



**BOARD OF TRUSTEES
REGULAR MEETING
MINUTES
June 21, 2011
Oakland Community College
2480 Opdyke Road
Bloomfield Hills, MI 48304**

1. GENERAL FUNCTIONS

1.1 Call to Order and Welcome

The meeting was called to order at 7:00 p.m. by Chair Kuhn.

1.2 Attendance

Present

Thomas Kuhn, Chair
Pamala Davis, Secretary
Thomas Sullivan, Treasurer
Shirley Bryant, Trustee
Sandra Ritter, Trustee
Anna Zimmerman, Trustee

Absent

Daniel Kelly, Vice Chair

1.3 Approval of Agenda

Trustee Davis MOVED to approve the agenda. Trustee Bryant seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None

Motion Carried

1.4 Public Comments/Petitions

None

1.5 Student Presentation

None

1.6 Approval of Board Meeting Minutes

1.6.1 Approval of May 11, 2011 Special Board Meeting Minutes

Trustee Bryant MOVED to accept the minutes of the May 11, 2011 special board meeting. Trustee Davis seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

1.6.2 Approval of May 16, 2011 Special Board Meeting Minutes

Trustee Davis MOVED to accept the minutes of the May 16, 2011 special board meeting. Trustee Bryant seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

1.6.3 Approval of May 16, 2011 Regular Board Meeting Minutes

Trustee Ritter MOVED to accept the minutes of the May 16, 2011 regular board meeting. Trustee Bryant seconded.

Trustee Ritter expressed she didn't feel the section in the minutes where she asked her statement be written verbatim was quite accurate. She presented a piece of paper to Secretary Foster to use to amend the minutes.

Chair Kuhn asked for approval of the minutes as amended by Trustee Ritter.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

2. CHANCELLOR'S REPORT

2.1 Chancellor's Comments

Dr. Meyer continued his presentation from the last Board meeting on legislative changes that are defining our operating environment. First, the college baccalaureate degree is coming before the House this Wednesday for a vote. The baccalaureate degree is a limited confirmation for community colleges under very specific program areas. The most controversial area is nursing, which would affect the four-year colleges.

The other piece of legislation Dr. Meyer referenced was House Bill 4572 that identifies a hard cap for organizations that are self-insured, such as OCC. We are monitoring that legislation very closely as it can have implications, especially in a negotiating year.

OCC is very active in community relations. Dr. Meyer indicated he was involved in two radio interviews, one with WWJ and the other interview with Paul W. Both interviews were a promotion of the value that we at OCC provide our community.

Dr. Meyer informed the Board that OCC is now 34th among all two- and four-year colleges in conferring associate degrees, up from 48th.

Dr. Meyer announced MCCA chose astronaut Drew Feustel as outstanding alumnus for the Michigan community colleges. Dr. Feustel, a former graduate of OCC, will attend the July MCCA Summer Workshop in Traverse City with his family.

2.2 Staff Reports

Chief Information Officer Andrew Hillberry addressed the Board regarding the services the IT Department provides to the students, faculty, and departments at OCC. He included discussing IT's major initiatives, as well as the planning considerations utilized by IT for its master plan.

Mr. Hillberry also provided some interesting statistics, such as there are 21,500 work orders submitted to IT a year; 7,783 student technical helpdesk tickets a year; 16,000 visits to the OCC home web page per day; 2,500,000 malicious internet connections repelled per day; and are responsible for supporting 4,500 PCs and laptops at OCC.

2.3 Introduction of New Staff

President Gordon May of the Highland Lakes Campus introduced two new faculty members who will begin in the fall: Daniel Chudnof in the Business Department and Kurt Stanley in the Science Department.

Dean Henry Tanaka of the Auburn Hills Campus introduced Amy Kurtycz, a landscape technology paraprofessional in the Natural Science Department. He also introduced Theodore Bolak, a new faculty member in the English Department.

