

*What are we doing to help students come and complete at the College?*

*What are we doing to help employees come and stay at the College?*



## President's Bi-Weekly Report

For period November 24, 2025 to December 5, 2025

**\*\* Next Report is due Friday, January 16, 2026 "Pay Day"**

## Strategic Projects for 2025-2026 Academic Year

In identifying the strategic projects for their departments, supervisors need to address at least one of the two **SMART** (Specific, Measurable, Achievable, Relevant, and Time-based) strategies shown below in alignment with the strategic plan and its key performance indicators (KPI's) to fulfill the College mission of student access and success, and align the human, fiscal, and physical (facilities, IT) resources. The two strategies are:

1. What are we doing to help students come and complete at the College?
2. What are we doing to help employees come and stay at the College?

### ACADEMIC AND STUDENT SERVICES

#### 01\_ Admissions & Enrollment Management

Increase total applications by 6% by June 2026 through a 2% gain in general, non-traditional, and underrepresented student applications, supported by targeted communication and improved ISIR (Institutional Student Information Record) engagement.

✚ *We visited the following schools*

- *Lexington High School*
- *Pioneer*
- *Mansfield Senior High*

✚ *We averaged around 35 admission appointments phone/in-person over the last two weeks and scheduled 20 advising appointments.*

✚ *We continue to hold weekly campus visits on both main campus and Kehoe*

✚ *We continue reaching out to CCP students as well working with CCP team as well as preparing communications to be sent out to those students inviting them to continue here at NCSC*

#### 02\_ Engineering Technology, Business, and Criminal Justice (EBC) Division

1) Achieve a 3% increase in student co-op, internship, and capstone placements by June 2026 through quarterly faculty tracking and employer outreach. 2) Reverse any individual program enrollment declines and achieve 3% division-wide growth by Fall 2026 by launching orientation videos, updating marketing, and expanding employer partnerships. 3) Relaunch the Manufacturing Maintenance Technician program by Fall 2026 with 10 enrolled students and three new employer partners for internships or apprenticeships.

*Work-Based Learning Grant Efforts*

✚ *Russel Lloyd engaged with employers in collaboration with Cory Monica at the following events.*

✚ *Richland County Development Corporation strategic planning meeting.*

✚ *Follow-up meeting regarding Jay Industries continuing apprenticeships.*

✚ *Charter Next Gen meetings in preparation for follow-up next week. Exploring opportunities for incumbent worker training, upskilling, and employee pipelines.*

✚ *Preparation for AACC Workforce Development Institute presentation*

✚ *David Wright, Work-Based Learning Specialist, began on October 20, 2026. Formerly a part-time IST Lab Technician, David will continue lab support while advancing the electrical-mechanical maintenance technician curriculum and competency-based education processes. He*

*brings 30+ years of experience from the Navy, small business ownership, and industrial supervision.*

- + David is reviewing and revising the EMMT and ELET course curriculum including the NEC, Microcontrollers, and Process Control courses. He endeavors to get all EMMT and ELET course shells uploaded into CANVAS to reduce the dependence on the Amatrol LMS.*
- + Revised EMMT 1030 Safety course to align with current OSHA standards in CFR 2910.*
- + Meet with IST trainer suppliers to review trainer options and evaluate the related curriculum.*
- + David is also reviewing and prioritizing equipment replacement, repair, and additions in the IST lab. He is focused on PLC, HMI, electrical panel wiring, and process control.*
- + The North Ohio Manufacturing Partnership under the Strengthening Community Colleges 5 DOL Grant, supports the expansion of earn-and-learn related activity.*

Goal 2: Reverse any individual program enrollment declines and achieve 3% division-wide growth by Fall 2026 by launching orientation videos, updating marketing, and expanding employer partnerships. Quantitative – Student Access

#### *Student Recruitment and Outreach*

- + Kehoe Center Events*
  - o Continued individual tours throughout the month with individual students interested in ITEC networking and criminal justice.*
  - o February 2026: Kehoe will host approximately 188 Lexington Freshmen for an EBC-focused event, including program overviews, videos, and demonstrations in Criminal Justice, Engineering Technology, Digital Media, and IST Lab. Admissions will cover CCP opportunities.*

Goal 3: Relaunch the Manufacturing Maintenance Technician program by Fall 2026 with 10 enrolled students and three new employer partners for internships or apprenticeships. Quantitative – Student Access & Resources

