North Central State College Board of Trustees' Meeting December 6, 2023

I. CALL TO ORDER

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. All Trustees participating in tonight's meeting attended in person.

Chair Dr. Dwight McElfresh called the meeting to order at 5:35 p.m. and 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:

Ms. Kristin Aspin

Mr. David Bush

Mr. Mark Masters

Dr. Dwight McElfresh

Ms. Elisabeth Morando

Ms. Linda Nelson

Mr. Steven Stone

Mr. Patrick Williams

Ms. Kimberly Winkle

III. INTRODUCTION OF GUESTS

Board Chair, Dr. Dwight McElfresh asked Ms. Lori McKee to introduce our special guest. Ms. McKee introduced Mr. Kevin Vaughn (online) who is our Audit Partner from Plattenburg & Associates and will be reporting on our annual audit this evening. The Board Chair called on President Dorey Diab to introduce the remaining 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 Student Services; Ms. Chris Copper, Vice President of Development; Ms. Sara Rollo (online) representing the Faculty Caucus and Mr. Landon Hyatt, President of Phi Theta Kappa representing student organizations; Mr. Nick Gesouras representing the Ohio State University at Mansfield Advisory Board; and Trustee Emeritus, Mr. Matthew Smith.

IV. FOCUS OF THE MEETING – Dr. Dwight McElfresh

Dr. Dwight McElfresh explained that the primary focus of tonight's meeting will include: A Report on the financial well-being of our College from our Auditor, reports from the OSU-M Advisory Board, our Student representative, our Foundation, and our President. We will attend to our Required Approval Agenda, and our Policy Governance Agenda and discuss a Board Operating policy. There will be an Executive Session towards the end of the meeting and we do expect to be further business following the executive session.

V. AUDITOR'S REPORT – Plattenburg & Associates, Inc.

Mr. Kevin Vaughn presented the results of the annual Auditor's Report for fiscal year 2023. He explained that the audit report presented begins with the yellow book report required by the government auditing standards. It is a report on the procedures we performed related to internal controls and to compliance. From the internal controls, you will see the results from our tests and it basically points out that our audit of internal control was conducted for the limited purpose described in the earlier paragraphs. Given these limitations during our audit, we did not identify any deficiencies in internal controls that we consider to be material weaknesses. Compliance related to our audit of compliance under the yellow book, states that the results of our tests discloses no instances of non-compliance or other matters required to be reported under government auditing standards. So, the College received a "Clean," Unmodified Yellow Book Report in relation to its financial statements audit. The opinion of the auditor on the financial statements is an Unmodified Opinion and is what is referred to as a "Clean Audit Opinion." Mr. Vaughn went on to present an overview of the College's current net financial position and asked for any questions the Board may have on the audit.

Following the report from the Auditor, the Board conveyed their Thanks and Congratulations to Lori and her team for once again turning in a "Clean" audit for the College and Foundation. Ms. McKee added "in the twenty-three years I have been in the business office this is our twenty-third clean audit. This result does not come easily. Over the last twenty-three years there has been much turnover in personnel which some years made it more difficult than others. Still, we hold fast to our principles and our policies because we have them for a reason. Those policies are what allows us to get these clean audits. Sometimes we are looked at as the bad guys but that's ok because ultimately, tonight, when we present the annual audit and that auditor reports no findings, that's worth all we go through all year long." She further stated that it is not just her that is responsible for these results, it is the effort of her whole team that makes this result possible.

VI. OSU-MANSFIELD ADVISORY BOARD REPORT – Dr. Dwight McElfresh - Mr. Nick Gesouras (OSU-M Advisory Board)

His highlights from the November $16^{\rm th}$ OSU-M Advisory Board meeting include:

Education:

- They are bringing a new dual license for primary education and special education in the fall of 2025 to regional campuses. They hope that this will make their students more marketable to have this dual licensing.
- They have twenty-five students in their methods courses this semester doing their field experience at the local high schools.
- Dr. Jameson Canter of the English Department, is teaching a new general education course on time travel. This goes from the 14th century to present day discussing everything from the pictures of eutopia and mid-evil to the 80s blockbuster film "Back to the Future."

Student Board Member Report:

- There was a student Board member "Lunch" meeting held with students of color to hear about any concerns. Some of the items noted were the concern for more financial aid advisors and a webinar for parents as well.
- Safety on Campus highlighted the need for lighting on the path to the Buckeye Village Apartments.
- Marketplace hours
- More information about boarding and transportation needs

Student Development:

• Cindy Wood and Donna Hight organized a housing symposium that was specifically designed to help housing insecure students and their needs. This has become quite an issue with some students finding safe and secure housing.

Dean's Report:

- The branch has been funded by the OSU Main Campus with \$25,000 to use for technology needs other than BEST equipment that was also highlighted at the meeting but is now coming to Conard.
- They have hired a consulting firm funded through Columbus, to examine the enrollment at regional campuses and recommend the hiring of a marketing specialist and a recruitment specialist to help calculate the ROI of marketing. They are trying to quantify the efforts to market regional campuses enrollment.
- They are scheduling several community events this winter including a session for families on the new FAFSA forms and session about the coming solar eclipse.
- They are partnering with the College of Engineering Columbus to apply for some highly competitive funds to the federal ROOT COMPLETE program to provide educators a better opportunity to meet the workforce demands in Richland County. They are waiting to see if they will be invited to move to the next step of this process.

Ms. Kristin Aspin attended the meeting as a representative of the NCSC Board of Trustees and added that she was impressed with the students' outcome in that they prioritized their complaints with the student housing issues, fought for it and got it. It was a good example of the students identifying an issue, finding a solution and going through the proper channels to create change.

