

**MINUTES**

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

**WEDNESDAY, DECEMBER 14, 2005**

**9:00 a.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.

**NOTE:** *No separate committee meetings are scheduled.*

**A. CALL TO ORDER**

The Louisiana Community and Technical College System Board of Supervisors met in Regular Session, December 14, 2005, in the Louisiana Building at Baton Rouge Community College, 5310 Florida Blvd., Baton Rouge, Louisiana. Board Chair Kathy Sellers Johnson called the meeting to order at 9:05 a.m.

**B. PLEDGE OF ALLEGIANCE**

The assembly rose for recitation of the Pledge of Allegiance.

**C. ROLL CALL**

Dr. Angel Royal, Executive Assistant to the President/Vice President of External Affairs, called roll and a quorum was established.

**Members Present**

Edwards Barham  
Mike Chandler  
Gibson Chigbu  
Ava Dejoie  
John DeLaney  
Carl Franklin  
Kathy Sellers Johnson, Chair  
Alvin Kimble  
Ann Knapp  
Brett Mellington, 1<sup>st</sup> Vice Chair  
Sean Reilly  
Vincent St. Blanc  
Mike Stone  
Karondellet Womack-Williams

**Members Absent**

Dan Packer  
Stevie Smith

**Staff Present**

Dr. Walter G. Bumphus  
Bonni Blouin  
Allen Brown  
Pat Eddy  
Jan Jackson  
Lura Kamiya  
Howard Karlton  
Jerry Pinsel  
Reba Poulson  
Angel Royal  
Greg Speyrer

**D. APPROVAL OF DECEMBER 14, 2005 AGENDA**

**On motion of Supervisor Knapp, seconded by Supervisor Mellington, the Board voted to approve the December 14, 2005 agenda as presented.**

**E. APPROVAL OF MINUTES OF NOVEMBER 9, 2005 FULL BOARD MEETING AND NOVEMBER 8 & 9, 2005 LTC AD HOC COMMITTEE MEETINGS**

Chair Johnson submitted two corrections to the Full Board minutes of the November 9, 2005 meeting. On page 5 of 7, Steinfeld should be spelled Stinefeld. On page 8 of 11, references made to Chancellor Warner should be Chancellor Welch.

**On motion of Supervisor Knapp, seconded by Supervisor Kimble, the Board voted to approve the minutes of the November 9, 2005 Full Board meeting and November 8 & 9, 2005 LTC Ad Hoc Committee meetings, with corrections as noted.**

**F. RECOGNITION OF DR. LYNN KREIDER, CHANCELLOR, LOUISIANA DELTA COMMUNITY COLLEGE**

Dr. Bumphus expressed his delight in recognizing and acknowledging Dr. Lynn Kreider for his contributions to the Louisiana Community and Technical College System (LCTCS) as Chancellor of Louisiana Delta Community College. Chancellor Kreider submitted his resignation to the Board effective January 2006. Dr. Bumphus presented Dr. Kreider a plaque on behalf of the LCTCS Board for his dedication and service to the LCTCS.

Supervisor Stone commended Dr. Kreider for his work and the way he represented the school and the community, and stated that he had received many positive comments on Dr. Kreider's work from residents in the Monroe area.

**G. UPDATE BY LESLIE JACOBS, BOARD OF ELEMENTARY AND SECONDARY EDUCATION**

Ms. Leslie Jacobs, Board of Elementary and Secondary Education (BESE) provided a PowerPoint presentation and a one page handout to the members of the Board, entitled "Louisiana High School Diploma Endorsements". She discussed high school developments and touched on the following topics:

- ✓ high school changes and its link to the workforce
- ✓ how to align coursework to make it more relevant to what work a student wishes to pursue
- ✓ work readiness versus college readiness
- ✓ re-design efforts of BESE to join what students are working on in high school and what they wish to do in college or the workforce.

She stated that she expects BESE to incorporate more stringent graduation requirements and they have approved a new accountability model that is based on a point system. She presented an overall report of BESE reforms and recommendations to address the problem of high school drop-outs. She added that a series of public forums will be forthcoming.

A question and answer period followed.

