



February 16, 2009

M E M O R A N D U M

TO: District Board of Trustees
FROM: William D. Law, Jr., President
SUBJECT: Minutes January 26, 2009

Attached please find the minutes of the January 26, 2009 Board of Trustees meeting.

STAFF RESOURCE: Lenda Kling

RECOMMENDED ACTION:
Approve minutes as presented.

MINUTES
District Board of Trustees
Tallahassee Community College
444 Appleyard Drive
Tallahassee, FL 32304-2815
January 26, 2009
Board Workshop – 2:30 pm
Business Meeting – 4:00 pm

Chair Messersmith called the District Board of Trustees workshop and business meeting to order at approximately 2:33 pm.

Members Present: Chair Messersmith, Trustees Hebrock, Lamb, Moon, Moore, Shirah and Stanfield.

Others Present: President Bill Law, Barbara Sloan, Robin Johnston, Teresa Smith, Frank Baglione, Dale McColskey, Valerie Bahl, Raksha Patel, Ken Zimmerman, Rick Murgo, Tomas Berger, Pete Kerwin, Jim Gaunt, Charles Wood, Renae Tolson, Bugra Demirel, Keli Johnston, Nathaniel Johnston, Eric Pate, James Lee Baird, David Murphy, Renee Maples, Brandie Faulkner, Lori Prudom, Rhonda MacLeod, Brenda Hellyer, Judy Bentley, E.E. Eunice, John Chapin, Tom Waller, Monte Finkelstein, Frank Brown, Kate Stewart, Barb Gill, Lois Ewen, Marge Manocy-Payne, John Norris, Lee Kitchen, Ben Alonzo, Susie Hall, Jim Murdaugh, Bill Spiers, Sharon P. Jefferson, Tony Stallworth, Bill Campman, Chip Singletary, Cherry Alexander, Terry Pendleton, Mark Druash, Carol Easley, Kris Reeves, Doug Blackburn, Ed Mitchell, Janet A. Thompson, Jerry Schilling, Bobby Jones, Katherine Nerona-Balog, Sally Search, Sherri Rowland and Lenda Kling

COMMENTS

Board Chair – Chair asked everyone to rise for a moment of silence and the pledge of allegiance.

He acknowledged there have been a lot of events on campus in which the Board has participated. The recent employee recognition dinner was great and today's luncheon.

Board Members – Trustee Moore recognized Trustee Hebrock and President Law as two of the top influential people in Tallahassee as recently reported by Mary Ann Lindley in the Tallahassee Democrat.

Trustee Moore further indicated that the GED Graduation event was one of the most memorable she had been to in ages. To be able to see those graduates with their families was spectacular.

Trustee Lamb indicated that he came to the Nurse's graduation, it was beautiful and he really enjoyed it.

Chair Messersmith asked about the coordination of the photos and music. Dr. Law indicated the students put that information together.

President – Chair asked if Dr. Law had any comments. Dr. Law indicated he had a number of recognitions but they would be held until the 4:00 pm start.

BOARD WORKSHOP

Fund Analysis Update

VP Smith indicated they would start with an overview of appropriations. Based upon state funding reductions, Board approval was received for a 7½% reduction in September 08. In January 2009, we were made aware of the actual state reduction of slightly less than 4%. Based upon our revenue projections through June 2009, we are currently reflecting about \$1.1 million to the good.

Dr. Law indicated the state took money out of their rainy day fund for the current year, but not likely they can find additional funding for July 2009 budget year. We are trying to stay in front of the issue and feel this money will more than likely be needed for the July 2009 budget.

Trustee Hebrock suggested we may get a parallel cut on the income we receive from other contracts as fiscal agent. With that in mind, he feels it would be prudent to project income for the upcoming year with that in mind. Dr. Law feels we may be further exposed to a complete cut in some of those funding opportunities.

VP Smith presented student fee revenue on a resident vs. non-resident basis as of January 13, 2009, compared with fall and spring class enrollment for the past few years. From a trend perspective, we are a little behind on non-resident student fee revenue which we feel may be directly related to the economy.

Trustee Stanfield asked if we looked at previous times when the economy was in a recession. VP Smith indicated they would go back and look at those numbers.

Trustee Hebrock inquired if our non-resident students were mostly Georgia commuters or people who moved here to go to school. Katherine Nerona-Balog indicated most non-resident are Georgia commuters. Trustee Hebrock further asked about the impact of gasoline price increases and Ms. Nerona-Balog indicated prices had minimally impacted.

