

**GUAM COMMUNITY COLLEGE
BOARD OF TRUSTEES
Monthly Meeting – Tues., November 14, 2023, 12:00 p.m.
Rm. 112, Learning Resource Center (Library), Building 4000**

AGENDA

I. CALL TO ORDER

1. Roll Call
2. Recital of Mission Statement
Guam Community College is a leader in career and technical workforce development, providing the highest quality, student-centered education and job training for Micronesia.

II. APPROVAL OF MINUTES

1. Monthly Meeting of October 18, 2023

III. COMMUNICATIONS

IV. PUBLIC DISCUSSION

V. REPORTS

1. *President's Report:*
 - Financial Status of the College
 - Capital Improvement Projects (CIP)
2. *Monthly Activities Reports:*
 - Student Trustee
 - Faculty Advisory Member
 - Support Staff Advisory Member
 - Board of Trustees Community Outreach Report

VI. UNFINISHED BUSINESS

1. Construction Projects Updates
 - Wellness Center
 - Building B
 - Workforce Development Center
 - Culinary Arts & Baking Center
 - Building 2000 Generator
2. Accreditation Updates

VII. NEW BUSINESS

1. BOT Travel
2. President's Travel Request (December 2023)

VIII. EXECUTIVE SESSION

1. Personnel Matters
2. Labor Management Relations
3. Legal Matters

IX. ADJOURNMENT

GUAM COMMUNITY COLLEGE
Board of Trustees
Monthly Meeting of October 18, 2023

Minutes

I. CALL TO ORDER. The monthly meeting of the GCC Board of Trustees held on October 18, 2023, was called to order at 12:15 p.m., by Chairman Arriola in Room 112 located at the Guam Community College Learning Resource Center (Library) in Mangilao, Guam.

1. Roll Call. Trustees Present: Mr. Frank P. Arriola, Chairman; Ms. Gina Y. Ramos, Member; Ms. Yolanda M. Padrones, Member; Mr. Kenly Magwili, Student Trustee. Mr. Carlo Leon Guerrero, Vice Chairperson (schedule conflict); Mr. Richard P. Sablan, Treasurer (schedule conflict); Ms. Rose P. Grino, Secretary (off-island).

Others in attendance: Dr. Mary A.Y. Okada, President; Dr. Virginia Tudela, Vice President, Academic Affairs Division; Dr. Michael Chan, Dean, TSS; Ms. Pilar Williams, Dean, TPS; Ms. Apolline San Nicolas, Chief Human Resources Officer; Mr. John Dela Rosa, Assistant Director, Office of Communications & Promotions; Mr. Kenneth Bautista, Support Staff Advisory member.

2. Recital of Mission Statement. Board members recited the Mission Statement: Guam Community College is a leader in career and technical workforce development, providing the highest quality, student-centered education and job training for Micronesia.

II. APPROVAL OF MINUTES – September 13, 2023.

MOTION

IT WAS MOVED BY TRUSTEE RICHARD P. SABLAN, AND SECONDED BY TRUSTEE KENLY MAGWILI, THAT THE BOARD APPROVES THE MEETING MINUTES OF SEPTEMBER 13, 2023, WITH CORRECTIONS. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

III. COMMUNICATIONS. None received

IV. PUBLIC DISCUSSION. No request.

V. REPORTS

1. President's Report: President Okada reported on the following:

Financial Status: The President provided the Board with a current financial status of the College as follows:

FY2023: All funds appropriated for Fiscal Year 2023 have been received 100% in terms of appropriations and collections. The Chairman asked if this has happened before in receiving

100% of appropriations and the President confirmed this has occurred for the past several years for the College.

FY2024: To date and starting off this fiscal year, the College has received \$534,868.00 from the General Fund; and \$6,038.00 was received to support the WICHE PSEP scholarship program. This totals \$540,906.00, which is 20% collected on the amount billed.

Capital Improvement Projects and other activities: The following is a report from the President.

Other activities:

The College recently held the completion ceremony for the Ship Repair Bootcamp VII with 13 completers and sponsored by the Guam Shipyard.

The College entered into MOUs to support the Nursing program with the Take Care Health Center and MDX Imaging, supporting their clinicals.

The Reach for College (RFC) program is working with DYA to support the literacy activities, which has now been extended for an additional year on campus; and RFC also participated with Father Duenas' College Fair. RFC is out in the community and working to encourage more students to participate either in GCC programs or to enroll in secondary education.

The RFC program is under the Associate Dean, Ms. Mariesha San Nicolas, who also oversees Adult Basic Education and has been working with GHURA and GDOE Head Start in providing program information to potential students' parents to participate in the Adult Basic Education programs.

The updated GCC Strategic Resource Plan will be presented today for the Board's consideration from the Resource, Planning, and Facilities (RPF) and the College Governing Council (CGC) as part of GCC's governing process.

On September 23, 2023, the College held its par excellence golf tournament at Leo Palace. There were \$28,000.00 in sponsorships and additional revenue. Preliminary figures for the net profit is a little over \$18,000 and is still being finalized. There were 71 players but 35 teams.