## H. REPORTS

### 1. Chair of the Board Report

Chair Johnson provided the following report:

- Has begun to organize Louisiana Delta Community College Chancellor Search Committee. Plans to visit Monroe area in early January to meet with faculty, staff, students and members of the community.
- Working on Board retreat scheduled for January 11, 2006.
- Has asked Dr. Bumphus to organize a bus tour for chancellors and Board members to tour the New Orleans areas that were affected by Hurricane Katrina.
- Attended the Continuation of Recovery Efforts (CoRE) group meeting to continue to discuss the budget and the impact of the hurricanes on our region.
- Attended the opening gala of the Magnolia building at Baton Rouge Community College. The featured guest at the inaugural fundraising gala was Dr. Maya Angelou. Chair Johnson commended Dr. Dorsey for a job well done. Supervisor Womack-Williams also attended the event.

### 2. President's Report

Dr. Bumphus provided the following report:

- The bus trip to New Orleans is scheduled for Tuesday, January 10<sup>th</sup>. The bus will leave Baton Rouge on Tuesday around 11:00 a.m. and should return by 6:00 p.m. Lunch will be served on the bus.
- Introduced the fifth class of the Leadership Development Institute. Members of the class stood to be recognized.
- Dr. Alex Johnson, Chancellor, Delgado Community College, was asked to come forward to recognize Mr. Richard Colton, Jr., CEO of the Howell Group. The Howell Group contributed \$35,000 to Delgado Community College to support the travel budget and baseball program, in addition to a \$5,000 baseball scholarship fund.
- Received \$2.5 million from former Presidents Bush and Clinton for campuses affected by Hurricane Katrina. In addition, the following grants have been awarded: \$3.6 million from Community Based Job Training Program (CBJTP); \$5 million grant from United States Department of Labor for reconstruction called Construction Centers of Excellence; \$1 million from the Lumina Foundation through the Scholarship America Program; \$470,000 from the Ford Foundation; \$100,000 through SAS. Also received awards totaling approximately \$45,000 from students and colleges from across the country. A total of approximately \$13 million has been received over the last six weeks.
- Mr. Travis Lavigne, Chancellor, L.E. Fletcher Technical Community College, and Ms. Reba Poulson, Director, Perkins Programs and Resource Development, provided a report on Community Based Job Training Grant and provided the following:
  - ✓ Process began with a statewide workshop held April 28, 2005 with all interested parties. Consultants met with participants to provide guidelines, etc.
  - ✓ The LCTCS is 1 of 70 awardees
  - ✓ L.E. Fletcher Technical Community College is the lead institution for the grant with Nunez, LTC Teche and Young Memorial campuses as partners.

- ✓ Workers will be trained in marine transportation and the manufacturing industry.
  - ✓ Biggest goals are to build capacity and to train workers in these fields.
  - ✓ Hope to have 3,013 workers gain credentials and/or certification. Looking at credentials for the Able Seaman career track, U.S. Coast Guard certification requirements and associates degree, credentialing in industrial technology, welding credential, and shipbuilding machinist in the manufacturing industry.
  - ✓ Colleges worked to leverage what they would receive along with commitments from industry partners, workforce boards and other educational entities within the colleges themselves for an additional \$4.4 million.
  - ✓ Only 1 of 70 grants with a dual purpose of advanced marine transportation and advanced manufacturing
  - ✓ L.E. Fletcher Technical Community College received \$1.17 million of the grant with another \$559,000 to be administered over the 3-year period of the grant; Louisiana Technical College, Young Memorial campus received \$791,000; Tech Campus received \$601,000 and Nunez Community College received \$477,000.
  - ✓ Received largest grant awarded among the 69 other grantees.
- Mr. Jim Henderson, Senior Vice President, Workforce Training and Development, reported on the \$5 million Construction Centers for Excellence grant received from the U.S. Department of Labor. He provided the following:
    - ✓ Work needs to be done on modifying the proposal and budget terminology.
    - ✓ Key is to build a module of life long learning
    - ✓ Program must be flexible and meet needs of construction industry
    - ✓ Working with Associated Building Contractors, Associated General Contractors and AFLCIO to ensure that entry level programs fit the needs of industry
    - ✓ Working with institutions to determine that they have the capacity to provide the needed training
    - ✓ Recruitment will be key

A question and answer period followed. Supervisor Chigbu asked Mr. Henderson to get the “medium-sized” local businesses involved.

