



**Tulsa Community College
Regular Meeting of the Board of Regents**

MINUTES

The regular meeting of the Board of Regents of Tulsa Community College was held on **August 18, 2022 at 2:30 p.m. at Southeast Campus.**

Board Members Present: Mitch Adwon, James Beavers, Paul Cornell, Caron Lawhorn, Jennifer Jezek, and Wesley Mitchell

Board Members Absent: Samuel Combs

Others Present: President Goodson
Executive Assistant for the Board
College Administrators
College Legal Counsel
Faculty and Staff

CALL TO ORDER

Chair Lawhorn called the meeting to order at 2:35 p.m.

President Goodson confirmed compliance with the Open Meetings Act.

ROLL CALL

The assistant called the roll and the meeting proceeded with a quorum.

APPROVAL OF THE MINUTES

A **motion** was made by Regent Adwon and seconded by Regent Cornell to approve the minutes for the regular meeting of the Tulsa Community College Board of Regents held on Thursday, June 16, 2022 as presented. The Chair called for a vote. **Motion carried by unanimously voice vote.**

CARRYOVER ITEMS

There were no carryover items.

INDUCTION OF REGENT

Presented by Regent Caron Lawhorn, Chair

Chair Lawhorn administered the oath of office to Regent Jennifer Jezek.

[\(Attachment: Governor Stitt's Appointment of Regent Jennifer Jezek\)](#)

ACADEMIC AFFAIRS AND STUDENT SUCCESS COMMITTEE REPORT

Presented by Regent Mitchell

1. Overview of Committee Meeting Topics

Regent Mitchell apprised the Board of meeting topics discussed at the August committee meeting.

- Overview of committee responsibilities (charter, duties, mission, vision, beliefs and values, committee schedule for FY23)
- Review of the online program catalog
- Dick Connor's graduation ceremony
- Workforce programs update – third-party vendor Coursera provides curriculum for specific workplaces (e.g., Macy's)
- Micro-credentials
- Preliminary talks with Polytechnic Institute
- Cyber skills center launch
- Micro-internships

PERSONNEL REPORT

Presented by President Goodson

1. Introductions of Recently Appointed Staff

Srijana Ghimire, Assistant Professor Mathematics
Courtney Skinner, Assistant Professor Surgical Technology
Tim Degeer, Assistant Professor Information Technology
Amber Chase, Assistant Professor Child Development & Community Liaison
Miguel Da Corte, Assistant Professor Spanish
Sarah Hudson Pipinich, Assistant Professor English

2. Consent Agenda

The personnel consent agenda was submitted for approval.

- Appointments of full-time faculty and full-time professional staff at a pay grade 18 and above made since the last meeting of the Board of Regents of Tulsa Community College.
- Retirements of full-time faculty and full-time professional staff submitted since the last meeting of the Board of Regents of Tulsa Community College.
- Separations including resignations, terminations, deaths, and transition to disability status of full-time faculty and professional employees submitted since the last meeting of the Board of Regents of Tulsa Community College.

A **motion** was made by Regent Beavers and seconded by Regent Mitchell to approve the personnel consent agenda. The Chair called for a vote. **Motion carried unanimously by voice vote as amended.**

[\(Attachment: Consent Agenda\)](#)

FACILITIES & SAFETY COMMITTEE REPORT

Presented by Regent Adwon

1. Overview of Committee Meeting Topics

Regent Adwon and Michael Siftar, Associate Vice President of Administration and CTO, apprised the board of meeting topics discussed in the August committee meeting.

- **Long-term Facilities Planning:**

A draft executive summary including multiple options per campus was shared which reimagines academic program locations and available partnership spaces. A primary goal of these concepts is to more effectively utilize small classrooms that are currently under-utilized and consolidate employee offices to allow for the construction of high demand collaboration spaces with larger classrooms that meet current enrollment needs. A final report with architectural renderings is being assembled and will be presented in October.

- **Major Projects Update:**

The Northeast Campus Student Success Center opened in early July and all associated staff have relocated to the new location. Planning continues for improvements to the exterior entryway as the final phase of this project. The

Metro Campus exterior courtyard was completed in late July with the exception of the north facing entry doors which will be finalized in the coming months due to material lead times.

Three new air handler units have been activated at the West Campus and three out of a planned five have been installed at the Northeast Campus. These include new technology to improve air safety through bipolar ionization and enhanced filtering. Units for the Metro and Southeast Campuses are in manufacturing and are expected to be delivered and installed this Fall.

- **Facilities Dashboard Update:**

Completed parking lot maintenance. Finished some window replacements. Metro Campus heat exchanger completed.

[\(Handout: Major Projects Dashboard\)](#)

COMMUNITY RELATIONS COMMITTEE REPORT

Presented by Regent Cornell

1. Overview of Committee Meeting Topics

Regent Cornell apprised the board of meeting topics discussed in the August committee meeting.

- **Federal Legislative Updates**

Included in the proposed budget is Senator Inhofe's \$1 million for nursing simulation and updates on behalf of TCC. We could see the budget approved as early as October, but it might not be approved until after the November elections. There is a proposed increase in \$59 million for federal student loan program. The CHIPS bill does include money for the National Science Foundation for workforce training and innovation centers and a great deal of focus on community colleges.

AACC will be submitting comments to the regulatory process related to changes to Second Chance PELL as preliminary proposed changes want prison staff more engaged in the education, but that's not always feasible.

If the house flips after the 2022 elections, Virginia Fox of North Carolina could return as chair of the house education committee. The Senate has a 50/50 chance on turning over.

- **State Legislative Updates**

The run-off election and the State Superintendent race is on August 23 and is the biggest runoff that impacts education, specifically K-12. We've seen some turnover in the preliminary races and expect a bit more after the November elections.

Continuing to monitor a variety of interim studies, including diploma nursing. It looks at access and training for career tech to provide nursing degrees.

We are also monitoring an interim study on the Open Meetings Act as well as a school choice interim study that looks at access and voucher programs in Oklahoma.

We will see changes to committee structure and leadership as we await the new legislature and leadership after the elections. Rep. Jadine Nollan will no longer be the chair of the education committee as she's terming out.

The legislature called themselves into a special session to discuss AARPA dollars. We are in a waiting period to see when our AARPA project that was approved several months ago will be funded.

- **External Affairs Update**

Nearing fundraising goal for Vision Dinner. The event is scheduled for Thursday, Sept. 8 at Cox Business Center.

FINANCE, RISK AND AUDIT COMMITTEE REPORT

Presented by Regent Beavers

1. Purchase Item Agreements over \$50,000

1.1 Network Security Services

Authorization was requested to renew an agreement with ISG Technology, LLC (Salina, KS) in the amount of **\$93,098** to provide Fortinet network security software maintenance. This purchase is being made under the Oklahoma State Regents for Higher Education (OSRHE) OneNet contract C2020-2. The purchase will be funded from general budget.

A **motion** was made by the Finance, Risk & Audit Committee to approve the agreement for network security services. No second was needed. The Chair called for a vote. **Motion carried unanimously by voice vote.**

1.2 Computer Equipment

Authorization was requested to enter into an agreement with Connection Inc. (Pittsburgh, PA) in the amount of **\$65,000** to provide Hewlett Packard laptop computers (100 ea.) under National Cooperative Purchasing Alliance contract 01-44. This purchase will be funded from the HEERF budget.

A **motion** was made by the Finance, Risk & Audit Committee to approve the agreement for computer equipment. No second was needed. The Chair called for a vote. **Motion carried unanimously by voice vote.**

1.3 Management Consulting

Authorization was requested to enter into an agreement with Exceptional Leaders Lab LLC (Tulsa, OK) in the amount of **\$55,000** to provide professional development to various areas across the College. This purchase will be funded from the general budget.

A **motion** was made by the Finance, Risk & Audit Committee to approve the agreement for management consulting. No second was needed. The Chair called for a vote. **Motion carried unanimously by voice vote.**

Evan Jewsbury, Chief Human Resources Officer, gave a brief overview of items 2 and 3.

2. Recommendation for Approval of Early Notice Incentive Program for Full-time Faculty

The administration recommended approval of an Early Notice Incentive Program for full-time faculty. The Early Notice Incentive Program will allow the College to effectively recruit, hire and prepare for the next academic year. The incentive would offer a one-time payment of \$5,000 to a full-time faculty member who submits an irrevocable signed letter of retirement with completed Intent to Participate in the Early Notice Incentive form to the Chief Human Resources Officer by October 1, 2022 at 5:00 p.m. and retires June 1, 2023, July 1, 2023 (11-month or with Dean approval), or August 1, 2023 (if teaching summer session). Faculty must have a minimum of five consecutive years worked as a full-time TCC employee (to receive the insurance subsidy from OTRS, you must have 10 full years of OTRS service); must be eligible to retire based on OTRS eligibility rules (previous OTRS retirees are eligible); and must attend three retirement planning appointments (initial, mid-point, final) with Human Resources.

A **motion** was made by the Finance, Risk & Audit Committee to approve the early notice incentive program for full-time faculty. No second was needed. The Chair called for a vote. **Motion carried unanimously by voice vote.**

(Attachment: Early Incentive Program Form)

3. Recommendation for Approval for the Renewal of Employee and Retiree Insurance Benefits and Premiums

The Finance, Risk and Audit Committee recommended approval for the renewal of employee and retiree insurance benefits and premiums for calendar year 2023.

- Renewal of Employee Group Medical Insurance
- Renewal of Employee Dental Insurance
- Renewal of Employee Vision Insurance
- Renewal of Employee Group Life and Accidental Death
- Renewal of Employee Voluntary Life Insurance (20/40)
- Renewal of Employee Supplemental Life and AD&D Insurance
- Renewal of Employee Long-term Disability Insurance
- Renewal of Employee Voluntary Cancer/Critical Illness and Accident
- Renewal of Employee Voluntary Pet Insurance
- Renewal of Employee Legal Plan
- Renewal of Retiree Advantage Plan Supplemental Insurance
- Renewal of Retiree Administration Costs
- Renewal of Flexible Spending Account
- Renewal of COBRA Administration

A **motion** was made by the Finance, Risk & Audit Committee to approve the renewal of benefits. No second was needed. The Chair called for a vote. **Motion carried unanimously by voice vote.**

(Attachment: Benefits Renewal Detail)

4. Monthly Financial Report

Presented by Mark McMullen, Chief Financial Officer

4.1 Financial Statements for June 2022

The Finance & Audit Committee recommended approval of the monthly financial report for June 2022 be approved as presented in the attachment.

Comments: Operational spending down in FY22; taking into consideration for the current fiscal year.

A **motion** was made by the Finance, Risk & Audit Committee to approve the monthly financials for June 2022. No second was needed. The Chair called for a vote. **Motion carried unanimously by voice vote.**

(Attachment: Financials for June 2022)

4.2 Financial Statements for July 2022

The Finance & Audit Committee recommended approval of the monthly financial report for July 2022 be approved as presented in the attachment.

Comments: Tracking on par with revenue and expenses. Estimate of needs for local appropriations received; expect positive receipts in the upcoming year. Cash amount includes HEERF funds. Strategic spending planned for remaining HEERF funds. Deferred maintenance being strategically addressed.

A **motion** was made by the Finance, Risk & Audit Committee to approve the monthly financial reports for July 2022. No second was needed. The Chair called for a vote. **Motion carried unanimously by voice vote.**

(Attachment: [Financials for July 2022](#))

(Handout: [Financial Dashboard for July 2022](#))

EXECUTIVE COMMITTEE REPORT

Presented by Regent Lawhorn

1. Recommendation for Approval of the President's Employment Contract

The Executive Committee recommended approval of the College President's employment contract.

A **motion** was made by the Executive Committee to approve the President's employment contract. No second was needed. The Chair called for a vote. **Motion carried unanimously by voice vote.**

NEW BUSINESS

[Pursuant to Title 25 Oklahoma Statutes, Section 311(A)(9), "...any matter not known about or which could not have been reasonably foreseen prior to the time of posting." 24 hours prior to meeting]

There was none.

