

NASSAU COMMUNITY COLLEGE
Garden City, New York

BOARD OF TRUSTEES' MINUTES

Meeting of November 10, 2020

The six hundred fortieth meeting of the Board of Trustees was held on Tuesday, November 10, 2020 via Zoom. The meeting was called to order by Vice Chair Weiss at 6:41p.m. followed by a salute to the flag.

Present: Kathy Weiss, Vice Chair
Edward Powers, Secretary;
John A. DeGrace, John R. Durso, Linda H. Green,
Wanda H. Jackson, George Siberón, Emily Rivas, Student Trustee.

Absent: Jorge L. Gardyn, Chair Donna M. Tuman

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 NCCAA; 2) to discuss matters relating to negotiations involving the NCCFT; and 3) to review 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 Green moved the motion; seconded by Trustee Durso. Motion carried 8-0.

Chair Gardyn resumed the open meeting at 8:15 p.m.

Present: Jorge L. Gardyn, Chair
Kathy Weiss, Vice Chair
Edward Powers, Secretary;
John A. DeGrace, John R. Durso, Linda H. Green,
Wanda H. Jackson, George Siberón, Emily Rivas, Student Trustee.

Absent: Donna M. Tuman

Also in attendance: President Williams

1. Approval of Minutes

Chair Gardyn requested a motion to approve the minutes of October 13, 2020. Trustee Weiss moved the motion; seconded by Trustee Durso. Motion carried 9-0.

2. 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 TECH-CLEAN INDUSTRIES in the amount of \$100,000, as requested by VP Facilities Management Muscarella. (**Funding Source:** Operating)

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

3. Trustee Durso 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 SCIENCE INTERACTIVE in the amount of \$100,000 as requested by VP Academic Affairs Lausch (**Funding Source:** GRANT)

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

4. Trustee Jackson 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 promoted to the title and position as indicated herein, effective September 1, 2020.

Promotion to Associate Professor

<u>Name</u>	<u>Department</u>
Julie De Lalastra	Marketing/Retailing/Fashion Buying
Gerard DeFeo	Allied Health Sciences

Promotion to Full Professor

<u>Name</u>	<u>Department</u>
Victoria Chai	Communications
Susan Goldson	ABT/HIT
Darshna Katwala	Critical Reading & Academic Advancement
Robert Lazaroff	English
Harry Marenstein	Music
Diana Milillo-Portugal	Psychology
Carolyn Monastra	Art
Nedra Neal	Music
Christopher Roethel	Math/Comp Sci/IT
Beth Smith	English

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

5. **First Reading:** Policy 7350 Demonstrations on College Property

Trustee Weiss stated that the purpose of Policy 7350 Demonstrations on College Property is to ensure the College recognizes 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. It also helps uphold an educational environment that encourages free speech and debate, while maintaining order and decorum. She noted that the Policy & Planning Committee meeting spent a great deal of time with Ms. Brodsky in order to provide very detailed descriptions of the modifications. Revisions were made based upon a variety of sources, including the listening sessions that took place.

Dr. Williams certified that he reviewed Policy 7350 and it has been presented for consultation with the appropriate constituencies within the College prior to submission to the Board. Aware that several entities are still reviewing the Policy, we will continue to provide any feedback, as needed, to the Board while we move forward with this process, which has been an extremely collaborative effort, and, as Trustee Weiss stated, through which substantial changes have already been made.

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

6. Trustee Durso introduced the following resolution:

WHEREAS, that upon the recommendations of the college's collective bargaining team and the college administration, the terms of the proposed collective bargaining agreement covering the period September 1, 2017 through August 31, 2020 between the College/County and the Nassau Community College Federation of Teachers (NCCFT) expired on said date, and

WHEREAS, representatives of the respective parties have engaged in negotiations for a successor agreement to said expiring labor agreement, and

WHEREAS, the representatives of the College and the Association memorialized their agreement in a Memorandum of Agreement providing for a new collective bargaining agreement for the term of September 1, 2020 through August 31, 2022,

NOW THEREFORE, BE IT RESOLVED, that the Board of Trustees of the College herewith ratifies and approves the Memorandum of Agreement hereinabove referenced and

BE IT FURTHER RESOLVED, that the Board's ratification of the aforesaid Memorandum of Agreement is subject to and contingent upon approval and execution of said Memorandum of Agreement by the Nassau County Executive on behalf of the County of Nassau, and approval thereafter by the Nassau County Legislature.

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

7. Trustee Weiss the following resolution:

RESOLVED, that the Board of Trustees of Nassau Community College, having reviewed a certain Settlement Agreement concerning an employee in executive session, hereby approves the terms of the Settlement Agreement.

