

Santa Fe College
Resource & Planning Council
October 24, 2019
Northwest Campus, Room 258

Minutes

1.0 Welcome and Call to Order

Lisa Armour called the first meeting of the academic year to order at 2:00 p.m. It was noted this would be the last meeting Ginger Gibson, co-chair of the council, would be attending due to her departure from the college. Rose Christy was welcomed as the newly elected Career Service Chair, as was guest Joshua Ibarrientos, Sergeant-at-Arms, SG Legislative Affairs.

The following members of the Council were present:

Lisa Armour	Jodi Long
Victor Brennan	Alec Morey
Naima Brown	Melissa Morris
Rose Christy	Bill Penney
Lee Delaino	David Price
Ginger Gibson	Rebecca Rogers
Gary Hartge	David Shlafer
Mike Hutley	David Teheder
Kathryn Lehman	

The following members were not present:

Ed Bonahue	James Nichols
Cheryl Calhoun	

Recorder: Cheryl Farrell
Guest: Stefanie Waschull and Joshua Ibarrientos

2.0 Minutes Approved for June 20, 2019 Approved with correction Kathie Russell's name.

3.0 Adjustments to Salaries – Ginger Gibson (14:11)

Gibson reviewed the recent changes to full-time and part-time salaries and benefits:

- All full-time employees included in the Career Service/Administrative and Professional staff salary equity study moved to the minimum of their new pay grade.
- Additionally, all full-time employees included in the salary study received 50% of any calculated adjustment towards the market average. Calculated adjustments were based on years of service at SF in the current position.
- All full-time employees received a 2% cost of living adjustment to their 2018-2019 annual base or revised base salary (if base was affected by the salary study).
- All part-time hourly Career Service/A&P, non-student employees received, at minimum, a 2% cost of living adjustment to their 2018-2019 hourly rate.
- Health Insurance premium increases for full time faculty and staff were covered by the College.

There was discussion about the planned salary study for faculty. The study is being initiated this academic year. Any salary adjustment based on the study would occur following completion of the study, and would be dependent on availability of funds, as would further implementation of recommendations from the Career Service/A&P salary equity study. Availability of funds will be impacted by the state budget, which is currently unknown.

Gibson reviewed projected revenue streams as requested and reported they were down (\$200-300K) due to the slight decrease in enrollment. Because of the challenging budgetary picture, she reminded the council that one of things done last year to accomplish the previously described adjustments to salaries was to put many positions on hold. These positions were not eliminated, but they were not funded for the current fiscal year. She anticipates that some of these positions, especially in ITS, will need to return to funded status.

4.0 Scheduled Meetings, Academic Year 2019-2020 – Lisa Armour

In reviewing the Scheduled Meetings worksheet provided by Ginger Gibson of future presentations to the council, Dr. Armour asked what else they would like to propose for discussion. She restated that the RPC is charged with examining the alignment of budget requests with the strategic plan. The RPC is responsible for noting particularly strategic budget items and opportunities, and for providing these notes for consideration by the President's budget committee.

Suggested discussion items for future meetings:

- Foundation – how it works and relationship to college
- How budget is built – RPC's Role

Action Item: Revise presentation dates to include moving the Equity Studies (CSC/A&P and Faculty) to end of list and ADD under April 23rd final approval of the Operating Revenue & Assumptions and any other information presented to President's Budget Committee on April 27th – Ginger Gibson

Action Item: Add to a future agenda a formal statement of the RPC charge – Lisa Armour

5.0 Strategic Planning – Lisa Armour

Armour updated the council on the work currently being done on the new strategic plan. A values survey has been disseminated to students, faculty, and staff; and, there are volunteers from the March workshop who are drafting strategy level ideas. Results will be brought to the council for review and discussion. This will be an ongoing agenda item that pops up.

All work will remain in the draft/discussion phase until Dr. Brodie arrives and has an opportunity to contribute to the process as he wishes.

6.0 Readings – Lisa Armour

Armour asked the council about *A Vision for Equity* and whether the group would like to continue reading other case studies or pursue another option for discussion. The suggestion was made to find case studies that reflect similar vision, funding opportunities, and function in a similar fashion to our college. Armour stated she would review the remaining studies and provide the group with studies

that reflected their wishes. She also invited the group to preview the material and provide input as well.

Additionally, (1) Lee Delaino will offer relevant case studies that she finds through her graduate work and (2) Kathryn Lehman will provide a paper addressing a Veterans' equity study review.

7.0 Adjournment

The meeting was adjourned at 3:45 p.m.