

**Northland Pioneer College
College Planning Committee
Minutes
10/25/04**

- 1. Meeting called to order at 9:30 am at SCC.**
- 2. Motion to approve minutes from 9/27/04 (Chapin), second (Belknap).
Minutes approved.**
- 3. Team training item
Swarthout summarized results of listserv discussion on team training. CPC approved that Vest and Swarthout will clarify to team trainers what CPC is open to doing with team trainers, re: our original proposal. Team trainers must decide then how to proceed.**
- 4. Ad Hoc Team on Priority Three
Vest summarized the recommendations of the Ad Hoc Team on Priority Three, including handout (attached). Vest emphasized that the team worked toward recommendations that centered on bringing one voice, one process into the human resources area of the college. Recommendations included an Plan A and Plan B, which are not mutually exclusive. Plan B is conceptualized as a bridge until Plan A can be implemented.**

Amendments to Plan B

- a. Add “develop a job description for Human Resources Director” to Plan B team activities; search committee for this position drawn partially from Plan B team. Amendment accepted by hand vote.**
- b. Plan B Team includes employees from benefits, payroll, personnel. Amendment rejected by hand vote.**
- c. Plan B Team, while not including the employees listed in item b, can use employees from benefits, personnel, payroll as resources t facilitate team actions. Amendment approved by hand vote.**
- d. Once Human Resource Director in place, Plan B team activities will be at the discretion of the HR Director. Amendment approved by hand vote.**

Vote was then taken on recommendations of the Ad Hoc Team on Priority Three.

- a. Accept and forward recommendations, as amended, to the President. Approved by a hand vote of 16 yes, 1 no.**
- b. Accept and forward only Plan A to the President. None in favor.**
- c. Accept and forward only Plan B to the President. 1 yes, 16 no.**
- d. Reject both Plan A and B. None in favor.**

Finally, the Ad Hoc Team on Priority Three requested that a vote be taken on making the position of HR Director an absolute priority in discretionary fund budgeting in the next cycle. Voting results were:

Yes	13
No	1

Abstain 5

5. Priority Two

CPC had a short discussion on Priority Two and opted to convene an Ad Hoc Team on this area. Members of the team on Priority Two are:

Rich Balsley

Chuck Kermes (convener of first meeting)

Heidi Fulcher

Brenda Manthei

Eric Henderson

Mike Solomonson

Jeanne Swarthout

- 6. The President has asked CPC to evaluate the Mission and Visions statements for the College, given the process of beginning a new strategic planning cycle. Again CPC elected to move to a smaller team of the committee to begin this work. Team members are:**

Peggy Belknap

John Chapin

Everett Robinson (convener of first meeting)

Mark Vest

Rose Kreher

Eric Henderson