

**North Central State College
Board of Trustees' Regular Meeting
September 26, 2018**

I. CALL TO ORDER

The Chair, Ms. Elisabeth Morando called the meeting to order at 5:38 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 Secretary, Mr. Stephen Williams called the roll.

Present:

Dr. Dwight McElfresh
Mr. Roger Miller
Ms. Elisabeth Morando
Ms. Shelly Niese
Ms. Linda Nelson
Mr. Matthew Smith

Absent:

Mr. Mark Masters
Ms. Pamela Mowry
Mr. Steven Stone

III. INTRODUCTION OF GUESTS

President Dorey Diab introduced Dr. Koffi Akakpo, CFO; Dr. Karen Reed, CAO; Ms. Chris Copper, Executive Director of the College Foundation; Ms. Margaret Puckett representing the Faculty; and Mr. Dave Daniels representing The Ohio State University Mansfield Advisory Board.

IV. FOCUS OF THE MEETING – Ms. Elisabeth Morando

Ms. Elisabeth Morando explained that the focus of tonight's meeting will include the required approvals agenda, considerations of approval of Tuition Waivers for Private School and Homeschooled students participating in the College Credit Plus program, the 2018 Report of Efficiency Review and Implementations Plans, the Treasurer's Report for August, and the first Amendment to the 2018-2019 Operating Budget. The Board will also conduct Board work by hearing information on the monitoring reports, a recommendation from the Nominating Committee, and a presentation leading to a

discussion on Sustainability led by Trustee Matt Smith.

V. OSU-MANSFIELD BOARD OF TRUSTEES GUEST REPORT

Chair, Ms. Elisabeth Morando introduced Mr. Dave Daniels of the OSU-M Advisory Board and gave him the floor for some remarks. Highlights from Mr. Daniels' update included the following:

- Dr. Norman Jones introduced the Engineering Program they are pursuing and explained that their program differs from the NC State program in that the OSU-M program will focus on Engineering Management.
- He explained that there are two institutions that are working on student services in different ways.
- The new traffic light for the new campus entrance is backlogged to October 2018.

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

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

Dr. Dorey Diab reported that the students for PTK and SAP were unable to attend tonight's meeting but provided Dr. Diab with their reports that he will present on their behalf. The Phi Theta Kappa and Sigma Alpha Pi updates are as follows:

Phi Theta Kappa (PTK):

We sent out letters to invite new students to join. We sent out 800 letters and have had numerous students stop by, inquire about our society and join.

We had our first meeting last week. We did an orientation for new members and answered various questions. This week, we will begin to talk about the honor's topic and plan for the culture fair in November.

We are planning to have our induction ceremony this semester, so students are able to get involved in spring semester.

Our members solicited donations for the Ontario Fourth of July festival again this year. We collected about \$7000 in cash donations and numerous raffle items.

Sigma Alpha Pi (SAP):

We have invited 2000 students to join SAP, 200 from OSU and 1800 from NC State.

So far, we have had 70 new members.

We had our first orientation last week and will have the second one this week.

One of our members is doing a drive to collect items for the Harmony House for her service project. She is doing her practicum there for Human Services and wanted to do more for the individuals staying there.

We would like to do a presentation of our service work from last year. Gloria cannot make the board meetings this semester due to her work schedule, but Barb will try to have another student fill in.

B. North Central State College Foundation Development and Update

Dr. Dorey Diab introduced Ms. Chris Copper to present the College Foundation Update. Ms. Copper reported:

Emerald Club:

Emerald Club Goal: \$250,000 with \$231,148.47 in so far:

\$32,500 is designated for special programs, and of that amount:

--\$2,000 is for AED's for the Child Development Center

--\$500 is for the Women in Leadership program

--\$30,000 is for the LPN Program at the Crawford Success Center

\$64,512.20 is for unrestricted

\$124,375.27 is designated for scholarships, and of that amount:

--\$1,100 is for Tuition Freedom IPA Events

--\$113,717.27 is for Tuition Freedom

--\$9,558 is for misc. scholarships including the Necessities Fund

Special gifts:

- \$100 is designated for misc. sponsorships (Radiology T-shirts)
- In addition, we have received \$50,000 for the Gimbel Health Chair position they help fund.

