

# **MEET AND CONFER – STAFF COUNCIL AGENDA**

**DECEMBER 12, 2019**

**MCCC 319**

**1:30 PM**

## **ADMINISTRATIVE ITEMS:**

- Presidential Posting and Search Committee Update
- Provost Search Committee Update
- Strategic Investment Strategies
- Strategic Institutional Aid Recommendations
- Tobacco Policy, designated smoking areas, implementation
- Budget update
- Roundabout rendering
- Staff Performance Reviews

## **STAFF COUNCIL ITEMS:**

- Explanation of processes relating to FLSA federal salary regulations

## NOTES FROM MEET & CONFER

DECEMBER 12, 2019

### ADMINISTRATIVE ITEMS

- Presidential Posting and Search Committee Update
  - The committee hopes to have a list of semi-finalists by January
- Provost Search Committee Update
  - Five candidates were chosen to interview, 4 have confirmed the interview. Interviews will begin in January.
- Strategic Investment Strategies
  - This is a list of items that need to be focused on for the future
  - Online Learning – there are five programs and one certificate (AS & BS in CJ and Business, AS General Education and the Geographic Information System (GIS) certificate) offered completely online as of now. The RBA program will soon be offered online. A Master's in Education is also being worked on, but the College needs permission to offer graduate courses. There are plans to offer other online programs in the future.
  - E-Learning Centers – these are facilities in other counties for people to go to, to do online courses offered through GSC.
  - Dual Enrollment Matriculation – there are 400-450 students enrolled in dual enrollment courses, but few of these students actually enroll at GSC upon high school graduation. How do we get students to attend GSC?
  - RBA – the RBA program needs to be promoted more, to current faculty/staff and to the public as well.
  - Micro-badging – finding ways to give recognition for doing activities and small projects on campus. These would not count towards academics, but could be used to show employers when applying for jobs after graduation. This could also help in retention.
  - Homegrown Teacher Education – created because of teaching shortage in the state.
  - Nursing – needs to be worked on continuously
  - Deferred Maintenance – all buildings on campus have been inspected to see what is needed to repair/replace broken parts/units. A plan will be created so that all buildings will be kept up-to-date.

- Strategic Institutional Aid Recommendations
  - Academic Merit Model – this was the first year for academic merit based scholarships. This helps with both recruiting and retention. They are contingent on paying remaining bill (after scholarships/aid) and the students’ GPA.
  - Transfer Incentives – if transfer students have over 24 credits and a 3.0 GPA they will receive a \$1,500 scholarship. We need to start recruiting at 2-year community colleges for anyone who wants to continue to a 4-year program.
  - Homegrown Education – was started to have more people enrolled in education programs, due to teacher shortage.
  - Honors – students must have an ACT score of 26, high school cumulative GPA of 3.7 or higher, complete application process and interview for the program.
  - Athletics – this year 430 students received scholarships
  - Band – scholarship amount vary and are awarded by Dept. of Fine Arts. Students majoring in Music and/or Art must attend a audition day to be considered for award, and complete the form online.
- Tobacco Policy, Designated Smoking Areas, Implementation
  - There will be restricted smoking areas around campus. A map has been created of these areas, and this will be in effect in January 2020.
- Budget Update – the loss will be greater than originally expected state-wide. The Business & Finance department is working on a budget for the second half of the year to see what/if anything will need to be cut.
- Roundabout Rendering – work on the roundabout will begin December 23. Mineral Road and the North Entrance of the college will be closed.
- Staff Performance Reviews – all staff will be reviewed this year. Human Resources is working on creating a review process.

**STAFF COUNCIL ITEMS:**

- Explanation of Processes Relating to FLSA Federal Salary Regulations
  - The threshold for employees that receive overtime was changed by the FLSA to \$35,568. Some employees will now have to “clock-in and out” and will be hourly workers instead of salary.