VII. PRESIDENT'S REPORT – Dr. Dorey Diab

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

Dr. Dorey Diab introduced Mr. Landon Hyatt, President of Phi Theta Kappa who delivered the Student Organizations Report as follows:

- Phi Theta Kappa has a meeting with the North-End Community Improvement
 Coalition (NECIC) about their green project. They are planning to work with NECIC
 to use one of the plots of land they acquired from the land bank to create a memorial
 for families who have lost loved ones to violence.
- They are also planning to write Santa letters to kindergarten students from some local schools.
- **B.** 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 2023/2024

December 2023 Report - Goal: \$440,000, Total: \$245,000

- 1. \$50,000 in Emerald Club gifts pledged and coming in December
- 2. Richland Gives-A huge thank you to the Board and our success in generating \$20,100.
 - a. We are able to launch the scholarship being established, "Honoring the Legacy, Inspiring Future Leaders" through Richland Gives, in honor of our past Hall of Excellence honorees and for students seeking an education to continue building our community.
 - b. The Foundation increased our donations for the giving day by over 20%.
- 3. Wrap up meeting of the 2023 Cedar Fair Charities meeting was held and expansion of the partnership for next year was determined.
 - a. This year's proceeds are going to Tina Husted's scholarship.
- 4. Cedar Point new additions include:
 - a. The 2024 NCSC Foundation Scholarship campaign will have Cedar Point as our Scholarship program sponsor. And will be offering hiring opportunities to our students and internships.
 - b. A second painting is being created by Tina Husted of Cedar Point night lights and new products are planned to be made from the painting.
- 5. Announced at the Ashland Chamber Annual meeting our first certificate program for Ashland area businesses.
 - a. NCSC Development team (5 team members) are blitzing the Ashland area and dropping off workforce training opportunity materials to 100 businesses in Ashland County.

- 6. New ask \$75,000 for LPN to RN Black Fund/RCF
- 7. New ask \$185,000 robotics for additional expansion of the AI and Virtual Lab RCF
- 8. \$61,000 IST lab needs (Engineering the Future Slice Micro Data Acquisition Systems)

 Family Foundation
- 9. New \$10,000 scholarship in development with a Board member and a new Advancing Women in Leadership scholarship for \$10,000 (\$20,000).
- 10. Request to submit a proposal is out to a family foundation for the rest of the Virtual Health Science Lab for approx. \$170,000 (depends on what they will fund).

Events

- 1. Rentals has generated \$28,768 in revenue in YTD on a \$35,000 target
- 2. Arts for Success-March 7, 2024, taking nominations for Leadership Award
- 3. Hall of Excellence
 - 1. FY24 date April 11, 2024, nominees are notified and will be shared in detail at the Board meeting.
- 4. The Foundation and Workforce Development team will sponsor a summer workshop, targeting 6th through 9th grade students.

Partnerships

- 1. Crawford County and Richland County Police and Fire Drone program, two grants outstanding.
- 2. Program ribbon cutting is tentatively planned for Dec 11 at the Craig Smith RV in Galion, Ohio. If the Shelby Foundation funds for our Richland County request we will do a ribbon cutting at Kehoe.
- 3. Our NCSC Foundation has submitted a request to fund an LPN to RN program with our hospitals.

Workforce

- 1. \$110,000 in YTD
- 2. Generated \$3,800 from the 1st Quick Book Training in partnership with Mizik & Miller
- 3. 80 students are going through training at Newman and building their staff's soft skills training.
- 4. Continuing our leadership training series with RMC, Chris presenting to them Dec 15.

C. Monitoring Report: Executive Limitations Policies – Communication and Support to the Board Policy (4.10)

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 Communication and Support to the Board (Executive Limitations 04-10).

COMMUNICATION AND SUPPORT TO THE BOARD (EXECUTIVE LIMITATIONS) Policy No. 3357:13-04-10

The CEO will not permit the board to be uninformed or unsupported in its work.

The CEO will not

- 4.11 Withhold, impede, or confound information relevant to the board's informed accomplishment of its job.
 - a. Neglect to submit monitoring data required by the board in Board-CEO Linkage policy "Monitoring CEO Performance" in a timely, accurate and understandable fashion, directly addressing provisions of board policies being monitored, and including CEO interpretations consistent with Board-CEO Linkage policy "Delegation to the CEO," as well as relevant data.
 - b. Allow the board to be unaware of any actual or anticipated noncompliance with any Ends or Executive Limitations policy, regardless of the board's monitoring schedule.
 - c. Allow the board to be without decision information required periodically by the board or let the board be unaware of relevant trends.
 - d. Present information in unnecessarily complex or lengthy form or in a form that fails to differentiate among information of three types: monitoring, decision preparation, and other.
 - e. Let the board be unaware of any supplemental information it requires including anticipated media coverage, threatened or pending lawsuits and material internal changes.
 - f. Let the board be unaware if, in the CEO's opinion, the board is not in compliance with its own policies on Governance Process and Board-CEO Linkage, particularly in the case of board behavior that is detrimental to the work relationship between the board and the CEO.
- 4.12 Withhold from the board and its processes logistical and clerical assistance.
 - a. Allow the board to be deprived of a workable, user-friendly mechanism for official board, officer, or committee communications.

- b. Allow the board to be deprived of pleasant and efficient settings and arrangements for board and committee meetings.
- 4.13 Impede the board's holism, misrepresent its processes and role, or impede its lawful obligations.
 - a. Deal with the board in a way that favors or privileges certain board members over others except when (1) fulfilling individual requests for information or (2) responding to officers or committees with respect to duties charged to them by the board.
 - b. Allow the board to do its work without the necessary items on its Required Approvals agenda. Necessary items are those decisions delegated to the CEO yet required by law, regulation, or contract to be board-approved, along with applicable monitoring information.

