MINUTES

BOARD OF TRUSTEES

WESTERN PIEDMONT COMMUNITY COLLEGE

February 27, 1984

The Board of Trustees of Western Piedmont Community held its Winter Quarterly meeting on Monday, February 27, 1984, in Room G-23 of the Student Services Building. Mrs. E. W. Phifer, Jr., Chairperson, called the meeting to order at 7:30 p.m. Mr. Ken Clark gave the invocation.

Members Present: Mrs. E. W. Phifer, Jr., Chairperson
Mr. Robert B. Byrd
Mr. Robert P. Carr
Mrs. Elsie H. Childres
Mr. Charles S. Digh
Mr. Jack L. Drum
Mr. Allen W. Fullwood
Mrs. Martha G. Hemphill
Mr. Charles T. Henson
Mrs. Helen McDowell
Mr. Claude S. Sitton
Mr. Rob Hairfield, Student Trustee

Members Absent: Mr. D. Holman Sigmon

Others Present: Dr. Jim A. Richardson, President
Mr. George M. Fouts, Vice President for Academic Affairs
Mr. Ken Clark, Vice President for Administrative Services
Ms. Billie Meeks, Dean of Student Services
Ms. Louise Austin, Director of Personnel Services
Mr. Larrk Clark, Director of Planning & Development
Ms. Marie Parkhurst, Reporter, The News Herald
Ms. Susan Marschalk, Reporter, Hickory Daily Record
Ms. Drema Sercy, Reporter, Radio Station WMNC
Ms. Ruth Bowman, Recording Secretary

Consideration and Disposition of the Minutes - The Board approved the minutes of their October 24, 1983 and November 29, 1983 meetings upon a motion by Mr. Charles Digh and a second by Mr. Claude Sitton.

Report of the Buildings and Grounds Committee - Mr. Bob Byrd, Chairman, reported on the status of the vocational building stating that the final plans had been submitted to Raleigh and approval of these plans was expected in about ten days. Upon approval, construction is expected to begin in the spring with completion by the beginning of winter quarter. This report was for information only and no action was necessary.

Report of the Finance Committee - Mrs. Martha Hemphill, Chairman, presented to the Board for approval the 1984-85 County Fund Budget Request which represented a 46.9% increase over last year. The request included $672,000 for operating expenses and $109,500 for capital outlay. After careful review of the budget by line item, Mr. Bob Byrd made a motion, with a second by Mr. Charles Henson, that the Operating Budget be submitted to the County Commissioners as presented. The motion was unanimously passed. Mrs. Hemphill made a motion that the Capital Outlay Budget be submitted to the Commissioners as presented. Mr. Charles Digh seconded the motion and it passed unanimously.

Report of the Personnel Committee - At the request of Mr. Claude Sitton, Chairman, Mr. George Fouts, Vice President for Academic Affairs, presented to the Board letters of resignation from Mr. John Boyd, Coordinator of the Criminal Justice Program, and Mr. Charles Wright, Instructor in the Division of Natural Sciences and Engineering. Mr. Byrd made a motion that these resignations be accepted. Mrs. Hemphill seconded the motion which was unanimously passed. Mr. Sitton then requested that a letter of commendation be sent to Mr. Boyd for his many years of dedication and service to the College.

Mr. Ken Clark, Vice President for Administrative Services, then presented to the Board for their approval the Pioneer II Tax Shelter Plan for employee participation. After a brief discussion, Mr. Sitton made a motion that this tax shelter plan be approved as presented. Mr. Digh seconded the motion and it was unanimously passed.

Report on the Affirmative Action Plan - Ms. Louise Austin, Director of Personnel Services, reported to the Board on the revised Affirmative Action Plan which sets the College's hiring plan for faculty and staff in terms of minorities, and methods of recruiting and retaining minority students. Ms. Austin advised the Board that this plan had been sent to Washington for review and approval. This report was for information only and no action was necessary.

Report from the Dean of Student Services - Ms. Billie Meeks, Dean of Student Services, next gave a report to the Board on the responsibilities and functions of her department pointing out the aid the College's recently acquired computer has been in speeding up services from her area. This report was for information only and no action was necessary.

Consideration of Policy Changes - President Richardson reviewed with the Board proposed policy changes presented for their approval. After a lengthy discussion, Mr. Byrd made a motion that the proposed changes be adopted as presented with the exception of the section on vacation and sick leave which was to be sent back to the Personnel Committee for further study and revision. Mrs. Helen McDowell seconded the motion and it was unanimously passed. Mr. Sitton then asked that all interested Trustees not on the Personnel Committee attend the meeting for studying and revising the proposed recommendation.

Mr. Sitton then questioned the safety of the 35 mph speed limit on entering the campus grounds and made a motion that this speed limit be studied and perhaps amended. Mrs. Elsie Childres seconded the motion and it was unanimously passed.

