

**North Central State College
Board of Trustees' Meeting
August 28, 2019**

I. CALL TO ORDER

The Chair, Ms. Pamela Mowry called the meeting to order at 5:31 p.m. in the Gorman Room (165) of the Fallerius Technical Education Center. At that time, she asked all to rise and join her in reciting the pledge of allegiance followed by her reading of the Global ENDS Policy for North Central State College.

II. ROLL CALL

The Recorder, Mr. Stephen Williams called the roll.

Present:

Mr. Mark Masters
Dr. Dwight McElfresh
Mr. Roger Miller
Ms. Elisabeth Morando
Ms. Pamela Mowry
Ms. Linda Nelson
Ms. Shelly Niese
Mr. Steven Stone

Absent:

Mr. Matthew Smith

III. INTRODUCTION OF GUESTS

President Dorey Diab introduced Dr. Karen Reed, Vice President of Academic Services; Ms. Lori McKee, Vice President of Business Services; Mr. Tom Prendergast, Vice President of Student Services; Ms. Chris Copper, Executive Director of the College Foundation. Ms. Zoi Romanchuk was present representing The Ohio State University Mansfield Advisory Board and Ms. Barb Keener, PKT/SAP Advisor was present with Mr. Dusty Boyd, President, Phi Theta Kappa to present the PTK/SAP reports.

IV. FOCUS OF THE MEETING – Ms. Pamela Mowry

Ms. Pamela Mowry explained that the primary foci of tonight's meeting include the main items on the agenda: A Report from our Students, our Foundation, and our President. We will attend to our Required Approvals Agenda, our Policy Governance Agenda and Training items, and will conclude with an Executive Session on the President's contract and compensation. There will be action following the Executive Session.

V. OSU-MANSFIELD ADVISORY BOARD REPORT

Board Chair, Ms. Pamela Mowry introduced Ms. Zoi Romanchuk, Trustee of the OSU-M Advisory Board and gave her the floor for her report. Highlights included:

- The OSU-M Board welcomed new additions to the Board: Ms. Renda Cline, Mr. Frederick Cook, student representative, Mr. Antwan Woods and herself, Ms. Zoi Romanchuk.
- OSU-M is serving as an advocate of the Mansfield Rising Plan.
- Mr. John Shuler is serving as the Mansfield Campus representative to the OSU Alumni Council. They have been discussing an Athletics focus as the OSU Football program supports all other athletic programs by bringing in some \$200M to the university.
- Dean, Norman Jones recently made a trip to Umbach for a discussion on Economics. The initiative proposes to bring in \$54.7M in support of the region.

Ms. Mowry announced that the next OSU-M Advisory Board meeting will be held on September 19th and called for a representative. Ms. Linda Nelson responded that she would represent the NC State Board at the next OSU-M Advisory Board meeting.

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

A. Phi Theta Kappa (PTK) and Sigma Alpha Pi (SAP) Updates

Dr. Dorey Diab introduced the student representative Mr. Dusty Boyd who presented the Phi Theta Kappa and Sigma Alpha Pi reports.

Phi Theta Kappa (PTK)

The PTK officer team has started their recruitment campaign. They have printed letters, stuffed envelopes, and sent out 600 letters to eligible students.

The chapter president has scheduled information sessions the first few weeks of the semester.

The chapter has begun having weekly meetings scheduled every Monday for fall semester.

The chapter has spent the summer doing research for our honors topic. Now, we plan to do service projects based on what we have learned. We are discussing our annual culture fair, service related activity moving toward a green campus, and our holiday extravaganza. This event will serve as a source of fundraising for our chapter and a great way to encourage engagement with students from local schools. Kevin Kline has agreed to partner on these projects to facilitate us in achieving these goals.

Society for Leadership and Success (Sigma Alpha Pi – SAP)

We have 40 hours of events scheduled for fall semester. We will send out invitation letters to 1200 NC State students next week to kick off our recruitment campaign for the fall.

B. North Central State College Foundation Development and Update - Ms. Christine Copper

Ms. Christine Copper presented the Foundation Development and Update Report as follows.

