

NASSAU COMMUNITY COLLEGE  
Garden City, New York

BOARD OF TRUSTEES' MINUTES

Meeting of January 12, 2021

The six hundred forty-second meeting of the Board of Trustees was held on Tuesday, January 12, 2021 Via Zoom. The meeting was called to order by Vice Chair Weiss at 6:17 p.m. followed by a salute to the flag.

Present: Kathy Weiss, Vice Chair  
Edward Powers, Secretary;  
John R. Durso, Wanda H. Jackson, George Siberón,  
Donna M. Tuman, Sophia Costanzo, Student Trustee.

Absent: Jorge L. Gardyn, John A. DeGrace, Linda H. Green

Also in attendance: President Williams

Vice Chair Weiss requested a motion that pursuant to Section 105 of the Open Meetings Law of the State of New York, the Board of Trustees shall enter Executive Session for the following purposes: 1) to discuss matters relating to negotiations involving the Nassau Community College Administrators Association; 2) to discuss matters relating to negotiations involving the NCCFT; and 3) of reviewing the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation. Trustee Durso moved the motion; seconded by Trustee Tuman. Motion carried 7-0.

Chair Gardyn resumed the open meeting at 7:05 p.m.

Present: Jorge L. Gardyn, Chair  
Kathy Weiss, Vice Chair  
Edward Powers, Secretary;  
John A. DeGrace, John R. Durso, Wanda H. Jackson,  
George Siberón, Donna M. Tuman, Sophia Costanzo, Student Trustee.

Absent: Linda H. Green

Also in attendance: President Williams

1. Approval of Minutes

Chair Gardyn requested a motion to approve the minutes of December 8, 2020. Trustee Weiss moved the motion; seconded by Trustee Jackson. Motion carried 8-0-1 (Gardyn).

2. Trustee Weiss introduced the following resolution:

**RESOLVED**, upon the recommendation of the Nassau Community College Board of Trustees Personnel, Affirmative Action & Labor Committee, the Nassau Community College Board of Trustees, hereby approves that pursuant to the terms of the collective bargaining agreement with the Nassau Community College Federation Of Teachers, and upon the recommendation of the college-wide promotion and tenure

committee and the college administration, the faculty members named herein are hereby granted promotion and/or tenure at Nassau Community College effective September 1, 2020.

**Reclassification as Technologist**

| <u>Name</u>         | <u>Department</u> |
|---------------------|-------------------|
| Richard Cappiello   | Physical Science  |
| Kiera Murtagh-Pfaff | Theatre & Dance   |

Chair Gardyn requested a motion to consider this item. Trustee Powers moved the motion; seconded by Trustee Jackson. Motion carried 9-0.

3. Second Reading & Discussion: Policy 5100: Confidentiality of Student Records

Trustee Weiss reported that the Policy 5100 Confidentiality of Student Records has been discussed by the committee and at previous Board meetings. Policy 5100 has to do with student’s rights under (FERPA) Family Education Rights and Privacy Act listing permitted disclosures, directory information and forms. It safeguards the confidentiality of student records and remains in full compliance with this federal law and its implementing regulations. Dr. Williams certified that he reviewed Policy 5100 and the appropriate constituencies have been engaged in constructing the policy to the Board.

4. Second Reading & Discussion: Policy 7350: Demonstrations on College Property

Trustee Weiss reported that Policy 7350 Demonstrations on College Property has been discussed at previous meetings. This policy ensures the constitutional right of freedom of speech and expression, and supports the rights of students, employees and other members of the College community to disagree with national, state, local and administrative and/or faculty policies and positions, including by organizing or participating in picketing, protests or demonstrations. Prior to the first reading, Dr. Williams, Ms. Haugen and other members of the staff had meetings via zoom with all constituencies, based on those meetings modifications were made. Subsequent, to the second reading by the Board a change has been made to include spontaneous activities of expression that are prompted by emerging news coming into public knowledge less than 48-hours prior to the event. Dr. Williams certified that he reviewed Policy 7350 and reiterated that there was a lot of engagement with the College community and subsequent changes were made that kept the integrity of health and safety.

Chair Gardyn made a motion under Article VIII section C(6) of the Rules of Procedure to allow for the consideration of 3(three) items that do not appear on the Calendar. Trustee Powers seconded the motion. Motion carried 9-0.

