

BOARD OF TRUSTEES SPECIAL MEETING

Thursday, April 30, 2015
4:30 PM
Inn at Hocking College
Nelsonville, OH

- **Call to Order** Chairman Stone
- **Roll Call** Ms. Vandeman
- **Budget Committee Report** Trustee Brooks/Ms. Fetty
 - Approval of Revised Budget 2014/15
- **Chairman's Report** Chairman Stone
 - 2015 ACCT Leadership Congress, San Diego (October 14-17)
- **Interim President's Report** Dr. Young
 - Presentation of Athletics Proposal and Resolution
- **Personnel Report** Trustee Johnson/Ms. Dioguardi
 - Presidential Search Update
- **Executive Session** Chairman Stone
- **New Business** Chairman Stone
 - Next Regular Board Meeting: June 23, 2015
- **Adjournment** Chairman Stone

April 30, 2015

The Special Meeting of the Hocking College Board of Trustees was held Thursday, April 30, 2015, at the Inn at Hocking College in Nelsonville, OH.

Administrators attending: Dr. Betty Young, Interim President; Joe Wakeman, Interim VP of Academic Affairs; Dr. Myriah Davis, Vice President of Administrative Services, and Interim VP of Student Affairs; Nicolette Dioguardi, Vice President of Risk Management and General Counsel; Gina Fetty, Vice President of Financial Services; Deans: Kim Mullen, Bonnie Allen-Smith, Jeff Daubenmire, and Interim Sarah Parker-Clever; Ben Dalton, CIO; Police Chief Al Matthews; and Andy Freeman, Director of Plant Operations, Buildings and Grounds.

Additional attendees: Michelle O'Brien, Marketing and Communications Specialist; staff and media.

CALL TO ORDER

Chairman Stone called the meeting to order at 4:31 P.M.

ROLL CALL

Board members present: Jeanie Addington, Mike Brooks, Mike Budzik (arrived after roll call), Gary Edwards, Tom Johnson, Andrew Stone, Keith Taulbee, Robert Troxel, and Paula Tucker.

Board members absent: None.

Members present constitute quorum: Yes.

BUDGET COMMITTEE REPORT

Trustee Brooks invited Ms. Fetty to report to the Board. Ms. Fetty reviewed the *Unrestricted E&G Budget-Operating/April Proposed FY 2015 Revised Budget* and the March 31, 2015 financial statements. (Addendum 1). She began to explain the necessary reduction in the Transfer to Strategic Reserve Line totaling \$480,000.00: The reduction in the original transfer of funds resulted from the Grievance filed by the Professional Bargaining Unit contesting the imposed March 2015 furlough. Several Trustees expressed concerns related to Senate Bill 5, the dramatic decrease in the Strategic Reserve, and the actions by the Professional Bargaining Unit in not supporting the furlough. Trustee Troxel spoke to the insufficient operating funds available to address an emergency. Following the discussion, Ms. Fetty requested the Board's approval of the revised budget:

RESOLUTION 2015-10
FY 2015 Revised Unrestricted Educational & General Fund Budget

Whereas, the Board has previously adopted an original budget and a revised budget for FY 2015, and

Whereas, the revised budget contained furloughs for all employee types, and

Whereas, the Professional Bargaining Unit voted to reject the furlough for its faculty members, and

Whereas, the furlough would have generated \$480,000 of savings, and

Whereas, the College must operate under a balanced budget,

Now therefore be it resolved that the Board of Trustees of Hocking College adopts a second revised budget for FY2015, which allows a reduction in the Transfer to Strategic Reserve line and an increase to Faculty and Staff Payroll and Employee Benefits in the amount of \$480,000, and

Be it further resolved that the creation of the FY 2016 Unrestricted Educational and General Fund budget will make appropriate reductions to reconstitute this amount to the Strategic Reserve, in addition to the annual allocation for such reserve.

The motion for approval was proposed by Trustee Johnson and seconded by Trustee Taulbee.

Voting Yes: Trustees Addington, Brooks, Budzik, Edwards, Johnson, Taulbee, Tucker, and Chairman Stone.

Voting No: Trustee Troxel

The motion carried.

Also, Ms. Fetty reported that the BAC (Budget Advisory Council) will resume regular meetings and are scheduled to review departmental budgets and additional requests in preparation for the FY 2016 budget. The FY 2016 Budget Assumptions "talking points" were reviewed (Addendum 1,) and, in closing, Ms. Fetty fielded additional questions.

CHAIRMAN'S REPORT

Chairman Stone announced the upcoming OACC (Ohio Association of Community Colleges) conference in Cleveland, Ohio, on June 11 and 12. He encouraged the Trustees to attend. He also announced that the ACCT (Association of Community College Trustees) is hosting a conference in San Diego in October on October 14-17, and encouraged the Trustees to attend if possible.

