



**MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD
MILWAUKEE, WISCONSIN
SEPTEMBER 28, 2004**

CALL TO ORDER

The regular monthly meeting of the Milwaukee Area Technical College District Board was held in open session on Tuesday, September 28, 2004, and called to order by Chairperson Maierle at 5:04 p.m. in the Board Room, Room M210, at the Milwaukee Campus of Milwaukee Area Technical College.

ITEM A. ROLL CALL

Present: Lauren Baker, Jeannette Bell, Peter Earle, Carl (Chuck) Gobel, William Hughes, Mark Maierle, Linda Sowell, Bobbie Webber, and Lenard Wells.

ITEM B. COMPLIANCE WITH THE OPEN MEETINGS LAW

Discussion Chairperson Maierle indicated that proper notice of the meeting had been given in compliance with the Wisconsin Open Meetings Law.

ITEM C. APPROVAL OF MINUTES

C-1 Regular Board Meeting: August 24, 2004

Motion It was moved by Mr. Webber, seconded by Ms. Sowell, to approve the August 24, 2004, Regular Board Meeting Minutes.

Discussion Mr. Gobel expressed concern regarding the tenor and content of some of the comments that had been made during Comments from the Public at the August board meeting and objected to publishing personal attacks in the minutes. He requested that the chairperson remind the public that comments should address issues and not personalities. Mr. Gobel asked that disparaging comments be removed from the minutes.

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Motion It was moved by Ms. Baker, seconded by Mr. Gobel, to amend the motion to approve the minutes by removing Item D., Comments from the Public, from the minutes; by requesting staff to re-edit the Comments from the Public; and by bringing Item D., Comments from the Public, to the October board meeting for approval.

Discussion Mr. Earle requested that vitriolic and insidious attacks on individuals not be written into the minutes. Dr. Darnell Cole supported Mr. Earle's request if those types of comments would be removed from previous years' minutes. Messrs. Wells and Webber questioned sanitizing and re-editing the minutes. Ms. Bell suggested that the board direct staff regarding the language to be used in the minutes.

Motion It was moved by Ms. Bell, seconded by Mr. Gobel, to table Item C., Approval of Minutes.

Action Motion approved.

ITEM D. COMMENTS FROM THE PUBLIC

Discussion Chairperson Maierle stated that there would be a limit of three persons who could speak to an issue, and that each speaker would be limited to five minutes speaking time. He requested that speakers focus their comments on issues.

Ms. Marietta Love, Academic Support Center staff member, expressed concern regarding understaffing of the Academic Support Centers.

Ms. Brunnetta Soward, outreach specialist, took issue with the manner in which employees were notified of their reduction in work weeks.

Mr. Karl Kaquatosh, vice president of the Native American Student Movement, expressed concern regarding the reduction in staffing and its effect on the community. He thanked the college for the help that had been offered students.

Ms. Dana Danforth, student, thanked the Multicultural Affairs Department for help she had received, but disagreed with cutbacks in staffing in the department.

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Ms. Denise Logan, president of the Native American Student Movement, expressed the need for Indian advisors.

Ms. Becky Carrillo-Michels, Office of Bilingual Education employee, expressed concern regarding reduction in work weeks of bilingual positions and reduction in the number of staff in the Multicultural Affairs Department.

Ms. Vanessa Peñate, international student from Spain, requested that customer services be provided to Latino students.

Ms. Martha Lopez, Alverno College student, spoke in support of the Bilingual Education Office.

Mr. Edelmiro Dominguez, counselor, distributed a memorandum regarding the concerns of MATC Hispanic Employees and a copy of a letter from State Representative Pedro Colón to Dr. Cole regarding cuts in bilingual programming.

Ms. Cynthia Galván, Academic Support specialist, spoke to the need of the High School Equivalency Program (HEP).

Ms. Maria Chaney, HEP student, asked that the board support bilingual programs and HEP.

Ms. Marina Dimitrijevic, Milwaukee County Supervisor, expressed concern regarding cuts in services and accessibility of services to bilingual students.

Mr. Elliott Schnackenberg, retired photography faculty, spoke in support of the college photographer position.