Emerald Club

Goal \$300,000 current

- Emerald Club 2020 – 6 weeks into the new fiscal year - Total: \$107,030.22
- 2020 - % to goal: 36%
- --Unrestricted: \$9,196.30
- --Restricted Programs: \$38,852
- --Smart Classrooms - \$35,102 (ArcelorMittal)
- --Certificate Programs - \$2,500 (US Bank)
- --AED's - \$1250 (Walmart)

Events: \$4,000

- Hall of Excellence - \$2,800
- Graduate Picnic - \$800
- Scholarship Luncheon - \$400
- Scholarships: \$54,981.92
 - - Tuition Freedom: \$50,612 - Black Family Foundation – PNC (\$33,334) RCF (\$16,666)
 - - Misc Scholarships - \$4073.92
 - - Necessities Fund - \$908
- Plan for new Certificate Scholarship Fund
- Computer Plan
- Priority – 250 New Computers

Grant Coordinator

- Rapids Grant Info – Making a Request for a minimum of \$150k

Foundation Events

- Scholarship Luncheon will be held on October 10th
- Scholarship Luncheon-Zoi Romanchuk
 - Presenting the 1st Alumni of the Year Award Plan

Board

- Annual Foundation Board Meeting- Thursday Aug 22
 - All Board members are having their pictures taken
 - Annual Report will be distributed.

C. Proposed changes to the Vision Statement from Strategic Planning discussion

Dr. Dorey Diab explained that during the course of strategic planning discussions over the past few weeks, there has been a suggestion to enhance the verbiage in the College Vision Statement. The suggestions for consideration are illustrated below in red.

Vision

North Central State College is committed to being a leader in **excellent**, affordable **quality** higher education and a partner in achieving greater community prosperity and **a** better quality of life.

On behalf of the College Strategic Planning Team, Dr. Dorey Diab presented the revised vision statement for the Board's Consideration of Approval.

ACTION TAKEN: Ms. Linda Nelson moved for approval/adoption of the revised College Vision Statement as presented. Mr. Roger Miller seconded the motion and the motion carried unanimously.

D. Monitoring Report: Executive Limitations 4.60 Financial Condition and Activities & 4.70 Asset Protection

Dr. Dorey Diab explained that his presentation on monitoring reports for this meeting follow executive limitations 4-60 on financial conditions and activities, and 4-70 on asset protection. His discussion of these items will be a recap of that information reported in his monitoring report on these items at the June Board retreat.

04-50 Financial Planning/Budgeting - the College follows the standard required by the state and federal government. The Unqualified financial audit with no findings has proven that practice. Payroll, debts, and taxes are paid appropriately. Some old and obsolete inventory is being auctioned off based on state requirements on Govdeals.com website. Over the past year, the College has continued to balance the budget, and provide the board with monthly budget update. The College has maintained fiscal viability with a composite ratio above 4.0 (4.1). OACC average is 3.8. The College is among the top 2 of all 23 community colleges for fiscal year 2020 percent projections for the SSI. Average change for all colleges is 1%. The College has continued to increase the reserve, from 31% to 37% (OACC average is at 42%).

04-70 Asset Protection – the College is very diligent in protecting the institution, and minimizing its risk for exposure and liability through continuous review of situations that arise with the Attorney General's Office. However, we can't control what actions others may take.

E. Updates/Other

1. Enrollment Report (over 2,900 and inching closer to 3,000 headcount, and closer to
 - a. 24,500 credits. Would like to see 25,000 credits)
2. Fall Convocation Results/Takeaways (August 15 and 16)
 - a. Dr. Diab presented on how time and technology are a'changin', and how we are Investing in Information Technology Equipment & Infrastructure (electronic Cadaver)
 - b. Howard Walters Presented on adult students and programs of the future
 - c. Ginny Telego presented on Diversity and Inclusion
 - d. Faculty discussed a book on enhancing the teaching/learning environment
 - e. Monica Durham provided training on the new Aviso software to faculty
 - f. Tessa Bianchi presented on mental health issues
 - g. First responders guided faculty on safety training in their building/offices
3. Bruce Hennes provided a workshop on August 26 to the College and the community on Crisis Communication
4. A speaker from the Education Advisory Board (EAB) in D.C. presented on strategies to attract new students to campus on August 29
5. The College is very active in providing professional development activities to all employees including managers, faculty, and staff during multiple meetings on campus: convocation, professional development days, open forums, and monthly division meetings.
6. The college leadership was invited to be part of the Mansfield Senior High School Convocation on August 20.