PERSONS WHO DESIRE TO COME BEFORE THE BOARD

Any person who desires to come before the Board shall notify the board chair or his or her designee in writing or electronically at least twelve (12) hours before the

meeting begins. The notification must advise the chair of the nature and subject matter of their remarks and may be delivered to the president's office. All persons shall be limited to a presentation of not more than two minutes.

There were none.

PRESIDENT'S REPORT

Presented by President Goodson and Nicole Burgin, Media Relations Manager

1. Overview of President's Highlights

Ms. Burgin highlighted the following taken from the President's Highlights.

- TCC Police Department Receives Certification
 - Chief Melvin Murdock spoke about the process and introduced Accreditation Manager, David Pillars. Chief Murdock applauded General Counsel Wilfong's counsel throughout the process, as well as his police force at TCC. Several officers were in attendance. A representative with the Oklahoma Law Enforcement Accreditation Program on behalf of the Oklahoma Association of Chiefs of Police congratulated Chief Murdock and the TCC's law enforcement on certification status.
- Former TCC Sr. VP & CAO Selected for Oklahoma Higher Education Hall of Fame
- TCC and Partners Launch Cyber Skills Center
- TCC Holds Corrections Education Commencement
- College Park Students to Receive Textbook Vouchers

2. Comments on Previous Agenda Items

President Goodson mentioned several noteworthy topics in the highlights.

- Applauded the TCC Police Department's certification status.
- Welcomed Regent Jezek to the TCC Board of Regents.
- Highlighted Vision Dinner on September 8 and encouraged those who have not done so to purchase tickets to the big Foundation event.
- Grand opening of the Tandy Student Success Center. A date for the Northeast Campus Student Success Center grand opening is forthcoming.

[\(Handout: President's Highlights\)](#)

EXECUTIVE SESSION

[Proposed vote to go into executive session Pursuant to Title 25 Oklahoma Statutes, Section 307(B)(4), for confidential communications between a public body and its attorneys concerning pending litigation, investigations, claims or actions.]

1. Confidential Report by College Legal Counsel Concerning Pending Litigation, Investigations and Claims.

There was no executive session.

ADJOURNMENT

The next meeting of the Tulsa Community College Board of Regents will be held on Thursday, September 15, 2022 at 2:30 p.m. at Northeast Campus, 3727 East Apache Street, Tulsa, OK, Academic Building, Bldg. 1, Room NCAB-145.

The meeting adjourned at 3:30 p.m.

Respectfully submitted,



Leigh B. Goodson
President & CEO



Caron Lawhorn, Chair
Board of Regents

ATTEST:



Mitch Adwon, Secretary
Board of Regents



FILED
December 20, 2021
OKLAHOMA SECRETARY
OF STATE

J. Kevin Stitt
Office of the Governor
State of Oklahoma

ORDER OF APPOINTMENT

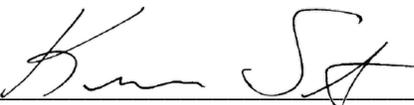
TO: **SECRETARY OF STATE
OKLAHOMA STATE CAPITOL
OKLAHOMA CITY, OKLAHOMA**

Please file for record the following executive order. By virtue of the authority vested in me as Governor of the State of Oklahoma, I hereby appoint:

**Jennifer Jezek
Tulsa, Oklahoma**

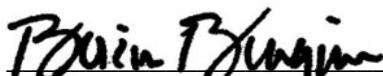
as a member of the **Board of Regents for Tulsa Community College** as provided by 70 O.S. Section 4413 for a seven-year term beginning July 1, 2022 and expiring June 30, 2029. Jennifer Jezek is replacing William McKamey and will serve in Position 5 on the board. Senate confirmation is required for this appointment.

BY THE GOVERNOR OF THE STATE OF OKLAHOMA



J. KEVIN STITT

ATTEST:



SECRETARY OF STATE



51543

ADDENDUM FOR PERSONNEL CONSENT ITEMS:

Items listed under Personnel Consent Items will be approved by one motion without discussion. If discussion on an item is desired, the item will be removed from the "Consent Agenda" and considered separately at the request of a Board member.

APPOINTMENT:

Nida'a Abujbara, Assistant Professor Psychology Salary: \$ 60,000
School of Liberal Arts & Public Service
9 Month
August 10, 2022

Nida'a earned both her Doctor of Philosophy in Interdisciplinary Studies and Master of Human Relations from the University of Oklahoma. Nida'a also earned her Executive Master of Business Administration from American University of Sharjah. Nida'a has over 5 years of teaching experience.

Dina Anderson, Assistant Professor Occupational Therapy Salary: \$ 65,054
School of Health Sciences
11 Month
August 3, 2022

Dina earned her Master of Occupational Therapy from Texas Woman's University in Denton, Texas. Dina also earned her Bachelor of Science in Recreation: Administration and Management from Oklahoma State University. Dina has over twenty years of occupational therapy experience. Dina has three years of teaching experience with Tulsa Community College.

Savannah Bohlken, Assistant Professor Cardiovascular Technology Salary: \$ 56,000
School of Health Sciences
11 Month
August 3, 2022

Savannah earned her Associate of Applied Science from Tulsa Community College. Savanna also earned her Basic Life Support Certification and Advanced Cardiovascular Life Support Certifications from The American Heart Association along with her Registered Cardiovascular Invasive Specialist Certification from Cardiovascular Credentialing International. Savannah has been a Cardiovascular Technician since 2019.

Carlae Duffield, Assistant Professor Nursing Salary: \$ 63,000
School of Health Sciences
10 Month
August 3, 2022

Carlae earned her Master of Science in Nursing Education from The University of Oklahoma. She also earned her Bachelor of Science in Nursing from Northeastern State University. Carlae has two years of teaching experience and over sixteen years of nursing experience.

Kurt English, Director Academic Affairs Projects
Academic Affairs
August 15, 2022

Salary: \$ 70,000

Kurt earned his Master of Science in Management from Southern Nazarene University and his Bachelor of Business Administration in Management from University of Central Oklahoma. Kurt has over thirteen years of leadership. Kurt has been with Tulsa Community College for four years.

Scott Gove, Dean Students & Accessibility
Student Success & Equity
July 5, 2022

Salary: \$ 82,000

Scott earned both his Master of Arts in Education and Bachelor of Arts in Sociology and Gender Studies from The University of Tulsa Scott is currently pursuing his Doctor of Education in Adult and Lifelong Learning from The University of Tulsa. Scott has over eight years of higher education and leadership experience.

Heather Hancock, Compliance Officer & Title IX Coordinator
Civil Rights Compliance
July 1, 2022

Salary: \$ 103,000

Heather earned her Master of Human Relations from The University of Oklahoma. Heather also earned her Bachelor of Science in General Education from University of Central Oklahoma. Heather has over twenty years of higher education experience. Heather has been with Tulsa Community College for seventeen years.

Christa Harris, Director of Total Rewards & Compensation
Human Resources
August 1, 2022

Salary: \$ 92,380

Christa earned her Bachelor of Science in Business Administration from The University of Tulsa. Christa has over seventeen years of compensation and Human Resources experience. Christa has been with Tulsa Community College for twenty-six years.

Nathan Kuntz, Associate Director Facilities Operations
Facilities
July 5, 2022

Salary: \$ 91,000

Nathan earned his Master of Science in Architectural Urban Studies from The University of Oklahoma and his Bachelor of Science in Geography from Oklahoma State University. Nathan has over nine years of facilities planning and management. Nathan has been with Tulsa Community College for five years.

Ryan McCulloch, Controller
Comptroller & CFO
September 1, 2022

Salary: \$ 106,641

Ryan earned his Master of Science in Accounting and Financial Analysis from Northeastern State University. Ryan also earned both his Bachelor of Business Administration in Accounting from Northeastern State University and Bachelor of Science in Human Environmental Sciences from Oklahoma State University. Ryan has been with Tulsa Community College for two years. Ryan was currently serving as the Interim Controller for Tulsa Community College.

Matthew Olsen, Assistant Chief Human Resources Officer
Human Resources
July 18, 2022

Salary: \$ 106,641

Matt earned his Doctor of Education in Higher Education Administration, Master of Education in Teaching English in the Global Classroom, and Bachelor of Arts in Social Work from Oral Roberts University. Matt has over twenty years of higher education experience and over five years of Human Resources experience.

Catherine Allison Wade, Assistant Professor Psychology
School of Liberal Arts & Public Service
9 Month
August 10, 2022

Salary: \$ 60,000

Allison earned her Juris Doctorate and Master of Arts in Psychology from The University of Tulsa. Allison also earned her Bachelor of Arts in Psychology from Baylor University from Waco, Texas. Allison has over sixteen years of teaching, advising, and mentoring students. Allison has been with Tulsa Community College for sixteen years.

Jeremy Wade, Director Cyber & Analytics Skill Center
Workforce Development
August 1, 2022

Salary: \$ 94,332

Jeremy earned his Master of Arts in Diplomacy, Law, and Business from O.P. Jindal Global University in Delhi, India. Jeremy also earned his Bachelor of Science in Business Administration from Pittsburg State University from Pittsburg, Kansas. Jeremy has over eight years of higher education experience and over ten years of project management experience.

Bethany Weaver, Controller (Foundation)
Comptroller & CFO
Conference Center

Salary: \$ 85,000

Bethany earned her Bachelor of Science in Accounting from Oklahoma State University. Bethany has over fifteen years of accounting experience. Bethany has been with Tulsa Community College for two years serving as the Assistant Controller.

Ruth Wilcox, Assistant Professor Psychology
School of Liberal Arts & Public Service
9 Month
August 10, 2022

Salary: \$ 64,299

Ruth earned her Doctor of Philosophy in Educational Psychology from Oklahoma State University. Ruth also earned her Master of Social Work from The University of Kansas and Bachelor of Science in Elementary Education/Special Education from The University of Tulsa. Ruth has over forty years of teaching experience. Ruth has been with Tulsa Community College for twenty-three years.

Corinice Wilson, Assistant Professor Sociology
School of Liberal Arts & Public Service
9 Month
August 10, 2022

Salary: \$ 73,486

Corinice earned both her Doctor of Philosophy in Criminology and Social Inequality and Master of Science in Criminology and Corrections from Oklahoma State University. Corinice also earned her Master of Human Relations from The University of Oklahoma and both her Bachelor of Arts in Sociology and Psychology from Northeastern State University. Corinice has over twenty-six years of higher education teaching experience. Corinice has been with Tulsa Community College for fifteen years.

Sheila Youngblood, Dean Math & Engineering
Academic Affairs
August 18, 2022

Salary: \$ 91,000

Sheila has earned both her Doctor of Philosophy in Biosystems and Agricultural Engineering from Oklahoma State University and Civil Engineering from the University of Kentucky in Lexington, Kentucky. Sheila has over twenty years of higher education teaching experience and over twenty-six years of engineering experience.

RETIREMENTS:

None.