Dr. Michael Rosen, president of Local 212, also spoke on behalf of Ms. JoAnn Haglund, president of Local 587, requesting that critical services to students be reinstated. He called for a voice in decision-making authority as well as a strategic plan to review positions. He suggested that a wellness and disease management coordinator position be approved.

Mr. Soua Xiong, student, expressed concern regarding cutbacks in services to students.

Ms. Nhu-Mai Tran, student, expressed appreciation for the help she had received from Asian staff members.

Mr. Shone Cha, student, expressed appreciation for assistance he had received from the college and requested additional staffing for Asian students.

Ms. Nereida Macias, student, spoke in support of bilingual services.

Ms. Georgina Martinez, student, stated support of the bilingual programs. She presented the board with a petition in support of Bilingual Services.

A petition in support of Ms. Graciela Alcantara, student service specialist, was presented to the board.

Mr. Ger Vang, counselor, spoke on behalf of Southeast Asian students.

ITEM E. APPROVAL OF CONSENT AGENDA ITEMS

FPO-2 Bills – August 2004

FPO-3 Financial Report – August 2004

FPO-4 Human Resources Report

FPO-5 Procurement Report

Ms. Baker departed the meeting at 6:42 p.m.

Motion It was moved by Mr. Webber, seconded by Mr. Hughes, to approve the Consent Agenda.

Action Motion approved.

Ms. Baker returned to the meeting at 6:44 p.m.

ITEM F. CHAIRPERSON'S REPORT

***ad hoc* Board Development Committee Report**

Discussion Ms. Sowell gave highlights of the *ad hoc* Board Development Committee, which are reflected in the September 23, 2004, committee minutes. She stated that the board would meet in retreat on November 6 and 20, 2004.

ITEM G. PRESIDENT'S REPORT

Discussion Dr. Cole introduced Ms. Barbara Cannell, director of Articulation, Transfer, and International Education, who described a partnership with the University of Wisconsin-Milwaukee as well as transfer and articulation agreements between the colleges. Dr. Cole reported that he and Chancellor Carlos Santiago had discussed dual-enrollment between the colleges.

Ms. Baker stated that CH2M Hill had partnered with the college to encourage students' involvement in science, technology, engineering, and math; and she announced a sySTEM Now conference to be held in November 2004.

Dr. Cole stated that he had met with Mr. Michael Cudahy regarding a partnership with Discovery World at the Pier Wisconsin facility. Mr. Michael Walsh, dean of the Business and Information Technology Division, reported that a concept for an applied technology center at the facility would include digital communications, digital television, high definition television, web casting, computer graphics, virtual reality, multimedia animation, and design and print to provide high-end training. Mr. Ellis Bromberg reported that Channels 10/36 had been involved in discussions regarding the possibility of locating a studio as well as television production and instruction at Discovery World. Dr. Cole stated that the college was eligible for \$5 million in funding and that \$3 million could be committed to the Discovery World project and \$2 million would be available for a project at the Oak Creek Campus.

ITEM H. STUDENT SENATE REPORT

Discussion Mr. David Kroenke reported on activities regarding:

- Campus events
- Wisconsin Student Government
- American Student Association of Community Colleges

ITEM I. LEGISLATIVE MATTERS

Discussion Ms. Baker stated that the Senate Committee had passed the reauthorization of Perkins funding, which would be favorable to the college.

ITEM J. AD HOC LEGISLATIVE COMMITTEE

Discussion Mr. Gobel gave highlights of the *ad hoc* Legislative Committee meeting, which are reflected in the September 20, 2004, committee minutes. He requested that a policy be established that would make the *ad hoc* Legislative Committee a permanent committee.

ITEM K. PUBLIC TELEVISION COMMITTEE REPORT

Discussion Mr. Gobel gave highlights of the Public Television Committee meeting, which are reflected in the September 20, 2004, committee minutes.

Ms. Sowell distributed information on the Mister Rogers' Neighborhood Sweater Drive, and encouraged board members to make contributions.

K-1 Digital TV Transition Update

Motion It was moved by Mr. Gobel, seconded by Mr. Webber, to approve the plan for the required transition from analog to digital television services.

Discussion Mr. Ellis Bromberg, general manager of Channels 10/36, presented a PowerPoint presentation that highlighted the digital television transition update.

