

# MINUTES

## GOVERNANCE COUNCIL – November 3, 2021

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**Members Present:** Chris Bailey, Wendy Hall, Kristen Finnel, Nolan Wheeler, Kendra Sprague, Brad Benjamin, Catie Graham, Dana Cummings, Mark Gaither, Adam Wolfer, Carole McCormick, and Bryanna Smith.

1. **Minutes of October 6, 2021**

*Minutes were approved unanimously*

2. **College Values and Vaccine Mandate -**

Some concerns have been raised regarding the issue of vaccinated individuals speaking ill of employees who were granted exemptions from the vaccine mandate. Some employees have expressed feeling like this is a new form of workplace harassment causing a hostile work environment in some areas. LCC has been working hard to find the balance between protecting community health and safety and respecting individuals' rights. It is important to have a mechanism in place to have the discussions and address these types of issues head on. Some employees have been reaching out to HR and situations have been addressed on an individual level. Employees will be encouraged to reach out to supervisors/HR in regards to any type of workplace harassment. The topic will also be frequently included in discussion at department meetings.

3. **Accreditation Update -**

LCC recently had a remarkable accreditation visit thanks to all the work that has been done at the college in the last couple of years. LCC was commended on strong vision and leadership along with having robust systems and processes. Based on information received from other colleges, it was expected to get dinged on assessment, but LCC was instead described as a culture of assessment. The evaluators even positively commented on the institutional monitoring process at LCC.

4. **Other-**

Wendy Hall thanked faculty members for their continued dedication to serving students during this challenging time.

With no further comments, the meeting was adjourned at 4:06 PM.