



**Tulsa Community College
Regular Meeting of the Board of Regents
Thursday, April 21, 2016
Northeast Campus, Room 1315
3:00 p.m.**

AGENDA

1. Call to Order
 - 1.1 Roll Call
2. Old Business
 - 2.1 Approval of the Minutes for the Regular Meeting of the Tulsa Community College Board of Regents held on Thursday, March 24, 2016
 - 2.2 Carry Over Items
3. New Business
 - 3.1 Informative Report
 - 3.1.1 TCC in the News
 - 3.1.2 Informative Report
 - 3.1.3 Student Success Update
 - 3.2 Academic & Policy Committee Report
 - 3.2.1 Changes in Academic Programs
 - 3.2.2 Recommendation for Approval of a New Policy for Responsible and Ethical Conduct of Research ([Attachment 3.2.2](#))
 - 3.3 Community Relations Report
 - 3.4 Personnel Report
 - 3.4.1 Information Items
 - 3.4.2 Consent Agenda ([Attachment 3.4.2](#))
 - 3.4.2-a Recommendation for Approval of Professional Staff Appointments
 - 3.4.2-b Resignation of Professional Staff Members

- 3.4.2-c Recommendation for Approval of Promotion of Faculty
- 3.4.2-d Recommendation for Approval of Reemployment of Full-time Faculty and Full-Time Professional Staff Members

3.5 Construction & Parking Report

3.6 Finance Committee Report

- 3.6.1 Recommendation Regarding Purchase Item Agreements (>100K)
 - 3.6.1-a Purchase of Legal Services

- 3.6.2 Consent Agenda ([Attachment 3.6.2](#))

- 3.6.2-a Purchase of Consulting Services
- 3.6.2-b Purchase of Software as a Service
- 3.6.3-c Purchase of Equipment Repairs

- 3.6.3 Monthly Financial Report for March 2016 ([Attachment 3.6.3](#))

3.7 Other New Business

- 3.7.1 Recommendation for Approval of an Amendment for Terminating the Executive Retention Program ([Attachment 3.7.1](#))

3.8 Persons Who Desire to Come Before the Board

Any person who desires to come before the Board shall notify the Board Chairman in writing at least twelve (12) hours before the meeting begins. The notification must advise the Chairman of the nature and subject matter of their remarks. All persons shall be limited to a presentation of not more than two minutes.

3.9 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 investigations, claims or actions.]

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

4. Adjournment

4.1 Next Meeting Date:

The next regular meeting of the Tulsa Community College Board of Regents will be held on Thursday, May 19, 2016, 3:00 p.m., in Room 1320 at Southeast Campus, 10300 E. 81st Street, Tulsa, Oklahoma.

3.2 Academic & Policy Committee Report

3.2.1 Changes in Academic Programs

Program/Option Requirement Changes:

- Nutritional Sciences AS, Dietetics option: Replace two credit hours of electives with ALDH 1323 Medical Terminology. Total credit hours will increase from 60 to 61.

Reason: This degree articulates to Oklahoma State University. They will accept this course in transfer to their program and allows students an opportunity to better utilize all of their hours earned at TCC before transfer.

- Diagnostic Medical Sonography, AAS: Add DMS 2153 Vascular Ultrasound as a required course. Add PHYS 1114 General Physics I as a Physics elective. Changes previously approved this year: Delete DMS 2101 Medical Communication and lower credit hours from 4 to 3 in Neurosonography and Small Parts Sonography course (now DMS 1263). Total credit hours will increase from 71 to 72-73.

Reason: Students need to be proficient in Vascular Ultrasound and since other DMS programs have this as part of their curriculum, this will ensure our students are acquiring the same competencies as students from other colleges. The change to add a Physics elective will provide our students a choice in which Physics course they complete. Currently ALDH 1323 Applied Medical Physics is their only Physics option.

- Respiratory Care, AAS: Remove RESP 1251 Physician/Therapist Interaction. Reduce credit hours for RESP 2213 Neonatal and Pediatric Respiratory Care to two hours. Reduce credit hours for RESP 2563 Cardiopulmonary Diagnostics to two hours. Total credit hours lowered from 72 to 69.

Reason: Faculty are looking for ways to reduce credit hours without jeopardizing student learning or accreditation. While we have had no mandate in Oklahoma to do so, 13 other states have mandated a reduction in hours to approximately 60-65 for an AAS degree. In the case of RESP 1251, the physician was not able to meet with students for one hour weekly, so the course is being eliminated from the program. Students will still have the opportunity to interact with the physician but not on a scheduled basis.

- Child Development, AAS: Remove MATH 2423 Mathematics Concepts for Educators from curriculum. Total credit hours lowered from 63 to 60.

Reason: Child Development faculty were not aware that mathematics is not a required general education course for

Associate in Applied Science degrees. This course was causing students to step out of the program and not complete. This brings the general education requirements down to 18 credit hours which is the requirement for an AAS degree.

Program/Option Deletions/Suspensions:

- Business AS, Health Care Business Operations option and Hospitality option: Delete both options.

Reason: Low enrollment. Business students can still complete the general Business Administration option for transfer into other Business programs in the State.

- Child Development AS, Human and Family Sciences/Early Care NSU Transfer option: Delete option.

Reason: This option was created specifically to articulate to the NSU Human and Family Sciences program. NSU has advised us that they are immediately suspending this program and will give students through summer 2017 to complete the degree requirements. We are removing this from our catalog and advising students into other Child Development transfer options.

- Science-related Concentration AS, Horticulture option and Horticulture AAS: Delete AS option and AAS degree.

Reason: The Horticulture program requires significant additional financial investment into physical facilities; has staffing needs and required support beyond the full-time faculty member; and the number of graduates in each of the degrees has averaged fewer than three per year over the past five years. We will continue to teach the courses at the Dick Conner Correctional Center that lead to a Horticulture Certificate.

ROLL CALL VOTE

**MOTION FROM THE ACADEMIC & POLICY COMMITTEE
FOR APPROVAL
NO SECOND NEEDED**

<u>Totals</u>				<u>Motion Carried</u>	
YES	NO	Other	YES	NO	
			<input type="checkbox"/>	<input type="checkbox"/>	

3.2.2 Recommendation for Approval of a New Policy for Responsible and Ethical Conduct of Research

The 2007 America Creating Opportunities to Meaningfully Promote Excellence in Technology, Education, and Science (COMPETES) Act states that institutions must have a plan in place to provide appropriate training and oversight in the responsible and ethical conduct of research to undergraduate students, graduate students, and post-doctoral researchers who will be supported by the National Science Foundation to conduct research that was proposed on or after January 4, 2010.

The responsible conduct of research requirement mandates that: 1) The institution will determine the content, frequency, and delivery method of the training; 2) any student who is being paid by or receiving support (salary and/or stipends) to conduct research through an award and/or subaward from NSF is required to complete the training program; and 3) the institution will track, verify, and keep records that students have completed the training program.

