

**North Central State College
Board of Trustees' Meeting
April 26, 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. Trustee participation was seven in person and two online.

Chair, Dr. Dwight McElfresh called the meeting to order at 5:30 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 (online)
Ms. Linda Nelson
Mr. Patrick Williams
Ms. Kimberly Winkle

Absent:

Mr. Steven Stone

III. INTRODUCTION OF GUESTS

President Dorey Diab introduced Mr. Tom Prendergast, Vice President of Student Services; Dr. Kelly Gray, Vice President of Academic Services; and Ms. Sara Rollo (online) representing the Faculty Caucus. President Diab also introduced student organization representatives, Mr. Gaven Remy representing NSLS, and Ms. Brittany Caldwell representing PTK. He also introduced Ms. Kimberly Lybarger, Director of the NCSC Honors College, and Honors College student presenters, Mr. Noah Burton, and Mr. Alex Berry.

IV. FOCUS OF THE MEETING – *Dr. Dwight McElfresh*

Dr. Dwight McElfresh explained that since we have virtual participation from at least one of our Trustees, we will conduct our voting tonight via the Roll Call voting method. He continued to explain that the primary focus of tonight's meeting will include: hearing a

couple of presentations from our Honors College students, hearing Student Organizations updates from our student representatives, College updates from our president, we also have some board rules and regulations being updated. We will conduct routine business of the College and conduct policy governance training. There will be no executive session.

V. OSU-MANSFIELD ADVISORY BOARD REPORT – Dr. Dwight McElfresh

Board Chair, Dr. Dwight McElfresh explained that since the OSU-M Advisory Board did not meet, there would not be a report for tonight's meeting. He further announced that the next OSU-M Advisory Board meeting, would be held on May 18th and Ms. Linda Nelson has indicated that she will represent the North Central State College Board of Trustees.

VI. STUDENT INTERACTION ACTIVITY – Dr. Dwight McElfresh

Board Chair, Dr. Dwight McElfresh called upon President Dorey Diab to introduce tonight's Student Interaction activity. Dr. Dorey Diab introduced Ms. Kimberly Lybarger, Director of the Honors College and asked her to introduce tonight's Honors College presenters. Ms. Lybarger thanked the Board for allowing the Honor's College to be part of their agenda this evening, and showcase our students who attended the Mid-East Honors College Association Conference in Indiana last weekend, Christina Adreasson, Alex Berry, and Noah Burton. This conference is an opportunity for Area 2- and 4-year colleges to showcase their outstanding students and collaborate on how to make honors programs better for their various institutions. Our students were among 150 students who participated with their proposals and poster exhibitions. The conference offered 2 days of academic presentations and several cultural experiences for our students to participate in. Over 250 students from area 2-year and 4-year colleges attended and exchanged ideas about academic pathways, transfer options and even career opportunities. On behalf of the Honors College, she thanked the leadership of North Central State College for allowing our students to attend this event and showcase their academic excellence.

Mr. Noah Burton delivered a presentation entitled *Latin's Influence on the English Language*.

Highlights included:

- An Abstract that explains that while English is the most widely spoken language in the world, the question that remains is where did the English language come from?
- Other languages that come from Latin.
- Some Community Comments regarding other influences attributed to the Latin language.
- A Conclusion that attests that Latin has been one of the most important languages in history and it is important to remember the foundation of the words we speak.

Mr. Alex Berry delivered a presentation entitled *How Algebra Can Improve A Soccer Team*.

Highlights included:

- An Abstract that explained how the research will show how College Algebra can be used to improve a soccer team's performance
- An explanation of the Process using a scatter plot to insert the data to find the regression line.
- A Conclusion that explained how the Coach of the soccer team could use the data to make changes for practice based on these results to help improve the performance of his players individually and the team as a whole.

Christina Adreasson was not able to be present this evening.

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

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

President Dorey Diab introduced Mr. Gaven Remy and Ms. Brittney Caldwell to deliver the student organizations report for NSLS and PTK.

