

**North Central State College  
Board of Trustees' Meeting  
August 25, 2021**

**I. CALL TO ORDER**

NOTE: Due to the continuing circumstances brought about by the COVID-19 pandemic, section 12 of House Bill 197 temporarily extended Trustee participation in Regular Open Meetings via teleconference and similar means beyond December 1, 2020. Such participation may also be counted for Trustee attendance and applied towards meeting quorum requirements for that meeting. This meeting was held in a hybrid format with some participants attending in-person in the Board Room (165-Fallerius) and others online via Zoom.

Chair Smith called the meeting to order at 5:32 p.m. in a Zoom hybrid meeting space. At that time, he asked all to rise and join him in reciting the pledge of allegiance followed by his reading of the Global ENDS Policy for North Central State College.

**II. ROLL CALL**

The Secretary, Mr. Stephen Williams called the roll.

**Present:**

Mr. Mark Masters  
Dr. Dwight McElfresh  
Mr. Roger Miller  
Ms. Elisabeth Morando  
Ms. Linda Nelson  
Mr. Matthew Smith  
Mr. Steven Stone  
Ms. Kimberly Winkle

**Absent:**

Ms. Pamela Mowry

**III. INTRODUCTION OF GUESTS**

Board Chair, Mr. Matthew Smith asked President Dorey Diab to introduce the guests present. President Diab acknowledged the presence of: Dr. Kelly Gray, Vice President of Academic Services; Ms. Lori McKee, Vice President of Business Services; Mr. Tom Prendergast, Vice President of Students Services; Ms. Chris Copper, Vice President of the College Foundation; Ms. Sara Rollo and Ms. Tonya Stanger representing the Faculty.

**IV. FOCUS OF THE MEETING – *Mr. Matthew Smith***

Mr. Matthew Smith explained that the primary focus of tonight's meeting will include: Attendance to our Required Approval Agenda that will include consideration of the Consent Agenda, Treasurer's Reports for June and July 202, the Collective Bargaining Agreement with the Faculty Association, an amendment to the Board Attendance Policy and our Policy Governance Agenda. There will be an Executive Session to discuss the contract and compensation of a public employee. There will be additional business expected to follow the Executive Session.

## **V. OSU-MANSFIELD ADVISORY BOARD REPORT**

Board Chair, Mr. Matthew Smith announced that Mr. James Goudy was not present therefore there will not be an OSU-M Advisory Board Report.

## **VI. PRESIDENT'S REPORT – *Dr. Dorey Diab***

Dr. Dorey Diab presented the student reports.

### **1. Phi Theta Kappa (PTK) and Sigma Alpha Pi (SAP) Updates**

1. Currently, recruitment is underway for both honor societies. Invitations will go out early next week to all eligible students.
2. Members will be participating in a service project next Tuesday volunteering at the Nursing Center in Bellville, Ohio. The nursing home will be having a Cruise-in for their residents, which will be held outside. Chapter members will be helping with parking, raffles, etc.
3. Weekly meetings will begin next week for PTK and bi-weekly meetings for NSLS. Mr. Gaven Ramey has agreed to serve as the president of NSLS.
4. Members are so excited to be back on campus and in the community. We will make every effort to protect ourselves and our members from COVID by following all protocols.

### **2. North Central State College Foundation Development and Update – *Ms. Christine Copper***

Dr. Dorey Diab introduced Ms. Chris Copper to present the Foundation Report. Ms. Copper presented the Foundation Development and Update Report as follows:

#### **Emerald Club**

Goal: \$350,000

Total: \$66,791

Launched FY22 Emerald Club initial mailing and appointments are in motion. Thank you to the Board for your gifts and support.

