

**North Central State College
Board of Trustees' Meeting
October 25, 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 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 (online)
Dr. Dwight McElfresh
Ms. Elisabeth Morando (online)
Ms. Linda Nelson
Mr. Steven Stone
Mr. Patrick Williams
Ms. Kimberly Winkle

III. INTRODUCTION OF GUESTS

President Dorey Diab introduced Ms. Lori McKee, Vice President of Business Services; Dr. Kelly Gray, Vice President of Academics; Mr. Tom Prendergast, Vice President of Student Services; Ms. Chris Copper (online), Vice President for Development/Foundation; and Ms. Sara Rollo (online) representing the Faculty.

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

Dr. Dwight McElfresh explained that the primary focus of tonight's meeting will include: hearing Student Organization update, a College Foundation update, the President's monitoring report along with other College updates from our president. We also have some board rules and regulations being updated. We will conduct routine business of the College, hear from our Nominating Committee and conduct our ongoing policy

governance training. There will be an Executive Committee meeting toward the end of the meeting but we do not expect any further business following the Executive Session.

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

Board Chair, Dr. Dwight McElfresh explained that the next OSU-M Advisory Board meeting, would be held on November 16th and called for a volunteer. Ms. Kristin Aspin indicated that at this point it looked as though she would be available to attend on behalf of the NCSC Board of Trustees. Dr. McElfresh thanked Ms. Aspin for serving as the Board’s representative.

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

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

President Dorey Diab explained that our student representative was unable to attend so he would be delivering this month’s student organization report.

PTK:

The Chapter plans to invite a speaker to talk to our students about reducing their carbon footprint on the environment. They have done some preliminary research about where they should go from here. Their goal is to learn more about the production pathway for their food and energy. They have discovered that “going green,” needs to go deeper than reduce, reuse and recycle. They want to explore the energy that is used when we produce “green” energies. The end product may be less harmful to the environment, but the production pathway may be much more harmful.

Courtney Picman, our student rep for Propel Ohio, emailed Sherrod Brown’s office (Brown’s office manager who she met at Propel), to see how the Chapter can get involved in projects organized by the State. They have not heard back yet. They would like to do a project for their Going Green initiative that aligns with the State. They reviewed the website after Propel Ohio and there are many.

The Chapter is looking into possible service projects in our community. First, they are going to do another clean up and pick up trash. Next, they are considering working with some of the elementary schools in the area on Santa Letters. They will offer to respond to letters children write to Santa as if they are Santa.

The chapter advisor spoke with Dr. Steve Haynes, Dean of Liberal Arts about doing the Feast of Love project with Kimberly. They talked it over and decided that due to the manpower needs and the absence of large numbers of people on the campus, and they were not going to do it this year.

The chapter advisor reported that they are also recruiting for their Leadership Academy as well.

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

President Dorey Diab introduced Ms. Chris Copper, Vice President for Development and the College Foundation. Ms. Copper submitted the following report:

Emerald Club 2023/2024

Goal: \$440,000, Total: \$140,000

1. \$60,000 coming in pledges. (Emerald Club, Conard/Science Lab)
2. New asks in progress-\$55,000 for the drone program (includes 2 drones and the first year of student tuition scholarships)
3. New ask - \$75,000 for LPN to RN – Black Fund
4. New ask \$185,000 robotics for additional expansion of the AI and Virtual Lab - RCF
5. \$61,000 IST lab needs (Engineering the Future - Slice Micro Data Acquisition Systems) – Family Foundation
6. New \$10,000 scholarship in development with a Board member and a new Advancing Women in Leadership scholarship for \$10,000 (\$20,000).
7. 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).

\$621,000 total

Additional funds coming include: we will have Richland Gives, the results of our Cedar Point partnership, and some yet to be finalized Emerald Club and Hall of Excellence sponsorships.

Events

1. Rentals has generated \$26,768 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 introduction to the World of AI workshop, targeting 6th through 9th and 10th through 12th grade students.

Partnerships

1. Crawford County and Richland County Police and Fire Drone program, two grants outstanding. 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.