Mr. Gaven Remy presented the report for the National Society for Leadership and Success (NSLS) as follows:

NSLS:

- We have had 101 students join our chapter since the beginning of the academic year.
- Online events are underway. Students will have multiple opportunities to attend an orientation, leadership training, speaker broadcasts, and goal setting sessions.
- Students are also required to do 5 hours of service to earn their induction status.
- NSLS members will be invited to join PTK for the “Going Green” events. Their time will count toward their hours of service.
- Induction for both honor societies will be held on Sunday, April 23 at Kehoe from 2-4pm. Light refreshments will be offered. Alyssa DeFlorentis, the Ohio Northern District Student Representative is planning to attend and participate in our induction.

Ms. Brittany Caldwell presented the report for the Beta Theta Eta chapter of Phi Theta Kappa as follows:

PTK:

- Our officer team kicked off our “Going Green” project. They posted over 200 signs in Fallerius, Kehoe, and the Health Science Center with environmental facts.
- We invited faculty, staff and students to join us in “Going Green.” We are offering a water bottle with a Bluetooth speaker to college employees who take part in this project. Students who participate will be given a \$25 grocery store/gas card. Each participant will choose 3-5 actions to implement for 30 days. They will then answer questions about what they did, how did it impact their daily lives and do they think it is sustainable. This feedback will provide our members data to include in the essay we submit to PTK head office to enter the college project competition.

- We are meeting weekly. Our officer team is sending out meeting notices, talking with students about getting involved, and working on flyers to post to recruit new members.
- So far, we have gained 29 new members since we began our recruitment campaign.
- The next objective of our “Going Green” project will be to make the college community aware of the recycling on campus. We are working on boxes to place in each building, so people can bring in their unused plastic bags to be recycled. We will share the information about the dumpsters for recyclables behind Fallerius as well.
- Thursday, 4/20/2023, we will be participating in an event hosted by NECIC. We will be going downtown to clean up trash in various locations around Mansfield. Each participant will get a t-shirt.
- PTK will sell roses at graduation to raise funds for chapter events.
- The Tutoring Center will be hosting another de-stress event the week before finals in Fallerius, Kehoe, and the Health Science Center. Both PTK and NSLS students will participate in this event. We had 155 students participate in the last event. We will have games, food, mental health dogs, handouts and information about study strategies/test taking, etc.

B. North Central State College Foundation Development and Update - Dr. Dorey Diab

President Dorey Diab presented the following report on behalf of Ms. Chris Copper who was not present:

Emerald Club 2022/2023

- Goal: \$400,000
- Total: \$651,000, 162% of goal
- The employee campaign begins on April 17.
- All employees will receive a Cedar Point ticket for a donation of \$100 and fantastic prizes will be awarded weekly.

Events

- Graduate Picnic-May11, 2023- Food trucks with hamburgers and an ice cream for dessert will be available to students in a front parking lot, before graduation practice. All employees contributing to the employee campaign are invited to eat and enjoy the fun.

Workforce

- Revenue: Target \$150,000, a 15% increase YOY.
 - As of March 2023, \$120,000 invoiced should bring in target by June 30. The Development team is meeting on April 24 to further build out a Workforce Development plan for FY24, focusing on our Preferred Partners, our Board, and representatives from key industries, including manufacturing and healthcare.

- RMC is beginning a monthly training on topics these employers want covered.
- The 2nd cohort of the tower tech program will run again with the two area prison systems, beginning May 30.
 - The next cohort will be a community one and may run on the opposite days of the prison cohort.
 - The foundation has offered to pay for a guard to be on site for the tower practicum.
- Excel training at the Crawford Success Center begins in April.
- The Pre-Practical Nursing (PN) process information meetings, supported by the Foundation, are scheduled for Avita April 26 and OhioHealth's will be in May.

Grants

- The grants manager has completed and sent in the grant with Youngstown State.
- As part of the FY24 plan the Grants team will be identifying opportunities to support upgrading equipment, especially in the areas of manufacturing and healthcare.
- She is currently working on a second chance grant for the next two years.
- Hall of Excellence FY23 date is April 13, 2023, 90% of the tables are sold, 3 left. Honoree videos and portraits are being created. NCSC partnerships include in-kind donations of Billboards (thank you Lind Media).
- Thank you NCSC College Board for your commitment to one table and the support of our foundation and community!