SEPARATIONS:

Patrick Batchelor, Chief Flight Instructor
School of Science & Mathematics
Northeast Campus

August 12, 2022

Matt Jostes, Assistant Director Creative Services
Marketing Communications
Conference Center

July 8, 2022

David Rowe, Project Coordinator
Associate VP Academic Affairs
Metro Campus

August 19, 2022

Isaac Sheets, Development Officer
External Affairs
Conference Center

August 26, 2022

Chiedozie Waturuocha, Assistant Professor Biology
School of Science & Mathematics
Southeast Campus

July 31, 2022

TULSA COMMUNITY COLLEGE

FINANCIAL REPORT

MONTH ENDING JUNE 30, 2022

TULSA COMMUNITY COLLEGE
STATEMENT OF REVENUE AND EXPENDITURES COMPARISON
FOR THE PERIOD ENDING JUNE 30, 2022 AND JUNE 30, 2021

	JUNE FY22			JUNE FY21			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
Revenue								
Education & General								
State Appropriations	\$ 31,022,199	\$ 31,022,198	100.0%	\$ 29,708,507	\$ 30,124,605	101.4%	\$ 897,593	3.0%
Revolving Fund	2,939,191	2,632,948	89.6%	2,675,650	3,277,972	122.5%	(645,024)	-19.7%
Resident Tuition	28,016,104	26,422,186	94.3%	29,071,159	30,644,783	105.4%	(4,222,597)	-13.8%
Non-Resident Tuition	2,206,417	2,004,087	90.8%	2,182,170	2,400,449	110.0%	(396,362)	-16.5%
Student Fees	7,531,057	6,406,724	85.1%	5,645,108	8,248,673	146.1%	(1,841,949)	-22.3%
Local Appropriations	47,025,000	45,300,000	96.3%	44,000,000	42,700,000	97.0%	2,600,000	6.1%
Total	\$ 118,739,968	\$ 113,788,143	95.8%	\$ 113,282,594	\$ 117,396,482	103.6%	\$ (3,608,339)	-3.1%
HEERF								
Federal Stimulus Funds - CARES	-	-	0%	8,371,556	8,371,556	100.0%	(8,371,556)	-100.0%
Federal Student Grants - HEERF II&III	18,500,000	15,249,590	82.4%	4,000,000	3,758,550	94.0%	11,491,040	305.7%
Federal Institutional Aid - HEERF II&III	31,000,000	15,037,401	48.5%	40,000	309,871	774.7%	14,727,530	4752.8%
Total	\$ 49,500,000	\$ 30,286,991	61.2%	\$ 12,411,556	\$ 12,439,977	100.2%	\$ 17,847,014	143.5%
Auxiliary Enterprises								
Campus Store	\$ 400,000	\$ 703,254	175.8%	\$ 550,000	\$ 212,686	38.7%	\$ 490,567	2.31
Student Activities	2,000,000	1,882,191	94.1%	2,200,000	2,214,300	100.6%	(332,109)	-15.0%
Other Auxiliary Enterprises	4,000,000	3,318,176	83.0%	4,260,000	3,397,937	79.8%	(79,761)	-2.3%
Total	\$ 6,400,000	\$ 5,903,621	92.2%	\$ 7,010,000	\$ 5,824,923	83.1%	\$ 78,697	1.4%
Restricted								
Institutional Grants	\$ 4,125,000	\$ 3,696,248	89.6%	\$ 4,630,000	\$ 3,901,172	84.3%	\$ (204,924)	-5.3%
State Student Grants	4,020,320	3,180,481	79.1%	5,200,000	3,629,649	69.8%	(449,168)	-12.4%
Total	\$ 8,145,320	\$ 6,876,729	84.4%	\$ 9,830,000	\$ 7,530,821	76.6%	\$ (654,091)	-8.7%
Capital								
Construction - State (295)	\$ 2,000,000	\$ 1,716,400	85.8%	\$ 1,400,000	\$ 1,354,297	96.7%	\$ 362,103	26.7%
Construction - Non State (483)	3,000,000	3,821,010	127.4%	6,000,000	1,139,266	19.0%	2,681,744	235.4%
Total	\$ 5,000,000	\$ 5,537,410	110.7%	\$ 7,400,000	\$ 2,493,563	33.7%	\$ 3,043,847	122.1%
TOTAL REVENUE	\$ 187,785,288	\$ 162,392,893	86.5%	\$ 149,934,150	\$ 145,685,765	97.2%	\$ 16,707,128	11.5%
Expenditures								
Education & General								
Instruction	\$ 48,117,230	46,382,570	96.4%	\$ 47,151,755	44,458,364	94.3%	\$ 1,924,206	4.3%
Public Service	1,022,515	626,965	61.3%	662,320	222,477	33.6%	404,488	181.8%
Academic Support	18,617,965	14,674,797	78.8%	18,253,728	14,616,590	80.1%	58,208	0.4%
Student Services	10,581,398	10,185,684	96.3%	12,106,048	9,851,531	81.4%	334,153	3.4%
Institutional Support	14,254,489	14,381,560	100.9%	12,839,085	15,548,709	121.1%	(1,167,150)	-7.5%
Operation/ Maintenance of Plant	17,489,757	18,132,000	103.7%	16,843,165	17,694,456	105.1%	437,544	2.5%
Tuition Waivers	4,600,000	4,522,171	98.3%	4,400,000	4,604,895	104.7%	(82,724)	-1.8%
Scholarships	5,800,000	4,929,093	85.0%	6,000,000	5,043,677	84.1%	(114,584)	-2.3%
Total	\$ 120,483,353	\$ 113,834,840	94.5%	\$ 118,256,100	\$ 112,040,698	94.7%	\$ 1,794,142	1.6%
HEERF								
Federal Stimulus Funds - CARES	-	-	0.0%	4,381,410	3,990,147	91.1%	(3,990,147)	-100.0%
Federal Student Grants - HEERF II&III	18,500,000	15,779,987	85.3%	4,000,000	3,758,550	94.0%	12,021,437	319.8%
Federal Institutional Aid - HEERF II&III	31,000,000	13,204,077	42.6%	400,000	309,871	77.5%	12,894,206	4161.2%
Total	\$ 49,500,000	\$ 28,984,064	58.6%	\$ 8,781,410	\$ 8,058,568	91.8%	\$ 20,925,496	259.7%
Auxiliary Enterprises								
Campus Store	\$ 130,500	\$ 130,697	100.2%	\$ 130,500	\$ 325,221	249.2%	\$ (194,525)	-59.8%
Student Activities	3,000,000	1,538,607	51.3%	3,875,000	2,112,178	54.5%	(573,572)	-27.2%
Other Auxiliary Enterprises	7,938,500	5,255,029	66.2%	7,004,500	3,444,728	49.2%	1,810,302	52.6%
Total	\$ 11,069,000	\$ 6,924,332	62.6%	\$ 11,010,000	\$ 5,882,127	53.4%	\$ 1,042,205	17.7%
Restricted								
Institutional Grants	\$ 4,125,000	\$ 4,220,751	102.3%	\$ 4,630,000	\$ 3,901,172	84.3%	\$ 319,578	8.2%
State Student Grants	4,020,320	3,216,669	80.0%	5,200,000	3,461,516	66.6%	(244,847)	-7.1%
Total	\$ 8,145,320	\$ 7,437,420	91.3%	\$ 9,830,000	\$ 7,362,688	74.9%	\$ 74,732	1.0%
Capital								
Construction - State (295)	\$ 2,000,000	\$ 1,021,290	51.1%	\$ 1,400,000	\$ 828,029	59.1%	\$ 193,261	23.3%
Construction - Non State (483)	3,000,000	5,554,153	185.1%	6,000,000	1,162,432	19.4%	4,391,721	377.8%
Total	\$ 5,000,000	\$ 6,575,443	131.5%	\$ 7,400,000	\$ 1,990,461	26.9%	\$ 4,584,982	230.3%
TOTAL EXPENDITURES	\$ 194,197,673	\$ 163,756,099	84.3%	\$ 155,277,510	\$ 135,334,542	87.2%	\$ 28,421,557	21.0%

TULSA COMMUNITY COLLEGE
EXPENDITURE SUMMARY BY CATEGORY
FOR THE PERIOD ENDING JUNE 30, 2022 AND JUNE 30, 2021

	JUNE FY22			JUNE FY21			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
EDUCATION AND GENERAL								
Salaries & Wages								
Faculty	\$ 19,432,417	\$ 18,899,704	97.3%	\$ 19,272,076	\$18,908,832	98.1%	\$ (9,128)	0.0%
Adjunct Faculty	10,500,000	11,522,677	109.7%	10,100,000	10,372,284	102.7%	1,150,393	11.1%
Professional	11,923,617	11,931,996	100.1%	12,533,836	11,706,317	93.4%	225,679	1.9%
Classified Exempt	3,801,000	2,020,675	53.2%	3,258,316	3,152,171	96.7%	(1,131,496)	-35.9%
Classified Hourly	17,564,728	15,812,725	90.0%	16,551,705	15,332,268	92.6%	480,457	3.1%
TOTAL	\$ 63,221,762	\$ 60,187,776	95.2%	\$ 61,715,933	\$ 59,471,871	96.4%	\$ 715,906	1.2%
Staff Benefits	\$ 24,333,149	\$ 24,555,557	100.9%	\$ 24,187,667	\$24,052,078	99.4%	503,478	2.1%
Professional Services	3,620,310	2,957,418	81.7%	2,474,350	1,497,016	60.5%	1,460,402	97.6%
Operating Services	15,809,902	12,968,041	82.0%	15,425,040	13,925,416	90.3%	(957,375)	-6.9%
Travel	544,843	258,350	47.4%	567,950	97,726	17.2%	160,624	164.4%
Utilities	1,500,000	1,697,337	113.2%	1,700,000	1,244,133	73.2%	453,204	36.4%
Tuition Waivers	4,600,000	4,522,171	98.3%	4,400,000	4,604,895	104.7%	(82,724)	-1.8%
Scholarships	5,800,000	4,929,093	85.0%	6,000,000	5,043,677	84.1%	(114,584)	-2.3%
Furniture & Equipment	1,053,387	1,759,097	167.0%	1,379,660	2,103,886	152.5%	(344,789)	-16.4%
TOTAL	\$ 120,483,353	\$ 113,834,839	94.5%	\$ 117,850,601	\$ 112,040,698	95.1%	\$ 1,794,141	1.6%
HEERF								
Federal Stimulus Funds - CARES	-	-	0%	4,381,410	3,990,147	91.1%	(3,990,147)	-100.0%
Federal Student Grants - HEERF II&III	18,500,000	15,779,987	85.3%	4,000,000	3,758,550	94.0%	12,021,437	319.8%
Federal Institutional Aid - HEERF II&III	31,000,000	13,204,077	42.6%	400,000	309,871	77.5%	12,894,206	4161.2%
TOTAL	\$ 49,500,000	\$ 28,984,064	58.6%	\$ 8,781,410	\$ 8,058,568	91.8%	\$ 20,925,496	259.7%
CAMPUS STORE								
Bond Principal and Expense	130,500	130,697	100.2%	130,500	325,221	249.2%	(194,525)	-59.8%
TOTAL	\$ 130,500	\$ 130,697	100.2%	\$ 130,500	\$ 325,221	249.2%	\$ (194,525)	-59.8%
STUDENT ACTIVITIES								
Salaries & Wages								
Professional	\$ 216,000	\$ 69,518	32.2%	\$ 280,000	\$208,073	74.3%	\$ (138,555)	-66.6%
Classified Hourly	850,000	569,086	67.0%	1,100,000	906,968	82.5%	(337,882)	-37.3%
Total Salaries & Wages	\$ 1,066,000	\$ 638,604	59.9%	\$ 1,380,000	\$ 1,115,042	80.8%	\$ (476,437)	-42.7%
Staff Benefits	\$ 445,000	\$ 271,758	61.1%	\$ 575,000	\$465,825	81.0%	\$ (194,067)	-41.7%
Professional Services	116,000	67,060	57.8%	150,000	113,717	75.8%	(46,657)	-41.0%
Operating Services	410,000	537,132	131.0%	525,000	409,739	78.0%	127,393	31.1%
Travel	38,000	4,803	12.6%	50,000	1,905	3.8%	2,898	152.1%
Furniture & Equipment	925,000	19,249	2.1%	1,195,000	5,950	0.5%	13,299	223.5%
Items for Resale	-	-	0.0%	-	-	0.0%	-	0.0%
TOTAL	\$ 3,000,000	\$ 1,538,607	51.3%	\$ 3,875,000	\$ 2,112,178	54.5%	\$ (573,572)	-27.2%
OTHER AUXILIARY ENTERPRISES								
Salaries & Wages								
Professional	\$ 141,000	\$ 132,714	94.1%	\$ 125,000	\$122,408	97.9%	\$ 10,306	8.4%
Adjunct Faculty	340,000	252,082	74.1%	300,000	194,396	64.8%	57,686	29.7%
Classified Hourly	312,000	133,408	42.8%	275,000	154,384	56.1%	(20,976)	-13.6%
Total Salaries & Wages	\$ 793,000	\$ 518,204	65.3%	\$ 700,000	\$ 471,188	67.3%	\$ 47,017	10.0%
Staff Benefits	\$ 142,000	\$ 106,860	75.3%	\$ 125,000	\$106,229	85.0%	\$ 630	0.6%
Professional Services	625,000	513,273	82.1%	550,000	160,719	29.2%	352,554	219.4%
Operating Services	2,600,000	2,972,792	114.3%	2,300,000	1,230,825	53.5%	1,741,968	141.5%
Travel	68,000	34,976	51.4%	60,000	6,193	10.3%	28,784	464.8%
Utilities	737,000	660,076	89.6%	650,000	490,118	75.4%	169,958	34.7%
Scholarship & Refunds	45,000	1,385	3.1%	40,000	2,737	6.8%	(1,352)	-49.4%
Bond Principal and Expense	1,253,500	446,502	35.6%	969,000	967,832	99.9%	(521,331)	-53.9%
Furniture & Equipment	1,675,000	961	0.1%	1,610,500	8,887	0.6%	(7,926)	-89.2%
Items for Resale	-	-	0.0%	-	-	0.0%	-	0.0%
TOTAL	\$ 7,938,500	\$ 5,255,029	66.2%	\$ 7,004,500	\$ 3,444,728	49.2%	\$ 1,810,302	52.6%
CAPITAL								
Construction - State (295)	\$ 2,000,000	\$ 1,021,290	51.1%	\$ 1,400,000	\$828,029	59.1%	\$ 193,261	23.3%
Construction - Non State (483)	3,000,000	5,554,153	185.1%	6,000,000	1,162,432	19.4%	4,391,721	377.8%
TOTAL	\$ 5,000,000	\$ 6,575,443	131.5%	\$ 7,400,000	\$ 1,990,461	26.9%	\$ 4,584,982	230.3%

