

College Council
March 3, 2006

Present: Bob Baldwin, Siv Serene Barnum, Sheila Broderick, Jet Eccleston, Marie Matsen,
Bob Mention Andrea Newton, Jim Salt, Craig Taylor

Unable to Attend: Sonya Christian, Jeremy Riel, Mary Spilde

Guests: Dennis Carr, Jose Ortal

February 17 meeting notes were approved as revised.

Reports

The Executive Team has focused on one topic – budget development.

Faculty Council is considering a mandated statement of diversity included on every LCC syllabus.

Classified staff members are increasingly alarmed by the cost of process and ask this question: How many people will the college lay off in order to pay for a process that does not produce results?

Proposed Learning Plan (Learning Council) – Third Reading

Council reviewed a revised plan which includes changes addressing the concerns identified at the last meeting; and reached **limited consensus to adopt the Learning Plan**. (nine votes in favor) Adoption does not imply commitment to resource allocation. The governance system also requires approval by the Faculty Council.

Hiring Process Policy Proposal – First Reading

Discussion:

- The policy should include the college strategic direction to “promote professional growth and provide increased development opportunities for staff both within and outside the college”.
- The college should recognize the value of promoting from within, rather than continuing the bias toward enforcing rigid neutrality.
- The current classified compensation study may move the college toward expanded development opportunities.
- Open positions are currently posted for classified staff before the positions are posted externally.
- Classified staff are encouraged to pursue training and educational opportunities.
- College policy may not show bias or preferential treatment toward anyone.
- The college should explore job sharing as a means to enable staff members to learn new skills and become more qualified applicants.
- The hiring process should ensure strict neutrality; a second policy is needed to ensure staff development.
- Classified staff members should take advantage of the development opportunities that are in place.

- One policy for all three employment groups – classified, managers, and faculty – may not be ideal.
- From the students' perspective, the proposed policy promotes diversity and will help to attract and retain students.

Budget Development Subcommittee

By April 10, the Executive Team will submit budget reduction proposals to the College Council and will notify affected individuals. By May 1, College Council will have reviewed the proposals.

Implementation Consultation Guidelines Proposal – Second Reading

Salt will revise the language to clarify the idea that consultation discussion may influence implementation.

Future Meetings

Council will meet next on March 17. At that meeting, members will decide whether to schedule an April meeting (in addition to the two set for April 7 and 21) to discuss budget reduction proposals.

Future Agenda Item

College Council should give more attention to working with area councils – to guide the work and to learn from the work accomplished.

Meeting Adjourned: 2:45 pm

Recorder: Mary Bolton