### **Scholarships**

- Two new scholarships are being requested, one endowed for the LPN program and one non-endowed for certificate programs
- YTD generated \$290,000 in total scholarship money

### **New gifts**

- New Mohican Nursing Scholarship, spearheaded by Linda Nelson
- Crawford For Good. NCSC Foundation received \$2,900 in gifts during the two-day event. Those gifts allowed us to receive an additional \$2,315 in matching grants from the Community Foundation for Crawford County, and a grand total of \$5,215.
- \$120,000 for certificates for adult students and childcare
- \$50,000 will complete the \$200,000 TFS endowed scholarship.
- \$50,000 for flexible capacity training should arrive in September

### **Community Engagement**

- FY22 Scholarship luncheon will be virtual and held on October 7, 2021
- Arts for Success is planned for live right now and is March 3, 2022
- Hall of Excellence nominations are live, the event is April 8, 2022

### **Grants**

- A new Grant Manager is in the final stages of interviewing.

### **Increase Alumni Engagement**

- The Alumni of the Year will be awarded at the Scholarship Luncheon. This year's honoree is Tom Kluding.

### **Workforce**

- New programs being built for Shelby Welded Tube Supervisors, Major Metals, Leadership training, National Pride Car Wash, Supervision, Gorman Rupp leadership and machinist training Next Gen, Ptek, Testing for apprenticeships, Arcelor Mital, Weir Industries, electrical training.

## **C. Monitoring Report: ENDS Policy – Career Readiness & Development (1.30)**

Dr. Dorey Diab explained that the monitoring report discussion is continuing with going over the six Ends policies and the 10 Executive Limitations.

This report focuses on the work of the College to meet College objectives for Career Readiness and Development. Policy 1.30 Career Readiness Ends policy states,

*Career Readiness and Development - Students acquire and enhance relevant business and industry credentials, job skills, work habits, job leads and pathways to economic self-sufficiency especially in high demand technologies.*

President Diab reported the following items related to Career Readiness and Development:

1. He explained the “tri-pod” in Career Readiness, Technical Skills (help you get the job), Soft Skills (or Human Skills or the Professional Skills) (help you keep the job), and the Internship piece (hands on experience to overcome not getting the job because you do not have experience, and you don’t have experience because you have not had a job). We have been doing all of these elements very well. Over the past several years we have had 549 students participate in internships with over 188 organizations.
2. Currently, we are trying to emphasize the Certificate piece. These will give those workers with the desire to show up and actually do the work, the knowledge and skills they need to do the work needed by our employers.
3. We follow up with our graduates to see how they are doing. The cost of our degree is around \$13,372. After six months following graduation, the average annual wages of the graduate is \$38,689. The return on investment (ROI) is 289%.
4. We are also looking to deliver different kinds of degrees and certificates to meet the current needs of employers and desires of our students (such as RN to BSN).
5. We are also reaching out to our CCP students to get them on a pathway of some sort toward a higher credential related to a job. Most CCP students take general education courses that can lay the foundation for a higher degree or certificate.
6. In the beginning of the 19<sup>th</sup> century was the job for the muscles. The later part of the last century was the job for the knowledge skills (for the brain). The future jobs that started in this past decade is the jobs for the human skills (the soft skills, the professional skills such as problem solving skills, critical thinking skills, teamwork, time management, respect of diversity...). Our Advisory Committees are telling us that we are making progress and doing a good job but just need more students to help us fill the needs of our employers.

#### **D. Updates/Other**

Since we have not for two months, this will be an unusually long update especially with so many activities taking place.

1. Covid Safety Protocols
  - a. We decided early on to require masks regardless whether people were vaccinated or not. We had building monitors at Kehoe and we will be adding another at the Health Sciences where we have younger generations who don't believe in masks or simply ignore them. We have had 77 cases since COVID started (~2%), with 7 current and active cases (5 students, 1 faculty, 1 staff).
  
2. Fall Convocation recap
  - a. Spent much time last month scanning the national landscape, by attending zoom conferences and doing much reading on enrollment and business trends. That culminated by presenting to the College community on the future of our college and the future of work. The key to that theme is the agility and adaptation of our institution in fulfilling its mission and meeting the needs of the community by delivering more online, more short terms especially for our adults, while continuing to deliver in-person for our student, and the ability to do more remote work.
  - b. This is one of the reasons we submitted a Title III grant for \$2.1M to switch to more online, more 8-week short terms, and more professional development for faculty especially after the success of our previous Title III that focused on student services and hiring more advisors
  - c. Continue to work on facility and information technology infrastructure and especially the importance of cyber security.
  - d. We had a speaker from the domestic violence shelter on Title IX, which also covered our training requirements.
  - e. We also had a DEI program for a half day, with a student panel and all our faculty and staff including breakout sessions, coordinated by our ATD coach.
  - f. We had professional development breakout sessions for our faculty to discuss different software for better online teaching
  