In terms of training for professional development and as part of the audit requirement for Fiscal Year 2022, the College conducted an EDGAR training, which is the rules associated with federal grants. The finance team attended this training and an electronic recording is available for other departments to access. This training is regarding what is allowable and unallowable costs, encumbrance funds and liquidation periods. This was a refresher training for those who have taken the EDGAR training and for others, it was a way for employees to understand the procurement process regarding what is authorized.

The President provided highlights regarding the recent trip to D.C. with the Chairman and reported the following:

Met with the Association for Community College Trustees (ACCT). This meeting is regarding a potential Governance Leadership Institute that will be hosted in the CNMI. Anticipated conference date is early February 2024 and will be planning for 15-20 trustees to attend such as members of the Pacific Postsecondary Education Council (PPEC) consisting

of Guam, CNMI, Palau, the Marshall Islands and American Samoa trustees. There is a request for interaction with the FSM trustees to form a Pacific Region Trustee group, which could be part of the discussions during this conference.

Met with the USDA Deputy Administrator regarding the College's application for the Facilities/Wellness Center in terms of finalizing the application.

Met with the USDOE Disaster Recovery Project team for an opportunity for the College to apply for additional funding associated with Typhoon Mawar. This is to support increase of services with student enrollment, persistence, and potentially mental health to support students. These will be with federal funds in anticipation of enticing students to come back to postsecondary education.

Met with Mr. John Cruickshank, a retired Senior Policy Advisor for the National Science Foundation regarding scholarships. Mr. Cruickshank currently has an endowed scholarship with the College. Also discussed was grant opportunities that the College is currently pursuing to allow the College to provide additional support for emerging faculty research.

Met with individuals from the Health Resources & Services Administration (HRSA) who provided a lot of scholarship information for students in the Nursing programs, including Allied Health and establishment of a Nursing Corps. There will be some scholarship programs that will be providing stipends, full tuition, and services at a critical shortage facility. These scholarships are anticipated to be available in 2025 for disadvantaged students. There is also an opportunity for faculty development in preceptor training.

Met with representatives from the Department of Energy to discuss clean energy opportunities, focusing on community benefits plan and how the funding can be used to support internships in partnership with companies that also provide clean energy. There is a community LEAP program that provides technical assistance for community colleges to request for assistance for funding opportunities.

The Chairman and President also met with Ms. Jen Worth from the American Association of Community Colleges (AACC) and discussed partnership possibilities for rural economic development and workforce planning, which is the Metallica Scholars. A follow up meeting is scheduled with Ms. Worth tomorrow, October 19, 2023 with Snap-On Tools. Guam had a presence years ago with Snap-On Tools and there is an interest for this again to support some of our programs, primarily with Automotive. There is also a funding opportunity for the establishment of an Electric Vehicle Hub to be incorporated within the renovation of Building 500. There is also a discussion with Ms. Worth about some potential sponsorships for the Trustees to attend the Workforce Development Institute in New Orleans in late January 2024.

Dr. Erin Lynch was also in D.C. during an event the Chairman and President were attending and reached out to them regarding a partnership for an NSF application.

The President further mentioned that this 2-day trip in D.C. was very productive involving activities that really helped to support not just revenue generation in terms of grant writing but also in strategic master planning and focused in alignment with what the College does to assist its students whether they are in the Nursing program, or some emerging instructional or curriculum activity.

The Chairman also mentioned that this was a great time of the year for Presidents and board members to go to D.C. to request for funding. Officials are in their offices and were willing to meet; the weather was excellent; that it was a busy two days and thanked Dr. Okada.

The President will report updates of the CIP projects under Old Business and informed the Board that Mr. Phil Toves, the Capital Improvement Projects Coordinator was recently hired and is now overseeing all the CIP projects to include small projects such as the air-conditioner replacement.

2. Monthly Activities Report.

Student Trustee: Trustee Magwili reported the following:

9/22/2023, Fri., 12:00 p.m.: The COPSA General Membership meeting was held in the Student Center, Training Room 5108.

9/29/2023, Fri., 8:30 a.m. to 3:30 p.m.: The “Need to Lead” Student conference was held at the Holiday Resort with 89 students participating.

10/6/2023, Fri., 12:00 p.m.: The COPSA General Membership meeting was held in the Student Center, Training Room 5108.

10/18/2023, Wed., 4:00 p.m.: COPSA and CSI are hosting the “Meet the President” in the MPA.

10/20/2023, Fri., 12:00 p.m.: This is the next COPSA General Membership meeting scheduled in the Student Center, Training Room 5108.

During October 23-27, 2023, Monday-Friday, COPSA will be hosting a “Spooky Spirit Week” with the following dates and themes:

Monday, Oct. 23, “Black as your Soul”: Students can dress up creatively with the color black.

Tuesday, Oct. 24, “Fave Movie Character”: Students to dress up as their favorite movie character.

Wednesday, Oct. 25, “Creative Wednesday”: Students create a 1-minute video showcasing their Halloween spirit!

Thursday, Oct. 26, “Back to the 90’s”: Students can dress up in iconic 90’s outfits.

Friday, Oct. 27, “Dress up as your favorite GCC staff/faculty.”