Report on the 20th Anniversary Plans - Mr. Byrd, Chairman of the 20th Anniversary Steering Committee, reported to the Board that the golf tournament had been set for April 9th; that Miss North Carolina would be appearing at the Cake-Cutting on April 2; and that a banquet honoring the three former presidents, past and present members of the Board of Trustees and Western Piedmont Foundation, County Commissioners, and charter members of the faculty and staff, was planned

for April 6 with Dr. Herbert Stallworth being the keynote speaker. This report was for information only and no action was necessary.

Report of the President - President Richardson reported to the Board that Grants received for the period October 1, 1983 through February 24, 1984, amounted to $72,319 and Scholarship monies received for the same time period was $377 for a total of $72,696. Mr. Allen Fullwood made a motion that these grants and scholarship monies be accepted. With a second by Mr. Jack Drum, the motion was unanimously passed.

Next, Mr. Ken Clark presented and asked the Board's approval to renew the College's contract with Piedmont Vending. After a brief discussion, Mr. Fullwood made a motion, with a second by Mrs. Hemphill, that this contract with Piedmont Vending be renewed as presented. The motion was unanimously passed.

Mr. Sitton next requested that Mr. Ken Clark report to the Board on the action that was taken on the plans for the new telephone system. Mr. Clark explained that the new phone system contract had been awarded to ATCOM rather than AT&T. It had previously been reported that AT&T was the lowest bidder for the new system, but it was later learned that their bid was incomplete. Thus, ATCOM became the lowest bidder and was awarded the contract. Mr. Sitton then made a motion that this action taken by Mr. Clark be approved. Mr. Byrd seconded the motion and it was unanimously passed.

President Richardson then asked the Board for their support of the Budget Priorities for the Community College System as set forth in the General Assembly short session. Mr. Sitton made a motion that a letter be sent to President Scott in support of these Budget Priorities. Mrs. Hemphill seconded the motion which was unanimously passed.

Mr. Sitton then made a motion, with a second by Mrs. Hemphill, that the Board go into executive session to discuss personnel matters.

Upon returning to open session the Board unanimously approved educational leave with pay, subject to funds being available, for the summer of 1984 to Dan Cathey, Alvin Corpening, Cynthia Davis, Tom Eller, MaryAnn Greenway, Charles Heavner, Cheryl Oxford, Ruby Pharr, and Nancy Shoaf. The Board also unanimously approved the appointment of John Farthing as Instructor in the Division of Business Technologies and the appointment of Winston Lear to the position of Dean of Learning Resources.

There being no further business, the meeting adjourned at 9:15 p.m. by consensus.

Respectfully submitted,

Mrs. E.W. Phifer, Jr., Chairperson

Ms. Ruth Bowman, Recording Secretary

MINUTES

BOARD OF TRUSTEES

WESTERN PIEDMONT COMMUNITY COLLEGE

June 5, 1984

The Board of Trustees of Western Piedmont Community College held its Spring Quarterly Meeting on Tuesday, June 5, 1984, in the Board Room of the W. Stanley Moore Administration Building. Mrs. E.W. Phifer, Jr., Chairperson, called the meeting to order at 7:20 p.m.

Members Present: Mrs. E.W. Phifer, Jr., Chairperson
Mr. Robert B. Byrd
Mr. Robert P. Carr
Mrs. Elsie H. Childres
Mr. Charles S. Digh
Mr. Allen W. Fullwood
Mrs. Martha G. Hemphill
Mr. Charles T. Henson
Mr. D. Holman Sigmon
Mr. Claude S. Sitton

Members Absent: Mr. Jack L. Drum
Mrs. Helen McDowell

Others Present: Dr. Jim A. Richardson, President
Mr. George M. Fouts, Vice President for Academic Affairs
Mr. Ken Clark, Vice President for Administrative Services
Mr. Larry Clark, Director, Planning & Development
Ms. Cheryl Oxford, Instructor, Division of Humanities & Social Sciences
Ms. Sherry Williamson, Reporter, The News Herald
Ms. Ruth Bowman, Recording Secretary

Due to convening early and due to the absence of the press at that time, the Board went into executive session, upon a recommendation by Mr. Bob Byrd, to discuss personnel matters.

At the end of executive session, Mrs. E.W. Phifer, Jr., Chairperson, admitted the press and the meeting continued in open session.

Consideration and Disposition of the Minutes - Upon a motion by Mr. Charles Digh, and a second by Mrs. Martha Hemphill, the Board approved the minutes of their February 27, 1984 meeting.