VP Smith indicated based upon the information we had for fall and spring, we projected the number of credit hours we must have enrolled in the summer to make budget with the projected 2% growth rate. Based upon the projections resident enrollment for the

summer appears to be fine, however there is some concern about non-resident enrollment.

Trustee Hebrock asked for clarification on the rate charged to non-residents. VP Smith indicated it was base tuition plus three times the resident rate.

Trustee Lamb asked why we did not feel we would reach the non-resident goal in the summer. VP Smith indicated most non-resident students would plan to begin in the fall semester, although we were exploring ways to encourage students to begin in the summer semester.

As of today, we are \$184,828 ahead on tuition and fee revenue – as reflected by spring and fall revenues collected to date. Not all of the PTLEA information is there, since they do not have the same semester schedule. Also some of Workforce Development training is slow to get started in a new year.

We looked at expenses and are on track or below where we thought we would be, although we do have some encumbrances that are not reflected here. As positions become open, we are relooking personnel restructuring before we fill the position. In some cases, the functions of the positions are moved to other areas.

Trustee Hebrock asked how many of the positions were faculty. Dr. Sloan indicated we added three new faculty positions, deleted two and filled all other faculty vacancies. Savings from the class size restructure has not yet been posted.

Trustee Hebrock wanted to know if it was safe to say the \$184,868 was based upon the student enrollment, although we are behind on non-resident enrollment; he feels we can find a way to creatively market around the gasoline and other expense issue.

By law the out-of-state tuition must be in-state plus three times that amount, although it does not dictate other fees be handled the same way. Therefore we may wish to keep the additional fees at the state rate, especially since the resident and non-resident students use the same level of services.

Trustee Stanfield asked about the percentage of non-resident students who are coming from close proximity. We will look at the particular percentages in the future. Using the regionalism idea, maybe we could offer something like gas cards. Trustee Hebrock feels that students who drive from Georgia daily must be coming here to get something not offered locally to them.

Trustee Stanfield asked if we must charge the same non-resident tuition rates for online classes. Dr. Sloan indicated currently tuition rates are the same for online classes. We may have some options on bordering states, however we should proceed carefully.

It is projected the state will cut our funding another 2 – 2.5 million. We currently have about half of that available; however will need to find additional funds to offset the cuts.

The salary increase and supplement approved at the November board meeting cost \$381,000 for the one-time payment to non-faculty in December and \$131,000 for the six months to faculty beginning this month.

Trustee Hebrock asked if someone could find out what the other community colleges were able to do about a year end salary adjustment. He asked this information be provided via email prior to the next board meeting.

Chair Messersmith indicated the faculty and staff were very appreciative of what we did, as indicated by many of the comments he received at the functions he had attended.

Enrollment and Cohort update

Katherine Nerona-Balog indicated they had the busiest registration ever for this semester. Coming back from break we had two days to get ready for the new semester. For the Spring 2009 the head count is 12,498, a growth of 455 from Spring 2008.

The percentage of 56% female and 44% male is fairly consistent with last year. This year we did a focus on the non-traditional age student and our numbers reflect it is working with a 10% increase. We are adding adult information nights, state employee sessions, partnering with Workforce Development and visiting the Service Centers in Gadsden and Wakulla Counties. This information is provided based upon credit side of the house opening day and does not reflect many classes not on the non-credit or traditional semester schedule.

The dual enrollment with high schools is still in registration status. A lot of high schools are now on board, with Lincoln High being our latest. Many of the charter schools are also beginning to participate. Trustee Stanfield asked which schools were participating. High Schools participating include East Gadsden, North Florida Christian, Florida High, Lincoln High and others.

Trustee Moore asked about the age categories. She wondered if we could look at another tier since now we are looking at 36 & older as one category. She felt this may not adequately reflect those coming back to school for a second career.

In terms of enrollment status, last year the shift was toward part-time students but this year we appear to be shifting back to full-time. This year 51% of our students would be considered full-time. In the spring of 2008 58% of our students were in district, while this spring 59% are in district.

In the spring of 2008 53% of our students qualified for student aid, although currently in 2009 55% now qualify. Five thousand six hundred of our students are full paying, not applying for any financial aid. Trustee Hebrock asked and Bill Spiers indicated that students getting Bright Futures are awarded students.