TULSA COMMUNITY COLLEGE
FINANCIAL REPORT
MONTH ENDING JULY 31, 2022

TULSA COMMUNITY COLLEGE
STATEMENT OF REVENUE AND EXPENDITURES COMPARISON
FOR THE PERIOD ENDING JULY 31, 2022 AND JULY 31, 2021

	JULY FY23			JULY FY22			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
Revenue								
Education & General								
State Appropriations	\$ 32,957,050	\$ 2,562,119	7.8%	\$ 31,022,199	\$ 3,529,728	11.4%	\$ (967,609)	-27.4%
Revolving Fund	1,936,906	288,834	14.9%	2,939,191	33,078	1.1%	255,756	773.2%
Resident Tuition	28,598,786	703,804	2.5%	28,016,104	541,180	1.9%	162,624	30.0%
Non-Resident Tuition	2,343,890	46,918	2.0%	2,206,417	37,565	1.7%	9,354	24.9%
Student Fees	7,130,931	161,792	2.3%	7,531,057	126,383	1.7%	35,409	28.0%
Local Appropriations	48,000,000	5,500,000	11.5%	47,025,000	3,500,000	7.4%	2,000,000	57.1%
Total	\$ 120,967,563	\$ 9,263,468	7.7%	\$ 118,739,968	\$ 7,767,933	6.5%	\$ 1,495,534	19.3%
HEERF								
Federal Stimulus Funds - CARES	-	-	0%	-	-	0.0%	-	100.0%
Federal Student Grants - HEERF II&III	1,500,000	345,925	23.1%	18,500,000	348,438	1.9%	(2,513)	-0.7%
Federal Institutional Aid - HEERF II&III	28,500,000	-	0.0%	31,000,000	188,773	0.6%	(188,773)	-100.0%
Total	\$ 30,000,000	\$ 345,925	1.2%	\$ 49,500,000	\$ 537,211	1.1%	\$ (191,286)	-35.6%
Auxiliary Enterprises								
Campus Store	\$ 525,000	\$ 3,379	0.6%	\$ 400,000	\$ -	0.0%	\$ 3,379	-
Student Activities	1,900,000	44,842	2.4%	2,000,000	327,718	16.4%	(282,876)	-86.3%
Other Auxiliary Enterprises	3,500,000	121,643	3.5%	4,000,000	348,546	8.7%	(226,903)	-65.1%
Total	\$ 5,925,000	\$ 169,864	2.9%	\$ 6,400,000	\$ 676,264	10.6%	\$ (506,400)	-74.9%
Restricted								
Institutional Grants	\$ 4,185,000	\$ 150,927	3.6%	\$ 4,125,000	\$ 145,503	3.5%	\$ 5,424	3.7%
State Student Grants	4,456,979	17,987	0.4%	4,020,320	29,340	0.7%	(11,353)	-38.7%
Total	\$ 8,641,979	\$ 168,914	2.0%	\$ 8,145,320	\$ 174,843	2.1%	\$ (5,929)	-3.4%
Capital								
Construction - State (295)	\$ 3,116,400	\$ -	0.0%	\$ 2,000,000	\$ 1,716,400	85.8%	\$ (1,716,400)	-100.0%
Construction - Non State (483)	7,500,000	-	0.0%	3,000,000	-	0.0%	-	-
Total	\$ 10,616,400	\$ -	0.0%	\$ 5,000,000	\$ 1,716,400	34.3%	\$ (1,716,400)	-100.0%
TOTAL REVENUE	\$ 176,150,942	\$ 9,948,171	5.6%	\$ 187,785,288	\$ 10,872,652	5.8%	\$ (924,481)	-8.5%
Expenditures								
Education & General								
Instruction	\$ 50,516,742	1,958,906	3.9%	\$ 48,117,230	1,562,607	3.2%	\$ 396,300	25.4%
Public Service	982,076	77,551	7.9%	1,022,515	36,131	3.5%	41,420	114.6%
Academic Support	18,732,346	1,343,820	7.2%	18,617,965	1,176,308	6.3%	167,512	14.2%
Student Services	11,121,621	690,752	6.2%	10,581,398	474,827	4.5%	215,925	45.5%
Institutional Support	14,344,843	1,511,035	10.5%	14,254,489	1,875,120	13.2%	(364,085)	-19.4%
Operation/ Maintenance of Plant	17,789,214	960,790	5.4%	17,489,757	751,624	4.3%	209,166	27.8%
Tuition Waivers	4,300,000	41,792	1.0%	4,600,000	44,100	1.0%	(2,308)	-5.2%
Scholarships	5,300,000	12,045	0.2%	5,800,000	329,087	5.7%	(317,041)	-96.3%
Total	\$ 123,086,842	\$ 6,596,691	5.4%	\$ 120,483,353	\$ 6,249,803	5.2%	\$ 346,888	5.6%
HEERF								
Federal Stimulus Funds - CARES	-	-	0.0%	-	-	0%	-	0%
Federal Student Grants - HEERF II&III	1,500,000	-	0.0%	18,500,000	348,438	1.9%	(348,438)	-100.0%
Federal Institutional Aid - HEERF II&III	28,500,000	506,668	1.8%	31,000,000	4,370,468	14.1%	(3,863,800)	-88.4%
Total	\$ 30,000,000	\$ 506,668	1.7%	\$ 49,500,000	\$ 4,718,906	9.5%	\$ (4,212,238)	-89.3%
Auxiliary Enterprises								
Campus Store	\$ 130,500	\$ 21,901	16.8%	\$ 130,500	\$ 21,772	16.7%	\$ 129	0.6%
Student Activities	1,900,000	15,094	0.8%	3,000,000	69,835	2.3%	(54,741)	-78.4%
Other Auxiliary Enterprises	7,623,500	316,231	4.1%	7,938,500	108,109	1.4%	208,122	192.5%
Total	\$ 9,654,000	\$ 353,225	3.7%	\$ 11,069,000	\$ 199,716	1.8%	\$ 153,509	76.9%
Restricted								
Institutional Grants	\$ 4,185,000	\$ 150,927	3.6%	\$ 4,125,000	\$ 146,201	3.5%	\$ 4,727	3.2%
State Student Grants	4,456,979	15,938	0.4%	4,020,320	16,589	0.4%	(651)	-3.9%
Total	\$ 8,641,979	\$ 166,865	1.9%	\$ 8,145,320	\$ 162,789	2.0%	\$ 4,076	2.5%
Capital								
Construction - State (295)	\$ 3,116,400	\$ 5,270	0.2%	\$ 2,000,000	\$ -	0.0%	\$ 5,270	0.0%
Construction - Non State (483)	7,500,000	8,973	0.1%	3,000,000	-	0.0%	8,973.00	0.0%
Total	\$ 10,616,400	\$ 14,243	0.1%	\$ 5,000,000	\$ -	0.0%	\$ 14,243	0.0%
TOTAL EXPENDITURES	\$ 181,999,221	\$ 7,637,692	4.2%	\$ 194,197,673	\$ 11,331,215	5.8%	\$ (3,693,522)	-32.6%



Early Notice Incentive for Full-time Faculty – 2023

Tulsa Community College is offering an Early Notice Incentive to full-time faculty who are planning to retire from the College this academic year. This incentive will allow the College to thoughtfully and effectively recruit, hire, and prepare for the next academic year.

The Early Notice Incentive will be \$5,000.00 for full-time faculty who meet the following criteria:

- Minimum of 5 consecutive years worked as a full-time TCC employee (to receive the insurance subsidy from OTRS, you must have 10 full years of OTRS service);
- Eligible to retire based on OTRS eligibility rules (previous OTRS retirees are eligible);
- Submit an irrevocable signed letter of retirement with the completed Intent to Participate in the Early Notice Incentive form to the Chief Human Resources Officer no later than October 1, 2022 at 5:00 p.m.;
- Retirement date of June 1, 2023, July 1, 2023 (11-month or with Dean approval) or August 1, 2023 (if teaching summer session); and
- Attend three retirement planning appointments (initial, mid-point, final) with the HR Rep.

The Early Notice Incentive will be paid following the final regular pay check received and will be taxed as regular taxable income according to IRS regulations.

For additional information concerning your retirement or to schedule a retirement planning appointment, you may contact your Human Resources benefits team:

Melyssa Hendrickson, Benefits Administrator at melyssa.hendrickson@tulsacc.edu x7856
Christa Harris Director of Total Rewards and Compensation at christa.harris@tulsacc.edu x7990



Intent to Participate in the Early Notice Incentive Program – 2023

Full-time Faculty

Name _____ CWID _____

Position Title _____

Department _____ Campus _____

I elect to participate in the Early Notice Incentive Program for full-time faculty offered by Tulsa Community College this academic year. I attest that I meet the following criteria to be eligible for this incentive:

- Minimum of 5 consecutive years worked as a full-time TCC employee (to receive the insurance subsidy from OTRS, you must have 10 full years of OTRS service);
- Eligible to retire based on OTRS eligibility rules (previous OTRS retirees are eligible);
- Submit an irrevocable signed letter of retirement with the completed Intent to Participate in the Early Notice Incentive form to the Chief Human Resources Officer no later than October 1, 2022 at 5:00 p.m.;
- Retirement date of June 1, 2023, July 1, 2023 (11-month or with Dean approval) or August 1, 2023 (if teaching summer session); and
- Attend three retirement planning appointments (initial, mid-point, final) with an HR Rep.

I understand the Early Notice Incentive of \$5,000 will be paid following my final regular pay check and will be taxed as regular taxable income according to IRS regulations.

Retirement Date _____

Employee Signature _____ Date _____

Received by Chief Human Resources Officer

_____ Date _____

Eligibility Confirmed and Processed _____

Renewal of Employee Group Medical Insurance

On December 31, 2022, Tulsa Community College's Medical insurance contract with Blue Cross Blue Shield will expire. A renewal is needed to continue offering medical insurance to the College's full-time employees and family members. The Finance Committee requests authorization to continue a contract with Blue Cross Blue Shield to provide three medical insurance options January 1, 2023 through December 31, 2023.

Based on Alliant negotiations, the College will see a 0.6% increase.