3. ACADEMIC AND STUDENT AFFAIRS

3.1 Academic Senate Reports

None

3.2 Student Reports

None

3.3 Academic Initiatives

Vice Chancellor Richard Holcomb indicated the full committee report regarding Achieving the Dream will be presented next month due to the large agenda for this month's meeting.

Dr. Holcomb continued we have taken the first year of the two years we will be in Achieving the Dream to advance our understanding and direction of what they are asking of us. OCC will be using data in order to make our decisions as we move forward. We have formed two teams, a core team and a data team. To that we have added additional teams, one for high touch, which is as a student enters in the first three weeks we need to be able to touch those students in ways for positive reinforcement to stay at this institution. We are also looking at the underserved populations and developmental English and developmental math. These teams are trying to use that data, understand our issues, and forge links to help these students move forward in terms of linking and to address the achievement gaps.

Achieving the Dream has identified several achievement gaps at OCC, such as the completion of developmental courses and the progression to credit-bearing courses, particularly the completion of gatekeeper courses such as first year English or math. Another area of concentration we are looking at, Dr. Holcomb said, is completing any attempted course work at a C or better. We are also looking at persistence from term to term and year to year. We have also been asked to look at the attainment of credentials. So, OCC is trying to answer the question, "How can we improve the linkage of under-prepared, under-served populations to attain credentials?" The team found other questions the students had. Students were asking how do they apply, how do they get financial help for tuition, is there somebody at the College who can help them go through this process. These students are usually the first member in their family to attend college. They are usually from an under-served population and in need of developmental work. OCC has learned the data selection and analysis have several potential directions for the institution.

Dr. Holcomb said Achieving the Dream is a two-prong initiative. One is for the college, that is for us to review and analyze the data, understand the issues, and then to begin to formulate an intervention so that we can implement it. There is also one for the students, so they can dream it, believe it, and achieve it. We look forward to bringing additional information to you next month.

Trustee Zimmerman asked what is the Board's input regarding Achieving the Dream. Dr. Holcomb responded at this time his teams have been working at identified issues and finding an intervention. We will now be addressing all of our community. We have already taken part of what we have discovered and those interventions to the faculty to begin to implement, and we are bringing it here for you to understand where we are and to be supportive of that.

Trustee Bryant inquired how we became a part of Achieving the Dream, as well as how many other colleges are involved in this. Dr. Holcomb replied we submitted an application last summer, and there are 13 community colleges in Michigan that participate.

Trustee Ritter indicated she would like an opportunity to help coach students to success. Dr. Holcomb said he will let the teams know.

Chair Kuhn asked if the data the teams are collecting will come to the Board at some point in time. Dr. Holcomb stated that we have been collecting information through IR for quite some time, and what our teams are looking at are various bits of that information. As they begin to analyze it, they are also looking for gaps in some of the data. One of those gaps,

which we have not quite gotten our hands, around is the student who actually applies, but doesn't attend here as a student. We would like to further investigate that. Those are some of the types of data we are looking at to improve. Number one is our enrollment rate and hopefully our retention, as well.

4. COLLEGE RESOURCES

4.1 Personnel Recommendations

Dr. Meyer stated he would like to add a sixty-day extension for the Interim Strategic Development Officer position.

Trustee Bryant MOVED to approve the Personnel Recommendations [including the sixty-day extension for the Interim Strategic Development Officer position]. Trustee Sullivan seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None

Motion Carried

4.2 Business and Finance

4.2.1 Treasurer's Report

The Board of Trustees reviewed the Treasurer's Report.

4.2.2 General Fund Budget Status Report

Vice Chancellor Clarence Brantley informed the Board that we appear to be on target with our revenue and property tax projections.

Trustee Zimmerman inquired of Mr. Brantley what the fallout was due to the Board not approving a tuition increase. Mr. Brantley replied the budget that is being brought back before the Board today has eliminated facility dollars and reduced overall spending. He can't speak as to the long-term effect at this time. He continued we are now losing \$3 million dollars in tuition, with \$15 million lost over our five-year projections. OCC had previously been looking to gain \$15 million over five years, so that's the long-term impact of the Board's action.

