

# President's Note

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## Celebrations and Announcements

### **Graduation**

On May 12, Grayson awarded more than 500 degrees and certificates during its commencement ceremonies, including two early college students from Tioga High School. Additionally, through the Texoma Middle Skills project, several students received certificates. [Read more about the ceremonies and graduates here.](#)



### **Student Trustee Sworn In**

Stephanie Shearer was sworn in as the first student trustee. Click here to read the [article in the Herald Democrat.](#)

### **Faculty and Staff Retirements**

Several retiring faculty and staff were acknowledged for their commitment to Grayson College, including Frances Haratyk, Mary Yetta McKelva, Jean Burton, Steve Davis, Teena Matthew and Sherre Mercer.

### **Phi Theta Kappa Earns Recognition**

Our Phi Theta Kappa Chapter received numerous awards during their Regional and International Conventions. All awards are listed below, but the highlight is their recognition as the First Finalist to the Most Distinguished Chapter out of 1,300 chapters internationally. [Read more about their awards here.](#)

### **Sigma Kappa Delta**

Dr. Marlea Trevino and four students attended Sigma Kappa Delta (Writers Unlimited) attended the Sigma Tau Delta International Convention in Louisville, Kentucky Mar. 29 through Apr. 1. The convention included student panels on literary themes and original writing, and sessions where students learned how to market their English degrees to the corporate world. Three famous novelists and short story writers held workshops and lectures on their work and writing process. Additionally, students had

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fun participating in the "Bad Poetry Contest." Students also attended an awards luncheon named for a former Grayson English department member, Linda Kraeger, who with Dr. Jean Sorensen founded the SKD chapter at Grayson.

**Graduate Presents at Forensics Conference**

Ms. Trina D. Ellis; Medicolegal Death Investigator for the Dallas County Medical Examiner's Office presented at the 13<sup>th</sup> Annual Law Enforcement Forensics Conference at Grayson College on Apr. 27. The free event was held in the CWL Auditorium. Conference attendees included 50 high school and GC students and 55 professionals. Trina earned Associate of Science degrees in Psychology and Forensic Science from GC in 2006.

**Chief Andy MacPherson Earned Master's Degree**

Chief has completed all the requirements for his Masters of Arts in Emergency Management at the University of North Texas. Congratulations Chief!

**Faculty Certified as Quality Matters Reviewers for Online Courses**

Dr. Keri Harvey and Dr. Wade Graves are "Quality Matters" reviewers. Quality Matters is an internationally recognized program for the evaluation of online courses and programs.

**Dual Credit Director Presented Paper at Dual Credit Conference**

Paula Carpenter led a session at a conference at Collin College on Apr. 12 titled "Survivor: Dual Credit Addition."

**Funds Raised for Susan Holt, Nursing Professor**

The campus community hosted a fundraiser at Culinary Arts, raising \$3,000 for Susan Holt. She is a nursing professor who is battling cancer.

**Career Fair**

The Career Fair held on Apr. 13 was a collaborative effort of Grayson College, Workforce Solutions Texoma, Denison Development Alliance, and Sherman Economic Development Corporation. Forty-seven employers attended. Total attendance was 403 job seekers, 25 of whom identified themselves at check-on as current GC students.

**Senior Day**

Grayson College hosted 556 high school seniors from 13 Texas schools on Friday, May 5. Visiting students will have the opportunity to learn about program offerings, tour campus and meet with faculty and staff.

**Lady Vikings Softball Make Playoffs, Earn Awards**

The Lady Vikings finished 6th in the conference, earning a playoff berth. The regional tournament was in McKinney May 5-7. Six students were named to All-Conference teams with Sophomore Jayce Grimm being named to 1st Team All-Conference. Sophomore Clarissa Peters and Freshmen Jodie Hill, Samantha Loving, Morgan Lewis, and Marcella McKinney earned 2nd Team All-Conference.

**Vikings Baseball Make Playoffs, Earn Awards**

The Vikings baseball finished 2nd in the conference, earning a playoff berth. The regional tournament was in Lubbock May 12-16. The Vikings made it to the semi-final game. Tyler Ivey and Taylor Ford received 1st Team All-Conference recognition.

Additionally, Tyler Ivey was awarded as Pitcher of the Year. Seth Mullins received 2nd Team All-Conference awards

### ***Evening of Excellence***

Two hundred students were recognized during the college's Evening of Excellence event held at the Life Center on Apr. 11. The annual event has been recognizing students for over 10 years and serves as a way to honor their hard work through the past academic year. Students are nominated by faculty and selected by an impartial committee.

