

## 2024 Great Colleges To Work For Reports

As mentioned at the Town Hall on September 23, The Chronicle For Higher Education's Great Colleges to Work For survey results are back. Although our scores remained very similar to last year, Cabinet, committees, and constituent groups have been discussing the results and making plans to implement and/or create improvement plans in some of these areas. For your convenience, the links for the 2024 reports are below:

- [Topline Results](#)
- [Topline Results by Faculty](#)
- [Topline Results by Job Category](#)

## Town Hall Follow-up

A recording of the September 23 Employee Town Hall can be found by clicking the following link: [Town Hall: State of the College – 2024/09/23 13:55 CDT – Recording](#). Several questions were submitted electronically or asked during the live Town Hall meeting. The questions and responses below:

**How can the college become more sustainably responsible? There seems to be a lot of things that are just thrown away, what can we do to recycle more?**

*While the Task Force continues developing an institutional facilities plan, they met recently on September 11th to discuss key priorities, including Accessibility and Functionality, Aesthetics and Impressions, and Safety and Security. They are also actively addressing and refining the goal statements related to Sustainability, such as environmental responsibility and energy efficiency. These priorities and goals are expected to play a key role in shaping our 2026-2030 Facilities Planning efforts.*

*Additionally, in a related effort, Mike Glisson, Director of Purchasing and Auxiliary Services, has begun discussions with Great Western Dining about exploring more environmentally friendly serving options, such as plates and utensils, for the Viking Café. We welcome ongoing feedback through the Facilities, Environment, and Safety Committee, the Facilities Master Planning Task Force, or through our constituent groups.*

**I've been told by my supervisor that I am not able to work from home for child care reasons (if I am unable to take my child to daycare for some reason). I was told I'd have to use vacation or personal time. But I've heard of several other people in supervisory positions who do this. They work from home because they are caring for their child/grandchild. They do not take the day off. They just work from home while doing childcare. Could you please clarify the policy?**

*The Remote Work Board Policy and Procedure states that hybrid or fully remote work arrangements cannot be used as a substitute for regular childcare. However, supervisors do have the discretion to approve ad hoc remote work requests for short-term situations, typically one day or less, when an employee needs to unexpectedly care for a dependent. In these cases, employees may need to use a partial day of leave. When considering ad hoc remote work requests, supervisors should consider the performance and productivity of the employee and the potential impact that the remote work arrangement would have on the department and other employees. If you have any questions or would like further clarification on this policy, please feel free to reach out to Tasha Welsh for guidance.*

**Now that the new dorm/campus police office construction has been completed, is there a timeline on when Mel Carnahan Dr. will be fixed and repaved?**

*The Finance and Administration Office has maintained communication with the City of Hillsboro regarding the status of Mel Carnahan Drive. As many of you know, this road falls within the city limits, so the college does not have authority over its maintenance or repairs. With the construction at the new Viking Woods building now complete, the city is planning to repave Mel Carnahan Drive. During the Hillsboro City Council meeting on September 9th, the Council approved the advertisement for proposals for the repaving project. We expect to receive further updates from the City Administrator's office soon, and we will share details about the repaving efforts through the MyJeffco announcement portal in the coming weeks.*

**Would it be possible to offer more accommodating food options at employee centered events? As someone who has to eat a gluten free diet and is also allergic to some fruits, I find it hard to participate in a lot of things (Employee Connects as an example). I know it is difficult to accommodate everyone, but this was just a thought!**

*The level of service we've had from Great Western Dining has been very good; they've been flexible in accommodating a variety of dietary needs for our residents in Viking Woods as a component of their meal plan contract, including gluten-free and vegan options. During Opening Week, for example, they were able to meet a last-minute request for special dietary options on short notice. If you have any similar needs, they're ready to work with you. Just let them know your requirements, and they'll be able to handle the rest for your event. Additionally, Cabinet has also noted these concerns and is working to increase options for employee events like the monthly Employee Connect.*

**Is it possible for our paychecks to be paid once a week or bi-weekly?**

Currently, our college pays employees once per month, which aligns with our financial planning and payroll processing systems. Maintaining a monthly pay schedule allows us to streamline our processes and ensure accuracy and efficiency in managing payroll, benefits, and budget allocations. We believe this is a common practice in higher education, and know of at least two other community colleges in Missouri that pay monthly. However, Tasha plans to discuss this during the CHRO meeting at the MCCA Convention in November. Changing to a bi-weekly or weekly schedule could require significant adjustments to payroll processing and financial systems. As we explore this further, if there are any concerns or challenges you're facing with monthly pay, reach out to the HR department as they are happy to discuss resources available to employees that may assist in managing finances.