Trustee Zimmerman asked Mr. Brantley when he thinks he will have the information so the Board can get a sense of the decision they made as to what it will do to the organization, or at least a portion of it. Mr. Brantley said he can show the Board financially what will have to be done to accomplish that. Mr. Brantley continued that if this institution is losing \$3 million a year, he can't tell you today all of the things the College will have to do to accommodate that. Would tutoring be affected, would supplies be affected – it is a compounding effect. Mathematically, this is what we are doing to balance it, but the overall impact on the organization is difficult at this time to determine.

Trustee Sullivan said the impact of not having the tuition increase is sort of a domino effect in his opinion. The Michigan Public School Retirement Program has increased the amount we have to budget for each year, 20.66 percent for this present year, and it's going to increase again to 24.46 percent - that's going to impact us. As Mr. Brantley said, the money we are spending on facilities, normally about 10 percent, should be put away and spent, we took a substantial amount of money away from that.

Dr. Sullivan stated sooner or later we are going to have to spend money for the maintenance as it can't be postponed year after year. Utilities will be going up. Everything will be going up. He believes it will impact the institution significantly. Sooner or later we are going to have to make some long hard decisions.

Chair Kuhn asked the retirees present to come forward and receive their certificates of appreciation. Retirees present were:

Barbara Blass – 24 years math faculty at the Royal Oak Campus
Dr. Melvin Chudnof, 43 years as social science faculty at the Auburn Hills Campus
Dr. Maurice McCall, 20 years, registrar at District Office

4.2.3 2011-2012 General Fund Budget

Trustee Bryant MOVED to adopt the 2011-12 General Fund Budget in the amount of \$151,064,672 with no increase in tuition rates in the fall, 2011 semester. Trustee Zimmerman seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

4.3 College Facilities

4.3.1 The Board of Trustees reviewed the Progress Report – Construction Projects.

4.4 Contracts and Purchases

CONSENT CALENDAR – CONTRACTS AND PURCHASES

Items 4.4.1 to 4.4.3 listed below on the Consent Calendar – Contracts and Purchases were enacted by one motion. No separate discussions of these items were requested.

Trustee Ritter MOVED to approve items 4.4.1 to 4.4.3 on the Consent Calendar - Contracts and Purchases. Trustee Sullivan seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

4.4.1 Centrifugal Pump Learning System
AC Electronic Drives Learning System
Auburn Hills Campus

The Board of Trustees approved the purchase of the Amatrol Training System from Applied Technology Systems at a cost not to exceed \$63,470.

4.4.2 Three-Dimensional Printer System
Computer Aided Design and Drafting Technology Program
Auburn Hills Campus

The Board of Trustees approved the purchase of a Spectrum Z650 three-dimensional printer from EMS at a cost not to exceed \$53,270.

4.4.3 Bulk Road Salt
Buildings and Grounds
College-Wide

The Board of Trustees approved the purchase of bulk road salt from Morton Salt at a cost not to exceed \$81,883.

END OF CONSENT CALENDAR – CONTRACTS AND PURCHASES

5 UNFINISHED BUSINESS

5.1 Audit Committee

The Board had a lengthy discussion surrounding the Audit Committee. Some of the primary points raised were 1) should there be an Audit Committee; 2) should outside community members be part of the committee; 3) what is the role of members on the Audit Committee; 4) should the Audit Committee be temporarily suspended until a decision is reached on how to proceed; and 5) obtaining input from our auditors and consultant George Potter regarding the Audit Committee.

Trustee Davis MOVED for the Board of Trustees to put the Audit Committee meetings on hold for at least three months. Trustee Ritter seconded.

Trustee Zimmerman inquired of Mr. Brantley if by placing Audit Committee meetings on hold for three months it would affect anything we are currently involved in. Mr. Brantley replied that overall it would not.

Chair Kuhn suggested that Trustee Sullivan may wish to make a motion to substitute the Board set up a special meeting sometime within the next couple of months to address the Audit Committee.

