

MINUTES

PERSONNEL COMMITTEE MEETING

**LOUISIANA COMMUNITY AND TECHNICAL COLLEGE SYSTEM
BOARD OF SUPERVISORS REGULAR MONTHLY MEETING**

**TUESDAY, SEPTEMBER 9, 2003
2:00 P.M.**

**The Louisiana Building
Baton Rouge Community College
5310 Florida Blvd., Baton Rouge, Louisiana 70806**

** The Board of Supervisors of the Louisiana Community and Technical College System reserves the right to enter into Executive Session in accordance with R.S. 42.6.

A. CALL TO ORDER

The Personnel Committee of the Board of Supervisors of the Louisiana Community and Technical College System convened, with other members present, at 2:10 p.m., on Tuesday, September 9, 2003, in the Louisiana Building at the Baton Rouge Community College.

Supervisor Ann Knapp, Chair, LCTCS Board of Supervisors, called the meeting to order at 2:10 p.m. Ms. Knapp, as Chair, appointed Supervisors DeLaney, Dejoie and Mellington to serve on the Personnel Committee.

Supervisor Knapp turned the floor over to Supervisor Barham, Chair of the Personnel Committee.

B. PLEDGE OF ALLEGIANCE

The assembly rose for recitation of the Pledge of Allegiance.

C. ROLL CALL

Ms. Bonni Benton, Coordinator of Board Services, called roll and a quorum was established.

Members Present

Edwards Barham, Chair
Dianne Christopher
Kathy Sellers Johnson (arrived late)
Mike Stone

Members Absent

Sean Reilly
Nicholas Trist, Jr., Vice Chair

Staff Present

Bonni Benton
Walter Bumphus
Pat Eddy
Jan Jackson
Jerry Pinsel
Angel Royal
Jamie Underwood

Other Members Present

Ava Dejoie
John DeLaney
Ann Knapp, Ex-Officio
Brett Mellington

Guest List

On file in Board Office

D. APPROVAL OF SEPTEMBER 9, 2003 PERSONNEL COMMITTEE AGENDA

On motion of Supervisor Mellington, seconded by Supervisor DeLaney, the Personnel Committee voted to approve the September 9, 2003 Personnel Committee agenda. The motion carried.

E. GENERAL PERSONNEL ACTIONS FOR LCTCS COLLEGES AND THE SYSTEM OFFICE (Item I.1.) – Chancellors’ Presentations for Personnel Actions Exceeding 6%

Dr. Walter Bumphus provided a brief synopsis of the Personnel actions presented. He explained that the Board had been provided a recommendation for those personnel items containing a 6% salary increase. He stated that he would like each chancellor to come before the Board, if they have items that exceed 6%, to give a brief explanation/presentation.

System Chancellors addressed the Board to provide explanations of proposed salary increases in excess of 6%: Dr. Dorsey, BRCC; Dr. Garrity and Jimmy Eagan, DCC; Dr. Kreider, LDCC; Dr. Warner, NCC; Dr. Welch, RPCC; Dr. Brobst, SLCC; Mr. Lavigne, L.E. Fletcher; and Dr. Montgomery Richard, LTC.

Chair Barham recommended that the Personnel Committee enter into Executive Session to discuss agenda item E., and suggested the Committee also consider agenda items G and H while in Executive Session. He further suggested that the Committee proceed with agenda items F, I, J and K, prior to entering into Executive Session. **(No action was taken on agenda item E. at this time.)**

F. REVISION OF BOARD POLICY II.2.010, PERFORMANCE EVALUATION AND SALARY INCREASES (Item I.2.)

Ms. Lura Kamiya, Director of Human Resources, addressed the Board and reviewed the proposed revision of Board Policy II.2.010. She read the proposed changes to the policy and interpreted these changes to the Board.

On motion of Supervisor Christopher, seconded by Supervisor Sellers Johnson, the Personnel Committee voted to recommend to the Full Board the proposed revision of the System Policy on Performance Evaluation and Salary Increases for review and advisement.

Chair Barham clarified that the purpose of the Personnel Committee is to provide a recommendation to the Full Board on Personnel agenda items presented. The Full Board will then vote on the recommendations presented during the Regular Full Board meeting.

Chair Barham asked for permission from the Board to address agenda items I, J and K prior to entering into Executive Session. There was no objection voiced to this recommendation; therefore, the Board continued the meeting with item I.

I. REORGANIZATION OF THE LOUISIANA TECHNICAL COLLEGE DISTRICTS (Item I.5.)

Dr. Bumphus provided a brief synopsis of the recommendation presented by Dr. Margaret Montgomery-Richard, Chancellor, Louisiana Technical College, on the restructuring/realignment of the LTC. He stated that, included in the restructuring, the Assistant Chancellors’ titles will be changed to Vice Chancellor and Provost for each district. Dr. Bumphus stated his support of this recommendation.

