



**UMOJA BOARD OF DIRECTORS MEETING**

**April 27, 2018**

**Final Minutes**

*6:00 pm – 9:00 pm*

*Conference Call*

**Members present:** Teresa Aldredge, Deborah Blue, Erin Charlens, Bernard Jefferson, Jeri Marshall, Judy Mays, Walter Robinson, Andrew Washington and Garcel Zardes.

**Guests:** Darla Cooper, Alyssa Nguyen and Rogéair Purnell all representing the Research and Planning (RP) Group.

**Staff:** Julie Adams, Transition Manager

**I. Welcome/Approval of Agenda**

Board President Teresa Aldredge called the meeting to order at 6:00 pm. Except as noted below, the agenda was approved by consensus.

**II. Consent Items**

- a. Health and Wellness Work Plan, Adams
- b. Organizational Audit, Adams
- c. Anti-trust Policy, Adams

Items a and b above were removed from the consent agenda (see concerns/discussion below).

**MSC (Blue/Robinson) to approve consent item c.**

**II. a. Health and Wellness Work Plan**

Board members raised concern that the outcomes focused mainly on health career opportunities available upon transfer to a four-year university rather than considering health career opportunities available in community colleges. Additionally, it was suggested that the outcomes address more specifically how community college students can enter into health and wellness careers more broadly. For example, what are the opportunities in the health care industry with community organizations, Historically Black Colleges and Universities, California State Universities, and others institutions or organizations. The work plan should be reworked to add in these other opportunities and more specific information.

No action was taken regarding the Health and Wellness Work Plan. The Health and Wellness Directors will be asked to further refine the plan and return it prior to the June meeting for consideration and approval.

**II. b. Organizational Audit**

There was concern expressed regarding whether or not the dates listed on the Organization Audit should be sooner than indicated. Adams explained that the dates were selected

because of the competing deadlines with the Work Plan and the Strategic Plan. While some of the deadlines align with those in the other plans, others do not and there is not ample time to get everything completed. Adams suggested that dates could be adjusted along the way if a particular item is deemed urgent or as necessary according to the Boards direction.

**MSC (Mays/Robinson) to approve the Organizational Audit with the understanding that the dates may be modified by the president, transition manager, or board as necessary.**

### **III. Action Items**

#### **a. Umoja Evaluation**

Invited guests from the RP Group provided background information on their organization and their research proposal for Umoja. The Board has contracted with the RP Group to gain a better understanding of the support that the Umoja Community provides to affiliated Umoja programs. The goals of the research project will be to: (1) gain an understanding of the potential impact Umoja programs in California Community Colleges have on program participants, and (2) evaluate the effectiveness of technical assistance, resources and trainings offered by the statewide Umoja Community to support local Umoja programs. The intention is to identify effective practices that can be highlighted and recommended for existing and future Umoja programs. The RP Group will also gather information about how Umoja students are tracked and monitored at each institution. Another outcome of the research will be an evaluation instrument for the organization to use at Umoja professional development events. This will aid the organization in its efforts to continuously improve professional development events.

In May and June, the RP Group will conduct interviews with up to 10 Umoja program coordinators and prepare a report to present to the Board by July. Board members questioned how the colleges would be selected. The RP Group suggested that a document be developed which provides a college profile for all Umoja affiliated programs. The college profile document should reflect the longevity of the program, size and regional location of the college, cohorts versus learning community or other structure, percentage of African American students, size of the Umoja program, etc. Any college with a current Board member, Regional Coordinator or other Umoja staff person will be removed from the pool of potential schools.

Members shared with the RP Group the organization's prior research projects and the fact that Umoja has paid a significant sum of money for these projects with no results to show for it. Therefore, Board members wanted to know what guarantee the RP Group could provide which would ensure that the organization receives the results of this research. RP Group Executive Director Darla Cooper assured the Board that the RP Group will provide the agreed upon research project. Ms. Cooper assured the Board that she is very much in support of the work of Umoja and its mission. As the Executive Director, Ms. Cooper remarked that she will personally guarantee that the research project will be completed as promised.

#### **b. March 23, 2018 Minutes**

No discussion.

**The minutes were approved by consensus as presented.**

**c. Governance Committee Appointment**

Aldredge asked for volunteers to serve on the Governance Committee. Washington volunteered to serve on the committee as a replacement for Charlens.

