

Terrell Q&A 4/16/19

Present: Dr. Jerry King, David Hopkins, Kristen Bennett, Kathey Taldo, Angie McLeroy, Suzanne, Angel Hutto, Dr. Jay Kinzer, Kristin Walker, Linda White, Cherie Henson, Danica Edwards, Ashley Noel, Amanda Leyva, Sheree Daniels, Tim Mabe, Greg McDaniels, Mike Peek, Clay P, Michelle Sparks, Algia Allen, Carla Dunn, Wendy Elmore, David Gram, Floyd Brigdon, Debra Airheart, Deidre Jones, Gary Reid, Tyson Spizzirri, Kristin Spizzirri, Donna Baker, Suzie Smith, Bryan Allen, Darla Heath, Lauren Martin, Christine Henery, Jennifer King, Christie Fisher and Rodney Garrett

Opened meeting at 1:01 pm.

Dr. Allen began the meeting by thanking those that set up the meeting and made arrangements for the meeting.

Dr. King began by thanking everyone in the room for their contributions to TVCC and thanked the Terrell campus for the hospitality. Dr. King gave a brief history of the Q&A's.

Dr. King talked about the fact that Kaufman County is the growth of TVCC and that the Terrell campus is the campus that is growing in enrollment. He also discussed the increase in the revenue from the Kaufman County tax growth.

Dr. King gave a status report of the THSC here in Terrell and the plan is still to open by the fall semester. With the opening of the new THSC facility, we will have about four times as much size which will allow us to expand our nursing and medical programs such as radiology. There will also be a health science academy in which TVCC will partner with Terrell ISD. There is the potential for five additional employees for this facility. Will be open for the fall semester. The old Kaufman center will be potentially used for workforce programs. A rumor is currently going around that the hospital in Kaufman is closing.

We signed the contract on the donation from Mr. White for the 150 acres in Kaufman off HW 175 which is worth about 1 million dollars and the hope would be to eventually build a workforce facility on this property which would keep the Terrell campus as a primarily transfer campus.

Dr. King talked about dual credit specifically in regards to the out of district students. Dr. King discussed that a proposal will be made to the Board of Trustees that we will decrease our out of district fees for Dual Credit students from \$375 to \$180 for a 3 hour course with a loss of revenue about 350,000. A discussion was had that if we do nothing we will continue to lose school districts and a potential of 250,000 loss hit. This hopefully will allow us to keep all of our current dual credit schools and possibly have Forney come back. It would have been better to have waited until we are in a count year but the belief is if we lose the schools we will not get them back. Kristen B talked about the possibility of the grants that are being applied for in regards to dual credit.

Dr. King introduced David Hopkins as the new CFO replacing Jean McSpadden and the rest of the VP team and the AVP team.

Dr. King talked about the monthly meetings that happen with the faculty association and the executive cabinet frequently.

Questions from the Terrell Campus:

1. The location of the office in the A building in relation to the women's restroom and the problems that are related to that location. Someone stated that there also is not hot water in this restroom.
 - a. Dr. King stated that he was not aware of this problem; however he is going to pass this off to David Gram and Dr. Allen to follow up on this issue.
2. The raises that are received are much appreciated; however we are still below the other community colleges in Texas. Many times raises are beneficiary for the upper salary instead of the lower end.
 - a. Dr. King stated that we have been able to give raises the past several years and that in the last two years he has stopped given percents but rather to give a flat fee which is equitable for all employees.
 - b. Dr. King talked about this year's budget is going to be a challenge due to the unknowns. His goal is to continue to give raises.
 - c. Dr. King also talked about the increases in overload and that we are closer to our target for overloads.
 - d. Dr. King stated that while we are receiving a slight increase in funding it will not be significant.
 - e. To give a 1700 raise it costs about \$575,000 and a 3% raise is about \$750,000.
 - f. We are aware that public schools will most likely receive some type of raise.
 - g. The point was made that the new businesses will help in the tax base revenue.
 - h. Dr. King talked about the struggle right now between big colleges such as Lone Star and DCCCD and small colleges such as Lee and us.
3. A complement was made about the great faculty and staff that are on the Terrell campus and it is reflective in the students.
4. How can we foster a better relationship between faculty and administration in an effort to change the culture of division between faculty against administration?
 - a. Dr. King stated that the administration team is willing to always listen.
 - b. He stated that there are new people in positions and sometimes that creates conflict.
 - c. Dr. King stated that if you have any concerns please speak up and contact the appropriate people to ensure that your voice is heard.
 - d. Dr. King stated that he meets with staff council, faculty association, student groups, etc. and this his door is always open for people to contact him directly.
 - e. The turn-over in the past 5 to 10 years has been large and that change is part of the issue in that we all have to learn each other and how to work together.
5. Dr. Allen is very approachable and that the Terrell campus is fortunate to have him. Many times committee meetings meet at times that are convenient for the Athens campus and that those on the satellite campuses cannot attend. Many times people even on the committees do not know what is going on within that committee.
 - a. Dr. King stated that this goes back to what he just talked about in question 4.
 - b. He talked about that the summer 2 financial aid has been discussed opening and quite a bit and that he is open to suggestions and ideas on how to better improve communication.

