

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

TERRY CAMPUS – CTC Building, Room 401

June 18, 2018

MEMBERS PRESENT: William G. Bush, IV, Esq., (Board Member and Personnel Committee Chair), Ms. Lolita A. Lopez (Board Member) and General Ernest G. Talbert (Board Member.)

MEMBERS ABSENT: None.

OTHERS PRESENT: Brian D. Shirey, Esq., General Counsel; Dr. Valencia “Lynn” Beaty, Vice President for Human Resources; Dr. Bobbi J. Barends, Vice President and Campus Director, Owens Campus; Dr. Lora A. Johnson, Vice President and Campus Director, George Campus; Dr. Dawn Bonavita, Director of Human Resources, Stanton and George Campuses; Victoria Chang, Tammy Fenimore, and Sherri Johnson, Leadership Development Program participants.

Mr. Bush called the meeting to order at 3:02 p.m.

ITEM I: REVIEW OF MINUTES

Mr. Bush placed the minutes of the April 10, 2018, meeting up for discussion, questions, or corrections. There being none, Ms. Lolita Lopez moved and General Talbert seconded a motion to accept the minutes as written. The motion carried unanimously.

ITEM II: REQUEST TO APPROVE REVISIONS TO THE COLLEGE’S NON-DISCRIMINATION POLICY

Mr. Shirey provided background information for the request to approve revisions to the College’s non-discrimination policy. The proposed revisions would: (1) update the list of protected classes appearing in the first paragraph of the policy to reflect recent changes in Delaware law, (2) extend application of the policy to trustees, public members of board committees and volunteers; and (3) would cover conduct that occurs off campus or conduct that occurs in a setting unrelated to the individual’s official duties when one or more of the following applies:

- the conduct was in connection with the College or college-recognized program, activity or event;
- the conduct is alleged to have created a hostile environment for a member of the College community;
- the conduct disrupts the normal operations and processes of the College and is offensive to the College’s mission;
- the continued presence of the individual accused of violating this policy poses a moderate or higher threat to any member of the College community; or
- the nature of the alleged conduct adversely affects the reputation, mission, image or public perception of the College.

After discussion, General Talbert made a motion to approve the request; Ms. Lopez seconded the motion. The motion carried unanimously.

ITEM III: NEW ITEMS

The Committee was made aware of a cosmetic change to the language in Personnel Policy 4.02, Transfer of Full-Time Employees.

MOTION FOR EXECUTIVE SESSION (CLOSED TO THE PUBLIC)

Ms. Lopez moved and General Talbert seconded the motion to adjourn the personnel committee meeting and convene an executive session at 3:12 p.m. to discuss personnel and legal matters.

MOTION TO RECONVENE THE PERSONNEL COMMITTEE MEETING

Ms. Lopez moved and General Talbert seconded a motion to reconvene the open session at 3:16 p.m. The motion carried.

MOTION TO ADJOURN

General Talbert moved to adjourn the meeting at 3:17 p.m. Ms. Lopez seconded. The motion carried unanimously.

APPROVED 10.25.18