Evidence of communicating with, informing and supporting the board by the president and the administration includes:

- 1. Conference calls with the executive committee (current chair and vice chair, and former chair) prior to every board meeting to establish and discuss agenda items and related issues, and sending the information to the board three days ahead of time.
- 2. Providing supplemental information to the board during the meeting or in the board packet.
- 3. Changing the format of the budget presentation to make it more visual with multiple charts.
- 4. Going over important information during the monthly President's Report including students' input and issues, foundation update, and local, state and national issues and trends.
- 5. Corresponding (phone calls, emails) with board chair, executive committee and board members when important issues arise, including complaints from students, faculty, and staff.
- 6. Sharing presentations with the board on important academic, economic, and political factors affecting the institution, and trends affecting higher education at the state or federal level.
- 7. Inviting representatives from the community or the college to speak before the board and provide additional insight, visit local organizations, or hold a board meeting offsite.
- 8. Being well connected with state and federal entities such as OACC, AACC, ACCT and legislators / representatives and sharing changes affecting the college with the board.
- 9. Alerting the board to different community and state activities and events so they can link and learn, and connect with the owners to independently gather information on issues.
- 10. The president, the president's office, and several college departments continue to provide the board with logistical and clerical assistance such as budget reports, board membership renewal, and travel arrangements. Any board non-compliance policy issues (including with individual board members) are brought to the attention of the board chair and the board.
- 11. Bringing up, before the board, data metrics (federal, state, local) that align board's Ends Policies and Executive Limitations with the strategic plan, the college vision and mission, and the academic and financial viability of the institution, especially during the board retreat. Examples include student access and success metrics; data on college human, fiscal, and physical resources; state share of instruction performance funding formula; budget contingency and reserve.

- 12. Submitting for board consideration feedback from internal (strategic planning participants, Cabinet) and external constituents (advisory boards, community members) on mission, vision, goals, students' skills, ends policy on equal opportunity and diversity.
- 13. The board was also informed about multiple presentations and articles to the written and spoken media in the community and the nation including press releases, public speeches at the chamber and the community, presentations at OACC, AACC and ACCT among others.

The President and the administration are very thankful for a board who truly believes in the Carver Policy Model, truly acts on its provisions, and remain strategic in nature to represent the owner's voice while holding steadfast on Carver's principle of "What Good, For Whom, and at What Cost."

Because of this shared governance, trust, and teamwork, the President believes that he usually overcompensates in supplying the board with the pertinent information and data to make sound decisions. The President stands ready to make any necessary changes desired or required by the board to continue to work as a team (while being held accountable) to further serve the needs of the students, the college, and the community.

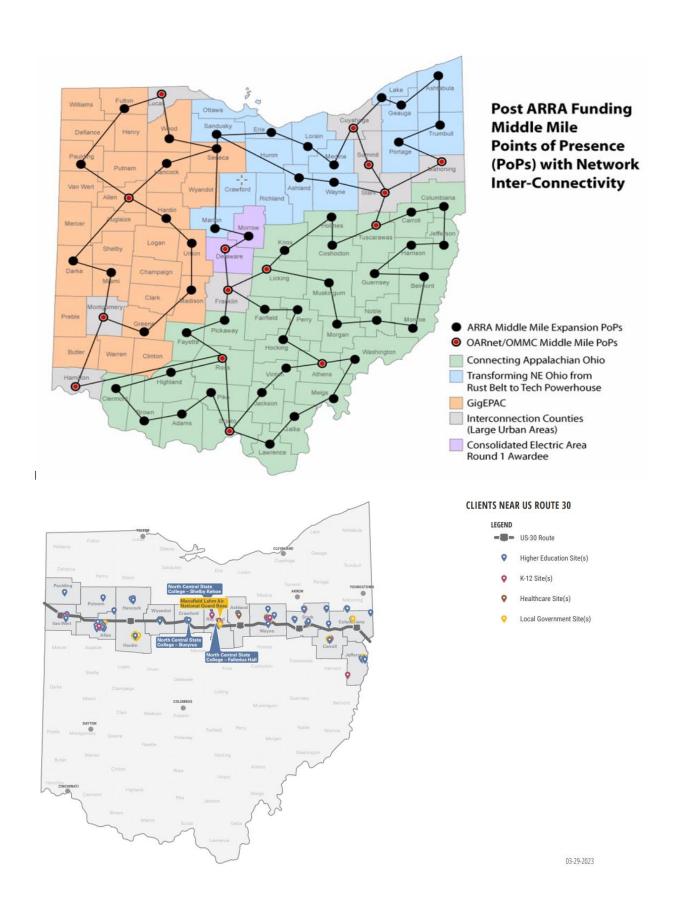
College/Community Update

A team made up of Representative Marilyn John, Commissioner Tony Vero, Mayor-Elect Jodie Perry, Col. Gregg Hesterman from the Cyber Wing, Director of Economic Development Barrett Thomas, and Dr. Diab met with Lt. Gov. Jon Husted, State Director of Development Lydia Mihalik, and Director of Broadband Ohio Peter Voderberg on Monday, November 13 to look into resources to support enhancing broadband capacity across Route 30.

The top map shows no middle mile going through the Route 30 Corridor. The lower map shows how that can happen. The middle mile project provides fiber optics capacity from which last mile connections can be made to businesses and households. This supports the Governor's objective to future-proof broadband capabilities across the state, thus bringing multiple opportunities to this area including:

- 1. Ensuring that the statewide Ohio middle-mile project provides a fiber optic loop that goes through the Route 30 corridor, including Ashland, Richland, and Crawford counties (with population over 220,000) among others, to provide high speed broadband services to regional businesses and underserved communities for an ongoing equitable economic recovery
- 2. Special emphasis is placed to provide a backbone to the Lahm Airbase that has changed from a national guard C-130 support base to a cyber-command
- 3. With Route 30 running east to west, and cutting across Interstates 71 and 75 running north and south, it is a major logistics zone for businesses in the region
- 4. Support modern healthcare (telehealth) and educational online systems for high schools and universities, while capitalizing on the existing Ohio Academic Resources Network (OARnet), created by the Ohio Department of Higher Education, that provides services to the current colleges and universities in the region.
- 5. The workforce needs for the 5G network including the training Towertech program that North Central State College has per Lt. Governor Husted's initiative
- 6. The 5G connectivity initiative across our nation and our state that will be further enhanced through Public-Private-Partnerships