- + MTOM program review documented decline in enrollments and focused on the efforts above to revitalize the program. The Program Review Committee will meet again on December 5 to discuss the future of the program further.*
- + The IST staff and David Wright have spoken several students about continuing into the MTOM AAS from their apprenticeship/certificate program. The Dean and division academic staff will follow up with these potential students to engage them in the program. Brooke Miller developed an ATS plan for a student and showed him how he could be eligible for another AAS.*
- + Apprenticeship and Employer Outreach*
  - o The EBC academic division has collaborated with Workforce development to meet with the following companies regarding current apprenticeships, scheduling, future cohorts, and expanding services: Arcelor Mittal, Gorman Rupp, Jay industries, Eagle Crusher, Hess Industries, and Lakepark Industries.*
  - o Meet with Jay Industries and Charter Next Gen to discuss past, current, and potential programs in the future. We will follow up over the next couple of weeks. Strategic Project: AI Credential Pathway*
- + Strategic Project: AI Credential Pathway*

- *Development Plan: Initial phase includes an AI-focused certificate (Business with IT components). Long-term vision: stackable pathway toward associate and eventually bachelor's degree. Most courses will draw from existing offerings, with 1–2 new AI-related courses under review.*
- *Progress: Faculty refining curriculum to integrate AI across current courses. Labor market analysis shows limited regional demand but stronger results in Franklin County and online. Dr. Diab emphasized an affordable, fully online, stackable pathway modeled after College-NOW Engineering. Focus: practical AI applications in business/industry with foundational SQL and IT skills. Curriculum has been submitted for review at the December 11 Curriculum Committee meeting.*
- ✚ *Fall 2025 – MECT 3910/4910: AI Integration Pilot*
  - *Instructor: Mike Beebe. Negotiated trial use of Leo, an AI engineering design co-pilot powered by the Large Mechanical Model (LMM).*

### 03\_ Health Sciences Division

Increase Health Science program applications by 5% by May 1, 2026, and maintain first-year course completion rates at  $\geq 90\%$  in Fall and  $\geq 95\%$  in Spring.

<b>Health Science</b>	<b># day 14 enrollment</b>	<b>Course Goal</b>	<b>Students Enrolled</b>	<b>Retention %</b>
<i>Course</i>	<i>8/25/2025</i>	<i>90% or greater</i>	<i>As of 10/9/25</i>	
<i>Chem 1030</i>	<i>47</i>	<i>43</i>	<i>44</i>	<i>93.6</i>
<i>BIOL-1230</i>	<i>62</i>	<i>56</i>	<i>59</i>	<i>95.2</i>
<i>BIOL-1550</i>	<i>92</i>	<i>83</i>	<i>89</i>	<i>93.5</i>
<i>BIOL-1730</i>	<i>28</i>	<i>23</i>	<i>28</i>	<i>96.4</i>
<i>BIOL-2751</i>	<i>156</i>	<i>141</i>	<i>130</i>	<i>83 %</i>
<i>PHTA-1070</i>	<i>17</i>	<i>16</i>	<i>Session A</i>	<i>100</i>
<i>PHTA-1040</i>	<i>13</i>	<i>12</i>	<i>13</i>	<i>100</i>
<i>PNUR-1012</i>	<i>20</i>	<i>18</i>	<i>16</i>	<i>80</i>
<i>RADS-1170</i>	<i>22</i>	<i>20</i>	<i>Session A</i>	<i>95.4</i>
<i>RADS-1175</i>	<i>21</i>	<i>21</i>	<i>21</i>	<i>100</i>
<i>RESP-1110</i>	<i>15</i>	<i>14</i>	<i>14</i>	<i>93.3</i>
<i>RNUR-1012</i>	<i>69</i>	<i>62</i>	<i>Session A</i>	<i>98.5</i>
<i>RNUR-1014</i>	<i>62</i>	<i>56</i>	<i>61</i>	<i>98</i>

- ✚ *Our total apps last year at this time were 29. We currently have 90 applications. This is a 210% increase in applications compared to last year at this time.*

<b>HS Enrollment Goals</b>				
<i>HS Program</i>	<i>Max #</i>	<i>Applications submitted</i>	<i>2025 % total and # of apps goal</i>	<i>to date</i>