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 Dr. Dwight McElfresh and passing unanimously, the following items were approved:

A. Approval of Minutes for June 26, 2019 “Regular Meeting”

B. Approval of Minutes for June 26, 2019 “Planning Retreat”

C. Consideration of Approval of Status Change – R-2019-28

**CONSIDERATION OF APPROVAL OF
STATUS CHANGES**

R-2019-28

STATUS CHANGE

BE IT RESOLVED: by the Board of Trustees that the following staff/faculty members are hereby awarded the following status change:

BEGINNING July 1, 2019

Michelle Slattery- faculty member to receive advancement in rank increase.

BEGINNING August 5, 2019

Melanie Reynolds – moving from Assistant Director, Child Development Center back to Teacher.

BEGINNING August 5, 2019

April Thompson – moving from Healthy Families Coordinator to Assistant Director, Child Development Center.

D. Consideration of Approval of Employment of College Personnel – R-2019-29

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

R-2019-29

NEW HIRES

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

BEGINNING JULY 1, 2019

*Shane Smith, Retention Specialist
Indiana Wesleyan University, Bachelor of Social Work*

BEGINNING JULY 29, 2019

*David Jones, Network Systems Administrator
DeVry University, Bachelor of Science, Computer Engineering Technology*

BEGINNING JULY 29, 2019

*Dr. Toni Johnson, Assistant Dean, Business, Industry and Technology
Northcentral University, PhD, Business Administration*

BEGINNING AUGUST 1, 2019

Tara Puckett, Child Development Teacher

Ashland University, Bachelor of Education

BEGINNING AUGUST 12, 2019

Deanna Lewis, Part-time Cashier

BEGINNING AUGUST 12, 2019

Carter Hayes, Computer Technician

North Central State College, IT Networking

BEGINNING AUGUST 13, 2019

Heidi Marsh, Child Development Center Teacher Assistant

North Central State College, Associate of Applied Science, Early Childhood Education

BEGINNING AUGUST 15, 2019

Pamela Studer, Nursing Faculty

University of Cincinnati, MSN

BEGINNING AUGUST 19, 2019

Karey Borden, Administrative Assistant, CDC

Columbus State Community College, Associates Degree, ECD

EXPLANATIONS OF NEW HIRES FOR RESOLUTIONS R-2019-29

Shane Smith moved from Transition Specialist to Retention Specialist.

David Jones is hired as Network Systems Administrator to replace Jim Turner when he retires.

Dr. Toni Johnson is hired as Assistant Dean, Business, Industry and Technology to replace Dan Wagner.

Tara Puckett is hired as Teacher to replace April Wilson.

Deanna Lewis is hired as a part-time Cashier.

Carter Hayes is hired as Computer Technician to replace Brian Baldrige.

Heidi Marsh is hired as Teacher Assistant to replace Mary Cornette.

Pamela Studer is hired as Nursing Faculty to replace Lou Huff.

Karey Borden is hired as Administrative Assistant at the Child Development Center to replace Lisa Rose.

REGULAR AGENDA

**A. Consideration of Approval of the Kehoe Center Infrastructure Renovations
Project Contract and Contingency Amounts – R-2019-30 – Dr. Dorey Diab**

**CONSIDERATION OF APPROVAL OF THE IT INFRASTRUCTURE RENOVATION
PROJECT CONTRACT AND CONTINGENCY AMOUNTS**

R-2019-30

WHEREAS: *The State of Ohio Appropriates Funds for Capital renovations projects for North Central State College, and*

WHEREAS: *the data center at the James W. Kehoe Center has inefficient air conditioning, and lack of redundant UPS power which poses a risk of data lost, and*

WHEREAS: *the data center provides numerous services for the college (administrative services, Active Directory, Exchange email, web services, storage, etc.), and*

WHEREAS: *The project will also consist of running fiber communication from the Byron Kee Center for Student Success to the Child Development Center to provide reliable communications and improved bandwidth, and*

WHEREAS: *sealed bids were received until 2:00 p.m., on Thursday, July 11th, 2019, for the IT Infrastructure Renovation project, and*

WHEREAS: *the low bid is within 10% of the projected estimate, and*

WHEREAS: *the College is in conformance with the bidding process under Section 153 of the Revised Code of the State of Ohio.*

NOW, THEREFORE BE IT RESOLVED: *the Board of Trustees of North Central State College authorizes the following contract and contingency amount.*

<u>General Contractor</u>	<u>Amount:</u>
Spring Electrical Construction Co. 1500 East Lindaire lane Mansfield, Ohio 44906	\$ 241,700.00
<u>Contingency:</u>	\$ 50,028.00
<u>Administrative Fees</u>	\$ 4,893.00
<u>Total Amount:</u>	\$ 296,621.00

ACTION TAKEN: Dr. Dwight McElfresh moved for approval of resolution R-2019-30 for the Kehoe Center Infrastructure Renovations Project Contract and Contingency Amounts. Mr. Mark Masters seconded the motion and the motion carried unanimously.

