

Leadership Council

Minutes

Friday, April 30, 2021 at 9am

ZOOM

Attendees:

Council Members: Jeanne Swarthout; Scott Estes (Proxy for Curtis Stevens); Kevin Jones; Rickey Jackson; Donna Krieser; Ann Hess; Peggy Belknap; Maderia Ellison; Ruth Zimmerman; Wei Ma; Mike Solomonson; Pat Lopez; Josh Rogers; Nicole Ulibarri; Jeremy Raisor; Bob Ficken; Amber Hill; Gail Campbell; Jessica Kitchens.

Others Present: Paul Hempsey (Recorder); Elizabeth Oliphant; Cassie Dows; April Horne; Colleen Readell; Denise Rominger; Justin White; Betsy Wilson; Ryan Orr; Michael Broyles; Rhonda Paladino; Allison Landy; Daphne Brimhall; Amelinda Webb

1. **Call to Order:** Interim President Swarthout called the meeting to order.
2. **Roll Call and Quorum Check:** Paul Hempsey conducted a visual roll call and declared a quorum present.
3. **Reports:**
 - A. **Diversity, Equity, and Inclusion (DEI)**

Elizabeth Oliphant reported on the Psychological Safety presentation by Dr. Judy Yip-Reyes at the group's latest meeting which was so well received individual departments and groups have reached out to have her repeat the presentation during their meetings. Judy, along with Dr. Michael Broyles, would continue the discussion at the next meeting which is scheduled for May 13 from Noon till 1:30pm.

A summer issue of the Every Voice newsletter will be coming out. The group is also working to add some information to the Faculty Handbook as well as assisting with ways to promote vaccines.

4. **Old Business:**
 - A. **Strategic Planning**

Jeremy Raisor presented an update from the Strategic Planning Task Force culminating in the suggestion of three broad goals, with Key Performance Indicators, for consideration.



Strategic Goal Setting
Process - Apr 30 2021



NPC 2021-2025
Strategic Goals.pdf

The committee believed the presentation, and information contained within, was ready to go to the Board for input, suggesting Jeremy be the person to present.

- B. **Structure of Leadership Council**

Scott Estes, with assistance from the other members of the task force, presented a summary of the process used and work completed by the group, and the thinking behind suggestions, before sharing the draft of Procedure 2125 – Shared Governance for comments.

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The proposed voting mechanism provided for a lot of conversation amongst attendees with the pros and cons thoroughly discussed. The membership was also discussed at length with voting versus non-voting (advisory) status one of the main sticking points.

A few other suggested changes were incorporated in the draft and the committee decided to add an additional meeting, on the afternoon of May 14th, to have another review of the procedure with it hopefully being approved then. The committee discussed next steps which would include the usual approval process for procedures.

5. New Business:

A. SOG Reopening Suggestions

Dr. Swarthout reported that the Spring/Summer Operations Group made a few suggestions;

- Bringing 40% of employees back to campus for the summer semester
- Eliminating surface cleaning
- Masks not required outside, with the exception of large groups, but still required indoors

This would be a roll to Yellow Alert beginning June 1st.

B. Civility Training

The Executive Team will complete Civility Training on May 7th and would share their reflections at the next available All College meeting.

6. Adjourn:

Interim President Swarthout declared the meeting over.

Tasks

- Add an additional meeting on May 14th – Paul Hempsey
- Provide new draft of Procedure 2125 for May 14th meeting – Work group