Effective May 1, 2016, all TCC undergraduate students and Principal Investigators (PI) receiving external research funding from NSF must engage in Responsible Conduct of Research (RCR) via the training provided by the Oklahoma State Regents for Higher Education (OSRHE) or provide documentation of participation in RCR training comparable to the OSRHE training. Training in the responsible conduct of research is an essential component of higher education and an important element in the implementation of TCC's Strategic Plan to improve learning effectiveness and student success.

(Attachment 3.2.2: Proposed Policy 2119)

<u>ROLL CALL VOTE</u>							
MOTION FROM THE ACADEMIC & POLICY COMMITTEE FOR APPROVAL NO SECOND NEEDED							

<u>Totals</u>					<u>Motion Carried</u>		
YES		NO		Other	YES	NO	
					<input type="checkbox"/>	<input type="checkbox"/>	

3.3 Community Relations Report

3.4 Personnel Report

3.4.1 Information Items

3.4.2 Consent Agenda

3.4.2-a

Recommendation for Approval of Professional Staff Appointments

Appointments of full-time faculty and full-time professional grade 18 and above made since the last meeting of the Board of Regents of Tulsa Community College.

3.4.2-b

Resignation of Professional Staff Members

Resignations of full-time faculty and professional employees submitted since the last meeting of the Board of Regents of Tulsa Community College.

3.4.2-c

Recommendation for Approval of Promotion of Faculty

Promotions from Assistant Professor to Associate Professor recommended in compliance with Board policy.

3.4.2-d

Recommendation for Approval of Reemployment of Full-time Faculty and Full-Time Professional Staff Members

Reemployment of full-time teaching faculty and full-time professional staff for Fiscal Year 2017.

(Attachment 3.4.2: Addendum for Personnel Consent Items)

<u>ROLL CALL VOTE</u>	
<u>CONSENT AGENDA</u>	
MOTION:	
SECOND:	

<u>Totals</u>					<u>Motion Carried</u>		
YES		NO		Other		YES	NO
						<input type="checkbox"/>	<input type="checkbox"/>

3.5 Construction & Parking Report

3.6 Finance Committee Report

3.6.1 Purchase Item Agreements (>\$100K)

3.6.1-a Purchase of Legal Services

Authorization is requested to enter into a contract for the purchase of legal services for use at all campuses.

The Finance Committee recommends award of the contract to Jones, Gotcher, and Bogan PC in an amount not to exceed an additional \$150,000. This purchase is a non-competitive acquisition of professional services.

<u>ROLL CALL VOTE</u>
MOTION FROM THE FINANCE COMMITTEE FOR APPROVAL NO SECOND NEEDED

<u>Totals</u>					<u>Motion Carried</u>	
YES		NO		Other	YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

3.6.2 The Finance Committee recommends consent from the Board of Regents on the following item:

- 3.6.2-a Purchase of Consulting Services: \$86,400.00
- 3.6.2-b Purchase of Software as a Service: \$57,291.13
- 3.6.2-c Purchase of Equipment Repairs: \$67,450.00

(Attachment 3.6.2: Addendum for Purchasing Consent Items)

<u>ROLL CALL VOTE</u>
MOTION FROM THE FINANCE COMMITTEE FOR APPROVAL NO SECOND NEEDED

<u>Totals</u>					<u>Motion Carried</u>	
YES		NO		Other	YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

3.6.3 Monthly Financial Report

It is recommended by the Finance Committee that the monthly financial report for March 2016 be approved as presented.

(Attachment 3.6.3: Monthly Financial Report for March 2016)

<u>ROLL CALL VOTE</u>							
MOTION FROM THE FINANCE COMMITTEE FOR APPROVAL NO SECOND NEEDED							

<u>Totals</u>					<u>Motion Carried</u>		
YES		NO		Other		YES	NO
						<input type="checkbox"/>	<input type="checkbox"/>

3.7 Other New Business

3.7.1 Recommendation for Approval of an Amendment for Terminating the Executive Retention Program

It is the recommendation of the Executive Committee of the Tulsa Community College Board of Regents that the following items be approved with respect to the Tulsa Community College Executive Retention Program (the “Plan”):

- a. The termination of the Plan effective April 21, 2016 and the Amendment for Terminating Defined Contribution Plan, a copy of which is attached hereto;
- b. The submission of the Plan to the Internal Revenue Service for approval of the qualification of the Plan, effective as of the date of termination.

(Attachment 3.7.1: Amendment for Terminating the “Plan”)

<u>ROLL CALL VOTE</u>							
MOTION FROM THE EXECUTIVE COMMITTEE FOR APPROVAL NO SECOND NEEDED							

<u>Totals</u>					<u>Motion Carried</u>		
YES		NO		Other		YES	NO
						<input type="checkbox"/>	<input type="checkbox"/>

3.8 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.

3.9 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 investigations, claims or actions.]

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

<u>ROLL CALL VOTE</u> MOTION TO RECESS	
MOTION:	
SECOND:	

<u>Totals</u>					<u>Motion Carried</u>	
YES		NO		Other	YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

<u>ROLL CALL VOTE</u> MOTION TO RECONVENE	
MOTION:	
SECOND:	

<u>Totals</u>					<u>Motion Carried</u>	
YES		NO		Other	YES	NO
					<input type="checkbox"/>	<input type="checkbox"/>

4. ADJOURNMENT

The next regular meeting of the Tulsa Community College Board of Regents will be held on Thursday, May 19, 2016, 3:00 p.m., in Room 1320 at Southeast Campus, 10300 E. 81st Street, Tulsa, Oklahoma.

2119 Responsible and Ethical Conduct of Research (Proposed)

All students and principal investigators receiving external research funding must engage in training in the practice of scientific investigation with integrity (professional norms and ethical principles in the performance of all activities related to scientific research). The College will develop and maintain a Responsible and Ethical Conduct of Research Plan to track, verify, and keep records of this training.

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.

APPOINTMENTS:

Jennifer Beatie, Dean Student Affairs, West Campus Salary: \$74,500.00
Appointment Date: April 1, 2016

Rachel Hutchings, Director of Development, Conference Center Salary: \$86,000.00
Appointment Date: May 2, 2016

RESIGNATION:

Caleb Leggett, Assistant Director Admission and Prospective Student Services Date: April 18, 2016
Conference Center

RECOMMENDATIONS FOR PROMOTION TO ASSOCIATE PROFESSOR:

<u>Name</u>	<u>Area of Responsibility</u>	<u>Location</u>
Allen, Kelly	Geography	Metro Campus
Bates, Cheryl	Dental Hygiene	Metro Campus
French, Fran	Mathematics	Northeast Campus
Hall, Anita	Mathematics	Southeast Campus
Houston, Linda	Mathematics	Southeast Campus
Jensen, Janine	Health/Physical Education	Southeast Campus
Johnson, Carol	English	Southeast Campus
Kneafsey, Jennifer	Biology	Northeast Campus
Larson-Thorisch, Alexa	Humanities	Metro Campus
McMahon, Jennifer	Interior Design	Southeast Campus
Nelson, Anthony	Mathematics	Metro Campus
O'Connor, Anthony	Economics	Southeast Campus
Shihabi, Walid	Physical Science	Southeast Campus
Spencer, Diana	Biotechnology	Southeast Campus
Thompson, Beth	Speech	Southeast Campus
Turman, Bud	Management	Northeast Campus
Varmecky, Jane	Speech	Southeast Campus
Wiegel, Mark	Engineering	Northeast Campus
Williams, Ureka	English	Metro Campus
Zingo, Sandra	Economics & Business	Northeast Campus

