

Meeting Minutes

The McDowell Tech President's Council met via Zoom on March 15, 2022 beginning at 2:00pm.

Members Present: Stacy Buff, Dr. Billy Cline, Dr. Penny Cross, Madalyn Gaito, Ryan Garrison, Ladelle Harmon, Michael Lavender, Abigail Ledford, Elmer Macopson, Judy Melton, Dr. Brian Merritt, Julie Padgett, Rachel Pearson, Eddie Shuford, Dr. Beverly Watts, Breanna Wilson

Discussion Items

1. SGA Update

- a. "We Feel Lucky" student appreciation this week (3/17-3/19) at Countryside BBQ. All students get one free dessert with a student ID.
- b. April 7th is Spring Fling-Community Outreach will be a shoe collection for elementary school kids. We will also have college reps and other organizations present for the event.

2. Fiscal & Facilities Updates – Ryan Garrison

A. Discussion took place of the salary equity review process and funding now available to make salary adjustments and award performance bonuses. Adjustments were made based on PC/Faculty Senate feedback to the plan described below. Full-time state-funded employees will fall into one or more of the following categories.

- a. **Salary Increase** (Using Tier 1A-1B-Faculty Recruitment/Retention Funds & Performance Funds. Faculty are classified by the **highest tier level** of course prefix assigned to teach.) ***Impacts 21 full-time Tier-1A/1B faculty who were identified during the salary equity review process** This salary increase will be effective in the March 2022 paycheck. This is a recurring (permanent) salary increase that can be made effective immediately from recurring funding now available.*
- b. **Salary Increase** (Using Regular State Appropriations & Performance Funds) ***Impacts 12 full-time staff and 8 full-time Tier-2 faculty who were identified during the equity review process** The salary increase will become effective March 2022 based on recurring funding now available. Due to the receipt of the Tier 1A/1B allocation above, we are able to make this effective immediately (instead of July 1 as originally projected). This is a recurring (permanent) salary increase.*
- c. **One-time Performance Bonus (Using Performance Funds)** ***All state-funded full-time MTCC Employees** This one-time \$500 bonus will be granted from MTCC's performance funding allocation in March 2022 payroll. One allowable expense for this annual allocation is to use it, as*

possible based on enrollment and budget FTE, as a means to reward employees for our collective institutional performance on the statewide performance measures.

B. Campus Sign - May completion date. Fabrication on the sign is occurring now. One Stop Center/Business Office - Planning stages for renovation to start by the end of March or first of April.

C. HVAC replacement projects in Building 11 (Cedar) and 3 rooftop units on Building 4 (Azalea) - Planning stages (HEERF Federal Funds)

D. The BOT reviewed our first draft of a comprehensive [Facilities Master Plan](#) and approved the 2022-23 County Budget request on March 10, 2022.

3. In case you missed it in the March 2022 Employee News: During the BOT meeting on March 10, the following discussion took place and actions occurred as described:

- In Summer 2022, **Dr. Penny Cross** will assume the title **VP of Academic & Student Services**. Once the hiring processes for the Dean of Curriculum Programs and Associate Deans are completed, the revised organizational chart will appear as follows:
 - **President's Organizational Chart**
 - **Academic Organizational Chart** (*Note: The exact titles of the Associate Dean positions will be dependent on the outcome of the initial dean search. Titles on this chart are anticipated.*)
- **Stacy Buff** will become the **Associate VP of Workforce Development** in Summer 2022. In this restructured role, Stacy will no longer directly supervise curriculum programs. He will maintain supervision of all other workforce and continuing education areas and will report directly to Dr. Merritt. This change will be made effective in Summer 2022 after a new Dean and Associate Dean are hired and approved.
- **Eddie Shuford's** role will also change to **Director of Industry Engagement**, and he will be empowered to work with Stacy to engage with industry to continue offering training through the State's Customized Training Program, but he will also work to develop occupational/continuing education offerings that align with workforce needs and align directly into curriculum programs where necessary. Eddie will also now join PC.

4. MTCC Foundation Updates

- a. 2022 MTCC Alumni Awards – **PC Challenge, Nominate ONE Individual!**
 - i. Nomination Deadline: April 11, 2022 by 5:00pm
 - ii. [MTCC Alumni Awards Nomination Form](#)
 - iii. 2022 Timeline:
 1. Selection Committee reviews of applications during the nomination period from March 1 until April 14, 2022.
 2. Selected recipients will be notified by April 15, 2022
 3. The 2022 Alumni Awards Ceremony will take place the evening of May 9, 2022.
- b. Thanks to all employees who have already given to the Employee Giving Campaign. **First-week totals were \$6,526.00 pledged/given.** To date, pledges/contributions have been received from 22 employees.

5. Academic & Student Services

- a. Summer/Fall schedules need to be submitted by 3/18 to Eleanor Woods
- b. Registration begins April 18
- c. Graduation is May 13 at Nebo Crossing on Barnes Road, Marion, NC
- d. Judy Melton, Beverly Watts, and Penny Cross are attend the Joint NCACCIA and NCSDAA Conference on March 24 and March 25 in Greensboro
- e. Virtual Behavioral Health Convening March 30 and 31-if interested there is still time to register
- f. Tutor.com contract will be renewed for 2022-2023
- g. Aprille Bailey, Registrar, will be asking faculty to begin tracking attendance in Self Service
- h. Racial Equity for Adult Credentials in Higher Ed (REACH) pathways are being built. Two Healthcare pathways, and two Public Safety pathways are currently being developed
- i. Bigfoot Festival is May 13th and 14th. MTCC will participate on May 14th. Will be looking for volunteers

6. Curriculum Committee Updates

- a. Approved a Building Construction Technology program fall, 2023. It will be placed on the April 14 MTCC BOT agenda for board approval.
- b. 2023 Calendar has been reviewed by the Committee
- c. Program grading scales have been revised to a 10-point scale, with a few exceptions. MTCC catalog has been updated to reflect the change.

- d. Michael Lavender is working to revise the catalog and the Student Resource Manual
- e. The Curriculum Committee is scheduled to meet on 3/16/22

7. Workforce Development & Continuing Education

- a. Stacy Buff and Thomas Champ are attending the NC Apprenticeship Conference
- b. A meeting and plant tour of Kitsbow in Old Fort was held with David Bilstrom, CEO, Betty Silver, Senior Regional Director of Customized Training, Stacy Buff and Eddie Shuford. Current Sewing Academy success was highlighted and discussion of how more training can be provided. Kitsbow, Triple Aught Design and other prospective sewing operations considering Old Fort are in need of skilled sewers with advanced team and soft skills.
- c. Stacy Buff and Eddie Shuford will be visiting ABB on 3/17/22 and Auria Solutions on 3/24/22 to discuss apprenticeships and additional engagement in training from MTCC.
- d. The Construction Trades program is going well. Working on getting NCCER credentials and working on various sites in the community.

8. Arts and Sciences

- a. Health Sciences received a \$100,000 Cannon grant to fund six simulators for the Vickie A. Hogan Simulation Lab and nursing lab. Brooke Waycaster, Eugene Edwards and Judy Melton were involved in completing the grant. This is the second Cannon Grant Brooke has successfully written. Congratulations to Brooke and the Health Science Department

9. Technology

- a. Upgrading computer network components
- b. Students will soon be able to start using Self-Service.
- c. The IT staff is making sure all classrooms are ready for IT needs with Fire College.
- d. Plans are underway to install a new projection screen in the auditorium.

Meeting adjourned at 2:50pm