sanchez-Fulton had concerns about the emergency loans to students and asked if it was an expense even though it is paid back. Mrs. White explained there have been many discussions over the last couple of years with staff as to how this is accounted for. It is not a large amount but there should be a set revolving fund amount. Most of the monies are paid back by the next student financial aid disbursement schedule. There is not a large amount that isn't repaid. Ms. Howell said the college has implemented a new system so students have their money immediately and don't have to wait the two weeks. Trustee Sanchez-Fulton asked if the students are being charged interest and they are not.

Trustee Wilson asked about the credit cards, as it was a noted condition. Ms. Howell said we will be implementing a new process and we are working with the Deans and will set new policies and tighten the process.

Trustee Sanchez-Fulton asked how does the credit card process work and who has them? President Kinnamon said we have some room for improvement but haven't seen anything here of significance.

Vote

Yes: Andrew Campbell, Becky Broughton, Michael O'Neill, Mary Jane Sanchez-Fulton, Bonnie Stefan, Aurora Wilson

No: None
Absent: None
Abstain: None

Motion carried unanimously.

XVI. STUDY SESSION

A. District Audit Presentation

B. STEM Presentation

Trustee Wilson introduced Mr. Steve Clute, former State Assemblyman and Dr. Pam Clute, Assistant Vice Chancellor for Educational and Community Engagement at the University of California at Riverside. Dr. Clute has been a mathematics educator for more than 30 years.

Dr. Clute presented and reviewed a Power Point with the members.

XVII. CLOSED SESSION cont'd


- 1. CONFERENCE WITH LEGAL COUNSEL ANTICIPATED LITIGATION:**
Section 54956.9 (d)(2/3/4) Specify number of potential cases: 6

No reportable action was taken in closed session.

There was no reportable action taken on the appointment of the Director of Kinesiology and Athletics.

XVIII. ADJOURN

Motion by Trustee Stefan to adjourn the meeting. Meeting adjourned at 3:55 p.m. in honor of Joan Robinson.


By: Mary Jane Sanchez-Fulton, Clerk

Academic Senate Board Report

December 2013

I would like to thank the Board of Trustees for their service. Trustee O'Neill, thank you for serving as chair. Trustee Broughton, congratulations!



As you know, I represent ALL faculty, full-time and adjunct in academic and professional matters. I would like to share some of the Senate's accomplishments this past semester.

This work is certainly not done by the chairs alone! It is a team effort involving each committee member and the academic units. The Senate representatives play a key role and there is also strong support from the Deans and the executive administration. While the Chairs of the committees are the leaders, it is not their work alone.

- Curriculum Committee, chaired by Dr. Carl Farmer (Carl accepted this position after the semester had begun and has hit the ground running. Often, I have to try to catch up to him)
 - Updated, reviewed and approved a multitude of courses
 - Developed TMCCs (10 active; 9 for approval)
- Educational Policies, chaired by Dr. Darlene Romano (Dr. Romano carries our history and has a wealth of experience. I have found her opinions extremely helpful)
 - Established task force to assist with student petitions
 - Updating policies on Academic Dishonesty/Student Discipline
- Outcomes and Assessment Committee, chaired by Bert Bitanga (Bert is our resident float designer. He is passionate about the work his committee is doing and they are doing an outstanding job!)
 - Revised our PRU form
 - Focusing in on Accreditation and assessment of our curriculum
- Faculty Development, chaired by Dr. Lisa Soccio (Lisa is amazing. She runs the Art Center, is strongly involved with professional development and is doing a great job with her committee in spite of how busy she is)
 - Completed the first phase of the sabbatical process (8 requests)
 - Well into planning and development of our Spring FLEX

- Ed Tech, chaired by Professor Felix Marhuenda-Donate (Felix is tenacious, and extremely knowledgeable concerning tech. He is focused and doing great things)
 - Committee approved a series of Distance Education policies and procedures
 - Begun the revision to our Technology Master Plan

It is my privilege to represent and serve the outstanding Faculty at College of the Desert!

-  **CSEA Chapter 407 Holiday Celebration** – Next week the Cravens Student Services Center Multi-Purpose Room will be transformed into the venue for the holiday celebration for the classified staff. We hope that Dr. Kinnamon and our trustees will join us. I have a colorful invitation for each of you as a reminder to calendar this event.
-  **Board of Trustees** – Thank you Trustee O’Neill for your leadership of the Board of Trustees during the challenges and successes of this last year. Thank you Trustee Broughton for your continued commitment to College of the Desert and particularly to your commitment to the students of the east portion of our valley. We look forward to your leadership as chair. Thank you Trustee Stefan for your continued dedication to College of the Desert over the years. Thank you Trustee Sanchez-Fulton for your energy and excitement to serve your constituents—the students and families of the west end of the valley. Thank you Trustee Wilson stepping into the vacancy left in the Board and for your eagerness and diligence in learning about the needs and challenges of College of the Desert and the students we serve. Thank you each for To each and to the Board as a whole, I express my appreciation on behalf of the classified staff and offer my heartfelt holiday wishes to you and your families.

Lauro Jimenez
Chapter President, CSEA Chapter 407

Board of Trustees Mtg. 12/13/2013

To follow up on previously reported items: Dual Enrollment

The Faculty Association received an initial response from HR on the Demand to Bargain. The Association responded with additional concerns citing the MOU that was signed between COD and Desert Sand Unified, which became effective August 2013 through June 2014. The Association did not initially have the MOU.

Currently, we are waiting for the District's second response.

It has come to my attention that COD also has signed agreements through our Nursing Department with a local school district. This includes 3 different types of course delivery methods, concurrent, dual and articulation. The agreement that was signed was developed over a course of 6 months with meetings between both high school faculty and COD faculty at both campus, sharing textbooks and curriculum.

This presents a model that is significantly different than the Dual Enrollment Pilot Program under current discussion. Although there are specific differences, the model of collaboration over time to reach mutual agreements, is critical for "buy in" and success.

The Association recommends that in the interest of good communication, we recognize that contracts between school districts which include faculty and their work, include a review by the respective associations of the faculty. The Association, unless told otherwise, assumes that these types of contracts are known to HR. We have past practice of collaboration with HR in other matters, such as stipends and other issues represented in the collective bargaining agreement.

The Faculty Association currently has an Open Enrollment campaign through The Standard, for members to get Disability Insurance and extended life insurance.

The Association held a social gathering off campus and looks forward to more opportunities to lift the spirit of the faculty. Flex^{Spring} activity with Carleen Gibson

Faculty do have concerns about the fiscal implications of the considerable re organization of the college. Currently, faculty are not aware of which individuals, many of whom are interim, have what responsibilities for how long. Recent safety issues are a case in point. There is considerable confusion related to the newly formed Chief of Staff position, which the college has never had.

The Faculty Association remains committed to respectful, transparent communication and participation for the continued wellbeing of all the members of our community. We wish you all a happy holidays!



College of the Desert's Modern Architecture Tour



Cool. Iconic. Modern.



modernism week

College of the Desert's Modern Architecture Tour

THU
13
FEB

📍 College of the Desert Main Entrance

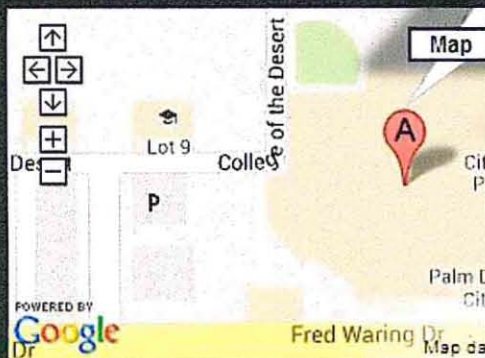
📍 43-500 Monterey Ave, Palm Desert, CA 92260

🕒 10:00 am - 11:00 am

💰 \$15

Sold Out

Join us for an insider's view of the emergence of desert modernism at the newly expanded College of the Desert campus in Palm Desert. Architects John Carl Warnecke, John Porter Clark, Albert Frey, Donald Wexler, and E. Stewart Williams are the five modernist visionaries who collaborated to design the initial phase of the College of the Desert in 1958. It is the only project of its kind in the country where five of the era's most important modern architects came together to create a uniquely designed campus. Experience a guided walking tour of the campus and learn about the rich architectural history of College of the Desert.