Trustee Sullivan voiced and Trustee Bryant agreed that they are unsure what the problem is; they don't believe it has yet been defined.

Trustee Sullivan MOVED to hold a special meeting to discuss the Audit Committee. Trustee Bryant seconded.

Trustee Davis said she would have no problem having a special meeting to discuss this topic; however, she suggested it be held sometime after the MCCA Summer Workshop. She would have no problem if the Audit Committee continued to meet prior to the special meeting.

Trustee Zimmerman said she doesn't recall the Charter coming before the Board. She continued when she was in New Orleans she asked other presidents about their Audit Committees, and none of them had outside volunteers; it is strictly done by the Trustees. She wants to make sure we are doing the right thing for the College.

Trustee Davis voiced the Charter needs to be changed.

Trustee Sullivan noted from the November 19, 2007 Board meeting minutes:

"5.1 Approval of Audit Committee Charter

Trustee Scott MOVED and Trustee Abraham seconded approval of the Audit Committee Charter as presented at the October 15, 2007 Board of Trustees' meeting.

AYES: Zimmerman, Cunningham, Kuhn Abraham, Davis, Scott

NAYS: Ritter

Trustee Ritter noted for the record that all Trustees should be on the Audit Committee due to small number of the Board of Trustees."

Trustee Sullivan further noted from the Audit Committee Charter, *"The Audit Committee shall have seven members, which shall consist of three Board of Trustees members and four members of the community who reside or work in Oakland County."*

Trustee Ritter agreed the Board needs to sit down and discuss this and express their views and concerns. Trustee Bryant agreed.

Trustee Davis would like to have George Potter involved in this discussion, and Trustee Zimmerman agreed.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

Chair Kuhn asked for a vote on Trustee Sullivan's original motion.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

5.2 Board Goals

Trustee Ritter MOVED to discuss Board goals at a special meeting. Trustee Sullivan seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

5.3 Personnel and Employment Policy (second reading)

Trustee Bryant MOVED to approve the personnel and employment policy. Trustee Davis seconded.

AYES: Bryant, Davis, Kuhn, Sullivan, Zimmerman

NAYS: Ritter Motion Carried

5.4 Cabinet Contracts

Trustee Sullivan MOVED to approve the Cabinet officer employment agreement template. Trustee Bryant seconded.

Trustee Davis asked how the template affects those covered by it. Dr. Meyer responded that first of all it is a rolling template, which means if nothing is done it continually renews itself. It pretty much follows the benefits and fringes currently provided to the Cabinet members. We also tried to take the issue of gaming out of it. There was a concern about notice and severance and what we did was because of the rolling nature of the contract, the notice period is not relevant. Therefore, if someone is released, they can either take severance or they can return to faculty. Trustee Davis asked for a definition of gross misconduct. Dr. Meyer replied that examples of gross misconduct are included in the contract.

Trustee Ritter expressed that in her opinion the definitions of gross misconduct are ambiguous and subject to interpretation.

Trustee Zimmerman noted most of our officers were not faculty members and asked if provisions were made in the contract to make sure that was addressed. Dr. Meyer responded referencing language in Section 6 of the template “...*Unless Officer’s employment is terminated as a result of gross misconduct as defined in paragraph 8, Officer has the option of being assigned to a position as a full-time faculty member, only if a curriculum relevant to the current OCC academic program for which Officer is qualified exists and is available.*”

Trustee Zimmerman asked if this is something that the Chancellor and the Cabinet collectively worked on. Dr. Meyer responded there were three separate discussions, and he collected the requests of Cabinet and worked on the template using the past pattern. He said they found some level of equilibrium fairly representing the past contracts, as well as some of the benefits of a rolling contract.

Trustee Davis asked how this contract is different from their current contract. Giving the example of arbitration, Dr. Meyer said in the past the contract stated each party will share all costs of arbitration, and the new contract states compensation and necessary expenses of the arbitrator shall be paid by OCC. It was an attempt to be fair and understanding to the needs of the Cabinet and to the interests of the College.

Trustee Ritter expressed her concerns that Officers may be subject to periodic evaluations.