- Dr. Angel Royal, Vice President of External Affairs/Executive Assistant to the President, provided a report on three additional grants received. She stated the following:
  - ✓ SAS Institute was one of the first major corporations to approach the LCTCS immediately following Hurricane Katrina to determine what they could do to help. SAS Impact Grant will strengthen linkages between two years colleges and their school systems.
  - ✓ Contacted the Louisiana Technical College – District 1, SOWELA Technical Community College and Delgado Community College to receive the status of their recovery efforts. SOWELA and DCC were not able to take advantage of the opportunity at the time, but may be able to benefit at a later date.
  - ✓ Louisiana Technical College – District 1, did submit for the grant and will be using the grant to provide a work keys assessment competency and testing. Consultants from SAS will be brought in to work with their students.
  - ✓ The second tier of schools affected by displaced students due to Katrina, BRCC and SLCC, are on the forefront of developing programs that bring in disaster management experts, speakers, tutoring, etc.

- ✓ A \$470K grant was received from the Ford Foundation. \$200,000 of this grant was received pre-Katrina and will be used for career pathways. Dr. Teamer will be taking the leadership role on this initiative. The second part of the grant will focus on how we can best recover from the aftermath of the two hurricanes. Ford Foundation has agreed to allow the use of planning dollars to seek external funding sources to assist in funding some of the initiatives.
- ✓ Scholarship America, through the Lumina Foundation, sought funding to assist displaced students that have re-enrolled at other institutions.
- ✓ The LCTCS has received \$43,000 of unsolicited donations. Awards have been distributed to 52 students and another request has recently been submitted for an additional 52 students.

## I. GENERAL ACTION ITEMS

### Academic Actions

**Supervisor Knapp presented the Academic Actions for consideration by the Board.**

1. Report on Electronic Learning – Dr. Jerry Pinsel

Dr. Jerry Pinsel, Vice President of Community College Services, provided a report on electronic learning. A handout was provided to members of the Board. She provided a brief history on the development of e-learning and presented the following information:

- ✓ E-Learning post-Katrina has increased. Cell phones and e-mail correspondence was the major source of communication after Hurricane Katrina.
- ✓ Post-secondary students have re-located to Texas, Georgia, Florida and Mississippi.
- ✓ Southern Region Education Board (SREB) partnered with the Sloan Consortium to create the “Sloan Semester”. The Sloan semester refers to the Accelerated Learning Network (ALN). 200 participating colleges and universities offered hundreds of e-learning courses free of charge to students who have been displaced by Hurricane Katrina.
- ✓ Reported on the number of on-line courses currently available through LCTCS institutions.

A question and answer period followed.

### Facilities Actions

Supervisor Reilly presented the Facilities Actions items for consideration by the Board.

2. Lease of Nunez Community College Property to FEMA for Placement of Trailers for Housing Employees

**On motion of Supervisor Kimble, seconded by Supervisor Knapp, the Board voted to approve, in concept, the request from Chancellor Tommy Warner, Nunez Community College, for a 36-month lease of Nunez Community College property to FEMA for placement of trailers for housing college employees and authorizing the System President and the Board Counsel to negotiate and execute the lease. The motion carried.**

### 3. Status Report on Pending Facilities and Property Issues

#### REPORT – NO BOARD ACTION REQUIRED

Ms. Jan Jackson, Senior Vice President of Finance and Administrative Services, presented a status report on pending facilities and property issues. She provided the following:

- ✓ No official reports on damages to affected colleges from the Division of Administration
- ✓ South Louisiana Community College, New Iberia campus should be completed in December.

Supervisor Chigbu asked what Delgado Community College facilities are anticipated to be open for the Spring 2006 semester.

Dr. Bumphus stated that we are still working with the Office of Facility Planning regarding the City Park campus. He added that the campus has to be certified as environmentally ready before classes can be offered on the campus.