		5/1/2025	05/01/2026 Goal %	Goal # up 5%over last year	12/04/2025	% of max #
LPN/RN ART	32	30	100%	32	21	65.6%
BSN	FT 15	5	40%	6	0	0%
RN	88	71	85%	75	8	9.0%
PN- PM/SU	32	32	100%	32	40	125%
PN- Trad/FA	24	11	50%	12	3	12.5%
PTA	20	9	50%	10	0	0%
RADS	22	52	100%	22	16	72.7%
RESP	24	14	63%	15	3	8.3%

#### 04\_ Liberal Arts Division

- 1) Redesign 10 high-enrollment course shells by July 1, 2026, with structured layouts and AI-integrated components that strengthen course learning outcomes. 2) Increase the course completion rate in all Session B (second 8-week) courses by 1.0% over the 2024–2025 academic year baseline by implementing targeted early intervention and student support strategies.

- Continued meeting with faculty to discuss the incorporation of AI into Liberal Arts courses.
- Working with Marketing on ideas to promote Liberal Arts to the public.
- Curriculum Committee approved both the Education and Early Childhood Education programs.

#### 05\_ Assessment, Curriculum and Compliance

Submit NCSC's Quality Initiative Proposal to HLC by November 30, 2025, and implement aligned assessment improvements college-wide by May 2026 to enhance program review and student learning feedback cycles.

- Reminders for the end of session feedback survey and CWO rubrics were sent to all faculty on 12/4. We will begin checking on the inclusion of CWO rubrics in the spring semester classes when we return from break. The process of identifying program professional soft skills and the creation and deployment of PSS rubrics into courses continues. I've divided up the submitted PARs reports to the Assessment committee members to review and provide feedback to Program Coordinators. The Assessment handbook is updated for 2025-26.

#### 06\_ Title III

Convert 50% of eligible courses to 8-week or online formats, increase OER use, and involve at least 75% of faculty in professional development by June 2026.

- Alternative Course Delivery
  - Further analysis regarding student success with various course modalities and course length. Identification of additional data elements to further document student success.

- Order placed for 84 laptops dedicated to Laptop Loaner Program. Additional laptops will replace legacy, failing laptops and provide additional hardware for students.
- Collaboration with Academic Support and Student Support to develop voice of the student surveys regarding Laptop Loaner Program. Survey to be distributed in Spring Semester.
- Fall Semester concludes December 12, 2025. Spring Semester begins January 12, 2026.
- ✚ Under Additional Updates Title III
  - Planning with Center for Teaching Excellence for faculty development opportunities to be held Spring / Summer 2026.
  - Investigation of opportunities to further utilize ACUE resources for faculty development.
  - Planning for NCSC representation / attendance at DREAM 2026 Conference.
  - Grant Year 3 financial budget reconciliation and preparation for submission with Annual Performance Report.
  - Review of Grant Goals / Objectives and remaining grant cycle milestones
  - Access to Higher Education Program: Institutional Service (HEP IS) portal. Annual Performance Report (APR) Window portal is open for reporting.
- ✚ Technology
  - Workshops Held: In-Person: 0 sessions      Zoom: 0 sessions      Video Hits: 5
  - Student Support: Email: 3      Phone: 1      In-Person: 0
  - Faculty Support: Email: 2      Phone: 0      In-Person: 0
  - Staff Support: Email: 6      Phone: 2      In-Person: 1
  - Additional Projects:
    - Fillable PDF requests: 1
    - Canvas Masters: New: 0      Modified: 5
    - Course Evaluation Setup: Session B In-Process
    - Syllabi Upload: Most of Fall 2025 complete
    - CWO class setup: 0
- ✚ Retention and Access Coordinator: (09/15/25 – 09/26/25)
  - 1:1 Support Sessions: 08
    - Probation Students: 08
    - Aviso Referrals: 02
  - Student Groups:
    - Group Name:      # of attendees:00
  - Faculty Sessions: 11
  - Events/workshops held: 02
    - 12/02/25: Finals Countdown: Prep Like a Pro Workshop. In Person. # of attendees: 00
    - 12/03/25: New Student Orientation. In Person # of attendees: 13
    - 12/04/25: Finals Countdown: Prep Like a Pro Workshop. Online # of attendees: 00

## 07\_ Registrar (Student Records)

Increase student usage of Colleague planning tools by 30% and reduce certificate processing time by 50% by June 2026, while improving satisfaction scores to  $\geq 80\%$  (students) and  $\geq 85\%$  (advisors).