RECOMMENDATIONS FOR REEMPLOYMENT OF FULL-TIME TEACHING FACULTY:

Aldarondo, Esteban J.	Science, Mathematics & Engineering Technology
Allen, Kelly E.	Geography
Allen, Robert G.	Science, Mathematics & Engineering
Bailey, Beverly S.	Journalism and Mass Communication
Baker, Joshua A.	Developmental Mathematics
Bankston, Catherine	Developmental Reading
Barbour, Lindsey M.	Accounting & Business
Barnes, Leaugeay C.	Fire and Emergency Services
Barnett, Janet S.	Veterinary Technology Program
Bates, Cheryl M.	Dental Hygiene
Batson, Deborah K.	Dental Hygiene
Bellovich, Brena J.	Mathematics
Bennett, Nathan R.	Music
Benson, Arthur	English
Blevins, Jamie L.	Nursing
Bolze, Claude E.	Geology and Physical Science
Braswell, Gary W.	Occupational Therapy Assistant Program
Brewer, Kenneth K.	Speech and English
Bright, Rachel	Nursing
Briscoe, William T.	Chemistry
Brockett, Katherine	English as a Second Language
Brown, Donald C.	Fire and Emergency Services
Brown, Lynnda L.	Instructional Design
Broyles, Mary E.	Accounting
Campbell, Catherine C.	Spanish
Campbell, Jennifer E.	Instructional Design
Cantrell, Mary V.	Communication Services
Carbuhn, Rita	Nursing
Carpenter, Chandra	Biology
Centauri, Laurie A.	Chemistry
Charlson, David J.	Communications Service
Chew, Pamela C.	Foreign Language/ESL
Claney, Kenneth V.	English
Clark, Betty A.	Nursing
Clayton, Kevin L.	Philosophy & History
Coggins, Lori A.	Academic Strategies
Coker-Boyd, Tina L.	Nursing
Combs, Darin J.	History and Political Science
Cooper, DeAnna L.	Strategies
Cooper, Glenna K.	Interpreter Education
Coppedge, Bryan R.	Biology
Coppedge, Robyn A.	History and Political Science
Cowan, Laura	Music
Crall, Tommy D.	Business & Information Technology
Crissien, Jean P.	Political Science
Cross, Anne F.	Biology
Cross, Brian P.	Biology
Crowe, Clint S.	History and Political Science
Cudè, Gayle P.	Nursing
Culpepper, Thomas A.	English
Dafforn, Jennifer B.	Health Information Technology

Daily, Kathy K.	Communication Services
Daniel, Terry W.	Air Traffic Control
Daniels, Kymberly L.	Child Development
Davenport, RoxAnn F.	Biology
Davis, Rhonda S.	Art & Visual Art Studio
Davis, Sloan	English
Dean, Nicholas S.	Sociology
DeBey, Ephanie K.	Biology
Decker, Daniel S.	Chemistry
Deibert, Deborah J.	Child Development
Dickens, Manuel D.	Developmental Studies
Dillard, Jennifer	Accounting and Business
Doane, Megan	Pharmacy Technician Program, Allied Health
Dunkerley, Suzann A.	Veterinary Technology
Eagleton, Alison J.	Nursing
Eddy, Wendy L.	English
Eisenhauer, Jerrilyn A.	Accounting
Elder, James F.	Biology
Elliot, Kirk R.	Engineering, Drafting, and Design Technology
Engel, Tiffany L.	Humanities
England, Andrew S.	Allied Health
Enis, James N.	Biology
Feken, Cheryl A.	Nursing
Fields, Jenny I.	Nursing
Fischer, Anne A.	Mathematics & Developmental Mathematics
Ford, Charles A.	Business
Foster, Teresa	Allied Health
France, Kathleen T. Francois-	English
Schnetzler, Aimee M. Frank,	Diagnostic Medical Sonography
Mark D.	Theatre
Frazee, Jonathan W.	Chemistry
Frazier, Teresa S.	Nursing
French, Francine J.	Mathematics
Friske, Joyce S.	Mathematics
Furlong, Cathy L.	Psychology
Garvin, Derek D.	Engineering and Physics
George, Christina N.	Nursing
Gerow, Lisa H.	Nursing
Gilman, Richard C.	History
Gipson-Smith, Chelsey	Economics
Givens, Nikki P.	Political Science
Goodwin, Donna D.	Speech
Goodwin, James G.	Journalism and Mass Communication Physics
Griffin, Ivan V.	and Engineering
Gulley, Leigh H.	Biology
Guthrie, Leslie E.	Nursing
Hall, Anita J.	Mathematics
Hall, Julie A.	Cardiovascular Program
Hammer, Michael E.	Political Science
Hammontree, Jeffrey A.	Physical Therapy Assistant Program
Han, Joo-Hee	Nursing
Harding, Kayla G.	Developmental Studies in Reading
Harrison, Renee A.	Nursing
Harvey, Randy C.	Accounting
Hastings, Donald L.	Interpreter Training
Heffington, Melanie R.	Physical Therapy Assistant Program
Henderson, Thomas D.	Electronics

Hinkle, Carla Z.	Physical Therapy Assistant Program
Hitchcock, Gregory L.	Radiography
Hodges, Jenny G.	Mathematics
Hoggard, Susan E.	Computer Information Systems
Holt, Jeff R.	Economics
Hooks, Benjamin	Manufacturing and Related Pathways
Horvath, Jeffrey S.	Business Information Tech/Corrections Ed
Hough, Michele L.	Radiography
Houston, Linda J.	Mathematics
Huggard, Shelly A.	Radiography
Hunt, Gary W.	Biology
Idwasi, Patrick O.	Chemistry
Jackson, Janet A.	Nursing
Jensen, Janine	Health and Physical Education
Johnson, Carol S.	English
Jones, Glenn R.	Telecommunications/Networking
Joyce, Linda K.	Mathematics
Juen, Paul C.	Biology
Jurries, Vicki L.	Physical Therapy Assistant Program
Kamphaus, Susan D.	Psychology and Sociology
Kannady, Pam L.	English
Katz, Robert S.	Humanities and Music
Keck, Gary L.	Management
Khattab, Hussien A.	Mathematics
Knapp, Patricia D.	Humanities
Kneafsey, Jennifer L.	Biology
Kozhevnikov, Vladimir F.	Mathematics & Physics
Kramer, Cynthia A.	Nursing
Lange, Eric J.	Physical Education
Lanoue, Sandra L.	Mathematics
Larson, Mary C.	English
Larson-Thorisch, Alexa K.	Humanities
LeCount, David J.	Business and Information Tech
Lee, Margaret E.	Humanities
Legleiter, Rebecca G.	Marketing
Leifield, Lisa D.	Child Development
Liley, James D.	Mathematics
Limas, Sharon W.	Interpreter Training
Lively, Kurt A.	History
Longacre, Rachel A.	Dental Hygiene
Loudamy, Randall R.	Humanities
Luscomb, Julie A.	Computer Information Systems
Lyons-Coyle, Linda	Nursing
Malloy, Ann M.	Humanities
Marangoni, Kristen L.	English
Marshall, Ruby D.	Health Information Technology
Masse, Melissa R.	Biology
Matthews, David A.	Computer Information Systems
Maxson, James R.	Computer Information Systems
Mayberry, Lori J.	Mathematics and Physics
McAnally, Kathy J.	Accounting and Business
McDevitt, Terry D.	Science & Mathematics
McFadden-May, Susan M. (Molly)	Business and Accounting
McFarland, Benjamin	EMT Paramedic Fire & Emergency Services
McGee, Belinda D.	Child Development
McMahon, Jennifer A.	Interior Design
McRuiz, Michael A.	Digital Media
McWilliams, Michael T.	Mathematics