2. Hospital information sessions for the 2024 summer LPN cohort, were held and we had seventeen begin the process.
3. Our NCSC Foundation has submitted a request to fund an LPN to RN program with our hospitals.

Workforce

1. \$68,000 in YTD
2. Launched our 1st Quick Book Trainings in October, scheduling in process.
3. 2nd cohort for Galion Crestline Chamber is scheduled to start
4. 2nd Tower Tech Cohort in partnership with ODRC in progress, ordering the next round of equipment
5. Continuing our leadership training series with RMC, Chris presenting to them Dec 8.

C. Monitoring Report: Executive Limitations Policy – Financial Planning/Budgeting (4-50)

Dr. Dorey Diab explained that although the monitoring report departed from the regular rotation to include pertinent material to the topic for discussion, this month's report will bring us back on schedule.

GLOBAL LIMITATIONS (EXECUTIVE LIMITATIONS)

Policy No. 3357:13-04-00

The CEO will not cause or allow any organizational practice, activity, decision, or circumstance which is either unlawful, imprudent or in violation of commonly accepted business and professional ethics and practices.

Although there could be several occasions of complaints or concerns, to the administration awareness, there has been no intentional activity, decision, or circumstance that led to a legal action being taken against the college.

Written complaints by or from students

- a) *Scheduling issue.*
- b) *Perceived unfair grading issue.*
- c) *Student complaint about unfair treatment by a clinical instructor at a hospital.*
- d) *Lack of response from an adjunct faculty.*
- e) *Two student complaints about a dean that were addressed by the VP with a verbal warning to the dean.*
- f) *Declining to wear a mask on religious ground at a clinical agency that requires it, which ended up reaching the Office of Civil Rights that declined to review it. This is due to the student unwillingness to provide the charge "in writing, signed and under oath."*
- g) *Potential dismissal of a nursing student due to malpractice at a clinical site.*
- h) *A parent complaint about her daughter not being able to graduate due to inability to pass the last class.*
- i) *A complaint from a student about potential perceived bias, that was unproven upon investigation.*

Complaints from or about staff

- a) *An EEOC (Equal Employment Opportunity Commission) age complaint has been filed by a former part-time employee who has not been hired for full-time positions at the College due to lack of skills. The complaint was closed by EEOC without finding, and the matter is closed.*
- b) *A staff who misrepresented her credentials. She was reprimanded by being suspended for a week with no pay, and was given her last warning before dismissal should anything else happen.*
- c) *Two staff members received final warnings about unsatisfactory attendance.*
- d) *Concern from staff caucus about sick time / leave policy.*

Complaints from faculty

- a) *There were faculty concerns regarding increased course section size, or scheduling arrangements, but those were addressed within the divisions and did not rise to the level of filing grievance.*
- b) *Faculty grievance about a dean who raised the online section size without getting input from the Faculty Caucus and the Association. It was addressed at the Vice President's level.*
- c) *Faculty concerns about a dean who was placed on administrative leave, and who ended up being dismissed.*
- d) *A faculty member who was not adhering to her office hours was given a written warning.*

These complaints have been addressed by the assistant dean, dean, VP, or HR. Disciplinary or potential legal actions, if necessary, get discussed with the Attorney General's Office prior to rendering a final decision.

College Update

1. The College will receive \$110,555 in Fiscal Year 2024 from the state under the Talent Ready Grant program for student scholarships; and \$85,510.00 from the state Great Minds Fellowship for mental health programs for students entering the behavioral healthcare workforce.
2. The College has applied to be a member of the state Collegiate Purple Star program to provide additional support for veterans.
3. Attended the Leader Richland (LR) kick-off-meeting on September 29. LR is scheduled for Thursday, May 16; Friday, May 17; Monday, May 20. It is sort of the decade anniversary. It started in 2012, but skipped during Covid.
4. On October 3, and in collaboration with Richland Source, I made a presentation to the Richland Community Development Group on the importance of raising the educational attainment in our region. Three Richland Source representatives asked questions and sought feedback from the participants on challenges and opportunities for achieving that goal. The objective is to educate the public by publishing educational stories to help change the culture.
5. Several NCSC personnel, including the president, participated in the annual Regional Manufacturing Coalition annual meeting on October 3 where a representative from MAGNET (manufacturing network) in Cleveland presented on the manufacturing prospects in the region.