Dr. Johnson responded that he is working to re-open the City Park Campus for the spring and is engaged with Facilities Planning and Control and the Office of Risk Management on the assessment of environmental conditions. A meeting is scheduled for tomorrow to determine what needs to be done so the campus will be ready for spring enrollment. He added that Delgado currently has 6,600 students registered for spring semester classes. He concluded that he feels very confident that the City Park campus will be ready for the spring.

Supervisor Chigbu asked Dr. Bumphus to continue to keep the Board informed of the progress being made at Delgado Community College and of when the institution will be ready to re-open.

Supervisor Franklin reiterated Supervisor Chigbu's request and added that Board members field numerous phone calls and inquiries as to when the various campuses will re-open.

Dr. Bumphus stated that he would provide updates on this issue in his Weekend Memo to the Board.

#### **Finance Actions**

Supervisor Mellington presented the Finance Actions items for consideration by the Board.

#### 4. Update on LCTCS Budget

**On motion of Supervisor Knapp, seconded by Supervisor Reilly, the Board voted to approve the mid year budget reduction totaling 11.2%, as allocated to the Louisiana Community and Technical College System by the Board of Regents as a portion of the higher education reduction specified in Executive Order No. KBB 27 2005-82 and HB 156 of the 2005 First Extraordinary Session. The motion carried.**

Dr. Bumphus stated that approximately \$17 million in cuts were made to the LCTCS budget. He added that the Board of Regents used a formula to get this amount. (A handout was distributed.)

Supervisor Knapp complimented Chancellor Leger and his staff on their leadership regarding cuts and enrollment.

At this time, Chair Johnson asked for permission to defer from the agenda to recognize former member of the LCTCS Board, Mr. Kevin McCotter.

Chair Johnson asked Mr. McCotter to come forward to receive a plaque of recognition from the Board of Supervisors for his years of service to the Board.

Dr. Bumphus stated that Mr. McCotter is a founding Board member and former Board Chair. He also served as chairman of the Facility Corporation, Campus Facility, Inc., in Shreveport/Bossier.

Mr. McCotter addressed the Board and thanked Chair Johnson and Dr. Bumphus for their kind comments. He thanked all the founding Board members of the Board, “. . . *for the experience, the journey that we have been on the last seven (7) years. It was January 12, 1999, that we first met each other for breakfast, and with the exception of maybe a couple of people, I had not met all of you before*”. “. . . *I think the way that we coalesced that day and moved forward with basically a clean sheet of paper is a real testament to all of you*”. He closed with the words of former Board member Leonard Barnes, “*Never, never, never have I served with such a fine group of people, and I just thank you for that experience.*”

#### 5. Report on LTC Enrollment and Staffing by Bob Keaton

#### REPORT – NO BOARD ACTION REQUIRED

Dr. Bumphus stated that he had contacted Mr. Keaton to request that he conduct a report to determine the enrollment and staffing of the Louisiana Technical College (LTC). The request was made as a result of issues that were raised by members of the legislature related to staffing and discrepancies in enrollment figures for the LTC. He stated that this is a report to the Full Board and also to the LTC Ad Hoc Committee to be used as part of their deliberations.

Bob Keaton, addressed the Board and thanked Dr. Bumphus and the LCTCS staff for their assistance and patience during this project. He reviewed the information provided in the report and presented his recommendations to the Board. A question and answer period followed. (A copy of the report is attached to the Approved Minutes).

#### **Personnel Actions**

Supervisor Franklin presented the Personnel Actions items for consideration by the Board.

Chair Johnson asked if any of the employees included in the General Personnel Actions were included in the proposed Force Majeure actions that are submitted for approval.

Dr. Bumphus responded that the employees included in the General Personnel Actions agenda item are not included in the proposed Force Majeure actions to be considered by the Board.

Dr. Bumphus stated that a revised cover sheet for agenda item I.6. had been submitted and copies were distributed to members of the Board for review.

