

MINUTES
District Board of Trustees
Tallahassee Community College
444 Appleyard Drive
Tallahassee, FL 32303
Monday, October 16, 2017
2:30 pm - Business Meeting

The October 2017 District Board of Trustees meeting was called to order by Chair Kilpatrick at approximately 2:30 p.m.

Members Present: Chair Kilpatrick, Trustees Callaway, Lamb, Messersmith, Pople and Vaughn

Absent: None

Via phone: Trustee Moore

Others Present: President Murdaugh, Lenda Kling, Barbara DeVane, Rob Hall, Mabry Gaboardi, Heather Mitchell, Craig Knox, Craig Richards, Amy Bradbury, Kalynda Holton, Anthony Jones, Don Herr, Bobby Jones, Barbara Wills, Calandra Stringer, Bill Spiers, Mike Robeck, Brian Kupfer, David Proctor, Kim Moore, Jeff Liang, Nyla Davis, Sheri Rowland, Lei Wang, Kris Bowers, Jen Robinson, Suzanne Ferrell-Locke, Kelli Herm, Josh Willoughby, Lisa L. Kellison, E.E. Eunice, Ya Fang Wang, Feleccia Moore-Davis, Sarah Smitherman, Lindsey Smitherman-Brown, Rachel Austin-Hickey, Byron Dobson, Patricia Manning, Thurla Moore, Shayn Lloyd, Michael Monroe, Erika Williams, Doug Windham, Tracy Woodard Meyers, Julie Baroody, Carmy Greenwood, Christina Mbuya, Braze Brickwedel, Martin Balinsky, Debra D. Lewis, Andrea Oliver, Susanne Wood, Julia Steiner, Jenn Zimmerman, Marshall Ogletree, Amy Bentley, Jessica Appleton, Jarrett Philpps, Bret Ingerman, Edie Strickland, Renae Tolson, Al Moran, Justin Adams, Alice Maxwell, Dustin Frost, Ysonde Jensen, Byron Todd, Gideon Nnaji, Lauren Fletcher, Elise Ray, Dan Beugnet, Frank Brown, Krystal Williams, Kyrian Ezendu, Ross Brooks, S. Balog and Rhonda MacLeod.

COMMENTS

Board Chair – Chair Kilpatrick asked everyone to stand for a moment of silence and the Pledge of Allegiance. He shared some history of Winnie the Pooh and the invasion of Persia by Alexander the Great. He stated Trustee Moore is currently on the phone for this meeting. He thanked the college for participation with the Lighthouse of the Big Bend “Dining in the Dark” event, indicating it is great to be involved with an organization that gives back to the community.

Board Members – Trustee Callaway said it was wonderful to see many of the Westminster Oaks residents at TCC last week. She indicated one resident told her that she is taking a class here and believes we care about all of our students, no matter what age.

President – None

APPROVAL OF MINUTES

Chair Kilpatrick asked if there were any comments and requested a motion to approve the September 18, 2017 Board Meeting Minutes.

MOTION: Trustee Lamb

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SECOND: Trustee Vaughn
Motion passed unanimously.

INFORMATION AND NEWS ITEMS

Director Maxwell indicated we had fifty-eight (58) printed and twenty-eight (28) broadcast media mentions this month. She introduced video clips about the TCC athletics training room, top two (2) year college in employment rates, Bob Lutz explanation of the science behind earthquakes, TCC faculty union negotiations and Channel 22 story about the TCC Call Center.

Chair Kilpatrick read from the October 16, 2017 *Tallahassee Democrat* a quote from Martin Balinsky "TCC is taking an entire contract to impasse, which is totally unprecedented in the state of Florida". He asked the TCC Board Labor Attorney, Jim Crosland, to address.

Mr. Crosland said we are taking a package of proposals to impasse, indicating we have bargained a package of proposals since the start of the negotiations and cannot pick and choose. He said package bargaining is absolutely legal and normal, indicating this is a first attempt by faculty to go to contract and it is always very difficult.