Dr. Meyer indicated if for some reason an Officer was not evaluated, it still allows the contract to go forward. Trustee Ritter said a lot of time was spent on the evaluations and it seems to her that the sustainability of the evaluation of those members would be important and would be established in the contract.

Chair Kuhn interjected he feels it is an important role of the Board to hold the Chancellor responsible to do these regular evaluations. However, from a legal perspective, if it creates unnecessary technicalities, why include when it could result in a breach of the contract with each of these individuals.

Trustee Ritter expressed if evaluation language is in one contract, it should be in all of the contracts.

AYES: Bryant, Davis, Kuhn, Sullivan, Zimmerman

NAYS: Ritter

Motion Carried

Trustee Ritter MOVED to approve the employment agreements for the following Cabinet officers:

Clarence Brantley, Vice Chancellor of Administrative Services
Catherine Rush, Chief Human Resource Officer
Andrew Hillberry, Chief Information Officer
Patricia Dolly, President, Auburn Hills Campus
Gordon May, President, Highland Lakes Campus
Steven Reif, President, Royal Oak/Southfield Campus
Jacqueline Shadko, President, Orchard Ridge Campus

Trustee Davis seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None

Motion Carried

5.5 Chancellor Evaluation Instrument

Trustee Ritter MOVED to approve the Chancellor Evaluation Instrument for FY 2010-11.
Trustee Bryant seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

6 NEW BUSINESS

6.1 Proclamation to Designate George R. Mosher's Birthday as "Founder's Day" in the Official College Calendar

Trustee Ritter MOVED to designate March 19th, George R. Mosher's birthday, as Founder's Day on OCC's official calendar. Trustee Zimmerman seconded.

Trustee Ritter said not to take anything away from George Mosher, but she believes there were six or seven other people working with him, and she would ask they also be recognized in this proclamation. Trustee Ritter was unable to provide the names of the other individuals. Trustee Bryant believes one was Fred Chapman. Trustee Bryant continued she had the opportunity to chat with Mr. Mosher about this proclamation, and he felt the other members of the original board should also be included.

Trustee Sullivan MOVED to table this, get the other names, and bring it back before the Board. Trustee Zimmerman seconded.

AYES: Bryant, Davis, Ritter, Sullivan, Zimmerman

NAYS: Kuhn Motion Carried

6.2 Board of Trustees MCCA Representative and Alternative Representative

Trustee Davis MOVED to elect Trustee Bryant as representative to the MCCA Board of Directors. Trustee Sullivan seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

Trustee Sullivan MOVED to elect Trustee Davis as alternate representative to the MCCA Board of Directors. Trustee Bryant seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

Chair Kuhn congratulated Trustee Bryant and Trustee Davis on their MCCA appointments.

6.3 Redesign Process Update

Dr. Meyer asked the Trustees to return their thumb drives, so the next redesign installment can be loaded on to them for their review. It is now within the review of the Senate.

Dr. Meyer said the Senate is in the process of having open consultations within the College community, so it opens it up for anybody and everybody to participate. There have been a number of meetings as a forum for those who have not been able to participate or chose not to participate who can be involved in this open referendum. It is an attempt to embrace every idea and every consideration, and it's a gathering place for discussion.

6.4 Personnel Monitoring Format

Trustee Bryant MOVED for the Board of Trustees to approve the template format for its monthly personnel monitoring report. Trustee Sullivan seconded.

Trustee Ritter inquired if a column could be added to state how each position fits into the strategic plan or the Higher Learning Commission. The bottom line, she said, is for the Board to understand how this position is going to make sure we achieve our strategic goals.

Chair Kuhn asked Trustee Ritter to make a motion to amend to that effect. Trustee Ritter so MOVED. Trustee Davis seconded.

Trustee Zimmerman inquired how far are we going to drill down to this – are we limiting this to the executives, staff, or everybody in the organization? Trustee Ritter responded it would be everyone in the organization. Trustee Bryant had some questions regarding the practicality of it. There would be some folks where it would be easier to explain than others.

