

PRESIDENT'S CABINET MEETING
July 14, 2020
MINUTES

CALLED TO ORDER

9:02 am

ADJOURNED

12:20 am

MEMBERS PRESENT – VIA GOOGLE MEETS & IN PERSON

Bob Austin; Kevin Ball; Tamara Clunis; Cara Crowley; Cheryl Jones; Russell Lowery-Hart; Chris Sharp; Joe Bill Sherrod; Denese Skinner; Mark White

MEMBERS ABSENT

OTHERS PRESENT

Joy Brenneman

DISCUSSION:

1. TRAVEL FORM	Skinner
<p>Ms. Skinner provided a proposed COVID-19 Supplemental Travel form for Cabinet input. It was suggested that travel could be removed from departmental budgets and held separately until more is known about how much travel will take place over the next year; however, with virtual conferences there will still be associated costs for registrations and materials. After discussion, Ms. Skinner stated she will simplify the form further to include just a few questions regarding COVID safety protocol by both the traveler and the conference/meeting organizers. This form will be a supplement to the regular Travel Authorization.</p>	
<p>Action Items:</p> <ul style="list-style-type: none">• None	
2. BOARD RETREAT & BUDGET WORKSHOP AGENDA	Lowery-Hart
<p>Dr. Lowery-Hart provided Cabinet a draft copy of the Board retreat agenda and discussed timeframes and roles. Regent Patrick Miller will cover the equity section for the Strategic Plan discussion. Danny Smith will discuss a timeline for bond projects. Reagan Hales will present information for the Innovation Hub. A discussion regarding anchor tenants for the hub could require a closed session. There will be an overview of Sunset Center and Dr. Proffer will have a presentation on athletics. Mr. Sherrod should be prepared for questions on the feasibility survey by Gonser Gerber. Mr. Austin will cover the enrollment update and budget context and Mr. Sharp will have 30 minutes to provide an overview of the budget.</p> <p>Dr. Lowery-Hart asked Cabinet members to provide him with a list of things in their areas they are implementing, planning, or pausing. He will present these to the Board.</p>	
<p>Action Items:</p> <ul style="list-style-type: none">• None	
3. SHORT BUDGET UPDATE	Sharp
<p>Not covered.</p>	
<p>Action Items:</p> <ul style="list-style-type: none">• None	

4. ASPEN RUBRIC	Lowery-Hart
Cabinet discussed successes in closing equity gaps in the 2020 No Excuses Plan and strategies/policies for further continuing this process.	
Action Items: <ul style="list-style-type: none"> • None 	
5. ANTI-RACISM BOOK	Cabinet
<p>Dr. Lowery-Hart is working to identify a common reader and will likely ask for employee input on several books. Two that he is considering are “Stamped: Racism, Antiracism, and You” by Jason Reynolds and “The Other Wes Moore: One Name, Two Fates” by Wes Moore. Cabinet discussed pros and cons of each of these books. Others include “How to Be an Antiracist” and “Thick: And Other Essays” by Tressie McMillan. Once a book is selected, audio versions could also be provided.</p> <p>Cabinet began their discussion of “How to Be an Antiracist” and discussed the first chapter which provides the definitions the book uses to frame the conversation. One that stood out is racism defined as prejudice plus power used to impact and hurt others. His definitions cast a much wider net to define racism and includes inaction and policies that oppress.</p> <p>Cabinet began discussing how to create a thoughtful, systemic approach for training over the next few years as the college moves to become an antiracist institution. This will include mindfulness training and implicit bias training. Cabinet will go through the 2 hour bias training first with Dr. Sylvia Burgess before it is offered college wide. Other groups will be identified to participate in facilitated conversations with Wayne Jacobsen to review policies and identify those that might be racist. The goal is to expose and address racism.</p> <p>Dr. Lowery-Hart requested that Collin Witherspoon provide a program by program analysis to identify those that have equity gaps and those that have closed equity gaps.</p>	
Action Items: <ul style="list-style-type: none"> • Provide foundational training to cover both broad and specific issues • Determine and communicate what success looks like • Determine who will be involved and when • Work towards creating an employee base that reflects community demographics 	
6. OTHER DISCUSSION	Cabinet
<p>Mr. Austin requested approval for a part-time replacement position in the Registrar’s Office.</p> <p>Dr. Clunis requested four positions:</p> <ul style="list-style-type: none"> • Part-time Data Management Assistant – Moore County – replacement • Director of Secondary Partnership and Dual Enrollment – replacement of Jason Norman • Vocational Nursing Faculty Position – replacement for Chandra Melton • Instructional Designer – New position – grant funded CIP II grant <p>The replacement positions are budgeted and the instructional designer position is grant-funded.</p> <p>Ms. Skinner moved, seconded by Mr. Sharp to approve all requested positions. Cabinet approved these positions.</p>	
Action Items: <ul style="list-style-type: none"> • None 	