- ✚ Scanning of old files into new system has begun
- ✚ File pull from old system has begun



- ✚ *Self-Service FERPA form has been activated, roll-out will start within two weeks allowing for increased security as well as mitigating the need for trips to campus*

## **08\_ Student Support Services**

1) Raise TRIO retention to 70%, tutoring visits by 20%, career services visits by 15%, and Specialized Support Services visits by 25% through focused outreach and embedded services by May 2026. 2) Launch student survey in Fall 2025 and improve Spring 2026 satisfaction by 10%.

- ✚ *Conducting outreach to TRIO students enrolled but not yet registered for spring 2026. Finalizing enrollment numbers for 2024-25 performance period and reviewing data for annual report required by the federal government. A TRIO survey was sent on 11/7 to students in the program. The purpose of the survey was to assess participant satisfaction with program services. The survey was created in partnership with Tom Prendergast.*
- ✚ *For the time period of 11/22 to 12/05: Visits to tutoring = 12 ; Hours = 13.5; Unique students = 9 ; Referrals = 0 ; Top 3 Subject Areas: Nursing, Radiology, English*
- ✚ *The office of Disability Services responded to 6 Alerts(s)/Referral(s) to the office; registered 2 new student(s) for accommodations for FA25 courses during the time period of 11/22 to 12/05. Current active students registered with the office is 71. Email sent to active students regarding services through Opportunities for Ohioans with Disabilities.*
- ✚ *The college provides free career assessments to students through Career Coach ([click here](#)). Ellie Jindra is available to meet with current students to discuss results from these assessments (her office is located in 072B Fallerius). Currently finalizing a date for the annual spring career event which is planned in partnership with OSU-M.*
- ✚ *Ten (10) students were provided with bagged items for the Thanksgiving holiday on 11/25. Currently reviewing data from a Daily-Living Needs (basic needs) survey deployed to students. Sixteen (16) surveys completed with 41% of respondents identifying at least one area as “big time risk”. Calculators loaned for the term = 16; Computers currently loaned for the term = 71; Students receiving Weekend Food Boxes = 5 (during the reporting period).*

## **09\_ College Credit Plus**

1) Increase CCP student enrollment by 1% over the previous academic year and 2) ensure 50% of CCP students are on a documented pathway plan by May 2026.

- ✚ *The CCP Advising Team, composed of Nicholas Ramey, Marissa Hamilton and Rachel Kral, has been busy with advising and registration for SP26 -- conducting new and continuing CCP student success advising, course, pathway mapping and transfer planning -- and they are moving mountains – check out at the SP26 enrollment table below! ☀*
  - *Thank you to our CCP advising leaders, Nicholas and Marissa, for welcoming Rachel and for doing a stellar job helping her jump right in. Thank you for your leadership!*
  - *Thank you to our Admissions partner team (Dir. Laurie J., Robb W., Shelbie K., and Melissa H.), for welcoming and supporting Rachel as she acclimates to her new work environment and team.*
- ✚ *Special kudos to Tiffany Detillion, Systems Specialist (and wonderful colleague!) for devoting her time, knowledge and expertise to new user Recruit training for Rachel, along with continuing support of key departmental systems & CCP processes that span across systems Recruit, Colleague and TracCloud. Thank you TD!*

- ✚ *Continued: CCP Information Sessions have started, toward 26-27 CCP Enrollment. These are evening events at high schools hosted for parents and potential new CCP students. A standard overview of state of Ohio CCP information (requirements, rules, deadlines, etc.), as well as an introduction to each college. Following the presentation, we have opportunities to speak with families and students individually to discuss questions about applying, etc.*
  - *We recently participated in CCP info sessions for families of the districts of Madison Comprehensive HS, Colonel Crawford HS, Centerburg HS, Norwayne HS, and Mansfield Senior HS.*
- ✚ *Completed: FA25 enrollment increase - Following the Fall-Session B Non-Attendance drops, **CCP Early College Enrollment for FA25 achieved the goal of a 1% increase** of both credit hours and individual student headcount. CCP/Early College remains well above FA24 in all categories.*
  - *Comparison Summary following Wk 2 (10/22):*
    - FA25 Applications (1,081): +5.57% over prior year (FA24)*
    - FA25 Enrolled Students (1,360): +6.54% over “ “ “*
    - FA25 Credit Hours (9,763): +11.88% over “ “ “*
    - FA25 Avg. CH per student (7.18): +5.02% over “ “ “*
  - *This “village effort” led to the College meeting the FA25 Semester Goal of 22,000 Total Credit Hours! Great job everyone!*
  - *Following Non-Attendance drops in Wk 2, total FA25 enrollment was 21,857 credit hours and 2643 total students*
    - *CCP Early College students comprise 51.2% of our student body for FA25*
    - *CCP Early College students comprise **44.2% of our enrolled credit hours for FA25***
- ✚ *Continued: SP26 Enrollment – Tracking toward SP26 compared to prior year on same date:*