- 7. The need for information technology infrastructure, not just in city business districts, but also in the rural areas due to:
 - a. Major advanced changes in economy and technology
 - b. Enhanced access for high school and college students, law-enforcement, and farmers
 - c. Providing remote access to households and small businesses in the region for increased commerce
 - d. Allowing for remote work and schooling, as well as flexible schedule for students, teachers, home-based businesses and entrepreneurs, and people working in Columbus and Cleveland to live in the region with affordable cost of living
- 8. Funding strategy: draw upon financial resources at the state level through BroadbandOhio, the federal level through the Bipartisan Infrastructure Law and the Infrastructure Investment and Job's Act Broadband Equity, Access, and Deployment (BEAD) Program and Digital Equity Act; as well as the capabilities of the National Telecommunications and Information Administration.
 - a. BEAD provides \$42.45 billion to all 50 states to fund planning, infrastructure, deployment, and adoption programs for expanding broadband connectivity for the next 5 years.
 - b. The Digital Equity Act provides \$2.75 billion to establish 3 grant programs for the next 5 years: State Digital Equity Planning (\$60M); State Digital Equity Capacity ((\$1.44B); and Digital Equity Competitive (\$1.25B).



VIII. 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 October 25, 2023 "Regular Meeting"
- **B.** Consideration of Approval of Status Change -R-2023-39

CONSIDERATION OF APPROVAL OF STATUS CHANGES

R-2023-39

STATUS CHANGE

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

BEGINNING November 13, 2023

Scott George

- Scott George is moving from Assistant Director, College Credit Plus to Registrar.
 - C. Consideration of Approval of Employment of College Personnel R-2023-40

CONSIDERATION OF APPROVAL OF EMPLOYMENT OF COLLEGE PERSONNEL

R-2023-40

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 October 30, 2023

Emma Collins, Part Time Teacher Assistant Substitute, Child Development Center

BEGINNING November 6, 2023

Ashley Hedrick, Career Pathway and Internship Coordinator

Ohio State University, Bachelor of Science, Environmental & Natural Resources

BEGINNING November 20, 2023

Philip Mata, Part Time Custodian Michigan State University, Bachelor of Arts, Criminal Justice

BEGINNING December 4, 2023

Shannon Teynor, Part Time Teacher Assistant Substitute, Child Development Center Ohio State University, Master of Arts and Bachelor of Science, Early Childhood Education

EXPLANATIONS OF NEW HIRES FOR RESOLUTIONS R-2023-40

Emma Collins is hired as Part Time Teacher Assistant Substitute, Child Development Center. Ashley Hedrick is hired as the Career Pathway and Internship Coordinator to replace Alicia Camak.

Philip Mata is hired as a Part Time Custodian to replace Larry Carpenter. Shannon Teynor is hired as Part Time Teacher Assistant Substitute, Child Development Center.

D. Consideration of Approval of College Personnel Professional Growth Recognition -R-2023-41

CONSIDERATION OF APPROVAL OF COLLEGE PERSONNEL PROFESSIONAL GROWTH RECOGNITION

R-2023-41

Elliot Sommer has completed a Ph.D., Biology-Integrative Physiology and Neurobiology at Kent State University.

THEREFORE, BE IT RESOLVED: by the Board of Trustees that the appropriate monetary recognition is added to base salary effective September 18, 2023 in accordance with the policy adopted under resolution 1991-30 for "Professional Growth Recognition."

REGULAR AGENDA

A. Consideration of Approval of Value-Added Acknowledgement for Chancellor Randy L. Gardner – R-2023-42 – Dr. Dwight McElfresh

CONSIDERATION OF APPROVAL OF VALUE ADDED ACKNOWLEDGEMENT FOR CHANCELLOR RANDY L. GARDNER

R-2023-42

WHEREAS: In his 116th day of office, Randy Gardner delivered his first commencement address as Chancellor to the North Central State College graduating class of 2019, and

WHEREAS: in that address, his message as quoted from Albert Einstein, challenged all to "strive not to be a success. But rather to be of value," and

WHEREAS: even in those early days of office, he conveyed a belief that all public colleges must strive to be of value, in the lives of students, in the communities we serve, and to society as a whole, and

WHEREAS: throughout his time as Chancellor, he has taken that message to heart as he has consistently listened, acted, and advocated in the support of community colleges and higher education all across Ohio.

NOW, THEREFORE, BE IT RESOLVED: that the Board of Trustees of North Central State College takes pleasure in honoring Chancellor, Randy Gardner for being present to hear the needs of the higher education community and acknowledge the "value added" contributions he has made to the betterment of our great state and all who call Ohio home.

BE IT FURTHER RESOLVED: that the Board of Trustees of North Central State College, on behalf of the entire North Central State College family, convey our Congratulations on your retirement and thank you for being of value.

ACTION TAKEN: Mr. Patrick Williams moved for approval of resolution R-2023-42 Value-Added Acknowledgement for Chancellor Randy Gardner. Mr. David Bush seconded the motion and the motion carried unanimously.

B. Consideration of Approval of North Central State College "Tuition Freedom" Scholarship program to Waive Tuition for Students Selected for the Program – R-2023-43 – Dr. Dorey Diab/Mr. Tom Prendergast

CONSIDERATION OF APPROVAL OF NORTH CENTRAL STATE COLLEGE "TUITION FREEDOM" SCHOLARSHIP PROGRAM TO WAIVE TUITION FOR STUDENTS SELECTED FOR THE PROGRAM

R-2023-43

WHEREAS, North Central State College (NCSC) wishes to increase course and degree completions and to provide opportunities for qualified students to attend college full-time without financial barriers.