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

Report of the President

Student Highlights

- Since students are our first priority, and to ensure their voices are heard, a Student Listening Session regarding Policy 7350 – Demonstrations on College Property was held on October 27th. Their comments were thoughtfully considered and helped create the updated version.
- The College's Student Veterans club held a Veterans Day ceremony on November 6th. He misses the interaction with our student veterans, and thanked the club for creating a welcoming environment for them, adding to the diversity of our College, and truly being part of the fabric of the entire NCC community. During the week of November 9th, the College highlighted on our social accounts some of our NCC community members who are veterans. He encouraged all to read, share, and comment on posts to show appreciation for the service of all veterans whose sacrifice has allowed for our freedoms.

Health and Safety Update

Amidst (at that point) the third week of COVID-19 Surveillance Testing, the College had sent several messages on the testing format. We are off to a positive start, and making adjustments, as necessary.

SUNY Updates for Winter and Spring 2021

In our effort to continue to keep health and safety paramount, we are working collaboratively with several individuals and groups at the College, as well as with external constituents, to adjust the academic calendar to ensure that we meet SUNY directives and guidance, some of the main components of which include:

- All students are to be tested for COVID-19 upon return.
- Unable to have face-to-face instruction until February 1, 2021.
- Cancel Spring breaks in 2021. (We have two recess sessions.)

Enrollment

- Spring 2021: registration begins on November 16, 2020.
- Winter 2021: as of that morning's report, the College had exceeded headcount when compared to that from Winter 2020. Date-to-date, the College is up 140% in credits and has also already exceeded the total credits for Winter 2020. He thanked all who have been advising students, monitoring courses, adding courses based on student demand, and helping students enroll.

Budget

A five-year budget projection that was presented at the General Faculty meeting on October 29th and during several other meetings with College constituents was shared with the Board earlier that evening. We will continue to transparently present the College's fiscal situation, which at this time remains dire, and to engage the College community in conversation regarding ideas, comments, and concerns. The College is actively and aggressively pursuing cost containment efforts, as well as identifying more redundancies for reduction and efficiencies for improvement. The largest budget items of salary and fringe still remain higher than projected in order to balance the FY21 budget. These two budget line items are major factors when considering the College's future, and we will need to find a way to address both areas for fiscal solvency. We will continue to engage our union leaders and other elected College leadership, as appropriate. We are also enthusiastically seeking means to enhance student access, completion, and post-completion success. Advancing these goals will simultaneously help address financial challenges.

Updates on Major Initiatives• Guided Pathways

We are in our second year of Guided Pathways, a philosophical and action-oriented framework that addresses equitable approaches to access, completion, and post-completion success through data-informed and student-centered support. Last month, he and several others from the College attended a multi-day Guided Pathways conference focused on Career and Transfer Pathways. Some of the data identified in preparation for the conference was in regard to the Colleges top 5 four-year transfer destinations. While you may not be surprised by the institutions – Farmingdale, Old-Westbury, Queens College, Stony Brook, and Adelphi – one item that causes pause is that only 51% - 57% of students who transferred to any one of them earned an award from NCC before transferring. We need to continue to identify and to address “Why”. He thanked all who have been advancing Guided Pathways, and in particular Dr. Ethel Weeks, Dean Genette Alvarez-Ortiz, and Dr. Mark Lausch for their leadership.

• Strategic Planning

As the College moves forward with its strategic planning, he expressed excitement in sharing that the Board has established the following goal:

To increase enrollment and retention through extensive recruitment and review of programs and activities to include non-traditional, workforce development, and certificate programs and to utilize a variety of methods to inform the entire community about them.

As we continue with the process, we must reflect upon and utilize this Board of Trustees’ goal as a major principle.

• Enhanced Partnerships

The CSEA leadership at the College collaborated on a Long Island CSEA Region 1 Drive-Thru Employee Fair on Saturday, November 7th, which was a great success.

He 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. We will continue to navigate this academic year, full of twists and turns, with a focus on communication and actions steeped in collaboration, and he is confident that we will continue to progress in the same manner. He remains extremely happy and utterly humbled to serve as President of Nassau Community College.

Speakers

Stef Kromprier, President, AFA, acknowledged the great work by the Reinventing Task Force to open the campus safely for face-to-face interaction for this Fall semester. He is gratified that AFA members were consulted, and that many of their recommendations were implemented. He is also pleased about the elimination of the opt-out textbook program, the ongoing conversations with the new Follett district manager on the distribution of textbooks, and the rise in Winterim enrollment, which is up 40% from last years.