Trustee Moon asked if there was any fear that Bright Futures would be going away. Discussion indicated that the fear was modifications could occur to the program. TCC has increased the number of students receiving the academic scholarships of \$500, doubling the awards this year. Our annual scholarship fair this year had five hundred students attend, a substantial increase from previous years.

Dr. Search indicated spring classes were filling up more quickly than anticipated and with the help of others such as Dr. Rowland's staff, we added fifteen additional classes. Eleven of those were added as C term, starting today. Taking this approach allowed students to be in attendance for the first day of class and gave us adequate time to find faculty for these new classes.

Last week they called every C term student to remind them that classes began this week. Trustee Moon asked about how many students were contacted. Dr. Search indicated that approximately 750 calls were made. We will be watching to see if any of them are having difficulty with study or attendance.

Trustee Stanfield commended the staff on making that many contacts with students. She asked for those for whom the phone numbers were not valid, what other method was used for contact. Dr. Search indicated we can also email students (although many times they do not check their email between semesters). Every faculty member has a blackboard screen and we have a liaison for academic support in the Learning Commons.

Trustee Moon asked about our tracking process at the Learning Commons and do we know if we are retaining those students who use the Learning Commons. Dr. Search indicated we are still tracking data, looking at reports with VP Campman, refining the information collected and determining the best analysis method.

Trustee Hebrock asked why healthcare numbers were down (head count is up but the course count is down). Dr. Sloan indicated we are still researching and analyzing to determine if there is an issue and if we need to make any adjustments.

Proceeding with the Cohort information, in August of 2008 we indicated we would track a group of first-time students to see how they progressed and determine if the budget cuts are having any impact. Dr. Rowland indicated that since 2003 we have seen many new support programs (redesigned orientation, enhanced programming services and the Learning Commons) and have tried more targeted intervention for at risk students.

Our fall 2008 Cohort was 2,415 students, a retention increase of 3% from 2003. More significantly is our increase in the size of the group, since the 2003 cohort group was 1,712 students. Trustee Stanfield indicated that since retention has increased from the beginning, it is a much more satisfying picture. For the students who returned in the spring, 82% completed their fall course enrollment.

We compared the number of prep courses needed by cohorts. The 2008 group was better prepared, nine hundred seventy students did not require any prep courses which represents about 40% of the total cohort population compared to 22% of the 2003 group. Regardless of the number of prep courses required, we had an 80% or higher persistent rate - even for those at the most risk.

We retained slightly more females than males. The return of black students is at a higher percentage than white students. There is about a 14% difference in the retention of part time vs. full time students.

Retained 83% of our in district students and 84½% of the out of district students. The retention of students receiving financial aid was 87% vs. 70-75% of those not receiving aid. Retention rates for evening and distance learning students are not as high and further research is needed.

Trustee Hebrock verified if they took one course they are still in the retention percentage. Trustee Stanfield commented about a sense of community and social networking for the non-traditional student.

Trustee Hebrock asked about state employees who lose their jobs. Katherine Nerona-Balog indicated the state statute indicates they may only finish their current semester; although we have been invited to comment on this and other legislation. He asked if after 1½ year they lose their job, if we could find a way to provide assistance to retain the student. We do try to provide them with financial aid guidance.

We have three areas we should review – part time, financial aid and retention.

BUSINESS MEETING

Chair Messersmith called the Board meeting to order at 4:12.

Chair recognized Brenda Hellyer who is the Executive Vice Chancellor at San Jacinto College in Texas and a doctoral student at the University of Texas. She is here studying the work we do at TCC with the students and learning.

Brenda indicated she had heard Dr. Law speak last year at the University of Texas and again at the Board Institute for Achieving the Dream. The Board at San Jacinto agreed she should find out what was going on at TCC and make it a part of her dissertation.

Rick Murgu introduced some of the model United Nations students who had recently traveled to China for an invitation only conference where they received an award for their work. Most of the students took some classes in advance on Chinese culture and some language. A couple of those not present had graduated and one had received a scholarship to the Czech Republic who got to go back and study.

The students introduced themselves, indicating their country of representation at the conference and thanking the Board and TCC for the support. On February 13th they will be hosting a model United Nations at the TCC Capitol Center for high school students. Their next delegation will be to New York in April.

Cherry Alexander indicates activities on campus include the calendar unveiling tonight, Health Fair on February 5th and a political forum on February 11th. Youth Day on February 17th will host about 500 young people from the tri-county area on our campus. A Gospel Extravaganza will be hosted on campus February 26th.