3. Trustee Weiss introduced the following resolution:

**RESOLVED**, that upon the recommendation of the Policy & Planning Committee at its meeting of November 10, 2020, followed by two readings of the policy by the Board of Trustees and public discussion, the Board of Trustees of Nassau Community College adopts **Policy 5100: Confidentiality of Student Records** and that the same be subsequently incorporated into the policy manual of the Board of Trustees of Nassau Community College.

Chair Gardyn requested a motion to consider this item. Trustee Tuman moved the motion; seconded by Trustee Durso. Motion carried 9-0.

4. Trustee Weiss introduced the following resolution:

**RESOLVED**, that upon the recommendation of the Policy & Planning Committee at its meeting of October 13, 2020, followed by two readings of the policy by the Board of Trustees and public discussion, the Board of Trustees of Nassau Community College adopts **Policy 7350: Demonstrations on College Property** and that the same be subsequently incorporated into the policy manual of the Board of Trustees of Nassau Community College.

Chair Gardyn requested a motion to consider this item. Trustee Tuman moved the motion; seconded by Trustee Durso. Motion carried 9-0.

5. Trustee Weiss introduced the following resolution:

**RESOLVED**, upon the recommendation of the Nassau Community College Board of Trustees Finance and Capital Committee, the Nassau Community College Board of Trustees hereby approves the pending college procurement agreement with VisionPoint Marketing in the amount of \$350,000, as requested by VP of Institutional Advancement Kerrigan. (Funding Source: Operating)

Chair Gardyn requested a motion to consider this item. Trustee Weiss moved the motion; seconded by Trustee Jackson. Motion carried 9-0.

Dr. Williams reported on the following items:

Student Highlights:

- He welcomed Trustee Sophia Costanzo, a Liberal Arts major who is extremely motivated, inquisitive, and dedicated to sharing the student voice, truly wants to help the College meet the needs of students, and spends considerable time volunteering while maintaining a stellar GPA.
- Winter Wonderland  
He expressed appreciation for staff and faculty in Student Personnel Services (SPS) and across the College who planned and implemented the Winter Wonderland parking lot drive-thru event for students and their families on Monday, December 14, 2020. Similar events are planned during the Spring.
- Long Island Cares  
He thanked all who helped coordinate and implement the College's first Pantry on Wheels event on Wednesday, December 9, 2020, in partnership with Long Island Cares. This mobile market served approximately 33 families – a terrific first step as we look forward to continuing to address food insecurity and hunger through multiple approaches to optimize our efforts to complement the years of great work by The NEST to support our students.

Health and Safety Update

The College will have a mix of face to face versus online and remote courses very similar to Fall 2020, however, there will be several changes to health and safety protocols which are being communicated to students, faculty, and staff and are posted in guides on the NCC website. Updates include, but are not limited to, efforts to ensure quarantining before returning to campus and testing all students (even if only using services) who are on Campus.

### Enrollment

- Winter 2021-
  - Date to date, the College was 79% up in credits and has also already exceeded the total credits for Winter 2020. He thanked all who helped with this accomplishment. Through data, we realized a couple salient facts:
  - The students in Winterim were primarily continuing NCC students and not visiting students.
  - One of the major driving forces for taking courses during the Winterim was/is to accelerate their completion.
- Spring 2021
  - As of this report, the College is down approximately 22.38% in credits. Data informs us that it is continuing students who are deciding not to register for Spring 2021. In regard to new students, we are down just a little and up in freshman and readmit categories. Many at the College have been, and will continue to, engage students across multiple platforms. NCC falls within the average of the range in which SUNY community colleges are down.

### Budget

- The College's budget situation has not changed. We continue to transparently present the College's fiscal situation, which remains dire due to several years of decreased enrollment. In regard to one portion of the College's budget, the SUNY Board of Trustees approved budget request was sent in December. The Governor started his State of the State address earlier this week. We will monitor, advocate, educate, and lobby diligently in an effort to positively impact funding. At this time, SUNY expects to receive the Governor's executive budget on or around January 19. Subsequently, there will be meetings with each sector to discuss the implications.
- In terms of CARES funding and Corona Response and Relief Supplemental Appropriates (CRRSA) Act, we continue to await guidance regarding appropriate usage of portions of these funds and will keep the College community updated.

### Updates on Major Initiatives:

- Equity Agenda

The College continues its work focused on diversity, equity, and inclusion. In collaboration with several internal constituents and in partnership with the SUNY Racial Equity Taskforce, the College is developing an equity scorecard that will help the College clearly identify equity gaps and opportunities so we can ensure plans and resources are data-informed and strategic.