ADDRESSING THE BOARD OF TRUSTEES

1. Complete a "Request to Address the Board of Trustees" form (see below) and present it to the Board Executive Assistant prior to the beginning of the meeting at which you wish to address the Board.
2. You will be called to speak at the section set aside for **PUBLIC COMMENTS**. Each speaker will be allowed a maximum of three (3) minutes per topic. Fifteen (15) minutes shall be the maximum time allotment for public speakers on any one subject regardless of the number of speakers at any one Board meeting. *(per Board Policy 2350)*
3. You will be asked to state your name and appropriate affiliation for the record before your statements to the Board.
4. The Board Chair may rule members of the public out of order if their remarks do not pertain to matters that are within the subject matter jurisdiction of the Board or if their remarks are unduly repetitive. *(per Board Policy 2350)*

**For the complete text of Board Policy 2350 www.collegeofthedesert.edu – "Community", "Board of Trustees", "Board Policies and Procedures".*

(DETACH HERE AND RETURN THIS PORTION TO THE BOARD ASSISTANT)

REQUEST TO ADDRESS THE BOARD OF TRUSTEES

BOARD MEETING DATE: 12/13/13

NAME: Carl Farmer / Todor Nikolov
(Please print legibly)

AFFILIATION: PUBLIC _____ STAFF _____
FACULTY ✓ STUDENT ✓

IF SPEAKING TO AN AGENDA ITEM PLEASE INDICATE THE ITEM TO WHICH YOU WISH TO SPEAK:

AGENDA ITEM NO. _____

TITLE _____



12/13/2013 ASCOD PRESIDENT BOARD REPORT

- ASCOD is having an end of the year Winter Get Together for ICC and ASCOD, the purpose of this event is to bring all the ICC representatives and ASCOD members together where they can bond and interchange ideas for student activates and to get know each other better.
- ASCOD is organizing a Student Stress Free Day to take place in Spring 2014.
- ASCOD will be having a mini retreat in January 2014 to train newly appointed ASCOD members, also to work on our team as whole, so that we can function as a family and become a stronger team.
- ASCOD has allocated funds to sponsor a Spring 2014 Club Rush Week so that the student clubs on campus can recruit new members and create a positive student life on campus.
- ASCOD will be attending the region 9 student senate of California community colleges in MT. San Jacinto.
- ASCOD participated in the gift of giving volunteer fair hosted by Gay Straight Alliance and the office of student life. This was intended to offer short and long term volunteer opportunities for the students in our community.

Possibilities!



Make STEM education a part of any city master plan for job growth.

Include a STEM education presentation at any event where leaders gather to discuss quality of life issues and ways to improve economic vitality.

Develop STEM programs and pathways to motivate all students to pursue STEM Careers.

Assist with a plan for improved mathematics achievement in K-12 education to reduce the need for remediation in post secondary institutions and to provide a foundation for STEM learning.

Provide a letter of support for a regional STEM grant submission.

Write an opinion piece for our local newspaper, validating the vital connection between STEM education and the economy or praising a good education program.



COLLEGE
of the DESERT

Capital Projects Report

to the

Board of Trustees

December 13, 2013

EISPRO

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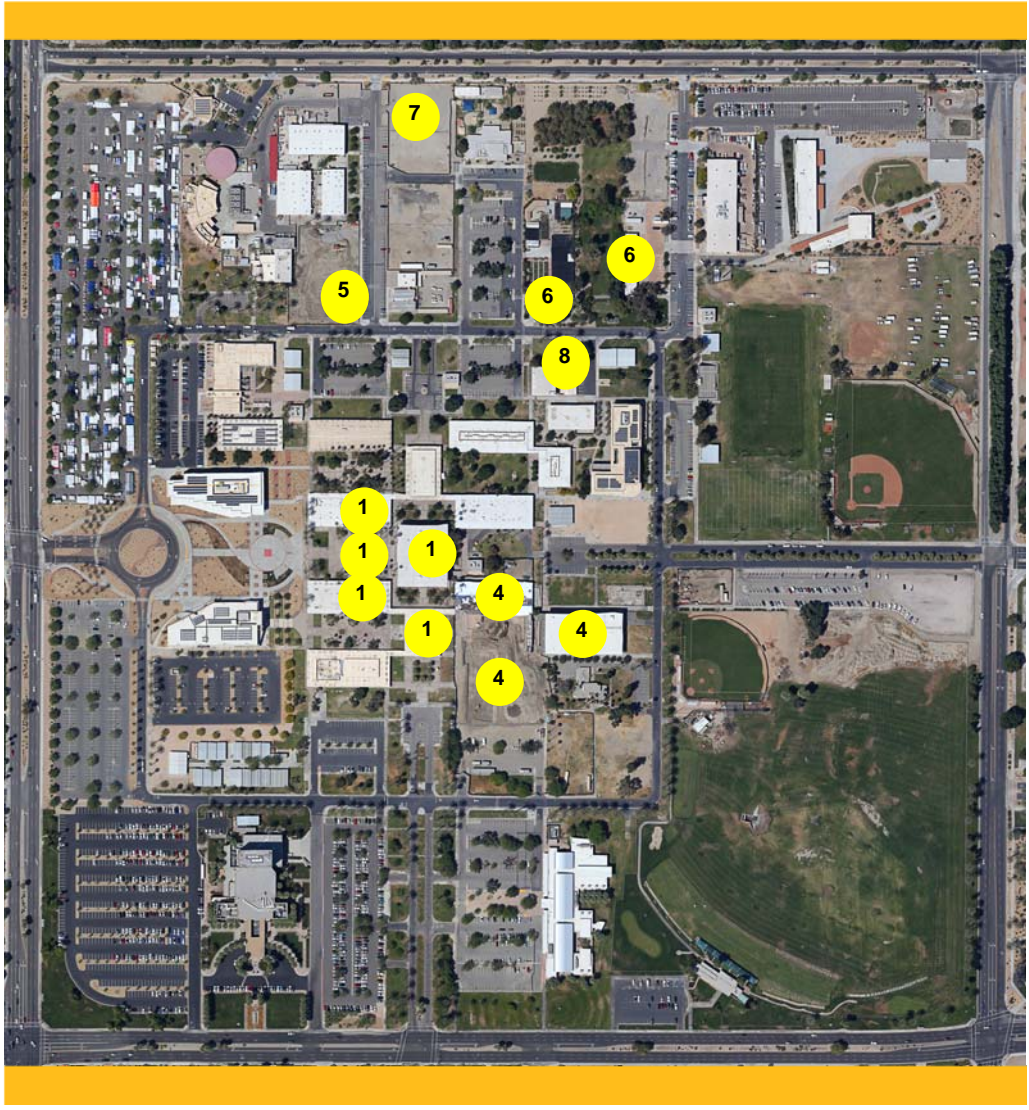
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Projects in Programming & Design

- 1 Central Campus Redevelopment
- 2 West Valley Campus - Palm Springs (Not Shown)

Current Construction Projects

- 3 Indio Education Center (Not Shown)
- 4 Athletic Facilities
- 5 Visual Arts
- 6 Applied Sciences
- 7 Child Development Center
- 8 Stagecraft Shop
- 9 Wayfinding (Throughout Campus)



PROJECTS IN DESIGN . . .

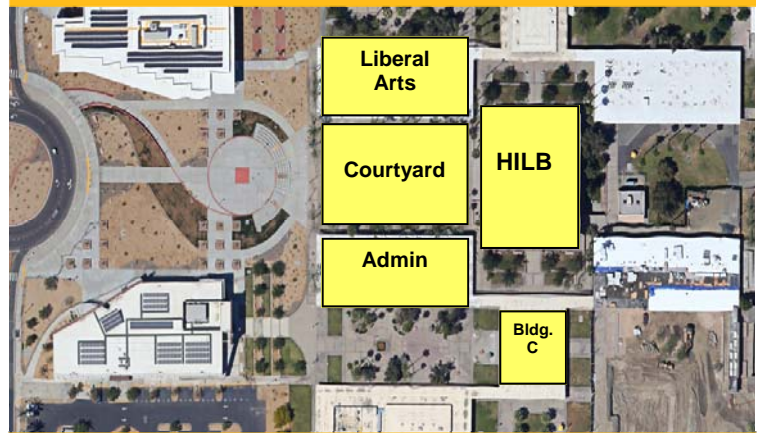
- Project Status Reports

CENTRAL CAMPUS REDEVELOPMENT

PROJECT STATUS REPORT

DESIGN

- Address 43-500 Monterey Ave.
Palm Desert, CA 92260
- Project Manager EISPRO
Steve Hubbard
- Architect LPA Architects
Irvine, CA
- Construction Manager ProWest
Wildomar, CA



Fast Facts

Complete renovation of 4 buildings and the central campus fountain plaza. The renovations will prepare spaces to consolidate all administrative functions together and return the Hilb Learning Resource Center/Library to its central role as a research, study and tutoring facility.

- Total Project Budget \$37,550,000
- Project Square Footage (GSF) 66,526 SF
- Funding Source Measure B
- Construction Start Summer 2014
- Targeted Completion Spring 2016

Sustainable Features

- Will be minimum LEED Silver certified

Project Update

- Further direction from Administration pending.