6. General Personnel Actions for LCTCS Colleges and the System Office

**On motion of Supervisor Mellington, seconded by Supervisor Chandler, the Board voted to approve the personnel actions presented for the LCTCS Colleges and System Office to include seven (7) retirements; thirty (30) resignations; two (2) terminations; two (2) other cessations of employment; five (5) new positions; four (4) promotions/changes/salary increases, and seven (7) replacements. The motion carried.**

7. Appointment of Interim Chancellor at Louisiana Delta Community College

**On motion of Supervisor Knapp, seconded by Supervisor DeLaney, the Board voted to approve the appointment of Mr. Barry Delcambre as Interim Chancellor at Louisiana Delta Community College, effective January 1, 2006 through June 30, 2006. His base annual salary will be \$95,000, housing allowance of \$20,000, and car allowance of \$5,000, consistent with other chancellors within the system. Such salary, housing allowance and car allowance is to be prorated for the duration of duties for which he will be assigned these responsibilities. The motion carried.**

Dr. Bumphus introduced Mr. Delcambre to the Board.

Mr. Delcambre addressed the Board and thanked them for the opportunity to serve at Louisiana Delta Community College.

8. Force Majeure Exigency Policy for Modification and/or Discontinuance of Programs as a Result of Hurricanes Katrina and Rita

Supervisor Stone stated that he had several questions in relation to this agenda item. He requested that Penny Ferguson be allowed to come forward to speak to this issue and address several concerns that he has voiced to Supervisor Stone regarding this agenda item.

Mr. Ferguson addressed the Board and stated his concerns related to the proposed Force Majeure Exigency Policy. He stated that he feels that the policy, as it is currently reads, takes away some of the due process that faculty members are entitled to by law. He added that he did not believe a policy can supersede the law that grants certain rights to faculty. He stated that the law he is referring to applies to faculty hired prior to 1999, but it also impacts individuals hired after 1999. He clarified that he is speaking specifically about tenured faculty members. He reviewed the tenure hearing process with the Board. He urged Board members not to adopt the proposed policy and to use previous policies instead. He referenced the LCTCS Board of Supervisor's Bylaws which state that an amendment can be approved by a 2/3 vote of the Board, provided that the amendment was submitted at the previous regular meeting of the Board. He requested that this agenda item be laid over so it can be discussed further and faculty can be notified of the proposed policy.

Chair Johnson responded to Mr. Ferguson and stated that when the bylaws were adopted in 1999, there was no way of knowing that the state would be faced with making the kinds of decisions that are now necessary due to the affects of Hurricanes Katrina and Rita. She stated that the Board is sensitive to the challenges that the affected schools and faculty and staff are faced with; however, the Board has been forced to take action in a more expeditious manner due to the emergency situation that the LCTCS is operating under at this time. She further stated that the plan must be implemented prior to the beginning of the spring semester and we are unable to wait until the next regularly scheduled board meeting in

February, 2006. She strongly recommended to the Board that the lay-over period be waived and proceed with consideration and adoption of the proposed policy.

Supervisor Franklin called for Mr. Leo Hamilton, Board Counsel, to come forward to provide clarification on a couple of issues. He asked if Mr. Franklin had reviewed the proposed policy and the laws related to tenure.

Mr. Hamilton responded that he had reviewed the laws related to tenure and stated that the proposed policy does include due process and prior notice to faculty/staff, although the time period has been abbreviated to five (5) days instead of thirty (30).

Further discussion related to this issue followed.

**On motion of Supervisor Kimble, seconded by Supervisor Reilly, the Board voted to suspend the existing LCTCS policies to allow the Board to move forward with the Force Majeure Exigency Policy for Modification and/or Discontinuance of Programs.**

Supervisor Stone voiced opposition to the motion.

**A roll call vote was taken which resulted in twelve (12) yeas and two (2) nays.**

**YEAS**

**Edwards Barham  
Mike Chandler  
Gibson Chigbu  
John DeLaney  
Carl Franklin  
Kathy Sellers Johnson  
Alvin Kimble  
Ann Knapp  
Brett Mellington  
Sean Reilly  
Vincent St. Blanc, III  
Karondellet Womack-Williams**

**NAYS**

**Ava Dejoie  
Mike Stone**

**The motion passed.**

**On motion of Supervisor Chandler, seconded by Supervisor Kimble, the Board voted to approve the Force Majeure Exigency Policy for Modification and/or Discontinuance of Programs necessary because of Hurricanes Katrina and Rita, effective immediately. Because of the emergency nature of this policy, staff recommends that the review and advisement period be waived.**

Supervisor Stone voiced opposition to the motion and a roll call vote was conducted.

