



Q&A WITH PRESIDENT GLANDON

Staff Celebration Meeting and Breakfast – May 22, 2018

Q: What will CWI do if the plant facilities levy does not pass? And \$8.42 per \$100k of taxable property value is too high?

A: The levy has a different voter threshold of 55 percent versus the \$180 million bond which we proposed in 2016 which required a 66-2/3 (super-majority) voter support. Even with a small advocacy campaign for the bond, the combined vote of Ada and Canyon Counties was almost 59 percent. We believe that the plant facilities levy has a very strong chance of passing the 55 percent required vote based upon a more targeted focus toward the Health Science Building. Additionally, \$10 million in state support toward the project has been allocated and a capital campaign plan to obtain business and industry support, as well as a stronger advocacy campaign are planned which should help bring a successful result.

Q: In the unlikely event that the plant facilities levy doesn't pass in November, would we anticipate going back out again to the voters next May?

A: Yes.

Q: How would you like staff, several department/levels away from you, to communicate with you regarding ideas or issues?

A: There are several communication channels available including College Council via Staff Senate, as well as through supervisor levels within each organizational area which all flow up to the Executive Team.

Q: What do you recommend to staff who feel "unheard" by leadership? How can staff feel like we are heard and make a difference with our suggestions or experience with students?

A: I think the first thing to do would be to speak with your supervisor to gauge whether or not you were heard. In our participative governance model, sometimes folks have ideas that are heard, but not implemented yet causing them to feel unheard. That being said, if you feel unheard by your supervisor, please feel free to utilize our wonderful HR Business Partners to explore other avenues for being heard.

Q: Can you please talk about the plan for the modular buildings at NCAB?

A: As communicated recently, our growth has, and will continue, to put pressure on our current space. Because new large-scale projects are extremely difficult to bring online quickly, we have approached our Board with an interim solution to provide additional space through modular buildings. The Board has approved moving forward with three modular buildings which will be located just to the North of NCAB. Each unit is approximately 3,200 square feet of relatively open floor space which will be partitioned by flexible walls and/or panel systems. Again, as recently communicated, the construction will be occurring this fall, and we will be seeking additional planning input in late August to determine which areas of the

College make sense to relocate in order to provide backfill opportunities and better serve our students.

Q: Is there a plan to move advisors out of NADM and into a more student-friendly space?

A: Our facility needs are both deep and wide throughout the organization. We are working hard to maximize our space in planning for the near future, as well as years down the road. While we realize that our most successful model is to have Student Success Advisors in hard-walled offices near classroom spaces, we will not be able to cross that finish line tomorrow. In the meantime, please speak with Allison and Patrick about ideas to make your current spaces more student friendly.

Q: With the expansion of programs and buildings, is there a plan for an increase in faculty and support staff? How many in 2018? 2019? 2020?

A: I believe there are eight, perhaps nine, new faculty positions included in the recommended budget that went to the Board of Trustees for approval, May 15. Last week, the Board approved 40.75 new positions for the coming year. We will continue to increase the number of faculty and staff positions annually as needs dictate and budgets allow.

Q: Can we look to peer colleges and universities to see if there is a way to allow hourly staff with credentials to teach? (i.e., repeal/amend the FSLA requirements)

A: The Federal Fair Labor Standard Act (FLSA) is a U.S. law intended to protect workers against certain unfair pay practices. This law defines how organizations pay employees, i.e. hourly or salary. A non-exempt (hourly) employee cannot fill an exempt position (salary) concurrently in the same organization. The employee can, however, be paid hourly for the time they spend performing both jobs. A CWI employee's work time spent in an adjunct role teaching, prepping, grading, and meeting with students must be paid at a time and half rate for all time worked in support of the adjunct assignment over and above their 40-hour, full-time position. As a result, the non-exempt employee will receive greater pay than what was budgeted for an adjunct assignment and is no longer consistent and equitable with the amount of pay an exempt, adjunct employee is paid to do the same work. In addition, CWI analyzed the cost of paying overtime for non-exempt employees to be hired as adjuncts. The budget that would be required resulted in substantial added cost.

Q: Is there a potential that CWI will follow CSI's lead and offer bachelor's degrees in the future?

A: Sure. However, we need to be strategic in what we pursue and not wade into this without great thought and planning. We (CWI) are not in the same scenario as CSI, NIC, or even CEI. We need to look at the areas in need which are not currently being served by the four-year universities and then collaborate with local business/industry to make sure they value (pay the employee/completer) the degree accordingly.

Q: Why not ask Micron, Saint Alphonsus, St. Luke's, Boise Cascade, Simplot, Albertsons, WinCo, Melaleuca, City of Nampa, City of Meridian, City of Boise, and State of Idaho CTE Office, to help fund the buildings? Micron seems to be funding most of Boise State's buildings.

A: A part of our plan to fund buildings has, and will continue to, include donor support through our Foundation by business and industry, as well as other philanthropic support.

Q: Is there a plan to develop any formal, comprehensive, new employee training? (Actual training, not training by PowerPoint or Blackboard.)

A: Representatives from functional areas across the College continue to be invited to present at New Employee Orientation adding 'need-to-know' information relevant to new hires.

Q: What is the primary concern you have regarding Enrollment and Student Services?

A: My primary concern is that you all are just too damn good at your jobs! You're giving me headaches with all of these enrollment increases!

- Our New Student Orientation model will contribute significantly to retention, as will our new Student Advising and Success model.
 - By the way, congratulations to each of the Student Success Advisors – you successfully got every student on an approved plan by the end of the semester. That was a very lofty goal, and you achieved it. Well done!
- Our Admissions team, with our new Latinx Initiative, is bringing in more students than we know what to do with.
- The new Student Affairs team is engaging the student body like never before, and our new One Stop Student Services model has made tremendous gains in terms of student satisfaction.
- Additionally, the Financial Aid team and Registrar team, even though they have been short-staffed (almost fully staffed now) have streamlined so many processes, leading to an enhanced overall student experience.

Q: What is your proudest moment for CWI?

A: Each year at commencement! Every time I'm in the community and I hear people talk about what a wonderful addition CWI is to our area and how it is making a difference in the lives of the students who attend.