

## NOTES FROM PRESIDENT'S CABINET

October 26, 2010

Members present: Dr. Ed Brewster, Ms. Diane Carter, Mr. Keith Foster,  
Mr. Dave Halverstadt, Mr. Daniel Juarez, Ms. Sandy Lloyd,  
Dr. Gary Murrell, Dr. Arlene Torgerson

Absent: Ms. Laurie Clary, Mr. Matt Crollard, Ms. Gloria Fenton,  
Ms. Aleta Fuhrer

Others Present: Ms. Sandy Zelasko

I. Classified Staff Issues and Concerns (Mr. Matt Crollard, Ms. Gloria Fenton,  
Ms. Aleta Fuhrer)

Classified staff were not represented.

II. Faculty Issues and Concerns (Ms. Diane Carter, Dr. Gary Murrell)

Budget Concerns - Ms. Carter stated faculty are concerned about the current economic situation and concerned about the retirement/resignation incentive being offered by the college. It appears to not work for faculty because there has to be a savings equal to the payout for them to collect the stipend. It is assumed retiring faculty would be replaced so there would not be enough of a savings for faculty to qualify for the payout. Dr. Brewster encouraged those that are interested to apply and assured them that all options would be considered. Dr. Brewster reported that in order for classified staff to qualify we need to seek approval from OFM.

Ms. Carter stated there is also concern regarding the deadline for faculty to announce their retirement and qualify for the \$3,000 stipend. Dr. Brewster suggested further discussion and extending the deadline.

Smoking Areas - Dr. Murrell said there is concern regarding the new smoking policy. There have been complaints about the placement of the smoking area behind the music pavilion. Dr. Brewster responded the smoking task force has met and will address the concerns.

III. Student Issues and Concerns (Mr. Daniel Juarez)

Worker Retraining Concerns - Mr. Juarez reported students in the worker retraining program are concerned about possible budget cuts to the program. Dr. Brewster stated we have a base amount for worker retraining and a one-time additional 100 FTE that was added this year to accommodate the increase in worker retraining students. If funding is discontinued, the main affect on some worker retraining students would be financial aid. However, the majority of students are not receiving aid through worker retaining but through traditional

financial aid including Pell grants. Most of the worker retraining funding goes into programs in general.

IV. Smoking Areas - Students also are concerned regarding the designated smoking area behind the music pavilion. There have been comments that the shelters are not large enough.

V. Vice President for Instruction (Ms. Laurie Clary)  
None

VI. Vice President for Student Services (Dr. Arlene Torgerson)  
Hate Speech - Dr. Torgerson reported there have been incidents in the last week regarding hate speech towards a variety of people. She is working with the Diversity Committee and encouraging people to speak up if they overhear disparaging comments. A request will be made to the Speakers Committee to consider bringing in speakers to address this subject. The Diversity Committee is also exploring offering training for faculty, staff and students regarding hate speech. Dr. Murrell offered the Grays Harbor Institute's support.

Diverse Program Offerings - Dr. Torgerson and others from campus attended the booking conference. A grant is being applied for that would expand our offerings of diverse programs, i.e. bringing third world music to the Bishop Center. It would provide an opportunity to invite school children at no charge to the schools.

VII. Vice President for Administration (Mr. Keith Foster)  
Capital Projects - Mr. Foster reported on the following capital projects:

1. HVAC system in the 800 building has been repaired.
2. Remodeling has begun in the area in the HUB where the TV is. ASGHC offices will be housed there. The remodel will be completed over Christmas break.
3. A new entry way into the HUB on the Manspeaker building side will be extended to provide more coverage during inclement weather. It will be completed over Christmas break.
4. Funding for the SMART Building is not likely until the 2013-15 biennium.

VIII. Chief, Information Technology (Ms. Sandy Lloyd)  
None

IX. Chief, Human Resources (Mr. Dave Halverstadt)  
AP 700.02 Salary Determination, Non-Represented Classified Staff - Mr. Halverstadt distributed copies of proposed administrative procedure 700.02, Salary Determination, Non Represented Classified Staff. He explained the college is required by WAC to have a procedure in place that deals with how we handle salary issues for non-represented classified staff. The procedure gives non-represented staff the same rights as classified staff. The procedure sets out steps to adjust non-represented staff's salaries for promotions, reallocation, etc. Mr. Halverstadt asked that any concerns be forwarded to him as soon as possible. Since classified staff were not represented at this meeting, it was agreed to table the subject until the next cabinet meeting.

X. President's Report (Dr. Ed Brewster)

Budget - Dr. Brewster reported e-team has begun to examine various budget cut scenarios. It is hoped there will be some savings from the retirement/resignation incentives being offered to faculty and staff. It is likely that all state agencies will be asked to take another 10% cut for the next biennium. All suggestions regarding how to address the anticipated cuts are welcome.