3. Information Technology Infrastructure
  - a. Smart Classrooms
  - b. Domestic Violence Speaker
  - c. Achieving the Dream Coach on Diversity, Equity and Inclusion
  - d. Student Panel Discussion
  - e. Faculty Breakout Sessions
  
4. Achieving the Dream asked Dr. Diab to speak regarding Rural Community Colleges
  - a. ATD asked me to present during last month summer gathering on "Building Resiliency in Rural Communities for the Future of Work" which focused on the internal realignment of our college processes of student services, academic services and foundation and the workforce.
  - b. Talked about the challenges impacting our institution statewide and locally, and how we are overcoming them through partnerships with high school and our Tuition Freedom program.
  - c. Discussed how we realigned internally through advisors even in the divisions while providing holistic support to our students to meet their basic needs.

- d. Stressed how on the academic side, we helped student success by removing pre-requisites and embedding tutoring, how we increased graduation rates and helped students get 289% return on their investments.
  - e. Spoke on how we enhanced our investment in the IT infrastructure and smart classrooms.
  - f. And most importantly, I talked about how we aligned the foundation and the workforce to work with companies for additional training while increasing internships working with OSU, and brought up the Mechanics model where our faculty deliver courses at the company during working hours with the company providing tuition reimbursement.
  - g. And how through our fiscal discipline we were able not to have layoffs, and not reduce salaries or benefits, while increasing the reserve, and doing all the hiring this year including 7 PhD's and 5 minorities.
  - h. I ended by talking about how we are setting ourselves up for the future of work through more online and short terms and work flexibility.
5. Governor's Invitation to Community College Presidents
- a. Dr. Diab thanked the Governor for the positive higher education initiatives implemented in the current budget on behalf of Ohio Community Colleges (for approving the delivery of BSN guided by values and principle while facing tremendous political pressure, for appropriation for short-term certificates, for increase in Choose Ohio First scholarships, for expansion of TechCred for companies training their employees, for broadband expansion for online learning and remote work across the state, and for strengthening College Credit Plus
  - b. The Governor talked about how the Delta variant is spreading quickly, and from the experience of other nations, it is peaking in five weeks, and we are in the third week, and will be impacting those unvaccinated the most. Economically speaking, the biggest challenge he indicated is the workforce.
  - c. The Lt. Governor spoke about the economic development and the workforce, and how Ohio is getting higher on the list to do business with due to lower taxes and the relative availability of talent. And as a twist to what the Governor said, the biggest challenge he indicated is convincing people to drink from the well of opportunity in education and jobs availability.
  - d. One president brought up how difficult it is to convince people to raise the educational attainment and skills to get a better job and a better income. The Governor response was that culture trumps everything. Meaning if students don't have educated people (family, friends, counselors) within their circle of influence to guide them to get there, it does not happen.
  - e. Another president brought up how companies are overcoming the lack of talent availability by changing the employees schedule or giving them more hours or raises so they continue to work, thus impacting the employees' ability to pursue more education. Also, with the concern that, if they pursue more education, they will end up leaving that company for better pay. The Governor suggested having a marriage with business as we no longer have the luxury not to reach out to under-resourced students.