**In the past some of the tuition discounts/waivers applied to both full-time employees and PSRS/PEERS retirees of JC. Is that the case?**

*Yes. Policy II-021 states It shall be the policy of the Board of Trustees that tuition may be waived for the benefit of employees, adjunct faculty, retirees, and eligible dependents of full-time regular employees/retired full-time regular employees who enroll in Jefferson College credit and continuing education classes. The waiver is subject to several conditions that are outlined within the policy.*

**With regards to the Jefferson College Tuition Waiver, if taking Tier Two courses (\$230 per hour) here, will the piece not covered by A+ due to the State's A+ Cap (\$215 per credit hour) be paid by a partial waiver benefit amount?**

*Currently, the College's policy reflects a waiver for employees and their dependents of tuition be available for credit courses in all tiers up to the Tier One tuition amount per credit hour. Cabinet is collecting and reviewing data to determine the budget impact if this policy is modified to include waivers to address the gap in Tier Two or Tier Three tuition rates in the case where an employee or dependent receives A+ or additional scholarship aid. Once we review this data and make a decision, we will share that information with all employees.*

*The tuition rates for reimbursement were also asked to be clarified at the Town Hall meeting. The Business Office will post both the undergraduate and graduate tuition reimbursement rates on the website (from UMSL and/or Mizzou, whichever reimburses at a higher rate) and keep them updated.*

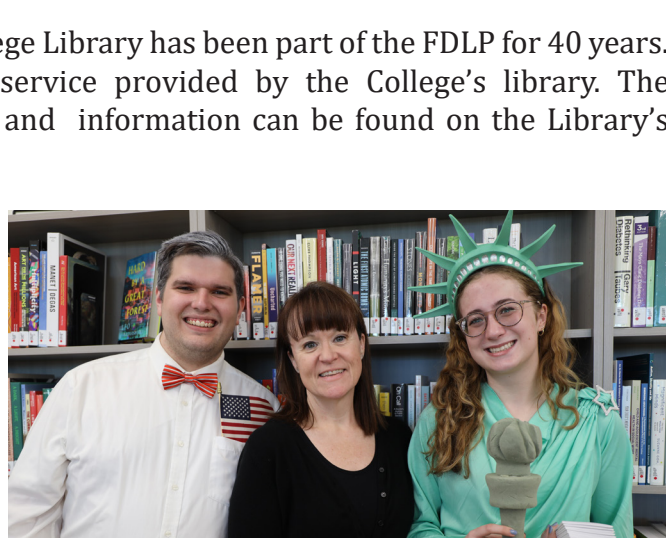
*More information can be found on the [Employee Tuition Benefits](#) webpage.*

## New Website

Special thanks to Erin Bova and Liam Ryan for the extensive effort that went into the redesign of the College's website. Although we are still working through making changes and training staff on updating content, the videos, recent pictures, and fresh look of the site are appealing to users. If you notice any broken links or missing items, please make sure to report the issue on this [form](#).

## 40 Years of the Federal Depository Library Program

In case you missed last week's celebration, Jefferson College Library has been part of the FDLP for 40 years. The event was a wonderful testament to the great service provided by the College's library. The anniversary celebration continues throughout the year and information can be found on the Library's [FDLP 40 Years at Jefferson College Libguide](#).



## Board of Trustees Update

Trustee Marc Williams recently resigned his seat on the College's Board of Trustees. The Board of Trustees is currently discussing appointing a new Trustee until the election in April 2025. Policy I-003 (and the Missouri statute referenced in this policy) states:

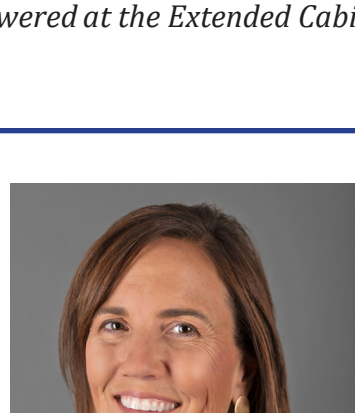
It shall be the policy of the Board of Trustees that when a vacancy occurs in the membership of the Board from any cause, it shall be the duty of the Secretary to certify such fact to the Board. After such certification, the Trustees at a regular or special meeting shall nominate and appoint a temporary successor Trustee to serve until the next election held by or for the District, at which time a continuing Trustee shall be elected for the unexpired term, in accordance with RSMo 178.830.

Soon, you will see the College's advertisement in The Leader for the election of new Trustees, which will be held in April 2025. In addition to two six-year terms (Ron Scaggs and Krystal Hargis seats) being filled by the two individuals receiving the most votes, the candidate on the ballot receiving the third most votes will fill the remaining four years of this unexpired term.

## Great Opportunities

- **Social Work Service Learning Project** - Creation of a memory wall to remember those who have died and recognize those who are grieving. Stop by the first floor of the Library, October 28-November 8. The event and display illustrates that we are not alone in our grief and that support is available.
- **Viking Woods Thanksgiving Dinner, Monday November 18** - If you would like to support the Viking Woods staff in providing students in housing with a traditional Thanksgiving meal, please consider donating, serving, or both! You can fill in your information/donation on this [Google Sheet](#). If you have questions, reach out to Keri Schmidt or Angi Bassin.

Reminder: Anonymous questions for Cabinet can be submitted through [this link](#). These questions are answered at the Extended Cabinet meeting and then shared in future President's Updates.



**Hope you're having a great fall semester!**

**- Dena**

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