	<i><b>Data fr Prior Year/ SAME DATE (For Active Reg. Term)</b></i>	<i><b>% Change to PY-Same Date (% Change Comparison as to Prior Year-Same Date)</b></i>
<i><b>Applications</b></i>	<i>172</i>	<i>1.16%</i>
<i><b>Students Enrolled</b></i>	<i>465</i>	<i>6.88%</i>
<i><b>Credit Hours</b></i>	<i>4236</i>	<i>10.08%</i>
<i><b>Avg CH / Student</b></i>	<i>9.11</i>	<i>43.03%</i>

## 10\_ Academic Support Services (Center for Teaching Excellence)

Increase Canvas Master Courses by 50% (from 37 to 56) and engage one program from each division in course design review by June 2026.



**CANVAS MASTER COURSES:**

Courses completed to date:

- 52 Complete (ACCT-2050) (BUSM-1260)
- 6 In progress

Courses in progress:

HMSV-1020, EDUT-1010, EDUT-1370, EDUT-2080, EDUT-2090, HIST-1070

**COMPLETED COURSE REVIEWS:**

<u>EBC:</u>	<u>Health Science:</u>	<u>Liberal Arts</u>
•	<ul style="list-style-type: none"> <li>• RADS-1121</li> <li>• RADS-1151</li> <li>• RADS-1170</li> <li>• RADS-1175</li> </ul>	•

Reviews in progress, not yet completed:

- RADS-1251, RADS-1270

Reviews planned for Fall 2025:

<u>EBC:</u>	<u>Health Science:</u>	<u>Liberal Arts</u>
•	<ul style="list-style-type: none"> <li>• RADS-1275</li> <li>• RNUR-1012</li> <li>• RNUR-1014</li> <li>• RNUR-1052</li> <li>• RNUR-1054</li> <li>• RNUR-1060</li> </ul>	•

Additional Activities

**Faculty Development:**

- **Opposite of Teaching: Teaching for Integrity in the Age of AI** Faculty Book Clubs
  - Admins approved using Title III money to book the book's co-author Dr Bertram Gallant for Aug 7, 2026 Teaching Exchange remote keynote. Working with faculty to build meaningful application/ build out focused agenda for the day.
  - 12/1 Sent all Fall Book Club participants who completed the club a compiled & annotated 'Next Steps' worksheet adapted from book.
  - 12/1 Sent Dr Gray compiled list of the book's institutional resource/ policy/ service recommendations for best practices in academic integrity w/ AI the book club participants thought relevant to NCSC
  - 12/2 Spring Book Club Interest Survey sent to all Adjunct & FT Faculty- 11 respondents to date
- 4 Winter Break Course Redesign Camps being offered to faculty – Canvas Site Optimizing (morning weekday & evening options), AI cheating Resistance & AI

- Enabling. Sign up email sent to all Adjunct & FT faculty & hard copy fliers posted in break rooms 12/4.*
- *1 [Facilitator Teaching Tips Podcast](#) episode posted 11/15-12/5 (Dr Bertram Gallant Book club Q&A highlights)  
34 downloads | 29 Listeners*
  - ***Title III grant funds used to pay for another year of The Facilitator teaching tips podcast hosting***
  - ***1st Year Faculty Teaching Peer-Peer Mentoring Seminar (based on CT College model)** proposal endorsed by Faculty Caucus on 11/24 w/ a minor typo revision suggestion. Taking to admins for approval & funding with goal of launching August '26.*

## BUSINESS SERVICES

### 11\_ Accounting Services

Collaboratively update 100% of financial aid and business office policies and procedures by June 2026 and complete a comprehensive policy manual to support compliance and reduce barriers to enrollment.