- f. A third president talked about the need for capital dollars. A fourth spoke about the need for baccalaureate degrees. Eastern Gateway president spoke about the national collaboration with unions. I looked it up and they are the fastest growing institution nationally by 1,100 % from few thousands to 25,000.
  - g. Perhaps the biggest two ideas that came out of the meeting:
    - i. For the state to do state share of instruction for non-credit to quickly train people and meet the needs of employers who are in bad need of additional talent
    - ii. The second one is a stronger partnerships or marriage with the business community and the community colleges to create an ecosystem that also includes Jobs Ohio and wrap around services
6. Discussion of Candidates for new Campus Security Officer  
 Worked with OSU on interviewing the campus security officer to replace Jeff Hooper. We had many applicants. Interviewed 6 good applicants. Narrowed them to 3. Brought them over to campus. In the process of making an offer to one of them with reference check through the main campus.
7. Enrollment Update  
 At this time, we have over 2100 students and around 19,000 credit hours out of the 22,500 we desire. We are down 7 to 8% from the same time last year. We got late in the process due to late start-up by the high schools and registration for CCP. We are expecting another 1,500 credits. There are multiple reasons for lower enrollment:
- a. The number 1 is the concern about COVID and the health situation Hopefully that is improving as there has been an uptick in vaccination due to the full approval of the vaccine and the concern about strong negative impact of the new delta variant.
  - b. Our biggest loss is in adult students. Also many reasons for that:
    - i. We hear of employers requiring their people to work different shifts or overtime due to shortage of employees
    - ii. We have parent who are concerned about their children and daycare or having to stay home to help them study online, and college is the last thing on their mind due to the stressful times we are going through
    - iii. We also hear of people who are not motivated to do anything else while getting additional government support due to unemployment
    - iv. We also hear of people who no longer believe that higher education is the right path for their future
  - c. Aggressive competition from other colleges and universities due to shortage in international students, stagnant demographics in the state, and the ability to get into each other service region with online and CCP.
  - d. I continually thought the biggest challenge for our students was affordability. This past year, especially this summer, I was astonished to realize, that with all the money that we threw at the students from scholarships, to CCP, to Tuition Freedom, to millions of dollars from the stimulus, that it did not make a difference.

- e. Since this is expected to continue we can't sit on our laurels and expect something different. After preparing for the startup of the semester over the past few weeks, this week we started to focus on what are we going to do about it?
  - i. Increase CCP courses within a high school and increase number of high schools wherever we can find them
  - ii. Stronger partnerships with businesses for credit and non-credit courses through alignment with the foundation, to deliver shorter courses and certificates to reskill and upskill to provide quick talent to employers
  - iii. Deliver online and shorter terms
  - iv. Started delivering courses at the prison
  - v. Increase the marketing and ads budget
  - vi. Have both faculty and staff recruit at the career centers and high schools and during open house, and enhance retention and support services inside the classrooms (like tutoring) and outside the classrooms (like basic needs)
  - vii. Establish new in-demand certificates and programs (smart manufacturing, BSN...)
- 8. Latest on ACCT pre-conference: talked with Jee Hang Lee, the incoming president of ACCT. He indicated that the conference, scheduled for October 13 through the 16, will be in person with no hybrid provision. Per California requirements, they are asking to upload the vaccination card to their portal, or provide a negative COVID-19 test administered within 72 hours of the event or verify it onsite.
- 9. Last but not least, we were informed last week that our TRiO grant proposal has been approved for the next 4 years, and we will be getting one million dollars for continuing those support activities for our students.

## **VII. REQUIRED APPROVALS AGENDA**

### **CONSENT AGENDA**

The Chair presented the Consent Agenda and called for any items that should be removed from the consent agenda for further discussion. On a motion by Ms. Linda Nelson and seconded by Ms. Elisabeth Morando and passing unanimously, the following items were approved:

- A. Approval of Minutes for June 23, 2021 “Regular Meeting”**
- B. Approval of Minutes for June 23, 2021 “Annual Planning Retreat”**
- C. Consideration of Approval of Employment of College Personnel – R-2021-21**

### ***CONSIDERATION OF APPROVAL OF EMPLOYMENT OF COLLEGE PERSONNEL***



**R-2021-21**  
**NEW HIRES**

**BE IT RESOLVED:** by the Board of Trustees that the following faculty and staff members are hereby employed at the dates stipulated below:

**BEGINNING June 26, 2021**

*Roger Steinhelfer, Facilities Utility Worker*

**BEGINNING July 12, 2021**

*Nathan Harvey, Manager, Crawford Success Center  
Franklin University, MBA*

**BEGINNING July 12, 2021**

*Caroline Henry, Assistant Director, Financial Aid  
Mount Vernon Nazarene University, Bachelor of Business Administration*

