

Santa Fe College
Resource & Planning Council
April 28, 2016
Northwest Campus, Room S-329

Minutes

1.0 Welcome and Call to Order

Lisa Armour called the meeting to order at 2:08 p.m. She introduced and welcomed Lindy Russell, Interim Career Service Chair to the council.

The following members of the Council were present:

Lisa Armour	Patti Locascio
Naima Brown	Jodi Long
Cheryl Calhoun	Rhonda Morris
John Chapman	David Price
Kim Fugate-Roberts	Lindy Russell
Lela Frye	Jake Searcy
Ginger Gibson	David Schlafer
Beatriz Gonzalez	David Tegeder
Gary Hartge	Jessica Vander Biezen
Mike Hutley	

The following members were not present:

Jacobi Bedenfield	Chuck Clemons
Ed Bonahue	Mike Curry
Naima Brown	Bill Penney

Guest: Stefanie Waschull

Recorder: Cheryl Farrell

2.0 Discussion of Priorities, Recommendations, and Themes Strategic to the Budget Presentations – Lisa Armour

Utilizing the lens of the strategic plan (SP), the council discussed the prior budget presentations (QEP/NCE, ITS, and Salary and Benefits for Career Service Council and the College Senate) with the goal of identifying themes and recommendations particularly strategic in nature.

Rhonda Morris, Director of QEP, pointed out that two of the requested positions, GradesFirst Retention Coordinator and the Instructional Designer, supported the SP themes of Direction/Connection/Access. Furthermore, both positions were focused on orientation, advisement, and connecting students to various resources with the goal of increasing retention. Additional recommendations were made to support faculty release time for involvement in Navigating to College initiatives and sponsorship of a speaker (Stephen Chew) and supporting workshops. Other areas emphasizing these themes were professional

development, expansion of the use of GradesFirst software, and investment in the annual SENSE survey.

Career Service (CS) recommendations were discussed, including the request to have a flat increase raise over a percentage increase. A lengthy conversation occurred regarding the historical methods of distributing raises over the past years and the benefits to each constituent group. Faculty salaries were also discussed along with the recommendation by both CS and Faculty/Senate for a compensation or marketplace study that would align salaries with the best colleges in the state, potentially aiding in retention of employees, and supporting strategy 13 – *Position ourselves as the college of choice and the employer of choice*.

Another area discussed was CS's request for bereavement leave in addition to sick leave. Lela Frye, Director of Human Resources, reiterated that Florida's statute allows eight hours per month for sick or bereavement leave. At this time it was noted that the college is not empowered to act on Career Service's recommendation for additional bereavement leave due to the state statute. It was recommended that Lindy Russell, Interim Career Service Chair, invite Lela Frye and/or Patti Locascio, Legal Counsel, to the next CS meeting for further clarification. Rounding out the Career Service/College Senate requests was continued support of healthcare benefits (100%).

Information Technology Services' five overall goals were reviewed briefly. Questions arose over the Building Access Goal section involving rekeying and the pilot project to replace keys with fobs. It was noted that Building K had been converted to this system, and that Building D would soon be converted to this system. Concern was expressed over the investment of funds in two different access systems that were not convergent.

After hearing a brief recap of the presentations, the council was once again directed to consider the strategic plan and determine which recommendations to advance to President's Staff. The general consensus was that the urgent need was for competitive wages, supporting strategy 13 of the Strategic Plan – *Position ourselves as the college of choice and the employer of choice*. In addition, there was conversation about adding specific tactics to the strategic plan to support achievement of strategy 13. Recognizing the college spends 80% of its revenue on salaries, council members urged review of programs and positions, and shifting of resources towards those aligned with current directions and needs and away from those no longer effectively advancing the college's mission. Since tuition is well below the rate allowed by the state and lower than that of most other colleges in the system, a tuition increase was discussed as a means to increase revenue.

Considering the strategic value of *positioning ourselves as the college of choice and the employer of choice*, and the urgency of attending to the need to provide salaries that attract and retain excellent faculty and staff, the council concluded that we must make hard choices regarding resource allocation. It was opined that it may not be possible to continue to support all existing programs/services, and that some staff positions likely need to be redesigned or repurposed. The council's most pressing recommendation is that we

concentrate on saving money and/or making money to provide salaries that are more competitive.

Action Item: Form a subcommittee to draft tactics in support of strategy 13. Lisa Armour invited Jodi Long, Jesse Vander Biezen, and Kim Fugate-Roberts to join the membership and David Schlafer volunteered to sit on the committee as well.

3.0 Adjournment

The meeting was adjourned at 3:56 p.m.