WEST VALLEY CAMPUS - PALM SPRINGS

PROJECT STATUS REPORT

DESIGN

- **Address** N. Indian Canyon Dr.
Palm Springs, CA 92262
- **Project Manager** EISPRO
Jon Zuber
- **Architect** HGA Architects
Santa Monica, CA
- **Construction Manager** Sundt Construction
San Diego, CA



Fast Facts

Construction of a new LEED Gold free-standing 50,393 s.f. 3 story Administration Building , 3,200 s.f. single story DEEC Storage Building and 5,900 s.f. single story Central Utility Plant, & 163 space on-site parking which includes a bus drop-off area. Project will provide educational opportunities to the student population of the western service area of Palm Springs.

- Total Project Budget \$43,000,000
- Phase 1 Project Square Ftg (GSF) 50,000 sq.ft.
- Funding Source Measure B
- Construction Start Fall 2013
- Targeted Completion Winter 2014-2015

Sustainable Features

- Will be minimum LEED Gold certified
- Public transportation
- Solar Energy
- Sustainable Site
- 5 Zero Planning

Project Update

- Schedule revised based on job progress.



PROJECTS IN CONSTRUCTION . . .

- Project Status Reports

INDIO EDUCATION CENTER

PROJECT STATUS REPORT

CONSTRUCTION

- **Address** 45-500 Oasis St.
Indio, CA 92201
- **Project Manager** EISPRO
Gregg Capper
- **Architect** GKK Works
Irvine, CA
- **Construction Manager** GKK Works
Irvine, CA



Fast Facts

New 3 story building in Indio with classrooms, administration, offices, and commercial retail space. It will provide permanent school space for the COD Indio classes that are currently being held in leased space, and will allow for additional science and laboratory classes that are so impacted at the Palm Desert campus.

- Total Project Budget \$23,000,000
- Project Square Footage (GSF) 40,000 sq.ft.
- Funding Source Measure B
- Construction Start Fall 2012
- Targeted Completion Winter 2013-2014

Sustainable Features

- Will be minimum LEED Silver certified
- Architectural environmental control
- Public transportation



INDIO EDUCATION CENTER

PROJECT STATUS REPORT

CONSTRUCTION

Fast Financial Facts

- Total Project Budget \$23,000,000
- Construction Budget \$16,000,000
- Expenditures To Date. \$14,243,132
- Projected Change Order Percent.0%
- Percent Complete of Project Cost. 62%
- Percent Complete of Construction. 79%

Project Update

- Project back on original schedule
- Elevator work complete.
- Drywall continues on the third floor
- All floors being prepped for floor covering
- Parking Lot base placed and ready for asphalt next week
- Working with IID, there is now electricity to the building



PROJECT STATUS REPORT

CONSTRUCTION

- **Address** 43-500 Monterey Ave.
Palm Desert, CA 92260
- **Project Manager** EISPRO
Dave Hall
- **Architect** LPA Architects
Irvine, CA
- **Construction Manager** ProWest
Wildomar, CA



Fast Facts

New gymnasium, team rooms, restrooms, shower/locker rooms and maintenance facilities for the Physical Education and Athletics programs, as well as renovation of an initial structure to accommodate weight training, multipurpose rooms and faculty/staff offices for the Physical Education and Athletics programs for the campus. New tennis facilities and athletics quad.

- Total Project Budget \$23,115,238
- Project Square Footage (GSF) 26,840 sq.ft.
- Funding Source Measure B
- Construction Start Winter 2012-2013
- Targeted Completion Phase 1 Summer 2014
- Targeted Completion Phase 2 Fall 2014

Sustainable Features

- Will be minimum LEED Silver certified

PROJECT STATUS REPORT

CONSTRUCTION

Fast Financial Facts

- Total Project Budget \$23,115,238
- Construction Budget \$15,987,000
- Expenditures To Date..... \$12,191,532
- Projected Change Order Percent..... 0%
- Percent Complete of Project Cost..... 53%
- Percent Complete of Construction..... 41%



Project Update

Gymnasium

- Precast panels installation complete
 - Welding continues at precast panels
 - Cord rebar installation complete
- Roof trusses erected
 - Welding continues at roof trusses
 - Steel beams erection complete (lower roof)
- Canopy steel columns erection complete



Fitness Center

- Drywall tape/finish, restrooms and kitchenette continues
- Ductwork installation complete (except at ceiling grid)
- Interior glass/glazing complete
- Painting following wall finishing continues
- Linear light fixtures installed and energized



PROJECT STATUS REPORT

CONSTRUCTION

• Address	43-500 Monterey Ave. Palm Desert, CA 92260
• Project Manager	EISPRO Gregg Capper
• Architect	Perkins & Will Los Angeles, CA
• Construction Manager	Gilbane San Diego, CA



Fast Facts

New building with offices, a multi-purpose classroom, new lab space for 2D art, photography, ceramics & screen printing classes, a wood shop, and a large outdoor yard for kilns and 3D art. It will allow the Art programs to relocate into spaces designed specifically for these programs.

- Total Project Budget \$8,515,353
- Project Square Footage (GSF) 13,710 sq.ft.
- Funding Source Measure B
- Construction Start Spring 2013
- Targeted Completion Spring 2014

Sustainable Features

- Will be minimum LEED Silver certified



PROJECT STATUS REPORT CONSTRUCTION

Fast Financial Facts

- Total Project Budget \$ 8,515,353
- Construction Budget \$ 6,075,000
- Expenditures To Date..... \$ 4,368,522
- Projected Change Order Percent. 0%
- Percent Complete of Project Cost. 51%
- Percent Complete of Construction. 78%

Project Update

- Begin installation of exterior stucco.
- Continue installation of HVAC, plumbing & electrical systems.
- Continue installation of drywall.
- Complete tile setting.
- Complete installation of store front & window frames.
- Complete Installation of glazing in store front & windows.
- Complete installation of roofing material on VA building.
- Complete Installation and grout filling of block wall enclosure around kiln yard.



PROJECT STATUS REPORT

CONSTRUCTION

- **Address** 43-500 Monterey Ave.
Palm Desert, CA 92260
- **Project Manager** EISPRO
Jon Zuber
- **Architect** HGA Architects
Santa Monica, CA
- **Construction Manager** Gilbane
San Diego, CA



Fast Facts

This project encompasses both the Agricultural Sciences, which will be renovated along with a new Greenhouse and Lath House, and a new Applied Sciences building that will be home to the HVAC, Drafting, Construction Technology, Natural Resources, classrooms and Labs. The Dean and Facility offices will also be in this building.

- **Total Project Budget** \$12,381,000
- **Project Square Footage (GSF)** 21,741 sq.ft.
- **Funding Source** Measure B
- **Construction Start** Summer 2013
- **Targeted Completion** Fall 2014

Sustainable Features

- Will be minimum LEED Silver certified

PROJECT STATUS REPORT CONSTRUCTION

Fast Financial Facts

- Total Project Budget \$12,381,000
- Construction Budget \$ 8,400,000
- Expenditures To Date. \$ 2,920,207
- Projected Change Order Percent.0%
- Percent Complete of Project Cost.24%
- Percent Complete of Construction.22%



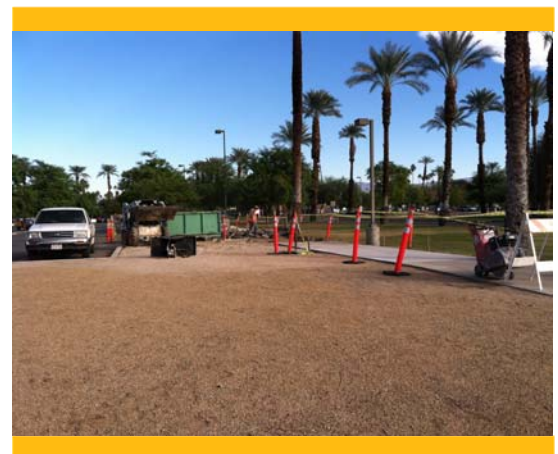
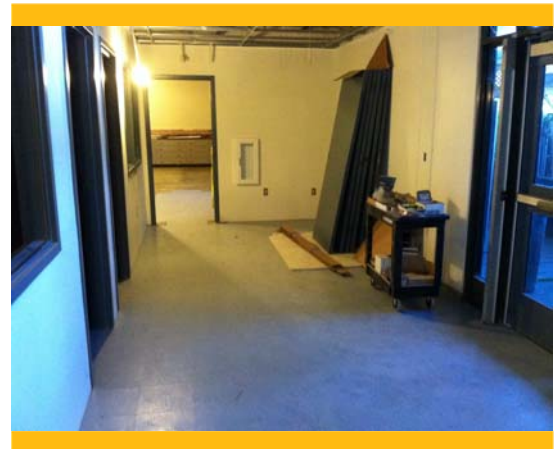
Project Update

Ag. Building

- Data cabling continues
- Acoustical tile installation at ceiling grid complete
- Floors prepared for new flooring

Applied Science Building

- Installation of underground utilities infrastructure continues.
- Installation of new floor boxes and conduit commenced
- Installation of masonry wall commenced.
- Construction of the ADA alternate pathway improvements continues.
- Concrete footing pour commenced



CHILD DEVELOPMENT CENTER

PROJECT STATUS REPORT

CONSTRUCTION

- **Address** 43-500 Monterey Ave.
Palm Desert, CA 92260
- **Project Manager** EISPRO
Dave Hall
- **Architect** HMC Architects
Ontario, CA
- **Construction Manager** None



Fast Facts

New laboratory providing direct observation of two separate early childhood groups. Support spaces for the young children and staff are included to facilitate the groups while allowing students the opportunity to monitor the interaction and behavioral development of the children.