WHEREAS, the administration has recommended the North Central State College "Tuition Freedom" Scholarship Program annually provide a tuition waiver covering tuition only (i.e. instructional and general fees) in an amount up to \$7,077.6 per year (up to 36 credit hours each year) to eligible graduating students from partnering high schools. Eligibility for the full scholarship will be based on prior successful completion of at least eight College Credit Plus

(CCP) credits at NCSC and/or Career Technical (CTE) credits that articulate to NCSC. Including college or articulated credits completed during high school, the scholarship student shall be eligible for up to 64 total waived credit hours from NCSC. In addition, students with prior successful completion of six-to-seven CCP credits from NCSC and/or CTE credits shall qualify for up to 32 credits.

WHEREAS, under this scholarship model, NCSC anticipates approximately 125 entering students each academic year will have the opportunity to further their education.

WHEREAS, any federal, state or private monies granted to the student based on need or talent intended to help pay tuition shall be applied to the bill first.

WHEREAS, NCSC's initial goals related to the "Tuition Freedom" scholarship program include the following: encouraging local students to aspire to academic excellence and workforce preparedness by completing a major certificate in one year or associate's degree in two years; and, encouraging local students to transition to the workforce or to a four-year college program.

WHEREAS, the administration has recommended that the scholarship be awarded by the North Central State College Scholarship Committee consisting of NCSC staff. The Committee will evaluate CCP transcripts of its high-school based students, as well as applications and transcripts for students with other potential applicable credits. All students who meet the minimum qualifications will receive the waiver.

WHEREAS, NCSC proposes that the duration of the tuition waiver for the scholarship program be academic year 2024-2025. The current tuition rate and waiver is subject to increase within limits established by the General Assembly. NCSC shall annually review the academic and financial impacts of the scholarship to determine continuance or adjustment of the scholarship for future graduating high school cohorts.

WHEREAS, the impact and success of this scholarship program will be reviewed annually.

WHEREAS, §375.30.30 of Am. Sub. H.B. 119 of the 127th General Assembly required any waiver of tuition for a student or class of students not otherwise permitted by law at a state-assisted institution of higher education be approved by the Chancellor of the Ohio Board of Regents (the "Chancellor"), and on April 17, 2009, the Chancellor signed OBR Directive 2009-011 establishing procedures for institutions to follow when requesting to waive standard tuition rates.

WHEREAS, §381.170 of Am. Sub. H.B. 110 of the 134th General Assembly continues the authority of the Chancellor for the current biennium.

WHEREAS, consistent with the procedures set forth in OBR Directive 2009-011 NCSC will submit a tuition waiver request to the Chancellor of Higher Education. It also understands that it must remain in compliance with all state and federal laws, including federal financial aid laws.

NCSC understands the Ohio Department of Higher Education is only addressing a state requirement with this tuition waiver, and is not considering in its determination and approval whether or not the administration of this waiver by the college is in compliance with the laws, rules, and regulations of federal financial aid. Any determination that the administration of federal financial aid is not complaint will suspend the approval of this waiver until the college receives assurances that its administration of the waiver is not interfering with its compliance with federal financial aid.

NOW, THEREFORE, BE IT RESOLVED, that the NCSC Board of Trustees does hereby approve the NCSC "Tuition Freedom" Scholarship Program for the 2024-2025 academic year.

ACTION TAKEN: Mr. Mark Masters moved for approval of resolution R-2023-43 "Tuition Freedom" Scholarship Program to Waive Tuition for Student Selected for the Program. Mr. Steven Stone seconded the motion and the motion carried unanimously.

C. Consideration of Approval of an Offsite Dual Enrollment Rate for Private School Students and Home-Schooled Students Who are Not Eligible for the College Credit Plus Program – R-2023-44 - Dr. Dorey/Ms. Lori McKee

CONSIDERATION OF APPROVAL OF AN OFFSITE DUAL ENROLLMENT RATE FOR PRIVATE SCHOOL STUDENTS AND HOME-SCHOOLED STUDENTS WHO ARE NOT ELIGIBLE FOR COLLEGE CREDIT PLUS PROGRAM

R-2023-44

WHEREAS, North Central State College (NCSC), as part of its mission, wishes to provide educational opportunities for qualified students to attend college at affordable costs, and

WHEREAS, it is recommended that the Board of Trustees approve an Offsite Dual Enrollment Rate for NCSC courses that will meet both high school and NCSC graduation requirements for students not eligible for the College Credit Plus Program (CCP) established in Ohio Revised Code Chapter 3365. Such students would primarily be enrolled in Ohio nonpublic/private schools or homeschooled, and

whereas, NCSC launched dual enrollment to support initiatives in our area school districts to enhance rigor and student preparation for college study; it also supports other legislated requirements that colleges take steps to keep college affordable by decreasing time to degree. Ohio Board of Regents Directive 2009-011 Differential Tuition for State Institutions of Higher Education allows for such a rate where the program is designed to keep college affordable and enhance the quality of the educational experience. Under new legislation the vast majority of Ohio based students will now be eligible for the CCP funding stream. However, the dollars for CCP flow differently for students enrolled at nonpublic/private schools and home schools and as such some students may not be eligible for CCP. We have important relationships with many such schools and would like to maintain this as an option, and

WHEREAS, under this model, NCSC anticipates approximately 75 nonpublic/private and homeschooled students each academic year will have the opportunity to further their education, and

WHEREAS, this resolution would approve a rate of \$41.64 per semester hour for academic years 2024-2025 for NCSC courses taught off the NCSC campuses by high school faculty who meet the North Central Association/Higher Learning Commission standards under the mentorship of a NCSC faculty member to nonpublic/private school and home school students who are not otherwise eligible for CCP, and