On motion of Supervisor Christopher, seconded by Supervisor Dejoie, the Personnel Committee voted to recommend to the Full Board the adoption of the proposed reorganization of the Louisiana Technical College districts as presented.

J. APPOINTMENT OF LOUISIANA TECHNICAL COLLEGE VICE CHANCELLOR OF FINANCE AND ADMINISTRATION (Item I.6.)

On motion of Supervisor Dejoie, seconded by Supervisor Mellington, the Personnel Committee voted to recommend to the Full Board the appointment of Amy Elisabeth Sigler as Vice Chancellor for Finance and Administration for the Louisiana Technical College, at a base salary of \$102,000, effective September 15, 2003.

Supervisor Christopher questioned whether a search had been conducted for this position. Dr. Montgomery-Richard stated that an extensive in-state search had been conducted.

K. APPOINTMENT OF LOUISIANA TECHNICAL COLLEGE VICE CHANCELLOR OF STUDENT SERVICES, ENROLLMENT MANAGEMENT AND REGISTRAR (Item I.7.)

On motion of Supervisor Dejoie, seconded by Supervisor Stone, the Personnel Committee voted to recommend to the Full Board the appointment of Janice M. Bolden as Vice Chancellor for Student Services, Enrollment Management, and Registrar for the Louisiana Technical College, at a base salary of \$102,000, effective September 29, 2003.

Supervisor Christopher voiced her objection to agenda items J and K, and stated that she disapproved of this recommendation.

Chair Barham suggested that the Personnel Committee now enter into Executive Session to discuss agenda items E, G and H.

On motion of Supervisor Knapp, seconded by Supervisor Sellers Johnson, the Personnel Committee voted to enter into Executive Session at 3:29 p.m. to discuss agenda items E, G and H.

On motion of Supervisor Mellington, seconded by Supervisor Sellers Johnson, the Personnel Committee reconvened at 5:24 p.m. No actions/motions were made and no votes were taken.

E. GENERAL PERSONNEL ACTIONS FOR LCTCS COLLEGES AND THE SYSTEM OFFICE (Item I.1.) – Chancellors' Presentations for Personnel Actions Exceeding 6%

On motion of Supervisor Christopher, seconded by Supervisor Mellington, the Personnel Committee voted to recommend to the Full Board the ratification of the personnel actions presented on Summary and Detail for the LCTCS colleges to include: Baton Rouge Community College, Bossier Parish Community College, Delgado Community College, Louisiana Delta Community College, Elaine P. Nunez Community College, River Parishes Community College, South Louisiana Community College, L.E. Fletcher Technical and Community College, Sowela Technical and Community College, Louisiana Technical College and Louisiana Community and

Technical College System Office to include twenty-five (25) retirements or resignations; three (3) leaves of absence, thirty-seven (37) new positions, two thousand fifty-five (2055) promotions/changes/salary increases, and forty-four (44) replacements.

G. LCTC SYSTEM PRESIDENT EVALUATION (Item I.3.)

On motion of Supervisor Christopher, seconded by Supervisor Dejoie, the Personnel Committee voted to recommend to the Full Board the approval of President Bumphus' contract to include the following: 1) 6% increase in base salary; 2) increase in the housing allowance from \$34,000 to \$36,000; 3) increase the Leadership Development Institute stipend from \$10,500 to \$18,000; 4) removal of the car allowance (\$12,000); and 5) in lieu of a car allowance, the System will provide a vehicle for the President's use. The total compensation of the proposed contract is \$254,340. The contract will be a continuation of a three (3) year rolling contract and will be effective July 1, 2003.

Chair Barham stated that the evaluations for President Bumphus, from outside stakeholders and Board members, were exceptional. Dr. Bumphus received a standing ovation.

Dr. Bumphus thanked the Board for their kindness and stated that he was humbled by their comments.

Supervisor Sellers Johnson voiced her opposition to the recommendation made by the Personnel Committee. A roll vote was taken resulting in seven (7) yeas and one (1) nay.

H. LCTCS CHANCELLORS AND ASSISTANT CHANCELLORS EVALUATIONS (Item I.4.)

On motion of Supervisor Dejoie, seconded by Supervisor Mellington, the Personnel Committee voted to recommend to the Full Board the acceptance of a compensation recommendation, to be presented by Dr. Bumphus during the Full Board meeting on September 10, 2003, with the noted adjustments to the proposed recommendations presented by Dr. Margaret Montgomery - Richard, Chancellor, Louisiana Technical College.

Dr. Bumphus stated that all the chancellors and assistant chancellors had received favorable evaluations. He added that recommendations on the chancellors and assistant chancellors' salary treatment will be presented at the Full Board meeting tomorrow, (Wednesday, September 10, 2003).

Supervisor Christopher complimented and thanked "those working out in the districts" stating that they made the System look good.

L. ADJOURNMENT

On motion of Supervisor Christopher, seconded by Supervisor Dejoie, the Personnel Committee adjourned at 5:33 p.m.