Report of the Buildings and Grounds Committee - Mr. Bob Byrd, Chairman, reported that bid opening for the construction of the new vocational building had taken place on campus earlier in the day. Triangle Construction Company of Morganton submitted the lowest bid on general, plumbing, and heating; and Caldwell Electric Company of Newton submitted the lowest electrical bid. Mr. Ken Clark, Vice President for Administrative Services, reported to the Board that the bids must be certified by our engineer before being submitted to the Department of Community Colleges for approval. Mr. Clark informed the Board that Western Piedmont was on the State Board agenda for approval at their meeting being held next week. Upon a motion by Mr. Byrd, with a second by Mr. Allen Fullwood, the Board unanimously accepted these low bids subject to certification by West & Avery Associates, Engineers for the project. Mr. Clark further explained that the four bids totaled $217,000 and that an additional $12,500 would be needed for engineering fees, $1,000 for testing lab fees, and $10.00 for advertising, thus making the total project cost $1195.59 over the funds available. Mr. Clark recommended to the Board that unexpended funds be transferred from four completed capital outlay projects in the County Budget to the vocational building project. The amount of funds transferred would be $1936.79 which would cover the $1195.59 shortage and leave a balance of $741.20 in reserve. Mr. Holman Sigmon made a motion to approve this transfer of funds as recommended. The motion was seconded by Mrs. Hemphill and was unanimously passed.

Mr. Byrd next reported to the Board on the Success of the College's 20th Anniversary celebration, informing them that the cost to the College for this event totaled $2577.16. This report was for information only and no action was necessary.

Report of the Finance Committee - Mr. Clark presented to the Board for their approval a list of uncollectable debts in the amount of $56.15 to be written off. Upon a motion by Mr. Sigmon and a second by Mr. Digh, the Board unanimously approved the write-off of the $56.15 for uncollectable debts.

Mr. Clark next presented to the Board the College's combined Budget Request for 1984-85 which consisted of State Current Funds, County Current Funds, Plant Funds and Institutional Funds totaling $5,955,030. Mr. Digh made a motion that this combined Budget Request be approved as presented to be submitted to the County Commissioners and the Department of Community Colleges for their approval. The motion was seconded by Mr. Charles Henson and was unanimously passed.

Mr. Clark then presented and explained Budget Revisions C-1 and P-2. Upon a motion by Mr. Henson and a second by Mr. Digh, Budget Revision C-1 was accepted as presented. Upon a motion by Mr. Sigmon and a second by Mr. Robert Carr, Budget Revision P-2 was also accepted as presented. Both motions passed unanimously.

Report of the Personnel Committee - At the request of Mr. Claude Sitton, Chairman, Mr. Clark reviewed briefly the proposed vacation and sick leave policy changes. Upon a motion by Mr. Sitton and a second by Mr. Allen Fullwood, the Board approved revision of the vacation and sick leave policies as recommended by the Personnel Committee, with Mr. Digh opposing. Several other policy revisions and additions were then brought to the Board's attention. A complete draft of these policy changes will be sent to the Board members for review prior to their next meeting.

Mr. George Fouts, Vice President for Academic Affairs, presented to the Board a letter of resignation from Mr. Charles Heavner, Program Coordinator/ Instructor in the Division of Natural Sciences and Engineering. Upon a motion by Mr. Sitton and a second by Mr. Fullwood, the Board unanimously accepted Mr. Heavner's resignation with regret. Mr. Sitton then asked that a letter of

commendation be sent to Mr. Heavner thanking him for his services and dedication to the College.

Mr. Fouts then presented to the Board the appointment nomination of Mr. Frank Proffitt, Jr. as Visiting Artist for the 1984-85 academic year. Mr. Proffitt, a folk singer and storyteller, had performed for the Board at a dinner held previous to the Board meeting. Upon a motion by Mr. Sitton and a second by Mrs. Hemphill, the Board unanimously approved Mr. Proffitt's appointment as the College's Visiting Artist for 1984-85.

Mr. Clark then announced to the Board the retirement of Mr. James Huffman, Utilities Supervisor. Upon a motion by Mr. Byrd and a second by Mr. Digh, the Board unanimously recommended that a letter of commendation be sent to "Huff" thanking him for his love, loyalty, and long years of dedication to the College.

President Richardson next presented for the Board's approval a Disability Insurance Program to be offered to employees on a voluntary basis to help them cover expenses and salary during a period of disability. Premiums for the plan would be paid for entirely by the employees and payments would be made by payroll deduction. The Board unanimously approved this Disability Plan for employees upon a motion by Mr. Digh and a second by Mr. Fullwood.

Report of the Executive Committee - President Richardson reported to the Board on the Department of Community College's Budget Priorities for 1985-87. The top priorities include increased FTE funding and construction funds. President Richardson pointed out that a tentative ranking of institutional construction needs has been developed by the DCC staff and that Western Piedmont is listed in the 20th position with a need for $1,629,284. He stated that the Department is asking for $20 million in 1984-85 and an additional $43 million in 1985-86. If such construction funds are approved, Western Piedmont would probably be eligible in the 1985-86 year, but such an allocation of State construction monies would require a local match. Questions were raised by some Board members about how the College

would determine its next building need. President Richardson then brought the Board up to date on the Master Facilities Plan being developed by Chester West and solicited the Board's advice about how building priorities should be set and about how local matching monies would be raised. Upon a motion by Mr. Fullwood and a second by Mr. Carr, these matters were referred to the Building and Grounds Committee for further study and consideration. Mr. Byrd then urged Board members to review an article in the Chronicle of Higher Education (6-6-84) which lists those foundations which made major grants to colleges and universities during 1983 and also lists the institutions which now benefit from gifts and bequests.

