

College Council

09-05-08

In attendance: Cynthia Hutton, Mira White, Mary Mathias, Tad Spader, Tracy Chase, Heidi Fulcher,
Michael Lawson, Leslie Collins, Diane Samarin, Blaine Hatch, Russell Dickerson,
Jeanne Swarthout (guest)

- I. Approval of 08-01-08 minutes
 - a. Cynthia moved to approve; second by Mira.
 - b. Vote: 10 to approve, 1 abstention.
 - c. 08-01-08 College Council minutes approved.
- II. Public comment
 - a. None offered.
- III. College Council requests
 - a. None received.
- IV. Standing Committee reports
 - a. Enrollment Management: Nothing to report. Group has not met since April but is scheduled to meet this month.
 - b. Employee Relations: Nothing to report. Group has not met since July but will meet this month. No meeting date has been set.
- V. Council discussion items
 - a. Banding recommendation
 - i. Employee Relations had recommended to College Council that a consultant be hired to address this complex compensation issue.
 - ii. College Council members responded by suggesting that the cost of hiring a consultant and implementing any plan need to be considered.
 - iii. The main issue is new employees "leap frogging" old employees in pay. Leslie stated that NPC experience has merit and should, in some way, be considered when addressing employee compensation.

- iv. Blaine addressed Leslie's concern by explaining that banded employee compensation has been treated similarly to Faculty and Classified staff. While this was done to make sure banded employees were compensated fairly, it is not written into policy.
- v. Blaine moved that he would recommend to the Director of Financial Services that banded employee compensation, modeled after the step/grade system, be formalized and also includes language that addresses how non-exempt yearly wage increases are included in budgets developed by the Director of Financial Services. Second by Leslie. Motion passed unanimously.
- b. College Council's role in shared governance
 - i. President Swarthout thanked College Council members for their service.
 - ii. President Swarthout urged College Council members to familiarize themselves with the revised Strategic Plan that is scheduled for adoption by the District Governing Board on 09-16-08.
 - iii. College Council is a means of pushing shared governance deep into the organization. It is a place where issues, problems and concerns of the college can be addressed. College Council is not a forum for individual concerns, rather a place to address college-wide ("big picture") issues.
 - iv. Once College Council is aware of an issue or problem, it is the Council's job to identify the right person or group of people to solve the problem. President Swarthout stated that changes to policies, procedures and processes need to remain with College Council.
 - v. College Council's primary responsibility is to get information to Administration so that better, more informed decisions can be made. The Council should not hesitate to request the attendance of those people who can provide information that will aid in forming recommendations.
 - vi. President Swarthout also encouraged the Council to advertise its successes. It is important that the college understand that the Council can be a way to get changes made.
 - 1. Task: President Swarthout has charged College Council with finding out what kind of content is wanted for the spring convocation. Ask fellow employees and faculty what they want to know, learn or do. College Council members are to bring collected ideas to the October meeting.
- c. Council's use of JICS
 - i. A College Council group has been created and information (calendar, minutes, etc.) will be posted.
- d. Council membership
 - i. A review of membership occurred at the 08-01-08 meeting and vacancies were identified. Faculty Association President Michael Lawson will work to identify faculty members to serve.

VI. CASO report

- a. Mira reported that the CASO officers and delegates met after Convocation.
 - i. The CASO delegate roster was reviewed and vacancies identified. CASO will work to identify members to serve as delegates.
 - ii. This year, CASO will only have one retreat in April. This is one way that the organization can address a 20% reduction in funding.
 - iii. CASO will work to increase excitement and participation of members.

VII. Student Government Association report

- a. No one present to report.

VIII. NPC Faculty Association report

- a. Faculty Association President Michael Lawson reported that this year's officers are:
 - i. Sandy Johnson, President-Elect
 - ii. Janet Hunter, Secretary
 - iii. Brian Burson, Treasurer
- b. The Faculty Association constitution has been modified to restrict the office of President-Elect to only non-probationary faculty.
- c. Officers will be nominated in spring.
- d. Two standing committees, Technology and Compensation, have been created.

IX. SPASC, Higher Learning Commission report

- a. Blaine reported that SPASC continues to make progress and is preparing to submit the revised Strategic Plan to the District Governing Board and is getting ready for a visit from NPC's HLC liaison, Dr. Mary Breslin.

X. Member to report at next All-College meeting

- a. Heidi volunteers to give the College Council report at the 09-19-08 All-College meeting.

XI. Next College Council meeting confirmed

- a. Friday, October 3, 1:30-3:30pm, Video 1.
- b. Meeting adjourned.