To date, our Top Level Emerald Club donors are:

Leadership Circle

Mechanics Bank

Robert & Esther Black Family Foundation

The Ralph E. Boyd Foundation

Richland Bank

Richland County Foundation

The Eleanor Searle Whitney McCollum Foundation John Q. Shunk Association The Shelby Foundation

Gorman Rupp

President's Level

Jay Industries, Inc.

General Announcements:

- The Foundation and Resource Development finalized the current investment policy and are adding Mechanics Bank as a 4th investor, placing \$250,000 with them.
- The Foundation brought on 5 new Board members at our Annual meeting.
- Glenn McClelland's idea, Igniting Passion into Action, an experiential fundraiser, in honor of the 50 year was held at the Phoenix with 39 people RSVPing and 3 tours. The event generated \$1,400 in new donations.

Foundation Events:

- College and Foundation Hosted Chamber Business After Hours-September 20, 2018
- FY19 Scholarship Luncheon - October 18, 2018
- Hall of excellence is Friday, April 12, 2019

C. Monitoring Report(s) (Ends/Executive Limitations)

As part of his monthly monitoring report, Dr. Dorey Diab reported that he will be presenting on Ends Policy 1.10 Diversity.

Ends Policy Statement: "The College maintains an environment that encourages tolerance of differences while recognizing similarities and providing equalizing opportunities for participation by all."

The CEO's interpretation: President Diab explained that the conversation on Diversity also includes Equity and Inclusion thus the development of the DEI Committee to broaden and deepen the discussion on the diversity topic within the culture of our college. Dr. Diab provided background on the recent evolution of this topic to help the understanding of its importance in the evolving culture of the college. It started as a suggestion from faculty and staff two years ago during a strategic planning session. The board discussed it and approved separating Diversity and Equal Opportunity, and creating a new End Policy that is solely focused on Diversity. Operationally, the DEI committee was created as a standing committee of President's Cabinet. The committee established its mission and guiding principles, presented and surveyed the College community at the last convocation, and established a foundation from which it can move forward to embed diversity within the College culture.

D. President's Update/Other

Dr. Dorey Diab reported on the collaboration with OSU-M toward separate Baccalaureate Degrees in Engineering. Sharing the necessary equipment and faculty will enhance both programs as well as the collaboration between the two campuses. NC State will begin offering its Mechanical Engineering Technology degree in fall of 2019 while OSU-M will begin offering its Engineering Management degree in fall of 2020.

The United Way drive is hoping to increase the campus contributions by 10% this year.

While our enrollment appears to be favorable, it should be noted that while we lost 700 adult learners and gained 700 students from CCP over the past 5 years. The funds generated by the two are not equal in that we receive less from CCP enrollments. Still, grant monies, fundraising and increased state share of instruction help to offset the loss in revenues while we continue to serve the needs of our employers and community to raise educational attainment and meet the skills needs.

At the Governor's Workforce meeting and the Midwestern States Association, many presenters spoke of the future of workforce and the importance of automation, and the need for employers to treat community colleges as suppliers, and the need for community colleges to treat employers as customers. Companies need workers with cognitive abilities and have plenty of jobs for them. Eleven million jobs exist nationally but folks need training in order to fill those jobs.

At the latest OACC Presidents meeting, there was discussion of a focus on political advocacy with a new administration. The change could mean a reduction in higher education support due to an increased focus on Medicaid expansion from both gubernatorial candidates.

Sam Renfroe, the College's grant writer, is leaving on October 12th for a job in Florida.

VII. REQUIRED APPROVALS AGENDA

CONSENT AGENDA

The Chair presented the Consent Agenda and called for any items that needed removed for further discussion. On a motion by Mr. Matthew Smith and seconded by Ms. Shelly Neise and passing unanimously, the following items were approved:

A. Approval of Minutes for August 22, 2018 "Regular Meeting"

B. Consideration of Approval of Employment of College Personnel – R-2018-32

CONSIDERATION OF APPROVAL OF EMPLOYMENT OF COLLEGE PERSONNEL

R-2018-32

NEW HIRES

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

BEGINNING AUGUST 27, 2018

Phillip Nolan, Facility Utility Worker

SALARY: \$10.00/hr

- *Phillip was hired as Facility Utility Worker to replace Rich Huff.*

BEGINNING SEPTEMBER 10, 2018

Lindsay Adams, Academic Advisor

Bachelor of Arts, Ohio State University

SALARY: \$16/35/hr

- *Lindsay Adams was hired as Academic Advisor to replace Jim Mudra.*

BEGINNING SEPTEMBER 11, 2018

Shawn Gunnoe, Academic Advisor

MBA, Walden University

SALARY: \$16/35/hr

- *Shawn Gunnoe was hired as an Academic Advisor to replace Jeff Austen.*

C. Consideration of Approval of Professional Growth Recognition – R-2018-33

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

R-2018-33

WHEREAS: Dan Wagner has supplied documentation that he has completed a Master's Degree from The University of Toledo.

THEREFORE, BE IT RESOLVED: by the Board of Trustees that \$1,536.50 is added to base salary of \$64,348.50 to \$65,885.00 effective August 20, 2018 in recognition of the completion of a Master's degree accordance with the policy adopted under resolution 1991-30 for "Professional Growth Recognition."

REGULAR AGENDA

A. Consideration of Approval of Waiver of Tuition for Private School Students and Home Schooled Students Who are Not Funded Under the College Credit Plus Program - R-2018-34 – Dr. Dorey Diab/Dr. Koffi Akakpo

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-2018-34

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 or 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 **100** 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 \$41.63 per semester hour for academic years 2018-2019 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 \$83.27 per semester hour for academic years 2018-2019 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 \$83.27 per semester hour for academic years 2018-2019 for NCSC courses designed solely for a secondary school in the Schools district delivered online and taught by NC State faculty and

WHEREAS, this resolution would approve a rate of \$166.55 per semester hour for academic year 2018-2019 for NCSC courses taught on the NCSC campuses by NCSC faculty, 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 \$41.63 per semester hour for academic years 2018-2019 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 \$83.27 per semester hour for academic years 2018-2019 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 2018-2019 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 \$83.27 per semester hour for academic years 2018-2019 for NCSC courses designed solely for a secondary school in the Schools district delivered online and taught by NC State faculty and*
- 5. A rate of \$166.55 per semester hour for academic year 2018-2019 for NCSC courses taught on the NCSC campuses by NCSC faculty.*

Dr. Dorey Diab introduced the resolution and called on Dr. Koffi Akakpo to provide further detail on the necessity of this action.

ACTION TAKEN: Dr. Dwight McElfresh moved for approval of resolution R-2018-34. Mr. Matthew Smith seconded the motion and the motion carried unanimously.

B. Consideration of Approval of 2018 Report of Efficiency Review and Implementation Plans for North Central State College - R-2018-35 – Dr. Dorey Diab/Dr. Koffi Akakpo

**CONSIDERATION OF APPROVAL OF
2018 REPORT OF EFFICIENCY REVIEW AND IMPLEMENTATION PLANS FOR
NORTH CENTRAL STATE COLLEGE**

R-2018-35

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.*

NOW, THEREFORE BE IT RESOLVED: *by the Board of Trustees that the following report of efficiency review and implementation plans is hereby approved for submission to the Chancellor, Ohio Department of Higher Education as required.*

ACTION TAKEN: Ms. Linda Nelson moved for approval of resolution R-2018-35. Mr. Roger Miller seconded the motion and the motion carried unanimously.

C. Treasurer's Report for August 31, 2018 – Dr. Koffi Akakpo

Dr. Koffi Akakpo presented the Treasurer's Report for the period ending August 31, 2018. He stated that revenues for the month totaled \$1,739,284 Expenditures were \$1,124,073 leaving an excess of \$615,211. Year-to-date revenues totaled \$7,697,110. Year-to-date expenditures totaled \$2,120,295 leaving an excess of \$5,576,815. The Star Ohio month-end balance for August 2018 is \$5,107,461. Dr. Akakpo described the trends featured by the Tracking of Monthly Cash Flow and the dashboard indicator.

Dr. Dwight McElfresh inquired about the return on the StarOhio account. Dr. Akakpo responded that it is projected that in the coming months the amount of the return would begin to increase due to the rise in interest rate.