Merritt, Stephanie M.	Nursing
Meziere, Chrystie M.	Psychology
Miller, Toney G.	Chemistry
Moaliitele, Dorothy A.	Nursing
Montgomery, Linda S.	Nursing
Moore, Katherine	Nursing
Moore, Michael W.	Mathematics
Morris, Lee Anne	Technology Integration and Instructional Design
Morrow, James A.	Political Science
Moyers, Sydnee L.	Political Science
Muse, Sylvia A.	Developmental Writing
Myers-Baker, Christine R.	Humanities
Nelson, John A.	Mathematics
Neubauer, Susan R.	Biology
Nolen, Jan J.	Nursing
Ober, Mitchell A.	General Business
O'Brien, Valerie A.	Anatomy & Physiology/Nutrition
O'Connor, Anthony D.	Economics
O'Meilia, Janice M.	Biology
O'Neal, Susan H.	English
Parish, Michael J.	English
Parli, Joe D.	Chemistry
Parton, Dawn A.	Child Development
Pass, Dewayne G.	Art
Patocka, David L.	Mathematics
Patz, Mark R.	Information Technology
Peña, Tina E.	Spanish
Peevsasser, Shaun W.	Sociology
Phillips, Anne E.	History and Political Science
Phillips, Gay E.	Sociology
Phillips, Lance	Developmental Mathematics
Phillips, Logan J.	Computer Information Systems
Pickering, Millard C.	Criminal Justice
Plunkett, Sarah E.	Nursing
Pockrus, Sydnee L.	Liberal Arts
Porneala, Diana	Economics
Porterfield, Julie M.	Biology
Potter, Brian D.	Developmental Studies
Potts, E. Diane	Human Services
Pyron, Beverly L.	Nursing
Quant, Staci	Nursing
Quijano, Johansen	English
Ramsey, Paulette S.	Biology
Rana, Sandra	Political Science
Reese, Suzanne B.	Physical Therapy
Rich, Cynthia L.	Diagnostic Medical Sonography
Richardson, Sammy W.	Mathematics
Rigert, Heidi R.	Music
Ripp, Sabrina H.	Mathematics
Robison, Victoria J.	Developmental Reading
Rowe, Thomas E.	ESL
Ruskoski, David T.	History
Ryan-Johnson, Kara M.	English and Developmental Studies
Schell, Carter B.	Political Science
Schicke, Joseph	English
Schultz, Jerlyn M.	Liberal Arts
Shihabi, Walid M.	Physical Science
Shilling, Joyce K.	Mathematics

Sholar, Trisha	Developmental Mathematics
Singer, Noah M.	Computer Information Systems
Sivadon, Angela D.	Cardiovascular Technology
Sloan, Dusti K.	Biology
Smith, Matthew R.	Chemistry
Smith, Melinda M.	Business and Computer Information Systems
Smith, Patty B.	Biology
Smith, Philip D.	History
Smith, Sandra S.	Health Information Technology
Smith, William A.	Computer Information Systems
Sowell, Russell W.	Computer Information Systems
Speck, Michael W.	Paralegal Program
Spencer, Diana S.	Science and Math
StarHill, Lawrence D.	Mathematics
Steckelberg, William C.	Physics
Stoops, George Ann (Georgie)	Nursing
Stotts, Kathy G.	Medical Assistant
Stroup, Robyn C.	Biology
Stuckey, Jeffrey L.	English
Sullivan, Françoise D.	French
Sullivan, Rhiannon D.	Nursing
Swanson, Mark S.	Biology
Swicegood, Jacalyn J.	Mathematics
Swiney, Paddy D.	History
Tanzey, Jon A.	Speech
Taylor, George	BIT – Human Resources
Teel, Sydney N.	FACET Center
Tenney, Beth	Allied Health
Thompson, Anna E.	Speech
Thompson, Lu Ann	English
Thurman, Donna	Nursing
Townsend, Sasha M.	Science & Math
Tredway, Donald R.	Biology
Trimble, Diane D.	Mathematics
Trusty, Patricia A.	Geography
Turman, Robert A.	Management
Uddin, Alicia N.	Psychology
Urie, Jeanne S.	English
Varmecky, B. Jane	Speech
Vitali, Nancy J.	Nursing
Wallace, Sharolyn J.	Human Services
Ward, Theodore	Computer Information Systems
Wells Phillips, Mary	Biology
Wescott, Gary W.	Air Traffic Control
Whisnant, Lauri-Beth S.	Nursing
White, Krena L.	Psychology
White, Travis O.	Technology Learning Center
Wiegel, Mark W.	Engineering
Williams, Latondray U.	English
Willis, Roger D.	Computer Information Systems
Wood, Julie L.	Medical Assistant Program
Wood, Kenneth M.	Digital Media
Woods, Steven D.	Humanities/Native American Studies
Youngblood, Stephanie	English
Zingo, Sandra L.	Economics and Business
Zintgraff, Paul E.	English

RECOMMENDATIONS FOR REEMPLOYMENT OF FULL-TIME PROFESSIONAL SUPPORT STAFF-FACULTY:

Adams, Ashley R.	Academic Counselor
Adams, David	Director Student Life
Allen, Diana V.	Senior Academic Advisor
Alonso, Theresa (Terri) M.	Dean Student Affairs
Anderson, Gregory	Senior Academic Advisor
Artis, Frederick D.	Director Administrative Services
Asher, Lindsey D.	CDC Manager
Autrey, Michael G.	Academic Program Compliance Manager
Ballinger, Tracy L.	Director Testing Services
Barton, Cindy E.	C4C Program Manager & GKFF Endowed Chair
Beatie, Jennifer E.	Dean Student Affairs
Behara, Darin K.	Dean Student Affairs
Benton, Deborah E.	Employee Relations Manager
Black, George H.	Director Academic and Campus Services
Blackburn, Reatha E.	Community Campus Manager
Boyes, Heather R.	Assistant Director Student Life
Brennan, Adam G.	Librarian
Broadway, Marsais J.	Director Enrollment Services
Brown, Jennifer L.	Financial Aid Counselor
Brown, Sue A.	Director Communication & Production
Bruce, John D.	Research & Assessment Analyst II
Bryson, James Nathan	International Student Specialist
Bunch, Christy L.	Assistant Director IT Infrastructure Service
Burgin, Nicole P.	Media Relations Specialist
Burlew, Susan A.	Director Academic and Campus Services
Chaboya, Daniel B.	ESL Program Director
Champion, Jennifer L.	New Student Orientation Coordinator
Cizek, Edward J.	Assistant Director Student Life
Coker, Cindy	Assistant Director Enrollment Services
Coleman, Kristie L.	Director Career & Retention Programs
Collier, Annina S.	Dean Center for Creativity & GKFF Endowed Chair
Cook, Craig W.	Assistant Director Information Services
Cooper, Brandy C.	Education Specialist
Cortez, Michael E.	Graphic Design Specialist
Cox, Steven M.	Director, Physical Facilities
Creech, Bill W.	Director Purchasing & Inventory Control
Culp, Kari E.	Senior Director Marketing & Communications
Cunningham, DiAnne H.	Director Academic and Campus Services
Da Corte, Miguel A.	Academic Counselor
David, Kelly A.	Assistant Director Academic Advising
Davidson, Dawn M.	Bursar
Dela Cruz, Jose	Dean Student Affairs
Dominguez, Randy G.	Director Online Learning
Donald, Megan S.	Librarian
Dostal-Shields, Dyawna M.	Student Completion Center Coordinator
Dudley, Harriette	Assoc. Dean Child Development and CDC
Dunbar, Troy M.	Student Life Coordinator
Duncan, Jennifer L.	Director Student Life
Easterling, Mona	STEM Program Manager
Edwards, Kathleen	Financial Aid Counselor
Elliott, Mary M.	Dean Health Sciences
Ellis, Kaye M.	RCDHH Manager
Ellison, Stephen R.	Financial Aid Processing Center Manager

Farley, Molly B.	Director Academic Advising
Farr, Janis E.	Diversity Outreach Coordinator
Fellows, James M.	Symphony Manager
Fernandez, Timothy D.	Director Tulsa Achieves
Fields, Lindsay E.	Director Records & Student Completion Serv.
Fonkalsrud, Kelly Clark	Dean Visual & Performing Arts
Franco, Andres	Artistic Director Performing Arts
Fuller, Jenifer	Education Specialist
Galusha-White, Katy	Student Completion Center Coordinator
Glenn, Mary	Assistant Director Admission & Prospective Student Services
Green, Patrick H.	Dean Workforce & Applied Technologies
Haldeman, Lisa	Librarian
Hall, Julie H.	Director Sponsored Programs
Hall, Mautia	Assistant Director Development
Hampton, Rakista A.	Assistant Director Financial Aid
Hancock, Heather D.	Director Emergency Operations & Title IX Coordinator
Hankins, Rebecca	Senior Academic Advisor
Harmon-Miletello, Karen R.	Director Military Student Support Services and Special Programming
Harris, Christa L.	Compensation and Retirement Manager
Harris, Michael E.	Director Admission & Prospective Student Services
Hawley, Amy S.	Assistant Director Enrollment Services
Haynes, Suzanne	Librarian
Hébert, Connie A.	Associate Dean Science and Mathematics
Heck, Traci L.	Director Compliance & Reporting
Herring, Jon D.	Student Life Coordinator
Hollingsworth, Rick K.	Associate Dean/Endowed Chair Nursing
Holmes, Jamie	Librarian
Holtquist, Laura M.	Assistant Director Career & Retention
Holzmann, Robert R.	Librarian
Hope, Greg	Senior Academic Advisor
Hunt, David A.	IT Support Manager
Hutchings, Rachel	Director of Development
Hutchinson-Lytle, Sarah	Assistant Director Academic Advising
Island, Kandyce	Financial Aid Processing Center Manager
Isley, Cary T.	Catalog Librarian
Ivie, Jennifer	Director Institutional Research & Assessment
Jeffers, Karen R.	Director Financial Aid
Johnson, David H.	Senior Career Advisor
Jones, Jr., Carroll E.	Student Completion Center Coordinator
Jostes, Matthew W.	Graphic and Social Media Manager
Kash, Melissa J.	Library Director
Kennedy, Charles R.	Facilities Maintenance Manager
Kenney, Eileen L.	Assistant VP Enrollment Management
Kent, Lyn B.	Dean Science and Mathematics
Kerns, Lori A.	Director Workforce Development
Kimmons, Ruby	Assistant Director Enrollment Services
Kirby, Tony L.	RCDHH Specialist
Knight, Lori C.	Academic Counselor
Knight, Lori P.	Institutional Research Manager
Kuhns, Amanda L.	Library Director
Lane, Philip	Marketing & Digital Content Specialist
Lastinger, Terry E.	Assistant Director Purchasing
Lawless, Lennette F.	Director Student Judicial Affairs & Safety
Leach, Amy L.	Assistant Director Student Life
Liggins, Shawn A.	Employment Manager

Limas, Michael J.	Director Academic and Campus Services
Logan, Mike A.	Facilities Maintenance Manager
Makres, Arva. M (Missy)	Assistant Director Financial Aid
Marrs, Cheryl J.	Academic Program Accountability Manager
Marshall, Cynthia A.	Academic Program Compliance Specialist
McCullough, Melissa R.	Retention Specialist
McDaniel, Amanda	Senior Academic Advisor
McMullen, Mark R.	Controller
McQueen, Jessica	Student Life Coordinator
Millican, Paula D.	Education Specialist
Moss, Qi Z.	Assistant Director Facilities Management
Mounger, Matthew S.	Assistant Director Academic Advising
Nobles, Stacy P.	Academic Counselor
Norman, Amy C.	Librarian
Nowell, Jeanine M.	Business Intelligence Manager
Oneal, JoAnna M.	Assistant Director Testing Services
Owens, Jeff D.	Assistant Director Human Resources
Pickering, Susanne T.	Senior Academic Advisor
Poth, David R.	Dean Business and Information Technology
Price, Douglas B.	Director Global Learning
Rabe, Matthew E.	Assistant Director Financial Aid
Reynolds, Rondalyn R.	Academic Counselor
Rhom, Steve	Web Manager
Richiez, Edwin	Senior Academic Advisor
Sadhoo, Jonathan D.	Director Campus Stores
Scalf, Kelly D.	Senior Academic Advisor
Schnetzer, Joseph	Retention Specialist
Settoon, Paula L.	Dean Libraries
Shanks, Cindy	Dean Engaged Learning
Siftar, Michael	Chief Technology Officer
Simmons, Melody A.	Senior Academic Advisor
Sink, Ronnie R.	Facilities Maintenance Manager
Skopek, Tracy A.	Dean Liberal Arts and Communication
Smith, Charly C.	Financial Aid Counselor
Smith, Linda S.	Director Grant Compliance and Accounting
Sossaman, Rebecca D.	Assistant Director Testing Services
Stanley, Cheryl	Assistant Director Assessment
Steadley, Melissa (Lissa)	Director Concurrent Enrollment
Steele, Kassey	Director Student Life
Stilson, George R.	Retention Specialist
Stratton, Danny L.	Facilities Maintenance Manager
Sullivan, Bradley J.	Assistant Director Student Life
Tarver, Eunice N.	Assistant Vice President Diversity & Inclusion
Taylor, Andy K.	Librarian
Tayrien, Joanne G.	Financial Aid Counselor
Thompson, Darlene K.	Director Service Center
Tichenor, Emily A.	Library Director
Tindell, Linda K.	Senior Career Advisor
Titsworth Ingold, Stephanie A.	Library Director
Tsotsoros, Christopher J.	Senior Academic Advisor
Turner, Patricia G.	Director Inclusion Programs
Wandke, Salli S.	Academic Counselor
Watkins, Patricia K.	Academic Counselor
Waxman, Barbara L.	Sponsored Programs Coordinator
White, Lindsay C.	Director Diversity Outreach Programs
Whitney, Jocelyn A.	Associate Dean Communication Services
Wideman, Lowell E.	Director Campus Public Safety
Williams, Yolanda R.	Director EAC

