



**NSCC
Board of Trustees
Meeting Minutes
Tuesday, November 21, 2023, 5:00pm - 7:00pm
Danvers Math and Science Building Room 106B and Zoom**

In Attendance

J.D. LaRock, Barbara Heinemann, Joseph Riley, Maria Vega-Viera, Richard Yagjian, Marissa Vaillancourt

Zoom Attendees

Andrea Gayle-Bennett, AnhDao Tran-Moseman, Francesca Purcell, Michael Pollack

Additional Attendees

William Heineman, Jill Palermo, Laurie LaChapelle, Kathryn Nielsen, Linda Brantley, Torrey Dukes, Jennifer Mezquita, Jan Forsstrom, Tim Johnson, Rhian Waterberg, Andrea DeFusco-Sullivan, Tiffany Magnolia, Natalie Aleman, Stephanie Riccardi, Amanda Dooling, Ben DeForest, David Coppola, Nickolaos Giokas

1. 5:00pm Call to Order

Chair LaRock called the meeting to order at 5:00pm.

2. 5:05pm New Members of the North Shore Community

President Heineman read names, titles, and departments of new employees at NSCC. New employees who were present were invited to introduce themselves.

3. 5:10pm Public Comments

Chair LaRock welcomed the zoom attendees-Torrey Dukes, President of the NSCC MCCC Union Chapter. Ms. Dukes thanked President Heineman and the Board for their support in getting MCCC union members the pay they are due. She spoke about the broken system and the poor morale it has caused. The MCCC union members are grateful for the support, but she also acknowledged there is still a fight ahead of them. Chair LaRock noted that the faculty and MCCC

Staff are vital to the functioning of the college and noted that although the Board approval of support was not needed, the support is there.

4. 5:15pm Student Trustee Report: Doc 12 FY2024

Trustee Vaillancourt updated the board, letting them know that The Hunger Free Campus Bill letter of support has been sent to the State House. No resolution has been reached at this point. Student Trustee Vaillancourt asked for students to have more access to quick and healthier options in the vending machines on campus as opposed to just soda and chips. She also asked if the college could send out a survey to the students about what they would like to see offered in the vending machines. VP Forsstrom stated that NSCC is going out to bid for the food service contract, which the vending machines are a part of, so the possibility is there. VP Forsstrom also pointed out that there are a few other options besides the vending machines on campus for healthy snacks, such as in the campus bookstores. VP Forsstrom let Student Trustee Vaillancourt know that she will investigate more healthy snack options for students moving forward.

5. 5:30pm Chair's Report

a. Review minutes of 10/17/23 meeting: Doc 13 FY2024

Chair LaRock asked if there were any corrections or edits to the minutes of 10/17/23. Hearing none he then asked for a consensus motion to approve the minutes of 10/17/23.

*Motion 24:05 to accept the minutes of 10/17/23

Move: Rich Yagjian

Second: Anh Dao Tran-Moseman

Motion Passed

b. Finance Committee: Review of FY23 College Audit: Doc 14 FY2024

Required communications from the Auditors were reviewed to start.

An unmodified opinion of the budget audit was given. This is the best audit response you can get; this is great news for NSCC.

No major issues arose during the audit.

There were no significant disagreements with management.

Review of the financial statements:

The Statement of Net Position was reviewed- the end of federal COVID support was a significant change between FY22 and FY23.

There are no significant changes coming next year in accounting regulations.

Anh Dao pointed out it was a good year.

Chair LaRock asked for a reminder as to where we have made some investments. VP Forsstrom answered that we recently invested with Eastern Bank. The money has been invested safely. Some money market, some fixed income and some stock, so it will be diversified. A 5 to 6 percent return is expected. VP Forsstrom acknowledged Dennis Abruzzese's work on the Audit as this was his first year participating.

*Motion 24:06 to approve FY23 Audit

Move: Barbara Heineman

Second: Joseph Riley

Motion Passed

6. 6:00pm President's Report

a. Education Report: Academic Outcomes Update

Assistant Provost DeFusco Sullivan presented the Education Report. For the 1st time in several years NSCC's Fall-to-Fall retention rate has increased. Credit was given to Student Affairs for their wrap-around support services which affect these outcomes. She pointed out that we are closing gaps. In addition, we are seeing gains for our Hispanic students. We are trending in the right direction.

She pointed out that the equity gaps in graduation rates are not bad, but they are still there.

President Heineman pointed out that NSCC is leading the pack in the completion rates. He noted that it will be interesting to see how we come out of COVID. Trustee Purcell asked how these numbers are shared across the college community? Assistant Provost DeFusco-Sullivan gave credit to Provost Mezquita and her means of sharing and communicating. It was noted that all units across the college are and should be aware of these stats as we are in a NECHE Interim Review year. Chair LaRock asked for a future report on the VFA. This will provide a more comprehensive view of student success. Chair LaRock asked if we are at the same numbers as pre covid. President Heineman replied that we are just about there. It has been crucial to regain ground, and that we may have to pick up the pace to reach the goals of the Strategic Plan.

Rhian Waterberg then presented on the rebranding of the RAP Program that is now called RISE (Realizing & Inspiring Student Excellence) as well as the NSCC Scholar Program.