Mr. Bromberg announced Spanish-language programming initiatives and a special program for Hmong viewers airing in November.

Action Motion approved.

ITEM L. EDUCATION, SERVICES, AND INSTITUTIONAL RELATIONS COMMITTEE REPORT

Discussion Ms. Baker gave highlights of the Education, Services, and Institutional Relations Committee meeting, which are reflected in the September 22, 2004, committee minutes.

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ITEM M. FINANCE, PERSONNEL, AND OPERATIONS COMMITTEE REPORT

Discussion Mr. Webber gave highlights of the Finance, Personnel, and Operations Committee meeting, which are reflected in the September 22, 2004, committee minutes.

FPO-7 Resolution Authorizing the Issuance of \$1,000,000 General Obligation Promissory Notes, Series 2004-05B of Milwaukee Area Technical College District, Wisconsin

Motion It was moved by Mr. Webber, seconded by Dr. Hughes, to approve the Resolution Authorizing the Issuance of \$1,000,000 General Obligation Promissory Notes, Series 2004-05B of Milwaukee Area Technical College District, Wisconsin.

Action Motion approved, the roll call vote being as follows:

Ayes: Baker, Bell, Earle, Gobel, Hughes, Sowell, Webber, Wells, and Maierle – 9.

Noes: None.

FPO-9 Resolution to Approve a Replacement Lease from the Graphic Communications Union International Local 577-M AFL-CIO

Motion It was moved by Mr. Webber, seconded by Dr. Hughes, to approve the Resolution to Approve a Replacement Lease from the Graphic Communications Union International Local 577-M AFL-CIO.

Discussion Ms. Baker requested further information on the facilities plan. Mr. Gobel requested periodic reports on the facilities plan.

Action Motion approved.

**M-1 Budget Update: FY04-05 Vacant Positions
M-2 Budget Update: Position Analysis
M-3 Budget Update: FY03-04 Revenue Projections
M-4 Budget Update: FY04-05 Property Tax Levy**

Discussion Dr. Cole stated that there was a recommendation to return five bilingual positions to 52-week employment. He indicated

that there would be positions available for employees whose positions were recommended to be eliminated.

Mr. Earle requested projections for FTE headcount and revenues. Ms. Bell suggested that college needs be analyzed when considering positions. Mr. Gobel inquired if there was an overall strategy regarding the positions.

Dr. Pablo Cardona, assistant vice president, Human Resources Department, reviewed the Vacant Position Analysis and 2004 Organizational Restructure – Update 09-22-04, Positions Recommended for Elimination to FPO. Attorney Christy Brown, vice president and general counsel, explained that managers had completed detailed position justification forms, and then Human Resources Department personnel had compiled the information and developed criteria and a ranking process by which to judge the proposals. She stated that criteria had included the impact of: delivery of services to students; cost; improved efficiency by filling positions; enrollment and retention; support of the vision, mission, and strategic plan of the college; and meeting compliance requirements. Attorney Brown stated that the vice presidents had ranked the positions; that union leaders had provided feedback resulting in modified rankings; and that Dr. Cole evaluated the positions and made a final determination. Ms. Theresa Barry, vice president, Student Services, reported that a team was being created to coordinate services to move soft-funded positions to hard monies.

Dr. Hughes recommended that the three bilingual academic/student services specialists and two multicultural affairs/student services specialists positions be restored from 43-week to 52-week assignments and that other positions be put on hold until revenue projections were finalized. Ms. Bell opined that the board was micromanaging, and that if the process recommended to fill positions was a good process, the board should support management's recommendations.

Mr. Maierle called for a break at 8:34 p.m.

The meeting resumed at 8:41 p.m.

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Discussion Ms. Renee Dudley, controller, reviewed the Budget Update: FY03-04 Revenue Projections and Budget Update: FY04-05 Property Tax Levy. Dr. Cole stated that the position recommendations were based on the June 2004 budget assumptions.

Mr. Craig Piotrowski, interim vice president, Finance Division, reported that a tax levy at the mill rate limit would be recommended. Ms. Bell opined that the college would be open to criticism by TABOR and cost control proponents if the tax levy were raised to the maximum mill rate.