- ✚ *Accounting Services dedicated significant time to addressing the auditors' last-minute requests so that the draft report would be ready for presentation at the College's board meeting.*

### 12\_ Financial Aid Office

Collaboratively update 100% of financial aid and business office policies and procedures by June 2026 and complete a comprehensive policy manual to support compliance and reduce barriers to enrollment.

- ✚ *Passed the ODHE audit. 882 records reviewed and 0.00% errors!*
- ✚ *Each week we run the spring 2026 dereg list from the cashier and work it. Reached out to students on next steps via text and email.*
- ✚ *Followed up with TFS who are not registered FT or not registered at all in SP2026.*
- ✚ *Attended New Student Orientation*
- ✚ *Worked NSO file and reached out to all student who don't have FAFSA or still need documents*
- ✚ *Learned new scanning software*

### 13\_ Facilities Management

Complete all listed capital repairs and renovations, including Fallerius and Health Sciences buildings, by June 30, 2026, ensuring physical campus readiness for instructional needs and safety.

### **Fallerius Renovation Project**

- *Timeline 2025 / 2026*
- **Status Update:** Demolition is 90% completed, new floor plains and framing are in the process of completion, rough in electric and plumbing are ongoing. Phase one is ahead of schedule completion of phase one is set for February 2025

### **14\_ Information Technology & Information Systems**

Achieve and sustain a 60% call answer rate and respond to helpdesk tickets within an average of 3 work hours by June 2026 to improve internal and student-facing service.

### *From 11-24-25 to 12-5-25*

- *Call Answer Rate: 44 completed out of 90 inbound calls - 48.9%*
- *Ticket Response Time: 4 hours 21 minutes*

### **15\_ Child Development Center**

Maintain weekly enrollment tracking, document inquiries by funding source, and report on progress toward CDC expansion to support family access to on-campus childcare by June 2026.

<b>Enrollment Tracking for the period ending December 5, 2025</b>				
Class (Room)	Maximum Enrollment	Available Slots	Filled Spots	Notes
Adventure (39)	8	0	8	
Imagination (21)	8	0	8	
Puddles (24)	8	0	8	
Fascination (27)	8	0	8	
Journey (29)	21	0	21	
Sunshine (32)	21	0	21	
Homebase	28	0	28	

<b>Inquiries by Funding Source</b>		
From November 27, 2025 to December 5, 2025		
<b>Private Pay</b> 19 Families <b>3 Additional Families</b> Called	<b>PFCC/Voucher or Early Head Start or ODE Grant</b> 7 Families <b>3 Additional Family Called</b> New PFCC Rules have/will continue to impact PFCC family's eligibility.	<b>Unknown</b> 10 Families <b>3 Additional Family</b> Called
	<b>Waitlist Families:</b> <b>Families who have been on our waitlist for 1 Day to 2.5 yrs.</b>	
<b>Private Pay</b> <b>Infant/Toddler 32</b> Preschool 6	<b>PFCC/Voucher or Early Head Start or ODE Grant</b> Infant/Toddler 13 Preschool 9	N/A

**Yellow Highlights** show change in family inquiries about enrollment since the last report.

## CDC Expansion Summary

Narrative~

No Updates to Report.

### 16\_ Development (Foundation, Major Gifts and Rentals)

1) Raise \$442,560 in Emerald Club funds, add 2 new scholarships, and secure 2% growth in major gifts by June 2026. 2) Generate \$37,000 in rentals by June 2026 and finalize Preferred Partner rental packages and marketing materials.

✚ \$242k secured in donations.

- *Met with OhioHealth for our Foundation monthly meeting to discuss the NCSC Foundation Nursing program.*
  - *They expressed continued interest in the nursing program and shared they have LPN potential students continuing to want to enroll in the program and this is an area of strength.*
  - *An information session was scheduled at their request and we will provide information and plan to serve PN, LPN to RN, and RN to BSN students.*
  - *We discussed the success of the phlebotomy program and the excellent interest in the nursing pathway with these students.*
  - *We shared the potential CNA program request that has come to us from long term care.*
- *PN 24*
- *RN 20*
- *BSN 8*

✚ *Rentals income FY26 \$36,704.00 FY27 \$3,475.00*

### 17\_ Workforce Development

Grow Workforce revenue by 5% and credit apprenticeships by 5% by June 2026 through new programming in maximizing Tech Cred, AI, leadership, and Unmanned Aircraft Systems (UAS).