B. Consideration of Approval of Tuition Increase— R-2019-31 – Dr. Dorey Diab/Ms. Lori McKee

CONSIDERATION OF APPROVAL OF TUITION INCREASE

R-2019-31

WHEREAS: *the Board of Trustees of North Central State College is committed to providing access to a high quality and affordable education, and*

WHEREAS: *HB 166 of the 132 Ohio General Assembly allows Ohio public colleges to increase in-state undergraduate instructional and general fees by not more than five dollars per credit hour each academic year of the biennium, and*

WHEREAS: *tuition has remained flat over the last two years and there is a continuous need to balance the budget and increase the reserve ratio which remains below the State's average for community colleges, and*

WHEREAS: *North Central State College tuition remains very affordable especially in comparison to other nearby colleges and universities, and*

WHEREAS: *Tuition waivers for Tuition Freedom, Adult Tuition Freedom, and Home Schooled/Private Schooled College Credit Plus students will increase along with the tuition increase.*

NOW, THEREFORE, BE IT RESOLVED: *that the Board of Trustees hereby authorizes an increase in base tuition by five dollars per credit hour each academic year of the biennium as approved by HB 166 of the 132 General Assembly starting spring semester 2020.*

ACTION TAKEN: Dr. Dwight McElfresh moved for approval of resolution R-2019-31 for the North Central State College Tuition Increase. Mr. Mark Masters seconded the motion and the motion carried unanimously.

C. Treasurer's Report for June 30, 2019 – Ms. Lori McKee

Ms. Lori McKee presented the Treasurer's Report for the period ending June 30, 2019. She stated that revenues for the month totaled \$817,307. Expenditures were \$1,369,923 leaving a deficit of \$522,616. Year-to-date revenues totaled \$20,426,035. Year-to-date expenditures totaled \$17,811,953 leaving an excess of \$2,614,082. The StarOhio Month End Balance for June 2019 was \$5,211,078. 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, 2019. Ms. Elisabeth Morando seconded the motion and the motion carried unanimously.

D. Treasurer’s Report for July 31, 2019 – Ms. Lori McKee

Ms. Lori McKee presented the Treasurer’s Report for the period ending July 31, 2019. She stated that revenues for the month totaled \$5,782,746. Expenditures were \$1,272,647 leaving an excess of \$4,510,099. Year-to-date revenues totaled \$5,782,746. Year-to-date expenditures totaled \$1,272,647 leaving an excess of \$4,510,099. The StarOhio Month End Balance for July 2019 was \$5,211,783. 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: Mr. Steven Stone moved for approval of the Treasurer’s Report for the period ending July 31, 2019. Mr. Roger Miller seconded the motion and the motion carried unanimously.

VIII. POLICY GOVERNANCE

A. Nominating Committee Appointments

Board Chair, Ms. Pamela Mowry announced that terms of Ms. Shelly Niese, Mr. Matthew Smith, and Mr. Steven Stone are due to expire on January 16, 2020. Since two of the three were members of last year’s nominating committee and are now up for reappointment in 2020, it is necessary to appoint new committee members to carry out the task of formulating a recommendation for reappointments and confirming appointments of next year’s slate of officers. Ms. Mowry appointed Dr. Dwight McElfresh to serve as Chair of this year’s Nominating Committee. Ms. Mowry further appointed Mr. Roger Miller to join Dr. McElfresh on the committee and Ms. Linda Nelson, previously serving as nominating committee chair, will remain on the committee. All appointees accepted their appointment and were asked to review the committee’s charge.

B. Discussion of Agenda Planning – Ms. Pamela Mowry

1. Review of Actionable Items.

- a. BOT to receive Performance/Self-evaluation Trend Analysis on a quarterly basis with 2nd quarter result presented at the August BOT meeting

President Diab pointed out that the report will be presented later in the agenda.

- b. Policy Governance Case Study Scenario to be sent to all Trustees in preparation for monthly discussion.

President Diab pointed out that the case study scenario and policy discussion material was sent out to all Trustees prior to the meeting for preparation.