- **Total Project Budget** \$5,924,000
- **Project Square Footage (GSF)** 10,314 sq.ft.
- **Funding Source** Measure B
- **Construction Start** Summer 2013
- **Targeted Completion** Spring 2014

Sustainable Features

- Will be minimum LEED Silver certified



CHILD DEVELOPMENT CENTER

PROJECT STATUS REPORT

CONSTRUCTION

Fast Financial Facts

- Total Project Budget \$ 5,924,000
- Construction Budget \$ 3,934,000
- Expenditures To Date..... \$ 2,174,957
- Projected Change Order Percent..... 0%
- Percent Complete of Project Cost..... 37%
- Percent Complete of Construction..... 40%



Project Update

- Installation of Densdeck exterior finish commenced.
- Continue wall framing.
- Continue installation of HVAC, plumbing, & electrical systems.
- Installation of skylight curbs on roof complete.
- Grouting of base plates complete.
- Steel welding on canopy structure and installation of roof deck complete.

PROJECT STATUS REPORT

CONSTRUCTION

- **Address** 43-500 Monterey Ave.
Palm Desert, CA 92260
- **Project Manager** EISPRO
Steve Hubbard
- **Architect** PMSM Architects
Santa Barbara, CA
- **Construction Manager** None



Fast Facts

New facility that directly supports Theater Arts functions held on campus. Spaces include a scenery workshop, full costume shop, makeup studio with cast changing facilities, and music/vocal practice rooms.

- Total Project Budget \$2,135,000
- Project Square Footage (GSF) 3,346 sq.ft.
- Funding Source Measure B
- Construction Start Fall 2013
- Targeted Completion Spring 2014

PROJECT STATUS REPORT

CONSTRUCTION

Fast Financial Facts

- Total Project Budget \$ 2,135,000
- Construction Budget \$ 1,494,500
- Expenditures To Date..... \$ 266,015
- Projected Change Order Percent..... 0%
- Percent Complete of Project Cost..... 12%
- Percent Complete of Construction..... 35%



Project Update

- Under slab utility excavation commence and complete.
- Plumbing under slab waste piping placement commenced.
- Mechanical hot and chill water hydronic piping placement commenced.
- JTS Modular building component fabrication continues offsite.

PROJECT STATUS REPORT CONSTRUCTION

- **Address** 43-500 Monterey Ave.
Palm Desert, CA 92260
- **Project Manager** EISPRO
Curtis Guy
- **Architect** PMSM Architects
Santa Barbara, CA
- **Construction Manager** None



Fast Facts

The project is to provide a comprehensive and cohesive directional sign system for pedestrian and vehicle traffic throughout the campus, including identifying various buildings, parking lots and campus functions.

- **Total Project Budget** \$500,000
- **Project Square Footage (GSF)** Exterior Site Work
- **Funding Source** Measure B
- **Construction Start** Summer 2013
- **Targeted Completion** Winter 2013-2014

PROJECT STATUS REPORT CONSTRUCTION

Fast Financial Facts

- Total Project Budget \$ 500,000
- Construction Budget \$ 395,300
- Expenditures To Date..... \$ 109,247
- Projected Change Order Percent..... 0%
- Percent Complete of Project Cost..... 22%
- Percent Complete of Construction..... 45%



Project Update

- Revised schedule requested and pending.
- Formal request sent to move forward with the smaller R8 signs that are DSA approved
- Change order in process for two additional Directory signs, one on the south SW side of the Dining Hall, and another at the Theater Too.
- Pricing requested to add bollards to the Directory sign on the East side of the Hilb building since trucks frequent that area

4 WEEK LOOK AHEAD

Description	Comments	Duration Start	Finish	2013														
				Nov-17	Nov-24	Dec-01	Dec-08	Dec-15	Dec-22	Dec-29								
				M	T	W	T	F	S	S	M	T	W	T	F	S	S	
Campus Holidays, Exams, & Events																		
Campus Calendar																		
Thanksgiving																		
Final Exams																		
Applied Sciences																		
Construction - Ph.2 AG & AS Buildings		0 Nov-28-2013 A	Nov-29-2013 A															
Concrete Pour		5 Dec-10-2013 A	Dec-16-2013 A															
Athletic Facilities																		
Construction - New Gymnasium		1 Dec-03-2013 A	Dec-03-2013															
Trusses - Installation																		
Child Development Center																		
Construction Phase		8 Nov-25-2013 A	Dec-06-2013															
Roofing Material deliveries																		
Infrastructure Upgrade - Ph. 3																		
Construction Phase		1 Dec-02-2013 A	Dec-02-2013															
Campus-wide Utility Upgrade																		
Photovoltaic System																		
Cleanout		11 Dec-09-2013 A	Dec-23-2013															
Paving in parking lots																		
Stagecraft Shop																		
Construction Phase		1 Nov-27-2013 A	Nov-27-2013															
Foundation Work																		
Excavation for US Utilities		25 Nov-08-2013 A	Dec-16-2013															
Concrete Pour		4 Nov-22-2013 A	Nov-27-2013															
Modular Building Components - Deliveries		1 Dec-05-2013 A	Dec-05-2013															
Visual Arts Building																		
Construction Phase		8 Dec-09-2013 A	Dec-18-2013															
Ground Block Wall																		
Excavate & Pour Sidewalks		1 Nov-27-2013 A	Nov-27-2013															
Wayfinding																		
Construction Phase		12 Dec-05-2013 A	Dec-20-2013															
Excavating for Signs																		
Place Structural Steel & Rebar / Pour Concrete		34 Oct-18-2013 A	Dec-06-2013															
Signage Delivery & Installation		10 Dec-09-2013 A	Dec-20-2013															
		11 Dec-23-2013 A	Jan-07-2014															

Prepared by: Ryan Lamb - EISPRO
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EISPRO

Progress
Milestone

FINANCIAL REVIEW . . .

- Project Allocation Budget

COMPLETED PROJECTS

PROJECT ALLOCATION BUDGET

<u>COMPLETED PROJECTS</u>	<u>Budget</u> <u>Bond + Other</u>	<u>Expense</u> <u>Bond + Other</u>	<u>Balance</u>
Ag Science Project	\$105,804	\$105,804	\$0.00
Alumni Centre	\$2,714,816	\$2,714,816	\$0.00
Aquatics Swimming Pool Demolition	\$310,103	\$310,103	\$0.00
Barker Nursing Complex	\$10,973,913	\$10,973,913	\$0.00
Burn Tower	\$2,875,267	\$2,875,267	\$0.00
Business Building Renovation	\$4,598,036	\$4,598,036	\$0.00
Campus Standards & Design	\$615,343	\$615,343	\$0.00
Carol Meier Lecture Hall Roof Repair	\$317,728	\$317,728	\$0.00
Central Annex Village	\$2,308,330	\$2,308,330	\$0.00
Central Plant	\$13,127,485	\$13,127,485	\$0.00
Contractor Lay Down Area	\$724,890	\$724,890	\$0.00
Culinary Kitchen	\$410,529	\$410,529	\$0.00
Date Palm Removal	\$311,447	\$311,447	\$0.00
Desert Hot Springs	\$1,140	\$1,140	\$0.00
Diesel Mechanics Flooring	\$14,154	\$14,154	\$0.00
Dining Facility Renovation	\$5,399,910	\$5,399,910	\$0.00
Facilities Yard Improvement	\$416,825	\$416,825	\$0.00
Mecca-Thermal Interim Modulars	\$9,913,929	\$9,913,929	\$0.00
Mecca-Thermal Septic Sewer System	\$288,401	\$288,401	\$0.00
Monterey Wall & Landscaping	\$1,544,946	\$1,544,946	\$0.00
Nursing Building Renovation	\$3,538,287	\$3,538,287	\$0.00
Pavement Removal North Alumni Road	\$28,721	\$28,721	\$0.00
Ph I - Infrastructure Upgrade	\$14,512,593	\$14,512,593	\$0.00
Ph II - Infrastructure Upgrade	\$11,727,628	\$11,727,628	\$0.00
PSA Parking & Mag. Falls Entrance	\$949,794	\$949,794	\$0.00
Public Safety Academy	\$14,917,722	\$14,917,722	\$0.00
Safety/Security Improvements CDC & AR	\$256,377	\$256,377	\$0.00
Scene Shop	\$75,654	\$75,654	\$0.00
Science Labs	\$223,624	\$223,624	\$0.00
Sidewalk Repairs	\$38,846	\$38,846	\$0.00
South Annex Ph I	\$273,569	\$273,569	\$0.00
South Annex Ph II	\$1,027,825	\$1,027,825	\$0.00
South Annex Ph III - DSPS Modulars	\$646,294	\$646,294	\$0.00
South Parking Lot	\$1,004,767	\$1,004,767	\$0.00
So./No. Annex Ph I Classroom Modulars	\$1,920,155	\$1,920,155	\$0.00
Storm Drain Outlet Structure	\$1,563,111	\$1,563,111	\$0.00
Telephone Systems/VOIP Upgrade Ph I	\$964,487	\$964,487	\$0.00
Temporary Access Road	\$87,252	\$87,252	\$0.00
Temporary Dining Facility	\$752,840	\$752,840	\$0.00
Velma Dawson House Lot	\$27,500	\$27,500	\$0.00
Visual Arts Kiln Building	\$179,079	\$179,079	\$0.00
Western Parking Lot	\$2,564,965	\$2,564,965	\$0.00
Western Parking Lot Landscaping	\$266,422	\$266,422	\$0.00
Wireless Access Project	\$322,555	\$322,555	\$0.00
EXPENDED TOTAL	\$114,843,061	\$114,843,061	\$0.00