Chairman Stone reported that Ohio Attorney General Mike DeWine visited the College earlier in the day for a tour and discussion of workforce development and scholarship opportunities for students. He was also invited to conduct a ceremonial inspection of the 100th Police Academy students in the Public Safety Services building. Trustee Budzik made the initial contact and extended an invitation to him to visit the campus. Trustees Addington and Brooks represented the Board, and joined Dr. Young and the College administrators in welcoming Attorney DeWine to Hocking College.

Chairman Stone extended a personal thank you to the fire departments of the surrounding communities that assisted in providing services during the Nelsonville public square fire last month; and to the faculty and staff that responded to the crisis that night and have also worked to provide an alternative venue for the senior art show.

Chairman Stone concluded his report with the reminder that the College's commencement ceremonies are scheduled next week, and all Trustees are invited to attend. He asked that the Board be represented at each ceremony, and he would like an email with the graduation schedule indicating the names of the Trustee(s) attending.

INTERIM PRESIDENT'S REPORT

Dr. Young addressed the Board regarding the *Intercollegiate Athletic Proposal* previously distributed to the Trustees: She explained that although the players would be required to have their own medical insurance, the National Junior College Athletics Association (NJCAA) recommends additional catastrophic coverage be purchased by the College for approximately \$5,000-7,000. She also mentioned that the required certified athletic trainer would be provided through Ohio Health. Next, Dr. Young held up a copy of the *Athens News* featuring a negative article on the costs of athletics at Ohio University, and commented that this will not be the state of athletics at Hocking College. According to the *Budget for Athletics Proposal* (Addendum 2,) the two-year pilot program revenue is based on 100 student athletes; sustained with volunteers in year one; 20% of year one new athlete revenue and 10% of athlete revenue in year two; and \$50,000 funding gift from Pepsi Corporation. Statistics compiled from The *Student Athlete Questionnaire* on the College's website indicates 331 new and current students identifying an interest in sports programming this fall.

Discussion followed, and Dr. Young addressed several questions asked by the Trustees:

- 1) What happens to an athlete if he/she is cut or drops out of the program?
The program is a two-year pilot, and the expectations are a 50% retention from year one to year two. An expansion of the current intramural sports, together with intense academic/student services support, will be in place to address this issue.
- 2) Will SSI be affected if athletes drop?
Academic/student services will make a concerted effort to work with students in attaining the goal of completion. Incentives will be built into the athletic program to retain and encourage student success. Hocking College will assist

students in meeting the eligibility requirements for eventually transferring and playing at four-year NCAA institutions.

3) Is Title IX compliance being addressed?

Hocking College will be offering multiple opportunities with equal distribution of both men's and women's sports. The website survey indicates that the interest in various sports matches the athletic programs being offered—archery is an example of a program that has a high level of interest and participation in the local school districts. The College has support services in place that will handle compliance issues and address Title IX complaints.

At the conclusion of the Q & A session, the Trustees affirmed that the community has expressed support of the athletic program, and they feel optimistic that the numerous challenges have been addressed. Dr. Young publically recognized Hocking College Police Chief Al Matthews for his vision and determination to ensure this opportunity for Hocking College students.

With no further discussion, Trustee Edwards motioned to approve the two-year pilot program for intercollegiate athletics; seconded by Trustee Tucker.

The motion passed unanimously.

PERSONNEL REPORT

Trustee Johnson briefly summarized the process involved in the selection of the final three candidates interviewed for the position of the president at Hocking College. Then, as Chairman of the Presidential Search Committee, he thanked the 20 member committee for their time and service.

EXECUTIVE SESSION

Chairman Stone requested a motion to convene into Executive Session pursuant to ORC 121.22 (G) (1) to consider the employment, and compensation of a public employee. And, in pursuant to ORC 121.22 (G) (3) to discuss a pending or imminent court action.

Trustee Taulbee motioned; seconded by Trustee Brooks.

On a roll call vote:

Voting Yes: Trustees Addington, Brooks, Budzik, Edwards, Johnson, Taulbee, Troxel, Tucker, and Chairman Stone.

Voting No: None

Ms. Dioguardi was invited to attend the session.

The Board adjourned to Executive Session at 5:31 P.M.

REGULAR SESSION

Chairman Stone announced the return to the Regular Session at 6:32 P.M. Chairman Stone then asked for a roll call vote allowing him to sign the negotiated contract to employ as President, the current Interim President, Dr. Betty Young.

On a roll call vote:

Voting Yes: Trustees Addington, Brooks, Budzik, Edwards, Johnson, Taulbee, Tucker, and Chairman Stone.

Voting No: Trustee Troxel.

The motion carried.