RISE is a cultural and academic community celebrating the contributions and achievements of Black, African American, African, Latina/o/é, and/or 2SLGBTQI students. RISE will promote an increase in college completion for educationally marginalized students through cultural programming, academic scholarship, and career/degree alignment.

Success Staff are spread across the college to work together with their colleagues to support RISE students. Rhian reviewed the extensive amount of hiring in the Success Area. He then announced that RISENITE will expand these support services to students who are on campus in the evening. He then reviewed the students who qualify to participate in the program:

- Students who identify as Black, African American, or African
- Students who identify as Latina, Latino, Latinx, or Latiné
- Students who identify as Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, +
- Students with disabilities

The only requirement a student must meet to participate in the program is that they must be enrolled in a certificate or degree program. This allows the program to connect with students who may be facing barriers. What sets the RISE Program apart from other programs is the ability to have access to cocurricular activities. The Student Outcomes expected from the RISE Program are;

- To close equity gaps in retention, persistence, and degree completion
- GPA improvement for students on probation/suspension
- To build an intersectional and culturally responsive scholarly community

NSCC Scholars is an incentive-based program providing a monetary award for student engagement in an array of qualifying academically oriented interactions. Students will have the opportunity to earn up to \$300 per semester or \$600 per academic year through participation.

Students are provided with a payout schedule. There are requirements that must be met to qualify for the payout. The student outcomes NSCC hopes to achieve through this program are:

- Increase retention
- Increase persistence
- Increase graduation rates
- Improved GPA for students on probation or suspension

Students will be notified after Thanksgiving break, ensuring they know the expectations and requirements.

Looking ahead at RISE and the NSCC Scholars Programs:

NSCC Scholars

- 250 students will be informed of their spring award in early December 2023
- Opportunities to engage in qualifying activities will begin as of January 2024

RISE

- Increased staffing for wraparound services
- Drop-In hours with staff and student leaders
- Financial literacy workshops
- Cultural events & gatherings
- Transfer education
- Engagement in scholarly community

Trustee Vega-Vera asked for clarification on the difference between the RISE program and Scholars Program-Scholars is for ALL students. RISE is for the students who meet the demographics required, as previously noted.

Trustee Tran-Moseman asked about the Success Fund and the group of people identified to receive this funding. Noting Asian students are not included. It was explained that Asian students were not identified as a subgroup experiencing the noted equity gaps.

Trustee Purcell asked what percentage of the overall NSCC students are participating in the RISE program? Rhian answered that funding was just increased slightly and will allow NSCC to serve about 200 students.

Trustee Heinemann asked if the funding would go beyond 1 year. President Heineman replied that the state promised if we can show positive outcomes, more funding will come. He also noted that some reserve funds are being used to support the Scholars program in its first year. The college is aware that the funding is a year-to-year commitment on the State Funding side. Chair LaRock pointed out that funding can benefit access, but will it benefit outcomes? President Heineman answered that the improvement in student outcomes achieved by the program that NSCC Scholars is modeled upon is very encouraging. We are hopeful it will lead to improved outcomes here with the structured efforts of the program.

b. NECHE Interim Report Update: Doc 15 FY2024

Professor Magnolia presented the NECHE 5 Year Interim Report outline and update. NECHE was excited NSCC asked for the alternative essay option, and the request was approved. Prof Magnolia asked the Board to think about where the Board feels it needs Professional Development to better serve as a Board. An outline/timeline was shared. NECHE has asked to see a draft of a draft before it is submitted.

A deadline of the end of December for the Board to respond to Professors Magnolia's ask above was set. The finding by NECHE was that we do assessments but do not incorporate the feedback from these assessments. The loop needs to be closed on this.

Prof Magnolia pointed out that NECHE Interim report is being hampered by the work to rule situation.

c. MCCC Salaries/Work to Rule Update

President Heineman gave an update on the MCCC Salary delay. He outlined the process from the State House down, noting it is complicated. The MCCC contract funding is being held up as the legislature grapples with the migrant crisis. President Heineman pointed out that this pay that is being waited on is for work that has ALREADY been done. He pointed out that not only are we not paying the MCCC staff for the past, but we are holding up the future increases that other unions have already been awarded.

Torrey Dukes the MCCC Rep stated there are 3 conditions for ending Work to Rule

1. Fund the current contract's salary increases.
2. Release of 2 salary grid intervals to be moved from the bottom of the grid to the top.
3. Keep bargaining contracts in a timely manner. Agreement on a timeline to bargain and ratify the contract in a timely manner.

Chair LaRock underscored the Boards appreciation for the work being done by the MCCC members. Along with his empathy. Chair LaRock asked what else the Board can do to help beyond what has already been done. Torrey replied that any advocacy is appreciated and valuable. When there is a concrete action that the Board can help with Torrey will reach out. She also pointed out that the 3 asks are local asks. She noted that a

sister school has gone on work to rule until they receive the 8% increase that the AFSCME Union has already been approved to receive.

7. 6:50pm Other Business

President Heineman reminded the Board of the ACCT Legislative Summit happening in February. The deadline to register is December 15th. Please reach out to Jill to make arrangements if you wish to attend.

8. 7:00pm Adjournment

Meeting Adjourned by Chair LaRock at 6:56pm.