President Richardson also informed the Board that President Scott is asking for a 10 percent across-the-board salary raise for community college personnel with some additional monies to be used on a need basis. Mr. Fouts reported on the possibility of having a PIO officer recruitment if the budget permits. These items were for information only and no action was necessary at this time.

Presentation of the College's Drama Program - Ms. Cheryl Oxford, instructor in the College's Drama 120 program, gave an overview of the program's presentations and success for the 1983-84 season. Ms. Oxford informed the Board that an Associate in Fine Arts degree in Drama will be offered by Western Piedmont for the 1984-85 year.

President Richardson then reminded the Board members of the ACCT Convention to be held in San Antonio, Texas on October 10-14 and urged all members interested in attending to sign up as soon as possible so that we can work it into our budget.

There being no further business, the meeting adjourned at 9:10 p.m. by consensus.

Respectfully submitted,

Mrs. E. W. Phifer, Jr., Chairperson

Ms. Ruth Bowman, Recording Secretary

MINUTES

BOARD OF TRUSTEES

WESTERN PIEDMONT COMMUNITY COLLEGE

July 16, 1984

The Board of Trustees of Western Piedmont Community College conducted a Special Called Meeting on Monday, July 16, 1984, in Room G-23 of the Student Services building. Mrs. E. W. Phifer, Jr., Chairperson, called the meeting to order at 7:10 a.m.

Members Present: Mrs. E. W. Phifer, Jr., Chairperson
Mr. Robert B. Byrd
Mr. Robert P. Carr
Mrs. Elsie H. Childres
Mr. Charles S. Digh
Mr. Allen W. Fullwood
Mrs. Martha G. Hemphill
Mr. Charles T. Henson
Mr. Claude S. Sitton

Members Absent: Mr. Jack L. Drum
Mrs. Helen McDowell
Mr. D. Holman Sigmon

Others Present: Dr. Jim A. Richardson, President
Mr. George M. Fouts, Vice President for Academic Affairs
Mr. Ken Clark, Vice President for Administrative Services
Ms. Susan Marschalk, Reporter, Hickory Daily Record
Ms. Ruth Bowman, Recording Secretary

Consideration and Disposition of the Minutes - With corrections noted, the Board members approved the minutes of their June 5, 1984 meeting, as corrected, upon a motion by Mr. Bob Byrd and a second by Mrs. Elsie Childres.

Report of the Buildings and Grounds Committee - Mr. Bob Byrd, Chairman, reported that the Committee, as directed by the Board, had met to discuss future building priorities and recommended that a library be given first priority for

the use of the $500,000 construction funds appropriated by the General Assembly earlier in the month. Mr. Byrd added that a priority had to be established in order for the legislative appropriation to be made; however, the Committee fully realized that the final building priorities are to be determined by the Board. Mr. Claude Sitton inquired what priority the Committee had given to a Health and Physical Education building. Mr. Byrd reported that a physical education building would probably be next in line for construction and could possibly be coupled with the construction of the library. Mr. Sitton then strongly stressed the need for a health and physical education building. While a library facility is certainly a high priority, Mr. Sitton stated that a physical education facility is needed to support the existing college transfer programs and to establish other recreational programs at the College. Pointing to the existance of physical education facilities at other North Carolina community colleges, Mr. Sitton expressed his view that physical education is an important part of any higher education program, including that of a community college. He added that such a facility and the programs that it would support could attract many students. Based on these factors, Mr. Sitton then made a motion that a health and physical education building be given second priority for future construction funds. Mr. Allen Fullwood seconded the motion and it was unanimously passed.

Mr. Byrd next reported that the ground breaking ceremony for the new vocational building had been held on the north side of the campus at noon on Thursday, July 12, 1984, with Howard Haworth being the keynote speaker. Mr. Byrd added that among those in attendance at this historic occasion were area legislators, College administrators, trustee members, foundation members, county commissioners, business and industry leaders, as well as faculty, staff, and students of the College. Mr. Byrd ended his report by stating that construction is scheduled to begin on Wednesday of this week.

Report of the Finance Committee - Mrs. Martha Hemphill, Chairman, asked Mr. George Fouts, Vice President for Academic Affairs, to report on the Committee's meeting in June with the County Commissioners to ask for additional funding for the 1984-85 Fiscal Year. Mr. Fouts reported that as a result of this meeting, the Commissioners increased Dr. Richardson's supplement by $2,000 , and granted a $1,300 across-the-board salary increase to all housekeeping and maintenance employees, and increased their proposed allocation for carpeting from $25,000 to $35,000. Upon a motion by Mr. Byrd and a second by Mr. Fullwood, the Board unanimously agreed to draft a letter to the County Commissioners formally thanking them for their support in appropriating additional budget funds.

