

# President's Note

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## Celebrations and Announcements

### **Grayson Two SBDC clients win state awards**

Two clients of the Grayson Small Business Development Center, 903 Brewers and Polies, were winners at the Texas Strong Competition, which was held in conjunction with the Texas Rural Challenge.

### **Professors Lecture on Graffiti Art**

Art Professors Steve Black and Jesse Reinhard participated in Urban Dialogue sponsored by the Sherman Museum. They presented "The Story of Graffiti and Tag Art" then followed by a question and answer session with the audience. Alumnus Raymond Tackett joined the panel.

### **HVAC Professor named to State Committee**

Professor James Popplewell has been selected to serve on the Texas Air Conditioning and Refrigeration Examination Review Committee (ERC) by the Texas Department of Licensing and Regulation (TDLR). In this role, he will serve as a subject matter expert creating, updating and validating examinations.

### **Smarr Named SAIR Track Chair**

Dr. Debbie Smarr, Dean of Planning and Institutional Effectiveness will serve as the Track Chair for Planning-Oriented sessions at the 2017 annual meeting of the Southern Association for Institutional Research (SAIR). Track Chairs are responsible for reviewing session proposals, determining which ones to prioritize and select, and offering suggestions for proposals that may need additional refinement prior to acceptance.

### **Appreciation from Chair of Advanced Manufacturing Consortium**

Mark Anderson, Plant Manager at Emerson in Sherman and Chair of the Advanced Manufacturing Consortium, and was one of three speakers during the ground breaking for the Advanced Manufacturing Lab.

### **Faculty Association Representative**

Dr. Brad Weart has done an admirable job serving as this year's Faculty Association Representative to the Executive Council, including attending meetings of the Board of Trustees. We welcome Virginia Thompson (psychology) who assumed the role on July 1, and we look forward to her service.

## Tax Rates Decreasing

Grayson College will hold two public hearings regarding its tax rate. The first public hearing will be held on August 11, 2017 at 3 p.m. and the second will be held on August 16, 2017 at 9 a.m.

The tax rate will decrease from last year's rate of \$0.181300 per \$100 of taxable value to this year's proposed tax rate of \$0.181200 per \$100 of taxable value

If the governing body adopts the proposed tax rate and if a home's value stays the same, residents would actually pay less in taxes this year than last year.

## Academic and Career Advising Task Force Report

A task force led by Barbara Malone recently submitted a report with recommendations for advising. The leadership provided by Mrs. Malone and the work of that task force is appreciated. The recommendations relate directly to the GC Strategic Plan:

### Connect

1. Welcome Desk including intake screening of student needs
2. Assigned advisors by Pathway allowing appointments, case management, and CAEL training for academic advisors
3. Assign a task force to revise/simplify College 101

### Commit

4. Implement an electronic advising platform
5. Adopt a team advising process

### Complete

6. Coordinate exit advising when a student reaches a percentage of completing their certificate or degree plan
7. Hire an academic advisor dedicated to advising students planning to transfer to a university who will also manage articulation agreements
8. Develop a more clearly defined graduation process

The leadership team will now review these proposals and determine next steps.

## Odessa College Visit

A team of employees visited Odessa College to learn about scheduling, advising, etc. The team included: Anna Hicks, Barbara Malone, Dr. Chase Machen, Christy Klemiuk, Dr. Dava Washburn, Donna King, Logan Maxwell, Dr. Regina Organ, Dr. Brandy Fair and Dr. Wade Graves.

Since returning to campus, we have a renewed commitment to the collective pursuit of a culture that supports student success. Additionally, we have tentatively committed to implementing an 8-week schedule with a start date of August 2018. Their advising model is very similar to what is proposed by the GC Academic and Career Advising Task Force, with one notable difference. Their advisors (called success coaches) teach a student success course one hour each week for ten weeks, migrating the students to a deeper connection to their career. They pair that experience with the team of three approach that has been discussed by our team.

Since returning, we have modified the plans to redesign the student services area to incorporate a more welcoming atmosphere. Additionally, we are investing in furniture to redesign our student spaces in the library to promote collaboration. These ideas will continue to be taken into consideration as we remodel the Administrative Services Building and construct the new buildings.

## Admissions Communications Task Force

A task force has been created to establish a written and electronic communication plan that will enhance our recruitment results for all student types throughout the admissions life cycle.

Members include: Christy Klemiuk (Chair), Brooke Ross, Amy Evans, Nancy Luthe, Lori Hoover, Kayla Strange, Casey Ticknor, Kellie Matherly, Ashley DeLeon, Dr. Richard Davis, and Carol Pace. Their work will conclude October 20.

## Legislative Issues

### ***SB1 (85<sup>th</sup> 1<sup>st</sup> Special Session)- Property Tax Bill***

The position of the Texas Association of Community Colleges is to respectfully request that all community colleges be exempted from the provisions of bill, recognizing that (a) locally elected college Boards are accountable to their constituents for any increases in local property taxes, (b) an automatic trigger for a rollback election could increase costs, making elections cost prohibitive for community colleges, and (c) constraints of property taxes will impact our ability to maintain student affordability. Further, community colleges are the only entities of education included in the provisions of the bill, and we provide vital educational and workforce training programs that drive the state's economy and provide the critical educational opportunities necessary to meet the local and regional workforce needs of business and industry. We make a very real difference in the lives of students and their families. We help shape the future of Texas.

## Foundation Update

As of the close of business, June 30, 2017, the Grayson College Foundation has raised approximately \$1,594,822 in gifts, pledges, gifts-in-kind and grants. This exceeds the Foundation's goal of \$800,000 by \$749,822. For the 2017-2018 academic year, the Foundation has awarded \$483,594 in scholarships.