**By consensus Washington will serve on the Governance Committee and Jefferson will check his availability to serve and inform Marshall at a later date if he is available.**

**d. Council of Elders**

Marshall presented the revised Council of Elders description, which includes its purpose and function. The language in the document presented has been reviewed and revised by the Council. Adams noted that some of the language from the item presented at the March meeting was not included in the new description. Marshall and Adams will modify the language and bring it back to the June meeting for discussion and possible approval.

No action taken.

**e. Agile AMS Contract**

In a closed session, Board members discussed a contract extension for Julie Adams to serve as Transition Manager of the organization through December 31, 2018. After some discussion of various items in the contract requiring further clarification, Board members agreed to collaborate on rewording some items in the contract and to send it back out for review and approval.

**MSC (Robinson/Jefferson) to approve the contract with the proper clarifications and amendments.**

**IV. Discussion Items**

**a. Educational Summit**

Aldredge presented a new proposal for the Educational Summit. The summit would be designed to bring together the best minds from across the nation to come together and discuss ideas about creating systematic change in our institutions while partnering with other agencies and community organizations that could move Umoja into the next decade. The summit would be held as a pre-conference event held on the day before the annual fall conference and would be by invitation only. Representatives from A<sup>2</sup>Mend have agreed to host part II of the summit to continue the conversation in a pre-conference meeting prior to their conference in March. Members discussed the proposal.

**MSC (Robinson/Zardes) to approve holding the Educational Summit**

**b. RFP versus MOU**

Adams reminded members that the previous grant monitor at the Chancellor's Office, Lebaron Woodyard, required that their office manage the proposed grant funds that would be distributed to Umoja programs. However, the new dean assigned as the liaison to the organization, Raul Arambula, informed Adams that he does not have the staff to manage the process of sending out Request for Proposals (RFP), reviewing the grants,

distributing the funds, and monitoring the college grants. He has suggested that Umoja handle this process. Adams explained that this item is on the agenda to see how the board would like to handle the grant distribution process. Currently, Umoja enters into an MOU with affiliated colleges as a formal method of establishing a relationship. Adams suggests that the Board consider revising the MOU to address the funding criteria rather than creating an RFP process. This would ensure that the colleges sign the MOU in a timely manner as well as serve to strengthen the requirements of the MOU. Puente uses a similar process. By consensus, the board felt that an MOU would best serve Umoja. A draft MOU will be brought to the June meeting for consideration.

**c. Puente Partnership**

Members were reminded of the conversation that the board had in February regarding a partnership with the Puente Project. The board was concerned that the work of Puente, given its long history of success, might overshadow the work of Umoja, particularly by creating possible competition with trainings and conferences. Members discussed partnership and raised the following questions:

- What would a partnership look like?
- What do we or Puente want to achieve with the partnership?
- What can we leverage with the partnership?
- What are the detriments in partnering with another student success organization?
- Are there any conflicts or competition between the organizations?
- Are there political implications – awareness – both positive and negative?

**By consensus a proposal will be brought to a future meeting for consideration.**

**d. US Black Engineer of the Year Award Partnership**

Board members discussed a partnership with the US Black Engineer of the Year Award. Jefferson provided members with background information about the award and noted that this award focuses on colleges and universities, in particular the STEM disciplines. Since the last meeting, Jefferson reached out to representatives to understand how to build a collaboration between the group and Umoja. He discovered that there is a student leadership meeting in Washington, D.C., on February 7 - 9, 2019, and suggested that Umoja might want to send a representative to this event. Umoja might also consider extending an invitation to their representative to attend the Umoja fall conference. By consensus, Aldredge in conjunction with Board member Jefferson will make a connection with the organization and seek their interest in developing a formal partnership.

**V. Reports**

**a. President**

Aldredge updated members on a call with Mayer and Morris Kaplin Family Foundation. The organization's representative reached out to Umoja to establish a connection with colleges in the Los Angeles area. During the call, the representative advised Umoja about other potential funding sources available that meet Umoja's mission. Adams will research these opportunities so that Umoja will pursue in the future.

- b. **Transition Manager** (written), Adams
- c. **Regional Coordinator Directors** (written), Colondres/deWit

**VI. New Business** – None.

**Meeting adjourned at 9:39pm**

**Upcoming Meetings:**

Board Meeting: June 10 – 11, 2018, San Diego Loews Coronado Bay Resort

Summer Leadership Institute: June 11 – 15, 2018, San Diego Loews Coronado Bay Resort

Board Meeting: September 14, 2018, (in-person) Location – North TBD

Umoja Conference: November 8 – 10, 2018, Riverside Convention Center

**Respectfully submitted by**

Judy Mays, Secretary

Julie Adams, Transition Manager