Mr. Clark next presented and explained Budget Revisions I-1, C-2, C-3, P-4, and S-6. Budget Revision C-3 reflected a shortage of $11,300 in utilities funding for 1983-84. Mr. Clark added that the College had to use funds allocated for 1984-85 to pay the June utilities bill and suggested that the Board approach the County Commissioners for additional funding to cover this shortage. Mrs. Hemphill and Mr. Sitton both expressed concern about approaching the Commissioners for additional funding so soon after receiving an increase in budget allocations over last year. President Richardson pointed out that the only way the College could cut its utility bills would be to cut classes and close the College on weekends. After further discussion, Mr. Sitton made a motion to table a formal request on Budget Revision C-3 until the administration could approach the Commissioners and advise them of this situation, and that Budget Revisions I-1, C-2, P-4 and S-6 be approved as presented. The motion was seconded by Mrs. Hemphill and was unanimously passed.

Report of the Personnel Committee - President Richardson brought to the Board's attention policy revisions and additions which had been presented at their June 5, 1984 meeting at which time action was delayed pending further review. Upon a motion by Mr. Fullwood and a second by Mrs. Childres, the Board unanimously

approved the policy revisions and additions as presented. Then, upon a motion by Mrs. Hemphill and a second by Mrs. Childres, the Board went into executive session to discuss personnel matters.

Upon returning to open session, Mr. Charles Digh made a motion, with a second by Mr. Sitton, to approve the appointment nominations of Mr. Harry Stuart Hickman II to the position of Instructor in Data Processing, Mr. David R. Cole to the position of Instructor in Data Processing, Ms. Linda S. Summey to the position of Instructor in Accounting and Business Administration; that Mr. George M. Fouts' title be changed to Executive Vice President, assuming the responsibilities for overseeing all college operations while continuing to direct academic affairs; and the salary increases recommended for employees for Fiscal Year 1984-85. All three motions were unanimously passed.

There being no further business, the meeting was adjourned by consensus.

Respectfully submitted,

Mrs. E. W. Phifer, Jr.
Chairperson

Ms. Ruth Bowman
Recording Secretary

MINUTES

BOARD OF TRUSTEES

WESTERN PIEDMONT COMMUNITY COLLEGE

August 6, 1984

The Board of Trustees of Western Piedmont Community College conducted a Special Called Meeting on Monday, August 6, 1984, in Room G-23 of the Student Services Building. Mrs. E.W. Phifer, Jr., Chairperson, called the meeting to order at 12:20 p.m.

Members Present: Mrs. E.W. Phifer, Jr., Chairperson
Mr. Robert B. Byrd
Mr. Robert P. Carr
Mrs. Elsie H. Childres
Mr. Charles S. Digh
Mr. Jack L. Drum
Mr. Allen W. Fullwood
Mrs. Martha G. Hemphill
Mr. Charles T. Henson
Mrs. Helen McDowell
Mr. D. Holman Sigmon
Ms. Susan Jennings, Student Trustee

Members Absent: Mr. Claude S. Sitton

Others Present: Dr. Jim A. Richardson, President
Mr. George M. Fouts, Executive Vice President
Ms. Charlene Dellinger, Reporter, The News Herald
Ms. Susan Marschalk, Reporter, Hickory Daily Record
Ms. Ruth Bowman, Recording Secretary

Upon a motion by Mrs. Martha Hemphill and a second by Mrs. Elsie Childres, the Board members immediately went into executive session to discuss personnel matters.

Upon returning to open session, Mrs. Hemphill made a motion, with a second by Mr. Charles Henson, to approve the appointment of Mr. Richard C. Lumb to the position of Coordinator/Instructor in Criminal Justice, Mr. Raymond Toomer, Jr. to the position of Assistant Coordinator/Instructor in Criminal Justice, and

Mr. Gary M. Suddreth to the position of Coordinator/Instructor in Computer Engineering Technology. After a brief discussion in which Mr. George M. Fouts, Executive Vice President, explained the selection process for faculty to the Board members, the Board unamiously approved these three faculty appointments for FY 1984-85.

There being no further business, the meeting adjourned at 12:50 p.m. upon a motion by Mr. Charles Digh and a second by Mrs. Childres.

Respectfully submitted,

Mrs. E. W. Phifer, Jr.
Chairperson

Ms. Ruth Bowman
Recording Secretary

MINUTES

BOARD OF TRUSTEES

WESTERN PIEDMONT COMMUNITY COLLEGE

August 27, 1984

The Board of Trustees of Western Piedmont Community College conducted a Special Called Meeting on Monday, August 27, 1984, in the Board Room of the W. Stanley Moore Administration Building. Mrs. E. W. Phifer, Jr., Chairperson, called the meeting to order at 7:00 a.m.

