FOX VALLEY TECHNICAL COLLEGE DISTRICT
Board Retreat Minutes — September 4, 2013

CALL TO ORDER
The Fox Valley Technical College District Board held its planning retreat on Wednesday, September 4, 2013 at Faith Technologies, 225 Main St., Menasha, WI. Chair Catherine Tierney called the meeting to order at 10:06 a.m.

Roll Call
Board members present were: Tammie DeVooght Blaney, Anthony Gonzalez, Mark Harris, Sharon Hulce, Stephen Kohler, Dr. Dominick Madison, Sally Mielke, Catherine Tierney and Craig Wussow.
Absent: None

Also present were: Dr. Susan May-President Recorder: Vicky Van Hout

Guests: Chris Matheny, Jill McEwen, Paul Gabriel, Mary Novak-Jandrey

Motion – Approve Agenda
A motion was made by Trustee Mielke to approve the agenda for the September 4, 2013 meeting as presented. Upon voice vote, the motion carried unanimously.

Presentation on Faith Technologies
Rollie Stephenson, President/CEO of Faith Technologies, was joined by Mike Jansen to provide an overview of the company. At the end of this month leadership roles will change to Rollie Stephenson, Chairman of the Board, Mike Jansen, CEO and Dick Merbach, President. Mike and Dick are both graduates of FVTC.

Faith Technologies is a full-service electrical and specialty systems contractor with 15 locations in six states including Georgia, Kansas, Minnesota, Missouri, Oklahoma and Wisconsin.

- Rollie’s father started the company in 1952.
- The company has grown from $12 million to $350 million in sales.
- Staffing will be at 2000 by year-end.
- Employee owned-company (employees buy into ownership) – currently 65 owners.
- FVTC is the company’s main source of training.
- At any time there may be a training need for as many as 5,000 employees nationally.
- Annual investment in training of over $1.7 million in non-safety related training alone.
- What kind of programs can FVTC put in place nationally to make sure their employees have the appropriate training? Would like to build off the current model.
- Average salary for electrical journeyman $60k and can earn up to $80k. Many have the opportunity to move to project managers with a salary range of $80k - $150k.

Administrative Salaries – Review and Discussion
Jill McEwen led a review and discussion on administrative salaries for the 2013-14 Management/Exempt staff. Plans and timeline for the compensation market study of this employee group were also reviewed.

Process for President’s Evaluation and Compensation Adjustments
In May 2012 the College retained HRadvantage to assist in the Executive Compensation Review. Mary Novak-Jandrey, HRadvantage joined the meeting to review and discuss the current process with the Board.
Legislator Perceptions of Technical College Boards  
Paul Gabriel, WTC District Board Association Executive Director led a discussion on what the Board members role is relative to our legislators. Trustees agreed that we need more targeted ways to build relationships with our legislators so they will understand who we are. Paul offered his assistance to help build these relationships.

Proposed College Objectives 2013-14 and Recommended Adjustments to Strategic Plan 2013-14  
Dr. May joined by Chris Matheny led a review and discussion of the proposed College Annual Objectives and recommended adjustments to the Strategic Plan for 2013-14. This would be the third and final year for this Strategic Plan, however administration is recommending that the plan be updated and extended for two more years beyond 2013-14 with a continued focus on the current strategic directions. The Facilities objective will be updated to read “Meet building completion targets and budgets for referendum facilities projects.” There were no changes suggested for the measures and targets of the Strategic Plan. The final recommendations will be brought to the Board for approval at the September Board meeting.

President’s Proposed Incentive Plan Targets 2013-14  
Dr. May provided a copy of the 2014 President’s Incentive Plan Goals to the Board for review and discussion. On the facilities objective measurement the Board suggested removing “timelines.” There were no other changes proposed.

Develop Board Goals for 2013-14  
Catherine Tierney led a discussion on the proposed Board Goals for 2013-14. Based on the discussion, the 2013-14 goals will include the following without any changes: Students & Employers, Strategic Plan, Strategic Development and FVTC Foundation. The Goals will be developed and presented for any further modification and approval at the September Board meeting.

Performance-Based Funding  
Dr. May shared the current information on the WTCS Performance Based-Funding.
   • Begins in 2014-15 for general state aid, phased in as follows:
      – 10% of state aid in 2014-15
      – 20% of state aid in 2015-16
      – 30% of state aid in 2016-17
      – TBD beyond 2017
      – Districts select 7 of the 9 measures below
      – Past 3 years of performance data to be used

Measures Outlined in the Legislation:
1. Program-related graduate placement rate
2. Number of degrees and certificates awarded in high demand fields
3. Number of programs or courses with industry-validated curriculum
4. Transition of students from ABE to occupational skills training
5. HS student participants in dual enrollment programs
6. Workforce training provided to businesses and individuals
7. Number of adults served by ABE, adult high school or ELL, courses that combine ABE and occupational training, and student success rates
8. Participation in statewide or regional collaboration or efficiency initiatives
9. Training or other services provided to special populations or demographic groups unique to the District

Motion to Adjourn  
There being no further business to come before the District Board, Chairperson Tierney declared that the meeting was adjourned. The time was 3:52 p.m.

Sally Mielke, Board Secretary