UNFINISHED BUSINESS

None

PRESENTATIONS

VP Mitchell recognized Chief DeLeo and Deputy Chief Furuseth of the Tallahassee Police Department, which has donated ten thousand dollars (\$10,000) for the New Start Scholarship. Chief DeLeo said they like to take a holistic approach to make things better in the community, indicating education is a pathway to success and the funds were taken from criminal profits.

VP Mitchell introduced Leon County Sheriff McNeil, whose department provided a match of ten thousand dollars (\$10,000) for the New Start Scholarship. Sheriff McNeil shared once a child gets involved in the criminal justice system, the likelihood of them getting deeper into the system expands seventy (70) fold. He said he is proud of what we do at TCC to make a difference.

VP Mitchell introduced Pat Dallet, incoming Chair for the TCC Foundation Board, who has served as Chair for the New Start Scholarship Committee. She indicated we currently have two (2) students on the scholarship and four (4) more full scholarships will be awarded in spring.

VP Mitchell recognized President/CEO Brent Lister and several members of the leadership team from First Florida Credit Union, sharing they contacted us about engaging with TCC. She stated they have donated twenty-five thousand dollars (\$25,000) for classroom renovation. Mr. Lister said they wanted to get involved with younger people, to help with their financial literacy and skills. He stated they want to continue getting involved and recognized one of their Board Members, Retired Major Robert Bull.

NEW BUSINESS

Approval of Consent Agenda

Chair Kilpatrick asked if there were any questions, with none received.

MOTION: Trustee Moore
SECOND: Trustee Lamb
Motion passed unanimously.

TCC Foundation

TCC Foundation Update (Information)

VP Mitchell announced some upcoming events, including the President's Circle Anniversary celebration – indicating Mr. Bull is also a member of the President's Circle. She stated proceeds from the Cleaver & Cork event this year will renovate two (2) more classrooms.

Administrative Services

Fund Analysis - September (Information)

Chair Kilpatrick asked if there were any questions, with none received.

Construction Status Report (Information)

Chair Kilpatrick asked if there were any questions, with none received.

General Contractor Pre-Qualification (Action)

Chair Kilpatrick asked if there were any questions, with none received.

This request is for the Board to approve the initiation of the process to pre-qualify general contractors for the period of February 1, 2018 through January 31, 2019.

MOTION: Trustee Pople

SECOND: Trustee Vaughn

Motion passed unanimously.

Policy Manual Changes (Action)

Trustee Callaway confirmed with VP Wills the job applicants for screening would be those selected for a position. Trustee Callaway inquired about proof of mistaken identity as the only basis for contesting the disqualification, with VP Wills responding under statute this is the only option although there are some exemptions from disqualifications as noted later in the policy.

This request is for the Board to approve the addition of College policies as presented.

MOTION: Trustee Moore

SECOND: Trustee Messersmith

Motion passed unanimously.

Renewal of Professional Services Contract – Legal Services (Action)

Chair Kilpatrick asked if there were any questions, with none received.

This request is for the Board to approve the renewal of the legal services contract with Andrews, Crabtree, Knox and Longfellow, LLP for one (1) year.

MOTION: Trustee Pople

SECOND: Trustee Lamb

Motion passed unanimously.

Policy Manual Revision (Action)

Chair Kilpatrick asked for some background, with VP Wills saying we are proposing the ability to allow the college more discretion to determine when we use administrative leave. She said there was also a new policy presented that more clearly defined the term essential personnel.

Trustee Callaway asked if mentoring is new, with VP Wills stating the only change is to limit it to 501(C)3 organizations under the State of Florida. Trustee Callaway asked if there was any documentation about how many faculty members take advantage of this, with VP Wills stating

we do not currently have a process to track. Trustee Callaway indicated this would be very helpful to know, indicating this is a great thing. Chair Kilpatrick suggested we change from the product name “Workday” to the generic name for the product.

This request is that the Board of Trustees approve revisions to Policy 04-33 Administrative Leave.