**The roll call vote resulted in thirteen (13) yeas and one (1) nay.**

**YEAS**

**Edwards Barham  
Mike Chandler**

**NAYS**

**Mike Stone**

**Gibson Chigbu  
Ava Dejoie  
John DeLaney  
Carl Franklin  
Kathy Sellers Johnson  
Alvin Kimble  
Ann Knapp  
Brett Mellington  
Sean Reilly  
Vincent St. Blanc, III  
Karondellet Womack-Williams**

**The motion carried.**

9. Ratification of Layoff Avoidance Plan for Fall 2005 Semester for Delgado Community College, Elaine P. Nunez Community College and Louisiana Technical College

Supervisor Dejoie asked if there is a policy that requires that preferential treatment, in regards to being hired at another institution, be given to those employees that have been furloughed and/or released from employment.

Dr. Bumphus responded that he did not think that a policy exists that addresses that issue specifically, but he has been advised by Dr. Toya Barnes Teamer, Senior Vice President of Academic and Student Affairs, that the Chief Academic Officers have indicated that if positions become available, consideration will be given to qualified individuals that have been furloughed.

Supervisor Dejoie asked if it is lawful for furloughed employees to receive preferential hiring treatment at other institutions.

Mr. Hamilton stated that as a general rule, campuses will consider employees that have been furloughed for re-hiring when positions do become available.

Supervisor Dejoie recommended a motion for the LCTCS to adopt a policy to first look at qualified employees that have been furloughed, before going outside of the System to hire for any positions that may come open.

**On motion of Supervisor Dejoie, seconded by Supervisor Barham, the Board voted to adopt a resolution that requires LCTCS institutions to first consider qualified individuals that have been furloughed or whose employment has been discontinued, as a result of the actions taken by the Board and/or campus related to the hurricanes, be given notice and opportunity to apply for positions at other campuses of the LCTCS for which they are qualified and meet all other employment requirements. The motion carried.**

**On motion of Supervisor Dejoie, seconded by Supervisor Kimble, the Board voted to ratify the Layoff Avoidance Plans for the fall 2005 semester, including associated employment actions as outlined in the individual attachments, for Delgado Community College, Elaine P. Nunez Community College and Louisiana Technical College. The motion carried.**

Dr. Bumphus noted that twenty-three (23) institutions throughout the country have contacted the LCTCS to offer their assistance in employing faculty that have been released from employment due to the hurricanes.

10. Approval of Force Majeure Plan for Spring 2006 Semester:

- a. Delgado Community College
- b. Elaine P. Nunez Community College
- c. Louisiana Technical College
- d. SOWELA Technical Community College

**On motion of Supervisor Kimble, seconded by Supervisor Chandler, the Board voted to approve the amount for modification addressed by the Delgado Community College, Elaine P. Nunez Community College, Louisiana Technical College, and SOWELA Technical Community College Force Majeure Plans for the spring 2006 semester and authorize the President to approve associated program modifications and employment actions and make necessary adjustments to the plans. The motion carried.**

**J. CONSENT AGENDA**

**On motion of Supervisor Reilly, seconded by Supervisor Chigbu, the Board voted to approve the Consent Agenda which consists of agenda items J.1. through J.10. The motion carried.**

**K. UPDATES**

Chair Johnson encouraged Board members to review the reports/updates provided.

1. Business and Industrial Visit Report
2. Status Report on Capital Projects
3. Alternative Financing Projects
4. Facilities Assessment Update

**L. OTHER BUSINESS**

1. Recognition of LCTCS Board of Supervisors Kevin McCotter and Nick Trist

Board Supervisor Nick Trist was unable to attend today's meeting and will be presented his award at a later date.

**M. ANNOUNCEMENTS**

- A Christmas Luncheon will be provided for Board members and chancellors in the Bienvenue Student Center immediately following the meeting.
- The LTC Ad Hoc Committee will meet at 1:45 p.m. today.
- Supervisor St. Blanc commented on the LCTCS campuses he had recently visited.

**J. ADJOURNMENT**

**There being no further business to come before the Board, on motion of Supervisor Womack-Williams, seconded by Supervisor Chigbu, the meeting adjourned at 12:58 p.m.**