Chairman Stone extended his welcome to Dr. Young and read the following statement:

“On behalf of the full Board of Trustees, I would like to welcome Dr. Young as President of Hocking College. The last eight months have been some of the most tumultuous the school has ever seen. We entered the school year in a downward spiral, and before we knew it, we were in a 14% budget deficit with only one half of the year to go. We quickly searched for an interim president and hired Dr. Young, and we asked her to do some very, very hard things. It was not a job for the faint of heart. She stopped the bleeding, and she kept us solvent and functional, all the while creating as little distraction for our students as possible, which was our ultimate goal.

In January we launched our quest to search for a permanent president, and over the months a search committee drawn from the trustees, staff, student body, and community narrowed a field of 33 applicants down to five. The trustees conducted two rounds of interviews, one via video-teleconference and one in person on Tuesday. We then deliberated, taking all the community feedback, the campus feedback, and our own evaluations into consideration before we made what most of us would agree was one of the most difficult decisions we’ve made as a Board here at Hocking—potentially most difficult in our individual lives. We had three outstanding candidates, and it was a tough, tough decision. I’d like to thank the search committee, the professionals from ACCT who helped us, the Trustees, and especially my Vice-Chair Tom Johnson, who did a lot of the heavy lifting in this process.

Through the course of the past several months, we’ve come to know Dr. Young better, while at the same time come to know in great detail the gravity of the situation we were facing here at Hocking. We all recognize the pain of jumping from crisis to crisis like we’ve done in recent years – the pain this causes to the staff, to the community, and, as much as we attempt to mitigate it, to the students. At the end of the day, what carried, was our desire to maintain a predictable course. We are not out of the woods yet. There is still difficult work to do as we reposition ourselves for growth. We ultimately reverted to the old adage of ‘not changing horses in midstream’ as the

basis for our decision. Dr. Young is a very well-qualified, proven professional. She has a vision and a passion for Hocking College.

I ask the rest of my peers on the Board, the staff, and the communities of the Athens, Hocking, and Perry communities, to whom we owe our legitimacy and existence, to now support Dr. Young going forward. I know she realizes, and we realize, that not everyone agrees with this decision. But it is now made, and we are building on our historic strengths, and turning the page toward a growing, even stronger Hocking College.” (Applause followed.)

In turn, President Young read her statement:

“Members of the Board of Trustees, faculty, staff, administrators, students and members of the Hocking College Community, I am humbled and honored to be selected as the 3rd President of Hocking College. Thank you for this opportunity. I would like to offer my sincere gratitude to each of you who have worked with me through the tough times during my tenure as interim, and I look forward to transitioning into the permanent position with your help and into a new era of hope and opportunity at Hocking College. I understand you have come to know me as the one who eliminated jobs and cut budgets. That was the task at hand for the interim position, and I recognize and understand how this has fueled an already poor campus climate. You have not shared the private moments with me you only see the final results of decisions, which could be interpreted as uncaring or harsh in character. It is my sincere hope you will offer me the opportunity to get to know each of you on a more personal level as I transition from the temporary to permanent position. I am here because I do care about this college; about our students; about you; about our community. I am here because I want to see Hocking College reclaim the national and international reputation of excellence and innovation that has been the hallmark of Hocking College. This will not be accomplished by the president or any single person. It will be accomplished by all of us working together with common vision and purpose, and that will be the outlook I will bring to work each day.

I, like many of our students, and you, come from here in Southeastern Ohio, and it was a faculty member, like you, who helped me find my wings and fly. I am a product of a simple farm family and educational opportunities here in Southeastern Ohio, and I am over the moon about having the opportunity at this time in my career to serve here at Hocking College; to work with you to assure others, like me, and like most of us in this room tonight, have the same opportunity to find their wings and fly here at Hocking College.

I will bring my best self to the job every day. I look forward to working with the Board of Trustees and a transition team to identify opportunities for building positive relationships on campus and in the community, and set the course for revitalization, growth, and financial security of Hocking College. All this to assure we are here to serve generations to come.” (Applause followed.)

NEW BUSINESS

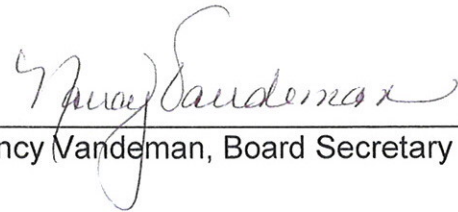
The next Board Meeting is scheduled for June 23, 2015, and the location will be announced in the next few weeks.

ADJOURNMENT

There being no further business, Chairman Stone moved, seconded by Trustee Taulbee, to adjourn the meeting at 6:40 P.M.



Andrew Stone, Chairman



Nancy Vandeman, Board Secretary