C. Monitoring Report: Executive Limitations Policies – Treatment of Consumers (4-20)

Dr. Dorey Diab explained that this monitoring report was also submitted for the March meeting. However, the discussion on the contents did not take place to avoid a lengthy meeting. The report is submitted this month in order for the report contents to receive the discussion that is warranted for the Board's awareness and understanding.

This report focuses on Compensation and Benefits (Executive Limitations 04-40).

COMPENSATION AND BENEFITS (EXECUTIVE LIMITATIONS)

Policy No. 3357:13-04-40

With respect to employment, compensation, and benefits to employees, consultants, contract workers and volunteers, the CEO will not cause or allow jeopardy to fiscal integrity or to public image.

The CEO will not

- 4.41 Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
- 4.42 Create obligations over a longer term than revenues can be safely projected.

True to human nature, our employees (both faculty and staff) feel that their salaries should be higher. This is usually stated in employees exit interviews. However, there is a higher level of

satisfaction when the whole compensation package of salaries and benefits are considered together.

As stated in this policy, the reasonable interpretation for this executive limitation is a balance between meeting “geographic or professional market” and “not creating obligations over a longer term than revenues can be safely projected.” The details below further explain this interpretation.

Last year’s (calendar 2022) average salary for both faculty and staff is around \$49,000. With overload work (courses taught beyond requirement), W-2 statements show faculty earning 21.62% over base salary (\$60,018 vs. \$49,479) while working mostly for the two semesters of fall and spring. W-2 statements for staff show them earning 2.65% over base salary (\$50,197 vs. \$48,900) while working three semesters, which include summer, while teaching few courses.

The average total wages for all employees was \$53,374 for calendar year 2022, earning 8.83% over the average base salary for all employees of \$49,046. Considering these salaries are for individual incomes (and not family), they are well within the median family income in our geographic 3-county region that ranges between \$48k (mostly Crawford) and \$58k annually (mostly Ashland), with Richland being around \$53k. Faculty officially work 157 days per year (mainly no summer, and around one month off between fall and spring semesters), while staff work around 230 days and have several weeks of vacation. The increase in salary is due to the fact that both faculty and staff have the ability to be paid for additional courses they teach beyond their regular teaching load or working hours, and many of them do.

As indicated to the board previously, the information below are shared with our employees regarding their salaries and benefits:

- 1. For the current fiscal year FY23 (ending this June), base salaries for full-time employees were increased by 1.5%*
- 2. Additionally, full-time employees were to receive a one-time 1% stipend. Considering the insurance increase of 7.35%, and the increase of the employee contribution percentage from 18% to 19%, we increased the one-time stipend amount to the greater of 1% or \$750 (the equivalent average of 1.5%). This stipend was disbursed in a lump sum in the last pay of the fiscal year (i.e. on July 8, 2022).*
- 3. Part-time staff received a one lump-sum stipend of \$350 in the last pay of the fiscal year.*
- 4. Adjunct faculty, who taught in both fall and spring semesters received a one-time lump-sum stipend of \$200 in the last pay of the fiscal year.*
- 5. The Stark County Schools Council of Governance (COG) health insurance plan provided one premium holiday (this means that employees who carry health care coverage didn’t have to pay insurance for 1 month). This amounted to around \$180 in savings for those with single coverage and \$440 in savings for those with family coverage.*
- 6. The official plan for FY-2024 is 1% increase added to the base and a one-time stipend of 1%. However, considering the impact of inflation, the College distributed \$1,000 per full time employee, and \$200 per part-time employee or adjunct, over the 2022 holidays. Furthermore, the College is currently researching and evaluating salaries within the professional market at other peer institutions to assess potential changes. Pending the*

outcome of FY2023 end-of- year budget review, the desire is to increase employee compensation.

Beyond the salaries, we continue to strive to be an employer of choice in the community, while allowing for more work-life balance and remote work for our faculty and staff.

