



**College Assembly
Special Meeting Minutes**

Bldg. 19, Rm. 107
Thursday, July 9, 2015

PRESENT

Kezia Clark, Kandi Bauman, Cal Erwin-Svoboda (on behalf of ASG), Elaine Holster, Dr. Lonnie Howard, Jason Kruse (Vice Chair), Patricia Lange, Josie Meyer, Deryn Minor (ASG Peer Ambassador), John Moyer (Communications Officer), Janavie Pheng (ASG Peer Ambassador), Loreta Sandoval, Kathryn Smith (Chair), Kent Wendland, Tiffany Windmeyer, and Mary McCune (note taker)

ABSENT

Michelle Barre, Daniel Creech, Li Li Cutler, Lisa Fortson, Janet Holm, Dean Kelly, Denise Klug, Cris-Jon Lindsay, Kristin Martindale, Roger Nix (Past Chair), and Maureen Sparks

CALL TO ORDER

Chair Kathryn Smith called the College Assembly Special Meeting to order at 3:02 p.m.

INSTITUTIONAL GROWTH PLAN – PHASE II

Chair Smith introduced Dr. Lonnie Howard. Dr. Howard began by thanking everyone for attending, and then he gave a quick overview of the Institutional Growth Plan Phase I, which centered on a shift in the College leadership paradigm. Dr. Howard discussed Phase II. It will create greater synergy to break down institutional silos and promote organizational development.

Over the next twelve (12) months, the College intends to hire a Director of Admissions, a Registration Clerk, an Instructional Program Assistant, and a Vice President for Strategic Development. Dr. Howard discussed their budget implications and financial outcomes, and the importance of creating internal opportunities.

Dr. Howard touched upon forthcoming and long overdue IT upgrades that will improve campus technological infrastructure. He confirmed his commitment, whenever feasibly possible, to upholding the College's Shared Governance structure. Dr. Howard asked the College Assembly for suggestions on ways to improve communication and messaging. He then opened the floor to questions and comments.

Josie Meyer expressed confusion about Phase II, because she didn't realize there was a Phase I. Dr. Howard explained the first year of change was Phase I, which began in August 2014. We are now heading into the second year of change, which is Phase II. He apologized for any confusion and reiterated the need to improve upon the College's messaging strategy.

Chair Smith pronounced there will be negative feedback from faculty concerning the proposed increases in administrative positions when there was a reduction in deans. The new 3-Dean Model, she said, includes the part-time Department Chairs. Still, the faculty feel under supported and there is growing frustration and resentment. In the past, she explained, faculty received timely responses to their inquiries. Ms. Meyer agreed and explained when there is an emergent issue and faculty cannot connect with a Department Chair or Dean, they are at a loss as to where to turn next when they need a timely answer or expedited guidance. Kezia Clark, Surgical Technology Instructor, cited an example from her own experience, and she concurred with their observations.

In response, Dr. Howard thanked everyone for bringing these matters to his attention. In regards to Ms. Clark's remarks, he noted the Department Chair Task Force did not select the Health Sciences programs to be part of the Department Chair Pilot Program and, therefore, additional support in that area may be necessary in the interim until the Pilot Program is fully implemented.

Dr. Howard observed there have been very positive outcomes from programs involved in the Department Chair Pilot Program. The College needs to give the Pilot Program more time to fully develop. We've not yet seen the full potential of the Department Chairs. John Moyer, Computer, Design and Environmental Sciences Department Chair, stated he has given significant amounts of support to the programs he serves; however, his time is more limited on the days he teaches.

Dr. Howard thanked everyone for attending, sharing their concerns, and providing him with important feedback from faculty and students. He is working on a survey to obtain more direct feedback from faculty.

Dr. Howard said it is imperative the College address the need for additional support in the areas discussed. He suggested bringing a guest to the next Instructional meeting, because it is important for attendees to hear directly from those adversely impacted by recent changes the College implemented. The input will help identify challenges that require innovative solutions.

The Special Meeting of the College Assembly was adjourned at 4:10 p.m.

The next regularly scheduled College Assembly meeting will take place on Tuesday, July 28, 2015, at 3:00 p.m., in Building 21, Room 107.