ACTION TAKEN: Dr. Dwight McElfresh moved for approval of the Treasurer's Report for the period ending August 31, 2018. Mr. Matthew Smith seconded the motion and the motion carried unanimously.

D. Consideration of Approval of 2018 -2019 Operating Budget Amendment #1 - R-2018-36 – Dr. Dorey Diab/Dr. Koffi Akakpo

**CONSIDERATION OF APPROVAL OF 2018-2019
OPERATING BUDGET AMENDMENT #1**

R-2018-36

WHEREAS: *North Central State College has reviewed its 2018-2019 Operating Budget revenue and expenditure projections, and*

WHEREAS: *based upon this review, North Central State College needs to amend its 2018-2019 Operating Budget, and*

WHEREAS: *the Board of Trustees of North Central State College has reviewed the income and expense portion of the 2018-2019 Operating Budget Amendment #1, and*

WHEREAS: *the Board of Trustees approves the income and allocation of payroll and non-payroll expenditures of this budget amendment.*

NOW, THEREFORE, BE IT RESOLVED: *by the Board of Trustees that the 2018-2019 Operating Budget Amendment #1 of the College is hereby adopted as presented.*

ACTION TAKEN: Ms. Linda Nelson moved for approval of resolution R-2018-36 2018-2019 Operating Budget Amendment #1. Dr. Dwight McElfresh seconded the motion and the motion carried unanimously.

VIII. POLICY GOVERNANCE

A. Nominating Committee Appointments

Board Chair, Ms. Elisabeth Morando called upon Ms. Linda Nelson, Chair of the 2019 Nominating Committee, to provide a report. Ms. Nelson reported that the nominating committee agreed that all three candidates should be considered for reappointment and upon their approach with each candidate, all three accepted the consideration of appointment to another term on the Board. Furthermore, the nominating committee has approached the incumbent slate of officers for consideration in assuming the next higher office according to the Board's succession plan for executive office and both accepted the consideration for nomination to the next higher office. The nominating committee further approached Dr. Dwight McElfresh for consideration in filling the office of Secretary of the Board and he has accepted.

ACTION TAKEN: Ms. Linda Nelson moved for approval of the nominating committee's recommendation that Dr. Dwight McElfresh, Mr. Roger Miller, and Mr. Mark Masters be recommended for reappointment to another term of service on the North Central State College Board of Trustees and, that Ms. Elisabeth Morando assume the

office of Immediate Past Chair, Ms. Pamela Mowry assume the office of Chair, Mr. Matthew Smith assume the office of Vice Chair, and Dr. Dwight McElfresh assume the office of Secretary effective on the date of installation in January 2019. Ms. Shelly Niese seconded the motion and the motion carried unanimously.

B. Discussion of Agenda Planning (IAW 02.72) – Ms. Elisabeth Morando

1. Sustainability Presentation/Discussion – Mr. Matthew Smith

Ms. Elisabeth Morando called upon Trustee, Mr. Matthew Smith to conduct his presentation on Sustainability.

NCSC Potential Global Ends Policy Review on Sustainability, by trustee Matt Smith

Draft: NCSC is committed to the integration of sustainable practices, methods and materials in the academic, financial and physical operations of the college.

Global Ends Policy

North Central State College exists for the citizens of its service region to attain the knowledge and skills to succeed in their chosen path for learning, work, or enrichment, sufficient for the College to justify available resources.

Policy 3.21 The board will develop policies instructing the CEO to achieve specified results

Academic

OHDE - FY18 Efficiency Reporting Template Section II: Academic Practices

Financial

- Cost of Governance policy 2.42 - sustaining of trustee work
- Agenda Planning policy 2.70 - re-exploration of ends policies annually
- GLOBAL LIMITATIONS (EXECUTIVE LIMITATIONS) policy 4.0
- Communication and support to the board policy 4.1
- Compensation and benefits policy 4.4 - CEO will not cause or allow jeopardy to fiscal integrity
- Financial Planning, Budgeting policy 4.5
- EXECUTIVE LIMITATIONS (FINANCIAL CONDITION AND ACTIVITIES) policy 4.6
- ASSET PROTECTION (EXECUTIVE LIMITATIONS) policy 4.7
- Strategic Plan: Align and optimize college assets and infrastructure

Physical operations

Strategic Plan:

- see OSU 2016 Regional Campus report 4-11-17
- ODHE - FY18 Efficiency Reporting Template - ENERGY
- Energy Efficiencies seek to refine sustainable methods utilized by the college/university to procure and use energy (resulting in more efficient use of energy), including but not limited to lighting systems, heating & cooling systems, electricity, natural gas, and utility monitoring. Savings included in 5A Cost Diagnostic – Operations of Maintenance and Plant. FY18 Projects/Initiatives Efficiencies Gained, including Monetary Impact Energy Project – Kehoe, Ohio Facilities Commission Project to reduce energy consumption by 24%, operational savings of \$106,144 Main Campus Shared Services Metering (FY 2018) Utility meters will be installed to gauge usage by buildings operated solely by NC State.

Mr. Matthew Smith concluded his presentation by stating that a broad statement from the Board will make our commitment and our position on sustainability more clear. Mr. Roger Miller stated that the statement Mr. Smith has presented here is vague enough to not paint us into a financial corner. Dr. Dwight McElfresh asked if it made sense to consider adding sustainability to the strategic plan. Ms. Elisabeth Morando stated that the discussion on sustainability needs to continue at the Board level in order to consider how and if it fits the College. Dr. Dorey Diab suggested the Board consider removing the Academic reference from the draft statement as the College demographics and in-demand jobs does not justify creating a full program. Mr. Dave Daniels of the OSU-M Advisory Board added that from his experience in this area there must be a balance between sustainability and finances as its reach is quite far and can become quite costly to implement and maintain. Ms. Elisabeth Morando asked that this topic be placed on the agenda for next meeting so that the conversation may continue and further discussion may include the missing Trustees.

2. Review of Actionable items from Previous Meetings – *Ms. Elisabeth Morando*

Ms. Elisabeth Morando called for a review of Actionable Items from previous meetings and called for the discussion of Sustainability to remain on the actionable items listing.

3. Owner's Connections

Ms. Elisabeth Morando called for **Owner Connections** with recent activities to share.

- Dr. Dwight McElfresh heard a speaker at an Ashland University event (Karen Kline) who is a venture capitalist. She spoke of opportunities in Higher Education and the role of higher education in continuing education, specifically:
 - a. Machine Intelligence
 - b. Cyber Security
 - c. Cryptology
- Mr. Matthew Smith shared that he asked Jim Grubbs, Superintendent of Galion HS about CCP at his school. He stated that they are having their first class to go all the way through CCP.
- Ms. Linda Nelson reported that she is doing some substitute teaching and got the opportunity to communicate about the opportunities in higher education to her students.

She also reported that her step-grandchild who lives in Columbus, OH is taking advantage of the programs available to them.

- Ms. Elisabeth Morando reported that she got the opportunity to hear from some other parents who were unaware of her role at NCSC and were bragging to her about their child's involvement in CCP classes.

C. Board Policy Governance Training (IAW 02.70) – Ms. Elisabeth Morando

1. Policy Governance Rehearsal Scenarios –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. Linda Nelson led the case study of scenario 6.8 that asks "*Who Gets the Benefit? Who Doesn't.*" *In the scenario, A group advocating on behalf of people with traumatic brain injuries wants the board of the mental health system to include these patients in its Ends policies. How should the board respond?*"
2. Policy Governance Policy Review – training also includes a continuing review, refresher, and reassessment of current Policy Governance policies. The guided discussion and review of policy governance policies 4.0, 4.1, and 4.2 was led by Ms. Elisabeth Morando.

D. Performance/Self-Evaluation (IAW 02.70(b)) – Ms. Elisabeth Morando

Reflections on the Monthly Self-Assessment Survey (02.16) - Ms. Elisabeth Morando pointed out that it will be a standing discussion point on the agenda to review the input submitted from the Monthly On-line Self-Assessment Tool. It will be important to this discussion that all trustees present at a meeting submit to this instrument when it hits their email inbox. If any Trustee does not receive the email invitation following the regular Board meeting, they should contact Mr. Steve Williams right away.

Trustees reviewed and discussed the survey results for the August 22, 2018 meeting. Trustees expressed their uncertainty of the nature of input submitted for question #6. Following discussion on the perceived value of the discussion of the survey results on a monthly basis, there was discussion of whether to continue the discussion on a monthly basis or to compile the survey results for discussion on a quarterly basis.