Prizes will be given to students who participate, which will be chosen randomly on COPSA’s social media. Posters will also be posted on MyGCC and COPSA’s Instagram.

Faculty Advisory Member: Ms. Simone Bollinger was not in attendance.

Staff Advisory Member: Mr. Kenneth Bautista reported the following:

As last reported staff are finishing up for the fall semester.

Staff are also working in preparing for the spring semester and early registration is coming up.

The staff seemed to be experienced in preparing for tropical storms and damage assessment within their areas afterwards, including other areas staff are requested to evaluate.

The College Assembly is on Tuesday, Oct. 31, 2023.

The Chairman inquired about the MIS system after the typhoon as opposed to other agencies that had issues. Mr. Bautista informed the Chairman there were no issues other than some hardware that needed replacing.

Board of Trustees Community Outreach Report:

9/20/2023: Trustee Padrones did a campus tour by Trustee Magwili and mentioned it was very informative in getting familiar with the campus and thanked Trustee Magwili. Trustee Padrones also mentioned that the campus seemed very busy and there is a lot of progress with construction.

9/18-22/2023: Trustee Arriola attended meetings in D.C. The Chairman reported the following: This travel was the busiest two days representing GCC in D.C., and reiterated that it was the best time to meet with officials as the weather was also conducive as it was a good opportunity to request for funds. That GCC has a strong reputation which is reflected with the invitation from the American Association of Community Colleges (AACC) for the College to attend the Workforce Development Institute in January 2024, that few colleges are selected to attend. During this conference, government agencies are also invited to attend providing more access.

9/22/2023 and 10/6/2023: Trustee Magwili attended the COPSA General Membership meetings.

9/29/2023: Trustee Magwili attended the "Need to Lead" Student conference.

VI. UNFINISHED BUSINESS

1. Construction Projects Updates. President Okada reported on the following:

Wellness Center.

As last reported, there was a meeting with USDA. The goal is to submit documents to USDA by the end of October 2023 for consideration. There are just a few things to handle with Dr. Julie Ulloa-Heath taking on the lead.

Building B.

To date, this project is 50% complete and is ongoing. The College received a preliminary information for a request for a time extension for this project, which is currently under review.

Workforce Development Center (Barrigada property).

The College submitted a progress report and based on the latest information, it will be preparing for this to go out to bid on November 1, 2023.

Culinary Arts & Baking Center.

To date, this project is 8% complete. The DPW approval was recently received on October 16, 2023. The President reported that she recently received a recommendation from the architecture that in moving forward, the College would have to consider removing and replacing the whole roof due to a lot of leaks. The President has provided guidance for this option but also requested placing photovoltaics and have the building LEED certified updating the CPM chart because this is a federally funded project. With this assessment, the College anticipates requesting for additional funding from the Board within the next month, or by December 2023. The Chairman requested to review the structural engineering report once it is available.

Generator for Building 2000.

The housing for this generator is currently at 77% complete. There is an additional request for a time extension which is now November 25, 2023. The request is due to inclement weather that has been impacting the progress. However, the project is still ongoing.

2. Accreditation Updates. Dr. Gina Tudela provided the following accreditation update:

Institutional Self-Evaluation Report (ISER) trainings were provided to each of the Standards Committees last month. Dean Pilar Williams was thanked for providing these trainings.

An announcement was posted on MyGCC regarding the weekly Standard Committee meetings and the campus community was also invited to participate to get additional feedback from different stakeholders. The announcement included the times, dates, location, the names of the committee chairs and co-chairs. If individuals were unable to attend the meetings, they are still given the opportunity to directly contact the chairs and co-chairs for feedback.

The outlines for each of the Standards Committees are due on October 20, 2023, which should include the main points for each of the standards and the types of evidence that will be included in their particular write up for each of the standards.

During the week of October 23, 2023, Dr. Gina and Dean Pilar will review the outlines from each of the Standards Committees and provide feedback to each committee by October 27, 2023.

The GCC College Assembly is scheduled on October 31, 2023, and the Agenda will be posted. The Agenda will include a 10-minute presentation by each of the Standards Committees with an overview of what they have done with their assigned accreditation standard. From 1:00 p.m. to 2:00 p.m. will be the standards breakout sessions. Members of the Standards Committees will also provide an opportunity for campus constituents to provide input into the ISER. There will be basically 8 breakout sessions and 2 sessions each will be dedicated to one of the accreditation standards.

The first draft of the standards is due on Friday, November 17, 2023, and the second draft on February 16, 2024.

Regarding the Accreditation website, the Office of Assessment, Institutional Effectiveness & Research (AIER) has been working to ensure the links to the information in the evidence repository are activated. Of the 159 items in the evidence repository, 102 of the items have

an active link. Ms. Cathy Solidum, AIER Assistant Director, is also working to provide the links for the additional 57 items. The minutes of the Advisory Committee meetings will also be uploaded in the website and links will be activated.

To date, accreditation activities include trying to get participation campus-wide from different constituents and giving them opportunities to provide input either by attending the meetings or submitting some write-ups.

Today, October 18, 2023, is the "Meet the President" and there will also be a presentation on accreditation and information will be provided regarding the meetings of the Standards Committees and students will be invited to participate in those meetings.