**BEGINNING August 4, 2021**

*Marc Pumala, Facility/Program Coordinator Correctional Education  
Tiffin University, MBA*

**BEGINNING August 9, 2021**

*Tim Hawes, Network Systems Administrator  
Western Governors University, Bachelor of Science, IT*

**BEGINNING August 12, 2021**

*Laura Testrake, PTA Faculty  
Walsh University, Doctorate, Physical Therapy*

**BEGINNING August 12, 2021**

*Sneha Vanga, Mechanical Engineering Faculty (BASMET)  
University of Alabama, PhD Aerospace Systems Engineering*

**BEGINNING August 30, 2021**

*Brooke Sauder, Teacher Assistant, Child Development Center*

**EXPLANATIONS OF NEW HIRES FOR RESOLUTIONS R-2021-21**

*Roger Steinhelfer is hired as Facilities Utility Worker to replace Thomas McNeely.  
Nathan Harvey is hired as Manager, Crawford Success Center to replace Amanda Sheets  
who moved to Director of Admissions.  
Caroline Henry is promoted to Assistant Director, Financial Aid to replace Amanda  
Kaltenbaugh who moved to Director, Financial Aid.  
Marc Pumala is hired as Facility/Program Coordinator Correctional Education.*

*Tim Hawes is hired as Network Systems Administrator to replace Dave Jones.  
Laura Testrake is hired as PTA Faculty to replace Heidi Kreglow.  
Sneha Vanga is hired as BASMET Faculty to replace Min Lu.  
Brooke Sauder is hired as Teacher Assistant to replace Katherine Wells.*

**D. Consideration of Approval of Personnel Professional Growth Recognition  
– R-2021-22**

**CONSIDERATION OF APPROVAL OF  
COLLEGE PERSONNEL PROFESSIONAL GROWTH RECOGNITION**

**R-2021-22**

**WHEREAS:** *Aubrey Place* has supplied documentation that she has completed an Associate of Arts degree at North Central State College.

**THEREFORE, BE IT RESOLVED:** *by the Board of Trustees that \$.99 per hour is added to base salary of \$12.32 per hour to \$13.31 per hour effective May 17, 2021 in accordance with the policy adopted under resolution 1991-30 for “Professional Growth Recognition.”*

**WHEREAS:** *Brandel Boyd* has supplied documentation that she has completed 60% towards a Ph.D., Public Administration degree at Liberty University.

**THEREFORE, BE IT RESOLVED:** *by the Board of Trustees that \$2,206.50 is added to base salary of \$40,071.76 to \$42,278.26 effective July 12, 2021 in accordance with the policy adopted under resolution 1991-30 for “Professional Growth Recognition.”*

**WHEREAS:** *Mohamed Ghonimy* has supplied documentation that he has completed a PhD in Information Assurance and Security at Capella University.

**THEREFORE, BE IT RESOLVED:** *by the Board of Trustees that \$1,685.00 is added to base salary of \$48,085.00 to \$49,770.00 effective July 1, 2021 in accordance with the policy adopted under resolution 1991-30 for “Professional Growth Recognition.”*

**REGULAR AGENDA**

**A. Treasurer’s Report for June 30, 2021 – Ms. Lori McKee**

Ms. Lori McKee presented the Treasurer’s Report for the period ending June 30, 2021. She stated that revenues for the month totaled \$934,800. Expenditures were \$1,996,980 leaving a deficit of \$1,062,180. Year-to-date revenues totaled \$20,784,084. Year-to-date

expenditures totaled \$15,427,207 leaving an excess of \$5,356,877. The Month End Investment Balance for June 30, 2021 was \$6,105,232 (\$3,051,249 in Star Ohio and \$3,053,983 in Richland Bank). Ms. McKee described the trends that are demonstrated by the Tracking of the Monthly Cash Flow feature as well as the dashboard indicators.

**ACTION TAKEN:** Dr. Dwight McElfresh moved for approval of the Treasurer’s Report for the period ending June 30, 2021. Mr. Mark Masters seconded the motion and the motion carried unanimously.