6. The Foundation student scholarship luncheon was a great success on October 5 with around 85 participants (including 35 students, faculty, staff, and donors), and trustee Morando emceeding the event.
7. On October 5, a group from the College participated in kicking off the United Way capital campaign. The College will be contributing \$5,000 to the campaign.
8. Propel Ohio is a statewide student conference organized by Senator Sherrod Brown in partnership with the Ohio Campus Compact to promote civic engagement and student leadership. This all day gathering brought together emerging student leaders from Ohio's colleges, universities, and career and technical schools to connect them with resources, network and discuss civic engagement, and hear from Ohio and national leaders. North Central was represented by two students: Octavia Hilliard (Health Sciences) and Courtney Picman (Liberal Arts) and Dr. Toni Johnson (Dean of Academic Services). This is the first in-person Propel Conference since 2019. The conference was held on October 6th at Case Western Reserve University in Cleveland, Ohio. This year's theme is civic engagement with a focus on finding your "why." Keynote speaker was Kurt Russell, national teacher of the year who is a high school teacher at Oberlin High School, Oberlin OH.
9. Five trustees and the president attended the ACCT Annual conference, October 9-12, and made presentation on "Transforming the North Central State College Community Through Policy Governance." In addition to sharing the experience with external colleagues, the presentation helped develop a better understanding among trustees and staff of what the College has gone through to improve its self-governing process.
10. On October 18, a group of NCSC employees participated in the North Central Workforce Alliance of Ohio Annual Workforce Summit at Mount Vernon Events Center. The topic was "Where Did All The Workers Go?"
11. We have begun the discussion with OSU-Mansfield on the memorandum of understanding with regard to shared services, and potential projects for the 2024 capital budget.
12. Topics for staff professional development day on November 10: student resources, admissions initiatives, work life balance, workplace wellness, IT Systems training
13. Attending the Regional Manufacturing Coalition with presentations from Senator Romanchuk, and Representative John on October 20

VII. 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 Mr. Patrick Williams and seconded by Ms. Kimberly Winkle the roll was called:

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

Nays: None

Passing unanimously, the following items were approved.

A. Approval of Minutes for September 27, 2023 “Regular Meeting”

B. Consideration of Approval of Status Change – R-2023-36

**CONSIDERATION OF APPROVAL OF
STATUS CHANGES**

R-2023-36

STATUS CHANGE

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

BEGINNING October 16, 2023

Carter Hayes

- *Carter Hayes is moving from IT Systems and Security Specialist to Network Systems Administrator.*

C. Consideration of Approval of Employment of College Personnel – R-2023-37

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

R-2023-37

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 2, 2023

*Heidi Kreglow, Assistant Dean of Health Sciences
University of Findlay, Master of Physical Therapy
University of Findlay, Bachelor of Science, Pre-Physical Therapy*

BEGINNING October 2, 2023

*Shaniah Smith, Part Time Custodian
Hocking College, Associate of Art, Design and Marketing*

BEGINNING October 23, 2023

*Chase Carper, Respiratory Care Faculty, Clinical Coordinator
Ohio State University, Bachelor of Science, Health and Rehabilitation Sciences
North Central State College, Associate of Applied Science, Respiratory Care*

BEGINNING October 23, 2023

*Brittany Morgan, Part Time Teacher Assistant Substitute, Child Development Center
Northwest State Community College, Associates Degree, Early Childhood Education*

BEGINNING October 30, 2023

*Chad Minnear, Facilities Assistant
Ohio State University, Bachelor of Arts, Economics & History*

EXPLANATIONS OF NEW HIRES FOR RESOLUTIONS R-2023-37

Heidi Kreglow is hired as the Assistant Dean of Health Sciences to replace Leesa Cox.
Shaniah Smith is hired as a Part Time Custodian to replace John Craft.
Chase Carper is hired as Respiratory Care Faculty, Clinical Coordinator to replace Sharon Conley.
Brittany Morgan is hired as a Part Time Teacher Substitute at the Child Development Center.
Chad Minnear is hired as the Facilities Assistant to replace Anthony Johnston’s prior position.