### ***Hosted UIL Area Competition (2A)***

GC hosted its third UIL Regional Event Apr. 6-8. Over 500 students from 60 different schools were on our Main Campus competing in various academic competitions. Many GC employees volunteered their time to help make this event successful gain this year. I'm particularly thankful for the leadership of Dr. Kim Williams, South Campus Dean, who organized the event.

### ***Celebrating Student Success***

The Literature and Language and Social Sciences Departments came together in late March to invite students to their offices for food and dessert. This new event was inspired by our focus on connecting with students. The purpose was to recognize the students' work to that point in the semester and to build camaraderie. The department looks to do this again in the future.

### ***Honors College hosts 5K Run***

On Saturday, Apr. 29 the Grayson Honors College worked in collaboration with the Grayson County Law Enforcement Association (GCLEA) to host the 4<sup>th</sup> annual Beat the Heat 5k walk/run. Proceeds earned stay local this year, benefitting the GCLEA bereavement fund, the GCLEA scholarship fund, and the Grayson College Deputy Chad Key Memorial Scholarship. There were over 160 participants.

### ***Welding Instructor Receives Recognition***

Doyle Roy, South Campus Welding Instructor, will be featured in the Arc Magazine's "Instructor Spotlight" summer 2017 issue. He was nominated by a former student, and we are proud that he has been honored in this way.

### ***Employees Graduate from CLARA***

CWL employees Kate Corder and Anna Hicks participated in the Consortium Leadership and Renewal Academy this academic year. Each year participants complete a program on their local college campuses. Kate's project was titled "The Nuts and Bolts of Bridging Non-Credit to Credit: Industrial Maintenance Technician Training Program." Anna's project focused on developing an outreach plan for the Advanced Manufacturing Technology dual credit program.

## **Hospitality Marketing Class Presents Their Student-Run Businesses**

The hospitality marketing and sales course challenged students to start businesses. Three separate businesses were established and were operated toward the end of the semester. All proceeds from *Tacos R Us*, *Viking Saver Card*, and *Paws for a Cause* go to local non-profit partners, including Grayson County Shelter, Grayson County Children's Advocacy Center and Denison Animal Welfare Group.

## Fine Arts Updates

### ***Hosted UIL Theatre***

During March and April the GC Theatre Department hosted an eight-show festival and seven high school UIL One Act Play contests. There were over 50 UIL performances of plays in Cruce Stark Auditorium. Other support spaces such as the Black Box Theatre, Costume and Scene Shops and the dressing rooms were utilized. The GC Music Department was a tremendous help by offering the Band Hall and Choir Room spaces for use by the high schools. Each play had an average of twenty students in the cast and crew. That's a lot of potential students who had the opportunity to work and perform in our excellent facilities.

### ***Murder Mystery Dinner Theatre***

GC Theatre partnered with the Culinary Department to host a dinner theatre in late April. The murder mystery scheduled for the end of April sold out quickly, so two additional performances were added; they sold out almost immediately.

### ***GCPAC and a Music Camp***

Enrollment for the Grayson College Performing Arts Camp is now open. The 2017 camp dates will June 4-16<sup>th</sup>. Cost for this camp is \$825 which covers housing, meals, and education costs for two weeks. This camp typically registers 60 students each summer. The department is also hosting its first music camp this summer.

## Strategic Plan Update

The strategic plan was updated and has been used to begin building budgets. Planning units are beginning to identify how they will contribute to this plan. A new feature added to the plan is that each Vice President create planning priorities that planning units attach to a departmental plan. This allows for each of the divisions of the college to emphasize elements they believe are of utmost importance this upcoming year. This process led to further refinement of the strategic plan, resulting in the following:

- CONNECT- Transform lives by connecting students to the college and career pathways
- COMMIT- Build community by inspiring student commitment and momentum toward timely achievement of pathway milestones
- COMPLETE- Inspire pathway completion that launches successful career entry, career enhancement, or university transfer

## Legislative Update

### ***Funding***

The state funding picture is starting to take shape. Here are the high points:

- It looks like this year we will have \$13,551,276 (\$457,250 per year less than last year) on the Senate side and \$13,374,591 (\$545,593 less per year than last year) on the House side. The aforementioned numbers exclude special items.
- Both versions take a similar approach to contact hour reimbursement.

- The Senate increased success points (to \$211, from \$176 per). The House adds some to success points, but not as much as the Senate (\$186 per point I believe).
- There are large differences on special items. Last session we received \$700k for Viticulture & Enology (\$350k per year) and approximately \$208k for SBDC (\$104k per year). This year the House funds those at 91%, the Senate totally defunds special items.