WHEREAS, this resolution would approve a rate of \$83.28 per semester hour for academic years 2024-2025 for NCSC courses taught off the NCSC campuses by NCSC faculty who meet the North Central Association/Higher Learning Commission standards to nonpublic/private school students who are not otherwise eligible for CCP, and

WHEREAS, this resolution would approve a rate of \$166.55 per semester hour for academic years 2024-2025 for NCSC courses delivered online and taught by NCSC faculty who meet the North Central Association/Higher Learning Commission standards to nonpublic/private school and homeschool students who are not otherwise eligible for CCP and

WHEREAS, this resolution would approve a rate of \$83.28 per semester hour for academic years 2024-2025 for NCSC courses designed solely for a secondary school in the Schools district delivered online and taught by NCSC faculty who meet the North Central Association/Higher Learning Commission standards to nonpublic/private school students who are not otherwise eligible for CCP and

WHEREAS, this resolution would approve a rate of \$166.55 per semester hour for academic year 2024-2025 for NCSC courses taught on the NCSC campuses by NCSC faculty who meet the North Central Association/Higher Learning Commission standards to nonpublic/private school students who are not otherwise eligible for CCP, and

WHEREAS, the impact and success of this CCP model will be reviewed annually, and

WHEREAS, consistent with the procedures set forth in OBR Directive 2009-011 NCSC will submit a tuition waiver request to the Chancellor of the Ohio Department of Higher Education.

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

1. A rate of \$41.64 per semester hour for academic years 2024-2025 for NCSC courses taught off the NCSC campuses by high school faculty who meet the North Central Association/Higher Learning Commission standards under the mentorship of a NCSC faculty member to nonpublic/private school and home school students who are not otherwise eligible for CCP.

- 2. A rate of \$83.28 per semester hour for academic years 2024-2025 for NCSC courses taught off the NCSC campuses by NCSC faculty who meet the North Central Association/Higher Learning Commission standards to nonpublic/private school students who are not otherwise eligible for CCP.
- 3. A rate of \$166.55 per semester hour for academic years 2024-2025 for NCSC courses taught online by NCSC faculty who meet the North Central Association/Higher Learning Commission standards to nonpublic/private school and homeschool students who are not otherwise eligible for CCP.
- 4. A rate of \$83.28 per semester hour for academic years 2024-2025 for NCSC courses designed solely for a secondary school in the Schools district delivered online and taught by NCSC faculty who meet the North Central Association/Higher Learning Commission standards to nonpublic/private school students who are not otherwise eligible for CCP and
- 5. A rate of \$166.55 per semester hour for academic year 2024-2025 for NCSC courses taught on the NCSC campuses by NCSC faculty who meet the North Central Association/Higher Learning Commission standards to nonpublic/private school students who are not otherwise eligible for CCP.

ACTION TAKEN: Ms. Elisabeth Morando moved for approval of resolution R-2023-44 An Offsite Dual Enrollment Rate for Private School Students and Home-Schooled Students Who Are Not Eligible for the College Credit Plus Program. Ms. Kimberly Winkle seconded the motion and the motion carried unanimously.

D. Treasurer's Report for October 31, 2023 – Ms. Lori McKee

Ms. Lori McKee presented the Treasurer's Report for the period ending October 31, 2023. She stated that revenues for the month totaled \$851,960. Expenditures were \$1,295,909 leaving a deficit of \$443,948. Year-to-date revenues totaled \$9,203,921. Year-to-date expenditures totaled \$5,276,974 leaving an excess of \$3,926,947. The Month End Investment Balance for October 2023 was \$6,040,885 (\$1,117,216 in Star Ohio and \$4,923,669 in Park National 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. Linda Nelson moved for approval of the Treasurer's Report for the period ending October 31, 2023. Mr. Mark Masters seconded the motion and the motion carried unanimously.

E. CONSIDERATION OF APPROVAL OF 2023 REPORT OF EFFICIENCY REVIEW AND IMPLEMENTATION PLANS FOR NORTH CENTRAL STATE COLLEGE – R-2023-45 – Dr. Dorey Diab/Ms. Lori McKee

CONSIDERATION OF APPROVAL OF 2023 REPORT OF EFFICIENCY REVIEW AND IMPLEMENTATION PLANS FOR NORTH CENTRAL STATE COLLEGE

R-2023-45

WHEREAS: In the early part of 2015, Gov. John R. Kasich created the Ohio Task Force on Affordability and Efficiency to make recommendations to Ohio's institutions of higher education based on three simultaneous principles,

- 1) to be more efficient both in expense management and revenue generation
- 2) while offering an education of equal or higher quality
- 3) decreasing costs to students and their families, and

WHEREAS: In October 2015, the Task Force issued a report with ten recommendations to advise institutions on efficiency and academic practices which will improve both the quality of education and lower costs for students, and

WHEREAS: House Bill 49 (Section 381.550) requires each institution's board of trustees to complete an efficiency review, based on the Task Force's recommendations, and

WHEREAS: House Bill 49 (ORC 3333.951) requires colleges and universities to annually review best practices and shared services and include this review as part of the efficiency report, and

WHEREAS: House Bill 33 of the 135th General Assembly, (SECTION 381.700) requires that in each fiscal year, the board of trustees of each public institution of higher education shall approve the institution's efficiency report submitted to the Chancellor of Higher Education under section 3333.95 of the Revised Code.

NOW, THEREFORE BE IT RESOLVED: by the Board of Trustees that the following 2023 Report of Efficiency Review and Implementation Plans is hereby approved for submission to the Chancellor, Ohio Department of Higher Education as required.

ACTION TAKEN: Mr. Steven Stone moved for approval of resolution R-2023-45 2023 Report of Efficiency Review and Implementation Plans for North Central State College. Mr. David Bush seconded the motion and the motion carried unanimously.