Note: All Balances Moved To Contingency



CURRENT PROJECTS

PROJECT ALLOCATION BUDGET

<u>CURRENT PROJECTS</u>	<u>Budget</u> <u>Bond + Other</u>	<u>Expense</u> <u>Bond + Other</u>	<u>Balance</u>
(2) Applied Sciences	\$12,381,000	\$2,920,207	\$9,460,793
(2) Athletic Facilities	\$23,115,238	\$12,191,532	\$10,923,706
Campus Electronic Sign	\$300,000	\$19,861	\$280,139
Campus Energy Monitoring	\$295,801	\$288,303	\$7,498
(2) Campus IT Infrastructure	\$2,600,000	\$2,485,804	\$114,196
Central Campus Redevelopment	\$37,550,000	\$1,427,655	\$36,122,345
(2) Central Plant MBCx	\$3,547,420	\$3,324,358	\$223,062
(2) Child Development Center	\$5,924,000	\$2,174,957	\$3,749,043
(1) (3) Communication Building	\$20,996,832	\$20,145,412	\$851,420
(1) Cravens Student Services Center	\$22,973,961	\$22,953,035	\$20,926
(2) Demo Central Annex / Cooling Tower	\$336,262	\$253,978	\$82,284
(2) Imaging	\$400,000	\$380,929	\$19,071
(2) Indio Education Center	\$23,000,000	\$14,243,132	\$8,756,868
(2) Infrastructure Upgrade - Ph III	\$11,732,136	\$11,652,195	\$79,941
(2) Math Science Technology Center	\$24,747,061	\$24,009,374	\$737,687
(1) Monterey Entrance	\$5,403,168	\$5,302,897	\$100,271
RDA Small Maintenance Projects	\$1,060,108	\$891,971	\$168,137
Relocations Project	\$1,516,879	\$517,459	\$999,420
(3) Security Cameras & Emergency Phones	\$200,000	\$132,450	\$67,550
(2) Site Remediation	\$687,000	\$279,228	\$407,772
Soils Contingency	\$1,401,500	\$0	\$1,401,500
(2) Stagecraft Shop	\$2,135,000	\$266,015	\$1,868,985
(2) Visual Arts Building	\$8,515,353	\$4,368,522	\$4,146,831
Wayfinding	\$500,000	\$109,247	\$390,753
West Valley Palm Springs	\$43,000,000	\$5,413,094	\$37,586,906
SUB TOTAL	\$254,318,718	\$135,751,615	\$118,567,103

- (1) Projects pending financial closeout.
- (2) Budget Augmentation approved by Administration.
- (3) Balance/Partial transferred to Bond Contingency.

PROJECT ALLOCATION BUDGET

<u>FUTURE PROJECTS</u>	<u>Budget</u> Bond + Other	<u>Expense</u> Bond + Other	<u>Balance</u>
East Valley Mecca/Thermal Campus	\$29,700,000	\$10,000	\$29,690,000
(2) West Valley Desert Hot Springs Ph II	\$2,500,000	\$0	\$2,500,000
SUB TOTAL	\$32,200,000	\$10,000	\$32,190,000

<u>SUMMARY OF PROJECTS</u>	<u>Budget</u> Bond + Other	<u>Expense</u> Bond + Other	<u>Balance</u>
Completed Projects	\$114,843,061	\$114,843,061	\$0
Current Projects	\$254,318,718	\$135,751,615	\$118,567,103
Future Projects	\$32,200,000	\$10,000	\$32,190,000
Bond Management and Other Fees	\$24,649,879	\$21,885,493	\$2,764,386
Contingency	\$1,746,700	\$0	\$1,746,700
TOTAL	\$427,758,358	\$272,490,169	\$155,268,189

<u>DEFERRED PROJECTS</u>	<u>Budget</u> Bond + Other	<u>Expense</u> Bond + Other	<u>Balance</u>
Art Building Re-Purpose	\$500,000	\$0	\$500,000
Construct Parking Lot Velma Dawson House	\$600,000	\$0	\$600,000
Demo East Annex / Construct Parking Lot	\$2,000,000	\$0	\$2,000,000
Diesel Mechanics / Install Parking Lot	\$2,500,000	\$0	\$2,500,000
Engineering Building Renovation	\$4,000,000	\$0	\$4,000,000
Landscaping at Fred Waring Entrance	\$1,000,000	\$0	\$1,000,000
Multi-Use Arts Facility	\$20,386,059	\$0	\$20,386,059
Parking Lot at Lay Down Area	\$1,200,000	\$0	\$1,200,000
Pollock Theater Carol Meier Renovation	\$3,940,381	\$0	\$3,940,381
Public Safety Academy Phase II	\$10,887,000	\$0	\$10,887,000
TOTAL DEFERRED PROJECTS	\$47,013,440	\$0	\$47,013,440

<u>FUNDING SOURCE</u>	<u>Totals</u>		
Bond Series "A"	\$65,000,000		
Bond Series "B"	\$57,850,000		
Bond Series "C"	\$223,648,444		
State	\$3,144,000		
RDA	\$38,634,900		
Interest	\$30,000,000		
Refunding	\$7,500,000		
Foundation	\$400,000		
Rebates	\$1,331,031		
Surety	\$249,984		
TOTAL	\$427,758,358		

UPCOMING EVENTS . . .

- No Events Currently Scheduled



The Bayer Facts of Science Education XVI:

*U.S. STEM Workforce Shortage
– Myth or Reality?
Fortune 1000 Talent Recruiters
on the Debate*

EXECUTIVE SUMMARY

Prepared for:
Bayer Corporation

Conducted by:
International Communications Research
53 West Baltimore Pike
Media, PA 19063

October 2013



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Introduction

This year's *Bayer Facts of Science Education** survey, the 16th in the series, focuses on one of the major STEM (science, technology, engineering and mathematics) debates underway today in the United States: Is there, in fact, a STEM workforce shortage in the country or not?

Much has been made on either side of the debate.

At one end, there are those who argue the country is overproducing the number of Ph.D.s we need for research and development and academic posts¹. The Economic Policy Institute, for example, cites fairly stagnant wages for mathematics-related professionals as an indicator of oversupply, as well as the fact that the job market for these professionals has been shrinking over the past five years².

At the opposite end, voices resonate about the larger pool of STEM workers. Here proponents contend that while the country may have enough Ph.D.s, there is a shortage of STEM workers who possess needed competencies acquired from two- and four-year courses of study that award baccalaureate and associates STEM degrees. This is a sizable portion of the nation's STEM workforce. In its *2012 Science and Engineering Indicators*, the National Science Foundation estimates that roughly three-quarters of today's STEM workforce has a bachelor's degree or less.

Change the Equation's (CTEq) *Vital Signs* reports that presented state-by-state assessments of the STEM education and workforce landscape in all 50 states and the District of Columbia, concluded that even during the recent economic downturn, STEM skills have remained in high demand in every state. In a 2013 report, CTEq shows in the STEM occupations that job postings outnumbered unemployed people nearly two to one. In contrast, overall unemployed people outnumbered job postings in all occupations by nearly four to one³.

Additionally, recent arguments have been made that the demand for workers with STEM skills and knowledge has been underestimated by official reports that track such demand, like those from the U.S. Department of Labor, because today there is growing demand for these workers to fill jobs not traditionally defined as STEM⁴.

*NOTE: A key component of Bayer Corporation's Presidential award-winning *Making Science Make Sense*® program, the *Bayer Facts of Science Education* survey series is an annual public opinion research project commissioned by Bayer that helps gauge the state of science education in the United States. It measures the public's support for science education reform and recognition of the roles that science and science literacy play in everyday life. Since 1995, the surveys have polled a variety of audiences – from the nation's Ph.D. scientists and science teachers to parents, students and business executives – about a number of timely science education and science literacy issues.