Willyard, Paula	Dean Community Campuses
Wise, Matthew A.	Director Aviation Center
Young-Allen, Gary D.	Academic Counselor

GRANT/CONTRACT FUNDED/SUPPORTED POSITIONS

		Grant Supported	Partially Grant Supported
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CARL PERKINS

Brewer, Deleise C.	Concurrent Enrollment Specialist	Conf. Ctr	X	
Morecraft, Adrienne J.	Education Specialist		X	

DEPT. OF LABOR ADV. MANUFACTURING – CCCT GRANT until 09/30/16

Campbell, Sandra K.	Academic Counselor		X	
Wild, Elizabeth W.	TAACCCT Project Director		X	

EDUCATIONAL OPPORTUNITY GRANT

Jones, Vicki L.	EOC Program Director*			
Marshall, Shay D.	Academic Counselor		X	
Sago, Clinton J.	Academic Counselor		X	
Walston, Penny A.	Academic Counselor		X	

GEARUP GRANT

Starr LaBrott	Sr. Academic Advisor/Gear Up Counselor		X	
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KAISER INFANT/TODDLER GRANT

Bennett, Melinda A.	Education Specialist			X
Chase, Amber	Bridging the Gap Program Director			X

NATIONAL AVIATION CONSORTIUM (NAC) until 09/30/16

Wilkinson, Rebekah L.	NAC Program Coordinator		X	
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OKLAHOMA INNOVATION GRANT

Tambra Xan Black	Director Tulsa Regional STEM Alliance			X
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*TCC Funded

Grant Supported	Partially Grant Supported
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OKLAHOMA MANUFACTURING ALLIANCE

Allison, Christine T.	Manufacturing Extension Agent*		X
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SCHOLARS FOR EXCELLENCE GRANT

Schad, Melissa	Education Specialist	X	
Watkins, Ashley D.	Education Specialist	X	

TRIO – SSS

Gordon, Ginelle R.	TRIO-SSS Program Director*		
Hopkins, John M.	Academic Counselor	X	
Rodriguez, Fernando	Academic Counselor	X	

WORKFORCE INVESTMENT ACT

Goodson, Rebecca L.	WIA Fiscal Compliance Coordinator	X	
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*TCC Funded

ADDENDUM FOR PURCHASING CONSENT ITEMS:

Items listed under Purchasing Consent Items will be enacted by one motion with no separate discussion. If discussion on an item is desired, the item will be removed from the “Consent Agenda” and considered separately.

1. Purchase of Consulting Services

Authorization to enter into a contractual agreement with Council for Adult and Experiential Learning for the purchase of consulting services. This purchase is grant funded by the Department of Labor.

Noncompetitive Acquisition of Professional Services

Total Purchase: **\$86,400.00**

2. Purchase of Software as a Service

Authorization to enter into a contractual agreement with Blackboard for the purchase of software as a service.

Sole Sourced Purchase

Total Purchase: **\$57,291.13**

3. Purchase of Equipment Repairs

Authorization to enter into a contractual agreement with Carrier Commercial Services for the purchase of equipment repairs.

TIPS Purchasing Consortium Contract #1032615

Total Purchase: **\$67,450.00**

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TULSA COMMUNITY COLLEGE

FINANCIAL REPORT

MONTH ENDING MARCH 2016

TULSA COMMUNITY COLLEGE

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Educational & General

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Category

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TULSA COMMUNITY COLLEGE
STATEMENT OF REVENUE AND EXPENDITURES COMPARISON
FOR THE PERIOD ENDING MARCH 31, 2016 AND MARCH 31, 2015

