
Shared Governance Minutes

June 8, 2023

Members Present: Rachel Sveda-Webb, Bradley Griffith, Donnie Winget, Zach Garrett, Cornelius Fair, Gretchen Kahlhaas, Drew Stacy.

Antiracism Statement: Toyin Fox and Matt Garrison presented the Antiracism Statement recommended by the Diversity and Inclusion Committee. A handout was provided to the SGC. The SGC had questions regarding the Black Lives Matter statement. There was much discussion regarding the AR Statement. Upon a roll call vote, the SGC voted to approve the statement with revisions.

Feedback for Professional Development Committee: Table until July

Organizational Changes and role of Shared Governance: Table until July

Employee Comments/Responses Location Change: There was a discussion regarding where to list employee comments. A link will be added to the SG page for the Intranet.

Employee Comments: (All comments and responses are verbatim)

Comment #1: What is the reasoning behind changing director level professional jobs to managers or assistant managers at a lower starting salary? Specifically, why was the Director of Advisement position changed to an Assistant Manager starting at only \$5,000 more than a starting advisor. Is this what Dr. Overstreet was referring to when he mentioned flattening things out to financially compensate the new hires and job promotions at the Dean and Associate Dean Levels?

If there is now a salary cap on positions and we are eliminating opportunities for professionals to be promoted and move up, not just by title, but by salary, what is the incentive for employees to stay at JALC or what is the incentive for new hires? We have asked colleagues at both SIUC and Rend Lake College and we're told they do not cap salaries. Are there any positions on campus, including the president's that does not have a salary cap?

We have lost many good, long time employees over the past few years and the concern is that this will continue if there is no room for advancement along with capped salaries. Should employees not be awarded for the years of dedication and service?

Response: In the past, there were several Student Affairs departments that were small, often with just a Director and an Administrative Assistant. Additionally, the salaries for Directors varied widely and were inconsistent from department to department. One goal of the Student

Affairs restructuring is to consolidate like functions under larger umbrellas to create teams that can collaborate and provide business continuity that did not exist in the old structure. Academic Advisement plays a large role in the recruitment and retention of students, so it is becoming part of the College Readiness umbrella. To provide an opportunity for newer internal applicants to gain leadership experience, the position is currently an Assistant Manager. The functions of the current Director of Academic Advisement will be split between the Assistant Manager and Director of College Readiness. The new salary ranges allow for the chosen applicant to start anywhere between the minimum and the mid-point of that salary range based on education and experience. The new hiring levels create the potential for supervisors to request for employees to move up within the same level based on expanded job duties and responsibilities, additional education and professional training, and/or experience gained over time. The new structure actually allows more opportunity for advancement rather than less. Regarding the salary range maximums, should an employee reach the maximum, they will receive a stipend of the raise for that year rather than the amount being added to their base, but this should be a rare occurrence. Next year, we will review the levels and maximums as we will do every two years and make adjustments as needed to remain competitive with our peers.

Comment #2: Our question is in regards to stipends. Why are the promotions that were discussed in the forum on 5/31 given a stipend instead of just changing their base salaries? Are the stipends a one time thing or yearly? Will their yearly raises be based off of the base salary or base salary plus stipend? Will the salaries be compounded each year? The campus was told by the President that the cost to campus of the changes on the organizational chart would be shared. When and where will this information be shared?

Lastly, it shows that the President receives a \$15,000 extra duty pay on the ICCB site. Is this a stipend in addition to the base salary? If so, what is this stipend for in addition to his base salary?

Response: The stipend is used for the interim positions, in this case for the Dean of CTE and Workforce Training position. Any permanent reclassification or promotion that includes an increase will be added to base salary. The changes in the Academic Affairs organizational chart and the consequent structural changes will be posted in a follow up message on the Shared Governance comment response area. A full report will be discussed at Fall Convocation Days along with a report on the State of the College and the fully analyzed report on the Noel Levitz survey.

Per the President's contract, which is available on the Agreements page of the Board of Trustees website, the position receives \$1,250 per month, for a total of \$15,000 per year, as a car allowance. This practice is consistent with the previous JALC Presidents.

Updated Membership for manager Employment Group: Emily Monti, Associate Manager for Curriculum and Instruction will be the member replacing Megan Moseley, and Kaylee Smith, Associate Manager of Admissions and Record will be the alternate.

Membership selection Information for Website: A draft regarding membership selection was presented and Chair Sveda-Webb asked the committee to look over and provide feedback.

C & I Update:

Allied Health and Public Service

Course withdrawals: CRJ 210, IPP 101, IPP 102, IPP 226, IPP 275, and IPP 277 since they had not been offered in several years and are on no current program guides; effective fall 2023

Changes not affecting credit hours:

- Cosmetology Teacher Program Certificate (update to the wording of prerequisites in the notes and information section and eliminating summer semester as an option for the program); effective summer 2023
- AA Early Childhood Education (updates to IAI courses and electives, as well as adding ECE courses so that our program will better align to SIUC's program and the ECACE grant requirements); effective fall 2023
- AAS Early Childhood Education (updates to MAT and COM course options, as well as addition of certificates of the parent program in notes and information); effective fall 2023

Communications, Humanities, and Social Science

New Course: SOC 250 Individual and Society (new course also has a crossover connection to Psychology and will contribute to a stronger SOC program); effective spring 2024

Nursing

Pre-requisite removal for the hybrid online ADN program (added ALH 101 and BIO 206 to semester 1 to boost enrollment)

Other

GECC Credential application approved to be submitted to ICCB; RME (reasonable and moderate extension of our AA); will count as an award

Council Member Comments/Open Forum: none

The meeting adjourned at 4:00 p.m.