REGULAR AGENDA

A. Treasurer’s Report for September 30, 2023 – Dr. Dorey Diab

Ms. Lori McKee presented the Treasurer’s Report for the period ending September 30, 2023. She stated that revenues for the month totaled \$1,113,594. Expenditures were \$1,793,201 leaving a deficit of \$679,607. Year-to-date revenues totaled \$8,338,331. Year-to-date expenditures totaled \$3,981,066 leaving an excess of \$4,357,265. The Month End Investment Balance for September 2023 was \$6,029,825 (\$1,111,970 in Star Ohio and \$4,917,825 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 September 30, 2023. Mr. Patrick Williams seconded the motion and following some brief discussion, the roll was called:

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

Nays: None

The item was approved with a unanimous vote.

B. Consideration of Approval to Continue/Discontinue the Practice of Transcript Withholding – R-2023-38 – Dr. Dorey Diab/Ms. Lori McKee

CONSIDERATION OF APPROVAL TO CONTINUE / DISCONTINUE THE PRACTICE OF TRANSCRIPT WITHOLDING

R-2023-38

WHEREAS: *HB 33 of the 134th General Assembly (ORC 3345.027) directs Boards of Trustees to determine whether to continue or end the practice of transcript withholding, and*

WHEREAS: *the current practice at North Central State College is not to withhold official transcripts for students seeking the transcript for the purpose of employment; however, it is the current practice to withhold official transcripts for students seeking to continue registration at the College or to transfer to another institution of higher education, and*

WHEREAS: *the practice of placing a hold on a delinquent student's account with a balance of more than \$50 prior to the start of priority registration at the point that their balance is determined to be past due has been in place for over twenty-five years to encourage students to pay their current term balance prior to registering for future terms to prevent delinquent student accounts from getting even further in debt and,*

WHEREAS: *withholding transcripts on a delinquent student account prevents them from receiving an official transcript for the purpose of transferring, prevents their debt with the College from being abandoned and/or growing at another institution of higher education (IHE), and*

WHEREAS: *the current practice of transcript holding has led to the College experiencing a significant rate of collection and overdue balances from the Attorney General's Office (AGO), and*

WHEREAS: *an assessment of the current practice of transcript withholding at North Central State College is that the practice is beneficial for both the students (by controlling their rate of higher education debt accumulation) and the institution (by providing incentives for students fulfilling their financial obligations to the College).*

NOW, THEREFORE BE IT RESOLVED: *that the North Central State College Board of Trustees, hereby approves the continuation of the current practice of transcript withholding.*

ACTION TAKEN: Ms. Elisabeth Morando moved for approval resolution R-2023-38 Consideration to Continue/Discontinue the Practice of Transcript Withholding. Mr. David Bush seconded the motion. Ms. McKee discussed the history of transcript withholding at the College and the rationale for continuing the practice as well as the considerations if the practice is discontinued. Board Chair asked about the number of students that would likely be affected for transfer purposes. Ms. McKee offered clarification that the current practice has roughly affected twelve students in the past three years. Following some brief discussion, the roll was called:

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

Nays: None

The consideration to continue the practice of transcript withholding as outlined in the rationale was approved with a unanimous vote.

VIII. POLICY GOVERNANCE

A. Nominating Committee Report (Trustee Selection Committee)

Nominating Committee Chair, Dr. Dwight McElfresh, explained that with the work of the nominating committee caught up pending reappointment by the respective authorities, the Board should begin work on the establishment of the Trustee Selection Committee as outlined in HB33 (ORC 3357.05(B)(2)). He reported that the NCSC BOT Executive has discussed potential candidates to serve on the NCSC Trustee Selection Committee for 2024 and submit the following candidates for consideration:

Crawford County: Mr. Roger Miller, Dr. Joseph Shadeed

Richland County: Mr. Matthew Smith, Ms. Sally Gesouras

Ashland County: Mr. Tim Rowsey, Ms. Pamela Mowry

Hearing no objections to the Executive Committee's recommendations, the Executive Committee will now reach out to these candidates to explain the scope of responsibility in service on the NCSC Trustee Selection Committee and gauge their interest and ability to serve in this capacity when called upon to do so. The BOT Executive Committee will report back on the results of these interviews at the next meeting.