MOTION: Trustee Messersmith

SECOND: Trustee Pople

Motion passed unanimously.

Workforce Development

Manufacturing Month Resolution (Action)

Chair Kilpatrick asked if there were any questions, with none received.

This request is that the Board issue a resolution in support of Manufacturing Month.

MOTION: Trustee Pople

SECOND: Trustee Lamb

Motion passed unanimously.

PUBLIC COMMENT

Chair Kilpatrick said speakers would be limited to three (3) minutes each, with a total time of thirty-three (33) minutes. He stated there are quite a few speakers and requested each speaker make their point, so hopefully everyone gets an opportunity to speak.

David Proctor invited the Trustees and President to attend one of his classes, Brain Bowl practice, etc. to get a better nuts and bolts sense of what faculty do – indicating he would send a schedule. He shared an article by Bob Holladay published in the Sunday *Democrat*.

Andrea Oliver shared information on the Teacher Education Program and Oral History Project. She disclosed information on student volunteer hours at local schools and nonprofits, including the compilation of personal history on thirty (30) local and national residents.

Braze Brickwedel said he chose TCC because he felt compelled to motivate young people, sharing information about previous awards received by the school. He stated he could lose money next year, this is our livelihood and you don't motivate people by taking away money.

Jen Robinson stated at the last meeting she asked the impasse be dropped – the request has not been met. She indicated the colors from their fellow institutions are here today to show their support, saying the majority of faculty wanted union representation.

Marshall Ogletree, Executive Director of the United Faculty of Florida, stated they have chapters throughout Florida. He said the faculty won the right to bargain on wages, hours and terms and conditions of employment. He indicated the declared impasse means all unresolved issues shall be submitted to a special magistrate – currently there are no resolved issues.

Martin Balinsky mentioned an article in the Sunday *Democrat* which stated the proposal could save the college about one million dollars (\$1,000,000) annually. He expressed this would come directly from faculty, providing an overview of recent projects – including the cost administration has paid for union negotiations. He said the faculty team offered to use a free federal mediator, however TCC administration declined.

Jim Smart said the administration proposal does not address class planning or grading time, but is focused on reducing costs and they want faculty to do more work with less money. He asked the Board to direct administration to drop the impasse and come back to the bargaining table.

Larry Crombie provided an administrative overview of the college, beginning with President Hinson. He stated we can work together to provide solutions for problems, expressing his hope that the board would encourage administration to continue collective bargaining.

Julia Steiner read a couple of letters received from her students. She stated the proposed workload would increase her student load and feels it will negatively impact her ability to reach individual students. She welcomed anyone to visit one of her classes.

Susanne Wood said we are all on the same page and want to work together. She shared they work more than 25 hours a week, with many of her hours online. She indicated the push for adjuncts is out of touch a little, indicating NPR said part-time people are often not invested.

Chair Kilpatrick said due to the announced time limits, Michael Buchler would be the last speaker.

Michael Buchler said he teaches at FSU and is a member of the union. He stated it is not good faith bargaining to put a package of benefits on the table and doesn't see how it is ethical, even if it is legal. He indicated forty (40) hours in their office per week is unbelievable.

WORKSHOP

Pathways

Find Your Path to Success

Provost Moore-Davis indicated Pathways has spread quickly across universities and colleges. She stated community colleges provide access to higher education for about forty-one percent (41%) of the U.S. undergraduates, with fewer than forty percent (40%) completing a degree or certificate within six (6) years.

She shared seventy-five percent (75%) percent of our students are juggling some combination of job, family and school; indicating part-time students are the new normal. She stated poor students and students of color struggle the most to graduate and when they do, they often take too many credits and too much time.

Provost Moore-Davis indicated there should be community college reform, disclosing when students start they tell you who they are and what they want to become. She said institutions must be prepared to restructure to meet changing demands. She stated we have increased competition, declining enrollments and state funding – with performance funding here to stay.