- a) We continue closing for two weeks over the holidays at the end of the year to allow staff more family-time with pay, while faculty enjoy the break-time between semesters.*
- b) We continue working the four 10-hour day summer schedule (mid-May to end of July, done again remotely this year) and allow staff to enjoy 3-day weekends with their family and friends.*
- c) We continue the work schedule of four 9-hour days, and one half-day remotely on Fridays, during fall and spring semesters.*

This is a great work and compensation package considering that many other colleges and universities have either closed or downsized due to low enrollment, laid off employees and cut salaries.

I believe, while acknowledging the complaints of some, and due to our strong financial viability with increased reserve, we have done well by our employees under extreme extenuating circumstances - a perfect storm - caused by:

- 1. Declining demographics and student enrollment, with declining birth rates, resulting in fewer people enrolling.*
- 2. Under-resourced population: location in rural environment where higher education is of low priority; low educational attainment; first generation students, working, and caring for family; with low matriculation to college, in a culture that is questioning the value of higher education.*
- 3. Concerns about increasing college cost and rising student debt caused mostly by 4-year institutions*
- 4. Equity gaps in educational attainment especially among first generation and minorities*
- 5. Paradoxical economy (people without jobs such as in the hospitality industry, jobs without people such as in the STEM industry), not to mention the lower labor-force participation rate. Furthermore, automation requires better skilled people. Data shows that this skills-jobs disconnect will persist at least until the 2030s.*
- 6. Keeping up with the accelerated pace of technology, associated cost, and crowded alternative credentials delivered by a variety of organizations.*
- 7. Beyond the health pandemic, there are social, environmental, cultural and political pandemics with negative dispositions toward almost everything.*

In summary, over the past three years, we cared for our College family during Covid, we maintained employment, and provided flexibility with remote work. We backed that up with 4% salary increase in the 2021-2022 academic year (3% to the base and 1% stipend); 2.5% to 3% salary increase in the 2022-2023 academic year (1.5% to the base, and 1% to 1.5% stipend); while providing \$1,000 stipend (over 2% on average) during the 2022 holidays. This amounts to 8.5% to 9% increase over the past two years.

While desiring to provide additional compensation to our hard-working employees, I believe we have done a tremendous job balancing the pros and cons of the College fiscal and future viability,

while caring for our employees as a family, and adhering to the principle of “not creating obligations over a longer term than revenues can be safely projected.”

D. College Updates/Other

Community Engagement and Outreach

In preparation for our strategic planning this spring and summer, we invited the national Education Advisory Board to lead a workshop with our Cabinet to establish our brand and our competitive differentiating advantage in the region. Ideas included:

- a) Great people supported with flexible and remote work schedule with strong benefits
 - b) Programs: bachelor in engineering and nursing, and creating the necessary business partnerships.
 - c) Providing students with the combination of tech skills, professional (soft) skills, and experiential learning; and competency-based education
 - d) Accessibility/Affordability: high value, TFS, scholarships, low debt (~75% no loans, small loan amount for the remaining 25% in comparison to other colleges and universities)
 - e) College Now in Engineering, Business, Bioscience, and Sci Med
 - f) Delivering certificates, modular courses, and 8-week courses, in addition to the 16 weeks
 - g) Financial stability of the College while maintaining employment
 - h) Workforce: anticipating and responding to the needs of the region with differentiating programs (customized corporate programs, leadership, supervision, Tower Tech/5G)
 - i) Professional development for employees (tuition reimbursement, quality training/ACUE, monthly training including at convocation/in-service/MAC)
 - j) Open Education Resources, competency-based education, and self-paced industrial lab to reduce cost and expedite students' completion
 - k) Support for students inside and outside the classroom (inside the classroom: TRiO, tutoring, Aviso advising...) (outside the classroom - financial: basic needs food / transportation / Technology, Head Start Day Care, Foundation integrated in support of students)
 - l) CCP-dual enrollment partners with high schools and career centers
 - m) Flexible and resilient organization that is not tied to bigger institutions (like regional campuses)
- On March 23, and continuing with the College strategic planning process based on the input of the Education Advisory Board, we engaged the College Management Advisory Council on differentiating factors that can make our College more competitive in serving the needs of our region. The information was shared in the evening during the Colle-wide Program Advisory Committees meeting with around 100 people from the community and the college. And the process was repeated again on March 30 at the Open Forum where more than 70 faculty and staff participated.
 - Attended with Dr. Kelly Gray and Dean Dan Wagner the monthly meeting of the International Brotherhood of Electrical Workers (IBEW) committee to reestablish the apprenticeship program through our College.