Trustee Sullivan said he is going to be voting against the amendment as he just does not see the value in it, and it would be time consuming. He felt the Board should accept the draft as presented and see if after a period of time it proves worthwhile.

Trustee Davis called for the question.

Trustee Kuhn asked for the vote on Trustee Ritter's amendment.

AYES: Davis, Ritter

NAYS: Bryant, Sullivan, Zimmerman

ABSTAIN: Kuhn

Motion Fails

Chair Kuhn asked for a vote on the original motion approving the format as presented.

AYES: Bryant, Kuhn, Sullivan, Zimmerman

NAYS: Davis, Ritter

Motion Carried

7 COMMUNITY COMMENTS

7.1 Board Member Reports and Comments

Trustee Ritter informed the Board Betty Fortino passed away on Saturday. Ms. Fortino was the Clerk in Waterford Township and was an Oakland County Commissioner. Ms. Fortino took many classes here at OCC, and Trustee Ritter said that she will be missed.

Trustee Zimmerman asked where we stand with the evaluation process throughout the College. Dr. Meyer said an outside consultant was hired to be involved, and the consultant has interviewed all of the Cabinet officers and discussed what their job description should be. He is in the process of writing them and will then create an evaluation process that reflects the strategic plan and the responsibilities within the scope of their job description.

Trustee Bryant complimented Sharon Miller and George Cartsonis and everyone else who was involved in our new community relations campaign. She saw the nursing ad in the Board packet and thinks the tag line is simple, but great.

7.2 Organizations and Associations

None

Trustee Sullivan MOVED to go into Closed Session for the purpose of an update on labor negotiations. Trustee Bryant seconded.

Chair Kuhn requested a roll call be taken at 8:58 p.m. to go into closed session for the purpose of receiving an update on labor negotiations.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

The Board of Trustees returned to open session after adjournment of the closed session at 9:31 p.m.

7.3 OCC and AFSCME Local 1999 Maintenance Bargaining Unit Labor Agreement

Trustee Ritter MOVED the Board of Trustees approve the agreement for a new Oakland Community College Maintenance collective bargaining agreement covering the period of July 1, 2010 through June 30, 2012. Trustee Davis seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None Motion Carried

8 ADJOURNMENT

Trustee Ritter MOVED to adjourn the meeting, and Trustee Sullivan seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Sullivan, Zimmerman

NAYS: None

Motion Carried

Chair Kuhn adjourned the meeting at 9:33 p.m.

Respectfully submitted,

Cherie A. Foster

Date

Thomas Kuhn, Chair

Pamala M. Davis, Secretary



OAKLAND
COMMUNITY
COLLEGE

ACTION

BOARD AGENDA ITEM 4.1
June 21, 2011

PERSONNEL RECOMMENDATIONS

APPROVED: OCC Board of Trustees on June 21, 2011

_____ June 22, 2011

FACULTY

Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2011-2012 Fiscal Year <u>Budget</u>
Young, Dawn D.	Business Teaching Faculty – Accounting (replacement due to employee transfer)	AH	\$56,986	\$27,160	09/01/11	X
Henson, Callina R.	Counseling Non-Teaching Faculty – Counselor (replacement due to employee retirement)	HL	\$56,986	\$27,160	08/29/11	X
Reynolds, Tatiana V.	Mathematics Teaching Faculty – Mathematics (replacement due to employee retirement)	OR	\$56,986	\$27,160	09/01/11	X
Cottone, Katelyn E.	Physical Sciences Teaching Faculty – Chemistry (replacement due to employee resignation)	OR	\$50,219	\$23,934	09/01/11	X
Thomas, Mary K.	Counseling Non-Teaching Faculty – Counselor (replacement due to employee retirement)	RO/SF	\$56,986	\$27,160	08/29/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College budget

FACULTY

FULL-TIME

Temporary Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost**</u>	<u>Effective</u>	2011-2012 Fiscal Year <u>Budget</u>
Thomas, Anthony D.	Counseling Non-Teaching Faculty – Counselor (replacement due to employee transfer)	OR	\$20,088	\$5,687	08/29/11 – 12/14/11	X