- ✚ *CNG (Charter Next Generation Films) – Follow up meeting on Dec 8 to discuss an HR training program, maintenance employee training, and Sup/Leadership as next steps.*
- ✚ *Training calendars are being set for 2026 with Eagle Crusher, Gorman Rupp, Bakers/Old 30, and Crawford manufacturers electrical and maintenance.*

- ✦ *Timken Lab – 8 students began Friday, Dec 5 taking electrical training.*
- ✦ *Drone Program – January 2026 community cohort building strong momentum with 8 confirmed applicants.*
- ✦ *Leadership & Supervision series in development for monthly community offerings, complementing employer-specific leadership programs delivered across Wyandot, Kehoe, Ashland, and Crawford.*
- ✦ *Microsoft Excel training demand remains strong; Excel 2.0 scheduled for Dec. 11 at CSC and Excel 1.0 set for back-to-back sessions at Richland and Crawford.*

## 18\_ Crawford Success Center

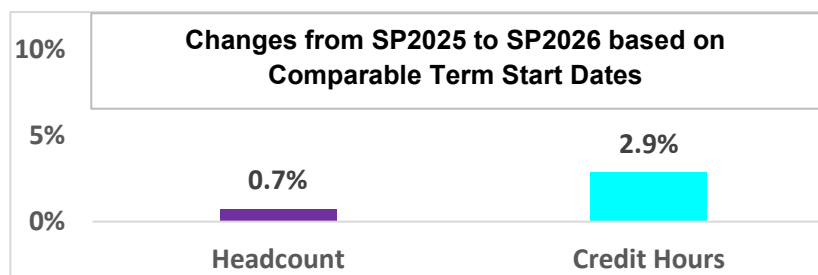
Increase Crawford Center non-CCP headcount and credit hours by 5% each and raise \$35,000 in scholarships by June 2026.

- ✦ *Recruiting – All six high schools have visits set through December 2025.*
- ✦ *Scholarships for Success: 60% of auction items have been secured and working with table sponsors, committee has selected a leadership award winner*

## 19\_ Institutional Research

Promote a culture of data-informed decision-making across the College by launching annual academic data reports, publishing at least four “IR Quick Bytes,” and providing ongoing data literacy training through a minimum of 10 office hour sessions and targeted presentations. Aim to reach at least 50% of full-time employees through these efforts and achieve a minimum of 25 combined views on video-based training content by June 2026.

- ✦ *We are still producing and distributing registration comparison reports for SP2026. They are available here: [SP2026](#). As of 12-07-2025, we are up very slightly over a comparable date for SP2025.*



- ✦ *We are narrowing down topics for the next IR newsletters. One will likely focus on 15th day enrollment (produced shortly after 15<sup>th</sup> day for SP2026). In the interim we are considering a focus on a KPI or two. Any suggestions are greatly appreciated!!*
- ✦ *Don't forget, the first edition of the IR newsletter is available here: [QuickBytes 2025-26 Vol. 1.docx](#). The topic is preliminary retention from FA2024 to FA2025.*

- ✚ *We have offered a few open house or office-hour sessions, but have had little response so far. These are very flexible, and we are happy to discuss anything data related or answer data related questions. We will be available 12/16/2025 from 9 am to 11 am here:  
<https://ncsc.zoom.us/j/83717496493?pwd=t9QP9jgWa6nyva0ErkE4w9Eh5meBbV.1>*
- ✚ *I am certain that this will be at the top of everyone's list given that it's the week before break 😊. Seriously though, we are probably going to be changing the format and/or time for next semester due to low attendance. If you think you might be interested, but have not attended, please let us know what has kept you from attending and/or what might persuade you to attend. This might include time conflicts, not knowing what to expect, interest in certain topics (please list), etc. (not meant to limit responses, just a few examples).*

## 20 Grants

Submit and secure at least three competitive grants of \$100,000 or more by June 2026 from diverse state and foundation sources.