	MARCH FY16			MARCH FY15			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
Revenue								
Education & General								
State Appropriations	\$ 36,600,023	\$ 24,960,399	68.2%	\$ 37,689,803	\$ 30,267,350	80.3%	\$ (5,306,951)	-17.5%
Revolving Fund	2,839,046	3,170,017	111.7%	2,520,429	2,944,981	116.8%	225,036	7.6%
Resident Tuition	27,636,535	25,476,954	92.2%	29,552,922	25,154,617	85.1%	322,337	1.3%
Non-Resident Tuition	2,578,634	2,306,755	89.5%	2,473,585	2,281,043	92.2%	25,712	1.1%
Student Fees	6,180,408	5,562,113	90.0%	6,334,074	5,388,458	85.1%	173,655	3.2%
Local Appropriations	37,683,613	20,500,000	54.4%	36,912,149	19,300,000	52.3%	1,200,000	6.2%
Total	\$ 113,518,259	\$ 81,976,237	72.2%	\$ 115,482,962	\$ 85,336,449	73.9%	\$ (3,360,212)	-3.9%
Auxiliary Enterprises								
Campus Store	\$ 8,816,213	\$ 6,659,024	75.5%	\$ 9,350,000	\$ 7,569,321	81.0%	\$ (910,297)	-12.0%
Student Activities	2,471,419	2,054,678	83.1%	2,574,681	2,124,406	82.5%	(69,729)	-3.3%
Other Auxiliary Enterprises	7,745,885	3,462,209	44.7%	7,773,913	3,653,990	47.0%	(191,781)	-5.2%
Total	\$ 19,033,517	\$ 12,175,910	64.0%	\$ 19,698,594	\$ 13,347,717	67.8%	\$ (1,171,807)	-8.8%
Restricted								
Institutional Grants	\$ 7,732,911	\$ 4,964,078	64.2%	\$ 7,947,090	\$ 5,406,170	68.0%	\$ (442,092)	-8.2%
State Student Grants	4,392,014	3,487,456	79.4%	3,763,651	4,074,395	108.3%	(586,939)	-14.4%
Total	\$ 12,124,925	\$ 8,451,534	69.7%	\$ 11,710,741	\$ 9,480,565	81.0%	\$ (1,029,031)	-10.9%
TOTAL REVENUE	\$144,676,701	\$102,603,681	70.9%	\$146,892,297	\$108,164,731	73.6%	\$ (5,561,050)	-5.1%
Expenditures								
Education & General								
Instruction	\$ 47,642,238	\$ 28,539,872	59.9%	\$ 55,636,690	\$ 35,874,925	64.5%	\$ (7,335,053)	-20.4%
Public Service	544,020	92,140	16.9%	1,886,885	622,706	33.0%	(530,566)	-85.2%
Academic Support	20,099,642	13,654,939	67.9%	10,290,476	5,606,052	54.5%	8,048,887	143.6%
Student Services	9,029,409	6,137,731	68.0%	13,141,064	9,328,268	71.0%	(3,190,537)	-34.2%
Institutional Support	14,079,500	11,038,951	78.4%	14,601,306	10,510,432	72.0%	528,519	5.0%
Operation/ Maintenance of Plant	16,307,411	11,827,693	72.5%	14,695,247	12,156,981	82.7%	(329,288)	-2.7%
Tuition Waivers	3,375,756	3,214,152	95.2%	3,261,600	2,979,254	91.3%	234,898	7.9%
Scholarships	4,145,100	4,064,905	98.1%	4,294,440	3,722,082	86.7%	342,823	9.2%
Total	\$ 115,223,076	\$ 78,570,382	68.2%	\$ 117,807,708	\$ 80,800,700	68.6%	\$ (2,230,318)	-2.8%
Auxiliary Enterprises								
Campus Store	\$ 7,241,877	\$ 6,707,805	92.6%	\$ 8,498,821	\$ 7,838,062	92.2%	\$ (1,130,258)	-14.4%
Student Activities	2,439,017	1,634,527	67.0%	2,786,430	1,758,497	63.1%	(123,970)	-7.0%
Other Auxiliary Enterprises	7,736,844	3,129,468	40.4%	10,133,554	4,347,083	42.9%	(1,217,615)	-28.0%
Total	\$ 17,417,738	\$ 11,471,800	65.9%	\$ 21,418,805	\$ 13,943,642	65.1%	\$ (2,471,842)	-17.7%
Restricted								
Institutional Grants	\$ 7,732,911	\$ 5,198,785	67.2%	\$ 7,947,090	\$ 5,396,758	67.9%	\$ (197,973)	-3.7%
State Student Grants	4,392,014	3,457,417	78.7%	3,763,651	3,939,661	104.7%	(482,244)	-12.2%
Total	\$ 12,124,925	\$ 8,656,202	71.4%	\$ 11,710,741	\$ 9,336,419	79.7%	\$ (680,217)	-7.3%
TOTAL EXPENDITURES	\$ 144,765,739	\$ 98,698,384	68.2%	\$ 150,937,254	\$ 104,080,761	69.0%	\$ (5,382,377)	-5.2%

**TULSA COMMUNITY COLLEGE
EXPENDITURE SUMMARY BY CATEGORY
FOR THE PERIOD ENDING MARCH 31, 2016 AND MARCH 31, 2015**

	MARCH FY16			MARCH FY15			\$ Change	Percent Change
	Budget	Year to date	Percent of Budget	Budget	Year to date	Percent of Budget		
EDUCATION AND GENERAL								
Salaries & Wages								
Faculty	\$ 18,288,189	\$ 11,703,859	64.0%	\$ 18,693,488	\$ 12,225,419	65.4%	\$ (521,560)	-4.3%
Adjunct Faculty	12,893,590	7,051,894	54.7%	13,220,130	8,464,254	64.0%	(1,412,360)	-16.7%
Professional	11,599,149	8,652,670	74.6%	12,544,963	8,770,062	69.9%	(117,392)	-1.3%
Classified Exempt	4,479,153	3,138,298	70.1%	4,302,724	3,076,861	71.5%	61,437	2.0%
Classified Hourly	14,440,059	9,708,210	67.2%	15,438,720	10,425,296	67.5%	(717,086)	-6.9%
TOTAL	\$ 61,700,140	\$ 40,254,932	65.2%	\$ 64,200,025	\$ 42,961,892	66.9%	\$ (2,706,960)	-6.3%
Staff Benefits	\$ 22,047,079	\$ 15,029,540	68.2%	\$ 22,763,194	\$ 15,363,332	67.5%	(333,792)	-2.2%
Professional Services	3,522,742	1,906,601	54.1%	3,749,510	1,601,251	42.7%	305,350	19.1%
Operating Services	14,883,965	9,798,347	65.8%	13,066,210	9,780,461	74.9%	17,886	0.2%
Supplies and Materials	1,875,717	1,031,727	55.0%	1,917,792	983,454	51.3%	48,273	4.9%
Travel	750,533	408,626	54.4%	779,479	434,138	55.7%	(25,512)	-5.9%
Utilities	2,015,900	1,260,984	62.6%	2,035,000	1,358,306	66.7%	(97,322)	-7.2%
Tuition Waivers	3,375,756	3,214,152	95.2%	3,261,600	2,979,254	91.3%	234,898	7.9%
Scholarships	4,145,100	4,064,905	98.1%	4,294,440	3,722,082	86.7%	342,823	9.2%
Furniture & Equipment	906,144	1,600,568	176.6%	1,740,458	1,616,530	92.9%	(15,962)	-1.0%
TOTAL	\$ 115,223,076	\$ 78,570,382	68.2%	\$ 117,807,708	\$ 80,800,700	68.6%	\$ (2,230,318)	-2.8%

TULSA COMMUNITY COLLEGE
EXPENDITURE SUMMARY BY CATEGORY
FOR THE PERIOD ENDING MARCH 31, 2016 AND MARCH 31, 2015

CAMPUS STORE

Salaries & Wages

Professional & Classified Exempt	\$ 306,629	\$ 245,511	80.1%	\$ 300,089	\$ 229,081	76.3%	\$ 16,430	7.2%
Classified Hourly	599,206	400,786	66.9%	726,640	432,524	59.5%	(31,738)	-7.3%
Total Salaries & Wages	\$ 905,835	\$ 646,297	71.3%	\$ 1,026,729	\$ 661,605	64.4%	\$ (15,308)	-2.3%
Staff Benefits	\$ 320,542	\$ 206,782	64.5%	\$ 342,592	\$ 225,799	65.9%	\$ (19,018)	-8.4%
Professional Services	-	8,048	0.0%	-	-	0.0%	8,048	100.0%
Operating Services	180,500	38,784	21.5%	352,500	68,993	19.6%	(30,209)	-43.8%
Supplies and Materials	-	92	0.0%	-	-	0.0%	92	100.0%
Travel	15,000	3,194	21.3%	5,000	2,332	46.6%	862	37.0%
Utilities	40,000	17,513	43.8%	40,000	18,865	47.2%	(1,352)	-7.2%
Items for Resale - Campus Store	5,780,000	5,787,095	100.1%	6,732,000	6,835,297	101.5%	(1,048,202)	-15.3%
Furniture & Equipment	-	-	0.0%	-	25,171	0.0%	(25,171)	-100.0%
TOTAL	\$ 7,241,877	\$ 6,707,805	92.6%	\$ 8,498,821	\$ 7,838,062	92.2%	\$ (1,130,258)	-14.4%