Motion It was moved by Mr. Earle to approve filling the following positions: Accounting Specialist; Building Services Associate; Payroll Specialist; Word Processing Associate; Manager, Risk Assessment; Manager, Financial Aid; Word Processing Assistant, and Word Processing Associate; and to increase three Bilingual Academic/Student Services Specialists and two Multicultural Affairs Student Services Specialists positions from 43-week to 52-week assignments.

Action Motion failed for lack of a second.

Motion It was moved by Ms. Bell, seconded by Mr. Webber, to approve filling the following positions: Accounting Specialist; Building Services Associate; Coordinator, Distance Learning; Payroll Specialist; Word Processing Associate; Manager, Risk Assessment; Senior Specialist Writer; Manager, Financial Aid; Word Processing Assistant, and Word Processing Associate; and to increase three Bilingual Academic/Student Services Specialists and two Multicultural Affairs Student Services Specialists positions from 43-week to 52-week assignments.

Discussion It was the consensus of the board that administration had followed the direction of the board and had done a good job analyzing the vacant positions; but that in the future, administration include the bargaining units earlier in the decision-making process. Dr. Cole stated that administration had dialogue with the unions regarding the matter.

Motion As a friendly amendment, it was moved by Ms. Bell to eliminate the Word Processing Technician (Information Technology) and Word Processing Assistant (Financial/Facilities) position.

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Motion As a friendly amendment, it was moved by Dr. Hughes to approve filling the following positions: Accounting Specialist; Building Services Associate; Coordinator, Distance Learning; Payroll Specialist; Word Processing Associate; Manager, Risk Assessment; Manager, Financial Aid; Word Processing Assistant, and Word Processing Associate; and to increase three Bilingual Academic/Student Services Specialists and two Multicultural Affairs Student Services Specialists positions from 43-week to 52-week assignments; and to eliminate the Word Processing Technician (Information Technology) and Word Processing Assistant (Financial/Facilities) position.

Action Motion approved.

ITEM N. MISCELLANEOUS ITEMS

1. Communications and Petitions

None.

2. Information Items

Discussion Ms. Sowell gave highlights of the MATC Foundation meeting. She encouraged board members to financially support the foundation.

ITEM O. OLD BUSINESS/NEW BUSINESS

Date of Next Meeting: October 26, 2004, 5:00 p.m.
Regular Board Meeting, Milwaukee Campus, Board Room (M210).

ITEM P. CONSIDERATION OF PRESIDENT'S COMPENSATION

Closed Session

Motion It was moved by Ms. Bell, seconded by Mr. Webber, to convene into Closed Session pursuant to Sections 19.85(1)(c) of the Wisconsin Statutes to discuss Item P., Consideration of the President's Compensation, to consider compensation data regarding the president over whom the MATC District Board has jurisdiction and exercises authority. The MATC District Board may

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reconvene into Open Session to take action on matters discussed in Closed Session under Item P.

Action Motion to convene into Closed Session approved, the roll call vote being as follows:

Ayes: Bell, Earle, Gobel, Hughes, Sowell, Webber, Wells, Baker, and Maierle – 9.

Noes: None.

The board convened into Closed Session at 9:24 p.m.

Ms. Baker and Mr. Earle departed at 9:24 p.m.

Open Session

The board reconvened into Open Session at 9:39 p.m.

Roll Call

The following members responded to roll call:

Bell, Gobel, Hughes, Maierle, Sowell, Webber, and Wells.

Chairperson Maierle stated that the board had reconvened into Open Session to take action on Item P., Consideration of President's Compensation.

Motion It was moved by Ms. Bell, seconded by Mr. Webber, to approve a modification in the president's compensation as it related to the transportation fringe benefit, in lieu of the MATC District providing a full-sized, non-luxury automobile as described in the president's current contract, to instead provide for an annual taxable automobile allowance in the amount of \$10,700 plus reimbursement for out-of-district travel according to MATC Policies and Procedures, and it was further moved to authorize revision of the president's contract consistent with this modification.

Action Motion approved.

Adjournment

The meeting adjourned at 9:42 p.m.

Respectfully submitted,

Bobbie R. Webber
Secretary