

**NORTHWEST ARKANSAS COMMUNITY COLLEGE  
BOARD OF TRUSTEE MEETING  
Monday, March 12, 2012**

**MINUTES**

Chair Alex Vasquez called the Board of Trustees of NorthWest Arkansas Community College meeting to order on Monday, March 12, at 4:35 p.m. in the Burns Hall 3<sup>rd</sup> Floor Board Room.

**Members Present:** Alex Vasquez (Chair), Joe Spivey, Randy Lawson, Mark Lundy, Joan Clifford, Ric Clifford, Mike Shupe, and Hadley Hindmarsh

**Also in Attendance:** Dr. Becky Paneitz and Michael Curran

**MINUTES**

**February Meeting**

Mr. Shupe moved and Mrs. Clifford seconded the motion to approve the minutes of the Board Meeting on February 20, 2012. The motion passed unanimously.

**RECOGNITION, AWARDS, AND INFORMATIONAL ITEMS**

**Student of the Month Golden Eagle Award: Jesse Greenhill**

Mr. Todd Kitchen introduced Mr. Jesse Greenhill. He said Mr. Greenhill spends much of his time volunteering. Mr. Greenhill said he was a non-traditional student that came back with intentions of working toward a quick certificate. He added that he ended up embracing his own education. Mr. Vasquez congratulated Mr. Greenhill on his accomplishments.

**Introductions**

Ms. Kathryn Birkhead introduced student, Mr. Christian Cortez. Ms. Birkhead told the Board that Mr. Cortez is studying computer programming at the College. Mr. Cortez told the Board he loves NWACC and is glad to be at the College.

Mr. Chuck Ramseyer introduced new Controller, Ms. Casey Wilhelm. Mr. Ramseyer told the group that Ms. Wilhelm comes to the College from the Legislative Audit group and has 14 years of experience. Mr. Vasquez welcomed Ms. Wilhelm.

Mr. Vasquez said he appreciated everyone in attendance and especially thanked Mr. Michael Curran for sitting in for Ms. Brandi Peters.

**ENDS MONITORING REPORT**

**ENDS 104 – Pre-K – 16 Community**

Dr. Ricky Tompkins told the Board there were updates to goal five in addition to the update regarding the approval of the 5-Year Plan. He said that all outreach services have been relocated and consolidated in the Global Communities Center. He added that Ms. Kathryn

Birkhead had been hired as Director of Diversity and Inclusion to support these efforts college wide. Mr. Vasquez said it was great to see diversity interwoven with the broader goals and principles of the 5-Year Plan.

#### **Approval of ENDS 104 – Pre-K – 16 Community**

Mr. Spivey moved and Mrs. Hindmarsh seconded the motion to approve ENDS 104 – Pre-K – 16 Community. The motion passed unanimously.

### **EXECUTIVE LIMITATIONS MONITORING REPORT**

#### **EL 207 – Compensation and Benefits**

Mr. Marty Parsons said that the College is not in compliance with point three of this report. Mr. Bruce Johanson from the Johanson Group reminded the Board that in May 2009 he did a full compensation report looking at the growing needs of the College. He said that promoting and hiring have been a part of this plan. He said that the College needs to look at the next level of leadership in regards to pay adjustments.

Mr. Johanson said that the College is about 20% behind market. Dr. Paneitz said that when the EL 207 report was created, the Board wanted to keep a 10% spread. She said Dr. Gates had done a lot of work on the faculty scale. She added that the Office of Personnel Management controls pay for classified staff.

Mr. Clifford asked if the College has fallen further behind in the past three years. Mr. Johanson said that the college has been falling behind. He added that while the economy has still been moving, the state has been slow to make adjustments. Mr. Spivey asked what Mr. Johanson used as market comparisons for the College. Mr. Johanson answered that he looks at similar positions locally, other two-year colleges in and outside the state of Arkansas, and the local market.