Members Present:	Mrs. E.W. Phifer, Jr., Chairperson Mr. Robert B. Byrd Mr. Robert P. Carr Mrs. Elsie H. Childres Mr. Charles S. Digh Mr. Jack L. Drum Mr. Allen W. Fullwood Mrs. Martha G. Hemphill Mr. Charles T. Henson Mrs. Helen McDowell Mr. Claude S. Sitton
Members Absent:	Mr. D. Holman Sigmon
Others Present:	Dr. Jim A. Richardson, President Mr. George M. Fouts, Executive Vice-President Mr. Ken Clark, Vice President for Administrative Services

Report of the Buildings and Grounds Committee - Mr. Bob Byrd, Chairman, reported on the progress of the construction of the new vocational building. Mr. Byrd particularly cited the need to complete plans for the interior of the building, including classroom partitions and other needed classroom facilities. Mr. Byrd made a motion that West & Avery Associates

be charged with developing a proposal for the completion of the vocational building interior. Mr. Claude Sitton seconded the motion and it was unanimously passed. Mr. Byrd also presented tentative plans to the Board for the selection of an architect for a proposed library building. Such plans and specifications will be necessary before State funds can be accessed. Mrs. Martha Hemphill encouraged the Board to insure that local architects be solicited to make proposals. Mrs. Hemphill made a motion that the Board direct the Administration to begin soliciting architectural proposals for both a library building and a physical education complex and that the Buildings and Grounds Committee, after having reviewed architectural proposals, make a recommendation to the full Board. Mr. Sitton seconded the motion and it was unanimously passed.

Dr. Jim A. Richardson, President, reported to the Board on recruitments of employees since January 1, 1984. A total of 150 applicants were received for six instructional positions, 189 applicants received for five professional positions, and 144 applicants received for eight classified positions. President Richardson and Mr. George Fouts, Executive Vice-President, reviewed the selection process in each of the categories, pointing to the amount of time and staff involvement that is needed in each selection in order to insure that the best qualified candidate is hired for each position. Mr. Byrd pointed out that the number of applicants for each position speaks well of the reputation of the College throughout the area, region, and nation.

Upon a motion by Mr. Sitton and a second by Mrs. Helen McDowell, the Board voted to go into executive session to discuss personnel matters.

Upon returning to open session, Mrs. Hemphill made a motion to accept the following staff recommendations: Mr. Michael A. Green as instructor in Industrial Engineering/Industrial Maintenance, Mrs. Vanessa B. Padgett as Coordinator of the East Burke Center, and Mrs. Anne H. Starnes as Director of Public Information. Mr. Jack Drum seconded the motion and it passed unanimously.

Mr. Byrd then made a motion that the News Herald article of August 7, 1984 be placed in the records of the Board of Trustees and that the News Herald's correction, published on August 8, 1984, also be placed in the record.

There being no further business, the meeting adjourned at 8:15 a.m. by concensus.

Respectfully submitted,

Mrs. E. W. Phifer, Jr.
Chairperson

Mr. George M. Fouts
Recording Secretary

Article Published in the News Herald on August 8, 1984

Richardson wrongly named in news story

The News Herald incorrectly reported Tuesday that Western Piedmont Community College President Jim Richardson allegedly had told former college instructor Dennis Brockland he was fired because of his union activities.

Richardson's name was wrongly attributed to a quotation used in a News Herald story Tuesday on a federal court hearing in Rutherfordton. The quotation should have been attributed to former WPCC criminal justice department coordinator John Boyd.

The hearing Monday in Rutherfordton on whether a civil rights suit filed by Brockland against the college's administrators and board of trustees was to determine if there are sufficient grounds for the suit to be heard in a jury trial.

Brockland was dismissed from the college in May 1982. His suit claims he was fired because of his inolvement in a teacher's union at the college.

At the hearing, Brockland's attorney, Gary Triggs, told Judge Woodrow W. Jones that he has a tape recording of a conversation between Brockland and Boyd. On that tape, Brockland allegedly asked Boyd (who is now retired) why he was being fired. Boyd's reply, Triggs told the hearing, was "Because of that g-damned union."

The News Herald story Tuesday wrongly identified Richardson as having made that statement.

The News Herald deeply regrets the error and any embarrassment or inconvenience it may have caused.

Jones is expected to rule within the next two weeks on whether Brockland's case against the college will be dismissed or will instead go on to a jury trial in federal court.

Article published in the News Herald on August 7, 1984

Ruling expected soon on Brockland's suit

A federal court judge is expected to rule within the next two weeks on whether the suit filed by former Western Piedmont Community College instructor Dennis Brockland against the school will be heard in a jury trial or dismissed.

Brockland filed the civil rights suit against the college's administrators and board of trustees in March of 1983.

Judge Woodrow W. Jones heard arguments from Brockland's attorney Gary Triggs and from WPCC's attorney John McMurray in a summary judgment hearing Monday in federal court in Rutherfordton.

Brockland, who was dismissed from the college in May of 1982 after seven years there as an instructor in the criminal justice program, claims his termination was due to his involvement in the teachers' union - a claim he says is backed up by a tape recording of a conversation with WPCC President Jim Richardson.

In requesting a summary judgment hearing, McMurray contended there is no evidence to support Brockland's discrimination claims.