BLUE CROSS BLUE SHIELD PREMIUMS		
	BCBS - \$500 PPO	BCBS - HMO
Employee Only (Employer Paid)	\$699.42	\$755.32
+ Spouse	\$1,258.96	\$1,359.56
+ Child	\$1,333.54	\$1,440.12
+ Children	\$1,771.50	\$1,913.04
+ Family	\$2,168.20	\$2,341.44

BLUE CROSS BLUE SHIELD EMPLOYEE RATES WITH TCC PAID SUBSIDY		
	BCBS - \$500 PPO	BCBS - HMO
Employee Only	\$0.00	\$0.00
+ Spouse	\$295.02	\$542.84
+ Child	\$249.98	\$468.04
+ Children	\$415.12	\$799.36
+ Family	\$508.08	\$978.38

Estimated Monthly Premium*	\$758,676
Estimated Annual Premium*	\$9,104,113
Annual Percentage Change	0.6%
Annual Dollar Change	\$58,580

*Note: \$200,000.00 Wellness Credit will be applied to the January 2023 bill. *Premiums are subject to change based off employee headcount*

Renewal of Employee Dental Insurance

On December 31, 2022, Tulsa Community College's Dental contract with BlueCross BlueShield will expire. A renewal is needed to continue offering dental insurance to the College's full-time employees. The Finance Committee requests authorization to implement a contract with BlueCross and BlueShield to provide dental insurance January 1, 2023 through December 31, 2023.

Based on Alliant negotiations, the College will see a 5.5% decrease.

	BCBS Base Plan	BCBS Buy-Up Plan
Employee Only (Employer Paid)	\$18.46	\$36.62
+ Spouse	\$36.92	\$73.18
+ Child(ren)	\$48.92	\$95.52
+ Family	\$74.40	\$145.68
Estimated Monthly Premium*		
		\$39,557
Estimated Annual Premium*		
		\$474,687
Annual Percentage Change		
		- 5.5%
Annual Dollar Change		
		- \$27,548

**Premiums are subject to change based off employee headcount*

Renewal of Employee Vision Insurance

On December 31, 2022, Tulsa Community College's Vision contract with MetLife will expire. A renewal is needed to continue offering vision insurance to the College's full-time employees. The Finance Committee requests authorization to implement a contract with MetLife to provide vision insurance January 1, 2023 through December 31, 2023.

Based on Alliant negotiations, employees will see a 9.1% decrease.

	MetLife Base Plan	MetLife Buy-Up Plan
Employee Only	\$8.06	\$13.62
Employee + Spouse	\$16.14	\$27.28
Employee + Child(ren)	\$17.24	\$29.16
Family	\$27.56	\$46.60
Estimated Monthly Premium*		
		\$10,743
Estimated Annual Premium*		
		\$128,915
Annual Percentage Change		
		- 9.1%
Annual Dollar Change		
		- \$12,865

**Premiums are subject to change based off employee headcount*

Renewal of Employee Group Life and Accidental Death Insurance

On December 31, 2022, Tulsa Community College's Group Life and Accidental Death and Dismemberment (AD&D) contract with BlueCross BlueShield will expire. A renewal is needed to continue offering Group Life and AD&D insurance to the College's full-time employees. The Finance Committee requests authorization to implement a contract with BlueCross BlueShield to provide Group Life and AD&D insurance plans January 1, 2023 through December 31, 2023.

Based on Alliant Broker negotiations, the College will see a decrease from the current Group Life insurance and AD&D rates.

	BCBS Renewal
Group Life Insurance	\$0.089 per \$1,000.00 per month
Basic AD&D	\$0.017 per \$1,000.00 per month
Volume	\$95,300,420
Estimated Monthly Premium*	\$10,102
Estimated Annual Premium*	\$121,222
Annual Percentage Change	-37.6%
Annual Dollar Change	- \$73,191

**Premiums are subject to change based off employee headcount*

Renewal of Employee Voluntary Life Insurance (20/40)

On December 31, 2022, Tulsa Community College's Voluntary Life contract with BlueCross BlueShield will expire. A renewal is needed to continue offering Voluntary Life to the employees who were grandfathered into the plan. The Finance Committee requests authorization to implement a contract with BlueCross BlueShield to provide the insurance plan January 1, 2023 through December 31, 2023.

Based on Alliant negotiations, employees will see a decrease in premiums from the current Voluntary Life insurance rates.

	BCBS / Dearborn National Renewal
Voluntary Life Insurance	\$0.18 per \$1,000.00 per month
Volume	\$8,440,000
Estimated Monthly Premium*	\$1,519
Estimated Annual Premium*	\$18,228
Annual Percentage Change	- 15%
Annual Dollar Change	- \$2,028

**Premiums are subject to change based off employee headcount*

Renewal of Employee Supplemental Life & AD&D Insurance

On December 31, 2022, Tulsa Community College's Supplemental Life & AD&D insurance contract with BlueCross BlueShield will expire. A renewal is needed to continue offering the same level of Supplemental Life and Accidental Death and Dismemberment insurance coverage to the College's full-time employees. The Finance Committee requests authorization to implement a contract with BlueCross BlueShield for Supplemental Life & AD&D insurance from January 1, 2023 through December 31, 2023.

Based on Alliant Broker negotiations, employees will see a decrease in premiums from the current Supplemental Life & AD&D insurance rates. Approximately 15% in savings.

Current Rates:

Rate per \$1,000.00	Age Bands	BCBS – Dearborn National
	<25	\$0.050
	25-29	\$0.060
	30-34	\$0.080
	35-39	\$0.080
	40-44	\$0.100
	45-49	\$0.150
	50-54	\$0.230
	55-59	\$0.440
	60-64	\$0.520
	65-69	\$0.810
	70+	\$1.280
Child(ren) \$1,000		\$0.160

Renewal Rates:

Rate per \$1,000.00	Age Bands	BCBS – Dearborn National
	<25	\$0.044
	25-29	\$0.052
	30-34	\$0.068
	35-39	\$0.068
	40-44	\$0.086
	45-49	\$0.128
	50-54	\$0.196
	55-59	\$0.374
	60-64	\$0.442
	65-69	\$0.690
	70+	\$1.088
Child(ren) \$1,000		\$0.136

Renewal of Employee Long-term Disability Insurance

On December 31, 2022, Tulsa Community College's Long-term Disability insurance contract with BlueCross BlueShield/Dearborn National will expire. A renewal is needed to continue offering medical insurance to the College's full-time employees. The Finance Committee requests authorization to implement a contract with BlueCross BlueShield/Dearborn National for Long-term Disability insurance from January 1, 2023 through December 31, 2023.

Based on Alliant negotiations, the College will see a decrease in premiums.

LTD Rate per \$100.00	\$0.485
Volume	\$3,207,680
Estimated Monthly Premium*	
	\$15,557
Estimated Annual Premium*	
	\$186,687
Annual Percentage Change	
	- 42.9%
Annual Dollar Change	
	- \$140,496

**Premiums are subject to change based off employee headcount and volume*

Renewal of Employee Voluntary Cancer/Critical Illness and Accident

On December 31, 2022, Tulsa Community College's Voluntary Cancer and Critical Illness insurance contract with BlueCross BlueShield will expire. A renewal is needed to continue offering Voluntary Critical Illness insurance to the College's full-time employees. The Finance Committee requests authorization to renew the contract with BlueCross BlueShield for Accident insurance from January 1, 2023 through December 31, 2023.

Based on Alliant negotiations, the College will not see an increase in premiums.

BLUECROSS BLUESHIELD CRITICAL ILLNESS & CANCER RATES								
Age	Critical Only Non-Tobacco		Critical Only Tobacco		Critical & Cancer Non-Tobacco		Critical & Cancer Tobacco	
	EE	SP	EE	SP	EE	SP	EE	SP
<30	\$0.118	\$0.084	\$0.150	\$0.108	\$0.528	\$0.122	\$0.544	\$0.138
30-39	\$0.204	\$0.156	\$0.258	\$0.236	\$0.670	\$0.250	\$0.741	\$0.322
40-49	\$0.416	\$0.300	\$0.646	\$0.532	\$1.088	\$0.630	\$1.438	\$0.984
50-59	\$0.754	\$0.636	\$1.244	\$1.128	\$1.800	\$1.330	\$2.894	\$2.440
60-64	\$1.100	\$0.980	\$1.828	\$1.712	\$2.574	\$2.108	\$4.720	\$4.280
>65	\$1.558	\$1.440	\$2.288	\$2.472	\$3.348	\$3.014	\$6.692	\$6.290
Child(ren)	\$0.076		\$0.076		\$0.106		\$0.106	

Rates per \$1,000 of coverage per month

BLUECROSS BLUESHIELD ACCIDENT	
Employee Only	\$6.48
Employee + Spouse	\$10.88
Employee + Child(ren)	\$12.16
Family	\$19.24

Renewal of Employee Voluntary Pet Insurance

On December 31, 2022, Tulsa Community College’s Pet Insurance contract with Nationwide will expire. A renewal is needed to continue offering the Pet Insurance to the College’s full-time employees. The Finance Committee requests authorization to implement a contract with Nationwide from January 1, 2023 through December 31, 2023.

Pet rates are based on individual pets and specific underwriting. They renew dependent on when the policy was issued. We do not anticipate a rate increase to individual pet premiums in 2023.

A sample of employee direct bill premiums includes:

Canine Plan					
My Pet Protection			My Pet Protection with Wellness		
90%	70%	50%	90%	70%	50%
\$37.98	\$30.40	\$22.79	\$63.51	\$50.81	\$38.11

Feline Plan					
My Pet Protection			My Pet Protection with Wellness		
90%	70%	50%	90%	70%	50%
\$22.79	\$18.24	\$13.67	\$38.11	\$30.49	\$22.86

Avian and Exotic Pet Plans			
Group 1	Group 2	Group 3	Group 4
\$6.65	\$9.50	\$12.35	\$15.68
Amphibians Chameleons Geckos Gerbils Guinea Pigs Hamsters Hedgehogs Lizards Mice Rates Small birds < 50g	Chinchillas Ferrets Iguanas Opossums Rabbits Snakes (not XL) Sugar Gliders Tortoises Turtles Medium Birds (50-300g)	Large Birds (301g – 10kg)	Goats Potbellied Pigs Snakes (Extra Large: Boa Constrictor, Python, Anaconda) Extra Large Birds (10kgs+)

Renewal of Employee Legal Plan

On December 31, 2022, Tulsa Community College's Legal Plan contract with MetLife will expire. A renewal is needed to continue offering the Legal Plan to the College's full-time employees. The Finance Committee requests authorization to implement a contract with MetLife Legal from January 1, 2023 through December 31, 2023.

There is no rate change for 2023.

METLEGAL	
Employee	\$24.00 per month

Renewal of Retiree Advantage Plan Supplemental Insurance

On December 31, 2022, Tulsa Community College's Retiree Advantage Plan Supplemental insurance contract will expire. A renewal is needed to continue offering Supplemental insurance to the College's Retirees who are currently enrolled in the plan. The Finance Committee requests authorization to implement a contract with AETNA for an Advantage Plan Supplemental insurance from January 1, 2023 through December 31, 2023.

Based on Alliant negotiations, Retirees will see a 3% increase in premiums.

2022 Aetna Renewal Rates*	
Medicare Advantage High Plan	\$427.51
Medicare Advantage Low Plan	\$336.62
Medicare High Script Plan	\$200.16
Estimated Monthly Premium	
	\$102,825
Estimated Annual Premium	
	\$1,233,897
Annual Percentage Change	
	3.0%
Annual Dollar Change	
	\$35,924

*Eligible Retirees will continue to receive a \$100-\$105.00 monthly credit to premiums from OTRS.

Renewal of Retiree Administration Costs

On December 31, 2022, Tulsa Community College's Retiree Administration contract with WorkTerra will expire. At this time, a new contract is needed to process collections of Retiree insurance premiums. The Finance Committee requests authorization to replace the existing contract from WorkTerra to Navia for Retiree Administration Collections from January 1, 2023 through December 31, 2023. This will result in a decrease of approximately 80%.