PLEASE DO NOT POST ON SOCIAL MEDIA OR OUTSIDE THE COLLEGE AS THE ANNOUNCEMENT IS CURRENTLY EMBARGOED:

- ✚ *NC State has earned the Leah Meyer Austin Award, the highest distinction a college in the Achieving the Dream (ATD) Network.*
  - *The award exemplifies high levels of performance across ATD's Community Vibrancy Framework, with a demonstrated impact on post completion outcomes and upward economic mobility.*
  - *LMA colleges serve as exemplars in the communities they serve and within the ATD Network, advancing student-centered, data-informed student success strategies that are deeply embedded in college culture and planning.*

## 21 Human Resources

1) Conduct structured 30/60/90/6mo/1yr check-ins and two tenure-based focus groups to improve onboarding and employee engagement by June 2026. 2) Achieve at least a 90% completion rate for scheduled milestone check-ins with new hires. 3) Conduct 2 focus groups annually.

- ✚ *For the period of 11/23/25 – 12/6/25 100% of check-ins completed (3)*
- ✚ *New hires/new positions: 11/23/25 – 12/6/25*
  - *Taryn Baldy – Infant/Toddler Lead Teacher, Child Development Center*

## 22 Marketing and Public Relations

Capture 1,320+ inquiries (10% increase), support app-like functionality on web, meet state/federal compliance (SB1), and maintain 100% timely updates of program info and responses by June 2026.



✚ *Inquiries through December 5th: 1,301*

✚ *Compliance: Work on ADA compliance of website is progressing. We are currently tracking above the industry benchmark for higher education (85.2/100). We are currently at 91.1/100 on “Level A”, and 96.1/100 on “Level AA” standards.*

## Accessibility overview

New

The Accessibility update is now available. Act

### Accessibility overview

Site target:

A

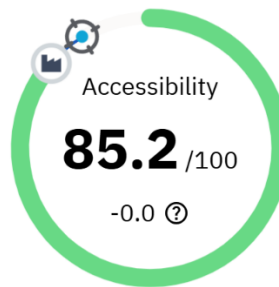
AA



Progress towards site target ?



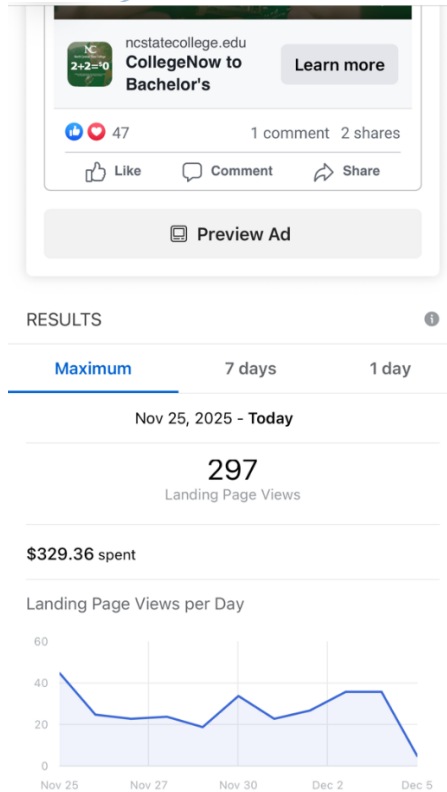
Accessibility score ?



✚ *Program information updates: All program sheets updated with employment and salary data have been printed and replaced in Admissions*

- *Working with Admissions to ensure these materials are distributed to Divisions where appropriate.*

✚ *Additional items of interest: Recent social ad campaign for “2+2=0” delivered both attention and results.*



## 23\_ Faculty Caucus

Increase faculty usage of Aviso notes by 8% and alerts by 5% by June 2026 and develop one small-scale faculty recruitment event pilot.

- ✚ *Faculty Caucus shared the updated policies with all faculty*
- ✚ *Faculty Caucus reviewed the CTE mentorship program and gave feedback*
- ✚ *Faculty Caucus asked for input for the spring in-service day*
- ✚ *Faculty Caucus shared information regarding information sessions and short program intro videos*

## 24\_ Staff Caucus

1) Host all scheduled caucus meetings, increase internal staff engagement (communication and participation) rates by 25%, 2) organize a joint discussion with Faculty Caucus to explore customer service improvement and retention ideas by Spring 2026.

- ✚ *Staff Caucus met on 11/26/25*
  - *We went over the new policies that were presented at President's Cabinet.*
  - *The "investing in our growth" email from Dr. Diab came up, and the goals were discussed.*

## President's Bi-Weekly Report

- *We also discussed the final itinerary for the December Staff in Service.*
- ✚ *Staff Caucus continues to set the goal to improve the overall student experience regarding culture and customer service.*