

LEADERSHIP TEAM MEETING

Tuesday, March 26, 2013

3:15 p.m.

President's Office

MINUTES

Members Present: Chelsea Blumenshine, Stanton Gartin, Marci Henry, Tammy Kallsen, Tyler Kelsch, Gail LaForce, Jay Lee, Andy Long, Larry Pollart, Shawn Rose and Steve Smith.

Members Absent: Barbara Baker

Guests Present: Maret Felzien and Misti Lauer.

- **Commencement – Steve**
 - Steve handed out a list of duties for the Commencement Ceremony. Steve has been in contact with those who have responsibilities for the ceremony. The Leadership Team discussed advertising and/or giving coupons to the graduates for them and their families to eat at the Plainsman Grill on that Thursday or Friday. It was decided to put this information out on the website for graduates and their families.
- **Cabinet Level Administrative Evaluations and Next Tier – Jay**
 - The first set of evaluations for the President Cabinet members has been completed. They had a fairly good response from faculty and staff. Jay has asked Tyler, Stanton, Andy, Steve and Tammy to look over their evaluation responses and come up with a plan of action. The next tier of evaluations will be completed which will include the campus doing evaluations on Barbara Baker, Marci Henry, Gail LaForce as well as the Department Chairs and Directors. Jay will be putting together a spreadsheet to figure out who will get surveys for these individuals.
- **CCCS Climate Survey – Jay**
 - Jay handed out the results from the CCCS 2012 Climate Survey for Administration, Professional/Technical and Classified Staff and also one completed by Faculty. Jay asked the Leadership Team members to look over these two survey results and they will be discussed at next week's Leadership Team Meeting.
- **CCCS Conducted Student Survey – Jay**
 - Jay handed out the results from the Spring 2012 Student Survey Summary. Jay asked the Leadership Team to look over these results as they will be discussed at next week's Leadership Team Meeting.
- **Student Success Conversation – Andy, Maret & Misti**
 - Recently Maret Felzien, Cindy Carey, Andy Long, Steve Smith and Misti Lauer met with four third-year Afro-American students about their experiences while living on campus and attending NJC.
 - Here were their findings from their meeting:
 - Recruitment:

- NJC was the perfect school to provide the “college experience” for those who knew their grades were low enough that they couldn’t get into most four year schools.
 - Family support and encouragement was present for each and really helped motivate and sustain them.
 - Several had someone who personally said, “I know the school for you...NJC.” (a HS counselor, a family member) This personal invitation was important.
 - The NJC Tour needs to be just that! No tests (Accuplacer)! The tour is about getting a feel for the school and deciding if they can find a place here.
 - The “Junior” in our name is a problem. They choose not to say it unless they refer to the school as a “JuCo.”
- Getting Started:
 - Add another day for orientation. Currently, there is too much information to handle in too short of time.
 - Have more contact with advisors.
 - Specifically, they all said they didn’t understand how their Accuplacer Scores and their course placement affected them at the time (and for the long term).
 - They all expressed that they are here for a 3rd year because of their remedial placement. One indicated that he understood the necessity of the classes and felt he was more successful because of them. However, there was a general dissatisfaction with the “unspoken” extension to their time needed to graduate.
 - They felt pressured to “declare a major” and then felt compelled to stick with it even though they were uncertain. This led several of them astray. Two of the guys spent time in a major that they probably won’t pursue and this was frustrating, confusing, time wasting and expensive.
 - Life at NJC:
 - Teachers were all good. Staff too.
 - They could ask questions and get answers from anyone.
 - More advising and advising contact. Maybe even in small groups to help really understand the process.
 - Send MAJOR announcements over text message—but only school related (withdrawal dates, drop date, that sort of thing).
 - It takes the first year to figure out how to balance life, fun and education.
 - Using the library is important to them.
 - Things that bugged them:
 - NOTHING TO DO! (especially that urban students can relate to)
 - When BCEC is closed for tournaments and such, it really causes a sense of displacement.
 - There is too much of an aggie bias to this campus.
 - General lack of awareness of what else is in the community—places to play ball, go swimming, hangout, parks, restaurants.
 - Host more dorm parties/block parties/young activities. These are much appreciated.
 - Augment the variety of food in the café. The food is good – they just tired of the same things day after day.
 - The strict rules (and sometimes strict RA/Hall Directors) in the dormitories
 - Need for more diversity on campus—especially among students.

- **Student Loan Default Rates – Andy**

- The Department of Education recently published college’s default rates. These rates measure the percentage of borrowers who default in the first three years of repayment. Colleges with high default rates at 30% or higher may be penalized with Title IV sanctions.
- NJC’s rates are as follows:

	2005	2006	2007	2008	2009	2010	2011 Draft	Increase
OFFICIAL	6.2	8.8	10.3	14.7	18.3	15.9	20.4	4.5
3-YR OFFICIAL					23.9			
3-YR UNOFFICIAL	14.4	13	17.6	20.4				

- **Budget – Jay**

- Jay receives from Ronda Bentz, CCCS Director of Public Information, a publication called “Under the Dome”. There was good news in that publication that the latest Colorado revenue forecasts are better than projected and more capital construction projects will be funded. Since E.S. French is at or near the top of that list, funding for this is likely to occur. However, nothing is for certain yet. Jay will keep everyone posted on this.
- The colleges have been asked to provide their enrollment projections for next year. Seven colleges, including NJC, are anticipating a decrease in enrollment. Six schools are projecting flat enrollment for next year. One school, CCD, is anticipating an increase in enrollment. NJC is anticipating a 2% drop in enrollment next year. The State Board did express their concern that they don’t believe colleges are estimating their enrollment projections accurately.
- The System and the Presidents are currently trying to decide the tuition increase for next year. This increase would cover payroll raises for Classified, Exempt and Faculty and also for PERA adjustments and increases in health benefit costs. The cost of these expenses totals approximately \$312,000 for NJC. This however doesn’t cover any additional costs that NJC is anticipating. The tuition increase will be finalized in April.
- NJC is projecting an \$800,000 deficit for this school year. Jay stated that reserves will be used to cover this loss for this year, but that for next year, they will need to look at operating budgets and auxiliaries and find some serious ways to cut costs and expenses and raise revenues.

- **Agenda Items for Next NJC Advisory Council Meeting – Jay**

- The next NJC Advisory Council Meeting is scheduled for Thursday, April 18th at 1:30 pm in HSC #230.
- Agenda items will include:
 - Student Success – PTK All-Colorado Academic Team & NJC Rising Star Award Winners
 - New Staff Introductions
 - Items – Alumni Association Report
 - Presidents Report
 - ASG Report
 - Faculty Association Report
 - Recognition of Outgoing Advisory Council Member (Darrel Mertens)
 - Executive Session

- **Good of the Order/Rumor Control**

- Gail noted that she has been notified that there will be Title III Funding this year; however she doesn't know if it will be new funding or a drawdown. She doesn't expect to hear anything for quite a while.
 - Gail sent out an email to faculty and staff asking for help at the Gala this summer which is planned for June 1st at the Plainsman Grill.
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- **Next Leadership Team Meeting** – *Tuesday, April 2nd – 3:15 p.m.*