STUDENT ACTIVITIES

Salaries & Wages

Professional	\$ 564,340	\$ 432,800	76.7%	\$ 628,529	\$ 415,311	66.1%	\$ 17,489	4.2%
Classified Hourly	808,166	466,000	57.7%	829,398	510,278	61.5%	(44,278)	-8.7%
Total Salaries & Wages	\$ 1,372,506	\$ 898,800	65.5%	\$ 1,457,927	\$ 925,589	63.5%	\$ (26,789)	-2.9%
Staff Benefits	\$ 396,565	\$ 358,659	90.4%	\$ 535,678	\$ 369,747	69.0%	\$ (11,088)	-3.0%
Professional Services	39,260	15,738	40.1%	91,900	18,584	20.2%	(2,846)	-15.3%
Operating Services	220,766	129,759	58.8%	218,602	150,135	68.7%	(20,376)	-13.6%
Supplies and Materials	215,000	145,960	67.9%	175,000	133,622	76.4%	12,338	9.2%
Travel	104,920	29,077	27.7%	99,875	27,078	27.1%	1,999	7.4%
Furniture & Equipment	-	12,288	0.0%	66,448	73,853	111.1%	(61,565)	-83.4%
Items for Resale	90,000	44,245	49.2%	141,000	59,889	42.5%	(15,644)	-26.1%
TOTAL	\$ 2,439,017	\$ 1,634,527	67.0%	\$ 2,786,430	\$ 1,758,497	63.1%	\$ (123,970)	-7.0%

OTHER AUXILIARY ENTERPRISES

Salaries & Wages

Professional	\$ 82,000	\$ 164,622	200.8%	\$ 56,343	\$ 42,535	75.5%	\$ 122,087	287.0%
Adjunct Faculty	146,713	101,785	69.4%	127,170	177,550	139.6%	(75,765)	-42.7%
Classified Hourly	320,000	268,204	83.8%	320,000	264,524	82.7%	3,680	1.4%
Total Salaries & Wages	\$ 548,713	\$ 534,610	97.4%	\$ 503,513	\$ 484,609	96.2%	\$ 50,001	10.3%
Staff Benefits	\$ 65,613	\$ 83,834	127.8%	\$ 87,726	\$ 62,873	71.7%	\$ 20,961	33.3%
Professional Services	398,000	264,658	66.5%	552,120	332,803	60.3%	(68,145)	-20.5%
Operating Services	3,847,418	1,007,083	26.2%	5,657,218	1,765,824	31.2%	(758,741)	-43.0%
Supplies and Materials	-	228,574	0.0%	300,000	236,977	79.0%	(8,403)	-3.5%
Travel	-	18,459	0.0%	32,900	27,894	84.8%	(9,435)	-33.8%
Utilities	870,000	472,869	54.4%	870,000	509,365	58.5%	(36,496)	-7.2%
Scholarship & Refunds	-	-	0.0%	-	-	0.0%	-	0.0%
Bond Principal and Expense	2,000,000	432,958	21.6%	2,012,777	902,997	44.9%	(470,039)	-52.1%
Furniture & Equipment	-	84,938	0.0%	117,300	21,640	18.4%	63,298	292.5%
Items for Resale	7,100	1,485	20.9%	-	2,101	0.0%	(616)	-29.3%
TOTAL	\$ 7,736,844	\$ 3,129,468	40.4%	\$ 10,133,554	\$ 4,347,083	42.9%	\$ (1,217,615)	-28.0%

AMENDMENT FOR TERMINATING DEFINED CONTRIBUTION PLAN

Tulsa Community College (“Employer”), adopts this Amendment to the **Tulsa Community College Executive Retention Program** (“Plan”).

**ARTICLE I
PREAMBLE**

- 1.1 **Adoption and effective date of Amendment.** The Employer adopts this Amendment to terminate the Plan effective as of the “Effective Date of Plan Termination” specified in Amendment Section 2.1 below.
- 1.2 **Superseding of inconsistent provisions.** This Amendment supersedes the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment.
- 1.3 **Construction.** Except as otherwise provided in this Amendment, any reference to “Section” in this Amendment refers only to sections within this Amendment, and is not a reference to the Plan. The Article and Section numbering in this Amendment is solely for purposes of this Amendment, and does not relate to the Plan article, section or other numbering designations.

**ARTICLE II
EFFECTIVE DATE, BENEFIT ACCRUAL AND DISTRIBUTION**

The Employer must complete 2.1.a. below.

- 2.1 **Plan Termination.** The Plan is terminated as of the Effective Date of Plan Termination.
 - a. **The Effective Date of Plan Termination is: April 21, 2016.**
- 2.2 **Cessation of accruals.** No Participants shall enter the Plan after the Effective Date of Plan Termination, and there will be no benefit accruals after such date. Furthermore, in determining any benefit accruals prior to the Effective Date of Plan Termination, the Plan will not take into account Compensation paid after the Effective Date.
- 2.3 **Distributions.** The Plan Administrator shall direct that distributions be made to Participants and Beneficiaries within a reasonable period of time after the Effective Date of Plan Termination. Notwithstanding any provision in the Plan to the contrary, if the Plan is a Profit Sharing or 401(k) Plan that is not required to provide for distributions in the form of a qualified joint and survivor annuity pursuant to Code §§ 401(a)(11) and 417 and the Employer does not maintain another defined contribution Plan (other than an ESOP), then the Plan will distribute benefits to Participants and Beneficiaries in a lump-sum payment, regardless of the Participant’s or Beneficiary’s consent to such distribution.
- 2.4 **Plan Year.** The Plan Administrator will administer the Plan as though the Plan Year that includes the Effective Date of Plan Termination ends on the Effective Date of Plan Termination. This provision applies for all plan administration purposes, including the application of the Top-Heavy requirements under Code §416, the limitation year under Code §415 and any allocation conditions imposed by the Plan. However, the plan termination does not change the Plan Year for purposes of ERISA, including ERISA’s reporting and disclosure requirements.

This Amendment has been executed this _____ day of _____, _____.

Name of Plan: **Tulsa Community College Executive Retention Program**

Name of Employer: **Tulsa Community College**

By: _____

[Print Name, Title]

Plan Related Amendments

SUMMARY PLAN DESCRIPTION MATERIAL MODIFICATIONS

I

INTRODUCTION

This is a Summary of Material Modifications regarding the **Tulsa Community College Executive Retention Program** ("Plan"). This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

II

SUMMARY OF CHANGES

Plan Termination. The Plan is terminated effective as of **April 21, 2016**. This means that no more contributions will be made after this date and the Plan Administrator will begin the process of making distributions, in accordance with the terms of the Plan, within a reasonable period of time after the termination date.