In his arguments before the judge Monday, Triggs contended that enough evidence to support a need for a jury trial rests in the taped conversation between Brockland and Richardson.

Triggs said that in that conversation, which Richardson was unaware was being taped, Brockland asked Richardson why he was terminated.

Richardson's reply, according to Triggs, was "Because of that g-damned union."

After the hearing Monday, Triggs said the tapes made by Brockland during his conversation with Richardson are clear evidence that the former teacher's contract was terminated because of union involvement.

Triggs also said that when taped and transcribed depositions were collected at the attorney's Morganton office earlier this year, Richardson "denied under oath" having made such a statement.

"Basically you must have a property interest in a position to raise the question of whether or not you have been deprived of your constitutional rights," McMurray said after the hearing. "Brockland was not a member of the tenured faculty and did not have a property right in a teaching position.

"And if, in fact, it should be found he (Brockland) has such property rights, the college has not in any way interferred with his constitutional rights," McMurray added.

Triggs, a partner in the Morganton law firm of Powell, Triggs, Clontz, and Alexander, said he expects the judge to rule in Brockland's behalf because "there are issues in this case to be decided by a jury."

"A summary judgment court rules on issues of the law if issues of genuine fact can't be found. Juries determine facts, judges determine law - there are certainly issues of fact in this case which must be determined by a jury," Triggs said.

The case involves a "question of fact on impermissable basis," Triggs said, alleging that Brockland was not allowed to exercise his First Amendment freedoms.

In arguing his point, Triggs read from the U.S. Supreme Court case, Charles Perry versus Robert Sindermann, which he said is a pattern case for ruling in the Brockland suit: "The non-renewal of a non-tenured public school teacher contract may not be predicated upon his exercise of First and 14 Amendment rights."

"You can't fire somebody for exercising their constitutional rights," he said.

The discrimination issue, Triggs said is that Brockland says they did fire him on an impermissable basis; the college says they did not.

The property right is the second and key issue, Triggs said. "He (Brockland) says he did (have property rights); they (college) say he didn't.

Property right is determined by the extent of tenure; a quasi property right is increased by the nature and number of years of employment.

"Brockland's property right,provided by the U.S. Constitution, is the key issue for a jury to determine," Triggs said.

Richardson told Brockland the college was abolishing tenure after which three college instructors who were hired the same time as Brockland and two who were hired after him were given defacto tenure.

The college trustees abolished teacher tenure in 1981 after opinions from the N.C. Attorney General's office and the N.C. Department of Community Colleges ruled tenure in community colleges illegal.

"Brockland was fired because he exercised his constitutional rights. It's time college officials and trustees realize they're not more powerful than law," Triggs said. "This case has gotten to be like Watergate. They try to hide true motive from the public."

Triggs said during Brockland's grievance hearing he was not allowed to have witnesses sworn in, and college officials refused Brockland and his counselors a copy of the grievance hearing proceedings.

Also, Triggs said, an appeal for the full board of trustees to review evidence presented at the grievance hearing was refused because witnesses were not sworn in - "after we specifically asked."

In an earlier statement to the press, Brockland said in his suit he is asking for re-instatement and wages he would have earned if still employed at the college.

If not re-instated, he said he is asking for $500,000in compensatory damages and $100,000 in punitive damages. He was gettinga $20,000 annual salary when his employment at the college was terminated.

Brockland said the action on his suit is being funded by the American Federation of Teachers, the N.C. Federation of Teachers and himself.

MINUTES

BOARD OF TRUSTEES

WESTERN PIEDMONT COMMUNITY COLLEGE

September 24, 1984

The Board of Trustees of Western Piedmont Community College conducted a Special Called Meeting on Monday, September 24, 1984, in Room G-23 of the Student Services Building. Mrs. E.W. Phifer, Jr., Chairperson, called the meeting to order at 12:30 p.m.

Members Present: Mrs. E.W. Phifer, Jr., Chairperson
Mr. Robert B. Byrd
Mr. Robert P. Carr
Mrs. Elsie D. Childres
Mr. Charles S. Digh
Mr. Jack L. Drum
Mr. Allen W. Fullwood
Mr. Charles T. Henson
Mrs. Helen McDowell
Ms. Susan Jennings, Student Trustee

Members Absent: Mrs. Martha G. Hemphill
Mr. D. Holman Sigmon
Mr. Claude S. Sitton

Others Present: Dr. Jim A. Richardson, President
Mr. George M. Fouts, Executive Vice-President
Mr. Kenneth N. Clark, Vice-President for Administrative Services
Mrs. Anne Starnes, Director Public Information
Ms. Charlene Dellinger, Reporter, The News Herald
Ms. Ruth Bowman, Recording Secretary

Report of the Buildings and Grounds Committee - Mr. Bob Byrd, Chairman, reported that construction had begun on a sidewalk starting from the end of the College's property at the Toro restaurant and extending to the NCSD intersection, thus

linking the two campuses. The walk is being poured by the State Highway Department at no cost to the College or to NCSD. Mr. Byrd further stated that the walk is being poured to meet handicap specifications and is expected to take 3-4 weeks for completion.

