



## College Council Meeting Summary • March 11, 2019 & April 1, 2019

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*Members Attending:* Mike Brenchley, Gary Carlston, Jake Dettinger, Jared Devey, Heidi Johnson, Craig Mathie, Brad Olsen, Larry Smith, Jason Springer, Paul Tew, Bryce Warby

*Others Attending:* Josh Hales, Melanie Jenkins, Marci Larsen (secretary)

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### Welcome (President Carlston)

- Congrats to Brad, Milinda on successful performances of Phantom

### Meeting Minutes (President Carlston)

- Change date to January 2019, not 2018
- Jake Dettinger moved approval; Larry Smith seconded, and all voted in favor

### 2019-2020 Tuition (Vice President Dettinger)

- Reviewed the process, noted will now have a thirty-minute hearing before the board
- Encouraged everyone to attend the hearing on Wednesday
- Asked Jared to share student perspective – which he said they supported
- Detailed the usage of the proposed ranges
- Suggestions: change “differential” to bachelor and add “processing” to graduation fee
- President Carlston asked the group to answer two questions
  - How important is it to be able to say, “We are most affordable?”
    - Most agreed it matters for marketing, to cross the threshold would have to be significant financially
  - How do you feel about departmental scholarships? Philosophically should students pay for scholarships?
    - Most voiced yes – strategy to sustain affordability
- *Action: Jake Dettinger will take this information and continue the discussion with other groups and on*

### Advancement and Tenure Policy (Melanie Jenkins)

- Reviewed the suggestions received
- Larry Smith said the Faculty Senate support the policy
- Larry Smith moved approval, seconded by Heidi Johnson, all voted in favor.
- *Action: Dr. Hood will present this to the trustees at the next meeting*

### Probationary Policy (Vice President Dettinger)

- Turned time to Josh Hales
- Base of change is the cyclical type of many positions
- Discussion on length of probation period
- Paul Tew made a motion leave probation at six months, adopt procedures as outlined; seconded by Bryce
- Discussion continued, and Paul Tew withdrew the motion
- Jason Springer made the motion the delete Section 3.2 and advance through the approval process. Paul Tew seconded the motion, and it passed unanimously
- *Action: Jake Dettinger will take to trustees as amended*
- President added that the supervisory training must continue, saying our own processes have to be sufficient to help our employees succeed

### Corrective Action Policy (Vice President Dettinger)

- Josh Hales said there was one comment asking if HR employees should have a separate review; he explained for protection and independence he thinks the process needs to be separate
- Bryce Warby made a motion to change “shall to may;” Larry Smith seconded, motion failed
- Larry Smith said if A&T should be professional track too
- Allan Stevens made a motion to approve the policy; Heidi Johnson seconded; motion passed with dissenting vote
- *Action: Jake Dettinger will present to trustees*

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### Grievance Policy (Vice President Dettinger)

- Josh Hales reviewed the policy
- Larry Smith asked if faculty is not part of this, and Josh Hales said he would correct the subject to reflect the change
- Paul Tew made a motion to approve. Bryce Warby seconded; motion passed unanimously
- *Action: Jake Dettinger will take to trustees*

### Accommodation of Disabilities Policy (Vice President Dettinger)

- On hold until more direction from state

### Esports Addition (Jason Springer)

- Reviewed the proposal briefly
- Said this is responding to SEM and noted initial cost will be covered by Athletics

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April 1, 2019 Meeting – Continuance of the March 11 Meeting Agenda

Attendance: President Carlston, Jake Dettinger, Jason Springer, Jared Devey, Josh Hales, Mike Brenchley, Larry Smith, Paul Tew, Steve Hood, Nate Caplin, Allan Stevens, Carlie Fowles, Bryce Warby, Meagan White, Heidi Johnson, Brad Olsen, Craig Mathie, Marci Larsen

### Welcome (President Carlston)

- Thanked everyone for making time to meet

### Birth and Adoption Policy (Jake Dettinger)

- Craig made a motion that the policy be shared with employees for the 30-day review. Jason Springer seconded, and all voted in favor
- *Action: HR will distribute to employees*

### Death Benefit Policy (Jake Dettinger)

- Bryce Warby suggested that the financial piece be tied to current tax law and that the use of ensure/insure be corrected
- With these adjustments, Jared Devey made a motion to send the policy out for the 30-day review. Bryce Warby seconded the motion, and it passed unanimously.
- *Action: HR will distribute the policy to employees*

### Noncapital Asset Inventory and Tracking Policy (Jake Dettinger)

- This item was added to the agenda and a motion was made by Craig Mathie to amend the agenda. The motion was seconded by Heidi Johnson and presented by Meagan White and Carlie Fowles
- Several faculty were not supportive of an unfunded mandate
- President suggested to get group together and discuss the policy in May, others expressed their frustration with the time that has passed since this was initially introduced 2-3 years ago
- Bryce Warby made a motion to send it out for 30 days, and Jason Springer seconded the motion. After a lengthy discussion, Bryce withdrew his motion.
- Paul Tew made a motion to give College Council a few days to review the policy as is and then do an electronic vote to determine if the policy should be distributed for 30-days. Bryce Warby seconded the motion, and it passed with one dissenting vote.
- *Action: Marci will send the request for the electronic vote on April 11*

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### **Space Utilization Committee (Jake Dettinger)**

- Shared document as information
- Invited people to send comments

### **Relocation Policy (Steve Hood)**

- Said he looked at other institutions, policies are all over the place
- Reported it appears that funds can be used to assist, depending on college policy/procedure