

TARRANT COUNTY COLLEGE DISTRICT

Special Meeting

June 24, 2022

9:00a.m.

1. **Call to Order.** The Board of Trustees conducted a Special meeting on June 24, 2022 at the Trinity River Campus, with Ms. Ayala presiding. Other Trustees present were Mr. Kenneth Barr, Mr. Leonard Hornsby, Mr. William Greenhill and Ms. Jeannie Deakyne. Also present were members of the TCCD staff.

2. **Public Comment.** None

3. **Presentations and Discussions**

- a. Mission and Values – Marlon Mote introduce Dr. Diane E. Waryas Hughley, Director of Assessment and Accreditation at UTA. Dr. Waryas Hugley spoke about the work she has done with TCC focusing on 3G8P and preparations for reaffirmation with SACSCOC. She reviewed the College’s Mission Statement and discussed the importance of living the mission every day and what can be done to ensure that we are living the mission. Marlon Mote then spoke about the next steps of the reaffirmation process.
- b. Economic Outlook – Dr. Jason Saving, Communications and Outreach Senior Economist at the Federal Reserve Bank of Dallas, presented on the Regional Economy and economic outlook. Dr. Saving spoke about the growing diversity in the region and the importance of inclusive economic growth. He spoke about how we are doing economically as a region and the challenges that we will face in the future.
- c. Human Resources Assessment – Susan Alanis introduced Hannah Fitzgerald, Labor and Employment Associate at Locke Lord. Ms. Fitzgerald presented the findings of her review of the TCC Human Resources Department. She was engaged to conducted interviews of current and former Human Resources Department personnel to evaluate any systemic issues around culture and morale. Ms. Fitzgerald stated that she felt like she got a good idea of what was going on within the department and any issues that needed to be addressed. Some participants had perceptions and/or strong opinions about legal matters such as discrimination, retaliation, hostile work environment, and/or constructive discharge. Ms. Fitzgerald spoke with multiple former employees to ensure she heard as many perspectives on these issues as possible for legal matters like these, she relies upon corroborated evidence, regardless of how deeply held someone’s perception or opinion is. However, when it comes to recommendations for improving the Department’s climate and employee’s experiences, she gives substantial credit to perceptions and opinions. She did not identify any corroborated evidence of any legal violation (*e.g.*, discrimination, retaliation, hostile work environment, constructive discharge) She determined that Department morale is low; however, there is a critical mass of employees who remain dedicated to TCC’s mission. Gloria Maddox-Powell then gave a brief overview of TCC’s HR department focusing on key HR functions, turnover data, HR staffing analysis, recruitment strategies, and retention of employees.

4. **Closed Session:** none

The Board may enter into a closed session meeting in order to discuss matters permitted by the following sections of Chapter 551 of the Texas Government Code.

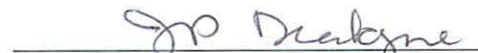
- a. Section 551.071, Consultation with Attorney
To seek the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the District under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act.
 - i. Legal issues regarding any item listed on today's District Work Session Meeting agenda.
- b. Section 551.072, Deliberations Regarding Real Property
Deliberate the purchase, sale, exchange, lease or value of real property where deliberation in an open meeting would have a detrimental effect on the position of the District in negotiations with a third party.
- c. Section 551.074, Deliberations on Personnel Matters
Deliberate appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.
- d. Section 551.076, Deliberations on Security Devices or Security Audits
Deliberate regarding the deployment, or specific occasions for implementation, of security personnel or devices.

5. **Adjournment.**

The Board Meeting adjourned at 11:57a.m.



Teresa Marie Ayala, President
Board of Trustees



Jeannie Deakyne, Secretary
Board of Trustees