She shared we were chosen in 2015 as one of thirty (30) schools to participate in Pathways, to grow and realign our practices. She stated Pathways improves student success by clarifying the path, helping students enter the path and stay on the path, and ensuring learning occurs.

Dr. Lei Wang said forty-one percent (41%) of first-time in college students complete math and English gateway courses in the first academic year; fifty-six percent (56%) return from the first fall to second fall; fourteen percent (14%) graduate in two (2) years, and our students are taking on average five (5) more courses than needed to graduate – costing them time and money.

Trustee Messersmith referenced the credit hours, asking if there is a way each semester to tell if the students are taking the required courses. Dr. Rowland said there is a degree audit tool students may use; however extra hours may be due to class required pre-requisites, courses needed toward their major at university, or the student may change their major which results in more hours.

Provost Moore-Davis stated sometimes students successfully check-in, but do not always successfully check-out. She said too many choices can sometimes cause brain freeze, because students don't know what to do. She indicated we try to keep them on track with reminders, assistance, and feedback.

She disclosed Pathways creates informed choices; removes barriers to entry, progression and graduation; strengthens workforce, university and k-12 connections; recognizes all of our students need workforce skills; enculturates evidence based-decisions and puts students at the center of their decisions. VP Rowland outlined some strategies under each of the items discussed to determine the best way to get students connected.

Trustee Messersmith said previously with four (4) year degrees students could initially take general education classes, stating he hoped we would not be so structured that students do not have flexibility. VP Rowland said we group in meta-majors so they can take a number of area classes, indicating our general education core offers one hundred ten (110) courses.

Trustee Callaway asked if students are coming from high school with a meta-major, with VP Rowland replying we encourage students that have eighteen (18) hours to select one. She said with mapping at universities, the window to make changes has narrowed. Trustee Pople said at Pathways he was surprised at the failure to complete impact when a major is changed.

VP Rowland said one of the challenges is many of the careers available in ten (10) years are not yet known. She discussed preparing students by mapping out AA degrees for transfer to university; saying students with at least fifteen (15) hours who transfer to FSU without an Associates of Art (AA) degree can receive an AA once they reach sixty (60) hours of general education.

Provost Moore-Davis said in partnering with Stanford University on Growth Mindset, we found that almost forty percent (40%) more students felt they could grow and change. She stated areas are mapped for students, including the summer. She indicated we are redesigning the student experience; aligning policy, practice and budget with strategic priorities; engaging campus, community and employers; and building a culture of evidence and continuous improvement at all levels of the institution.

President Murdaugh handed out a Board take-away, indicating the Chair and Vice-Chair would be traveling to the final Pathways Institute next week.

PRESIDENT'S REPORT

President Murdaugh indicated he had received requests about aiding students in Puerto Rico and other areas. VP Rowland said last week we received guidance for the 2017-18 calendar year to assist any student displaced by Hurricane Maria, indicating to date no students have contacted us. She said we were told we can also receive students without normal documents, so we are prepared.

Chair Kilpatrick asked about the financial impact, with VP Rowland indicating we would only get in-state tuition. She said that long-term they could be part of our FTE, although under normal circumstances they would be paying out-of-state tuition. President Murdaugh said we have not talked a lot about the money, because we are going to do the right thing.

Trustee Moore shared the Provost did a wonderful job at her presentation last week.

President Murdaugh said Dean Jones has done a tremendous job leading us into the Science Festival. Dean Jones said we have been preparing since last year for the October 28, 2017 festival. He indicated this is the sixth (6th) year and there are a number of partners involved, with one hundred twenty-eight (128) vendors registered.

Chair Kilpatrick announced the Trustees would go into executive session immediately following the meeting.

NEXT MEETING DATE

November 20, 2017

Location: Center for Innovation

ADJOURNMENT

Meeting adjourned at approximately 4:30 p.m.

Minutes approved at the regular meeting of the District Board of Trustees on November 20, 2017.

Jonathan Kilpatrick
Chair

Jim Murdaugh, Ph.D.
President