A Resolution from the Board of Trustees and Tallahassee Community College was read by Dr. Law and presented to Cherry Alexander for her outstanding service to TCC.

APPROVAL OF MINUTES

Chair Messersmith asked if there were any changes or corrections. None were reported and he requested a motion to approve the minutes of the November 17, 2008 Workshop and Board Meeting.

MOTION: Trustee Lamb
SECOND: Trustee Moore
Motion passed unanimously.

INFORMATION AND NEWS ITEMS

Susie Hall chose from 25 media opportunities within the past two months to include Gadsden workforce intervention fund, manufacturing job fair, China trip for the model United Nations, the design and creation of computer games, \$100,000 grant program for non-traditional students and the TCC Scholarship Fair.

UNFINISHED BUSINESS

None

PUBLIC COMMENT OR PRESENTATIONS

None

NEW BUSINESS

Approval of Consent Agenda

Chair Messersmith asked if there were any comments or requests for the Consent Agenda. Trustee Stanfield requested that the items under Tabs 3, 4 and 6 be pulled for discussion. Chair Messersmith indicated those items should be pulled for discussion after voting on the consent agenda.

Chair Messersmith requested a motion to accept the consent agenda.

MOTION: Trustee Moore
SECOND: Trustee Lamb

Motion passed unanimously.

Tab 3 and 4, Attorney Invoices

Trustee Stanfield indicated Tabs 3 and 4 could be taken together and she only had a question. She thought we had discussed future invoices would include a year to date figure.

Tab 6, Grants and Contracts, TCC as Fiscal Agent

Trustee Stanfield indicated that about two years ago the Board agreed on zero percent for Volunteer Florida. Given the fiscal state she would like the Board to look annually at Volunteer Florida. Although we highly support, she would like additional information for reassessing. Trustee Hebrock asked if we had already negotiated in good faith. He supports, but does not want to change these if we have a good faith contract.

President Law was asked to pull the entire range of Volunteer Florida contracts to review. Trustee Hebrock would like to readdress legal fees in our contracts, if they fall outside the basic contract fee..

Trustee Shirah asked if the college could hold off on a decision until next month. Trustee Moore asked if holding for one month would have a negative impact on Volunteer Florida. We suggested and motion was we offer the normal range of administrative and financial services, but bring back contracts in February pending finalization of contracts.

MOTION: Trustee Stanfield
SECOND: Trustee Moore
Motion passed unanimously.

Motion was made to approve attorney invoices.

MOTION: Trustee Moon
SECOND: Trustee Shirah
Motion passed unanimously.

Dr. Law indicated we had just voted to accept a grant from the John S. and James L. Knight Foundation and introduced the person responsible for that grant, Mike Pate of the Knight Foundation.

Mike Pate thanked TCC for working with the Knight Foundation. Based upon work done, approval was made for a five year grant of \$570,000 to fund the Knight Creative Community Institute. The Institute came out of work done over two years with an initiative to see if we could have an impact on communities, where a very successful project occurred in Tallahassee.

Previous projects with the initiative included Film Festival, sustainable Tallahassee, Get Gaines going and we look forward to the future success of the five year grant. It creates

a wonderful opportunity for us to do the kind of work we do and partner with TCC on projects that will serve the Tallahassee community well.

Chair Messersmith expressed thanks and indicated one of the officials today discussed the grant and the great work that can be done.

TCC Foundation

TCC Foundation 2008-09 First Generation Matching Grant Program Submission (Action)

We have to provide funding through the Department of Education and attest to such.

MOTION: Trustee Hebrock

SECOND: Trustee Lamb

Motion passed unanimously

TCC Foundation Update (Information)

VP Johnston reported annual campaign total as of today is \$718,977. We are just past the 50% mark of the fund raising year and about 72% of our goal. Significant part is due to staff and faculty, specifically The 1% Club. He recognized Marge Banocy-Payne, Robin Johnston, April White, Amy Gaughf, Dwayne Pugh, Frank Brown, Jim Murdaugh, John Chapin, Will Benedicks, Earnest Starks, Susie Hall, Charles Wood, Barbara Douglas and Bill Law as the people who contributed at this level.

