

MINUTES

NSCC

Summer Retreat

Friday, August 11, 2023, 8:00 am - 3:30 pm

Wylie Center, Beverly, MA

In Attendance

Dr. J.D. LaRock, Joseph Riley, Richard Yagjian, Barbara Heinemann, Francesca Purcell

Not In Attendance

Andrea Gayle-Bennett, Anh Dao Tran-Moseman, Michael Pollack, Rosario Ubiera-Minaya, Maria Vega-Viera

Additional Attendees

President William Heineman, Provost Jennifer Mezquita, Vice President Jan Forsstrom, Assistant Vice President Laurie LaChapelle, Senior Executive Officer Kathryn Nielsen, Jill Palermo

Introductions/Ice Breaker

President Heineman welcomed the trustees to the retreat. The meeting opened with an ice breaker activity, with President Heineman asking the trustees about the challenges NSCC faces that resemble challenges experienced in their own organizations. Similarities across industries were discussed such as the challenges of remote work vs. in person work, hiring qualified personnel, and the value proposition of your product, whatever that product may be.

Budget Update

LP6

Vice President Jan Forsstrom reported on the recently signed budget from Governor Healey. She reported that the multiple state appropriations we are receiving are little bit different than the budgets of the past. They include funding for Early College, STEM Starter Academy, SUCCESS, Workforce Incentive and Behavioral Health.

Vice President Forsstrom also announced the MassReconnect program has been officially rolled out. MassReconnect is a program allowing Massachusetts residents over 25 who have never received a college degree to attend community college at no cost. The initial allotment M

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Employer Partnerships

Senior Executive Officer Kathryn Nielsen presented on NSCC Employer engagement. Working to make NSCC One College for the whole student. She highlighted the work being done with Non-Credit/Credit Alignment (NCAL). The goal is to deepen employer connections to assure quality academic programs that address regional needs. The college is looking at who it is connected to and how to further develop those relationships. How does NSCC develop an Alumni Network? Dr. Nielsen shared snapshots of an Employer Heatmap and the # of employer partners by town/city. It was noted that post covid territories should be reexamined as well as the theory of those territories. The Academic Programming and Employer Engagement in the STEM Program was highlighted. NSCC works with STEMatchMA to provide internships in the region

- Chair LaRock and President Heineman suggested together they have an individual, touchbase conversation with the Trustees who were not in attendance at the retreat to ensure they are comfortable with their Board duties.

It was noted that the ACCT Legislative Conference in February is a great opportunity for new Board Members to become more engaged with the entire process. Board attendance is encouraged.

Strategic Plan Update

President Heineman outlined the status of the Strategic Plan, noting that the vision of the Strategic Plan is very focused on the results of an NSCC education. Three priorities will help NSCC achieve the vision:

- Priority One Strategies are focused on Academic Innovation and Holistic Student Support.
- Priority Two focuses on Social Justice, including Early College and Expanding Professional Development.
- Priority Three strategies focus on transforming the institution itself, with flexible course scheduling, environmental sustainability and IT infrastructure improvement provides as examples.

President Heineman then outlined the results the college has seen so far as well as ongoing progress toward the long-term goals of the strategic plan below:

Year One tactical Plan Results-

- 36 activities pursued across the 3 priorities
- 35 of these activities are on target for completion.

Year 2 Strategic Plan Highlights-

President Heineman pointed out some of the most innovative community college work with employers features a centralized CPED and career focused traditional academic programs plus career services and internships.

- 33 Activities across 3 priorities.
 1. Priority one-Academic Innovation, Holistic Student Support.
 - (a) Expanded Bertolon Center will open in January 2024
 - (b) Academic Program Portfolio Audit- launch 7 new academic programs/pathways
 - (c) Implement the NSCC Multi-Campus Food Locker Distribution Project grant
 2. Priority 2-Social Justice
 - (a) Develop /Launch new DEI Plan
 - (b) 100 New Freshman begin at FDCA
 - (c) New Early College programs in Salem, Saugus, Revere

- (d) Faculty Academy Begins-10 Faculty members will take part in this professional development opportunity related to equitable teaching.
- (e) Begin equity audits of college policies.

3. Priority 3-T

Action Items:

- President Heineman and Chair LaRock will meet with the Trustees individually in the coming weeks to check in.
- Jill will recirculate both the state and NSCC Policy Manuals.
- Moving forward Chair LaRock will have annual conversations with board members as to plans for the future and their commitment to the board.
- Jill will compile a calendar of events to be shared so board members can plan to attend meetings/events on a regular basis and accordingly.
- President Heineman will speak to John Houey about a joint Holiday Gathering.
- Trustee Heinemann will forward a scorecard/dashboard she has used on a different Board.
- One of the Trustees asked if we have Graduates by Gender and Program data?