

College Council Minutes April 6, 2023 – 1:00 p.m.

In attendance:

☒ Dr. Brent Bates, *Facilitator*
☒ Christine Brown
☒ Courtney Casey
☒ Darci McFail
☒ Bobbie Irmischer
☒ Mary Wright

☒ Christy Admire
☒ Randy Crawshaw
☐ Dr. Kevin Lawson
☒ Lisa Oesterle, *Recording Secretary*
☒ Maddie Stephan
☒ Hailey Zeger

☒ Cameron Belmore
☒ Steven Gardner, Sr.
☒ Jeromy Layman
☒ Becky Rose
☒ Becky Throneberry

Guests: Judi Reine

Notes	
Standing Agenda Items noted with (*)	
New and Revised Policy and Regulations * (Council Members)	<ul style="list-style-type: none"> Proposed Policy Updates None at this time Proposed Regulation Updates Regulation 2511 – Changing honors recognized at graduations. More students will receive honors through these changes. This will follow the format used at 4-year universities. Jeromy made motion to approve the changes to Regulation 2511; Darci seconded the motion. Motion carried. This will now go to ELT on Tuesday, April 11.
Action Required:	Add to ELT agenda.
Person(s) Responsible:	Lisa
Deadline:	
Communication Plan:	
Budget and Revisions * (Brent Bates)	<p>The Board of Trustees have approved the 9% salary increase package for employees. We are currently in the final steps of the budget process. Some of it depends on the Governor's budget, which he has to submit to the state on May 5th. The college will have about a ½ million to work with for any additional programming.</p> <p>All positions were approved at the Board Meeting. Four additional positions were approved.</p> <ul style="list-style-type: none"> Writing tutor - Demand has increased significantly. Working on removing mandatory testing and placement (best practices across nation), which will require more support for students. This will prop up student success. Dual Credit Admin. Asst. – Dual credit enrollment has grown and is too much for one person. This will provide better service to our counselors and students in Dual Credit. eSports Coach – Moving this position to full-time due to the workload of a year-round sport. Shooting Coach - Moving this position to full-time due to the workload of a year-round sport. <p>Contracts will be coming out next week and personnel will have one week to return their contract. The HR Executive Director's position is being advertised and there is already great interest in it.</p>

Action Required:	
Person(s) Responsible:	
Deadline:	
Communication Plan:	
Performance Data * (Darci McFail)	<p>Dr. Bates indicated that the Council is still learning their purpose. This is one way of distributing leadership and decision making and that input can be addressed. We look at performance data to establish if anything needs to be addressed. College Council as a whole, needs to make these decisions. This is the purpose of the data reports. Judi shared the Benchmark project report, which listed the strengths and opportunities for SFCC. We can compare this data with national schools, rural schools, or just our state.</p> <p>Some concerns from the council addressed the following: Opportunities #13 – Safety and Security seemed confusing, but if you break it down, it showed a targeted group that might have ranked it lower due to different circumstances. This data came from a survey that was done 1½ years ago, during Covid, which could be a reason for the lower rating.</p> <p>#4 Opportunities – PT, First Time students that completed or transferred in three years. It is hard to track this accurately, due to students sometimes coming here for just a few classes and not a degree. The low rating is concerning.</p>
Action Required:	Send Benchmark Report to all of College Council
Person(s) Responsible:	Brent
Deadline:	
Communication Plan:	
Current Committee Report * (Council Members)	<ul style="list-style-type: none"> DEI Committee (Bates) Subcommittees have been formed and are working on initiatives. Dondi and Dr. Bates attended the most recent NAACP meeting. Dondi, a former and successful recipient of the NAACP scholarship, has been asked to speak at their scholarship awards banquet. <p>Jeromy Layman, Olivia Smith, and Mary Wright attended the Chamber of Commerce DEI workshop in St. Louis. They are working on presentation.</p> <p>It is a challenging time with DEI. Darci is collecting evidence to make sure we are preparing students for a diverse world. There is an amendment in the budget bill to limit money in diversity type programming. We had to respond to the governor on how this would affect our operations. There are some free speech concerns. Because of the political fever that is being created, there is consideration to change the DEI title to something else.</p>
Action Required:	
Person(s) Responsible:	
Deadline:	
Communication Plan:	
Strategic and Integrated Planning * (Darci McFail)	<p>FAST Goals – groups are continuing to work on their goals, some faster than others. Completion will be this time next year. Updates can be found in each week's ELT minutes. We will begin working this summer on establishing the FAST Goals for next year.</p>

Action Required:	
Person(s) Responsible:	
Deadline:	
Communication Plan:	
Committee or Team Assignments * (Brent Bates)	
Action Required:	
Person(s) Responsible:	
Deadline:	
Communication Plan:	
Association President Report Outs (Christy Admire, Dr. Kevin Lawson, Jeromy Layman)	<ul style="list-style-type: none"> Classified Staff Association Christy reported that the Classified Staff meeting is coming up. Dr. Bates will be attending to answer questions. Faculty Association No report. Professional Staff Association Will be holding elections for new officers. Proposing an amendment to their charter. Currently in order to vote or be vested, dues must be paid. They would like to eliminate vested membership to allow more participation. <p>There was further discussion on the value of the associations.</p>
Action Required:	
Person(s) Responsible:	
Deadline:	
Communication Plan:	
Other Items	<ul style="list-style-type: none"> May Meeting – Friday, May 5th (Darci will facilitate)

Next College Council Meeting: Friday, May 5, 2023 – 1:00 p.m.