The Dependency Scholarship and Support Program is a rather new effort. This scholarship will reach out to children who have been part of the foster care program or other parts of the dependency system to help those children prepare for college as early as middle school. With little effort they have raised \$12,000 in the past few months.

Another effort is the New Start Scholarship for Department of Juvenile Justice Youth. This program is for youth who have committed a crime, although society may not yet call them a criminal. It is our hope this scholarship will help them make some different decisions that will lead them down the right path for the future. So far we have raised \$18,000 for this initiative.

The President's Circle has nineteen members and will have another artist reception planned for the end of February. We have confirmed a local photographer and digital artist, Edward Babcock, to present on the evening of March 19th.

Continue to plan the 2nd annual Capitol City Caper which will take place the afternoon and evening of Sunday, April 19th.

VP Johnston reiterated we are very honored to be involved with the Knight Creative Community Institute. We know it will bring wonderful things to the community. VP Johnston asked Mike Pate to address the Knight Foundation College Retention Study.

Mike Pate shared information about the grant given to Leadership Tallahassee and the focus of the grant on college graduate retention rates within Tallahassee. They want to look at the percentages of graduates staying and leaving Tallahassee, why the graduates are staying or leaving and what can be done to keep them here. A company out of Boston is doing the study, as well as, doing a comparable program in Columbus, Ohio.

Trustee Hebrock asked VP Johnston for more information on the Dependency and New Start scholarships. They are still in the endowment stage, so they will not be awarded until they reach \$36,000. Generally at time of endowment, the disbursement could be between 3-5% annually, specifically it could be \$1000 to \$1800 for a single student.

TCC Foundation Update – Quarterly Financial Report (Information)

VP Johnston provided a summary of the assets and holdings as of December 31, 2008. The first page shows the assets and holdings just over \$12,000,000. We do continue to withdraw from Pool B as the funds become available, although we still have approximately \$197,000 locked up in this fund.

Trustee Hebrock thanked VP Johnston for his information, indicating this is the type of transparency needed that has been provided everywhere else by the college.

Administrative Services

Construction Status Report (Information)

Tony Stallworth provided information on the Ghazvini Center received as of this morning. A letter was received this morning from Tallahassee Memorial Hospital approving the site plan with a few other little conditions we need to meet.

We have already applied for some permits, with the City of Tallahassee making a special effort to provide the necessary support, and will be moving forward in three phases. The first is the reconstruction of Surgeons Drive, phase two will replacing the parking spaces where the new center will be located and then phase three – the construction of the Ghazvini Center.

Trustee Hebrock asked if the original plan was to build on top of a current parking lot. Tony Stallworth indicated the location of the site has moved many times, but this is where location has landed. Trustee Hebrock asked about a public event or ground breaking ceremony with media, etc. We indicated we are now – with the letter received.

December Fund Balances (Information)

This subject was covered during workshop.

Direct Support Organizations (Information)

This is information provided as required by law. The Public Safety Academy Housing and Tallahassee Community College Housing are essentially inactive. The TCC Foundation, Inc. is active and although at audit time the money was in transition, the money is now fully collateralized.

Trustee Hebrock asked who the College Trustees were on the Boards. VP Johnston indicated that for the TCC Foundation Board it was Trustee Moore. Dr. Law indicated Chair Messersmith was on the Public Safety Academy Housing Board.

Trustee Hebrock requested Trustee Moon participate on the Housing Board. Trustee Moon indicated she would be happy to serve on the Board.

Ghazvini Center for Healthcare Education Approvals (Action)

We now need to break the contract into proper phases and will bring execution back to the Board next month. Trustee Shirah asked how Culpepper was chosen and was informed it was through a RFP process two years ago.

MOTION: Trustee Stanfield

SECOND: Trustee Moon

Motion passed unanimously.

Quarterly Fund Summaries (Information)

This is another of the additions per your request and deals with the non-operating funds of the college. Trustee Hebrock thanks the finance office for the information.

Tuition Rates (Action)

Chair Messersmith indicated this is in line with what has been previously discussed. The technology fee is now approaching \$6 per credit hour and if we use the out-of-state criteria, we could be priced out of the market.

Trustee Hebrock made a Motion to approve technology fee be the same for in and out-of-state students. Trustee Stanfield amended the motion to include the Capital Improvement Fee.

Trustee Stanfield asked when the next tuition increase would occur. Dr. Law indicated the Board had approved a three year plan. The first one was already in place, this one tonight would be the second and there will be one more.

