SPRAC Minutes
Feb 24, 2012, Rm 825, 9-12

Attending: Kristin Fabos, Teresa Macedo, Alta Northcutt, Dan Rothwell, Ben Ten Cate, Marcy Wieland, Charlotte Achen (guest), and rotating managers: Dan Borges, Renée Kilmer, Kathie Welch, Jim Weckler, John Graulty

1. Orientation
The committee spent a few short minutes getting set up logistically and mentally for reviewing with managers and staff the first Plans of the term.

2. IT Plans
Dan Borges and the IT staff invited by him met with SPRAC beginning at 9:10 to discuss the elimination of the Information Systems Coordinator positions (2) and the reduction of the Computer Systems Maintenance Technician (.5). Staff (Dan Johnson, Byron Cornwell, Steve Wheeler, Carol Jacobs) shared their impressions of the Plans and Dan responded to questions from his staff as well as from SPRAC. Not enough time was allotted for deliberation with the manager in this time slot. Dan graciously agreed to return to deliberate with SPRAC after our meeting with Instruction. When he returned, the committee deliberated for another 35 minutes. Marcy recused herself from the Coordinator deliberations as she is directly affected by this elimination. Ben recused himself from the Tech deliberations as he is directly affected by this reduction. The committee agreed upon content of the SPRAC Review for these 2 positions. Marcy will send the draft for all to edit and then they will be sent to Dan to review before sending them to CPC and Cabinet.

3. IDA Plan
Renée Kilmer, Kathy Welch, Jim Weckler, and John Graulty and their staff met with SPRAC beginning at 10:10 to discuss the elimination of 4 Instructional Division Assistants. Staff (Belem Ruiz, Norma Pena, Patty Nelson, Sarah Doub, Christina Lee, Marian Apra, Raneta Pomeroy, Carla Vaughan, Sandra McCann, Glenn Dixon, Dawn Zizzo, Linda Stinger, Wendy Scott) shared many concerns about how this plan would work and the managers responded with specific ideas from the reduction plan, while noting that the implementation plan had not yet begun. Renée noted that a first-year evaluation of the reductions will surely point out areas that need adjusting. After the staff were excused, Renée, Kathy, Jim, and John remained to answer a few more questions and deliberate with SPRAC. Marcy will send draft response to SPRAC for edits, then will send to the 4 managers in attendance for review before sending them to CPC and Cabinet.

4. Other business
Debriefing from the reduction reviews – how did the new SPRAC meeting format work? We did not have much time to discuss, but all agreed we had not allowed enough time for staff to give us feedback. We will adjust the meeting times to give staff 30 minutes for feedback. The manager deliberation will remain at 20 minutes for now.

Prioritize staff positions? There was no time to float this idea. Committee members were asked to chew on the possibility. More later…