

**Official Minutes of the Board of Trustees
Cleveland Community College
137 South Post Road
Shelby, North Carolina
March 12, 2019**

The Cleveland Community College Board of Trustees met at 11:00 a.m. on Tuesday, March 12, 2019 in rooms 1138-1140.

TRUSTEES PRESENT: Wes Westmoreland, Chairman; Wayne King, Vice Chairman; Dennis Bailey; Betty Carrigan; Craig DeBrew; Larry Hamrick, Jr.; Johnny Hutchins; Allen Langley; Rev. Dr. Lamont Littlejohn; Chris Monroe; Robert Queen; Bill Turpish

TRUSTEES ABSENT: Michael Davis, SGA President

OTHERS PRESENT: Dr. Jason Hurst, President; Dr. Shannon Kennedy, Executive Vice President; Dr. Andy Gardner, Vice President of Student Affairs; Dr. Becky Sain, Vice President of Academic Affairs; Bruce Mack, Vice President of Workforce and Economic Development; Dr. Laura Bowen; Paula Vess; Kristin Blanton, Chief of Staff; Ryan Bolick, Board Attorney; and, approximately 10 public guests.

A Quorum was present.

Chairman Wes Westmoreland called the meeting to order. Rev. Dr. Lamont Littlejohn gave the invocation; included in that was a moment of silence to remember and honor former Trustee, Gordon Hamrick.

ETHICS AWARENESS AND IDENTIFICATION OF CONFLICT OF INTEREST

Vice Chairman Wayne King reminded the Trustees of their duty to report conflicts of interest or any appearance of a conflict. No conflict was identified.

ADOPTION OF AGENDA

Chairman Westmoreland called for a motion to adopt the proposed agenda. Allen Langley made a motion to approve. Rev. Lamont Littlejohn seconded. Motion carried.

APPROVAL OF MINUTES

Chairman Westmoreland called for a motion to approve the minutes from the January 8, 2019 meeting. Larry Hamrick, Jr. stated that both he and Chris Monroe were listed as present and absent in the draft minutes. Mr. Hamrick made a motion to approve the minutes as amended. Dennis Bailey seconded. Motion carried.

PUBLIC COMMENTS

Chairman Westmoreland acknowledged the public guests and their desire to speak. No one signed in to speak.

Chairman Westmoreland then called for reports from the Standing Committees. The reports follow.

REPORT FROM THE PERSONNEL COMMITTEE

Wayne King provided an update of new hires, promotions, transfers and retirements that have occurred since the last meeting. Dr. Hurst informed the Board that former SGA President, Keyona Allen, has been

hired full-time to work in the Continuing Education Department; Bobby Whisnant has been hired to fill an additional maintenance position; Richard Carroll completed his master's degree; and, Betty Stack completed her education specialist degree.

REPORT FROM THE BUILDING AND GROUNDS COMMITTEE

Bill Turpish reported the committee met on February 5, 2019 and again on February 20, 2019. They were updated on the Paksoy Technology Center; American Restoration has been assisting us in bidding the project, and the Department of Transportation has awarded a contract to build a temporary road for easier access to the construction site. Air quality testing continues, and they are hopeful the repairs will be completed by the end of the summer; faculty and staff in the Paksoy Technology Center will be relocated until the project is complete. The Building and Grounds Committee recommends Dr. Jason Hurst be given the authority to bid the project and award a contract for the repair work. Coming from committee, it needs no second; motion carried. Next, Mr. Turpish informed the Board that the College is required to bid its insurance every five years. The packet contains a resolution that allows Dr. Hurst to bid, review the bids, and award an insurance contract. The Building and Grounds Committee recommends approving this resolution. Coming from committee, it needs no second. Motion carried. On February 5th, the Committee reviewed requests for qualifications from 11 different designers for our Facilities Master Plan. We selected four to interview. Those interviews took place on February 20. The Building and Grounds Committee recommends the College use ADW Architects (ADW) as the designer for the Facilities Master Plan and authorize college staff to negotiate with ADW for services not to exceed \$75,000. Coming from committee, it needs no second. Motion carried.

REPORT FROM THE FINANCE COMMITTEE

The Finance Committee met on February 28, 2019, where they heard from Karen Walker, of Cherry Bekaert, CPA & Associates, regarding the 2017-18 audit. The College had a clean financial audit; there were no material weaknesses in our internal controls and no findings or recommendations related to our IT control review. The Finance Committee recommends the Board accept the 2017-2018 audit. Coming from committee, it needs no second. Motion carried.

