

**College Council Minutes**  
**Nov. 2, 2018**  
**1-3:30 p.m.**

**In attendance:**

X Dr. Joanna Anderson, President  
 X Becky Beydler, Career/Tech.  
 X Beverly Marquez, Health Sci.  
 X Angie Gentry, Academics  
 X Jeromy Layman, PSA  
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X Justin O'Neal, PSA  
 X Sherlyn Nail, PSA  
 X Christy Admire, CSA  
 X Keri Benner, CSA  
 X Shelly Gardner, CSA

Dawn Classey, SGA  
 Ashley Nuci, SGA  
 X Cendy Harrell-Carson  
 Darci McFail  
 John Matthews, WAFB

<b>Notes</b>	
<b>Agenda reviewed, amended, approved</b>	Beverly motioned to approve; Cendy seconded; motion approved
<b>Oct. 5 minutes reviewed, amended, approved</b>	Minutes stand approved as presented
<b>Guest comments</b>	None, however, council members commented that they had heard positive comments from co-workers about the Halloween festivities and the fall food fest.
<b>Policy and Regulation 0150 proposed changes</b>	<b>Beverly and Sherlyn</b> reported on recommended changes and with further discussion by members; additional changes were recommended.
Action:	Justin moved to approve as revised; Beverly seconded. Motion approved. See attached revised Policy (pages 29-31) and Regulation (pages 10-11) 0150.
<b>Strategic Plan 2015-2020, Report Card and KPIs discussion</b>	<b>Cendy, Angie, Dawn, and Beverly</b> presented results of their strategies and goals for a mid-point refresh, refocus, and revision recommendations. Committee includes ELT members <b>Joe Gilgour, Rachel Dawson and Jim Cunningham.</b>
Action:	Justin motioned to approve revised recommendations and forward to Darci to update plan. Becky seconded; motion carried. (See attached Strategic Plan Recommendations)
<b>College Employee Satisfaction Survey employee comments discussion</b>	<p>Identify and discuss comment themes and possible recommendations for improvements to Dr. Anderson.</p> <p>Due to time constraints, this item was discussed toward the end of the meeting and needs to carry over to the December meeting.</p> <p>A few issues related to employee comments were discussed briefly such as the current <b>parking policies and regulations 5290 and 5291</b> and dissatisfaction with lack of enforcement. Some employees feel very strongly about parking</p> <p>Academic integrity of online students taking tests; perceived lack of support from administration to let instructors insure academic honesty; lack of valuing core general education courses and promoting critical thinking skills; concerns about feeling valued and where education is headed; need to understand importance of math, science, history in students' education</p> <p>Need to a committee to address each problem category in a systematic process; need to include ELT.</p>

Action Required:	Carry discussion over to December meeting
<b>FY2020 budget recommendations for Board of Trustees based on student and employee forum feedback</b>	<p>Feedback from budget meetings were discussed. Meetings were well attended including the student meeting. Most attendees commented the information was enlightening and helped to put budget in perspective while a few said meeting was not transparent or helpful. Overall, most groups indicated they would like raises, and keep benefits. Some employees who do not use benefit package are not concerned about benefits. Most employees are okay with raising tuition because our tuition is still lower than our regional competition but do not want to price tuition out of competition. Some feel budgets have been trimmed as much as possible. Adjunct pay is below other schools; it is a challenge to be competitive. Pay for technical side lecture/lab time different from academic side; contact time is different and discrepancy leads to pay fairness concern. In conclusion, the following priorities were identified:</p> <ol style="list-style-type: none"> <li>1. Cost of living raise very important</li> <li>2. Employee benefits</li> <li>3. Raise tuition to provide meet #1 &amp; #2 while considering least negative impact on students</li> <li>4. Students need notification in advance to plan for changes</li> </ol> <p>Justin presented a <b>Resolution to Provide Recommendations for Budget Priorities</b>; discussion and suggested changes discussed</p>
Action:	Cendy moved to approve the resolution as revised; Becky seconded; motion carried approved.
<b>Other topics:</b>	
<b>Discussed:</b>	<p>No health fair offered for health screenings that help earn rewards with UnitedHealthcare</p> <p>Concerns about possible loss of dual credit students</p>
Action Required:	
Action Required:	
<b>Adjournment</b>	4:35 p.m.

**Next meeting:** Friday, Dec. 7, 1-3:30 p.m. Hopkins Boardroom