B. Discussion of Agenda Planning – *Dr. Dwight McElfresh*

1. 2023-2024 Annual Calendar/Agenda

Board Chair, Dr. Dwight McElfresh called for a preview of the 2023-2024 Annual Calendar\Agenda for the upcoming months of December and January.

2. Review of Actionable Items.

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

- a. Send recommendation for re-appointment of local positions to Mansfield City Schools Board of Education for action – This item has been accomplished prior to the meeting.
- b. Send recommendation for re-appointment of governor-appointed position to Office of Boards and Commissions – This item has been accomplished prior to the meeting and will be done again following the expiration of the term in January.
- c. BOT to receive Performance/Self-Evaluation Trend Analysis for 3rd Quarter Report (July, August-September) at October BOT Meeting – This item to be addressed later in the agenda.

- d. Review/Revise Policies 11-09 Board Meetings & 11-10 Board Agenda – This item will be addressed later in the agenda.
- e. Follow-up on BOT question regarding Employee Background Checks – This item was addressed with the Executive Committee prior to the meeting.
- f. 2022 vs 2023 Fiscal Year comparison after numbers are finalized from the audit - This item will be addressed at an appropriate time in the future following the completion of the FY2023 Audit.
- g. Formulation of NCSC Trustee Selection Committee (for local appointments taking place on or after January 1, 2024) – This item was addressed earlier in the agenda.
- h. Follow-up on Annual Ethics Training Requirements – This item to serve as a reminder for those who still need to complete the annual ethics training requirement.

3. Community Connections.

Ms. Linda Nelson – shared that she recently had the opportunity to talk with a group of students at the school where she works and about a third of the students expressed an interest in a registered nursing program. Only one had researched a program. She named all of the area schools and indicated some of the pricing issues and how compared to some of the bigger area schools, their best bet was with a two-year like North Central State College. So, when they complete their RN and are ready to move on to a four-year degree program, they can continue their tuition reimbursement program and get their BSN. The students indicated that they had not thought of this pathway or about where they are going next. Ms. Nelson indicated that she was glad she had this opportunity to discuss career pathways with this group of students and to share the pathway that they might consider by attending NC State.

Mr. Steven Stone – shared that a week or so he was doing some work with a public organization in a nearby county working with their board and some of their staff. He had mentioned being on the board at North Central State College and began talking about policy governance and how it can help them with a whole bunch of stuff that they are dealing with. During the course of the conversation, they asked since he was from North Central did he know a guy named Tom Prendergast. He spoke highly of Tom from previous work he had done with him.

Mr. Patrick Williams – shared that he had an encounter with a gentleman concerned about his child who attended classes in early childhood education and shared a bit about their challenges with her advising at that time. Ms. Kristin Aspin added that him as a board member, taking time to listen to this person’s concerns puts NCState in a positive light.

Dr. Dwight McElfresh – shared that he had received a phone call from a friend who is working on their doctorate in education leadership. She was comparing and contrasting different types of college programs and this was her first exposure to community colleges. She had done her homework and looked extensively at the website for North Central State College and was impressed with how practical, focused and on-point the website was and how the college met the needs of the community. The purpose of her interview was the search for a potential topic for her dissertation on how this model might be more of an appropriate model for many students in the area to look at compared to attending a four-year college. She was very complementary of our webpage, the amount of information, and the transparency particularly on the Trustees' page. Kudos to those who put together that tool.

Ms. Kim Winkle – shared that they have three openings in their marketing department and one of them was for a social media reputation manager. This person oversees and serves as the coordinator. The person we hired was a North Central graduate with a Marketing degree and this was one of the main reasons she was hired.

