



College Update
March 31, 2014

Happy Last Day of March!

Last week, Brian Reeves coordinated a faculty compensation survey. Forty faculty members participated (56%), choosing from among three options. Over half (52.5%) indicated they would be willing to forego salary increases this year. About a third (35.0%) would forego a portion and the remainder (12.5%) would prefer to receive the raises planned by the System. In addition, we learned that the Joint Budget Committee of the Legislature has recently lowered the proposed increase for state employees from 3.0% to 2.5% and the proposed merit pay increase from 1.5% to 1.0%. This, of course, impacts our classified staff at TSJC. Our administrative staff will most likely be treated in a manner similar to our faculty. Final decisions on salaries have not yet been reached.

As you know, Gary Ashida is assisting us on fiscal matters this spring. Unfortunately, his original contract with the System is nearing its end. After several conversations, Gary has agreed to join TSJC on a limited basis for the next two years. He will become *Special Assistant to the President*, guiding me on budgetary decisions and training our next CFO. On his recommendation, we have hired Bryan Bryant as Executive Director for Administrative Services. Bryan has experience in the banking world, serving for several years as an Assistant Vice President at two financial institutions in Oklahoma. He also spent four years as the Director of the Small Business Development Center in La Junta and most recently was the Coordinator for Economic Development in Otero County. Bryan begins this week, splitting his time between La Junta (with Gary) and our Trinidad campus. He and Gary have agreed to split the salary of our former CFO during this two-year transition period.

Our speaker for the April 21st in-service sessions will be Dee Dee Raap. If you are curious about her, you can read some background at www.deederaap.com. We will be conducting a survey from April 4 to April 11 to assist her in the development of her sessions – one for each campus. We will most likely be in Trinidad for the morning and in Alamosa for the afternoon that day.

Today, I am at the System office in Denver to discuss our proposed financial plans with our System President, Dr. McCallin. Gary will participate with me and we will touch on proposed salary levels, personnel matters, and budgets. Please know that we are aware of just how difficult these last few months have been for many of you; thank you so much for your patience and your positive attitudes.

As always, if you have questions, concerns or information to share, please let me know.

Ready or not, it's nearly time to welcome April!

A handwritten signature in cursive script that reads 'Carmen M. Simone'.

Carmen M. Simone,
President