- Enhanced Partnerships

Last week, the College became the site for Nassau County's Point of Distribution (POD) for a COVID-19 Vaccine. Although the College is not administering the vaccinations, we are honored to be able to provide resources and be included in the fight against COVID-19. Beginning yesterday, January 11, 2021, eligible New Yorkers in Phase 1b which includes "in-person college instructors", were permitted to be vaccinated. COVID-19 vaccine administration phases are duly promulgated by the State. It is extremely important that anybody with questions visit the information and resources provided to the College community on January 11, 2021.

As we look towards to next week and to the official day that we annually celebrate the life and legacy of Rev. Dr. Martin Luther King Jr., it is even more unbelievable and unconscionable that our country witnessed such

acts of incivility and violence at the Capitol on January 6, 2021. While we have come so far, it is clear more must be done to ensure our society is fair and just. Acts, such as those that occurred at the Capitol, have no place in our society and rail against the very ideals that we hold paramount in higher education and at Nassau Community College. Three of our four values include:

1. Community: We build and nurture relationships with our internal and external constituencies;
2. Diversity & Inclusion: We respect and celebrate the differences among us; and
3. Integrity: We value fairness and honesty.

He urged us all to continue to use these values as the framework for how we work together and advance the College.

President Williams thanked the Trustees for their continued support and all the individuals at the College who work day-in and day-out to advance the College. He remains extremely happy and utterly humbled to serve as President of Nassau Community College.

#### Speakers

Stefan Krompiewski, AFA President, shared a photo of three generations of his family, eight members of whom attended NCC, with many successes, which is one reason why he joined and remains with the College, fighting to keep it functioning at a high level and moving forward. During the earlier committee meetings, he listened intently as Trustee Sophia Costanzo voiced her concern on class cancellations. It is his opinion that applying formulas and algorithms do not work well, he contends that the primary decision-makers on which classes do or do not run should be the Chairs and Deans – a perspective that he believes is supported by VP AA Lausch. He upholds that the Chairs and Deans know how to apply ten criteria (which he did not share) to make effective determinations. As a dual enrollment teacher who over the last year has worked with Superintendents, Principals, and a Guidance Director, knows Nassau County districts want Dual Enrollment with NCC. He has strong faith that our liaison with Superintendents, Dr. Tom Dolan, who has been working on a report for the past month, will bring Dual Enrollment to NCC, and that we can still make it happen for the Fall 2021 semester. The College has procured a new state-of-the-art marketing agency that has yet to create a plan. It is imperative that this agency implements an effective campaign now in order to significantly rebuild enrollment. With its absence, we have lost so many potential students who were looking for educational opportunities in the last Spring, Summer, and Fall 2020, and now in Spring 2021. Our competitors, such as St. Joe's, are ahead of us in their marketing campaigns. In particular, our Liberal Arts programs need to be promoted and have suffered the greatest losses.

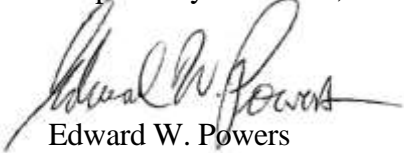
Richard Newman, NCCFT Vice President, Classroom Faculty, communicated NCCFT President Donna Hope's regrets that a conflict prevented her attendance, and shared her appreciation to have been on the search committee for our new marketing agency with other professionals committed to the College's success. He and President Williams recently had a brief exchange on some fine points of the administration's messaging on COVID-related health and safety measures on campus, an effort he likened to trying to slay the Hydra, wherein you have resolved one issue and two more arise. Aware that no amount of communication, care, and vigilance in upholding protocols will satisfy everyone, he emphasized audience awareness, which in his field represents not just knowing who your audience is or sharing information with them, but demonstrating in concrete and specific terms that you have made a good faith effort to understand what you have written through their perspective in order to build trust to transcend all but the most fundamental disagreements. All the aforementioned likewise applies to budget discussion. We all know what is at stake: avoiding job cuts. He conveyed the NCCFT's commitment in working together with the College community in full audience awareness to find ways to preserve jobs in the long-term interests of the institution.

Chair Gardyn announced the next Capital and Finance BOT Committee meeting is scheduled for Tuesday, February 9, 2021 at 5:00 p.m. followed by the Full Board meeting. The Board will open the public session between 6:15 and 6:30 p.m. and resume the public session approximately 7:30 p.m.

Chair Gardyn requested a motion to adjourn the meeting. Trustee DeGrace moved the motion; seconded by Trustee Durso. Motion carried 9-0.

Meeting adjourned at 7:36 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Edward W. Powers", written in a cursive style.

Edward W. Powers  
Secretary