**B. Treasurer’s Report for July 31, 2021 – Ms. Lori McKee**

Ms. Lori McKee presented the Treasurer’s Report for the period ending July 31, 2021. She stated that revenues for the month totaled \$5,368,492. Expenditures were \$931,022 leaving an excess of \$4,437,470. Year-to-date revenues totaled \$5,368,492. Year-to-date expenditures totaled \$931,022 leaving an excess of \$4,437,470. The Month End Investment Balance for July 31, 2021 was \$6,112,933 (\$3,051,443 in Star Ohio and \$3,061,490 in Richland Bank). Ms. McKee described the trends that are demonstrated by the Tracking of the Monthly Cash Flow feature as well as the dashboard indicators.

**ACTION TAKEN:** Ms. Elisabeth Morando moved for approval of the Treasurer’s Report for the period ending July 31, 2021. Ms. Kimberly Winkle seconded the motion and the motion carried unanimously.

**C. Consideration of Approval of Agreement Between North Central State college and the Chapter of the North Central State Faculty Association-American Association of University Professors – Dr. Dorey Diab**

**CONSIDERATION OF APPROVAL OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE NORTH CENTRAL STATE COLLEGE BOARD OF TRUSTEES AND THE NORTH CENTRAL STATE FACULTY ASSOCIATION CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**

**R-2021- 23**

**WHEREAS:** *the North Central State Faculty Association Chapter of the American Association of University Professors (“NCSFA-AAUP”) has organized and been recognized by the Ohio State Employment Relations Board, and*

**WHEREAS:** *the NCSFA-AAUP and the Board representatives have engaged in good faith bargaining, and*

**WHEREAS:** *both parties have reached tentative agreement on all articles contained within the collective bargaining agreement, and*

***WHEREAS:** the membership of the NCSFA-AAUP has ratified the agreement with a positive vote.*

***NOW, THEREFORE, BE IT RESOLVED:** by the Board of Trustees of North Central State College that the tentative agreement reached between the NCSFA-AAUP and College negotiating team for the period of August 25, 2021 through spring term, 2024 is approved.*

**ACTION TAKEN:** Ms. Kimberly Winkle moved for approval of resolution R-2021-23. Mr. Steven Stone seconded the motion and the motion carried unanimously.

**D. Consideration of Approval of Amendment to Board Attendance Policy 11-05**  
– R-2021-24 – Ms. Lori McKee

**CONSIDERATION OF APPROVAL  
OF AMENDMENT TO  
BOARD ATTENDANCE POLICY 11-05**

**R-2021-24**

***WHEREAS:** HB 110 provided a provision for the development of Ohio Revised Code 3345.82 that allows boards of trustees at each state college or university to adopt a policy enabling trustees to attend a board meeting via electronic communication, and*

***WHEREAS:** the Board of Trustees understands that this provision does not replace the in-person attendance requirement rather provides for an alternate means of attendance where a trustee might otherwise be unable to attend, and*

***WHEREAS:** the Board of Trustees wishes to offer the option of electronic communications to trustees as a vehicle to enable maximum trustee attendance at board meetings.*

***NOW, THEREFORE BE IT RESOLVED:** that the Board of Trustees hereby approves this amendment to Board Attendance Policy 11-05.*

**ACTION TAKEN:** Dr. Dwight McElfresh moved for approval of resolution R-2021-24 Board Attendance Policy 11-05. Mr. Steven Stone second the motion and the motion carried unanimously.

**VIII. POLICY GOVERNANCE**

**A. Nomination Committee Report – Mr. Matthew Smith**

Board Chair, Mr. Matthew Smith explained that those Trustees up for consideration of reappointment this year makes it necessary to replace a few members of the previous nominating committee. Following discussion, Mr. Steven Stone (Ashland County) announced that he would continue his service on the nominating committee. He would be joined by Ms. Kimberly Winkle (Crawford County) and Ms. Elisabeth Morando (Richland County). Mr. Matthew Smith called upon Mr. Steven Stone to serve as the committee chair and he accepted this appointment.