- c. BOT to consider the wording of Question 5 of the annual self-assessment survey to clarify the standard of performance it is intended to measure.

Board Chair, Ms. Mowry called upon Mr. Stephen Williams to provide some insight into this discussion. Mr. Williams noted that essence of the question refers to the basic foundation for the exploration and fundamentals of the Ends policies development.

Question 5 is stated as follows: The Board works on clarifying Board priorities/values among the range of potential outcomes, beneficiaries and costs of outcomes.

It can be broken down into 3 distinct points of clarity.

- 1) Priorities/values among the range of potential outcomes (What Good?)
- 2) Beneficiaries (For Whom?)
- 3) Costs of Outcomes (At What Cost?)

In other words, does the Board continuously work on reaffirming their ENDS policies as the desired results/outcomes of the work of the College according to the voice of the Owners?

The board agrees with this clarification and chose to keep the question as is.

2. Owners Connections.

Ms. Linda Nelson

Reported that Franklin University is offering a 15% discount to all Faculty, Staff, Students and Trustees to attend Franklin University.

Ms. Pamela Mowry

Shared the results of the Ashland County Veterans Appreciation event that she Co-chaired. At 1:00pm on that day, they had approximately 5,500 participants on site. Total from last year's event was 3,500. Next year, the event will be held on Saturday, August 8, 2020.

Dr. Dwight McElfresh

Reported on his visit to various colleges in Spain and Portugal. At these institutions, students are expected to do most of the learning on their own and

only use professors for questions. In these areas, higher education is very affordable.

Ms. Elisabeth Morando

Shared an encounter she had with a Florida student who is paying tuition of \$102 per credit hour.

3. Reflections on 2nd Quarter Self-Assessment Survey Trend Results.

Board Chair, Ms. Pamela Mowry called for discussion of each of the trend results from the Board self-assessment survey for the meetings of the 2nd quarter of 2019, which included the meetings of April 2019 and May 2019. Following the discussion, Ms. Mowry encouraged Trustees to feel free to be more vocal in bringing to her attention or to the Board’s attention when there are opportunities to improve the quality of a meeting or the efficiency of the Board in the performance of its work.

B. Board Policy Governance Training (IAW 02.70) – Ms. Pamela Mowry

1. Policy Governance Rehearsal Scenarios (IAW 02.70b.) – PolGov training includes a guided discussion/rehearsal of potential scenarios that trustees might expect to encounter in order to further enrich the board’s understanding of the principles of the Carver Policy Governance Model and to take their confidence in application to the next level. Ms. Pamela Mowry led the case study for scenario 5.11 that asks “*Where Does the Surplus Go?*” In this scenario, during a nonprofit organization’s board meeting, a board member expresses concern that there are surplus funds at year-end. How should the board respond?
2. Policy Governance Policy Review (IAW 02.14) – training also includes a continuing review, refresher, and reassessment of current Policy Governance policies. Dr. Dwight McElfresh led the discussion and review of policy governance policies 3.3, & 3.4 on Board-CEO Linkage.

IX. BOARD CHAIRPERSON REPORT- Ms. Pamela Mowry

A. 2019 ACCT Leadership Congress (October 16-19)

Dr. Dorey Diab reported on the development of the Pre-Congress Academy presentation that he, Dr. McElfresh, and Ms. Morando were part of entitled, “Effective Board Governance: Making Tough Ethical & Legal Decisions” and asked to schedule a rehearsal opportunity that they might go over the material in preparation for their role in the academy. This would also be an opportunity to review the concurrent session they are

slated to present on entitled, “Utilizing Policy Governance to become an Achieving the Dream Leader College of Distinction.”

B. Annual Ethics Training (September 25th meeting beginning at 4:30pm)

Ms. Pamela Mowry called for discussion on meeting the Trustees annual ethics training requirement by once again inviting our legal counsel to the September meeting. Trustees agreed that it was an effective way of getting the training done for the majority of the Board while leaving time for alternatives for those who are unable to attend this training.

C. Proposed Meeting Dates for 2020

Ms. Pamela Mowry asked Trustees to refer to the listing of proposed meeting dates for 2020 and called for discussion of dates that may pose a challenge to the Board’s ability to achieve a quorum. Following some brief discussion, there were no dates that posed an attendance issue identified at this time.