It is still a fluid process. However, if I were to guess, the Senate funding is likely. Having said that, we should not give up on special item funding just yet.

### ***Nursing Bills***

There has been some activity on a policy front close to the heart of the college and the future of Texoma. The nursing bills are making progress as follows:

- SB 2118 (omnibus bill) was voted out of the Senate by a 25-6 vote on May 3.
- HB4092 (companion bill to SB2118) has been voted out of the House Higher Ed Committee. Now it needs to be set for a hearing on the floor by the Calendars Committee.
- HB1212 (Phillips bill bracketed to Grayson) is still pending in the House Higher Education Committee.

### ***TRiO – Student Support Services (SSS) Update***

Pam Polk, Director of SSS, is running a strong TRiO program with 158 active students. The federal government has proposed cutting TRiO funding by 10%. If this occurs she is preparing an alternative budget that would still allow her to serve as many students as possible.

## **Task Forces/Committees Created**

### ***Academic and Career Advising Task Force***

The Advising Task Force, chaired by Barbara Malone, is an outgrowth of the continued work as a Pathways College. The task force will develop a plan and strategic actions to redesign Academic and Career Advising to align with Career Pathways. The goal is to build a culture of scalable integrated practices and shared responsibilities to empower our diverse student populations to explore, navigate, and commit to their academic and career pathway. The target deadline for recommendations is Jul. 15.

### ***Campus Carry Committee***

The purpose of this committee, chaired by Giles Brown, shall be to investigate requests for exclusions to allowing concealed weapons on campus and making recommendation to the president concerning the request. This committee is defined by policy as adopted by the Board on Apr. 5.

## **Foundation Update**

### ***Annual Campaign***

The “Supporting the Dream” annual campaign will end on May 20. At the end of April, a total of \$369,000 in gifts, pledges and grants have been received exceeding their goal by \$9,000.

### ***Alumni Association***

The college hosted its first alumni meeting on Apr. 12 with the assistance of Kathy Hendrick. Alumni pins were distributed to those in attendance. Pins will also be distributed to graduates at the May graduation.

### ***National Science Foundation Grant Received***

Grayson College has been awarded \$200,000 from the National Science Foundation to address worker shortages in the advanced manufacturing sector in Texoma. The grant runs from June 1, 2017 through May 31, 2020 (estimated) and is the first NSF grant the college has received. [Read more about it here.](#)

## **Guaranteed Maximum Price (GMP)- Advanced Manufacturing Technology Addition**

The Board of Trustees approved a Guaranteed Maximum Price (GMP) for the Advanced Manufacturing Technology Addition of \$1.5 million.

### **Dormitory**

External drawings and elevations are available for this project. They will review these as well as the overall vision for the program. The timeline is to have this building completed August 1, 2018. This timeline is very aggressive and will require maximum effort by the architect, construction manager at risk, and college personnel to achieve. A discussion is continuing on the need for additional parking and its placement.



### **Viticulture and Enology Lab (Distillery)**

Huckabee and Plyler worked to develop a plan for the building that will bring it closer in line with the original budget, as preliminary cost estimates from Plyler exceeded early estimates of Huckabee. Revisions will focus on what is necessary for instructional purposes within the space, and a possible phasing in of the additional space.

### **Munson Foundation \$250k Gift to Viticulture & Enology Program**

The Munson Foundation has gifted \$50k, and challenged the college to raise \$50k per year for the next four years, of which they will match dollar for dollar. Thinking ahead, these dollars could be used to fund an addition to the building project later. As such, we are asking architects to design preliminary plans for building two-phases with the second phase involving an addition onto the building. The timeline for project completion has now moved into mid-spring 2018.

### **Student Success Center**

External drawings have been updated to involve less variety of finish types while remaining an attractive building. This is being done to control costs. Additionally, the new Boardroom now has external windows, which is a more efficient use of space and adds to the usability of this room. The architect also continues to refine the drawings for renovating the current Administrative Services Building, which will be redesigned



as our one-stop shop for student services. The timeline for this project has altered a bit, with completion after August 2018, and the renovations of the existing building to follow. The architect will provide those details in their presentation.

## **Heating and Air Conditioning Units**

As reported earlier, the heat exchanger units on 54 heating/air conditioning units on the Main Campus have failed, making them unsafe to use for heating. Our in-house crew is repairing 25 of the units that still have some years of useful life. However, the remaining 29 units are at the end of their useful life, and the most economical long-term solution is to replace each of these entire units. We have compared two vendors on state-wide purchasing cooperatives, and we recommend using ACIS with Carrier equipment. The total price will be \$161,118.56. With Board approval, the project will move forward within the month.