¹ *Survey of Earned Doctorates*, 2012, National Science Foundation

² "Guestworkers in the high-skill U.S. labor market: An analysis of supply, employment, and wage trends," 2013, Economic Policy Institute

³ *Vital Signs*, 2012, and *Vital Signs: STEM Help Wanted*, 2013, Change the Equation

⁴ *STEM*, 2011, Georgetown University Center for Education and Workforce

To help determine which arguments around supply and demand more accurately reflect the reality on the ground, this year's survey seeks the opinion of a cohort representing those with firsthand knowledge. Specifically, it asks talent recruiters at some of the country's largest employers – those included in the Fortune 1000 – to weigh in on current and future demand for new hires with two- and four-year STEM degrees.

Their perspective on this issue is important. As professionals responsible for scouting, recruiting and hiring talent at Fortune 1000 companies, both STEM and non-STEM alike, these individuals are on the frontlines, tasked with assessing and filling their companies' workforce needs. Bayer believes adding their voice to this debate is extremely valuable.

These are just some of the questions the survey asks the talent recruiters:

- At their companies today, are new hires with two- and four-year STEM degrees as, more or less in demand for non-STEM jobs than their peers without STEM degrees? What do they expect demand to be 10 years from now?
- Are more STEM jobs being created today than non-STEM jobs at their companies? What is their prediction for 10 years from now?
- Can they find adequate numbers of qualified two- and four-year STEM degree holders today in a timely manner? Do they expect a shortage of such workers in the future?
- Within their industries, is competition fierce within particular STEM fields to fill open positions with highly qualified two- and four- year STEM degree candidates? If so, which fields are most competitive?
- Are unfilled STEM jobs bad for business? What exactly is the impact of unfilled STEM jobs on their companies?
- Are they seeing adequate numbers of qualified two- and four-year STEM degree holders who are female, African-American, Hispanic and American Indian?
- Do they view community colleges as an important component in the U.S. STEM education system?

CTEq's *Vital Signs* served as a catalyst for this survey in another sense, as well. While those reports noted demand for STEM skills and knowledge, they lacked a definition about what actual STEM skills and knowledge are most in demand by employers. To the extent possible, this survey attempts to codify these STEM competencies by asking talent recruiters about those they typically see in new hires with two- and four-year STEM degrees, those that are not needed, and those STEM competencies the talent recruiters wish these new hires possessed but don't. Among these graduates, the survey also asks if

there is a mismatch between the STEM knowledge they possess and the knowledge they actually need to do their new jobs.

Bayer believes that the research findings presented here will help clarify the debate currently underway. In doing so, we hope it serves today's students as well as they make important decisions about their education and career paths. We also hope it helps the U.S. higher education system – both four-year colleges and universities, and two-year community and technical colleges – better understand the workforce needs of American employers as they work to educate the next generation of American workers.

Methodology

A total of 150 online (91) and telephone (59) interviews were completed of talent recruiters (TRs) at Fortune 1000 STEM and non-STEM companies.

While Fortune defines its companies in terms of industry (e.g. chemical, communications, etc.), it does not characterize them as STEM companies. In order to create such a list, Fortune 1000 companies with high R&D employment and expenditure were identified by matching companies on the 2011 Fortune list with a list of the 1,095 top non-European Union R&D intensive companies prepared by the European Commission. Companies appearing on both lists were included in the sample. The sample was then expanded to include other Fortune 1000 companies in each industry category in which at least half of the companies were listed in the EU listing. This was done in order to establish high R&D industry categories within the Fortune 1000 list, and thus define them as STEM companies. The two data sources used for the selection were:

Fortune Datastore 2011 Fortune 1000 database; Fortune Datastore, NY, NY.

2012 EU R&D Investment Scoreboard; Luxembourg: Office for Official Publications of the European Communities, October 2012.

In the survey responses, then, a respondent was classified as working at a STEM company if that company met one of the two criteria outlined above; i.e, they appeared on the EU list of high R&D investment companies or were in a Fortune 1000 industry category where more than half of the companies also appeared on the EU list.

Talent recruiters are a difficult group to reach. In order to do so, a formal letter was first sent to the senior human resource (HR) executives at all 1,000 companies from Jerry MacCleary, President of Bayer MaterialScience, LLC. It explained the purpose of the survey and invited the company to participate by having its talent recruiters complete the online survey. Included in the letter were multiple unique links so that multiple talent recruiters/managers at each company could access the online survey.

Reminder emails and calls were made several weeks after the initial letter was mailed.

Additionally ICR obtained several other supplemental lists of talent recruiters/managers at Fortune 1000 STEM and non-STEM companies. ICR contacted these talent recruiters/managers by telephone and via email to invite them to take the survey.

At the close of the field period, 150 individuals representing 117 unique companies participated in the survey, resulting in a 12 percent response from the Fortune 1000 overall.

Qualified respondents were screened to confirm that they were indeed talent recruiters/managers for a Fortune 1000 company.

Based on the sample size, the statistical reliability achieved is +/- 8% margin of error at a 95% confidence level.

Demographic and Firmographic Profiles

The following summarizes the demographic profile of the talent recruiters at the Fortune 1000 companies polled in this survey (n=150).

- Talent recruiters responded proportionately to the actual distribution of STEM (33 percent) and non-STEM (67 percent) companies among these Fortune 1000 firms – non-STEM TRs = 60 percent and STEM TRs = 40 percent.
- The vast majority (76 percent) of the TRs are responsible for recruiting both STEM and non-STEM employees. Some 18 percent recruit STEM employees only, while six percent recruit only non-STEM employees.

- Few of the TRs have a degree in a STEM field – only 21 percent compared to 78 percent who do not have a STEM degree.
- Survey respondents are assigned a range of titles by their companies. One-third (36 percent) have recruiting titles, such as Manager Recruiting, Senior Recruiter and Corporate Recruiter, while one-quarter (24 percent) have talent acquisition titles like Director or Senior Director Talent Acquisition, Manager Talent Acquisition and VP Talent Acquisition. Some 17 percent hold Human Resource titles.
- Most of the TRs are seasoned. On average, they're 43 years old and have worked 14 years as a talent recruiter. Fully two-thirds (65 percent) have 11 years or more experience.
- Roughly half the TRs are female (52 percent) and roughly half are male (47 percent).

Firmographic profiles are as follows:

- The industries in which these TRs specialize run the gamut of those represented across the Fortune 1000. They include Financial Service/Real Estate/Insurance (12 percent); IT/Technology (11 percent); Manufacturing (10 percent); Engineering (9 percent); Sales/Marketing (8 percent); Energy/Utilities (6 percent); and Healthcare (5 percent), etc.
- In addition to being categorized as STEM and non-STEM, the companies were further categorized by industry using Standard Industrial Classification (SIC) code definitions. The four primary industries that the companies fell into are “Manufacturing” (37 percent); “Business and Professional Services (Services)” (21 percent); “Transportation, Communications, Utilities (TCU)” (16 percent) and “Finance, Insurance, Real Estate (FIRE)” (13 percent). Others industries include “Retail Trade,” “Wholesale Trade” and “Mining.”
- The lion's share of STEM companies are included in the Manufacturing industry category (31 percent) and Business and Professional Services (7 percent).

KEY SURVEY FINDINGS

STEM DEGREE GRADUATES = PREFERRED NEW HIRES FOR FORTUNE 1000 COMPANIES NOW AND IN THE FUTURE

Today, STEM skills are in demand by employers for jobs that are traditionally considered non-STEM, with demand for two- and four-year graduates equipped with these skills exceeding demand for their counterparts who don't have these skills -- a trend that will continue a decade from now.

- Nine- in-10 (89 percent) of the talent recruiters (TRs) say today four-year STEM degree holders are “as/more” in demand than their counterparts without STEM degrees, with six- in-10 (59 percent) saying they are “more in demand.”
- Eight- in-10 (79 percent) of the TRs say today two-year STEM degree holders are “as/more” in demand than their counterparts without STEM degrees, with nearly half (44 percent) saying they are “more in demand.”
- Nine- in-10 (90 percent) TRs say 10 years from now four-year STEM degree holders will be “as/more” in demand than their counterparts without STEM degrees, with seven-in-10 (69 percent) saying they will be “more in demand” than their counterparts without STEM degrees.
- Three-quarters (73 percent) of the TRs say 10 years from now two-year STEM degree holders will be “as/more” in demand a decade from now, with roughly half (47 percent) saying they will be “more in demand” than their counterparts without STEM degrees.

STEM DEGREES = ACCESS TO A RANGE OF JOB OPPORTUNITIES NOW AND IN THE FUTURE

More STEM jobs are being created today than non-STEM jobs at both STEM and non-STEM companies, a trend that is expected to continue a decade from now.

