

MINUTES
State Board of Community Colleges
PERSONNEL COMMITTEE
Thursday, January 19, 2023

PERSONNEL COMMITTEE MEMBERS

Mr. Bill McBrayer, Chair	Mr. Jonathan Harris	The Hon. Ray Russell
Mr. Mark Merritt, Vice-Chair	Mr. Bobby Irwin	The Hon. Sam Searcy
Ms. Lisa Estep	Mr. Tom Looney	Mr. Ray Trapp*

*Attended via Zoom

OTHER STATE BOARD MEMBERS PRESENT

The Hon. Chaz Beasley	Dr. Shirley Carraway	Ms. Sarah West
Dr. Grant Campbell	Mr. Burr Sullivan	Ms. Ann Whitford

OTHERS IN ATTENDANCE

Pres. Bill Carver, NCCCS	Ms. Sondra Jarvis	Pres. David Heatherly
Dr. Kimberly Gold	Ms. Dorothy Strickland	Ms. Julie Woodson, NCACCT
Ms. Tawanda Foster Artis	Mr. James Whitmore	
Mr. Patrick Fleming	Pres. Jeff Cox	

*Attended via Zoom

CALL TO ORDER

Mr. McBrayer called the meeting to order at 11:00 a.m. in the Gregory Poole Conference Room in the Caswell Building, Raleigh, NC.

ROLL CALL

Dr. Gold took the roll of the Personnel Committee members.

ETHICS STATEMENT

Mr. McBrayer read the Ethics Awareness and Conflict of Interest Statement. No conflicts noted.

APPROVAL OF THE AGENDA AND MINUTES

Mr. McBrayer requested an amendment to the agenda to add two (2) For Action items for closed session consideration. Mr. McBrayer asked for a motion to approve the January 19, 2023 meeting agenda with the amendments and a motion to approve the November 17, 2022 meeting minutes. Mr. Merritt made the motion, seconded by Mr. Searcy, and the Committee approved by voice vote.

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FOR ACTION

Reorganization of System Office Position (Attachment PER 01)

Mr. McBrayer stated that this will move the position from Technology Solutions and Distance Learning Division to Executive Division. The new position will assist in the Legislative Affairs Office with Mr. Fagg. Dr. Gold shared that this change requires that this change needs to be approved by the State Board (per G.S. 115D-3(b)). Mr. Looney asked if it is a position had been vacant for a long time and whether there is a reason it will not be filled. Ms. Estep asked how this will impact the IT Department. Dr. Gold and Mr. Fleming shared that it is a position that has been open for some time, the duties of that position have been absorbed, and the position is better utilized in Legislative Affairs.

Mr. McBrayer asked for a motion to approve the four positions within the Economic Development Division.

Mr. Looney made a motion to approve PER 01 – Reorganization of System Office Position, seconded by Mr. Merritt.

Mr. McBrayer moved to enter closed session pursuant to North Carolina General Statute section 143-318.11(a)(1) to prevent the disclosure of information that is confidential or privileged pursuant to North Carolina General Statute sections 115D-27 and 126-22. Additionally, pursuant to North Carolina General Statute section 143-318.11(a)(6) to consider the qualifications, competence, performance, and fitness of individual prospective public employees and to consider the conditions of appointment for an individual public employee. Mr. Irwin seconded, and the Committee entered closed session via voice vote.

Following closed session, the Committee returned to open session.

For Information

The following items were available as for information items. Mr. McBrayer stated that there continues to be work done to update these items. The goal is to make sure that the materials provide the information needed by the Board to help make decisions:

- System Office Vacancy Report – January 2023 (Attachment PER 02)
- College Presidential Status Report – January 2023 (Attachment PER 03)

Technology and Distance Learning Solutions (Discussion Only)

Dr. Gold said that there have been challenges, but staff has worked hard to fill these vacancies. Mr. Fleming gave an overview of the positions filled over the past year. There have been twenty-seven new staff members hired within the last twelve months. Great steps have been taken to reduce the time in

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getting positions filled. Of the twenty-seven staff, ten were from community colleges filling three types of positions. The other positions have come from a variety of backgrounds. Mr. McBrayer praised the team for filling those positions.

It is important to understand that the State has significant challenges across technology systems in relation to data management. There is no one solution to the issue. Everyone is working together to try to find solutions. Our cyber security teams is one of those solutions that can assist not only the System, but across the state. Mr. Fleming spoke about the challenges presented due to the current ERP system and the age of the system and inability to find potential staff with the experience for the applications needed. The speed of applications and data management modernization presents a challenge. The goal is to align the modernization so that the System can work together.

Chairman Sullivan asked if the strength in Cyber Security been thanks to the added staff or the knowledge. Mr. Fleming said it is a little bit of both. There have been some individual instances that were manageable currently. The cyber experts also understand how to protect against the threats. Additionally, North Carolina has a strong front against cyber-attacks. Chairman Sullivan shared information that he and Dr. Campbell learned about during a presentation at Fayetteville Tech CC.

New Business

Mr. Looney said that it seems like there has been dramatic progress, but the numbers on the System Vacancy report shows different. Dr. Gold said that some of the vacancies were due to promotions, so although we filled a position, we lost the person in their prior. Additionally, there have been seven retirements. Progress is being made, but there is more work to do. Mr. Looney asked if there is a specific area that has a loss. Dr. Gold said the largest turnover is in Finance and IT due to the size of the departments. Dr. Campbell asked if there is an area that is the hardest to fill. Mr. Fleming said the hardest areas to fill are the staff that support the Ellucian/Colleague ERP system.

Dr. Gold reminded the committee we compete for employees not only with other government agencies, but colleges, and private industry. Mr. McBrayer said that unfortunately the System doesn't have deep enough pockets to compete with private industry usually.

Mr. Russell said that one of the hidden costs of not upgrading systems is the loss of people to support the legacy system. That is one of the reasons it is important to stay modern.

ADJOURNMENT

The Committee adjourned at 11:50 a.m.

Recording Secretary,
Sondra C. Jarvis