



To: Faculty and Staff

From: Steve Kinslow

Date: March 24, 2006

Subject: GENERAL UPDATES

I hope everyone enjoyed their Spring Break, and that the semester is going well for all. Some general information items are shared with you in this memo.

MAY 13 ACC ELECTIONS & ELECTION CODE OF ETHICS

Two important elections occur on May 13. The first is election of ACC Trustees to Places 7, 8, and 9. Candidates are:

Place 7: Dr. Barbara Mink
Place 8: James McGuffee; Rodney Ahart
Place 9: Allen Kaplan; Ana Mejia-Dietche

The second is the annexation election for residents of the San Marcos Consolidated Independent School District to annex to the ACC taxing district. The ACC Board of Trustees has also accepted the land donation offer in San Marcos, with the intent to construct a San Marcos campus, as noted in the ACC Master Plan, if the annexation effort is successful.

As a reminder, the Election Code of Ethics indicates what can and cannot be done by ACC employees, on ACC time, with ACC resources. ACC is allowed to, and will, provide factual information regarding the College and annexation initiatives, but cannot advocate a specific election position. It also can and will encourage voter registration and participation in voting (in fact, federal law requires the College to do this and you have noticed that we have promoted voter participation for many years). For employees it is important to remember that you cannot use your work time, or work resources (including email), to advocate for or against any candidate or ballot initiative such as annexation. As private citizens, on your time and with your own resources, you have the right to advocate a position if you desire to do so and to participate in election-related activities outside your regular work schedule.

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WEB REDESIGN

Congratulations to the ACC Web Redesign participants - Edward Terry, Marvi Reyes, Sylvia Partida, Susan Thomason, Brenda DeLeon, Jason Moore, and Patty Scogin. While ACC's web site has often been complimented externally for the depth of information available on-line, it is now easier to locate information and has an improved appearance consistently utilized across web page sites. I think folks did an outstanding job on this, and that we will all benefit from it (as will current and future students).

TWC GRANT

ACC has received a \$4 million grant from the Texas Workforce Commission, which will be used for Sematech training related to nanotechnology. This is a significant grant and one in which Mike Midgley, Vice President for Workforce Education and Business Development, represented the College's position throughout development of the grant. Congratulations to Mike and members of the Grants Department for their good work.

FY07 BUDGET

The FY07 budget process will follow the same format used last year. The intent is for the Board of Trustees to adopt the revised Master Plan and the FY07 Operating Budget on July 5, with discussion of various master plan and budget topics being discussed at specified dates. For instance, the Board will discuss projected revenues and expenses on May 1; the compensation study recommendations for classified and prof-tech employees on May 15, along with recommended priorities for facilities and technology/capital outlay; and compensation and tuition and fees on June 5 and 19.

Faculty and staff recall that last year the Board discussed possible revision of Policy F-10, Compensation, at several board meetings. The Board asked the administration to take their comments and draft a suggested revision policy, which we have done and which was shared with employee organization presidents prior to Spring Break, and which was then discussed at the March 20 Board Work Session. The topic will be discussed again at the April 17 Work Session, and will be posted for action by the Board. Employee associations will share their recommendations at the April 3 meeting and also be able to share comments at the April 17 meeting.

For the background information, please see:

<http://www.austincc.edu/pres/Agendaltem8201.pdf>

P-16 CLOSING THE GAPS REGIONAL COLLABORATIVE

A regional collaborative is being established to focus on education and workforce development issues in Central Texas - something akin to the Envision Central Texas master planning focus, aimed at public secondary and post secondary education. It has been under development in the business community for several months, and ACC became involved when it became clear that the effort paralleled our intent to form a

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regional ISDs/Higher Education Council, as is being encouraged by the Texas Higher Education Coordinating Board (referred to usually as P-16 Councils). The goals of P-16 initiatives generally include improving the alignment of P-12 and higher education systems to address the State's Closing the Gaps initiative, to support efforts to improve P-12 curriculum to increase the numbers of "college ready" high school graduates, to influence public education policy to strengthen educational access and opportunities, and to ensure a qualified workforce.