Estimated Monthly Premium	\$800
Estimated Annual Premium	\$9,600
Estimated Percentage Change	-80.0%
Estimated Annual Dollar Change	-\$40,560

Renewal of Flexible Spending Account

On December 31, 2022, Tulsa Community College's Flexible Spending Account contract with WorkTerra will expire. At this time, a new contract is needed to administer the employee Section 125 plan. The Finance Committee requests authorization to replace the existing contract from WorkTerra to Navia for Section 125 plan administration from January 1, 2023 through December 31, 2023. This will result in an increase of approximately 3.9%.

Estimated Monthly Premium	\$912
Estimated Annual Premium	\$10,944
Estimated Percentage Change	3.9%
Estimated Annual Dollar Change	\$411

Renewal of COBRA Administration

On December 31, 2022, Tulsa Community College's COBRA contract with WorkTerra will expire. At this time, a new contract is needed to administer the COBRA plan. The Finance Committee requests authorization to replace the existing contract from WorkTerra to Navia for COBRA administration from January 1, 2023 through December 31, 2023. This will result in an increase of approximately 97%.

Estimated Monthly Premium	\$493.80
Estimated Annual Premium	\$5,925.60
Estimated Percentage Change	97.0%
Estimated Dollar Change	\$2,925



Campus Growth

MC Success Center

Estimated Completion: Spring 2022
Budget: \$2,900,000



NE Success Center

Estimated Completion: Summer 2022
Budget: \$3,350,000



NE Fab Lab Phase II

Estimated Completion: Summer 2022
Budget: \$120,000



NE Computer Lab Expansion

Estimated Completion: TBD
Budget: \$60,000



WC Library Think Tank

Estimated Completion: TBD
Budget: \$20,000



MC Relocate Nursing Phase I

Estimated Completion: TBD
Budget: TBD



Safety

Campus Wide Air Handlers

Estimated Completion: TBD
Budget: \$8,294,828



MC, NE and SE Exterior Doors and Access Controls

Estimated Completion: TBD
Budget: \$2,600,000



MC/NE Cameras and NVR's SE Data Closet

Estimated Completion: TBD
Budget: \$1,400,000



Interior Doors with Access Control MC/NE Door Upgrades and MC ADA Doors

Estimated Completion: TBD
Budget: \$1,200,000



Fire Panels

Estimated Completion: TBD
Budget: \$520,000



Exterior Speakers and Building Beacons

Estimated Completion: TBD
Budget: \$200,000



Digital Signage Portable Digital Exterior Signage

Estimated Completion: TBD
Budget: \$150,000



NE Horticulture Building Improvements

Estimated Completion: TBD
Budget: \$100,000



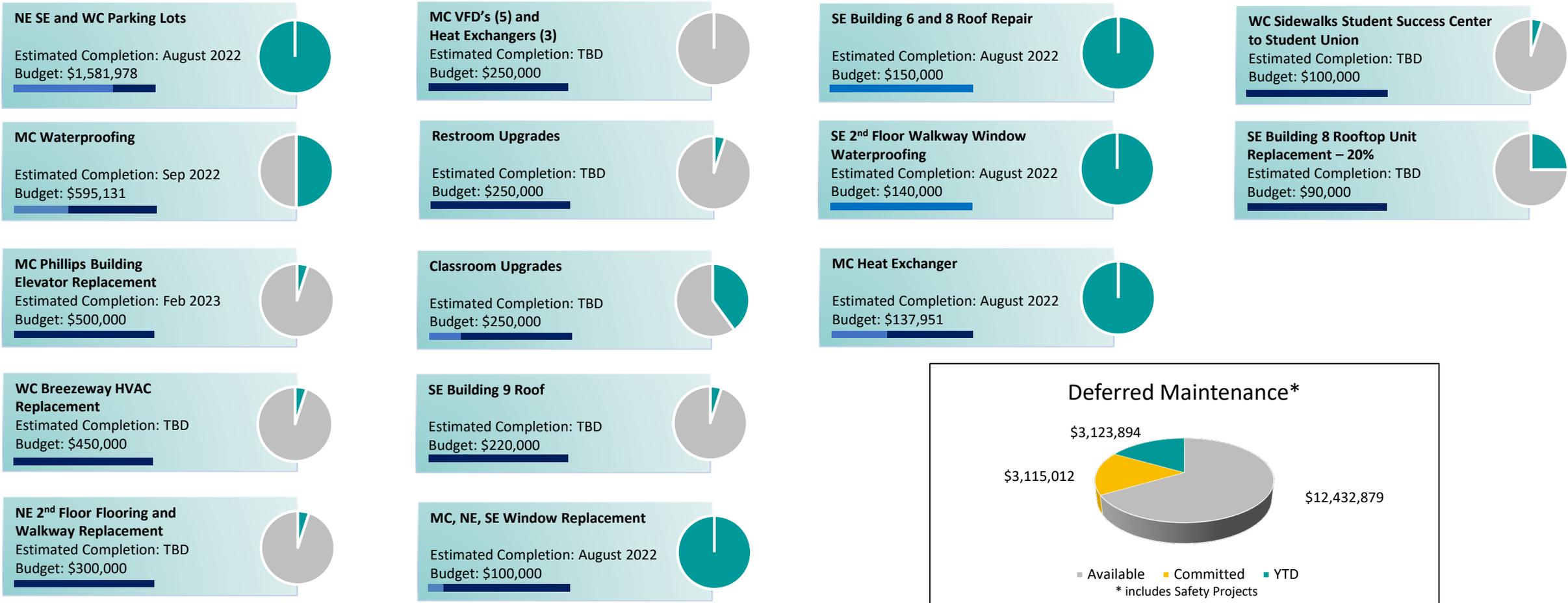
Emergency Management Software

Estimated Completion: TBD
Budget: \$80,000

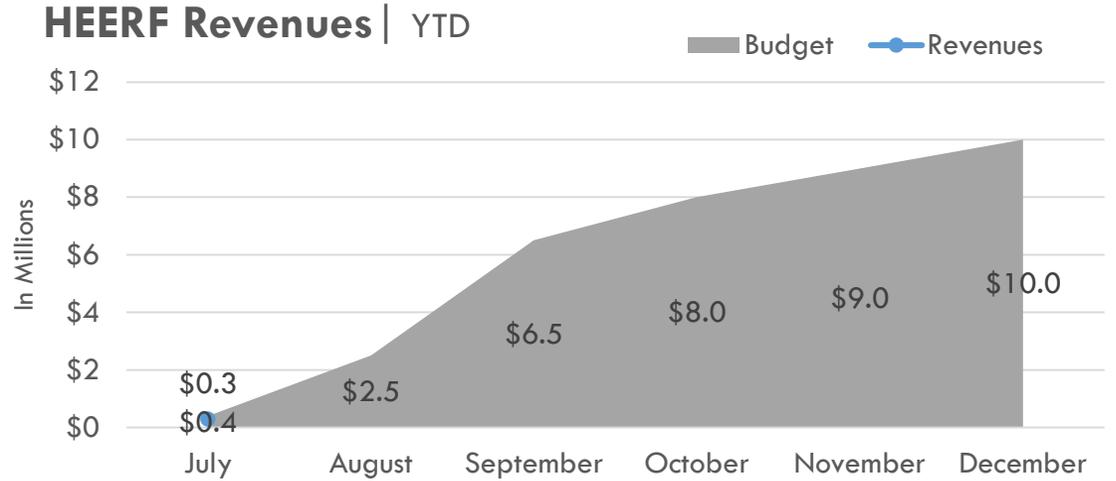
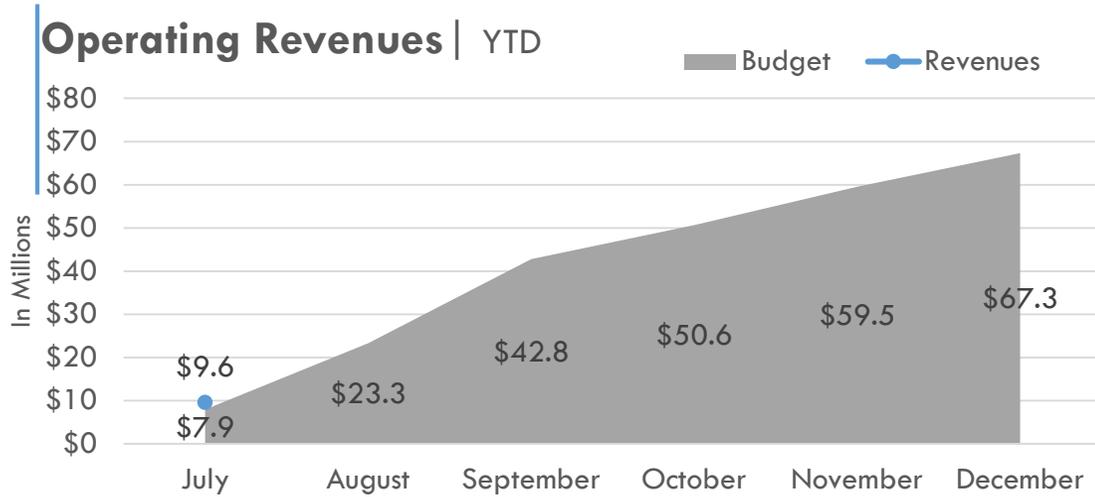




