

## Leadership Council Strategic Planning Meeting – Q3 February 24, 2022

The meeting was called to order and President Phelan shared the overview of the day's meeting.

The Meeting Question: How should we measure student success at Jackson College?

- Random study to assess
- Completion and transfer
- Transfer and completion (certificate, or other award).
- Meeting educational goal as defined by the student

Team members gave updates on progress on this year's strategic agenda and other than one goal, team members estimated that all goals for this fiscal year would be accomplished. Team members also discussed their goals for 22/23. President Phelan asked that they get these updates to Keith before the Board's Spring Planning Session.

There was discussed about the upcoming contract negotiations with Faculty. Administration is currently reviewing the contract for any language updates/cleanup. The President stated that any increases would be in the form of performance-based pay only. VP's Norris and Allen were given directions on running financial scenarios to have ready for the board planning session. VPs Frew and Allen were asked to get recommendations for contract changes to the President.

VP Allen presented a reduced, two-phase COVID-19 Response Step-down Plan, she, members of the Task Force, and President Phelan worked had on. Discussion followed as the group was very happy and stated their employees would be elated at the proposed plan. It was determined that the plan would be shared with the College community this week.

The President and VP Norris discussed the budget draft for FY '23 and also shared a preliminary staffing roster which will be discussed at a future leadership meeting, once preliminary budget numbers are ready for discussion. President Phelan noted that not all positions would be funded and would need to be prioritized as part of the budget.

President Phelan introduced his proposed, and preliminarily revised, Leadership Council organizational chart, which included new titles for the members. The chart also includes Dr. Wayne Rose as the CIO of the College. President Phelan indicated that there may well be additional changes coming prior to the beginning of the new academic year. The President indicated that Keith Book would be joining meetings in future meetings for recording minutes, action roster management, meeting preparation and coordination of Council activities and professional development (Keith is currently the AFIT Liaison). The leadership team also had discussions about their work on succession planning.

The Council also discussed the consideration of a different tuition model for Jackson College Global (to be considered at a future meeting; COVID Step-Down changes to be placed on the College's webpage; Candidate for employment information; and Spring Break Leave coordination.