There was a concern raised about having the Board’s Regular Meeting and the Planning Retreat held on the same day counting as two separate meetings for Board attendance purposes. Ms. Pamela Mowry called for further discussion. Board Secretary, Mr. Stephen Williams explained that previously these two activities were held on different days and their content and purposes differed. Since the Board opted to conduct these activities on the same date as a matter of convenience, they have been conducted as two, separate meetings for attendance purposes. Each with its own clear “Call to Order” and each with its own clear “Adjournment.” While this structure offers some distinct advantages it does also offer some disadvantages for Trustees who are unable to attend either meeting on that day since it will penalize them with two missed meetings for attendance purposes. The Board asked for a listing of pros and cons to counting this meeting as two separate meetings for discussion at the September meeting in order to make a determination if the two activities should be counted as one meeting or as two different meetings taking place on the same day.

D. Discussion of Date for NCSC/OSU-M Joint Board Meeting

Ms. Pamela Mowry called for discussion of the date for the Joint Board Meeting. Dr. Dorey Diab explained that for the last couple of years we have held this event on the same night as the December “Regular” Board meeting in order to minimize the number of trips to campus for Trustees. For this year, that date will be December 4th. A proposed agenda for NCSC Trustees might be to attend the Joint Board meeting from 4:00pm – 5:00pm, then come back to Fallerius for the Auditor’s Presentation to the Board from 5:00pm – 5:30pm, then call the “Regular” December Board meeting to order at 5:30pm. With the consensus of the Board, this would be the recommendation to forward to the OSU-M Advisory Board for consideration.

E. Annual Trustee Conference (October 29-30) Columbus State Comm. College

Ms. Pamela Mowry announced that the dates for the Chancellor’s Annual Trustee Conference have been published. While there is still no information on the details of the conference or agenda, Trustee are encouraged to mark their calendar and make plans to attend if possible. More information should be forthcoming by the end of the week.

X. EXECUTIVE SESSION

The Chair called for an Executive Session at 7:21 p.m. Ms. Linda Nelson made a motion and it was seconded by Ms. Shelly Niese to adjourn to Executive Session to discuss personnel matters regarding the contract and compensation of a public employee. Ms. Mowry announced that she expects there will be further business following the executive session. A roll call vote on the motion was approved unanimously by all members present.

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

At 8:06 p.m., the Chair, Ms. Pamela Mowry 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-2019-32 – Ms. Pamela Mowry

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

R-2019-32

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 its work, and*

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

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, 2024, and*
- 2. President Diab's annual salary as President of the College shall be increased for fiscal year 2020 by three and one half percent of his current salary retroactive to July 1, 2019, and*
- 3. President Diab's compensation shall include a one-time stipend equal to three and one half percent of his current salary, and*
- 4. President Diab's compensation shall include having seven percent of his 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 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: Ms. Linda Nelson moved for approval of resolution R-2019-32 for the President's Contract Renewal and Compensation. Mr. Roger Miller seconded the motion and the motion carried unanimously.

XI. MEETING EVALUATION (IAW 02.16) – Ms. Pamela Mowry

Board Chair, Ms. Pamela Mowry called for a meeting evaluation discussion. Trustees noted that today's discussion was healthy. The discussion of the self-assessment survey results was of great importance to the Board governing with excellence. However, there is still work to be done to help the Board become more efficient with time, more business discussion and less personal discussion.

XII. TIME AND PLACE OF NEXT MEETING

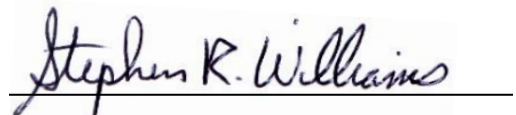
The next Regular meeting of the Board of Trustees is scheduled for Wednesday, September 25, 2019 at 5:30pm. in the Gorman Room (165) of the Fallerius Technical Education Building.

XIII. ADJOURNMENT

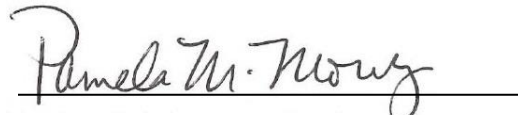
The Chair called for any additional business requiring Board action.

ACTION TAKEN: As there was no further business requiring the Board's consideration, the Board Chair, Ms. Pamela Mowry declared the meeting adjourned at 8:13 p.m.

Respectfully submitted:



Mr. Stephen R. Williams, Board Secretary



Ms. Pamela Mowry, Board Chair