Dr. Gina thanked all the Standards Committee members for all the hard work they have been done and invited all the Board members to also provide input into the development of the ISER.

The President informed the Board that the ISER will be complete in May 2024, which is the end of the semester. The College will submit the ISER early on August 1, 2024. The accreditation visit is March 2025.

At this time, on behalf of the Board, the Chairman thanked and expressed appreciation to Dr. Gina Tudela for her leadership in this accreditation; believes the College is in good hands; congratulated everyone for their efforts and to keep up the good work. Dr. Gina also thanked the Board for their support.

VII. NEW BUSINESS.

1. BOT Fiscal Calendar (updated). The Board was presented with the Board of Trustees annual Fiscal Calendar for October 2023-September 2024 for their consideration. The President explained that the calendar consists of all the activities and reporting requirements identified for the Board based on public law or campus activities. These are reporting requirements to the Governor and attendance report deadlines, recommendations for policy reviews such as outstanding policies; tentative meeting dates for both the BOT and Foundation Board; and other deadlines pertaining to the Board.

Also, included are the Standard IV meeting reminders, which covers the Board under Governance and Decision Making for the institution. The Standard IV Committee meetings are held every Friday from 10:00 a.m. through 12:00 p.m., at the GCC President's Conference Room. The Board are encouraged to attend and will be provided with reminders via electronic calendar.

MOTION

IT WAS MOVED BY TRUSTEE YOLANDA M. PADRONES, SECONDED BY TRUSTEE GINA Y. RAMOS, THAT THE GUAM COMMUNITY COLLEGE BOARD OF TRUSTEES ANNUAL FISCAL CALENDAR FOR OCTOBER 2023 THROUGH SEPTEMBER 2024, BE APPROVED. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

2. Resolution re Write-Off of Uncollectible Receivables. The Board was presented with Resolution No. 14-2023, "Write-Off of Uncollectible Receivables, Fiscal Year 2022," for their consideration. The President explained this particular resolution is for uncollectible receivables for student files for the 2010 terms through 2016 terms, which is in alignment with what has been reported on the College's financial statements. All of these outstanding obligations have been submitted to the collection agency which accumulated through the years. A mechanism is in place to put a hold on a student's account that does not enable them to register or receive transcripts. The total amount is a little over \$1.2 million but over multiple years and reflected in the Fiscal Year 2022 financial statements.

MOTION

IT WAS MOVED BY TRUSTEE KENLY MAGWILI, SECONDED BY TRUSTEE YOLANDA M. PADRONES, THAT THE RESOLUTION NO. 14-2023, "WRITE-OFF OF UNCOLLECTIBLE RECEIVABLES, FISCAL YEAR 2022," IS HEREBY ADOPTED. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

3. GCC Strategic Resource Plan (2023-2027). The Board was presented with the Guam Community College Resource Plan (SRP) for 2023-2027 for their consideration. The President reported this SRP has been vetted through the governance process by the Resource, Planning & Facilities (RPF) committee and the College Governing Council (CGC). This plan is similar to the master plan and would be the second SRP developed. The previous SRP was for 2020-2023. This plan takes into consideration some assumptions, current enrollment projected, capital expenditures of what the College has in terms of fund balance, connection to historical information such as the formation of the institution, the Mission Statement, and connects to the Institutional Strategic Master Plan, the Physical Campus Master Plan, Institutional Technology Strategic Plan, Distance Education Strategic Plan, Institutional Priorities for Professional Development, and Marketing Plan. This SRP focuses on how we as an institution govern, how we upgrade our technology, facility upgrades, which takes into consideration what are the resources necessary to move the institution forward. This is keeping in mind the increase or decrease with enrollment and how the College has been able to stabilize enrollment but continues to offer career and technical education services. This also takes into consideration the planning process the College had in developing its Institutional Strategic Master Plan. All these plans are incorporated into the performance and evaluation for all the administrators. Once this SRP is adopted, it will be online.

A recommendation was made by the Board Chairman the possibility of viewing the SRP page per page and similar to reading a book as opposed to scrolling down through pages.

The President mentioned she will inform Mr. John Dela Rosa, the GCC PIO, to consider this option especially when updating the website.

MOTION

IT WAS MOVED BY TRUSTEE YOLANDA M. PADRONES, SECONDED BY TRUSTEE KENLY MAGWILI, THAT THE GUAM COMMUNITY COLLEGE STRATEGIC RESOURCE PLAN FOR 2023 THROUGH 2027, IS HEREBY ADOPTED, WITH CORRECTIONS. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

4. President's Travel Request (November 2023).

The State Longitudinal Data System (SLDS) Regional workshops, November 9-10, 2023, in Phoenix, Arizona, to be reimbursed by the GDOE-SLDS Grant.

The Asia Pacific Association for Fiduciary Studies (APAFS) 21st Pacific Region Investment Conference (PRIC), November 30-December 1, 2023, to be partially reimbursed by APAFS.