In ACC's last meeting with ISD superintendents and ISD trustees, which was hosted by our Board of Trustees, we proposed the formation of a regional ISD/higher education council, and this was enthusiastically endorsed by the ISD representatives. While the P-16 Closing the Gaps Regional Collaborative will have a broader focus, there is significant overlap in its goals and ACC's goals for strengthening ISD/higher education initiatives, and thus it makes sense to partner together. External fund raising has already begun to support this initiative (director's salary, operating budget) with close to \$100,000 confirmed thus far, and several grants are under development. ACC will serve as the Fiscal Agent, provide office space at Highland Business Center, provide technology infrastructure, and fund an administrative assistant position to support ACC's specific P-16 Council functions, which will be incorporated into the larger initiative. The person who will head the initiative is Susan Dawson, former chair of the Greater Austin Chamber of Commerce and fund raiser for the initiative. This collaborative venture is being officially sponsored by AARO (Austin Area Research Organization), UT, and ACC.

HUMAN RESOURCES - COMPENSATION STUDY

As mentioned above, the Compensation Study is of much interest to classified and professional-technical employees. Some key days related to the process are noted below:

March 28

Consultant meets with extended PLT (department heads) to present title changes, job families, exemption status, and employee names for title changes. Some representative job descriptions will be presented.

March 29 - April 10

Compensation Manager meets individually with department heads one-on-one to discuss departmental changes in title, exemption status, and job description changes. Scheduled as job descriptions are completed by Compensation Consultant. (All job descriptions in draft form to ACC are due by April 7.)

April 3-5

Compensation staff conducts employee updates on process, job description components, and employee appeal process.

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April 7- 10

Compensation sends letters of new titles and job descriptions to employees.

April 10-21

Employee appeal process of PAQ outcomes.

April 24, 25, or 26 (or May 1, 2, or 3) (to be scheduled)

Compensation Consultant meets with extended President's Leadership Team and President to discuss final Classification changes after employee appeals.

May 7-12

Compensation Consultant meets one-on-one with department heads for Internal Relationship Review.

May 15

Board meeting - update on Compensation Study.

May 23, 24, 25, or 26 (to be scheduled)

Compensation Consultant meets with extended President's leadership Team to discuss Compensation Phase (new ranges, monetary impact, etc.) of Compensation Study.

June 5

Board meeting – Compensation Consultant presents the recommendations for Compensation Study and for monetary impact and options.

June 19

Board discussion of Compensation Study and other compensation matters; meeting to be attended by Compensation Consultant.

July 5

Board meeting – adoption of annual budget and Compensation Study options.

WEEKEND COLLEGE

At the last board meeting we discussed Weekend College, and our intent to pursue developing a true Weekend College, initially at two ACC campuses, to allow completion of selected certificate and degree programs exclusively in a weekend format. As we continue to find ways to increase capacity at our existing campuses, Weekend College is a logical initiative, and will appeal to many people who cannot take classes during a Monday-Friday day and/or evening format.

We are tentatively contemplating a Spring 07 implementation. You'll soon see a faculty/staff survey about this project, as well as one for students, as well as additional information as the initiative is explored. Donetta Goodall and Mike Midgley are overseeing this project.

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COLLEGE CONNECTION

Our College Connection program continues to receive wide interest across the State and elsewhere in the nation. Five community colleges have received training from ACC and are replicating the program - Houston Community College District, Del Mar College, Temple College, Coastal Bend College, and Victoria College), and three others have recently requested more information. Dr. Luanne Preston, Executive Director of Early College Start and ACC Centers, and Dr. Mary Hensley, Vice President, continue to do outstanding work with these important ACC programs.

Locally, Round Rock ISD and Georgetown ISD have requested to partner with ACC and we will consider these additions in the FY07 budget process.

Finally, I want to thank all the faculty and staff who have supported fund-raising efforts for ACC's College Connection scholarship fund, started by Vice President Kathleen Christensen. Three successful fund raisers have, collectively, raised over \$3,000 - *Dinner With the President Raffle*, Adjunct Faculty Association Silent Auction, and AFT Silent Auction. My thanks to everyone involved in these efforts.

This is a lengthy Update, and I apologize for that. My thanks to everyone for your great work on behalf of the College!