

**BOARD OF TRUSTEES REGULAR MEETING**  
**ICC Administration Building April 18, 2013-5:30 p.m.**

**MINUTES**

**Members Present**

Jay Jones  
Kym Kays  
Phillip Fienen  
Hoite Caston  
William Kelly

**Others Present**

Daniel Barwick, President  
Misty Githens, Vice-President for Marketing and Resource Development  
Travis Githens, Associate Vice-President for Career and Technical Education  
Beverly Harris, Executive Assistant  
Greg Eytcheson, Vice-President for Information and Operations  
Jan Fischer, Vice-President for Financial and Employee Services  
Keli Tuschman, Director of Human Resources  
John Eubanks, Professor of Business/Accounting

**Guests**

Greg Lower, Reporter  
David Wallis, Incoming Trustee  
Norman Chambers, Incoming Trustee  
Val DeFever, Incoming Trustee  
Liz Moore, Community Member

**I. ROUTINE**

- A. Call to Order – Jay Jones called the regular monthly meeting for April to order at 5:33 p.m.
- B. Approval of Agenda – Phillip Fienen moved to approve the amended agenda as distributed. Hoite Caston seconded the motion and the motion carried 5-0.
- C. Pledge of Allegiance–Liz Moore, Main Street Independence Director, led the group in recitation of the Pledge of Allegiance.
- D. Character First – Fifteen minutes were devoted to the Character First initiative; the Trustees watched the video and discussed “virtue”, the Character First trait for April.
- E. Welcome Guests – Jay Jones welcomed the guests. There was no public comment on items pertaining to the agenda.
- F. Mission Statement – Jay Jones read the College Mission Statement.
- G. Vision Statement – Jay Jones read the College Vision Statement.
- H. Approval of February 21, 2013 Minutes – Phillip Fienen moved to approve the minutes of the February 21, 2013 meeting. Bill Kelly seconded the motion and the motion carried 5-0.  
Approval of March 14, 2013 Minutes – Phillip Fienen moved to approve the minutes of the March 14, 2013 meeting. Bill Kelly seconded the motion and the motion carried 5-0.

**II. INSTITUTIONAL OPERATIONS**

- A. Employee Evaluation Process – Keli Tuschman provided an overview of the new performance management employee evaluation process; the process will be implemented over the next few weeks.
- B. Live Help – Greg Eytcheson and Misty Githens demonstrated utilization of the Live Help option on the College Website. It was noted that nineteen College employees in various areas of interest are available for assistance.
- C. Allow Payables – Trustee Kays was named in the payables and recused herself from discussion and action. Phillip Fienen moved to allow payables. Hoite Caston seconded the motion and the motion carried 4-0.
- D. Additions to Personnel – The personnel report included: employment of Lynn Reddy in the position of Student Services Specialist at an hourly wage of \$12 and College support toward employee participation in ICC’s group health insurance plan; employment of Stan Lantz in the position of Computer Technician at an annualized salary of \$29,000 and College support toward employee participation in ICC’s group health insurance plan; transfer and promotion of Tony Turner from the position of Head Women’s Basketball Coach to Head Men’s Basketball Coach at an annualized salary of \$45,000 and College support toward employee participation in ICC’s group health insurance plan; promotion of Leslie Crane from the position of Assistant Women’s Basketball Coach to Head Woman’s Basketball Coach at an annualized salary of \$41,000 and College support toward employee participation in ICC’s group health insurance plan; early retirement of Psychology Professor, Debra Havener, following 29 years of

employment; resignation of Rick Stevens from the position of Assistant Football Coach and Residence Hall Director; and termination of Patrick Nee from the position of Head Men's Basketball Coach.