MOTION

IT WAS MOVED BY TRUSTEE GINA Y. RAMOS, SECONDED BY TRUSTEE KENLY MAGWILI, THAT THE PRESIDENT'S TRAVEL FOR NOVEMBER 2023, BE APPROVED. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

There was discussion regarding the APAFS annual conference, which will be placed on the agenda for the next Board of Trustees meeting to provide an opportunity for Board members to attend.

At 1:02 p.m., the meeting convened into Executive Session.

VIII. EXECUTIVE SESSION

- 1. Personnel Matters**
- 2. Labor Management Relations**
- 3. Legal Matters**

The following motion was then made:

MOTION

IT WAS MOVED BY TRUSTEE KENLY MAGWILL, SECONDED BY TRUSTEE YOLANDA M. PADRONES, THAT THE MEETING RECONVENE INTO OPEN SESSION. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

At 1:25 p.m., the meeting reconvened into Open Session.

A motion was then made to accept the President's Report, as follows:

MOTION

IT WAS MOVED BY TRUSTEE GINA Y. RAMOS, SECONDED BY TRUSTEE YOLANDA M. PADRONES, THAT THE PRESIDENT'S REPORT BE ACCEPTED. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

At this time, on behalf of the Board, the Chairman congratulated and thanked Dr. Mary Okada for a successful Performance Evaluation for 2022-2023. The President was praised for such a high score of 50 points, which is the highest score on the evaluation form. The Chairman further thanked the President for her dedication; sacrifices in leaving her family and the College during her travels; for her hard work; for leading the way in education on Guam; and continued leadership in taking on challenges at the College.

MOTION

IT WAS MOVED BY TRUSTEE YOLANDA M. PADRONES, SECONDED BY TRUSTEE GINA Y. RAMOS, THAT THE PRESIDENT'S PERFORMANCE EVALUATION REPORT FOR THE PERIOD JUNE 16, 2022 THROUGH JUNE 15, 2023, BE APPROVED. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

At this time, Dr. Mary Okada thanked the Board for their support over the last sixteen (16) years and she truly appreciates it. Dr. Okada also mentioned she enjoys her work here at the College.

IX. ADJOURNMENT. A motion was made to adjourn the meeting, as follows:

MOTION

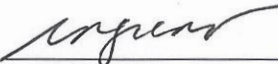
IT WAS MOVED BY TRUSTEE GINA Y. RAMOS, SECONDED BY TRUSTEE YOLANDA M. PADRONES, THAT THE MEETING OF OCTOBER 18, 2023, BE ADJOURNED. NONE OPPOSED, MOTION CARRIED. (Voting: 4 ayes, 0 nays)

There being no further discussion, the meeting of October 18, 2023, adjourned at 1:28 p.m.

SUBMITTED BY:

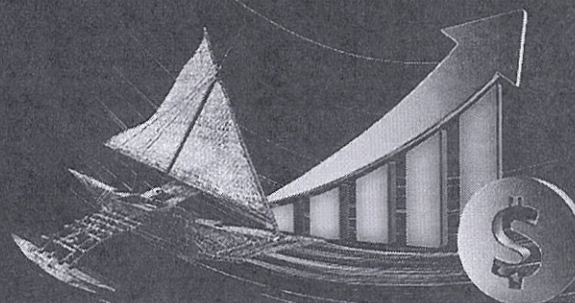
 NOV 14 2023
BERTHA M. GUERRERO
Recording Secretary

ATTESTED BY:

 NOV 14 2023
ROSE P. GRINO
Secretary

APPROVED BY:

 NOV 14 2023
FRANK P. ARRIOLA
Chairperson



SCHEDULE OF EVENTS

Monday, November 27, 2023

1 **fi360 Pacific** global fiduciary insights

Investment Governance Essentials (IGE®) Training *New in 2023*

This training is specifically designed for professionals serving on governance roles as it covers the principles of fiduciary standards of care. The aim of this 1-day course is to help fiduciaries improve their understanding of investing and the best ways of protecting assets under their care. Ensuring an investment strategy is well designed and implemented is one of the most powerful actions fiduciaries can take to safeguard the wellbeing and prosperity of their organization's beneficiaries.

2 **GFS** GLOBAL FIDUCIARY STRATEGIST

Global Fiduciary Strategist (GFS®) Masterclass

A one-day class designed for those who have completed the GFS® Course or other fiduciary class offered by Don Trone and 3ethos. The class will continually focus on new developments in the field of Behavioral Governance. In addition, participants will automatically be enrolled until the end of 2024 in a weekly subscription service called Metrics. This will help to ensure that GFS designees are kept abreast of the latest developments and research in the field of Behavioral Governance. A Certificate of Completion will be awarded. No examination is required.

Tuesday, November 28, 2023

3 **fi360 Pacific** global fiduciary insights

Investment Fiduciary Masterclass

A one-day course designed for investment stewards in governance or management roles who have completed the AIF®, FE, or IGE Training Courses, focusing on the practical implementation of best practice investment governance standards. No examination is required.

Tuesday & Wednesday, November 28 & 29, 2023

4 **fi360 Pacific** global fiduciary insights

Accredited Investment Fiduciary (AIF®) Training

An in-depth, two-day course designed for investment stewards and service providers which covers all of the components of a comprehensive investment process and related standards of care in detail. At the completion of the course, participants may take the examination leading to the globally recognized AIF® designation. No prerequisite but prior Fiduciary Education encouraged.