Mr. Byrd then recommended to the Board members that the College write to twelve or more architectural firms, locally and throughout the State, informing them of our plans to build a new library and physical education facility on campus. He stated that the selection procedure would include a review of all the applicants and interviewing the most promising ones. Although these construction plans are "off in the future," Mr. Byrd stressed the need for the College to lay the groundwork now in order to go back to the legislature for additional monies to help pay for the construction.

President Jim A. Richardson next introduced to the Board members Mrs. Anne Starnes, the College's new Director of Public Information.

Then, upon a motion by Mr. Allen Fullwood and a second by Mrs. Elsie Childres, the Board went into executive session to discuss personnel matters.

Upon returning to open session upon a motion by Mr. Charles Digh and a second by Mrs. Childres, President Richardson recommended that the Board approve the appointment of Ms. Linda Porter to the position of Personal Development Instructor/Recruiter, Mr. Max Bristol to the position of Personal Development Instructor/Recruiter, and Mr. Fred Bayley to the

position of Assistant Director of General Adult Education. Upon a motion by Mr. Fullwood and a second by Mr. Robert Carr, the Board unanimously approved these three appointments as recommended.

Upon a request by Mr. Byrd, Mr. George Fouts, Executive Vice-President, explained to the Board the need for two additional instructors in the HRD program, stating that two full-time personnel were needed to handle the program's growing needs. Mr. Fouts further explained that having opened the East Burke Center last year as a means of reaching adults in eastern Burke County, the College plans to start an HRD program at the Center in the very near future. He stated that the purpose of the program is designed to help the unemployed and the underemployed adults by teaching them how to find and keep jobs. He also pointed out that the College provides approximately 25 percent of Burke County's high school diplomas through its GED program each year.

There being no further business, the meeting adjourned at 12:50 p.m. by consensus.

Respectfully submitted,

Mrs. E.W. Phifer, Jr.
Chairperson

Ms. Ruth Bowman
Recording Secretary

MINUTES

BOARD OF TRUSTEES

WESTERN PIEDMONT COMMUNITY COLLEGE

December 17, 1984

The Board of Trustees of Western Piedmont Community College met in a called session on Monday, December 17, 1984 in the Board Room of the Moore Administration Building. Mrs. Elsie H. Childres, Chairperson, called the meeting to order at 7:00 p.m.

Members Present:	Mrs. Elsie H. Childres, Chairperson Mr. Robert B. Byrd Mr. Jack L. Drum Mr. Allen W. Fullwood Mr. Charles T. Henson Mrs. Helen McDowell Mrs. E. W. Phifer, Jr. Mr. Claude S. Sitton Ms. Susan Jennings, Student Trustee
Members Absent:	Mr. Robert P. Carr Mr. Charles S. Digh Mrs. Martha G. Hemphill Mr. D. Holman Sigmon
Others Present:	Dr. Jim A. Richardson, President Mr. George Fouts, Executive Vice-President Mr. Ken Clark, Vice President for Administrative Services Mr. John H. McMurray, College Attorney Mr. Herbert Blake, Reporter, The News Herald Mr. Brent Childers, Reporter, Hickory Daily Record Mr. Larry Brown, Reporter, Radio WMNC/WQXX Ms. Ruth Bowman, Recording Secretary

Mrs. Elsie Childres, Chairperson, opened the meeting by giving special thanks to the College administration for assistance in making her job easier. Mr. Bob Byrd then presented to Mrs. E. W. Phifer, Jr., outgoing Chairperson, a plaque in appreciation of her

dedicated leadership and continuing support. Chairperson Childres then recognized and introduced Mr. John McMurray, College attorney; Mr. Herbert Blake, reporter for the News Herald; Mr. Brent Childers, reporter for the Hickory Daily Record; and Mr. Larry Brown, reporter for Cooper Broadcasting.

Mr. Allen W. Fullwood then made a motion, with a second by Mrs. Phifer, that the Board go into executive session to discuss personnel matters.

Upon returning to open session Chairperson Childres passed out to the Board members a Capital Improvement Needs Survey for review and discussion. President Richardson pointed out that the plan could enable the College to receive up to $2.5 million for capital improvements within the next two years. He further stated that allocations would be based on a needs ranking system based upon each institution's five-year capital improvements needs. State President Robert Scott has asked each institution to do a capital needs survey, providing justification for each project. After some discussion, the Board unanimously approved the five-year construction plan, presented by the Administration, with a library facility being given first priority and a physical education center being next in line. This approval came upon a motion by Mr. Bob Byrd and a second by Mr. Fullwood.

Upon a motion by Mr. Byrd, the Board again went into executive session to discuss personnel matters. Upon returning to open session the meeting adjourned at 9:15 p.m. by consensus.

Elsie H. Childres

Mrs. Elsie H. Childres
Chairperson

Ruth Bowman

Ms. Ruth Bowman
Recording Secretary