Alex said that several positions and responsibilities were consolidated and dollars were relocated. He added that people are carrying more responsibility. He said retention is a key component as well as leadership development. Mr. Parsons said the current organization structure drives succession planning.

Mr. Shupe said the Board and Mr. Johanson had been working for some time to move toward the current organization structure. He said the major holes in the organization chart are full and he applauded the effort to make the changes.

#### **Approval of EL 207 – Compensation and Benefits**

Mr. Shupe moved and Mr. Clifford seconded the motion to approve EL 207 – Compensation and Benefits. The motion passed unanimously.

### **COMMITTEE REPORTS**

#### **Land Use and Facilities Committee**

Mr. Spivey said the Land Use Committee was bringing two approvals forward to the Board. He said one approval was to relocate the JTL instructional area. The second approval was to lease classroom space at the Center for Non-Profits. Dr. Gates explained to the Board that moving classrooms from the JTL facility to the Jones Center for Families would allow a much better environment and would allow for access to computer classrooms and a library. He added that moving the Early College Experience and Career & Technical programs would allow for more stable classroom times and hopefully increase enrollment.

**Approval for NWACC to Relocate JTL Instructional Area**

Approval for NWACC to relocate JTL Instructional Area was approved. Mr. Spivey, Mr. Lawson, Mr. Lundy, Mr. Clifford, Mr. Shupe, and Mrs. Hindmarsh voted yea. Mrs. Clifford abstained from voting.

**Approval for NWACC to Lease Additional Space at the Center for Non-Profits**

Approval for NWACC to lease additional space at the Center for Non-Profits was approved. Mr. Spivey, Mr. Lawson, Mr. Lundy, Mr. Clifford, Mr. Shupe, and Mrs. Hindmarsh voted yea. Mrs. Clifford abstained from voting.

**Honorary Degree Committee**

Mr. Lawson told the Board the Committee received two nominations for the Honorary Degree. He said the committee unanimously voted to recommend Mr. Howard Slinkard as the 2012 Honorary Degree recipient. He reminded the Board that the committee looks for extraordinary service and is not obligated to award degrees every year.

**Approval to Name Howard Slinkard as Honorary Degree Recipient**

Approval to name Howard Slinkard as Honorary Degree recipient was approved by the Board with no objections.

**PRESIDENT'S REPORT**

Dr. Paneitz highlighted several items on the calendar of events including Commencement activities and the upcoming SIFE Lecture Series. She added that the annual Foundation Gala would be held on March 29<sup>th</sup>. Mrs. Meredith Brunen added that tickets and tables were still available for purchase.

Dr. Gates told the Board that NWACC was working with NTI regarding an Associate of General Studies degree which would allow students at NTI to receive their associate degree. He also told the group about a Learning Assessment Workshop recently held on campus for faculty and some staff.

**CHAIRMAN'S REPORT**

Mr. Vasquez said that he hears great things about how the students are served at the College. He told the Board that the faculty, staff and administration do a great job. He also appreciated the Board for their service to the College.

**OTHER BOARD ACTION ITEMS AND CONSIDERATIONS**

**Approval to Approve Position Statement**

Ms. Laura McClellan with Cranford Johnson Robinson Woods read the proposed position statement to the Board. She said they had completed interviews and focus groups with the Board members, faculty, staff, foundation, NWACC students, Faculty Senate, and current high school students to complete the statement. She said that the statement is meant to be used as a foundation for marketing pieces. The statement will not be put out to the public. Alex reminded the Board that the position statement does not change the mission or vision statements.

**Approval to Approve Position Statement**

Mr. Spivey moved and Mrs. Clifford seconded the motion to approve the position statement. The motion passed unanimously.

**MOVED TO EXECUTIVE SESSION AT 5:45 PM**

**RETURNED FROM EXECUTIVE SESSION AT 7:57 PM**

**ADJOURNMENT**

The meeting adjourned at 7:58 p.m.

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Mr. Alex Vasquez, Chairperson

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Mr. Randy Lawson, Secretary