5 **GFS** GLOBAL FIDUCIARY STRATEGIST

Global Fiduciary Strategist (GFS®) Training

A two-day program designed for those who want to study Behavioral Governance, which is a new body of research that examines how leadership, stewardship, and governance impact the quality of a fiduciary standard. GFS® includes neuro-fiduciary markers that work in conjunction with one another, and with certain leadership and stewardship behaviors, to amplify and improve the outcomes of a prudent Governance (Fiduciary) process. The Behavioral Governance framework developed is universal in application and can be employed in any leadership role. Participants will receive a Certificate of Completion. A test will be administered at the end of the second day of training, but is not required. Candidates who pass the test will be eligible to use the GFS® designation, receive the GFS® certificate, and use the GFS® mark.

Thursday & Friday, November 30th & December 1st, 2023

6 **APAFS** ASIA PACIFIC ASSOCIATION FOR FIDUCIARY STUDIES

PRIC Conference

Now in its 21st year, this two-day conference offers innovative approaches and actionable ideas for dealing with issues facing investment fiduciaries in the Asia Pacific region. Bridging Wall Street to the Asia Pacific region, it provides participants a forum that addresses the most current and fundamental understanding of their roles as fiduciaries, focusing on regional specific issues and needs, as well as providing valuable networking opportunities with other fiduciaries from the region. Attendance at the conference will provide opportunities for CPA, CLE, AIF® and CIMA® continuing education credit.

To register, visit [LINK HERE](#)

Follow APAFS on Facebook or LinkedIn for more updates and information, or email at admin@apafs.org or kirae@brandspeakasia.com
Visit www.apafs.org for more details.

**Workforce Development Institute 2024: Bridges
Draft Schedule**

Tuesday, January 23

Time	Title
7:30 a.m.-7:00 p.m.	Registration Desk Open
10:00 a.m.-4:00 p.m.	<p>Preconference Session: Initiating a Workforce Leader in 2024 New to workforce development and/or want to sharpen your skills? Join this session to learn with AACC about critical issues and relevant resources. Speakers will include representatives from some of the most influential national, regional, industry-specific, and demographically relevant organizations nationally. Anticipate coming away with direct contacts as well as partnership opportunities. This session will have three additional online meetings from 2:00 to 6:00 pm, Eastern: May 8, 2024; August 7, 2024; November 13, 2024</p> <p>Registration Required Separately from General Conference Registration Cost: \$750</p>
10:00 a.m.-4:00 p.m.	<p>Preconference Session: Rural Economic Development and Workforce Planning Join this session to learn essential partnership strategies that are most useful in rural and remote settings. Best practices from colleges that operated and thrived in smaller markets will be showcased. Successful practices for data use, particularly for fundraising and program implementation when your communities are small, geographically remote, or bound by single-industry economies will be highlighted. Anticipate receiving publications, practical contact lists, and one-on-one time with AACC leadership.</p> <p>Registration Required Separately from General Conference Registration Cost: \$150</p>
10:00 a.m.-4:00 p.m.	<p>Preconference Session: The Entrepreneurial Mindset of a Workforce Professional Join this session to learn how to partner and think out-of-the box about design and implementation related to small business supports for the student and community, as well as leaders within the college itself.</p> <p>Registration Required Separately from General Conference Registration Cost: \$150</p>
12:00-4:00 p.m.	AACC Affiliate Council Board Meetings and/or Aligned Project Meetings
3:00-3:45 p.m.	<p>New to WDI Attendees Forum New to WDI is a 45-minute in-person event for first-time WDI attendees. Sponsorship of the New to WDI meetup will allow the sponsor to present a welcome message together with the AACC workforce and economic development team.</p> <p>Registration Required Separately from General Conference Registration Cost: \$0.00</p>

**Workforce Development Institute 2024: Bridges
Draft Schedule**

4:30-6:00 p.m.	Opening Plenary Session
6:00-8:00 p.m.	Exhibit Hall Open
6:00-8:00 p.m.	Networking Reception for All Attendees
7:30-9:30 p.m.	Potential Sponsored Private Dinner 1 WDI 2024 Attendees interested in being considered for these dinners with AACC and sponsors will have the option to click a box during their registration. Dinners will have limited attendance (approximately 20 individuals) and will only occur if sponsored.
7:30-9:30 p.m.	Potential Sponsored Private Dinner 2 WDI 2024 Attendees interested in being considered for these dinners with AACC and sponsors will have the option to click a box during their registration. Dinners will have limited attendance (approximately 20 individuals) and will only occur if sponsored.