State engagement and advocacy

- Along with trustees McElfresh and Morando, we advocated with our state representatives and senator for Ohio community colleges and North Central State College for more equitable distribution of funds for the following reasons:
 1. New \$1 billion in Ohio College Opportunity Grant (OCOG - State Pell) is going toward universities. Community Colleges don't get any OCOG nor any state funding for short-term certs or workforce training
 2. 70% of total new higher education spending is going toward bachelor degrees, and only 30% toward associate degrees
 3. New companies coming to Ohio with Jobs Ohio Projects require 70% in community college certificates and associate degrees (not 30%)
 4. Once OCOG increases are phased in by FY 27 (which goes only to university students), the state would have spent more on OCOG than the total SSI for CC
 5. We educate nearly 40% of undergraduate students, yet we receive only 23% of the total SSI funding
 6. We only get 3% in SSI increase, while universities get 3 times as much. This is no way enough to support what the advanced manufacturing industry is telling us to increase engineering and IT graduates by at least 50%
 7. Ohio College Access Grant (OCAG) is great because it awards need-based aid and includes CC students but the difference in support in comparison to university students is huge:
 - a. Once fully phased-in, OCOG will cost nearly \$1 billion each biennium, compared to \$80 million for OCAG (or just 8%)
 - b. \$6,000 per student for public or private university
 - c. \$1,600 for for-profit
 - d. Only \$1,000 for CC
- Other points that were shared with our representatives include: create an Ohio Workforce Ready Grant, separate the State Share of Instruction (SSI) for colleges from that of universities, provide state support for workforce training, create innovative pathways in College Credit Plus for in-demand jobs, and continue to support wrap-around services for students.
- Our statewide leadership (administrative and fiscal) on the Open Education Resource grant (\$1.3M to provide free online course materials for students) is paying off. There are 15 Ohio community colleges, two universities (OSU and Ohio Dominican), Ohio Association of Community Colleges, OhioLink (library for course repository) as members in the partnership. The savings for the students in textbook costs included \$506,000 at NCSC between Fall 2018 and Spring 2023. Without including last year's data that is still being assembled for state institutions, the textbook costs savings were \$12.5 million, for 104,233 in student headcount between 2019 and 2021.
- On March 20, I participated in the Midwest Semiconductor Network conference at Lorain County Community Colleges, joining 29 other members from higher education and business and industry to stay abreast of the education and business needs and how the college can be of service.
- Continue to engage, along many community college presidents and Ohio organizations, on the OACC steering committee to meet the objectives of the Intel project.

- As a member of Team NEO (North East Ohio) Talent Development Council, we continue to meet to look into ways to partner with business and industry to meet the talent needs especially in the STEM workforce areas with short term credentials.

National engagement and advocacy

- Continue to chair and meet remotely with the Presidents Academy Executive Committee of the American Association of Community Colleges (AACC) every week to plan for the AACC’s 2023 Presidents Academy Summer Institute happening July 15-18 in Toronto, Canada.

VIII. REQUIRED APPROVALS AGENDA

CONSENT AGENDA

The Chair, Dr. Dwight McElfresh, 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 Mr. David Bush the roll was called:
Ayes: Ms. Aspin, Mr. Bush, Mr. Masters, Dr. McElfresh, Ms. Morando, Ms. Nelson, Mr. Williams, Ms. Winkle

Nays: None

Passing unanimously, the following items were approved.