IX. POLICY GOVERNANCE

A. Nominating Committee Report – *Dr. Dwight McElfresh*

Board Chair, Dr. Dwight McElfresh recapped that local appointments have been submitted to the local caucus of Boards of Education for confirmation of appointment and those approvals have been received and are ready for reappointment at the January 2024 meeting. The 2024 slate of officers have also been confirmed and are ready for continuation in their current office through 2024.

Members of the Board Executive Committee were tasked with reaching out to the nominees of their respective counties to serve on the Trustee Selection Committee moving forward. Dr. McElfresh reported that he had reached out to Mr. Tim Rowsey and he has agreed to serve on that committee for Ashland County. Ms. Linda Nelson reported that she had reached out to Mr. Roger Miller and he has agreed to serve on that committee for Crawford County. Ms. Elisabeth Morando reported that she had reached out to Mr. Matthew Smith and he has agreed to serve on that committee for Richland County.

B. Discussion of Agenda Planning – Dr. Dwight McElfresh

1. Review of Annual Calendar.

Board Chair, Dr. Dwight McElfresh reviewed the Annual Agenda for the upcoming months.

2. Review of Actionable Items.

Board Chair, Dr. Dwight reviewed the listing of Actionable Items which Included:

- a. <u>BOT Executive Committee to reach out to candidate for NCSC Trustee Selection</u> Committee (for local appointments taking place on or after January 1, 2024) This item was completed earlier in the agenda.
- b. <u>Review/Revise Policy 11-09 Board Meetings</u> This item was not deferred and will be addressed later in the agenda.
- c. <u>BOT Executive Committee to discuss February Link-n-Learn with Lorain Community College for the February meeting</u> Board Chair called for Dr. Diab to recap the details of the activity with LCCC. Following the discussion, Dr. McElfresh called for Trustees' input on holding the February meeting at LCCC which would include and early departure and likely a late return. Trustees were receptive to the activity and the consensus was favorable for holding the February meeting at LCCC.
- d. <u>2022 vs 2023 Fiscal Year comparison after the numbers are finalized before the audit</u> This item will be carried to the next meeting once the certification of the audit report is complete.

- e. <u>Send second recommendation for re-appointment of governor-appointed position to Office of Boards and Commissions</u> This item will be completed after January 16, 2024.
- f. Resolution of Acknowledgement and Congratulation for Chancellor Gardner This item was completed earlier in the agenda.
 - 3. Community Connections.

Mr. Patrick Williams – shared that he had one of his troops out at the Air Guard base (a Sergeant) that was in the CCP program with OSU-M that graduated and was a testament to the value of the CCP program.

Dr. Dwight McElfresh – shared that he recently attended a Mansfield-Richland County Chamber of Commerce event was well attended and everyone was very complementary of the Kehoe Center.

Ms. Elisabeth Morando – shared that her daughter's college of Butler University in Indiana had a Newsletter that talked about their opening of a two-year college very similar to ours and focused on workforce education. They will offer a Tuition Freedom program that got great reviews on the success of their program that was similar to ours. She had heard that more of the big, traditional four-year universities are looking at the shorter, two-year credentials focused on workforce. President Diab added that at the state-level in many states they are focused on developing talent and the two-year model of offering targeted training and short-term certificates to get folks the training they need to get into the workforce is what is needed more so than the upper level degrees that are offered by the larger universities. Talent development is the name of the game.

Mr. Mark Masters – shared that he had a conversation with a gentleman who owns a pilot/flight school that operates out of Mansfield Airport and Wadsworth/Canton. He was discouraged because approximately a year ago he was called by the State with the possibility of getting some of their flight school to have students here at the OSU-Mansfield campus because the flight school at main campus was always full and there was a waiting list and he could provide the planes. Mr. Masters said that he had asked them to contact NCSC to see if there was any interest in this area.

C. Board Policy Governance Training (IAW 02.70) – Dr. Dwight McElfresh

1. Mr. Steven Stone led the discussion of policy governance principle 10 (Monitoring).

Principle 10 states, **Monitoring:**

The board monitors organizational performance through fair but systematic assessment of whether its policies of Ends and Executive Limitations are being fulfilled, given any interpretation of those policies the CEO can justify to the board's satisfaction as reasonable. If there is a CEO, this constitutes the CEO's evaluation.

2. Policy Governance Policy Review (IAW 02.14) – training includes a continuing review, refresher, and reassessment of current Policy Governance policies. Ms. Kristin Aspin led the discussion and review of Executive Limitations policies 4.6, 4.7, and 4.8. The Board concurred that all three of these policies are still relevant and still accurate.

D. Board Operating Policies Review

1. 11-09 Board Meetings

Board Chair called on Dr. Dorey Diab to recap the discussion of the Board Operating policy 11-09 Board Meetings. The area that was revised involved the discussion of whether a conversation with the Board is desired by a member of the community or a student or whether the conversation was requested by an employee of the College and whether the topic of that discussion is an item listed on the current meeting's agenda or on a topic that is not on the agenda. A paragraph regarding communication by College employees was previously listed in the Agenda policy and made it very difficult to follow the process. By adding this element to the Board Meetings policy (11-09) the essence of the processes for addressing the Board of Trustees is easier to follow and follows a much more logical flow. Additionally, there were some language clarifications included in House Bill 33 (HB33) that were added here. Dr. Diab walked the Board through all of the areas of change to explain the edits and updates.

ACTION ITEM: Dr. Dwight McElfresh presented the revised version of Board Operating Policy 11-09 Board Meetings for consideration. Mr. David Bush moved for Approval of policy 11-09 as revised. Ms. Elisabeth Morando seconded the motion and motion passed unanimously.

X. BOARD CHAIRPERSON REPORT- Dr. Dwight McElfresh

A. Upcoming Events

1. OACC Governing Boards Meeting (December 7th, Columbus)

Board Chair announced that he would be joining President Diab in attending the OACC Governing Board meeting tomorrow. A couple items of interest on the agenda are: potential partnership with JobsOhio on child education at community colleges. They are just finalizing that agreement so we will likely hear more about that tomorrow. There are some potential changes by the Gates Foundation on how they are currently funding our Success Center at the OACC. He will report on the highlights of that meeting at the January meeting.