IX. BOARD CHAIRPERSON REPORT- Ms. Elisabeth Morando

A. ACCT Leadership Congress

Ms. Elisabeth Morando reminded Trustees of "Spirit Day" (Thursday, October 25th) at the ACCT Leadership Congress to ensure that all those attending were prepared to show their "NCSC Pride." President Dorey Diab announced that he would be setting up a

meeting for those presenting at the Pre-Congress Academy and the Concurrent Session to get together to review the presentations and to assign roles in each.

B. Upcoming Events

Ms. Elisabeth Morando called Trustees' attention to the upcoming events that include:

- Foundation Fall 2018 Scholarship Luncheon (October 18th)
- ODHE Trustees Conference (November 15th)

Ms. Elisabeth Morando called for a count of those planning to attend. Responding were: Miller-No, Niese-Yes, Smith-Yes, McElfresh-Yes, Others were not certain.

- Employee Appreciation/Awards Event (December 6th 3:00pm – 5:00pm)
Dr. Dorey Diab provided discussion on considerations for this year's event based on responses to a survey from employees of the college regarding the event. It was decided to hold the event on a weekday, with no charges to external invitees, and invite everyone including all full-time and part-time faculty and staff.
- Joint Ohio State University at Mansfield/North Central State College Board Gathering. There was discussion on the date/time of the event with the feedback received from OSU-M. Recommendations were to hold the event on Dec. 5th from 4:30pm-5:30pm prior to the Board's December regular meeting or on December 4th at 6:00pm with those from both institutions who were able to make the event at that time. These options shall be shared with OSU-M for discussion on finalizing a date/time for the event.

X. EXECUTIVE SESSION

The Chair called for an Executive Session at 7:44 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. Morando announced that she did expect further business following the executive session. A roll call vote on the motion was approved unanimously by all members present.

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

At 8:00 p.m., the Chair, Ms. Elisabeth Morando 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-2018-37 – Ms. Elisabeth Morando

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

R-2018-37

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 demonstrated compliance toward each of the Ends Policies in accordance with 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, 2023, and*
- 2. President Diab's annual salary as President of the College shall be increased for fiscal year 2019 by four percent of his current salary retroactive to July 1, 2018, 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 four 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 fifteen unused vacation days per year, with any remaining days to be rolled over according to the current vacation leave policy, and*
6. *The payment of salary and other benefits is subject to the sufficiency of legislative salary appropriations and the receipt of sufficient funds to enable performance hereof by the College, and*
7. *The Board and President Diab intend to enter into a separate written agreement setting forth in more detail the aforementioned premises.*

ACTION TAKEN: Dr. Dwight McElfresh moved for approval of resolution R-2018-37 President's Contract Renewal and Compensation. Ms. Linda Nelson seconded the motion and the motion carried unanimously.

XI. SUMMARY OF ACTIONABLE ITEMS – Ms. Elisabeth Morando

Ms. Elisabeth Morando called for a summary of actionable items to carry forward

1. Continued discussion on Sustainability
2. Inclusion of Sustainability document in Sept. 26th minutes (Steve Williams)
3. Continued discussion on review interval of Monthly Self-Evaluation Survey

XII. MEETING EVALUATION – Ms. Elisabeth Morando

Ms. Elisabeth Morando called for discussion of today's meeting. Trustees noted that missing Trustees impacted the depth of discussion necessary for some items on today's agenda.

XIII. TIME AND PLACE OF NEXT MEETING

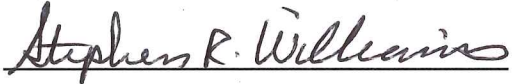
The next Regular meeting of the Board of Trustees is scheduled for Wednesday, October 31, 2018 at 6:00 p.m. at Mansfield Engineered Components located at 1776 Harrington Memorial Road, Mansfield, OH. Trustees participating in the tour should plan to arrive by 4:30pm.

XIV. 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. Elisabeth Morando declared the meeting adjourned at 8:07 p.m.

Respectfully submitted:



Mr. Stephen R. Williams, Board Secretary



Ms. Elisabeth Morando, Board Chair