

Managers Advisory Council  
May 12, 2005

Present: Michele Barber, Mark Collins, Dale Doty, Nikia Fletcher, Pete Grant, Brooke Henwood, Brad McCormack, Lori McKee, Ted Mecurio, Adina Mentzer, Mark Monnes, Beth Price, Bruce Sliney, Doris Smith, Bev Walker

Absent: Scott Bendle, Janet Boeckman, Dave Cardwell, Carol Easley, Kim German, Doug Hanuscin, Jay Jacquet, Ginger Rocks, Dean Schaad,

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1. The minutes from the April 14<sup>th</sup> meeting were approved.
2. B. Sliney reported on the April Board of Trustees meeting. The Board discussed and approved a tuition increase for next year, approved the Carver model of governance, and approved contract changes. There was also discussion regarding the College's philosophy of keeping the institution as the least expensive 2 year college in the state and its implications on payroll and faculty recruitment.
3. B. Henwood welcomed A. Mentzer, N. Fletcher, T. Mecurio, M. Barber & B. Walker as new members to the group.
4. The next agenda item discussed was a compensation increase proposal for next year. B. Price distributed a FY06 budget projection sheet from the recent Budget Planning Committee meeting. B. McCormick then explained the assumptions of the budget projections. Based on the projections there would be an additional \$125,000. The Budget Committee discussed compensation and recommended a 1 ½ % and \$200 flat across the board increase. This would cost the College \$170,000. The College would probably be able to fund this amount when carry over money from this year is moved into next year's budget. This increase assumes that no new increases are put into effect for adjunct faculty pay and that 4 new faculty positions are not filled. The budget would be reviewed again in January to see if anything can be done to address adjunct pay increases and the filling of new faculty positions. The Faculty/Staff Caucus recommended a 3% and \$500 flat increase which would cost \$350,000. McCormick then asked for feedback and recommendations from this group.

Considerable discussion occurred about the importance of filling faculty positions and the inability to accurately estimate the amount of budget dollars that will be available until sometime in the fall. If salary increases are given in July, there is no guarantee that any money would be available later in the year to fill faculty positions or to address adjunct pay. Based on these discussions, the following recommendations were made and approved by the group.

- A. Salary reviews/adjustments will be moved from July 1 to January 1.
- B. If the salary adjustment date change is approved, we recommend that we move our prioritization of funding objectives to later in the year.
- C. If the salary adjustment date change is not approved, we recommend that 2 faculty positions be filled now and a flat \$350 across the board employee salary increase is implemented.

5. The draft policy on the hiring of family members was briefly discussed. This item was tabled until D. Hanuscin receives feedback from the Ethics Commission.
6. D. Doty and M. Collins presented the slate of new MAC officer candidates to the group. The following individuals were nominated:

Brooke Henwood	Chair
Mark Monnes	Vice Chair
Bev Walker	Recording Secretary

No other nominations were submitted by the group. Voting will take place at the next meeting.

7. B. Henwood reported that the Lifelong Learning proposal was resubmitted to the President and that we are waiting for his reply
8. Next meeting will be held on Thursday, June 9, 2005 at 3:00 pm in Room 92A F.