- A large majority – fully two-thirds (67 percent) – of the TRs polled report that at their companies today, there are more new STEM jobs being created than non-STEM jobs.
 - While more TRs at STEM companies said this is true (87 percent), more than half of the TRs at non-STEM companies also said this was the case (53 percent).

- Even more of the TRs (75 percent) predict that, 10 years from now, there will be more STEM job creation than non-STEM job creation at their respective companies.

- Again, this is something TRs at both STEM (85 percent) and non-STEM companies (68 percent) believe.

- Where will the jobs be in the future? When asked to predict the highest growth job at their companies a decade from now for two-year and four-year STEM degree holders, the TRs named information/computer technology and engineering (not IT/computer-related).

HIGHEST GROWTH JOB AT COMPANY 10 YEARS FROM NOW		
	<i>Four-Year STEM Degree Holder (n=150)</i>	<i>Two-Year STEM Degree Holder (n=140)</i>
Computer/Information Technology	41 percent	31 percent
Engineering (Not IT/Computers)	34 percent	11 percent

TODAY'S NEED FOR QUALIFIED JOB CANDIDATES WITH STEM DEGREES

Finding an adequate number of qualified job candidates with two- and four-year degrees is an issue for many Fortune 1000 STEM and non-STEM companies.

- Only half of these Fortune 1000 TRs say they can find adequate numbers of qualified job candidates with either two-year (55 percent) or four-year (50 percent) STEM degrees in a timely manner.

- TRs in the manufacturing industry (55 percent) in particular say it is difficult finding adequate numbers of four-year STEM degree holders.

- Of those who say they cannot find adequate numbers of qualified STEM job candidates, the vast majority believe it is because there is a shortage of qualified candidates - both two-year (90 percent) and four-year (94 percent) degree holders - who have the necessary STEM job skills.

- The lack of qualified candidates has led to a significant number of open, unfilled jobs at Fortune 1000 companies, particularly for four-year STEM degree holders. Of those TRs who say they can't find adequate numbers of qualified new hires with STEM degrees, nearly seven-in-10 (68 percent) report their companies have a significant number of open, unfilled STEM jobs for four-year STEM degree holders, while half (48 percent) report vacancies for two-year STEM degree holders.

- Unfilled STEM jobs for four-year degree holders are more likely in the manufacturing industry (71 percent).

TOMORROW'S NEED FOR QUALIFIED JOB CANDIDATES WITH STEM DEGREES

While demand for two- and four-year STEM degree holders will continue to be strong in the next 10 years at both STEM and non-STEM companies, new hires with four-year STEM degrees, in particular, will be in short supply.

- In the next 10 years, a large majority – 68 percent – of TRs expect there will be a shortage of qualified job candidates who hold four-year degrees in STEM.
 - More than three-fourths (78 percent) of STEM company TRs expect such a shortage; six-in-10 (61 percent) of the non-STEM company TRs do.
 - More TRs at companies in the manufacturing (75 percent) and services (77 percent) industries predict a shortage of qualified four-year STEM degree candidates.
- While fewer of the TRs believe there will be a shortage of qualified two-year STEM degree holders, fully one-third (32 percent) do expect such a shortage.

UNFILLED STEM JOBS ARE BAD FOR BUSINESS

The inability of Fortune 1000 companies to fill vacant STEM jobs with two- and four-year STEM holders has had various impacts on their businesses.

- Roughly half of the TRs report that unfilled STEM jobs at their companies have resulted in “lower productivity” (56 percent) and “limits to business growth” (47 percent).
- The TRs were split on the effect these vacancies have had on their job recruitment efforts. Some 46 percent say it has led to increased recruitment of job candidates from other countries.
 - STEM company TRs are more likely to report this type of recruitment activity (58 percent) than TRs at non-STEM companies (38 percent).
- One-third (35 percent) of the TRs say unfilled STEM jobs have led to “lower revenue” for their companies, compared to slightly more (38 percent) who said they have not.
 - TRs at service industry companies (53 percent) were more likely to report unfilled STEM jobs are linked to lower company revenue than the TRs at companies in the other industries.

FIERCE COMPETITION AND PROGRAMS TO ATTRACT QUALIFIED STEM DEGREE GRADUATES

Twice as many TRs state competition is fierce for four-year STEM degree candidates to fill open STEM jobs than it is for two-year STEM degree candidates.

- While nine-in-10 (89 percent) of the TRs report a high level of competition for four-year STEM degree holders, they're split over the level of competition for two-year STEM degree holders, with four-in-10 (43 percent) reporting fierce competition for these new hires.
 - Competition for four-year STEM degree holders is fiercest among STEM companies (97 percent) and those in the manufacturing industry (95 percent).
- Among TRs who report competition is stiff for two- and four-year STEM degree holders, they name these fields as the most competitive.

MOST FIERCE COMPETITION FOR NEW HIRES	
<i>Four-Year</i> STEM Degree Graduates (n=134)	<i>Two-Year</i> STEM Degree Graduates (n=51)
Engineering outside of computers/IT (54 percent)	Computer/Information Technology (57 percent)
Computer/Information Technology (50 percent)	Technicians (28 percent)
--	Engineering outside of computers/IT (24 percent)

- Virtually all Fortune 1000 companies have programs in place to find qualified four-year STEM degree graduates. Half of the TRs report having similar outreach programs aimed at two-year STEM degree holders.
 - TRs at companies in the manufacturing industry are more likely to offer summer employment/job programs (89 percent) and partnerships and/or co-op programs (80 percent) for students at four-year colleges and universities.

PROGRAMS OFFERED TO STUDENTS TO FIND QUALIFIED STEM JOB CANDIDATES		
	<i>Four-Year</i> Colleges/Universities (n=150)	<i>Two-Year</i> Colleges/Technical Schools (n=150)
Offer Any Program (Net)	99 percent	53 percent
Internships	95 percent	29 percent
Recruitment Programs	91 percent	37 percent
Summer Employment or Job Programs	81 percent	32 percent
Partnerships and/or Co-op programs	71 percent	28 percent
Scholarships	45 percent	10 percent

DESIRED WORKFORCE SKILLS FOR JOB APPLICANTS

On the whole, four-year colleges and universities are successfully equipping STEM degree graduates with basic and advanced STEM competencies.

<i>Four-Year STEM Degree Holders (n=150)</i>	Skills Actually Possess
Basic mathematics skills	83 percent
Basic problem solving ability	82 percent
Active learning skills	79 percent
Mathematical reasoning abilities	74 percent
Basic science skills	74 percent
Advanced mathematical methods skills	69 percent
Inductive and deductive reasoning abilities	68 percent
Programming skills	65 percent
Creativity	64 percent
Critical thinking skills	61 percent
Communication skills	59 percent
Advanced science and science methods skills	56 percent
Team building skills	51 percent
Basic operating, maintenance and repair skills	51 percent
Advanced systems analysis and evaluation skills	50 percent
Complex problem solving skills	47 percent

Likewise, in general, community colleges and technical schools are equipping two-year STEM degree holders with basic STEM competencies.

<i>Two-Year STEM Degree Holders (n=96)</i>	Skills Actually Possess
Active learning skills	63%
Basic problem solving ability	62%
Basic mathematics skills	53%
Basic operating, maintenance and repair skills	53%
Basic science skills	52%
Communication skills	51%
Team building skills	48%
Critical thinking skills	46%

- Very few TRs – 19 percent or less – say these various STEM competencies are not needed by two- and four-year STEM degree holders.

- While the talent recruiters are fairly confident about the STEM competencies possessed by two- and four-year STEM degree holders, a notable number indicate several competencies they wish new hires possessed but don't. In fact, three of the top four are shared by both groups.

SKILLS DO NOT POSSESS BUT WISH THEY DID	<i>Four-Year STEM Degree Graduates (n=150)</i>	<i>Two-Year STEM Degree Graduates (n=96)</i>
Leadership skills	50 percent	45 percent
Conflict resolution skills	47 percent	42 percent
Complex problem solving skills	37 percent	44 percent
Team building skills	36 percent	--
Communication skills	29 percent	--
Advanced operating, maintenance, repair and troubleshooting skills	28 percent	--
Critical thinking skills	27 percent	--
Advanced systems analysis and evaluation skills	27 percent	42 percent
Advanced science and science methods skills	--	33 percent
Advanced mathematical methods skills	--	37 percent
Inductive and deductive reasoning abilities	--	29 percent
Mathematical reasoning abilities	--	29 percent

DOES A STEM KNOWLEDGE MISMATCH EXIST?

To some extent, yes, a mismatch does exist between the STEM subject knowledge two- and four-year STEM degree holders have upon graduation and that which is needed for them to perform their new jobs. Further, employers who report such a mismatch often provide support programs to address it, particularly to four-year STEM degree holders.

