

# R-CCC Board Highlights

Volume 1, Issue 3

March 2009

## March's Board Agenda

**Jernigan Board Room**

**March 24, 2009**

**7:00 P. M.**

Call to Order: Chair Ruffin-Barnes  
Roll Call Ms. Dudley  
Invocation: Chair Ruffin-Barnes  
Conflict of Interest Statement:  
Chair Ruffin-Barnes  
Approval of Minutes:  
2/21/09 (Regular Session)  
2/21/09 (Closed Session)  
Personnel Committee: Ms. Owens-White, Chair  
New Policies (vote required)  
Personnel Budget Up-date  
Trustee Family Relationships  
Finance Committee: Ms. Lassiter, Chair  
No Report  
Buildings and Grounds: Mr. Gatling, Chair  
No Report  
Policy and Program: Mr. Eure, Chair  
New Mission and Vision Statement  
President's Report: Dr. Soney  
Job Link Center Renovations

## Board Reviews New and Revised Personnel Policies

At its last Trustee meeting, the R-CCC Board was presented with several new and revised personnel policies. The policies are as follows:

Communicable Disease (revised)  
Military Leave (new)  
Americans with Disabilities (new)  
Workers' Compensation (new)  
Direct Deposit (new)  
College Holidays (editorial change)  
Family Medical Leave Act (revised)  
Vacation Leave (revised)

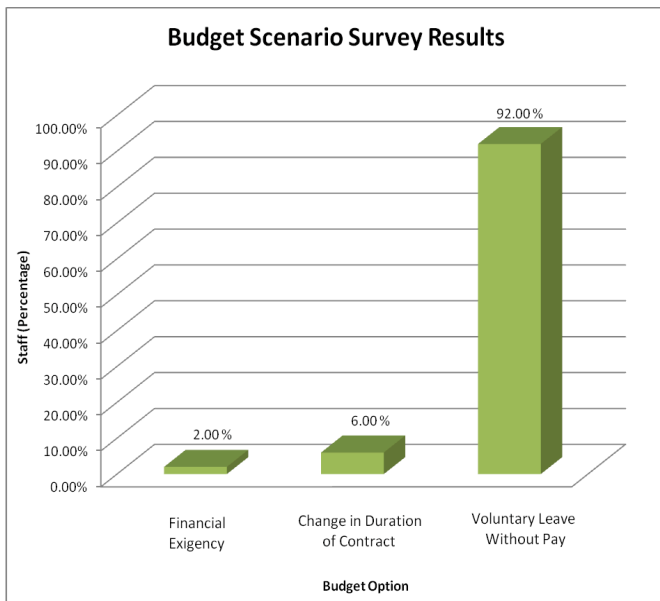
Even though the Personnel Committee recommended immediate approval, the measure was tabled for further discussion and clarification by the Trustees. These policies should be ratified at the April meeting. It should be noted that the College is in the process of revising and up-dating the Personnel Policies of the Board as well as the Administrative Procedures Manual. A completion deadline has been set for the first Board Meeting in August of 2009.

## Other Personnel Actions

Dean Carolyn LaDow presented the same budget scenarios for discussion to the Trustees that she did at a recent staff meeting where she anticipated the options that might be open to the College if a major financial short-fall were to hit in the fall of 2009. The three options were: (1) Declare Financial Exigency; (2) Change Some Staff Contracts to Less than 12-Months; and (3) Voluntary Leave Without Pay for Staff.

## Other Personnel Actions continued...

A graph was presented to the Board which had been developed by the Director of Data and Compliance, Juan Vaughan. Dr. Soney said that the graph represented the breakdown of staff preference. The response rate for the survey was over 80%. The breakdown of survey results are: 92% of respondents were in favor of a plan that would entail leave without pay; 6% voted for a change in the duration of contracts from twelve months to less for some staff; and 2% favored a plan that includes the declaring of financial exigency.



Dr. Soney reiterated to the Board that these options were all hypothetical scenarios that the Board might use to help it to make a decision should the financial crisis become a reality. The Board praised the President and his staff for being proactive and attempting to involve the campus in important decision making.

It was pointed out that the Board would use a variety of options to solve a potential problem dealing with a major financial short-fall; however, now it would have the advantage of staff input to help with the decision should a problem arise.

## Old Small Business Center Soon to Become: Job Link Center

It is amazing what a little face lift can do. Several of the Trustees walked over to the Old Small Business Center to observe the renovation and repairs that have been underway for the last two weeks.

Dr. Soney shared a letter with the Trustees that had been forwarded to him alleging that the facility did not meet some of the physical requirements for there to be an Employment Security Office (ESC) there. The chairman of the ESC had outlined three concerns about the facility: (1) Handicap accessibility; (2) Heating, Air and Ventilation; and (3) Contaminated Drinking Water.

Dr. Soney explained to the Trustees that each of the allegations is false and unfounded. He pointed out that the Hertford County Building Inspector had made a visit to the facility before any renovations had been started. He felt confident that each allegation could be answered to the fullest and shown to be unfounded.

He reported to the Trustees that the project was well ahead of schedule and would probably be completed by April 15, 2009.

The facility will house the HRD Program Coordinator for R-CCC; Literacy/GED Classroom; ESC; CADA; Voc Rehab; WIA; DSS and a number of other agencies. The purpose of a Job Link is to provide a one-stop-shopping experience for persons in need of job skills.



The Board also unanimously approved a new mission, vision, and values statements for the College. The official statements are as follow:

## **R-CCC Mission , Vision & Values**

### **MISSION**

Roanoke-Chowan Community College is a comprehensive two-year public institution located in Northeastern North Carolina where it serves a diverse student population and seeks to be student centered and committed to an open-door admissions policy. The college strives to serve the needs of individuals; its communities, business and industry; and other organizations by providing opportunities for life-long learning through quality educational programs and training that is relevant; economical; convenient; and life altering.

Many of our constituents are beset with challenges that act as barriers to even modest success; therefore, we see it as part of our mission to act as a catalyst in the creation of educational opportunities and training that can maximize individual and group potential within our service area. The College seeks to do this through contributing substantially to the educational goals of our students and by meeting the training needs of new and expanding industries within our service area.

The College also recognizes that even though our service area is challenged socially and economically, the span of our influence on our students must be global in nature as the College attempts to provide education and training in the context of unique challenges.

In order to fulfill this general purpose most effectively, the College strives to:

1. Develop both personal and marketable skills in all students.
2. Develop basic learning skills in all students.
3. Enable students to continue their education at other institutions.
4. Increase the global and cultural awareness of students and community.
5. Provide for the training needs of local business and industry.
6. Enhance the quality of life in the community.

### **VISION**

Roanoke-Chowan Community College is a premier learning institution dedicated to preparing learners in our community and beyond to succeed in a diverse global society.

### **VALUES**

We value social justice: innovation, diversity, access, equity with compassion.