The Finance Committee was also informed of our status on both state and county budgets. The College is on target for spending; however, there was a budget call back from the North Carolina Community College System and we had to revert back \$107, 770 due to a statewide community college shortfall in receipts collected from tuition and registrations. All 58 community colleges were affected by this. The County budget totals do not match the budget summary you have due to an error, but they have been updated and are current through last Friday. Finally, we discussed potential funding sources for Paksoy Technology Center repairs. We anticipate needing approximately \$600,000 for repairs once the project is bid. The Finance Committee recommends the College President and finance staff be authorized to determine funding sources, including the use of Connect NC Bond funds, if necessary, to pay for the repairs. Coming from committee, it needs no second. Motion Carried.

REPORT FROM THE CURRICULUM AND STUDENT DEVELOPMENT COMMITTEE

There was no report.

REPORT FROM WORKFORCE DEVELOPMENT COMMITTEE

Allen Langley informed the committee did not meet this time to allow Bruce Mack to get settled in his new role.

Chris Monroe met with Karen Tikkanen, Director of Training Standards, Workforce Development and Continuing Education, while participating in a panel discussion in Raleigh, and she expressed an interest in visiting our school to discuss workforce development training.

FOUNDATION UPDATE

Dr. Hurst provided a brief update of Foundation activities, including the retirement of Rusty Patterson. He also announced the new Executive Director, Dr. Mary Carlson.

STUDENT GOVERNMENT UPDATE

There was no report.

PRESIDENT'S REPORT

Dr. Hurst presented some background information regarding the anticipated parking lot use agreement for the LeGrand Center parking area. With the recent changes to the Memorandum of Understanding, where ownership reverts to the County once the debt is satisfied for the LeGrand Center, the College and County leadership believe it would be prudent to have a use agreement in place for non-college events. The use agreement is still being finalized; he requests Board approval to enter into the agreement once it is finalized. Bill Turpish made a motion to approve, Dennis Bailey provided the second. Motion carried.

Dr. Hurst also presented background information on the Electrical Lineworker Program, specifically as it relates to the training space currently available. In order for this program to expand, we need to secure a new training space. We have identified a parcel of land owned by the County, located on Highway 180 behind Alli's Café, owned by Cleveland Vocational Industries (CVI). The County will lease the parcel of land to us for \$1 a year. Alli's Café (CVI) has agreed to lease their facility and restrooms for \$750 a month. This would be a month-to-month lease agreement. The final lease agreements are not complete; he requests Board permission to enter into the lease agreement with the County and with CVI once they are finalized and reviewed by legal. Dennis Bailey made a motion to approve the lease agreement with the County, Chris Monroe provided the second. Motion carried. Allen Langley made a motion to approve the lease agreement with CVI, Dennis Bailey provided the second. Motion carried.

Dr. Hurst then expressed his intent to seek the Board's permission to begin an intercollegiate athletics program at Cleveland Community College. He presented the following information regarding his research and vision for intercollegiate athletics, and their potential benefit for Cleveland Community College, its students, and Cleveland County:

Proposal: Start intercollegiate athletics at Cleveland Community College

Why add college athletics?

Athletics are not new to CCC - in the 1970's we had men's and women's basketball teams. Bringing athletics back to CCC would be reviving a part of our history. The rewards afforded us by offering athletics far outweigh the expense. . .resulting in increased community involvement and higher rates of student success and engagement.

Athletics Have A Positive Effect on Campus Culture

Athletic events bring people to campus

The August/September 2018 issue of the Community College Journal, published by the American Association of Community Colleges, features several articles on athletics. In those articles, community college presidents around the country discuss how athletics have a positive effect on their campuses. Athletic events engage the student body and the community.

Sporting events bring fans to campus. Cheering for the local teams create a sense of community pride and a stronger connection to the college. Attending sporting events also help people become more familiar and comfortable navigating the campus and its facilities. More people begin to think of CCC as “their college” and want to become more knowledgeable about what we offer and how we help make our community stronger and better. Then, they help spread the word!

Student-athletes create diversity

Because athletics will attract students from outside our immediate area, they help create diversity on campus. Student-athletes will come from different geographic locations and different backgrounds, which is good for our college and our community. Some of these student-athletes may choose to work and live in Cleveland County once they finish school.

Athletics can also become a key enrollment management tool, complementing general recruitment efforts. Recruitment of student-athletes will allow us to reach additional prospective student populations. Most of these student prospects, without athletics, would never consider attending CCC.