Wednesday, January 24

Time	Title
7:30 a.m.-5:00 p.m.	Registration Desk Open
7:00 a.m.-7:00 p.m.	Exhibit Hall Open
7:00-8:00 a.m.	Breakfast
8:00-9:00 a.m.	Morning Plenary Session
9:05-9:30 a.m.	Coffee Break
9:35-10:50 a.m.	Innovations in Allied Health Allied health careers continue to provide stackable and latticed credentials that lead to family sustaining wage jobs. Join this session to explore innovation in these critical programs as well as partners for success in 2024 and beyond.
9:35-10:50 a.m.	It Takes a Village to Develop a Workforce Community colleges working in partnership with community-based organizations, chambers of commerce, workforce boards, and other partners are well positioned to meet the complex needs of students seeking to re-skill and upskill. This session will explore partnerships that are thriving in this work.
9:35-10:50 a.m.	Blended and Braided Investments This session will highlight colleges that effectively leverage multiple funding streams for student success and sustainability of critical programs. Funders that support such efforts will present.
9:35-10:50 a.m.	To Be Announced

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10:55 a.m.- 12:10 p.m.	Youth and Pre-Apprenticeship Models of Success Determining where to focus a college's investments (staff time and employer partner discussions) in service to growing registered apprenticeship programming is easier with a clearer understanding of the nuances between these groups. This session will unpack those key points with experts from the field.
10:55 a.m.- 12:10 p.m.	Employer Interests This session will highlight the employer's perspective on the need for a comprehensive talent pool on behalf of the company's success. Effective models to recruit, elevate, and best utilize talent will be discussed.
10:55 a.m.- 12:10 p.m.	Manufacturing 2030 The Industrial Internet of Things, Industry 4.0 and 5.0 all reflect the fact that manufacturing is evolving at an unprecedented pace. This session will highlight some of the recent developments and the strategies colleges are using to respond.
10:55 a.m.- 12:10 p.m.	To Be Announced
12:15-1:45 p.m.	Lunch Plenary Session
1:50-2:15 p.m.	Coffee Break
2:20-3:35 p.m.	Beyond the Joint Services Transcript: Serving Service Members and Their Families Service members and their families face a myriad of choices as they transition from their service into civilian life. While the Joint Services Transcript provides some direction in helping service members receive credit for skills and knowledge attainment, community colleges can do more to support this transition. This session will highlight promising practices from the field.
2:20-3:35 p.m.	New Models in Rapid Skilling, Micro-credentialing, and Pathways to Employment Rapid skilling and micro-credentialing can move people into entry level jobs within as little as eight weeks, with a clear path to advancement and continued skills acquisition. This session will showcase successful rapid skilling programs.
2:20-3:35 p.m.	Traditional Trade Opportunities and Partners Traditional trade programs at community colleges have evolved along with critical networks. Join this session to learn from some of the key industry partners and associations on their 2024 innovations. Exemplary colleges will be showcased.
2:20-3:35 p.m.	Faculty Shortages in High Tech Fields This session will showcase models of engaging, recruiting and retaining subject matter experts to augment existing faculty in service to ever-evolving high tech fields.
3:40-4:55 p.m.	Data Driven Workforce Development Labor market information, economic projections, sector strategies, even capital budgets for community colleges all depend on accurate and timely data. This session will explore data sources and reliability in order to conduct relevant and responsive workforce development.

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3:40-4:55 p.m.	Being Purposeful with Earn and Learn Models National workforce shortages have highlighted the need for employers to recruit and retain employees at a faster rate than some of the traditional AA degree programs produce. Their urgency blended with the college's reality of what students truly know and can do to perform a craft is continuously being investigated. This session will identify promising models.
3:40-4:55 p.m.	Cybersecurity and Workforce Development High quality cybersecurity programs are thriving at colleges large and small. This session will provide strategies and innovations in cybersecurity programming from leading colleges who are offering cybersecurity instruction both as a standalone discipline and as a critical cross-cutting workforce skill.
3:40-4:55 p.m.	Transportation: The New Frontier Electric vehicles continue to grow in popularity and demand, and the demand for a skilled workforce to support both the vehicles, an EV infrastructure, and battery production is growing. This session will address current work and new opportunities in the transportation field.
7:30-9:30 p.m.	Potential Sponsored Private Dinner 3 WDI 2024 Attendees interested in being considered for these dinners with AACC and sponsors will have the option to click a box during their registration. Dinners will have limited attendance (approximately 20 individuals) and will only occur if sponsored.
7:30-9:30 p.m.	Potential Sponsored Private Dinner 4 WDI 2024 Attendees interested in being considered for these dinners with AACC and sponsors will have the option to click a box during their registration. Dinners will have limited attendance (approximately 20 individuals) and will only occur if sponsored.

Thursday, January 25

Time	Title
7:30 a.m.-5:00 p.m.	Registration Desk Open
7:00 a.m.-7:00 p.m.	Exhibit Hall Open
7:00-8:00 a.m.	Breakfast
8:00-9:0 a.m.	Morning Plenary Session
9:05-9:30 a.m.	Coffee Break
9:35-10:50 a.m.	Prioritizing Workforce: The Executive's Perspective The degree to which a college prioritizes workforce programming is largely aligned with the executive's vision and values, informed by local needs. This session will give voice to present and past executives with this mindset.
9:35-10:50 a.m.	Preparing the Nursing Talent Pipeline The demand for nursing professionals remains high and community college capacity is often limited by the availability of clinical sites, a shortage of qualified faculty, and concurrent program capacity limitations. This session will explore opportunities for training to better address the acute demand.