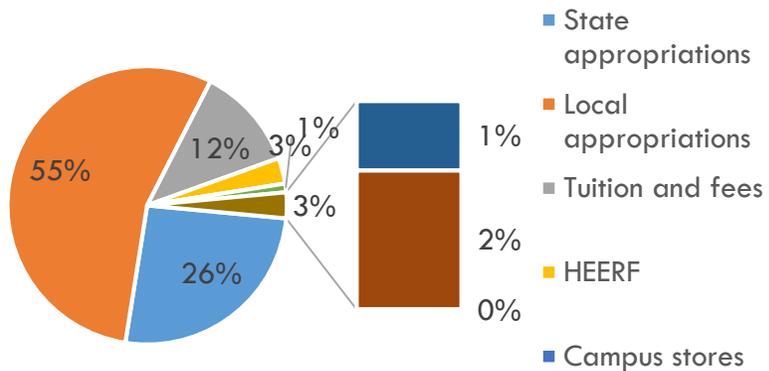
Deferred Maintenance



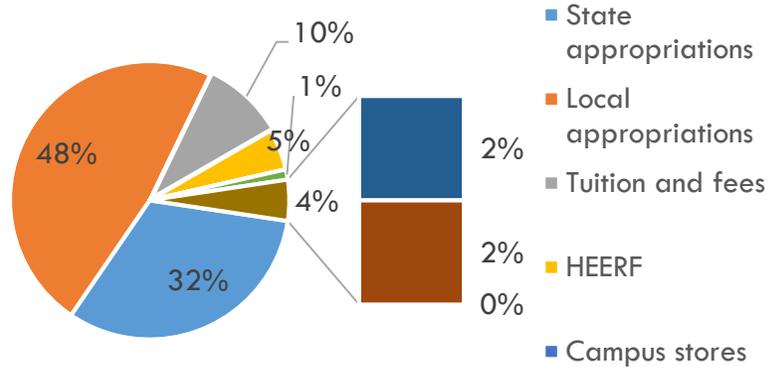
REVENUE DASHBOARD JULY 2022



YTD Revenues by Type



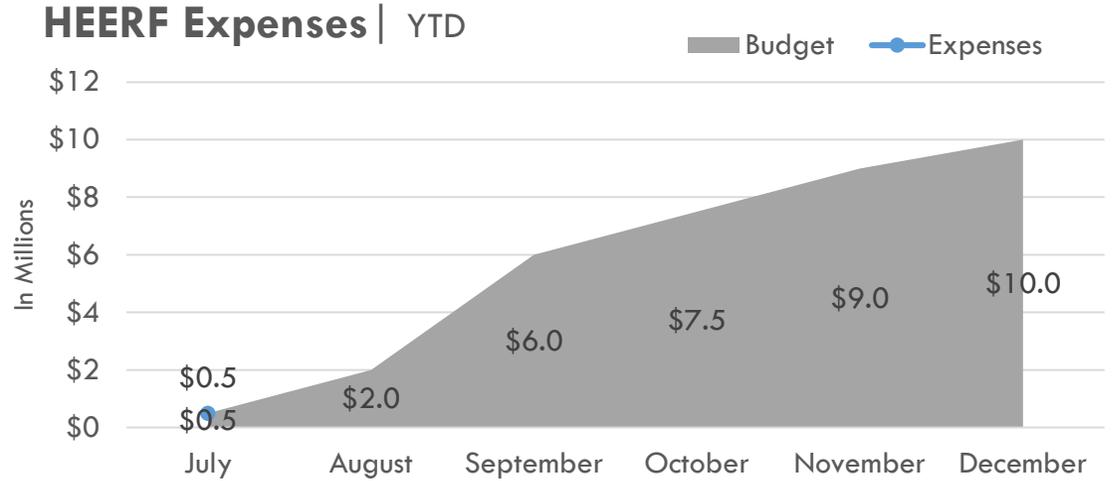
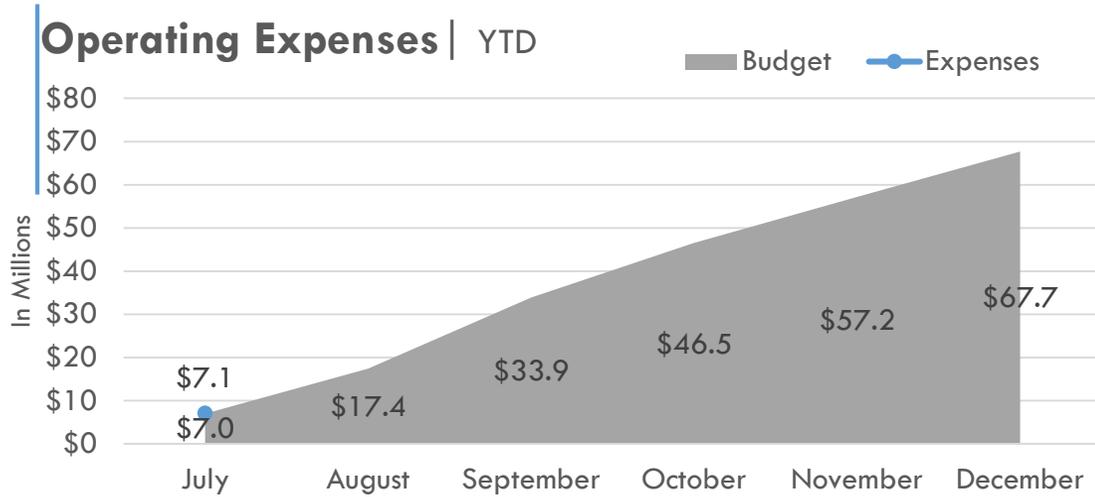
YTD Budgeted Revenues by Type



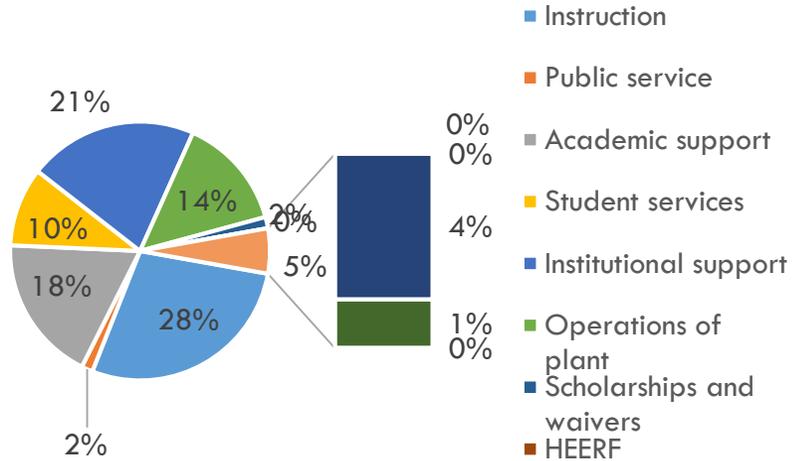
Revenues | Monthly Activity

Revenues	Actual	Budget	Variance
E&G	\$9.3	\$ 7.6	\$ 1.7
HEERF	0.3	0.4	(0.1)
Auxiliary	0.2	0.2	-
Restricted	0.2	0.2	-
Capital	0.0	0.0	-
Total	\$ 10.0	\$ 8.4	\$ 1.6

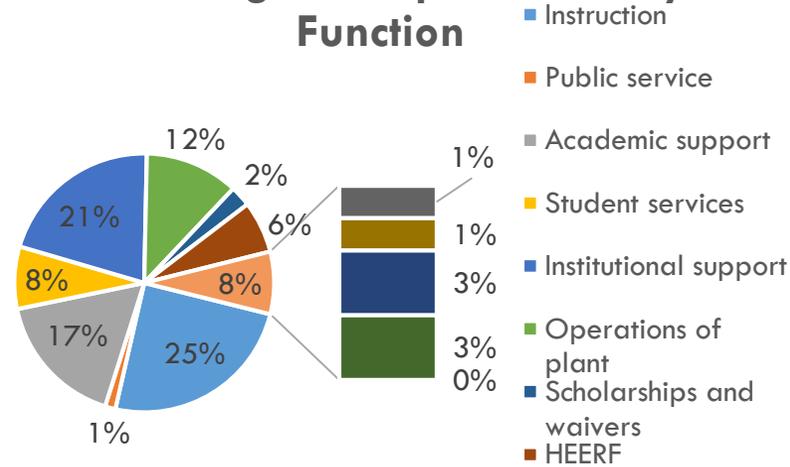
EXPENSE DASHBOARD JULY 2022



YTD Expenditures by Function



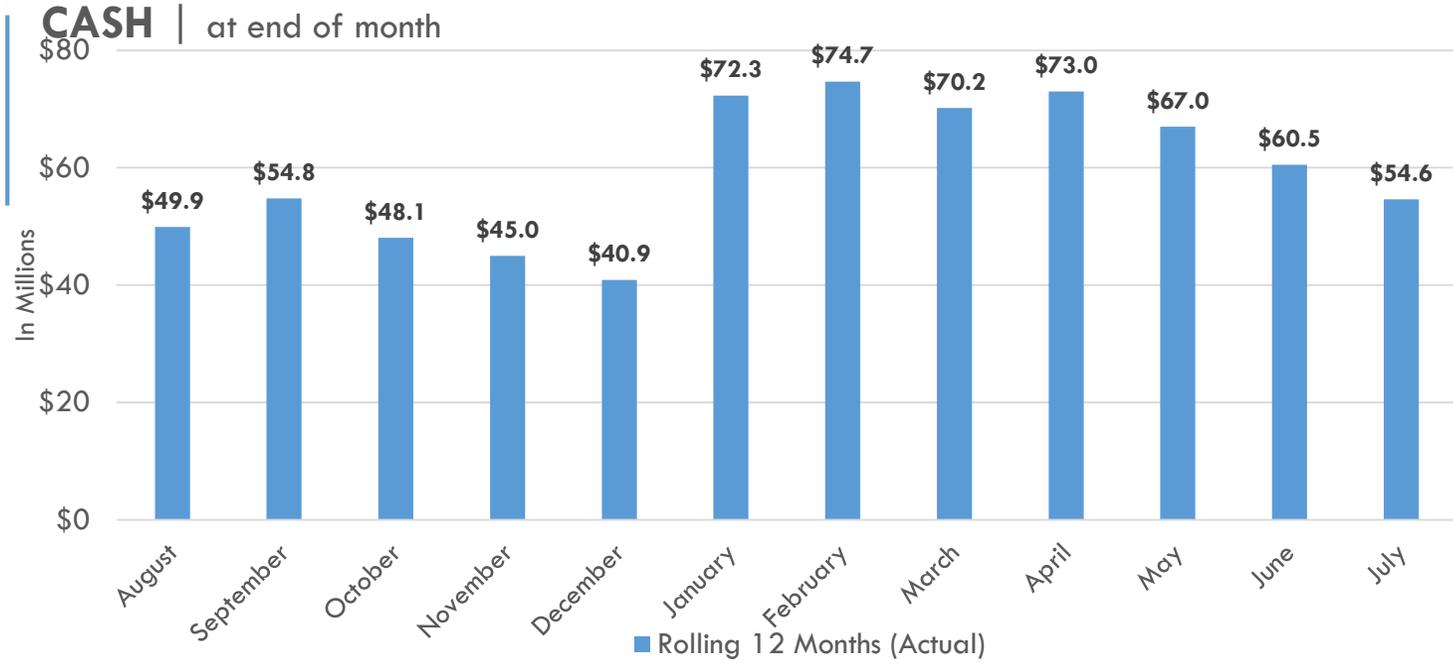
YTD Budgeted Expenditures by Function



Expenditures | Monthly Activity

Expenditures	Actual	Budget	Variance
E&G	\$ 6.6	\$ 6.6	\$ -
HEERF	0.5	0.5	-
Auxiliary	0.4	0.2	(0.2)
Restricted	0.2	0.2	-
Capital	0.0	0.0	-
	\$ 7.7	\$ 7.5	\$ (0.2)

CASH MANAGEMENT & AR DASHBOARD JULY 2022

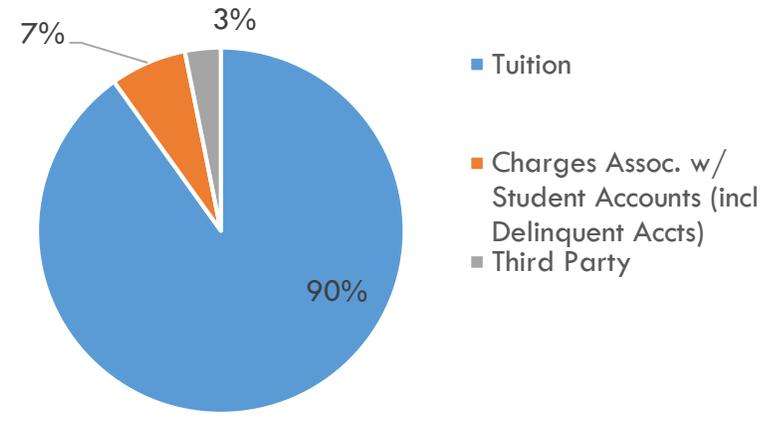


CASH BALANCE

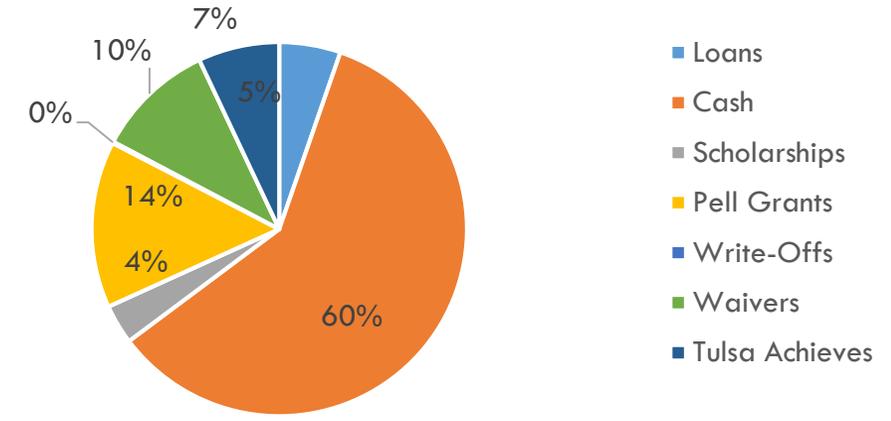
E&G (290)	\$ 474,076
Construction (295)	\$ 1,171,244
Restricted (430)	\$ 446,893
Construction (483 & 475)	\$ 414,195
COVID Funds (490)	\$ 5,747,720
Auxiliary (706)	\$ 4,445,529
Clearing (750)	\$ 1,282,206
Local	\$ 36,801,839
Payroll (789)	\$ 3,810,230
Total	\$ 54,593,911

