

A meeting of the Board of Trustees of the Tyler Junior College District was held at 12:17 p.m. on Thursday, February 20, 2020, at the College in the Gollob Room, Rogers Nursing and Health Sciences Center, with the president of the Board of Trustees, Mike Coker, presiding. Other Board members present were Rohn Boone, David Hudson, Clint Roxburgh, John Hills, and Joe Prud'homme.

Sarah Van Cleef, Vice President for Financial and Administrative Affairs, provided an update to the Board of Trustees on the status of the Maintenance Tax Notes Priority Projects as per Facilities and Construction. The presentation provided an overview of proposed project names, estimated costs, and the projected start and finish dates. The projects would utilize the entire Maintenance Tax Notes amount of \$22 Million, and within the time frame allowed.

Vice President Van Cleef also shared the direction by the institution to launch a comprehensive master plan, that would follow the institutions recently approved Strategic Plan and aligned with the centennial of the College in 2026.

Kevin Fowler, Executive Director for Human Resources, updated the Board on the collaborative work that has taken place between the Office of Human Resources and the Office of Financial and Administrative Affairs to strategically improve the compensation packages for faculty. The Texas Community College Teachers' Association (TCCTA), conducts the Faculty Salary Survey which provides information on an annual basis of where the faculty at TJC rank in comparison to all Texas junior/community colleges on salaries. In 2019, TJC ranked No. 30 out of 50 colleges and was ranked No. 34, in 2018. The TJC Board and College administration are working together to see the College move up on the rankings in future TCCTA faculty surveys.

In addition, Mr. Fowler provided an update to the Board on the collaborative work with the TJC Police Department, Financial and Administrative Services, and the Office of Human Resources, to see the salaries for Police increase. The safety of the College community is paramount, and turnover and low salaries created a significant loss of talent. The College's efforts have resulted in less attrition as well as an attractiveness for recruitment for vacant positions in the TJC Police Department.

Mr. Fowler also reported on their work with the Athletic Department at the College to move the salaries of the Assistant and Redshirt Coaches to a higher level. Follow up research on comparative analysis with other junior/community colleges will be later presented to the Board of Trustees.

The Board of Trustees, the College President, and the Office of Human Resources, reiterated the commitment to improved salaries for employees of the institution.

Kevin Vest, Athletic Director for the College provided an update on the current success of athletics at Tyler Junior College. Mr. Vest was joined by Dr. Deana Sheppard, Provost & Vice President for Academic and Student Affairs, and Dr. Tim Drain, Associate Vice Provost for Student Affairs. The presentation shared of the alignment between Athletics and the institutions recently adopted Strategic Plan, and the work to take the Department from good to great. The presentation provided highlights of the success of the department, including the 62 national championships, and the positive connections with the East Texas communities, the presentation also included a gap analysis of the current state of athletics and the priorities for continued recognition at the national level. Some of the strategies presented by Mr. Vest included the strategic use of data for decision making, the revision of the organizational structure, and the development of a long-term strategic plan.

The Board of Trustees confirmed their support for the work related to the updates from Financial and Administrative Affairs, Human Resources, and Athletics.

The meeting adjourned at 2:04 p.m.

Mike Coker
President

Debra Holcomb
Executive Assistant
Office of the President