**B. Discussion of Agenda Planning – *Mr. Matthew Smith***

1. Review of Actionable Items.

Board Chair, Mr. Matthew Smith reviewed the listing of Actionable Items which Included:

a. Discussion of Policy on Electronic Attendance for Boards of Trustees Meetings – This item was completed earlier in the agenda.

b. BOT to receive Performance/Self-Evaluation Trend Analysis Report for 2<sup>nd</sup> Quarter 2021 at August BOT Meeting. – This item will be addressed later in the agenda.

c. Discussion of BOT Annual Ethics Training with R. Caryer on Sept. 22nd – This item will be addressed later in the agenda.

2. Owners Connections.

Ms. Linda Nelson – offered clarification on the Mohican Nursing Grant represented by Ashland, Crawford, Marion, Morrow and Richland counties. This grant is just for RN Senior Nursing students attending Marion Tech, NC State, and Ashland University.

Ms. Kimberly Winkle – shared her recent meeting with the new Director of Avita Health Systems who asked her about workforce. She was able to share information on NC State and other local education and training providers.

Ms. Elisabeth Morando - shared a Wall Street Journal article that identifies Community Colleges as a Smart Choice.

Shared that the Son of a friend is attending Baldwin-Wallace from the NC State CollegeNow program and was able to bypass all of his general education courses.

3. Reflection on 2<sup>nd</sup> Quarter Board Self-Assessment Survey Trends Analysis

Mr. Matthew Smith asked if all Trustees had the opportunity to review the 2<sup>nd</sup> Quarter Self-Assessment Trends Analysis? The Board reviewed each survey topic, discussed trend analysis results, and considered areas for improvement.

**C. Board Policy Governance Training (IAW 02.70) – Mr. Matthew Smith**

1. Mr. Mark Masters led the discussion of policy governance principle 7 (Policy Sizes). Principle 7 states, ***Policy “Sizes”:** The board’s decisions in Ends, Governance Process, Board-Management Delegation, and Executive Limitations are made beginning at the broadest, most inclusive level and, if necessary, continuing into more detailed levels that narrow the interpretative range of higher levels, one articulated level at a time. These documents—which replace or obviate board expressions of mission, vision, philosophy, values, strategy, and budget—are called policies in describing the Policy Governance model, but can be called by whatever name a board chooses, as long as the concept is strictly preserved.*

2. Policy Governance Policy Review (IAW 02.14) – training will continue to include a review, refresher, and reassessment of current Policy Governance policies. Mr. Steve Stone led the discussion and review of Board-CEO Linkage policies 3.3 – Accountability of the CEO policy & 3.4 – Monitoring CEO Performance policy.

In the discussion of each policy, the Board concluded that all policies were still accurate as written and relevant to the Board’s current governance process/practice.

**IX. BOARD CHAIRPERSON REPORT- Mr. Matthew Smith**

**A. 2021 ACCT Leadership Congress (October 13-16, 2021)**

Mr. Matthew Smith reminded Trustees that they could submit their Covid test/immunization evidence online to ACCT.

**B. Annual Ethics Training (September 22, 2021)**

Mr. Matthew Smith announced the plan to conduct the annual ethics training with Attorney Reid Caryer on September 22<sup>nd</sup> at 4:30pm prior to the start of the September Board meeting.

**C. Proposed Meeting Dates for 2022**

Mr. Matthew Smith presented the proposed meeting dates for 2022 and called for any discussion needed. Ms. Kimberly Winkle pointed out that the October 2022 date should be October 26<sup>th</sup> instead of October 28<sup>th</sup>. Mr. Steve Williams indicated that he would get the correction made.

**D. Discussion of Date for NCSC/OSU-M Joint Board Meeting (December 1, 2021)**

Mr. Matthew Smith announced the date proposed for the joint board meeting with OSU as December 1, 2021. We will meet with the OSU-M Board at 4:00pm – 5:00pm, come to our Board Room to meet with the Auditor(s) at 5:00pm-5:30pm, then call the December Regular Board meeting to order at 5:30pm. Naturally, all of this is pending any developments in the Covid protocols at that time.

**X. EXECUTIVE SESSION – *Mr. Matthew Smith***

The Chair called for an Executive Session at 7:17p.m. to discuss the contract and compensation of a public employee. Mr. Smith announced that he DOES expect there to be further business following the executive session. Ms. Linda Nelson made a motion and it was seconded by Mr. Roger Miller to adjourn to Executive Session. A roll call vote on the motion was approved unanimously by all members in attendance.