**Note: The average cost of FICA and retirement is 28.31% of annual base salary per the College budget.

ADMINISTRATIVE – EXEMPT

FULL-TIME

Interim Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2011-12 <u>Fiscal Year Budget</u>
Miller, Sharon E.	Chancellor's Office Acting Chief Strategic Development Officer (from Dean of Economic & Workforce Development Services, AH)	DO@FH	\$121,011	\$57,674	07/01/11 – 08/31/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College Budget

ADMINISTRATIVE – NON-EXEMPT

FULL-TIME

Interim Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2011-2012 Fiscal Year Budget
Linden, Stephen M.	Enrollment Services Interim Registrar (from Director of Student Services, Enrollment Services, AH)	DO	\$24,523	\$11,688	07/01/11 – 09/30/11	X

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2011-2012 Fiscal Year Budget
Przymusinski, Lori A.	Nursing and Health Professions and Technologies Interim Dean (from Faculty-Teaching, Nursing, HL)	HL	\$67,710	\$32,271	07/01/11 – 12/31/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College Budget

MANAGEMENT STAFF – NON-EXEMPT

FULL-TIME

Promotion

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<u>2011-2012 Fiscal Year Budget</u>
Bachert, Sandra A.	Economic and Workforce Development Business Services Manager (from Program Coordinator, Economic and Workforce Development Services, AH)	AH	\$83,206	\$39,656	07/05/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College Budget

CLASSIFIED

FULL-TIME

Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2011-2012 Fiscal Year <u>Budget</u>
Reid, Kimberlea	ACCESS Secretary (replacement due to employee retirement)	AH	\$13.49/hr.	\$13,373	07/11/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College Budget

CLASSIFIED

FULL-TIME

Promotion

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 Fiscal Year <u>Budget</u>
Szokola, Steven P.	Student Financial Resources and Scholarships Financial Aid Specialist (from part-time Financial Aid Specialist, Student Financial Resources and Scholarships, AH)	AH	\$18.53/hr.	\$18,369	06/28/11	X

CLASSIFIED

FULL-TIME

Status Change/Transfer

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2011-2012 Fiscal Year <u>Budget</u>
Arnold, Jay E.	Emergency Services Training Program/CREST Accounting Specialist (from full-time Business Office Specialist, Business Office, OR)	AH- CREST	\$24.58/hr.	\$24,367	07/11/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College Budget

CLASSIFIED

PART-TIME

Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost**</u>	<u>Effective</u>	2011-2012 Fiscal Year <u>Budget</u>
Mills, Lynn M.	Social Science Secretary (replacement due to employee retirement)	AH	\$13.49/hr.	\$3,972	07/11/11	X
Buttrey, Shari	Nursing Secretary (replacement due to employee promotion/transfer)	HL	\$13.49/hr.	\$3,972	07/11/11	X

**Note: The average cost of FICA, retirement and fringe benefits for part-time employees is 28.31% of annual base salary per the College budget.

OPERATING ENGINEERS

FULL-TIME

Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2011-2012 Fiscal Year <u>Budget</u>
Burgess, Deron J.	Operations and Maintenance Superintendent (replacement due to employee retirement)	RO/SF	\$61,820	\$29,463	07/11/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College budget.

SEPARATIONS

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Effective</u>	<u>Reason for Separation</u>
Aratari, Marie J. (05/09/81)	Mathematics Teaching Faculty-Mathematics	OR	06/30/11	Retirement
Carlson, Joanne (11/17/08)	Institutional Research Interviewer	AH	06/04/11	Resignation
Evans, Martin J. (12/21/87)	Information Technologies Media Services Technician	OR	05/21/11	Deceased
Rzeznik, Kerry K. (06/13/11)	ACCESS Secretary	HL	06/13/11	Resignation
Stringer, Valerie R. (06/05/06)	Bookstore Bookstore Assistant	SF	06/17/11	Resignation