A. Approval of Minutes for March 22, 2023 “Regular Meeting”

B. Consideration of Approval of Employment of College Personnel – R-2023-19

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

R-2023-19

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 April 3, 2023

Brianna Middleton, PT Paraprofessional/Substitute Child Development Center

BEGINNING April 10, 2023

*Keeley Weese, Instructional Lab Assistant
Ohio University, Bachelor of Science, Biological Sciences*

BEGINNING April 18, 2023

*Kevin Smith, IST Lab Technician
North Central State College, Associate of Applied Science, Industrial Technology*

EXPLANATIONS OF NEW HIRES FOR RESOLUTIONS R-2023-19

Brianna Middleton is hired as the PT Paraprofessional/Substitute at the Child Development Center.
Keeley Weese is hired as the Instructional Lab Assistant.

C. Consideration of Approval of Employment of College Personnel – R-2023-20

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

R-2023-20

WHEREAS: Tori Sauder has supplied documentation that she has completed the Professional Certification of Child Development Associate Credential.

THEREFORE, BE IT RESOLVED: by the Board of Trustees that \$600.00 is added to base salary effective March 6 in accordance with the policy adopted under resolution 1991-30 for “Professional Growth Recognition.”

REGULAR AGENDA

A. Consideration of Approval for the Conferral of the Honorary Degree of Associate of Applied Business – R-2023-16 – Dr. Dorey Diab

***CONSIDERATION OF APPROVAL FOR THE CONFERRAL OF THE HONORARY
DEGREE OF ASSOCIATE OF APPLIED BUSINESS TO
SHERROD BROWN***

R-2023-21

WHEREAS: upon the recommendation of the president with the approval of the board of trustees the honorary degree of associate of applied science or applied business will be awarded to those outstanding individuals who have distinguished themselves within the community, as well as with North Central State College, and

WHEREAS: honorary degrees are typically awarded to a living individual who has achieved extraordinary distinction in a career that has affected the lives of others, particularly through scholarly achievement, through public service, or through philanthropy, and

WHEREAS: *by awarding honorary degrees, North Central State College recognizes outstanding individuals whose accomplishments are of such excellence that they provide inspiration to our graduates, and in honoring such individuals, the College is honored as well, and*

WHEREAS: *Sherrod Brown has displayed the level of exemplary achievement deemed worthy of the singular recognition conveyed by the conferral of an honorary degree from North Central State College.*

NOW, THEREFORE BE IT RESOLVED: *that the North Central State College Board of Trustees, takes pleasure in conferring upon Sherrod Brown the Honorary Degree of Associate of Applied Business, honoris causa, as part of the May 12th, 2023 North Central State College Commencement Ceremony in accordance with the policy adopted under resolution 1978-08 for “Honorary Degrees.”*

ACTION TAKEN: Ms. Kimberly Winkle moved for approval of the resolution R-2023-21 for the conferral of the Honorary Degree. Ms. Linda Nelson seconded the motion and following no further discussion, the roll was called:

Ayes: Ms. Aspin, Mr. Bush, Mr. Masters, Dr. McElfresh, Ms. Morando, Ms. Nelson, Mr. Williams, Ms. Winkle

Nays: None

The item was approved with a unanimous vote.

C. Treasurer’s Report for March 31, 2023 – Dr. Dorey Diab

In Ms. Lori McKee’s absence, President Dorey Diab presented the Treasurer’s Report for the period ending March 31, 2023. He stated that revenues for the month totaled \$907,205. Expenditures were \$1,687,391 leaving a deficit of \$780,186. Year-to-date revenues totaled \$18,038,353. Year-to-date expenditures totaled \$12,085,550 leaving an excess of \$5,952,802. The Month End Investment Balance for March 2023 was \$5,977,204 (\$1,082,865 in Star Ohio and \$4,894,339 in Richland Bank). Dr. Diab described the trends that are demonstrated by the Tracking of the Monthly Cash Flow feature as well as the dashboard indicators.

ACTION TAKEN: Mr. Patrick Williams moved for approval of the Treasurer’s Report for the period ending March 31, 2023. Mr. Mark Masters seconded the motion and following some brief discussion, the roll was called:

Ayes: Ms. Aspin, Mr. Bush, Mr. Masters, Dr. McElfresh, Ms. Morando, Ms. Nelson, Mr. Williams, Ms. Winkle

Nays: None

The item was approved with a unanimous vote.