Noting the recently received RFP (Request for Proposal) soliciting advertising agencies, he asked for the target date on naming the selection.

VP Kerrigan responded that proposals are due by November 18th, committee meetings will take place in December, and so the College hopes to have an agency on board early in the new year.

Mr. Kromprier thanked the Board of Trustees, the administration, and President Williams for all their hard work, recognizing the extra effort of the AFA, full-time faculty, and CSEA members.

Anissa Moore, Chair, Academic Senate (AS), as the campus governance leader, perceiving the challenges facing NCC as an opportunity, gave an update on the work of the AS.

- Since the revision of the Senate bylaws in 2017, the AS, through the work of its committees, has worked with the administration to produce progressive policies to help our students achieve their academic, professional, and personal success.
- When the administration voiced its concerns regarding the challenges ahead in 2018, the Academic Senate Executive Committee (ASEC), in partnership with the NCCFT, AFA, and the Academic Department Chairs, coordinated the Future of the College Colloquium and the Dual Enrollment Colloquium in 2019.
- The Dual Enrollment resolution was successfully passed in Spring 2020.
- The College-Wide Curriculum Committee (CWCC) has worked throughout the summer and continues to work to assist academic departments in completing the necessary paperwork to offer the courses.
- In 2018, SUNY policies regarding micro-credentials were introduced on the AS floor, and the CWCC is currently developing the process.
- The AS implemented the Applied Learning Committee, which is geared to maximize our student experiences.
- This semester, the AS is working with the Student Enrollment Management Committee (SEMC) to successfully pass the High School Enrichment resolution.
- The Developmental Education Committee has worked with the administration since the summer to develop a resolution addressing multiple measures which will be presented on November 17th.
- The Calendar Committee is working with the administration to meet the SUNY COVID-19 mandate.

She believes that the tremendous achievements of the AS and its committees during the past four years demonstrate our ongoing growth as an institution. We have moved beyond “us v. them” to a place where we can rise above all challenges in order to move forward. The AS and the committees remain constant. The Educational Resources Committee (ERC) will proceed with presenting webinars that will offer support to all faculty teaching online and remote courses to meet the ever-changing needs and demands within our pedagogy.

ASEC stands in solidarity with the AFA on concerns for the marketing campaign. VP Kerrigan has diligently worked with Prof. Roethel to lead the Community Services Committee which is no longer under AS oversight. This committee provided faculty input as it relates to campaigns as well as concepts. The recent bookstore debacle serves as another reminder that the Campus Services Committee is no longer part of the AS, and, this serves as a reminder that governance was not the issue.

She asked the Board to reflect on how this institution can reassess collegial governance, a “dirty word” for many years, but which has remained to help, heal, and restore our institution. Our people at NCC are our greatest resource. The AS remains committed to partnering with President Williams, members of administration, faculty, and staff, our students, and the Board to move our College forward.

Donna Hope, NCCFT President, asserted that, although many are stressed and fatigued, all are still proud to be members of the NCC community, and will continue to place students first in looking forward to when we will resume face-to-face classes and to preparing for the Spring 2021 semester, with its delayed start. Recognizing that there will always be challenges, she expressed appreciation on behalf of the NCCFT Executive Committee that they were heard and supported by the administration through its assistance on: 1) the resumption of contract negotiations; 2) a method to allow NCCFT members to complete their promotion and tenure process; 3) the resolution to the bookstore issue; and 4) the review and revision of several aspects of Policy 7350. Knowing that the administration is listening to requests and acting upon them helps establish trust and support continuous improvement as we move the College to a brighter future together. She is pleased that in lieu of the NCCFT Holiday Luncheon, the Executive Committee approved donations of \$1,500 each to

The NEST and the Children's Greenhouse. She expressed her gratitude to all our veterans (in recognition of the following holiday) and wished all a healthy and Happy Thanksgiving.

Chair Gardyn reiterated gratitude to our armed forces for defending our nation and its ideals. On behalf of the entire Board, he wished all a safe and Happy Thanksgiving with the reminder to take care at your family gatherings, even if this means limiting attendance as much as possible, or employing interactive Zoom meetings, as sad as this may seem. The case rate in Nassau County has risen about 2.4%, and COVID-19 testing centers are reopening. With all our modern advances in 21st century medicine, there are four simple safety measures: soap, water, paper, and distance – so wash your hands, wear a mask, and keep socially distant.

Chair Gardyn announced the next Capital and Finance BOT Committee meeting is scheduled for Tuesday, December 8, 2020 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 8:49 p.m.

Respectfully submitted,



Edward W. Powers
Secretary