

PCC's Virtual Suggestion Box

Suggestions & Responses

2022-2023

(Archived suggestions and responses can be found on the T-Drive:
Executive Council Meeting Minutes: Suggestion Box Archives)

Suggestion Box Comment 2 (8/18/22)

Several months ago an equity salary study identified the majority of employees that were under paid. During multiple town halls Dr. Senegal stated repeatedly that current budgets lacked the funds available to accommodate any adjustments for those grossly underpaid hard working employees. Recently, the board approved a \$10,000 raise for Dr. Senegal which she gladly accepted. This has occurred multiple years in a row. All while knowing her employees were struggling to make minimum proposed salaries. She was not identified in this study as needing an adjustment. Please explain your actions as the President and as the Board for treating your valued employees with such blatant disrespect.

Response:

The community college president serves a unique role for the institution that includes tremendous responsibilities and accountability. The state recognizes this and therefore allows for a separate process by which compensation is determined. As such, the president's salary and benefits are covered with a direct allocation from the state and is outside of the funding that is assigned for all other employee salaries.

Additionally, the board of trustees conducts an annual review of the president, which is not only required by the state board of community colleges but is also a best practice for any executive position. The evaluation included a number of key performance metrics, of which they determined she met or exceeded in all categories. Furthermore, the board recognized her performance and felt it was entirely appropriate to ensure that her salary was in line with other peer institutions.

It's important to note that there was a market adjustment a year BEFORE the salary and equity study that moved the PCC president from being the lowest paid president in her peer group. The Board decided to award a one-time bonus for service this past year, which is allowed in her three-year contract.

I encourage you to join us in our efforts to find new ways to strengthen the college to live out its mission to transform lives, strengthen community and inspire individuals to excellence.

It's what we focus on every day, and it makes the work more rewarding.

Suggestion Box Comment 1 (8/9/22)

The laptop giveaway was a huge success for the college and a big WIN for the students. Please keep doing such meaningful things for our students.

Response:

Thank you so much for taking the time to share your thoughts with us.

As a result of a unanimous decision by PCC's Executive Council, our students received laptops this fall. Since the start of the pandemic access to reliable educational technology and other equipment has been a barrier for many students in our rural service areas.

Our senior leadership team strives to provide as many resources as possible to assist our students in achieving academic success and bridging the technology gap that so many in our community face. We were fortunate to receive additional federal funding that will allow us to continue providing laptops to students in the spring.