Mr. Mark Masters – “yes”  
Dr. Dwight McElfresh – “yes”  
Mr. Roger Miller – “yes”  
Ms. Elisabeth Morando – “yes”  
Ms. Pamela Mowry – not present  
Ms. Linda Nelson – “yes”  
Mr. Matt Smith – “yes”  
Mr. Steve Stone – “yes”  
Ms. Kimberly Winkle – “yes”

At 7:50 p.m., Chair, Mr. Matthew Smith declared the Executive Session concluded and the Regular Session resumed.

**REGULAR SESSION RESUMED**

**E. Consideration of Approval of President’s Contract Renewal and Compensation  
– R-2021-25 – *Mr. Matthew Smith***

***CONSIDERATION OF APPROVAL OF  
PRESIDENT’S CONTRACT RENEWAL AND COMPENSATION***

***R-2021-25***

***WHEREAS, President Diab has worked collaboratively with the Trustees to create a great vision of access and success, and to align resources to accomplish that vision, and***

***WHEREAS, President Diab has undergone an extensive evaluation that included a thorough self-evaluation, and***

***WHEREAS**, President Diab has provided evidence of successful accomplishment of board stated ends per ENDS policies and avoidance of board proscribed means per Executive Limitations Policies, and*

***WHEREAS**, President Diab's efforts in providing a balanced budget and increased reserves are reflective of the Board's goal of improving the College's financial position, and*

***WHEREAS**, President Diab is commended for leading the ongoing work on the Ends Policies and Strategic Planning metrics that will guide the Board and the Administration Team in monitoring the work of the College, and*

***WHEREAS**, President Diab is commended for the College's superior accomplishments in addressing the needs of the community, and*

***WHEREAS**, President Diab has, with his team, successfully navigated the Institution through the perilous impact of the COVID-19 pandemic, while requesting no additional compensation and benefits the previous fiscal year.*

***NOW, THEREFORE BE IT RESOLVED** that the Board of Trustees of North Central State College:*

- 1. Renews the contract with Dorey Diab as President through June 30, 2026, and*
- 2. President Diab's annual salary as President of the College shall be increased for fiscal year 2020 by five percent of his current salary retroactive to July 1, 2021, and*
- 3. President Diab's compensation shall include a one-time stipend equal to five percent of his current salary, and*
- 4. President Diab's compensation shall include having his fourteen percent of employee contribution to STRS (based on his new salary) picked up by the College and paid to STRS on his behalf as a fringe benefit, and*
- 5. President Diab is entitled to a max cash out of twenty-five unused vacation days per year, with any remaining days to be rolled over according to the current vacation leave policy, and*
- 6. The payment of salary and other benefits is subject to the sufficiency of legislative salary appropriations and the receipt of sufficient funds to enable performance hereof by the College, and*
- 7. The Board and President Diab intend to enter into a separate written agreement setting forth in more detail the aforementioned premises.*



**ACTION TAKEN:** Dr. Dwight McElfresh moved for approval of resolution R-2021-25 President's Contract Renewal and Compensation. Ms. Linda Nelson second the motion and the motion carried unanimously.

**XI. MEETING EVALUATION (IAW 02.16) – Mr. Matthew Smith**

Board Chair, Mr. Matthew Smith called for a discussion on tonight's meeting evaluation. Trustees commented that it was a good report with good participation. The meeting stayed on track and followed the agenda.

**XII. TIME AND PLACE OF NEXT MEETING**


The next Regular meeting of the Board of Trustees is scheduled for Wednesday, September 22, 2021 at 5:30 p.m. in the Board Room (165-Fallerius) pending the State's pandemic precaution status.

**XIII. ADJOURNMENT**

The Chair called for any additional information items.

**ACTION TAKEN:** As there was no further business or information items, the Board Chair, Mr. Matthew Smith declared the meeting adjourned at 7:57 p.m.

Respectfully submitted:

  
Mr. Stephen R. Williams, Board Secretary

  
Mr. Matthew Smith, Board Chair