

Bluegrass Community and Technical College  
**Staff Council Meeting**  
December 15, 2005

Members Attending:

Becky Critchfield, Dianalee Crone, Nancy Dixon, Cindy Downey, Melissa Gabel, Laura Lynch, Rebecca Simms, Roy Tapp, Kristin Tiedeman, Debby Vantreese, Josh Warren, Natalie Webb, Anthony Roberts (ex-officio).

Old Business:

**Morale Survey** – Rena Murphy and Larry Iaquina from Institutional Research met with council members to identify areas that need to be included in the staff morale survey. We not only want to look at specific issues that affect morale, but also to identify viable solutions. The suggestion was made to add a place for comments after each section of the survey so that staff will be able to offer ideas for what can be done to improve areas of concern. Suggested areas to target include:

- Consolidation Issues
- Communication
- Decision Making
- Respect
- Teambuilding
- Staff Appreciation
- Benefits and Pay
- Promotional Process
- Staff Evaluation Process
- Physical Plant (parking, equipment, etc)
- Evaluations of Supervisors, Deans, President, etc.

Larry and Rena will group topics into 4-5 major categories and will bring a draft to the January meeting for discussion.

**Website** – Loren Zink will come to the January meeting to show the website setup. Specific links will be added as they are identified.

**Brochure** – Melissa distributed a draft of the Staff Council brochure. A suggestion was made to list the web site address and to add phone extensions of each member. A group photo was taken and will be included in the brochure.

New Business:

**Board Meeting** – Dr. Kerley gave updates from the board meeting.

- The Bluegrass Community and Technical College name has been approved and we can now begin using it officially.
- The Curriculum Review Committee at the system level has been approved by SACS, but we will be acting on a recommendation which would give more local autonomy to each college regarding course requirements.
- KCTCS will be looking at budgets and salaries soon. The BCTC budget process has already begun and is fairly tight. Enrollment is a big issue is determining our budget and is basically flat at present. We are looking at new initiatives, such as Distance Learning, Opportunity College, more night and weekend classes, and increasing the number of dorms on Cooper campus that will be for all students. There is currently a hiring freeze until July 1<sup>st</sup> on any vacated positions except those covered under grants, and there will be cut backs in operational costs across the board.

Next Meeting – The next meeting will be on Thursday, January 19, 2006, at 2:30 p.m. in the Board Room of Leestown Campus.