- E. June 7-8, 2013 KACCT Retreat/Dodge City – Jay Jones will attend and asked both the current and incoming Trustees to inform the Board Clerk if they wish to attend the June 7-8 KACCT Retreat which includes New Trustee Orientation.
- F. Purchase Televisions for Classroom Technology Upgrade – Hoite Caston moved to approve the bid received from Dell in the amount of \$27,360 for the purchase of 20 Vizio 70” televisions. It was noted that the classroom technology upgrade was previously approved on the 2012-2013 Renovation and Priority list. Phillip Fielen seconded the motion and the motion carried 5-0.
- G. President's Report – Dr. Barwick's report included: encouragement to attend the upcoming Inge Theatre Festival events; appreciation for the ICC Foundation “Dancing with the Indy Stars” benefit for the Music Department and recognition of Eric and Michelle Rutherford for placing first in the competition; announcement of Elizabeth Ann Sanders as the Outstanding Alumna and Tim Emert as the Guest Speaker for 2013 ICC Commencement exercises; an update of the Strategic Plan review process; ongoing plans for a full-day Orientation for new and existing Trustees; and updates from the North Central Association Higher Learning Commission (HLC) Conference attended by Dr. Barwick, Sara Harris, Debbie Phelps, and Brenda Sanchez. Dr. Barwick also informed the Trustees of his graduation from the Leadership Independence class and the Community Emergency Response Team (CERT) class. Dr. Barwick noted that: his participation in Leadership Kansas classes started last week; and he received an invitation from HLC to become a site reviewer for the Academic Quality Improvement Program (AQIP). The Trustees watched a video featuring Clifton Taulbert. The Southeast Kansas community colleges: Allen, Fort Scott, Labette, Coffeyville, and Neosho County are partnering support with ICC to bring Pulitzer Nominee, Taulbert, to the Inge Theatre on May 29, 2013 for the entrepreneur and leadership program “Changing the Mindset”. The Successful Entrepreneur Program, Lavine Enterprises, and the Innovative Business Resource Center are sponsoring the event, along with the SEK Innovation Summit the following day. New legislation loosening concealed carry restrictions was briefly discussed. Dr. Barwick noted the option for declaring exemption and will compile additional information for the May Board Agenda packets.

### III. CONSENT AGENDA

Hoite Caston moved to approve the Consent Agenda, which included: receipt of the financial and personnel reports; approval of “Principles of Anesthesiology”, “Operator”, and “Radiology, Ultrasound, and Diagnostic Imaging” courses; approval of the bid received from Perkins Construction in the amount of \$7,912 for the first phase of the raised floor in Fine Arts Room 104; and the social media policy. Kym Kays seconded the motion and the motion carried 5-0.

### IV. EXECUTIVE SESSION

Jay Jones moved the Board enter into Executive Session, to include Dan Barwick and Keli Tuschman for one hour, following a seven-minute break, to discuss non-elected personnel and in order to protect the privacy interests of the individuals to be discussed and that the Board return to Open Session at 8:15 p.m. in the Board Room. Kym Kays seconded the motion and the motion carried 5-0. The Board entered Executive Session at 7:15 p.m. Dan Barwick left Executive Session at 7:40 p.m. The Board returned to Open Session at 8:15 p.m. Jay Jones moved the Board enter into Executive Session for an additional fifteen minutes, to include Keli Tuschman, to discuss non-elected personnel and in order to protect the privacy interests of the individuals to be discussed and that the Board return to Open Session at 8:30 p.m. in the Board Room. Phillip Fielen seconded the motion. The motion carried 5-0. The Board entered Executive Session at 8:15 p.m. The Board returned to Open Session at 8:30 p.m.

Jay Jones noted review of Dr. Barwick's evaluation during Executive Session. Hoite Caston moved to extend Dr. Barwick's current contract (which ends June 30, 2014) for an additional two years and in accordance with the contract submitted to the Board of Trustees. Kym Kays seconded the motion and the motion carried 5-0.

### ADJOURN

Phillip Fielen moved to adjourn. The motion was seconded by Bill Kelly and carried 5-0. The meeting adjourned at 8:32 p.m.

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Beverly Harris  
Board Clerk

Independence Community College is committed to a policy of nondiscrimination on the basis of race, sex, national origin, religion, age, and handicap in admissions, educational programs or activities, and employment, all as required by applicable laws and regulations under the Title VI Civil Rights Act of 1964, Title IX regulations of 1972, Section 5 of the Social Rehabilitation Act of 1973, and the Americans With Disabilities Act of 1990.