## HR Update

### ***Compensation Analysis Project Update***

In June, a consultant with HR Performance Solutions gave a presentation to introduce the Compease system to members of management participating in the compensation analysis project. The consultant then worked closely with the director of human resources, the vice presidents, and several deans and directors to evaluate staff and administrative positions on 10 compensable factors: experience, education, managerial responsibility, interpersonal skills, independent judgment, mental process, organizational authority, organizational restraint, physical demands, and working environment. Faculty positions were not included in the study. Ultimately, the new Compease framework establishes 20 distinct job grades with a corresponding salary range for each grade. The system automates salary projection calculations and provides new options to manage payroll expense while taking factors such as market data, budget allowances, and performance into consideration.

A proposed budget brings all employees to at least the minimum pay level for their assigned salary range and offers an annual pay increase to some employees.

## Facilities Update

### ***Softball Press Box***

The softball program raised money during the last year to pay for the construction of a press-box. This would allow for the storage of the lawn care equipment under the press-box, clearing it from the current practice facility.

### ***Softball Bleachers***

We are moving forward with the purchase of bleachers out of the college's current year's budget (\$18,000). The bleachers hold 240 people. This is tied to the press box/equipment storage project, as the bleachers will become the way to get into the press box. The softball team plans to conduct fundraisers in the coming year(s) to add additional seating.

***Opening the Practice Facility***

The athletic practice facility is being improved to ensure a safer environment by removing the metal poles in the practice facility. An engineer was consulted, and they assure us this is a safe thing to do. Replacement practice nets will be installed, with the spacing rearranged to maximize the newly available space.

***Denison Campus HVAC/Chiller Replacement***

We have started the bid process for the replacement of our chiller system, which includes the replacement of our current units with two 365 ton systems, a heat pump, and a new water tower. The preliminary estimate from the engineer is the project will cost in excess of \$1 million. The anticipated replacement timeline will be December of this year, so we are working on a tight timeline.

***Miscellaneous***

- HVAC replacement in CWL/Health Sciences have been completed, and repairs of units (heating elements) continue (awaiting parts).
- The parking lot in front of the Foundation House has been improved.
- The upper parking lots on the main campus have been stripped. Painting and other updates continue campus-wide.

## **Fundraising for New Buildings**

The College is launching a campaign to raise funds to support the building projects. This is an exciting opportunity for our community to invest in Grayson College.

## **Regional Accreditation Update**

***SACSCOC Summer Conference***

Dr. Washburn, Dr. Smarr, Dr. Machen, Dean Deutsch, and Dr. Williams attended the SACSCOC Summer Conference in Austin. They were focused on the 5<sup>th</sup> year report, our on-site dual credit review, and our upcoming level change for the BSN.

***SACSCOC 5<sup>th</sup> Year Review***

The 5<sup>th</sup> year report is due to SACSCOC on September 15<sup>th</sup>. A team of five attended the SACSCOC summer conference. Drafts of our report are shaping up. We will be sending them to an external reviewer before we finalize our report for SACSCOC.

***SACSCOC Dual Credit Review***

Work continues for the SACSCOC dual credit on-site visit, which will be held November 15-17<sup>th</sup>. Our team has been working diligently to ensure clear documentation of the quality of services provided to dual credit students.

***SACSCOC Level Change for BSN***

Our team held a conference call with SACSCOC to discuss the BSN. We must go through a level change and approval of the program. The earliest we would be able to start the program is Spring 2019, with some chance it could be delayed due to setbacks in the accreditation process or delays in the program approval process at the Texas Higher Education Coordinating Board.

***SACSCOC Vice President Change***

We received notification that we have been reassigned to a new SACSCOC Vice President, Denise Young. She replaces Dr. Nuria Cuevas.

## Accessibility of College Website

The college is working on a plan to meet the federal mandate that all agencies receiving federal funds have ADA Compliant websites by January 2018. Amy Evans, Director of Marketing and Public Information is working with Site Improve, a firm focused on improving website accessibility.

## Projects Selected for Student Success Funds

There were a number of items proposed for support through the Student Success Fund. The items were reviewed by the College Success Core Team then ultimately approved by EC. They are as follows:

- \$70,000 toward the purchase of an x-ray machine for the Radiology Program. Total project cost will be \$100,000. We have tried for many years to secure grants for this equipment.
- \$8,000 for the Veterans Hub to include two Brody's (furniture from Steelcase that was on display in the library last year), as well as a laminate covering (wrap) for the window.
- \$25,000 for Steelcase furniture to be split between the libraries on both campuses.

## Policy Update

Remember to check the website for policy updates that affect the college <http://www.grayson.edu/employee-resources/policies%20handbooks%20and%20guides.html>. Several went into effect recently, including Campus Carry (concealed), which became effective as of Aug. 1. For more details about Campus Carry, see our FAQ page here <http://www.grayson.edu/about-us/presidents-page/campus-carry.html> and policy statement here <http://www.grayson.edu/employee-resources/CHF%20Local.pdf>.

## Winery Incubator and Vineyard Cooperative MOU

The Board of Trustees signed a memorandum of understanding to take the next step on the Winery Incubator and Vineyard Cooperative project. This project envisions an incubator for individuals wishing to start a winery, or a cooperative for those interested in being involved with a vineyard. Both of these activities are envisioned on the west campus extension of the campus.

## UT Arlington Higher Education PhD Program

The University of Texas at Arlington will begin offering a Ph.D. in Educational Leadership and Policy Studies at Grayson College in the fall. The cohort courses will be delivered in a hybrid format (partially face-to-face at Grayson College and partially online). An orientation was held on campus in July and was well-attended by more than 40 people. We anticipate a strong start this fall.