Mr. Mark Masters – shared that they recently had their awards evening at the bank and had the opportunity to recognize two of their NCSC graduates, both of which were working full-time while they were going to school in the evenings. They have an award specifically for those folks that finish college while working part-time or full-time that includes the recognition but also includes a monetary award. It is a great opportunity to hire the people who have made the effort to finish a degree while working. In addition, we highlight the sacrifice that their family members have to make when somebody is doing something like that. He stated that he thought it is interesting that they have employees as students attending a number of different colleges in the area but, it's very rare that they actually graduate. Being able to very consistently recognize these graduates from North Central sends a very positive message.

He further shared that he recently took a group of people to Cleveland (that included Kristin) to listen to a presentation by the Cleveland State University president. It was very fascinating to hear her perspectives as a Minnesota native who has been in Cleveland now for a few years. Cleveland State is a big college but some of their challenges are similar but they have some unique ones as well. One of the things he was somewhat surprised with was the huge percentage of enrollment they have at Cleveland State from Cuyahoga County. It was good to hear another perspective on higher education, some of the challenges, some of the victories that the university is experiencing.

Ms. Kristin Aspin – shared that at the same convention Mark had mentioned, during the reception portion of it, there was a lady that she spoke with who found out that she was from NCState and brought up Dorey's name and how impressed she was with his leadership and this college as she had heard him speak at some event she attended. Ms. Aspin further shared that she had the opportunity to talk with some parents after church who had kids in college or wanting to go. They knew that she served on the Board at North Central State College and she was amazed at what they did not know. By the end

of the conversation, they were so impressed about NCSC. She was able to talk with them about things like the Tuition Freedom program, the STEM program, and just about the way the College works with companies and our local industry and workforce development to find out the skills they need or are going to need and then work to offer programs to fill those needs. It painted the College in a very good light and it was nice to get the opportunity to tell people the kind of things we do here at NC State.

Dr. Dorey Diab – shared that he was attending one of the sessions at ACCT presented by Lorain County Community College because they always seem to be on the cutting edge of technology because of their resources and drive to look into the future. After talking with them about some of the innovative things they are doing and their approaches toward future relevance, he thought it might be beneficial to hold one of our future board meetings at LCCC to see and talk with them. He suggested that the Board may consider holding its February 2024 meeting at Lorain County Community College and asked the Board to let him know if they are interested.

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

1. Ms. Kimberly Winkle led the discussion of policy governance principle 9 (Any Reasonable Interpretation).

Principle 9 states, **Any Reasonable Interpretation:**

In delegating further decisions—beyond the ones recorded in board policies—the board grants the delegatee the right to use any reasonable interpretation of those policies. In the case of Ends and Executive Limitations when a CEO exists, that delegatee is the CEO. In the case of Governance Process and Board-Management Delegation, that delegatee is the CGO (chief governance officer) except when the board has explicitly designated another board member or board committee.

2. Policy Governance Policy Review (IAW 02.14) – training includes a continuing review, refresher, and reassessment of current Policy Governance policies. Mr. Mark Masters led the discussion and review of Executive Limitations policies 4.3, 4.4, and 4.5. 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 and 11-10 Board Agenda

Board Chair recapped the discussion of the Board Operating policy 11-10 Board Agenda. Discussion revealed some confusion between the elements of communication with the Board between this policy and paragraph (E) “Meetings Open to the Public” of policy 11-09 Board Meetings. While one process centered on public discussion on items that were presented on the meeting agenda and the other centered on public discussion of an item that was not listed on the agenda, having the two processes contained in two different policies made it cumbersome and somewhat difficult to follow. Following some

discussion among the members of the executive committee and the college president, it was decided that paragraph (A) regarding Communication with the Board of Trustees should be removed from the Board Agenda policy and considered for inclusion in the Board Meetings policy (11-09). So this element of communication with the Board is not lost, a footnote will be included to explain that the detailed process for communicating with the Board will be outlined in the Board Meetings policy (11-09). This policy is to be solely focused on the elements of the Board Agenda and the elements were updated to include those new additions related to policy governance.