- i. All students that are eligible for financial aid in Summer 2, will receive a scholarship.
 - c. Dr. King stated that we try to get the word out on issues. He stated that one of the most recent concerns is with regards to registration in the new system. He stated that summer will be in AS400 and that fall will begin transitioning to Colleague. TVCC is the only school in Texas that is not with an ERP and we needed to do this.
 - d. Dr. King talked about the extra stress that the transition has caused on certain people within the college.
 - e. Dr. Kinzer stated that it is important for everyone to communicate to students that they must complete the FAFSA for 18/19 and they must go to financial aid office. Then for fall they will need to complete a new FASFA for 19/20.
6. Why does TVCC not pay for degree advancement for staff?
 - a. Dr. King stated that we do provide some assistance in paying tuition.
 - b. Dr. King stated that faculty schedule that is based on experience and degree; however we do not do this for staff.
 - c. Dr. King stated that we try to keep everything equitable across the board.
 - d. A follow up statement was made that this was specifically more in relation to staff advancing their degree.
7. We have four different campuses that are have very different needs. What procedures are in place to ensure that the campuses specific needs are being met? Such as media, facilities, etc.
 - a. Dr. King stated that each campus is different and has different specific needs and that is ok.
 - b. The Terrell campus is a commuter campus.
 - c. Dr. King talked about the second entrance into the campus. They have been working on this for a while and he is meeting specifically with Ray Raymond and an appraiser after this meeting to move forward. He stated that this is Mr. Raymond's pet project to ensure that it is completed. It will cost 500,000 to build the road itself.
 - d. Kristen Bennett talked about the clarification on media and the fact that Marlo will coordinate that effort.
8. How about recognizing faculty at graduation that have graduated from TVCC?
 - a. Dr. King stated that was a great idea and he will do that.
 - b. Dr. King talked about wanting the "Haunted House" sign as soon as it is open TVCC will be able to get it.
9. Everyone knows that morale is down and that they would like for the VP team to talk about why morale is down.
 - a. Dr. King talked about he wasn't sure as to why the morale is so low. He talked about the fact it could be tied to salary.
 - b. He stated that we are open but that people have to speak up.
 - c. Dr. Elmore stated that communication and transparency is the key and the importance that we need to do a better job of recognizing the people that we get to work with each day. She said she is going to make an effort to commit to showing appreciation more to each person.
 - d. Dr. King stated that he depends on Dr. Allen to communicate with the VP team to discuss issues.

- e. A point was made that statement was not a true representation of all those on the Terrell campus. That for the most part the Terrell faculty is very happy.
 - f. Dr. King talked about the turnover being part of it.
 - g. Dr. Allen talked about all of the changes that are happening and the restrictions that are happening. Dr. Allen gave an example of a student that was sitting in their office trying to help the student that they have to send the students to Athens (Dual Credit). Another example had to do with evaluating transcripts which is something that she has been doing this for 17 years.
 - i. Dr. King stated that Dr. Allen needs to talk with Dr. Kinzer and then follow up with Tammy.
 - ii. Dr. King stated that if there is an easier way to do something then we will do so but if there is a problem then it needs to be communicated.
 - h. Dr. Kinzer stated that there will be a lot of changes with the new ERP but we need to just talk about these issues and figure out work arounds.
 - i. Dr. Bennett stated that face to face meetings instead of email many times are better.
 - j. A statement was made about the fact that we don't want to create additional barriers for students.
 - k. Dr. Bennett talked about the fact that her office is trying to find more ways to get gifts that help faculty such as the rodeo.
 - i. Dr. King talked about that we are trying to build up our scholarship account. His goal is for the scholarship account to be large enough to either lower the tuition rate or offer free tuition. Goal is to have \$50,000,000 in a scholarship account. A feasibility study is going to be done in order to determine the timeline for this to happen.
10. Is there a way to expedite requests for PO's?
- a. Dr. King stated that in compared to ten years ago we are able to get them through quickly.
 - b. Dr. King stated that with the new ERP will help with this process.
 - c. Mr. Hopkins stated that it is still important that the people sign quickly and that he is welcome for people to contact him to discuss the process.
11. There is a lack of communication between campuses and it appears that there is a feeling of micromanaging?
- a. Dr. King stated that he has talked about communication and that because of the internet classes there has to be more of a collaborative effort in many areas.
 - b. With the internet classes, it has created many problems such as loads for faculty.
 - c. He stated that it is more difficult now because of the overlap in the courses with online.
 - d. Dr. King stated that with the lower enrollment, that it has impacted some faculty loads.
 - e. Because of the nature of the issues now and the importance of looking at TVCC as a whole instead of by campus, we have to work together which requires oversight, communication and collaboration.
 - f. Dr. King talked about the focus of trying to keep a level of equality across the board.
 - g. Distance learning is the future.

Dr. King talked about the relationship between TVCC, the Terrell campus and Terrell ISD.

Dr. Allen talked about the faculty and staff and the fact that the people here come every day with the desire of how to improve in an effort to best meet the needs to students.

Dr. King stated that he agrees and that he feels as though TVCC as a whole has faculty and staff are all willing to go the extra mile.

Adjourned at 2:30 pm.