Cash Forecast 12/31/2022	\$39,000,000
Local Forecast 12/31/2022	\$20,000,000

Summer 2022 Student Charges by Type



Summer 2022 Payments by Type



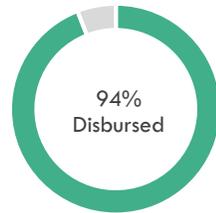
HIGHER EDUCATION EMERGENCY RELIEF FUND – (HEERF 2 & HEERF 3)

Student Grants (HEERF 2)



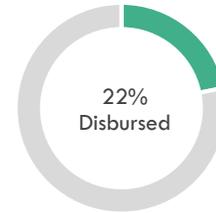
Budget: \$4,400,000
Disbursed: \$4,400,000

Student Grants (HEERF 3)



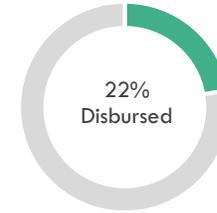
Budget: \$16,500,000
Disbursed: \$15,549,515

Safety & Security (Facilities)



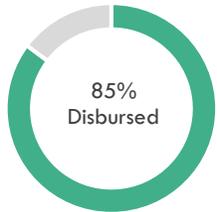
Budget: \$14,100,000
Disbursed: \$3,083,964

Student Technology



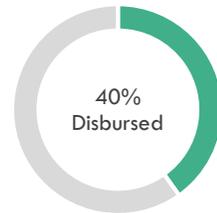
Budget: \$865,000
Disbursed: \$204,484

Workforce Technology



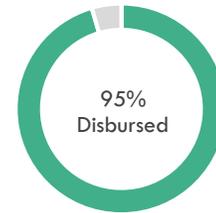
Budget: \$3,000,000
Disbursed: \$2,556,720

Need - Based Student Grants



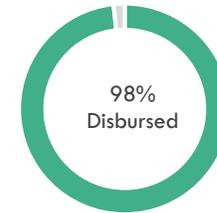
Budget: \$1,500,000
Disbursed: \$602,405

Equipment / Software



Budget: \$450,000
Disbursed: \$429,611

Financial Aid Consulting



Budget: \$188,600
Disbursed: \$185,387

Student Debt Forgiveness



Estimated: \$6,548,193
Disbursed: \$6,548,193

Lost Revenue



Estimated: \$4,432,059
Claimed: \$4,432,059

TOTAL HEERF

Student Grants	\$ 22,400,000
Safety & Security	\$ 14,100,000
Student Technology	\$ 865,000
Workforce Technology	\$ 3,000,000
Equipment / Software	\$ 450,000
Financial Aid Consulting	\$ 188,600
Student Debt Forgiveness	\$ 6,548,193
Lost Revenue Claims	\$ 4,432,059
	\$ 51,983,852
Disbursed in FY21	\$ 4,068,421
Disbursed in FY22	\$ 28,984,064
Disbursed in FY23	\$ 506,669
Lost Revenue Claimed	\$ 4,432,059
Remaining	\$ 13,992,639

HIGHER EDUCATION EMERGENCY RELIEF FUND – LOST REVENUE SPENDING

Student Debt Forgiveness (Spring 2020 – Spring 2021)



Estimated: \$4,182,954
Collected: \$4,182,954

Student Debt Forgiveness (Summer 2021 – Fall 2021)



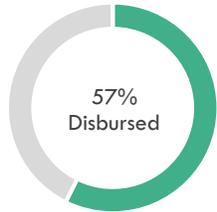
Estimated: \$2,365,239
Collected: \$2,365,239

Lost Revenue



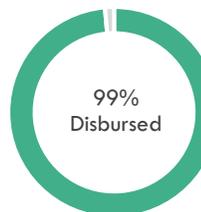
Estimated: \$4,432,059
Claimed: \$4,432,059

NEC Student Success Center



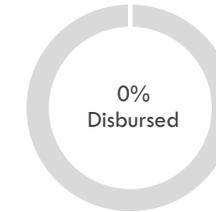
Total Project Estimate: \$2,900,000
HEERF Funding: \$1,400,000
Other Funding: \$1,500,000
Disbursed (HEERF): \$803,089

Metro Student Success Center



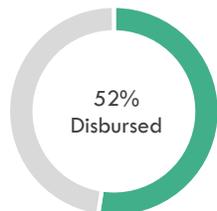
Total Project Estimate: \$3,250,000
HEERF Funding: \$1,150,000
Other Funding: \$2,100,000
Disbursed (HEERF): \$1,134,083

PACE Lighting + Equipment



Total Project Estimate: \$279,817
HEERF Funding: \$279,817
Other Funding: \$0
Disbursed (HEERF): \$0

NEC Fab Lab



Total Project Estimate: \$250,000
HEERF Funding: \$250,000
Other Funding: \$0
Disbursed (HEERF): \$131,643

Student Debt + Lost Revenue Spending Allocation

NEC Student Success Center	\$ 1,400,000
Metro Student Success Center	\$ 1,150,000
PACE Lighting + Equipment	\$ 279,817
FAB Lab Remodel	\$ 250,000
Allocated	\$ 3,079,817
Funds Remaining	\$ 7,912,708
Total	\$ 10,980,252

TCC Police Department Receives Certification

The TCC Police Department has achieved certification status as a law enforcement agency from the Oklahoma Association of Chiefs of Police through the Oklahoma Law Enforcement Accreditation Program. This is the third of four phases of the accreditation process.

Former TCC Sr. VP & CAO Selected for Oklahoma Higher Education Hall of Fame

Dr. Cindy Hess is being inducted into the Oklahoma Higher Education Hall of Fame. She served more than 38 years in education, including teaching as an adjunct at Tulsa Junior College, serving as Division Chair, Dean of Instruction and Provost. She retired in 2020 as senior vice president and chief academic officer at TCC. She was instrumental in the redesign of all aspects of Academic Affairs, focusing on practices known to support student learning and completion. The induction ceremony is in November.

Paint the Zoo Blue Returns

The annual Paint the Zoo Blue returns this year on Saturday, August 20 at the Tulsa Zoo to welcome students, faculty, staff and family members to the start of a new academic year. During this 'one college' event, everyone can have some fun as well as learn more about what TCC offers with a featured area showcasing departments, programs and services at TCC.

Common Book Events for Fall

TCC's Common Book Program will feature "Braiding Sweetgrass" as the book for 2022-24. This Fall the College welcomes a series of events and activities to highlight related content to the author Robin Wall Kimmerer. An event on August 31 will feature a live Facebook event with the author as she presents to the Institute of American Indian Arts and the Santa Fe Botanical Garden. A second event feature Dolores Purdy will focus on Ledger art, a storytelling art genre with deep Native American roots.

TCC Dental Hygiene Program Celebrates Milestones

This summer the Dental Hygiene program celebrated 30 years as we begin the 31st year. We also surpassed \$3 million worth of services to the community, since we started tracking in 2009. And the program recently completed a very successful accreditation site visit with excellent outcomes.

2022 Faculty Design Institute

Twenty-five TCC faculty took part in the recent Faculty Design Institute, a five-day intensive peer-driven faculty development. Shawna Blake, assistant professor in communications won the 2022 Faculty Design Institute's 'friendly' syllabus challenge selected by her peers for re-envisioning her course and syllabus with a strong and engaging student focus. In addition to Blake, participants included Janet Attisha, Cheryl Bates, Shelby Calkins, Sherry Conder, Dacia Cunningham, Lura Garrett, Cynthia Holbrook, Patrick Idwasi, Jennifer Ivie, Patricia Johnson, Ryan Johnson, Brett Larson, Alicia MacKay, Stephanie McGlothlin, Lori McMichael, Brian Monson, Annie Paige, Amy Pezelle, Brandy Roulet, Natalie Schuster, Jamie Smith, Foua Vang, April Williams, and Justin Yates.



TCC and Partners Launch Cyber Skills Center

Featured by *Tulsa World, Journal Record, KTUL, FOX23, KOTV, Yahoo Finance, and Open Campus Media*

The launch of the Cyber Skills Center, with Tulsa Innovation Labs, edX, and SkillStorm as partners, received nationwide coverage including coverage from cyber and tech media outlets. The response from the community has been wonderful with hundreds of applications. Forty will be selected to start the 24-week free program in September. The George Kaiser Family Foundation through the Tulsa Innovation Labs is funding scholarships for all participants. In addition, resources such as childcare and transportation will be available with the help of another community partner, Madison Strategies Group. The initiative also received a positive editorial from the Tulsa World.

TCC Celebrates Opening of New Student Success Center

Featured by *KTUL, KOSU and Tulsa World*

We celebrated and formally dedicated the new A.R. and Marylouise Tandy Student Success Center on the Metro Campus in July. Following the event, we provided guided tours through the new facility and provided breakfast tacos and beverages to guests and TCC employees and students. We are planning the grand opening celebration for the Herman and Kate Kaiser Student Success Center at the Northeast Campus for late September.



TCC Vet Tech Participates in Dog Day Event at Tulsa Botanic Garden

Featured by *KOTV and KWTU*

As the Tulsa Botanic Garden held a dog day during the dog days of summer, representatives from the TCC Vet Tech program provided common sense tips and tips for pet owners.

Critical Pilot Shortage Leaves a Void for Flight Students to Fill

Featured by *KJRH*

In response to the thousands of flights canceled during this summer, KJRH talked with Coit Garrison, program director of TCC's aviation program, about the shortage of pilots in the industry and the opportunity to work in the aviation industry.

College Park Students to Receive Textbook Vouchers

Featured by *Tulsa World and Journal Record*

The TCC Foundation funded \$250 textbook vouchers for students in College Park during their first year in the program as TCC students. This is the second year for College Park and the textbook vouchers are designed to help offset the cost of books and materials. New this fall, College Park added Psychology degree track to the existing Business Administration degree track.

Applications Open for Small Business Leadership Academy

Featured by KOTV, KTUL, *The Black Chronicle*, and *Tulsa World*

TCC and Cox Communications are launching the Cox Small Business Leadership Academy this Fall. The academy is a 10-week program with the goal of continuing education and leadership development for owners and leaders of Tulsa-area small businesses. Cox is underwriting the cost of the program, making it free to participate. The program is open to all, but with a special emphasis on businesses owned or led by minorities, veterans, women and people with disabilities.

Signature Symphony Hosts Annual Patriotic Concert & Announces New Season

Featured by KWTU, KOTV, and *Tulsa World*

Scott Seaton took the podium for the first time since he was announced as the new artistic direction for the annual 4th on the 3rd concert. The professional orchestra also announced details about its upcoming season.

TCC Holds Corrections Education Commencement

Featured by KOTV, KWGS, KJRH, KTUL, KFOR and KOCO

Thirty-eight men incarcerated at Dick Conner Correctional Center in Hominy earned degrees and certificates through TCC's Second Chance Corrections Education program. The men, wearing caps and gowns, took part in a commencement ceremony. Following the ceremony, TCC guests were given a tour of the classroom space and horticulture program on the minimum-security side of the prison. TCC started the program 15 years ago.



How Tulsa Higher Education Consortium Improves Communication Between Schools

Featured by *Tulsa People*

An article in this month's *Tulsa People* highlights the strategy for success behind the Tulsa Higher Education Consortium as it talks about some key statistics with employment and college degree attainment.

TCC Foundation Names Three Honorees for 2022 Vision Dinner

Featured by KTUL and *Journal Record*

The 2022 Vision Dinner is less than a month away. Tyrance Billingsley II, Alana Hughes, and Ron Looney are this year's honorees. Billingsley is a former TCC student and founder of Black Tech Street. Hughes is the director of Tulsa grantmaking for the Charles and Lynn Schusterman Family Philanthropies and TCC Foundation Board Trustee. Looney is the founder of Tri-Angle Development and a TCC Regent for 36 years. The event is Sept. 8 at 6 p.m. at the Cox Business Convention Center.



TCC Students & Grads In The News:

Izzy Kitterman's Bright Future Begins with New Chapter

A Jenks teen who suffered horrific injuries following a deadly crash in 2017 is starting college at TCC following high school graduation. This young lady has become an inspiration and influencer with nearly a quarter of a million TikTok fans, as she is raising awareness about paralysis by sharing her survivor's story.