- About three-quarters (72 percent) of these Fortune 1000 TRs state there is a mismatch between the STEM subject knowledge job candidates have upon graduation versus what is necessary to perform the

job for which they are hired, regardless of two-year or four-year STEM degrees; only five percent or less say it is a “significant” mismatch.

- Of those reporting a knowledge mismatch, most say their companies typically address it by conducting internal training or mentoring/job shadowing for both two- and four-year degree STEM holders.

PROGRAMS TO ADDRESS MISMATCH	
<i>Four-Year</i> STEM Degree**	(n=117)
Mentoring / job shadowing	40 percent
Internal training	27 percent
Non-site specific training	27 percent
External training	16 percent
Nothing / NA / Don't hire without skills	20 percent
Don't know	3 percent

** Multiple Responses

PROGRAMS TO ADDRESS MISMATCH	
<i>Two-Year</i> STEM Degree**	(n=73)
Internal training	30 percent
Mentoring / job shadowing	26 percent
Non-site specific training	22 percent
External training	10 percent
Nothing / NA / Don't hire without skills	23 percent
Don't know	6 percent

** Multiple Responses

UNDERUTILIZED STEM RESOURCES AND TALENT

Community colleges are an often overlooked but essential part of the U.S. education system, especially when it comes to basic technical skills.

- Fully three-quarters (76 percent) of TRs at both STEM and non-STEM companies agree with a recent National Academies of Science report that says community colleges are “an often overlooked but essential component in the U.S. STEM education system. Community colleges provide not only general education but also many of the essential technical skills on which economic development and innovation are based.”

- TRs who see two-year STEM degree candidates (90 percent) and those at manufacturing industry companies (84 percent) are more likely to agree with this statement than TRs at service industry companies (64 percent). In fact, one-in-five (19 percent) of service industry TRs disagreed.

STEM underrepresentation of women, African-Americans, Hispanics and American Indians is still an issue among two- and four-year STEM degree holders.

- At their companies today, very few TRs at Fortune 1000 companies (16 percent or less) are seeing adequate numbers of qualified African-American, Hispanic and American Indian male and female job candidates who have two- and four-year STEM degrees.
- While more talent recruiters report seeing adequate numbers of Caucasian (33 percent) and Asian (39 percent) female job candidates with four-year STEM degrees than both females and males with these STEM degrees of all other minorities studied, the numbers are still well below those of Caucasian (67 percent) and Asian (59 percent) males.

SEE ADEQUATE NUMBER OF QUALIFIED NEW JOB CANDIDATES WHO ARE...		
	<i>Four-Year STEM Degree Holder (n=150)</i>	<i>Two-Year STEM Degree Holder (n=99)</i>
Caucasian Male	67 percent	58 percent
Caucasian Female	33 percent	29 percent
Asian Male	59 percent	39 percent
Asian Female	39 percent	29 percent
African-American Male	13 percent	15 percent
African-American Female	11 percent	10 percent
Hispanic Male	15 percent	11 percent
Hispanic Female	11 percent	9 percent
American Indian Male	16 percent	10 percent
American Indian Female	10 percent	6 percent

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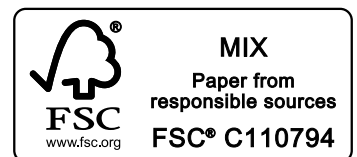
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HALVE THE GAP BY 2030

YOUTH DISCONNECTION IN AMERICA'S CITIES

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Halve the Gap by 2030: Overview

Once again, an autumnal snap is in the air, and the back-to-school season has come and gone. High school and college students have now settled into new routines, and recent grads have moved on to assume new roles.

But more than one in every seven young people in America have been left behind. An astounding 5.8 million teens and young adults between the ages of 16 and 24 are neither working nor in school. As their peers lay the foundation for a productive and meaningful adulthood, these disconnected youth find themselves adrift, unmoored from the structures that confer knowledge, skills, identity, and purpose. This disengagement is costly not only to individuals but to their communities and the country as a whole.

Just over a year ago, Measure of America published its initial research on the epidemic of youth disconnection, called *One in Seven: Ranking Youth Disconnection in the 25 Largest Metro Areas*. This report updates last year's findings with the latest numbers and, to better map the landscape of youth disconnection, also presents the data disaggregated by neighborhood cluster for each of the twenty-five most populous US metro areas. Key findings include the following:

- **Boston** (9.2 percent), **Minneapolis** (9.5 percent), and **Washington, DC** (11.3 percent), have the lowest rates of youth disconnection among the twenty-five most populous metro areas.
- **Charlotte** (17.3 percent), **Detroit** (17.4 percent), and **Riverside–San Bernardino** (18.8 percent) are home to the greatest share of disconnected young people.
- The greatest disparities are found not between but within our nation's big cities. In **Chicago, New York, and Detroit**, gaps of approximately 30 percentage points separate the most- and least-connected neighborhood clusters.
- A chasm likewise separates different racial and ethnic groups. For example, in **Pittsburgh and St. Louis**, one in every four African American young people is disconnected, compared to one in every ten white youth. Nationwide, African Americans are roughly three times as likely as Asian Americans and twice as likely as whites to be disconnected in their teens and early twenties.

The report identifies six factors associated with youth disconnection: high rates of disconnection a decade ago, low human development levels, high poverty, high adult unemployment, low adult educational attainment, and a high degree of residential segregation by race and ethnicity.

In addition to painting a picture of youth disconnection in America today, in this report we imagine, in very specific terms, a different, better tomorrow. We lay out an ambitious but attainable goal: **to cut the gaps between the most- and least-connected neighborhoods and between racial groups in half by 2030.** Our research has convinced us that, through the collective efforts of educational institutions, social service delivery organizations, the justice system, the private and nonprofit sectors, and others, this objective is within reach. By coalescing around a shared goal, we can galvanize greater attention to the problem, mobilize more resources and collaborative efforts to address it, and put in place a system of accountability for tracking our progress annually.

What would it mean in practice to **halve the gap**? Here's an example. In Philadelphia, the African American youth disconnection rate is 25.2 percent, and the white rate is 8.9 percent, a gap of 16.3 percentage points; halving the racial gap would mean that no more than 8.15 percentage points would separate blacks and whites by 2030. In terms of Philly neighborhoods, the highest youth disconnection rate is 30 percent, the lowest, 3.2 percent, a gap of 26.8 percentage points; halving the neighborhood gap would mean no more than 13.4 percentage points would separate any two neighborhoods by 2030. Of course, the gap could also close if today's highly connected groups did worse, but implicit in the goal is that no neighborhood or racial group moves backward. The target gaps for many cities are still sizable—and in an ideal world such gaps would not exist at all—but given how vast the current differences are, a halve-the-gap reduction represents a realistic goal around which stakeholders can rally to achieve **real results**.

We firmly believe that setting measurable, time-bound targets for reducing youth disconnection is key to moving the needle on this critical issue. Knowing where you want to go is fundamental to getting there.

Youth Disconnection by Race and Ethnicity

RANK	METRO AREA	DISCONNECTED YOUTH (%)				
		ALL	AFRICAN AMERICAN	ASIAN AMERICAN	LATINO	WHITE
	United States	14.6	22.5	7.6	17.9	11.7
1	Boston	9.2	14.2	...	18.6	7.2
2	Minneapolis	9.5	20.2	...	...	7.2
3	Washington	11.3	19.6	...	11.2	7.4
4	San Diego	12.2	19.0	...	16.1	8.2
5	San Francisco	12.3	19.4	8.5	14.3	11.0
6	Pittsburgh	12.6	24.8	...	...	10.3
7	Denver	13.0	...	...	18.2	10.0
8	Seattle	13.2	21.2	9.3	18.3	12.1
9	Chicago	14.1	24.9	...	15.6	9.2
10	Houston	14.1	16.5	7.6	16.2	11.2
11	St. Louis	14.2	24.9	...	...	10.3
12	Philadelphia	14.3	25.2	...	24.0	8.9
13	Baltimore	14.3	22.4	...	...	10.7
14	New York	14.5	23.3	6.5	18.5	9.8
15	Los Angeles	14.6	22.5	7.8	17.2	10.5
16	Dallas-Fort Worth	14.9	19.3	...	17.6	12.4
17	San Antonio	15.6	...	...	17.2	12.0
18	Tampa-St. Peterburg	15.8	22.3	...	18.6	13.2
19	Miami	16.0	21.0	...	16.6	10.8
20	Atlanta	16.8	21.1	...	16.5	14.1
21	Portland	17.0	...	...	20.2	16.0
22	Phoenix	17.2	22.5	...	22.3	12.2
23	Charlotte	17.3	21.4	...	...	16.7
24	Detroit	17.4	26.9	...	19.5	12.8
25	Riverside-San Bernardino	18.2	24.5	...	19.4	17.5

Note: ... Data unavailable because there are too few 16- to 24-year-olds to allow for reliable calculations. Source: Measure of America analysis of US Census Bureau, American Community Survey 2011 PUMS Microdata File.