

October 24, 2012

**Haywood Community College**  
Board of Trustees Meeting  
October 23, 2012, 8:00 am

Employee Senate Report

There was an interesting aspect to the HCC Board of Trustees Meeting Tuesday morning, one that raised a **Red Flag**. Under an Information Item in the agenda under section V, the Chairs Report, there was something called Employee Senate Report.

What is the Employee Senate?

Although I still don't know, it seems to me it could possibly be employees of HCC, and I don't have a clue if they are "elected" or not, although "senate" would imply elected. In any event, this "Employee Senate" invited two members of the Board of Trustees over for a meeting, and they accepted (no date provided for this meeting). The Trustees who were invited were Bob Morris, chair, and Richard Lanning, vice chair.

The purpose of this Employee Senate meeting seemed to center on the selection process for the new HCC President. They issued a report (which follows on the next page), but it was unsigned and undated. Usually, I have little tolerance for anonymous stuff, but since this was brought up during an official, open public Board of Trustees meeting, here goes.

Chair Bob Morris summarized the meeting, and presented the unsigned, undated report by the Employee Senate. However, Mr. Morris made an additional comment, not contained in the report, and could have cataclysmic implications.

He said, paraphrasing [re: recording]: The Senate was disappointed that the Board "**caved to political pressure**", regarding the first abortive attempt at selecting the president.

What "**political pressure**"? Did this have anything to do with the "[two top-notch, local candidates who are well-respected for their abilities \(that\) were among the applicants](#)" that was reported by **Vicki Hyatt** in the Mountaineer [re: College president search had long-lasting implications, June 13, 2012, The Mountaineer].

Mr. **Swanger** [Haywood County Commission Chairman **Mark Swanger**, who is currently running for another term for county commissioner], do you know what they are talking about?

Ms. **Hyatt** [**Vicki Hyatt**, Editor of the Mountaineer], do you know what they are talking about?

Ms. **Enloe** [**Mary Ann Enloe**, newly appointed Board of Trustee member], do you know what they are talking about?

Mr. **Sorrells** [**Michael Sorrells**, County Commissioner, and husband of newly appointed Board of Trustee member **Susan Sorrells**, who is now facing ethics charges], do you know what they are talking about?

The undated, unsigned report follows on the next page.

Monroe A. Miller Jr.  
19 Big Spruce Lane  
Waynesville, NC 28786

Mr. Morris and Mr. Lanning,

The Senate would like to thank you for taking the time to meet with us and we greatly appreciate your support. As you requested, this is a list of the suggestions that came out of the meeting.

The Senate would rather find the right candidate than rush the process, which is also how the Board feels. Thus, any consideration of the ideas below would be greatly appreciated.

The following concerns were stated by the by employee Senate:

1. The reduction of degree requirement from doctorate to masters is not appropriate for a college president.
2. It is important that the candidates have a background in higher education since education is not a business and the future president should understand the inner workings of the college. The president should also be dedicated to student success.
3. The Senate would like a feedback loop for employees so that they can give input about the president to the Board directly once he/she takes office. In other words, the Senate would like a formal procedure to give input on a president's performance on an annual basis. There are a number of colleges that do this using various survey tools and we would be glad to help find a model that works for HCC.
4. The Senate feels the meet and greet is important and they should be afforded this opportunity again in the new search. This is important since faculty and staff have insights into the operations of the college that the Board may not. Alternatively, or in addition, two other input methods were suggested:
  - a member or members of the Senate could be placed on the hiring/selection committee.
  - members of the Senate could review the applications of the finalists.
5. Should the hiring process require another advertisement, the Senate would like the Board to reconstruct the qualities for president based on the suggestions made by employees earlier this year.
6. The Senate feels that a president selected under the circumstances of no transparency in the process and without meaningful input from employees and faculty would be under a cloud of suspicion.
7. The Senate encourages the Board to take their time to find the right candidate for the position. The Senate was gratified that the Board did not rush to select a candidate when they felt that no three names could be sent forward to Raleigh.

Again, we thank you for your time and support. We're eager to help you find the best President possible for Haywood Community College.