2. Arts for Success (Scholarships for Success) (March 7, 2024)

Board Chair reminded Trustees to mark their calendar for this fundraising event to support the Crawford Success Center.

3. NCO Hall of Excellence (April 11, 2024 – Ralph Phillips Conference Center)

Board Chair reminded Trustees to mark their calendar for this event as the Foundation office will be sending out invitations and notices and tables are filling up fast. Among those being recognized this year is our own Matt and Linda Smith. Those interested in attending should make the Foundation Office aware as soon as possible.

XI. EXECUTIVE SESSION

The Chair called for an Executive Session at 7:13 p.m. Mr. Steven Stone made a motion and it was seconded by Mr. Mark Masters to adjourn to Executive Session to discuss 1) Collective Bargaining Strategy and 2) the Contract and Compensation of a Public Employee. Dr. Dwight McElfresh explained that he DOES EXPECT further business following the executive session. A roll call vote on the motion was approved by all members present.

Ms. Kristin Aspin – "yes"

Mr. David Bush – "yes"

Mr. Mark Masters – "yes"

Dr. Dwight McElfresh - "yes"

Ms. Elisabeth Morando – "yes"

Ms. Linda Nelson – "yes"

Mr. Steve Stone – "yes"

Mr. Patrick Williams – "yes"

Ms. Kimberly Winkle – "yes"

At 7:42 p.m., the Chair, Dr. Dwight McElfresh declared the Executive Session concluded and the Regular Session resumed.

REGULAR SESSION RESUMED

F. Consideration of Approval of One-Time Stipend and Salary Increase for Employees of North Central State College -R-2023-46 - Dr. Dorey

CONSIDERATION OF APPROVAL OF ONE-TIME STIPEND AND SALARY INCREASE FOR EMPLOYEES OF NORTH CENTRAL STATE COLLEGE

R-2023-46

WHEREAS: it is the desire of the Board of Trustees and the President to provide the hardworking and dedicated employees of North Central State College a one-time stipend as a token of appreciation for their extra efforts during these challenging times, and

WHEREAS: this one-time stipend shall be based on employee status whereby designated full-time faculty and staff will receive a one-time stipend of \$1000; designated part-time staff will receive a one-time stipend of \$250 or \$500; and Fall 2023 adjunct faculty will receive a one-time stipend of \$100; based on criteria determined by the College, on pay date 12/22/23; and

WHEREAS: it is the desire of the Board of Trustees and the President to provide the hard-working and dedicated employees of North Central State College a salary increase of four percent for fiscal year 2024-2025, while increasing the new hire rate for faculty by ten percent, and also increasing the pay grades for staff by ten percent, to further enhance employee attraction and retention, and

WHEREAS: continuing efforts to enhance the institution's financial condition has had a positive impact as evidenced in the 2023 annual audit report, and

WHEREAS: funding for such stipends and salary increases is the result of pain-staking efforts by employees to establish operational efficiencies and cost saving practices while striving to sustain enrollment.

NOW, THEREFORE, BE IT RESOLVED: by the Board of Trustees of North Central State College that the proposed one-time stipend and salary increase are approved.

BE IT FURTHER RESOLVED: that the Board of Trustees of North Central State College wishes to express its sincere appreciation to all College employees for personal resolve in helping the College achieve its mission of service to this north central Ohio region.

ACTION TAKEN: Ms. Elisabeth Morando moved for approval of resolution R-2023-46 One-Time Stipend and Salary Increase for Employees of North Central State College. Mr. Patrick Williams seconded the motion and the motion carried unanimously.

G. Consideration of Approval of President's Contract Renewal and Compensation – R-2023-47 - Dr. Dwight McElfresh

CONSIDERATION OF APPROVAL OF PRESIDENT'S CONTRACT RENEWAL AND COMPENSATION

R-2023-47

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 is commended for his leadership and advocacy at the State and National levels.

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees of North Central State College renews the current contract with Dorey Diab as President with the following changes:

- 1. The contract is extended for five years through June 30, 2028, and
- 2. President Diab's annual salary as President of the College shall be increased for fiscal year 2024 by six percent of his current salary retroactive to July 1, 2023, and
- 3. President Diab's compensation shall include a one-time stipend equal to six percent of his current salary, and
- 4. President Diab's medical, dental and vision coverage shall be one hundred percent (100%) paid by the College for him and dependents.
- 5. 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
- 6. 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-2023-47 President's Contract Renewal and Compensation. Mr. Steven Stone seconded the motion and the motion carried unanimously.

XII. MEETING EVALUATION (IAW 02.16) – Dr. Dwight McElfresh

Board Chair, Dr. Dwight McElfresh called for a discussion on tonight's meeting evaluation. Trustees commented that it was nice to see everyone present. They enjoyed and appreciated the decorations for the holiday event and conveyed their deep

appreciation for the festive nature of the meeting. Kudos for another great Auditor's Report as they congratulated Ms. Lori McKee and her staff.

XIII. TIME AND PLACE OF NEXT MEETING

The next Regular meeting of the Board of Trustees is scheduled for Wednesday, January 17, 2024 at 5:30 p.m. in the Gorman Room (Board of Trustees Meeting Room – 165-Fallerius).

XIV. ADJOURNMENT

The Chair recognized Trustee Emeritus, Mr. Matthew Smith and granted him the floor to make some announcements.

The Chair called for any additional business or information items.

ACTION TAKEN: As there was no further business or information items, the Board Chair, Dr. Dwight McElfresh declared the meeting adjourned at 7:50 p.m.

Respectfully submitted:

Mr. Stephen R. Williams, Board Secretary

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Dr. Dwight McElfresh, Board Chair