IX. POLICY GOVERNANCE

A. Discussion of Agenda Planning – Dr. Dwight McElfresh

1. Scheduling/discussion of Board-Ownership Activities (on Annual Agenda)

Board Chair, Dr. Dwight McElfresh called for discussion of Board-Ownership activities for inclusion on the Annual Agenda. Board Secretary explained that the Board Annual Calendar will be drafted for discussion and approval at the annual meeting and will include Board-Ownership activities for the coming year based on the Board's availability for Link-n-Learn activities in going out to visit Owner organizations and other Owner Linkage activities will be added to invite Owner organizations to come to one of our meetings to share and interact with the Board. Trustees were encouraged to suggest other Owners from their respective county/community for future consideration.

2. Review of Actionable Items.

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

- a. Review of Board Annual Self-Reflection tool or Annual Self-Assessment tool in prep for May distribution – This item will be addressed later in the agenda.
- b. Discuss format for BOT Annual Retreat – This item will be addressed later in the agenda.
- c. Restructure & Update Policy Governance Policy Sheet on the BOT Website (see 2.42b) – Board Secretary explained that with the many policy updates that have taken place recently and that the policy governance tools still had policies in a previous format, that the entire tool was restructured and all policies in the tool were confirmed as being the latest version. Trustees were encouraged to take advantage of this tool whenever their focus turns to policy governance policy work.

2. Community Connections.

Ms. Linda Nelson – On the front page of the paper dated April 5th, announced that Marcie Porter was named as the new Treasurer for Galion, Ohio and that she was a former Associate Degree graduate of North Central State College. She announced that she thought this year's NCO Hall of Excellence was fabulous and she was so proud to see Trustee, Mr. Mark Masters and his family up on the stage being recognized.

Mr. Mark Masters – shared a conversation he had with a community member who has a sophomore in high school that visited both NCSC and Ohio State to explore their College Credit Plus program options and talked about the NCSC experience vs. the OSU-M experience. They explained that they did not feel taken care of at OSU-M but at NCSC, the counselor reached out to the student and made them feel welcomed and included. This counselor's interaction with the prospective student was likely the deciding factor in them choosing NCSC.

Ms. Kimberly Winkle – shared that interviews for Marketing openings at her company are both NCSC graduates.

Dr. Dwight McElfresh – shared that he had a local educator approach him and thanked him as he had a Daughter who participated in the College Now program and went on to graduate from Youngstown, debt-free. The city of Ashland just hired 2 new officers who were graduates from our Police Academy.

Ms. Kristin Aspin – shared that she had visited the NCSC CCP webpage that contained a nice chart that demonstrated the cost savings realized at NC State for students who pursue the CCP route. She printed the chart out for a meeting she was having to use this pathway as an option.

Mr. Patrick Williams – reported that the IT Cybersecurity course was taken back to 179th as they convert to a cyber security unit.

Dr. Dorey Diab – reported on the discussion with Broadband Ohio to bring the middle mile internet access to Route 30 based on 179th being an anchor organization.

B. Board Policy Governance Training (IAW 02.70) – Mr. Dwight McElfresh

1. Ms. Linda Nelson led the discussion of policy governance principle 5 (Board Means Policies).

Principle 5 states, **Board Means Policies:** *The board defines in writing, those behaviors, values-added, practices, disciplines, and conduct of the board itself and of the board’s delegation/accountability relationship with its own subcomponents and with the executive part of the organization. Because these are non-ends decisions, they are called “board means” to distinguish them from ends and staff means. In describing the Policy Governance model, documents containing solely these decisions are categorized as Governance Process and Board-Management Delegation, but can be called by whatever name a board chooses, as long as the concept is strictly preserved.*

2. Policy Governance Policy Review (IAW 02.14) – training includes a continuing review, refresher, and reassessment of current Policy Governance policies. Mr. David Bush led the discussion and review of policy governance policies 2.6, 2.7, 2.8, and 2.9. The Board concurred that these policies are still relevant and still accurate.