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9:35-10:50 a.m.	Construction Opportunities The skilled trades, especially in construction, represent a pathway to family sustaining wages and a middle-class job that does not require a degree. As employers in commercial and residential construction search for skilled employees, community colleges programs will be key to their success.
9:35-10:50 a.m.	Part 1 of Federal Speed Dating
10:55 a.m.- 12:10 p.m.	Part 2 of Federal Speed Dating
10:55 a.m.- 12:10 p.m.	Justice-Involved Students Join this session to learn promising practices to engage, support persistence, and the completion of justice-involved students in technical programs for employment. Strategies to destigmatize the experience for students, families, and employer partners will be discussed.
10:55 a.m.- 12:10 p.m.	Can We Do This Program vs Should We Do This Program? As colleges are increasingly expected to produce students that can feel financially secure, choices must be made about the end results. From employment prospects to wage expectations, if a student can make a living or family-sustaining wage, and if, when, and how they might lose their benefits all impact the decisions colleges must make.
10:55 a.m.- 12:10 p.m.	Converting Dual Enrollment Students Into College Students Community college are successful at early exposure to college through high school partnerships. Join this session to learn strategies to increase conversion rates of dually enrolled students.
12:15-1:45 p.m.	Plenary Lunch
1:50-2:15 p.m.	Coffee Break
2:20-3:35 p.m.	Cybersecurity and Artificial Intelligence Artificial intelligence and Cybersecurity on their own have each exhibited strong growth. The intersection point of these two represents potential new opportunities for employers, and for the workforce. Join this session to learn more about this topic.
2:20-3:35 p.m.	Building a Fully Optimized Workforce Pipeline Employers across the spectrum are reporting an inability to hire qualified candidates due an excess in demand over supply. To mee this demands, a fully optimized workforce pipeline is critical. Join this session to learn about innovative approaches to this challenge.
2:20-3:35 p.m.	Part 3 of Federal Speed Dating
2:20-3:35 p.m.	Ethical AI Artificial intelligence has exploded in the public consciousness, and the ability to use it in a workforce development setting continues to develop. With that development comes a need for a clear understanding of the ethical implications and constraints necessary. This session will explore the ethics of AI implementation as a teaching tool, for student support, as well as in the use and misuse of large data sets.

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3:40-4:55 p.m.	Unmanned Aircraft Systems Drone piloting programs are taking off around the country as the demand for FAA licensed pilots grow. Whether short term certificates or full degrees, these programs prepare completers for a new and challenging career. This session will highlight new UAS programs from around the country.
3:40-4:55 p.m.	The Solar Workforce Innovations in solar energy have led to new and more employment opportunities in this emerging field. As colleges prepare for future investments, join this session to gain updates on environmental careers and recent reports outlining the skills and competencies needed to fill these jobs.
3:40-4:55 p.m.	Dual Enrollment Opportunities in CTE Dual enrollment programs in CTE offer employers a skilled pipeline of job seekers and offer students an opportunity to enter the workforce earlier, with valuable, portable credentials. This session will highlight working models with high success rates.
3:40-4:55 p.m.	Credentials of Value What if we offered a credential and no one cared? This session will explore how employers, students, and community colleges determine which credentials to offer, and why they matter.
5:00-7:00 p.m.	Networking Reception for All Attendees
6:00-7:15 p.m.	College President, CEO, and Chancellor Reception

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**Workforce Development Institute 2024: Bridges
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Friday, January 26**

Time	Title
7:30-8:00 a.m.	Registration Desk Open
7:00-7:45 a.m.	Breakfast
7:45-9:00 a.m.	Closing Plenary Session
9:15 a.m.-1:00 p.m. (Joint 11:30 buffet lunch)	<p>Post-Conference Session: Workforce Policy Forum Deep-Dive The ability of community colleges to deliver effective workforce development programs is deeply affected by legislation, regulations, and other policies at the local, state, and federal levels. This three-part session will examine the federal workforce development policy landscape from several perspectives, including those on Capitol Hill that will write the next iterations of key legislation such as the Workforce Innovation and Opportunity Act. Attendees will hear from key leaders across the workforce development policy landscape. Join this opportunity to make your voice heard about how policies affect your programs and institutions.</p> <p>Registration Required Separately from General Conference Registration Cost: \$0.00</p>
12:00 p.m.-3:00 p.m. (Joint 11:30 buffet lunch)	<p>Post-Conference Session: Elevating the Role of Community Colleges in the Semiconductor Ecosystem As America’s community colleges seek to become nimble, affordable, and industry-relevant leaders in the semiconductor industry there will be a need for a general understanding of the microelectronics landscape, and comfort talking about the specialized skills students and instructors will need. Colleges will also need to be aware of the essential partnerships with and from industry and government that can support, build, and sustain the science, technology, and engineering workforce necessary to establish the United States as a world leader in innovation.</p> <p>Registration Required Separately from General Conference Registration Cost: \$0.00</p>

PRESIDENT'S TRAVEL SCHEDULE
December 2023

Conference Title/Sponsor	Date	Location
PREL*	December 7-8, 2023	Honolulu, HI

*Funding Source(s): *To be reimbursed by PREL*