## **Emergency Operations Plan**

Grayson College has developed an Emergency Operations Plan which outlines how the College will function during emergency operation and serves as a foundation of our emergency management program and disaster response. This plan meets the requirements as set forth by the Texas School Safety Center and Texas law. A special thank you to Chief MacPherson, our partners at NCTC, and Sultan Alsaadi and Cole Mahan (two interns from the UNT emergency management program).

## **Dr. Fair Announced as Arts and Humanities Chair**

As a pathways college, we are continually thinking about the best way to organize our work for the benefit of students. As such, we are restructuring the academic areas by combining Fine Arts, Literature and Language, and Social Sciences chair positions, organizing the department under one Chair with four faculty program leads.

Our success to this point builds upon the great work of those strong individuals who have brought leadership to the college. We celebrate the great work of the current chairs of the areas as they exist. Dr. Brandy Fair, Mary Yetta McKelva, and Carla Fanning have done outstanding work leading their departments as they currently exist.

Dr. Brandy Fair is assuming the role of Arts & Humanities Chair in August. She has served Grayson College admirably for the last 12 years, with the last years serving as Chair of Fine Arts. In addition to combining the academic areas as outlined above, she will have faculty program leads assigned for Fine Arts (1), Sociology/Psychology (1), Government/History (1), and Literature and Language (1).

## **President's Office**

Dr. Molly Harris, Assistant to the President, has been working directly outside my office which has led to her handling issues beyond the scope of her position. She has moved to another office in the suite, and we have hired Elaine Botka, a temporary-full-time employee to handle scheduling the President's Board Room, serving as a receptionist, and providing clerical support for the office. Dr. Harris is charged to work on special projects, serve as liaison to the Board, handling highly confidential matters, and serving as a liaison for the Office of the President to various internal and external

committees (including representing the college on various boards and organizations). Additionally, she will be assisting with the flow of work through the office, organizing meetings and events for the office, and coordinating the calendar of the office (including my calendar).

## **E-Signature**

On May 1, Grayson College launched an electronic signature system as an initial move toward making it possible for a prospective student to handle applying for college and financial aid remotely. Ideally, the system would impact 10,000 documents the first year alone, including automatic uploads to CAMS. Thanks, in part, to the hard work and teamwork of the Financial Aid Office, some of the financial aid documents will be the first to be e-signed.

## **Truck Driving School**

The truck driving school associated with Grayson College closed at the end of April. The closure comes as our third-party partner was unable to continue operating the program. The program has experienced a steady decline in enrollment over the last 18 months. Kate Corder, our Director of Continuing Education believes the need for truck drivers has substantially decreased due to the significant decline in oil production from the Barnett- and Eagle-Ford-Shale basins. The College is evaluating options for moving forward.

## **Dual Credit Update**

Paula Cavendar has helped 300 students complete the Apply Texas application and will likely help another 300 prior through the end of the academic year. On Mar. 31, Tioga students were on campus to help them understand the services available to them as GC students. Other dual credit schools will be scheduled to make the trip in coming weeks. On May 5, the department coordinated the welding competition (9 schools and 55 students).

## **Bookstore Update**

The College has held ongoing meetings with Follett, our bookstore partner. They have expressed difficulty with the current economy and are asking for adjustments to our contract that could potentially reduce the auxiliary revenues to the College. Additionally, they are asking us to consider a model where all students who register for classes would be charged a fee and would receive books from the bookstore (without exceptions, or with very few exceptions). The model is called IncludED. The advantage is that the model may allow for us to have book prices down to \$100 per course. The downside is that we would be forcing approximately 70% of the students who do not currently use the bookstore to do so. Contract negotiations are ongoing, and internal conversations are being held as to the pros and cons of an IncludED model. Dr. Washburn has a planning priority for instruction that relates to adopting national title books (rather than customized books) that may help reduce the cost to students.

## Changes to Health Science Fees

The Board approved an adjustment to health science course fees to reflect actual costs.

## Curriculum Change- Electrical Program

The Board of Trustees approved curriculum revisions to the Electrical Curriculum to provide stronger pathway alignment for the students. The changes would take effect August 2017.

## Registrar Update

- Registration began Apr. 10.
- Three years of degree audits are available in CAMS with everything starting in 2015-2016. State reports for spring have been certified.
- We continue to experience problems with Apply Texas, the only application tool provided by the State of Texas.
- Brooke Ross is working on a communications plan that integrates with CAMS.