ACTION ITEM: Dr. Dwight McElfresh presented the revised version of Board Operating Policy 11-10 Board Agenda for consideration. Mr. David Bush moved for Approval of policy 11-10 as revised. Ms. Linda Nelson seconded the motion and the roll was called:

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

Nays: None

Not Present: Mr. Mark Masters

The item was approved with a unanimous vote.

E. Self-Evaluation Trends Report

1. Reflections on 3rd Quarter Self-Evaluation Survey Trends

Board Chair reviewed trends analysis of the self-evaluation survey for the 3rd quarter of 2023 and called for Board reflections on areas showing improvement or areas showing need for improvement.

IX. BOARD CHAIRPERSON REPORT- *Dr. Dwight McElfresh*

A. Reflections on 2023 ACCT Leadership Congress (October 9-12) (Las Vegas, NV)

Dr. McElfresh called upon Trustees who attended the ACCT Leadership Congress to share some of their reflections and key takeaways from the Congress.

Mr. Patrick Williams – shared that some of the presentation topics he attended and stated that everyone he encountered was very nice and shared a lot of interesting information.

Ms. Kim Winkle – shared that she thought the presentation our team delivered was outstanding and that she learned a lot that she didn't know even though she sat in on the presentation from last year which was very different from this year's presentation.

Mr. Steven Stone – shared a couple things. First, that he thought it was very affirming to attend the Congress and feel well informed when you go in that you are able to make a lot of sense out of the topics being discussed. Things that we have been talking about for

months are new to other trustees. When you hear them and their focus is really amplifying what you already know and add confirmation to the things we are doing and the accomplishments we have made. A couple of the things was the impact of the federal monies that have come out and how that helped their infrastructure, and then the shift from what we have been talking about back to certificates in order to get that workforce back up and ready as quickly as possible. Overall, the point of it was the affirming that we are well-informed and that it makes a difference when we go there that we have a good context to put things in. He also shared a concurrent session he attended on neuro-diversity. It's a way to neutralize what we might call disorders, disabilities, and learning disabilities. Instead of calling them these things, we refer to them collectively as neuro-diversity. Their statement as written in the Illinois college system based on the work done by Judy Singer (a sociologist promoting this way of thinking), "Neuro-diversity is a strength-based perspective that regards individuals with differences in brain function and behaviors and behavioral traits as part of the normal variation in the human population." It contends that we have to expand our idea of what's normal and quit these narrow definitions that we typically use. This kind of feeds into our DEI Diversity, Equity, and Inclusion. We don't necessarily always think about these kinds of pieces when we think about DEI but he thought it was an interesting conversation and liked how the idea of neuro-diversity sort of neutralizes, de-stigmatizes a lot of things that typically carry some negative biases.

Ms. Kim Winkle – shared that she had a couple things she wrote down from the Congress and one of them was actually a question. The first one she went to was on Global Learning and Student Success. They broke into groups and there were a lot of people in that session. There were some good discussions but one of the colleges in their group was from Texas and they said that they have three Czech students come over every year and they talk about Global Learning back and forth. She thought that when they asked how many colleges in the session are doing something globally, there were probably ten percent of the colleges in the session doing something globally or have discussed doing something globally with other countries. She also shared that one session was called "Listening, Learning and Leading: Post Covid Strategies – meeting students where they are." They talked about things they did now that they are back in session and how they have more online classes. They talked about getting iPads for the students and she knows that we did something similar.

Dr. Dorey Diab – shared that in addition to the session he already talked about from LCCC he also shared a session that he and Dr. McElfresh attended where they were trying to explain the Carver Policy Governance Model and they ended up educating them on the model. Dr. Diab also eluded to the AACCC Chief Executive Officer award won by Dr. Jo Blondin of Clark State College and described her as very deserving.