President Law noted that the college is pulling back a great deal of the funds (approximately \$240,000) from other student fees. This process will be easier for students to plan and us to administer.

MOTION: Trustee Hebrock, amended by Trustee Stanfield

SECOND: Trustee Moore

Motion passed unanimously.

Pat Thomas Law Enforcement Academy Branding (Action)

Chair Messersmith indicated that with the relocation of many law enforcement and other academies to the current location, the focus has changed. With that in mind, we are looking to rebrand so that it encompasses all activity.

Dr. Murdaugh indicated we are in a different place than we were nine years ago. Part of the financial future is to expand our training efforts, with a name like the Florida Public Safety Institute providing an advantage as we do things nationally.

The Pat Thomas Law Enforcement Academy would continue to be operated along with all the other academies currently operating at the location. The new name would more accurately reflect the total activity of the site.

Trustee Lamb asked if the name Pat Thomas would still be over the new name. It was explained that Pat Thomas Law Enforcement Academy would still be a part of the Institute. Trustee Lamb further asked if discussion had occurred with the family.

Jim Murdaugh indicated a conversation had not yet occurred with the family, although he wanted to introduce the idea to the Board and felt it was appropriate to have a discussion with the family.

Trustee Moon indicated that nothing was being taken away, Pat Thomas Law Enforcement Academy would continue to be a part of the location. Trustee Hebrock wanted to express his concern with Institute as higher than Academy.

Chair Messersmith indicated in this venue that Institute is the next higher level, citing the Federal Law Enforcement Institute. Also FDLE has an Executive Institute.

MOTION: Trustee Moore

SECOND: Trustee Moon

Motion passed unanimously.

Academic Affairs

Policy Manual Revision, Chapters 1 and 2 (Action)

No discussion.

MOTION: Trustee Stanfield

SECOND: Trustee Moore

Motion passed unanimously.

Economic and Workforce Development

Re-branding of Economic and Workforce Development (Action)

With the great success recently in the Economic and Workforce Development area, we find almost exclusively a referral to ourselves as EWD. We would like to see us refer simply to Workforce Development in the Center for Workforce Development.

Dr. Chapin indicated time had been spent analyzing what they do such Workforce Training, Tech at Night, Quick Job Training and other programs to follow. Would be nice to have a name that more accurately reflects what we do.

Trustee Stanfield asked, as indicated in the memo, which items had been transferred to other parts of the college. Although he does some economic development work, along with Dr. Law, their division's real focus is Workforce Development.

MOTION: Trustee Lamb

SECOND: Trustee Moore

Motion passed unanimously

PRESIDENT'S REPORT

United Faculty of Florida (Action)

Dr. Law indicated it is rare for action items to appear under the President's Report, however we have a very serious and far reaching action item this month. The United Faculty of Florida, which represents unionized higher education within the State of Florida, has approached the College and asked for recognition as the collective bargaining agent for faculty at Tallahassee Community College.

As outlined in his memorandum, Dr. Law feels this request is a very significant change in what has carried this college forward in the past forty years or more. Although there may be benefits or downsides, he feels the way to do this is to share ideas and work through the issues, identifying the ups and downs and move forward. Therefore today he is limiting his recommendation and comments to ask the Board not to grant voluntary recognition to the United Faculty of Florida.

Chair Messersmith recognized Frank Baglione, a member of the faculty, to speak on this part of the agenda in reference to the United Faculty of Florida. Mr. Baglione indicated a chapter of the UFF has been on campus for ten years. He indicated they have submitted a petition to PERC (Public Employee Relations Commission) where they stipulated 70% of faculty has signed cards requesting UFF be recognized as their bargaining agent.

If approved, they will ask Sandy D'Alemberte, former President of FSU, to act as a neutral third party to review the cards, compare them to the unit and ensure they have reached the proper threshold of 50% or more signing the cards. If the Board declines voluntary recognition, the next step would be an election handled by PERC where all faculty would have the opportunity to vote.

On the issue of collegiality, which many faculty and administration are concerned, we have worked together with presidents in the past via Faculty Senate and other

committees. UFF would negotiate only on wages, hours, terms and conditions of employment; the Faculty senate would handle all other matters of academic affairs curriculum.

Mr. Baglione indicated there is no particular issue or personality driving this effort. The UFF has been here for 10 years, building toward this for a long time. The college has grown in size and many feel it is time to have a more regular process for dealing with issues.