## Budget

After the approval of the strategic plan by the Board of Trustees, budgets were made available in SPOL on Apr. 4. Budget training was offered Apr. 13-14. Hearings for "enhanced budget requests" were held May 5. These presentations highlighted requests for an expansion of service and/or additional personnel. The Vice Presidents are working to understand and preliminarily approve departmental budgets from their areas, which will then be brought forward to the Executive Council for discussion. Further refinement of the budget will occur there, as we will prioritize our budget while aligning expenses and revenues.

One challenge is that current revenue projections are not easy since the state hasn't made final decisions on their investment in Grayson College for next year. Here are some highlights:

- We expect state revenues to be around \$500k less than prior years.
- We are expected to have increased revenues from local revenues, even when reducing the tax rate (going from 0.1813 to 0.1812 next year).
- Vice President Brown is building tuition and fees estimates on an assumption of a 5% reduction in credit hours, as we anticipate that continued efforts to help students be successful will have this impact. Those include automatic graduation (where students in the past may have taken extra hours not knowing they were ready to graduate), lock-step degrees (where students can't take classes that are not in their pathway), and more intrusive advising.

At this point, our hope is that we would be able to find funding to continue to operate the college effectively and efficiently while also being able to prioritize the following:

- Leave the opportunity to use the Student Success Fund (funded at \$150k this year),
- Leave monies to help fund potential salary adjustments based upon the salary study currently underway (funded slightly above \$200k this year).

- Leave the deferred maintenance funds (\$1 million) wholly or largely untouched, if possible.
- Fund a portion (33%) of the Advanced Manufacturing faculty position (the other portion funded by the National Science Foundation) that is aligned with the Texoma Middle-Skills Project.
- Fund staffing for new buildings (custodial/maintenance; residence advisors, etc.)
- Fund, at least partially, a decrease (or elimination) of state funding for special items (Small Business Development Center and the T.V. Munson Viticulture and Enology Center).

The Board and the College team have always been able to craft a budget that is forward thinking and in the best interests of our students. I am confident this can occur once again even though we have some challenges.

## Human Resources and Talent Management

### ***Position and Compensation Analysis Study***

Human Resources, along with the Executive Team, will work with an external consultant to conduct a comprehensive position and compensation analysis for positions historically considered administrative, staff, and clerical in nature. The intent of this project is to establish a new compensation system to ensure a fair and consistent method to evaluate the complexity of various positions and to incorporate market data to construct a more equitable and competitive pay 12 system. Once the process is complete we hope to be able to establish a new compensation policy and have the technology to manage compensation more effectively. Any actual changes are impossible to predict now as any changes in compensation must fit into next year's budget.

### ***Professional Development for Staff***

The college, with input from the Staff Development Committee has launched professional development employees using [Lynda.com](http://Lynda.com), an online training repository. The trainings will be organized into coherent study topics covered with face-to-face trainings twice per month. The first training has occurred already. Topics include Excel Basics, Google Suite, Microsoft Office Suite, Adobe Product Suite and Windows 10. All staff are enrolled in Lynda.com. In addition to the structured training, they can access their entire training repository on a self-paced basis. Each of the modules employees complete will be tracked. The Staff Development Committee and Executive Council acknowledged this as a worthy approach and appreciate Jennifer Miller bringing this forward.

### ***Summer Schedule***

Summer hours for 2017 will begin the week of Jun. 5. The last Friday the college will be closed to the public will be Jul. 28, returning to the regular Monday-Friday schedule thereafter. The hours the college is open to the public for most offices during summer hours will be:

- Monday-Wednesday: 7:30 a.m. - 5p.m.
- Thursday: 7:30 a.m. – 4 p.m.
- 30 minutes for lunch
- Friday – Closed

There are some exceptions to this (the library, advising, CWL, etc.) as they may have variations based on business needs. The specific hours for those departments will be determined as in prior years and will be announced at a future time. Generally, the above hours are the expected hours to be worked by thirty-five hour employees. Forty hour employees are expected to work additional hours in order to fulfill their obligations to the college. Those hours may be worked during the four-day summer schedule or traditional five-day week.

## **Policy Updates**

The board approved the following updates with exception to BGC (LOCAL) – College Councils and Committees, which was adopted by the board in February 2017.

Update 32 (LOCAL) - The Texas Association of School Boards (TASB) provides an updated policy manual each year. College leaders review the local policies for any changes that may result from legal decisions and work to include the revised policies in publications and practices.

Policy Update 32 (LOCAL) - Excludes tobacco products from the entire campus. Proposed revisions to policies GFA (LOCAL) and FLB (LOCAL) allow smoking in designated areas only.

Revisions to FLAA (LOCAL) - Allows the Board of Trustees to approve the Fee Schedule for facilities.