

All College Assembly  
Agenda for Monday, Feb. 25th, Meeting  
12-1:30 PM, TC103A/ L244

**Guest:** President Lane Glenn

**Call to Order at 12:05 PM.**

**Approval of November 19, 2012, minutes:** Barbara Stachniewicz made a motion to approve the minutes and David Gingerella seconded the motion. All voted to approve the 11/19/12 minutes.

**Goal #5: Vision for Culture of Learning at NECC – Lane Glenn:**

Lane was in attendance to discuss Strategic Goal # 5 (the Vision for a Culture of Learning at NECC). He stated that what NECC is often envied for are currently existing programs and initiatives such as the following: Scholarship of Teaching & Learning, Teaching in Community, Learning Communities, Appreciative Inquiry, Process Management, Staff & Faculty Inquiry Groups, StrengthsQuest, collegial conversations and others.

Lane mentioned to attendees that, while some may know this, others may not and that is that Judith Kamber, Dean of Professional Development, has decided to retire the end of June 2013. He asked for a moment of appreciation and applause for Judith's efforts and energy in the realm of professional development at NECC. Lane also stated that Judith has been instrumental in crafting the culture of NECC into what it is today.

Lane reported that Goal 5 is about growing and developing ourselves professionally as learners. As described in the college's strategic plan, he said it is important that we build upon what is already in place and growing it so that all employees (faculty, classified staff, non-unit professionals, etc.) can access professional development.

Structurally, Lane reported that the center for professional development has been re-located in a more centrally accessible space on campus (C/Spurk building) and now encompasses the center for instructional technology. Goal 5 members are tasked with finding answers to questions like: How is this (area) going to be organized structurally? How will CIT be affected? Lane stated that with Judith's upcoming retirement, we all need to think about how this (the area of professional development in relation to the vision of goal 5) will look.

Lane asked the audience for comments or questions regarding how this all relates to the culture of learning at NECC.

Barbara Stachniewicz raised a concern regarding how different professional development or maintaining a culture of learning will be if there is a structural change that is more from a top-down perspective. There was mention of the professional development area reporting structurally under the human resource development division of the college. Lane responded that, while there may be rumors floating about, he believes we need to start to figure out what kind of position we're going to hire and that these are the things that are currently underway to better prepare for upcoming changes. Lane referred to Judith and asked how professional development is managed at other state colleges. Judith commented that there appears to be no other college in the system that devotes the resources NECC does to professional development. She continued by stating that some have a faculty member with a course release to focus on faculty development, others have someone on a part-time basis. Lane will be meeting with the Goal 5 team next week and wants people to know that what comes out of goal 5 will be what the best thing to do for the college is at this time. He encouraged people to attend the meetings on any of the strategic goals which are announced via broadcast email to the college community.

Suzanne Van Wert commented that, if Judith's position is re-hired and the structure of center for professional development shifts to a new location (for example, under human resources development rather than being a direct report to the president), she believes that this will create another layer of bureaucracy within the structure.

Lane reiterated that there is no final decision yet on what will come out of goal 5 and thanked her for her comment regarding the reporting structure of this area.

Trish Schade said that, as a full-time faculty member going through the tenure process, she appreciates that she has the ability to be honest, admit mistakes and such within the current structure of professional development and believes that, if housed in human resources development, this will hinder the ability for employees to do this. Lane stated that there are both positives and negatives to every decision. As we grow professional development and create a wider culture of learning at NECC, we have to grow the structure that maintains the larger entity. Lane mentioned that there are approximately 112 full-time faculty at NECC and more than 1,000 employees overall. He said we need to think about how we can grow this (a culture of learning) for all on campus.

George Medelinskas spoke in support of Lane on this initiative, stating that, as had happened in the meeting, so far only faculty had spoken regarding this issue and that it's important to hear from all the constituency groups.

Ann Grandmason asked Lane for clarification regarding the process of goal 5 and what it is tasked with. Lane confirmed that the goal 5 team will make a recommendation to him on what they believe is the best way to go in regards to growing NECC's culture of learning and he, in turn, makes the final decision.

**Budget – Lane Glenn:** Lane talked about the new formula for the budget which is comprised of three parts:

1. Cost of operations (\$4.5 million for every college);
2. Base allocation (comprised of enrollment/numbers); and
3. Performance Rates (graduation rates, etc.)

If this formula was adopted now, NECC could stand to lose close to \$2 million dollars; however, there are two clauses within the new budget proposal: 1. Hold Harmless Clause (in which no college will lose any money in the first year) and 2. Stop Clause (in which no college can lose more than 5% in the second year).

Lane said that the colleges are trying to figure out how to work with the new formula. He believes the formula is a good idea and also believes that the college will be fine and will not lose \$2 million.

David Gingerella said that the college is well-balanced fiscally and with its cash-flow so there is 'no panic time' at this point regarding the new formula.

**Campus Safety – David Gingerella:** David presented on campus safety updates which were numerous and varied. See PowerPoint presentation for details on all the updates. Joanne Ronsivalli posed a question about whether or not faculty and staff will also receive training on how to respond should there be an 'active shooter' situation at NECC. David said that there are various models of security that exist and NECC is looking into several.

Gail Stuart asked about the parking policy and the status of this particular initiative. David said that this policy would call for a sticker system and is currently just 'being floated' for consideration right now. The committee charged with looking at this proposition estimates it would be a \$26/year for an employee and approximately \$0.50/week for students to park on NECC campuses. He mentioned the Haverhill campus would reserve the Technology Center parking lot for guest parking and that in Lawrence, NECC has gone from owning the one parking lot at Franklin Street to owning four parking lots. So far, he reported, student feedback to this policy is mostly positive, stating that students are concerned with making sure the policy is fair across the board with both students and employee groups.

**Constituency concerns/ Announcements:** No constituency concerns/announcements.

**Adjournment:** The motion to adjourn was made by Stephen Mathis and seconded by Barbara Stachniewicz. The meeting adjourned at 1:05 PM.