One of the policies the Board just approved gives the President the power to formulate procedures to carry out your policies. That makes sense and the President should have that power. However, sometimes the power to make those changes in procedures affects our wages, hours, or terms and conditions of employment.

When that happens, they would like to come back to the administration. They would like a contract in the first place that writes down what our agreements are and then the ability to come back to discuss those issues if they affect those agreements.

Trustee Moon asked how much the union dues were. Mr. Baglione indicated, if recognized on campus as a collective bargaining agent, the dues would be 1% of salary. Currently the dues as a non-bargaining unit is about \$450 annually, but they would have a lot more to do if recognized as a bargaining unit.

Trustee Hebrock asked about the phrase "closed shop" and if all faculty would contribute the 1%. Mr. Baglione indicated that with the right to work law in the State of Florida, participation will be on a voluntary basis. Because of this right, you could have as few as 20% paying members.

Trustee Hebrock asked about accomplishments of the UFF within the last 10 years they had been on campus. Mr. Baglione indicated the members have been very active participants in the Faculty Senate and interested in shared government. Trustee Hebrock asked for a copy of the card faculty had signed indicating their interest in UFF.

The card was made available, but Mr. Baglione indicated it said the faculty member requested representation through the United Faculty of Florida. Trustee Moore asked how many community colleges in Florida are represented by UFF. Mr. Baglione indicated there were eight, with two colleges represented by other unions. All eleven state universities have representation.

Trustee Stanfield asked how the cards were passed out to faculty members for signature. Mr. Baglione indicated they had an eight member committee who mostly went out in teams of two approaching faculty mostly via office visits.

Trustee Lamb expressed concern about the approach in our tough economic times. He feels that faculty should be able to sit down with administration and work out any issues, indicating whatever the issue it usually comes down to finances in some form.

Mr. Baglione recognized the current crisis and indicated they had started the process in 2007 without any knowledge of the economic status. They primarily want to have a written contract. Trustee Lamb continued to express concern about creating any issues here on campus. Mr. Baglione assured the Board that plenty of communication would occur on campus.

Trustee Stanfield recalled that a few years ago we did a study on faculty salaries. We moved the top of the salary schedule so that people didn't get topped out so quickly and we also created a two-step process. The one available this year was a flat dollar adjustment, although if available we also have a percentage adjustment. Trustee Stanfield clarified that the faculty raises approved in November were for all faculty.

Trustee Hebrock asked our attorney for clarification on the process if the board votes no. As the attorney understands the process, PERC will look at the situation, evaluate if the unit is appropriate and if the number of faculty is enough to have an election. They may even have a hearing on the subject and after the hearing they can deny the union or they can determine if the union is eligible to have an election.

If they determine the union is eligible, a designee of PERC will set up the election. Trustee Hebrock asked if this was a statutorily defined process and received an affirmative answer from our attorney.

Chair Messersmith indicated he felt this goes against the TCC process and does not feel this should be voluntarily recognized. Trustee Lamb motioned we not recognize.

MOTION: Trustee Lamb
SECOND: Trustee Moon

Further discussion ensued among the Board. Trustee Hebrock indicated his parents were both union members and he was not against unions. He has sat in one of the chairs here for ten years, where he has witnessed that administration treatment of faculty was generous and does not feel this is the right place or time for the faculty.

Trustee Moon indicated she has been a professor at higher education institutions for more than 20 years and this institution cares more for its faculty than any other location.

Motion not to voluntarily recognize the union was passed unanimously.

Stimulus Package

There have been numerous conversations about the Stimulus Package. We are working with our Washington based lobbyists and are part of the regional plan, along with the community college stimulus proposals. We picked the projects that we could move forward promptly.

FACC Trustees Annual Legislative Conference

Please let us know if you are interested in attending. On Friday the Governor decided to host a reception a week from tomorrow, please let us know so we can RSVP.

Gates Foundation

They have called and asked that he bring some of his executive team to Washington.

AACC/Lumina Foundation

Based upon a recent communication, he will be attending and accepting recognition on the work we are doing in Gadsden County.

FUTURE AGENDA ITEMS

None

NEXT MEETING DATE

February 16, 2009

ADJOURMENT

Meeting adjourned at approximately 6:05 pm.

Minutes approved at regular meeting of the District Board of Trustees on February 16, 2009.

Frank Messersmith
Chair

William D. Law, Jr.
President