

**DELAWARE TECHNICAL COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
PERSONNEL COMMITTEE MEETING**

**KENT COUNTY  
Terry Campus  
CTC Room 407A**

**Monday, June 17, 2019**

**MEMBERS PRESENT:** General Ernest G. Talbert, (Board Member and Personnel Committee Chair); Ms. Patti Grimes (Board Member) and Nancy J. Shevock, (Board Member.)

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Brian D. Shirey, Esq., general counsel; Dr. Valencia “Lynn” Beaty, vice president for human resources; Ms. Janis Beach, assistant vice president for Title IX and director of human resources, Terry Campus; Ms. Maribeth Dockety, director of human resources, Owens Campus; Mr. Anthony Hall, director of human resources, George Campus; Ms. Courtney Hutt, director of human resources, Stanton Campus; Ms. Kate Bailey, director of government and community relations; Dr. Lisa Strusowski, director of communication and planning, Terry Campus; Ms. Cornelia Johnson, vice president and campus director, Terry Campus; Dr. Christine Gillan, vice president for strategic communication and marketing; and Dr. Dawn Bonavita, dean of instruction, Stanton Campus.

General Talbert called the meeting to order at 3:02 p.m.

**ITEM I: REVIEW OF MINUTES**

General Talbert placed the minutes of the April 9, 2019, meeting up for discussion, questions, or corrections. There being none, Ms. Grimes moved and Ms. Shevock seconded the motion to accept the minutes as presented. The motion carried unanimously.

**ITEM II: REQUEST FOR APPROVAL OF REVISIONS TO OVERTIME POLICY (PPM 6.02)**

This agenda item was tabled for discussion during the April 9, 2019, Personnel Committee meeting. Ms. Shevock moved that the proposed amendment to PPM 6.02 be lifted from the table. Ms. Grimes seconded the motion. Ms. Shevock then requested that Dr. Beaty provide additional information for the Committee’s consideration. Dr. Beaty noted the directors of human resources researched data dating back to November 2014 when the original policy change took place (i.e., 180 days) compared to the proposed change (i.e., 360 days); the cost impact was negligible. Dr. Beaty also stated the proposed change may also benefit certain operational areas of the College where there is increased overtime due to high turnover; the proposed change would provide a more manageable window for employees to utilize their earned compensatory time before it is lost.

After discussion, Ms. Shevock moved to amend her original motion to provide 360 days for all employees to use their compensatory time before it is lost. Ms. Grimes seconded the motion. The motion passed.

**ITEM III: REQUEST FOR APPROVAL OF VICE PRESIDENT AND CAMPUS DIRECTOR  
(ORLANDO J. GEORGE CAMPUS)**

Dr. Beaty presented a request from the president to approve Dr. Lora A. Johnson as the College's Vice President and Campus Director, Orlando J. George Campus. Dr. Beaty provided a detailed overview of the nationwide search conducted for the position that included advertisements in Higher Ed Jobs, Inside Higher Ed, Indeed.com, as well as other electronic publications.

The Screening Committee was comprised of representatives from Academic Affairs, Strategic Communication and Marketing, Legal Affairs, Human Resources, campus administration and representatives from the George Campus Staff and Faculty senates. Thirty-two (32) qualified applications were thoroughly vetted, resulting in the selection of four applicants (3 external, 1 internal) for an interview. Subsequently, two applicants were invited back to participate in the campus open forums. Upon completion of the campus open forums, and analysis of the resultant data and feedback, Dr. Johnson was unanimously recommended for the position by the screening committee.

After a successful career in business, Dr. Johnson began her career with Delaware Tech in 2004 as an adjunct instructor in the business department. Since then, she has served in several roles with increasing responsibility and held a wide variety of positions at the College including collegewide entrepreneurship department chair, assistant vice president for marketing and public relations, acting human resources director (twice), director of communication and planning, and assistant campus director of the Stanton and George campuses. Dr. Johnson currently serves as acting vice president and campus director, George Campus.

Dr. Johnson has worked closely with all divisions of the College, including instruction, workforce development, student affairs, business services, marketing, and human resources both at the campus and collegewide levels. She has served as project manager and co-chair of the Mardi Gras committee, the Alumni and Friends 5K committee, and Flavors of the World, all successful fundraisers at the Stanton and George campuses. In addition, she was a member of the Student Success Council, a member and co-chair of the budget committee, and co-chair for the Employee Wellness committee as well as Middle States.

Currently, Dr. Johnson serves as the co-chair of the collegewide Diversity and Inclusion committee and as the chair of the collegewide Grit committee in order to advance these initiatives at the College. She also serves as vice chair of the Delaware Manufacturing Extension Partnership (DEMPEP) board and is on the board of the Delaware State Chamber Partnership Board.

Dr. Johnson earned a Bachelor of Science degree in business administration and a master's degree in business administration and marketing from the University of Delaware, and a doctorate in higher education and leadership from Wilmington University. She completed the College's Leadership Development Program in 2010.

After discussion and positive observations, Ms. Grimes made a motion to approve the request. Ms. Shevock seconded. Motion carried unanimously.

**ITEM IV: NEW ITEMS**

There were no new items presented for consideration.

**MOTION TO ADJOURN**

Ms. Grimes moved to adjourn the meeting at 3:16 p.m. Ms. Shevock seconded the motion. The motion carried unanimously.

APPROVED OCTOBER 10, 2019