

TRANSITION TEAM MEETING MINUTES

January 13, 2004

PRESENT – Dr. Ron Abrams, Trisa Allen, Mark Collins, Nikia Fletcher, Dr. Pete Grant, Doug Hanuscin, Brooke Henwood, Rose Hughes, Alice Hutzal-Bateson, Bob Lewis, Sharon Miller, Penny Snyder, Susan Sukys, and Dr. Paul Sukys

Meeting opened at 3:40 p.m.

I. Team Status

The meeting began with a discussion on the Transition Team status including membership and purpose. The team welcomed two new members: **Trisa Allen**, Student Development Office and **Mary Heller**, Student Success Center (who will be in attendance at the next scheduled meeting). **Nikia Fletcher** will replace **Cathy Ratliff** as recorder.

As it relates to the purpose of the team, **Alice Hutzal – Bateson** shared that some members of the college community would like a clearer definition of the Transition Team's purpose and how it differs from that of the Senate/Caucuses. After some discussion, it was determined that the team would continue to move forward with the work involved with Gardner Shaw recommendations 3, 4, and 5 while the Senate/Caucuses focus on setting themselves up as a body and on Gardner Shaw recommendations 6 – 10. The team recognizes that there may be some collaboration between the work of the team and the work of the caucuses specifically as it relates to compensation issues and Gardner Shaw #4.

II. General Themes to Implement

There was a general discussion at the last Transition Team meeting regarding the team focusing its efforts for the remaining months on Gardner Shaw #4. That discussion continued at this meeting. **Dr. Abrams** proposed that the team consider conducting an evaluation with an outside consultant focusing on the NCSC compensation structure, employment levels, processes, etc. to make recommendations on how to pursue Gardner Shaw #4. This consultant would use the recommendations provided by Gardner Shaw as a focal point for their evaluation. This evaluation will not replace the efforts of **Kate Peresie** with assessment but will analyze our internal compensation structure; analysis that might prove too emotionally charged if attempted in house.

Several team members expressed concern with both having and not having an external consultant with this charge. The team will continue to look at the proposal of a consultant to possibly utilize this service to assist with a rationale for changing/setting the new pay structure, grade levels, etc. that will accompany any possible restructuring. **Dr. Abrams** shared that both Owens Community College and Belmont Community College have had similar evaluations done fairly recently. **Dr. Abrams** and **Bill Miller** will continue to make inquiry about their efforts.

III. Review of upcoming meeting schedule

The next scheduled meeting of the full Transition Team will be Tuesday, January 20 at 3 p.m. in the Board Room.

Assignments for the next full team meeting (January 20) include the following:

1. **Rose Hughes** and **Nikia Fletcher** will resend the team their individual drafts of the restructured staff.
2. Staff representatives will meet on Thursday, January 15 in the Career Services Center to discuss/create a proposed model of the restructured staff.
3. All staff representatives on the team should think about or possibly draft a model of the restructured staff.
4. **Dr. Abrams** will provide information presented during the budget meetings that compares NCSC with other colleges financially, academically, etc.

Meeting adjourned at 4:55 p.m.

Respectfully submitted,

Nikia L. Fletcher
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