Develop leadership abilities

Most student-athletes have some natural leadership abilities, but more importantly participating in sports helps them understand the importance of teamwork, being on time, hard work and discipline to name a few. These are traits they will carry with them when they enter a career and are some of the traits we hear employers saying they desperately need.

Promotes student engagement

Athletics promote student engagement by providing a common activity and common purpose. Students who may not have much in common otherwise can come together to cheer on their athletes.

Given that much of our student body attend classes part-time, and all our students commute to campus, there is not a lot of opportunity for them to socialize and connect to one another outside class. Sporting events create an opportunity for our adult students to share their college experience with their families. When families become more engaged, it often leads to stronger support for the student, encouraging them to continue their educational journey.

Data shows that first-generation college students often do not have a strong support system at home. No one at home has attended college, so they cannot provide advice or guidance for that student. Athletic events offer more opportunity for these students to connect with others on campus and foster peer support, as well as a stronger sense of belonging and community.

Lead to higher retention and graduation rates

At Union County College in New Jersey they focus on athletes' classroom performance, which we intend to do as well. They have seen the institution's graduation rate climb from 5.9 percent in 2009 to 24.1 percent in 2017 (a 15 percent increase over eight years).

Pratt Community College in Kansas' student-athletes have a 4 percent higher graduation rate than the general student body.

In North Carolina, Catawba Valley Community College's 2016/17 Athletics Retention and Transfer Rates show that 86 percent of freshmen student-athletes continued their education either at CVCC or another school. The student-athlete graduation rate was 54.29 percent. I would like to point out that CVCC's data show several cases where student-athletes returned to school the next semester even though they were no longer playing a sport, which infers a strong connection to the institution.

Brunswick Community College doesn't boast numbers quite as high as CVCC, but still show strong retention and even better graduation rates among their athletes. In 2016, 54.2 percent of their student-athletes completed (n=58), compared to an overall institutional graduation rate of 39.5 percent (N=1659) and in 2017, 73.7 percent completed (n=28) compared to 27.4 percent of the overall institutional graduation rate (N=1556).

How will CCC ensure Student-Athlete Success?

- The College will use existing resources to develop a focused plan to assist student-athletes. All student-athletes will be required to:
 - Maintain full-time status (15 hours)
 - Maintain a minimum GPA requirement set by the College
 - Communicate regularly with an assigned success coach to ensure successful completion of coursework
 - Participate in tutoring opportunities, when needed

Full-time students are more successful!

The Full-Time Edge

The Community College Survey of Student Engagement's *Even One Semester/Full-Time Enrollment and Student Success, 2017 National Report* found that full-time students are more successful, because:

- More time on campus
- More engaged with campus activities
- More use of support services
- More access to services and faculty
- More relationship building with other students and faculty

Athletics promote institutional sustainability

- College Store
 - **Apparel and merchandise sales – the College earns 13.5% commission on all apparel sales (last year we earned \$7,197 on apparel)**

- FTE generation
 - **Cross-Country Team (6 athletes) - \$29,588.24**
 - **Women's Fastpitch Softball (25 athletes) - \$123,187.98**
- Advertising revenue
 - Fields and Courts
- Fundraising opportunities
 - Working with Board of Directors to designate scholarship monies for student athletes/last dollars scholarships
 - Generate donor interest in supporting athletic expenses
 - Funds raised by coaching staff and AD will run through the Foundation as restricted contributions to athletics

College staff have created a suggested timeline for rolling out specific sports, pending the Board's approval.

- Plan timeline and budget to begin sports
 - Cross country in fall 2019
 - Women's fastpitch softball in spring 2020
 - Men's baseball in spring 2021
 - Volleyball in fall 2022
 - Men's & Women's basketball in fall 2023

What's Next?

The College was already considering the idea of having a mascot to enhance school spirit. The process of selecting a mascot has already generated excitement and student participation.

- Select a mascot
 - Faculty, staff and students were asked to rank a list of potential mascots
 - Participation in this survey has been better than typical response rates:
 - **Faculty and staff responses – 63%**
 - **Student responses – 13% (compared to 3-6% response rates on student surveys)**

Once approved by the Board to begin athletics, the College will...

