

Minutes

NSCC

Board of Trustees

Tuesday, February 21, 2023, 4:30pm - 6:30pm

Danvers DS106 Room and Zoom

In Attendance

Dr. J.D. LaRock; Maria Vega-Viera; Angel Garcia; Richard Yagjian; Joseph Riley; Andrea Gayle-Bennett; Francesca Purcell; Michael Pollack; Rosario Ubiera-Minaya; Barbara Heinemann

Not in Attendance

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Additional Attendees

President Heineman; Jill Palermo; Provost Jennifer Mezquita; Senior Executive Officer Kathryn Nielsen; Vice President Janice Forsstrom; Timothy Johnson; Laurie LaChapelle; Linda Brantley; Justine Caron; Andrea DuFusco-Sullivan; Eileen Gerenz; Jason Marsala; Isaac Newsome; Alex Wolniak; Cristy Sugarman; Nickolaos Giokas; Matt Noyes; Nikki Pelonia; Torrey Dukes; Mabel Sterritt

1. 4:30pm Call to Order

Chair LaRock called the meeting to order at 4:30

2. 4:35pm 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. 4:40pm Public Comments

There were no public comments

4. 4:45pm Student Trustee Report

Trustee Garcia reported on;

- His recent trip to attend the ACCT Legislative Summit and expressed his gratitude for the opportunity to attend. He spoke with Senator Elizabeth Warren, expressing his concerns to her about the state of our civil rights and the action needed to take place in our colleges and universities to address these concerns.
- SGA is working on a plan to improve relations between the student body and Campus Police, with hopes of taking away the anxiety around these relationships. SGA is working on some programming to bring these 2 groups together in a positive way.
- President Heineman noted that the Campus Police are pursuing a Community Policing Initiative that is well aligned with the SGA work Trustee Garcia described.

5. 5:00pm Education Report

a. Academic and Student Affairs Reorganization

Provost Mezquita outlined the following in a presentation to the Board;

Department of Higher Education Guidance

- The New Undergraduate Experience
- Strategic Plan for Racial Equity

Division Mission and NSCC Strategic Plan Priorities

- **Mission**-Academic and Student Affairs is committed to advancing the academic mission of North Shore Community College by fostering an educational environment that promotes academic excellence, holistic student support and engagement, designed to yield equitable student outcomes.
- **Strategic Plan Priorities**-
Academic Innovation and Holistic Student Support
Promote Social Justice and Equitable Student Outcomes
Build a Transformative, Future-Focused Environment

Division Reorganization Charge and Process

- **The Charge**-The new organizational structure aims to create a holistic integrated student experience that assumes every student belongs by providing consistent, timely, excellence-driven unavoidable services.
- **The Process**-
Advisory committee
Listening sessions, departmental & individual meetings

Drafts and feedback sessions

New organizational chart approved by Cabinet and shared with campus community in December 2022

Three phase implementation in Spring 2023

The New Organizational Structure-The new Organizational Chart for the Division of Student and Academic Success was shared, detailing each area.

Moving Forward: Short Term Goals for Enrollment Services, Academic and Student Development, and Academic Affairs were outlined

b. Board Discussion of Perspectives on Student Academic Outcomes Goals

- Trustee Purcell inquired as to how we are using Coordinated Care, Advising Reform and Navigate and how we will use these tools and the data gathered from them to better the student experience and outcomes.
- Trustee Pollack pointed out the need for a Career Services Department that can be utilized throughout enrollment process to determine student's long-term

goals and work with them along their educational journey to help them reach those goals.

- Provost Mezquita responded to both questions and said a key to the career support is making these services unavoidable and not just something we recommend? Infusing wellness into the holistic student experience is also important.
- Looking toward future reports on our progress, Chair LaRock asked how we will know our metrics are trending up or down? And how do we tie it all together? Also pointing out that the concepts make long term sense.

6. 5:30pm Chair's Report

a. Review minutes of 12/20/22

Chair LaRock asked if there were any corrections or edits to the minutes of 12/20/22. Hearing none, he asked for a consensus motion to approve the minutes of 12/20/22.

*Consensus motion 23:11 to accept the minutes of 12/20/22

Move: Joseph Riley Second: Francesca Purcell
Motion Passed

b. Proposal on Board Committees and Membership

Due to time constraints the Proposal on Board Committees and Membership was moved to the agenda for the March meeting.

c. Review of Presidential Goals

Chair LaRock asked President Heineman to review how his annual goals aligned with the work described by Dr. Mezquita. The President noted that the annual goals, the reorganization of Academic and Students Affairs, and the strategies to improve student outcomes are all rooted in the college's new strategic plan and aligned with the BHE's New Undergraduate Experience and Strategic Plan for Racial Equity.

d. Finance Committee Report

- FY24 budget outlook/discussion about student fees

President Heineman started the discussion by pointing out that the College Leadership is not bringing forth a recommendation for a fee increase. The circumstances are in flux with significant unknowns at this time. Despite this, he noted there are more reasons for optimism than pessimism. State appropriations will almost certainly be at least as high as FY23 and future enrollment indicators are moving in the right direction.

Chair LaRock pointed out that pre-covid fees were increased modestly each year. He asked what impact will a fee increase have on our students. Student Trustee Garcia spoke about his student experience, stating that finances are an issue and that meeting the basic needs of his family is a challenge.

Trustee Riley pointed out that this conversation mirrored the debates the board has had each year over student fees during his entire time on the board.

Trustee Yagjian emphasized a point President Heineman made about the potential for the Board's authority to raise fees coming into question in the future as a result of policy changes at the state level.

After the discussion came to a close Chair LaRock asked for a consensus motion to not raise fees.

*Consensus motion 23:12 to not raise fees

Move: Barbara Heinemann Second: Richard Yagjian

Motion Passed

- Q2 FY23 Budget Review

Due to time constraints Q2 FY23 Budget Review was moved to the agenda for the March meeting.

7. 6:10pm President's Report

a. Employee Telework Update

Chief People and Culture Officer, Justine Caron reviewed the status of the Employee Telework Policy noting that NSCC Leadership have been closely monitoring the success of the telework policy and its impact on student services, employee morale and productivity. Both students and staff had favorable feedback. She also shared the following take aways;

- Telework creates opportunities for N.S.C.C. to reconsider space usage to better support academic programs and services.
- Telework created new mobility, with most staff having assigned laptops, softphones, etc. Due to renovation projects, we may consider "hoteling" office space to improve space utilization and co-locate services to better service students.
- Staff approved for telework could be asked to report to their assigned campus if coverage changes or staffing vacancies develop that require changes in the physical office.

8. 6:30pm Adjournment

The meeting was adjourned at 6:35

9. Other Business: Request for One-Time Waiver of No-Alcohol Policy

Due to time constraints and the time sensitive nature of the matter Chair LaRock asked for an electronic consensus motion to approve the One Time Waiver of the No Alcohol Policy

*Consensus motion 23:13 to approve the One Time Waiver of the No Alcohol Policy

Move: Barbara Heinemann Second: Richard Yagjian
Motion Passed