Mr. Stephen Williams – shared that he had attended the activities of the PBSN – Professional Board Staff Network and this year's theme discussion was centered on the Presidential Search Process and the transition to a new president. He explained that while this was the central focus of the congress, there were many members of the PBSN who were also getting more involved in the Policy Governance model and once members

started getting acquainted with others who were involved in Policy Governance at their respective colleges, there were many discussions revolving around the topic of supporting a Policy Governance Board.

Dr. Dwight McElfresh – acknowledged that Mr. Williams was a tremendous support to the NCSC Presentation team in the development of the presentation. Little did anyone know of all the background work that went into the development of the content including video footing of Don Plotts and Miriam Carver. He wanted to publicly Thank him for his contributions and support.

B. ACCT National Legislative Summit (February 4-7, 2024)

Dr. Dwight McElfresh announced the ACCT National Legislative Summit coming up in February of 2024. There was discussion on whether the cost of attending was worth the expected benefits since the team attended last year. The consensus of the discussion was that the following year may be a more beneficial time to attend but it didn't seem as though this year's attendance would reap more benefit. Therefore, this will be put on hold pending some big issue or event that would lend any credibility for attending.

C. Discussion of Date for NCSC/OSU-M Joint Board Meeting (December 6, 2023 @ 4:00pm in 165-Fallerius)

Dr. Dwight McElfresh asked Trustees to keep in mind that this year's joint Board meeting will be held in our Board Room on the night of our December meeting beginning at 4:00pm to 5:00pm. There will be a lot going on with the joint board meeting going from 4:00pm to 5:00pm. We will meet with the Auditor from 5:00pm – 5:30pm, then call the December Regular Meeting to order at 5:30pm.

D. Employee Appreciation/Awards Event (December 7th 3pm – 5pm, Ralph Phillips Conference Center)

Dr. Dwight McElfresh reminded Trustees of the Employee Appreciation/Awards night at the Phillips Conference Center from 3pm – 5pm, on December 7. It's a nice event to recognize our employees and present the longevity awards. It's a great time if you are able to be there.

X. EXECUTIVE SESSION

The Chair called for an Executive Session at 7:12 p.m. Mr. Steven Stone made a motion and it was seconded by Mr. Patrick Williams to adjourn to Executive Session to discuss Collective Bargaining Matters. Dr. Dwight McElfresh explained that he did not expect any further business following the executive session. A roll call vote on the motion was approved by all members present.

Mrs. Kristin Aspin – “yes”

Mr. David Bush – “yes”

Dr. Dwight McElfresh – “yes”
Mrs. Elisabeth Morando – not present
Mrs. Linda Nelson – “yes”
Mr. Steve Stone – “yes”
Mrs. Kimberly Winkle – “yes”
Mr. Patrick Williams – “yes”

At 7:36 p.m., the Chair, Dr. Dwight McElfresh declared the Executive Session concluded and the Regular Session resumed.

REGULAR SESSION RESUMED

Board Chair, Dr. Dwight McElfresh stated that with the retirement of Chancellor, Randy Gardner, it would be nice to pass a Board Resolution at the next meeting acknowledging the Chancellor’s support and contributions during his time as Chancellor.

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 there was 100 % attendance. There were great Community Connections and ACCT discussions. Ms. Winkle had a great policy governance discussion.

XII. TIME AND PLACE OF NEXT MEETING


The next Regular meeting of the Board of Trustees is scheduled for Wednesday, December 6, 2023 at 5:30pm in the Gorman Room (165-Fallerius). Joint NCSC/OSU-M Board meeting at 4:00pm, Auditor at 5:00pm.

XIII. ADJOURNMENT

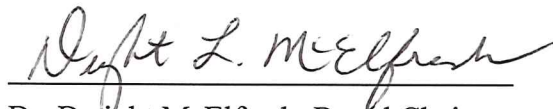
The Chair called for any additional business requiring Board action.

ACTION TAKEN: As there was no further business requiring the Board’s consideration, the Board Chair, Dr. Dwight McElfresh declared the meeting adjourned at 7:39 p.m.

Respectfully submitted:



Mr. Stephen R. Williams, Board Secretary



Dr. Dwight McElfresh, Board Chair