- Submit a letter of intent to begin athletics to the National Junior College Athletic Association
- Select an Athletic Director (AD)
 - President and AD will hire coaches
- Begin recruiting student-athletes
- Work with CCC Foundation to establish athletic scholarships from existing, non-restricted funds
- Identify facility and equipment needs
 - Currently in the process of selecting a firm to complete a facilities master plan; athletic program needs will be considered
- Identify suitable housing options for out-of-area student-athletes

Bill Turpish, Dennis Bailey and Allen Langley wanted to ensure no state funds would be used to pay for an intercollegiate athletics program. Dr. Hurst assured them that no state or county funds can be used to fund an athletics program. Bill Turpish stated he believes an athletics program will have a tremendous impact on visibility and enrollment. Rev. Lamont Littlejohn stated that Cleveland County is a sports county and some student athletes who graduate high school lack motivation to continue their education further because Cleveland CC doesn't offer sports. He views it as a win-win for both athletics and academics and could potentially be one of the missing pieces to workforce development. Robert Queen also expressed his support; he believes people in the county will contribute to scholarships, and that it provides additional opportunity to promote programs and get people on campus. Once discussion is complete, Dr. Hurst requested Board approval to submit a letter of intent to the National Junior College Athletics Association (NJCAA) and the two-year plan presented. Wayne King made a motion to approve; Allen Langley provided the second. Motion carried unanimously.

Since the last Board meeting, Dr. Hurst has participated in or attended the following:

- Attended the swearing in ceremony for Senator Ted Alexander, January 7
- Participated in Leadership Cleveland County, Economic Development Day, January 9
- Attended BLET graduation, January 10
- Met with Human Resources and Safety Manager to discuss campus safety and security, January 10
- Toured Advanced Technology Center at Catawba Valley Community College, January 11
- Met with local restaurant owner regarding offering a culinary program through Continuing Education, January 16
- Attended NCCCS State Board meeting, January 17-18
- Met with Kristin Reese and representatives from Project Pineapple, January 22
- Attended inauguration kick-off event with faculty and staff, January 22
- Attended "Student Luncheon with the President", January 23
- Officially inaugurated as the College's third president, January 24
- Visited faculty/staff offices and departments, various dates
- Attended the Second Annual Isothermal Legislative Gathering, January 27
- Attended the Accelerate Cleveland Update meeting at Legrand, January 28
- Attended the RESET Community Partners meeting at Hope Community Church, January 29
- Attended "The Greatest Show" hosted by the Cleveland County Chamber, January 31
- Attended the Charlotte Regional Collaborative Meeting, February 1
- Met with CEO of Cleveland County Healthcare system, February 4
- Attended the Cleveland County Commissioner's Meeting, February 5
- Attended Leadership Cleveland County- Education Day, February 6.
- Hosted Legislative Delegation Breakfast, February 11
- Met with Apple representatives to discuss Apple Swift Programming curriculum. February 15
- Attended the Cleveland County Chamber Board Meeting, February 19
- Met with CCS Superintendent and County Manager, February 20
- Attended Cleveland County Economic Development Partnership Board meeting, February 25
- Met with County Manager and County CFO, February 26
- Interviewed candidates for the CFO and Executive Director positions, February 28 and March 1

Dennis Bailey moved that the Board go into closed session for the following matters:

1. To preserve Attorney Client Privilege in accordance with General Statute 143-318.11(a)(3) and (c) regarding the matter of "Leonard vs Cleveland Community College and The Board of Trustees of Cleveland Community College".
2. To hear or investigate a complaint, charge, or grievance by or against an individual public officer or employee in accordance with General Statute 143-318.11(a)(6).

Dennis Bailey also included in the motion permission for Ryan Bolick, Kristin Blanton, and Dr. Hurst to remain in the room during closed session. Robert Queen provided the second; motion carried, and the Board went into closed session at 12:15 PM.

At 12:30 PM, Dennis Bailey made a motion to leave closed session and the seal the minutes; Bill Turpish provided the second. Motion carried. The Board did not take any action during closed session.

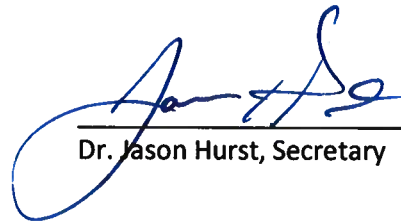
The next Board of Trustees meeting will be Tuesday, May 14, 2019.

ADJOURNMENT

With there being no additional old or new business, Bill Turpish made a motion to adjourn at 12:32 PM; Dennis Bailey provided the second. Motion carried.



Wes Westmoreland, Chairman



Dr. Jason Hurst, Secretary