X. BOARD CHAIRPERSON REPORT- Dr. Dwight McElfresh

A. 2022 Financial Disclosure Statement Filing Deadline: Monday, May 15, 2023

Dr. Dwight McElfresh reminded Trustees of the required financial disclosure statement filing deadline of May 15, 2023. Trustees have a little time but should complete as soon as is practical for them before the prescribed deadline. Board Secretary, Mr. Stephen

Williams reported that as of today, eight of the ten trustees required to file have already submitted their statements. This number includes Mr. Matthew Smith who was required to file follow his departure from the Board.

B. BOT June Regular Meeting and Annual Planning Retreat (June 28th @ Kehoe)

Dr. Dwight McElfresh reminded Trustees to mark their calendars and plan to attend the annual planning retreat on June 28th following the June regular meeting. The regular meeting will be held in room 164 of the Kehoe Center and begin early at 4:00pm and wrap up around 4:45pm. There will be a light dinner provided prior to the kick off of the annual planning retreat. The annual planning retreat will begin around 5:00pm. There was further discussion on whether the Annual Self-Assessment tool to be used this year would be the Annual Self-Assessment Survey or the Annual Self-Reflection Questionnaire as was used last year. Following some deliberations, it was decided to employ the Annual Self-Assessment Survey to give the new Trustees exposure to the tool and to give them some more experience on the Board in order to make the Self-Reflection Questionnaire more valuable to their experience on the Board. The Board Secretary will send this tool out around the first of June for Trustees to complete in preparation for the Annual Planning Retreat.

C. 2023 ACCT Leadership Congress (October 9-12) (Las Vegas, NV)

Dr. Dwight McElfresh reported that the Association of Community College Trustees Annual Leadership Congress is coming up this fall. This year it will be held in Las Vegas Nevada on October 9-12. The deadline for presentations is coming up in May. I think we are just about ready to submit our presentation proposal.

D. 2023 LeaderRichland Participation Commitments (May 18, 19 & 22)

Dr. Dwight McElfresh recapped that this year's participants will be 7th and 8th grade girls from a variety of area middle schools. Commitments include: Ms. Linda Nelson and Dr. Dorey Diab working as a team on May 18th & May 22nd. Ms. Elisabeth Morando and her husband Jim will be working as a team on May 19th. Mr. Mark Masters will have Ms. Krista Massy participating on behalf of Mechanics Bank and from the Foundation Board, Ms. Ashley Nash will be participating on behalf of Park National Bank. Any other Trustees who might be interested in participating were encourage to consider doing so either this year or perhaps next year.

E. Upcoming Events

Dr. Dwight McElfresh reminded Trustees of the Alumni Association Graduate Picnic on May 11th at the Byron Kee Center at 11:30am, the Graduation Ceremony on May 12th at the Campus Recreation Center at 7:00pm, and the OACC Annual Conference on June 8th at Columbus State Community College.

XI. 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 the Students did a very nice job! It was nice to see such student participation in both the project presentations as well as the student organizations reports. Trustees asked if information could be sent regarding the online sources for the Annual Ethics Training. The Board Secretary confirmed that he will get it put out immediately.

XII. TIME AND PLACE OF NEXT MEETING

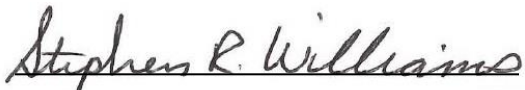
The next Regular meeting of the Board of Trustees is scheduled for Wednesday, May 24, 2023 at 5:30pm in the Board’s “Gorman Room” (165-Fallerius).

XIII. ADJOURNMENT

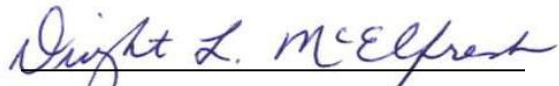
The Chair called for any additional business requiring Board action.

ACTION TAKEN: As there was no further business requiring the Board’s consideration, the Board Chair, Dr. Dwight McElfresh declared the meeting adjourned at 7:40 p.m.

Respectfully submitted:



Mr. Stephen R. Williams, Board Secretary



Dr. Dwight McElfresh, Board Chair