STATE BOARD OF COMMUNITY COLLEGES
Mr. Thomas Looney, Chair
January 17, 2025
North Carolina Community College System
Dr. W. Dallas Herring State Board Room
Caswell Building, 200 West Jones Street
Raleigh, North Carolina 27603

Thursday, January 16, 2025

TRANSFORMATIVE DISCUSSION   11:00 a.m. – 12:00 p.m.   Dr. W. Dallas Herring State Board Room

Leveraging Technology to Improve the Student Experience and Enrollment
Presenters: Mr. Nathan Hardin, Executive Director of Communications, NC Community College System
Dr. Janet Spriggs, President & CEO, Forsyth Technical Community College
Mr. Ardis Kadiu, CEO & Founder, Element451

LUNCH   12:15 p.m. – 12:45 p.m.   Dr. W. Dallas Herring State Board Room

COMMITTEE MEETINGS		
Programs and Student Success Committee	12:45 p.m. – 1:40 p.m.	Dr. W. Dallas Herring State Board Room
State Board Policy Governance Committee	1:45 p.m. – 2:30 p.m.	Dr. W. Dallas Herring State Board Room
Strategic Planning Committee	2:35 p.m. – 3:20 p.m.	Dr. W. Dallas Herring State Board Room
Finance	3:25 p.m. – 4:20 p.m.	Dr. W. Dallas Herring State Board Room
Personnel Committee	4:25 p.m. – 5:00p.m.	Dr. W. Dallas Herring State Board Room

Friday, January 17, 2025

BOARD MEETING   9:00 a.m.   **Dr. W. Dallas Herring State Board Room**

- Call to Order
- Administration of the Oath of Office
- Roll Call
- Ethics Awareness and Identification of Conflicts or Potential Conflicts of Interest
- Approval of Minutes – November 15, 2024
- Approval of Agenda
- Approval of Consent Agenda *(Consent Agenda items are listed on the Consent Agenda and designated on the Full Agenda)*

- Introduction of Dr. Pharr, President, Pitt Community College by Chairperson Ellis
- Introduction of Dr. Kelley, President, McDowell Technical Community College by Chairperson Stroud

REPORTS

NC Association of Community College Presidents, Mr. David Heatherly, President of Coastal Carolina Community College

NC Association of Community College Trustees, Gene Rees, Chair

NC Comprehensive Community College Student Government Association (N4CSGA), Ms. Autumn Queen, President

NC Community Colleges Foundation Report, Mr. Gary "Donny" Hicks, Chair

PROGRAMS AND STUDENT SUCCESS COMMITTEE, Ms. Sarah West, Chair

For Consent Agenda

Curriculum Program Applications-Fast Track for Action (Attachment PROG01)

Combined Course Library- Workforce Continuing Education and College & Career Readiness (Attachment PROG02)

For Action

Legislative Report for Minority Male Success Initiative (MMSI)(Attachment PROG 03)

For Information

Curriculum Program Applications as Approved by the System President (Attachment PROG 04)

Curriculum Program Standard Revisions as Approved by the System President (Attachment PROG 05)

Curriculum Program Terminations as Approved by the System President (Attachment PROG 06)

STATE BOARD POLICY GOVERNANCE COMMITTEE, Hon. Chaz Beasley, Chair

For Future Action

Proposed Amendment to 2B SBCCC 300.1-Claiming an Exemption from Licensure (Attachment SBPG 01)

Proposed Amendment to 2B SBCCC 400.2-Notice of Refusal and Right to Hearing (Attachment SBPG 02)

Proposed Amendment to 2B SBCCC 400.3-Hearing Process (Attachment SBPG 03)

Proposed Amendment to 2B SBCCC 500.3-Investigation (Attachment SBPG 04)

Proposed Amendment to 2B SBCCC 500.4-SBPS Recommendation and Right to Hearing (Attachment SBPG 05)

Proposed Repeal of 1A SBCCC Subchapter 400- Appeal Process for Award of the North Carolina Title II Adult Education and Family Literacy Act Fiscal Years 2018-2021 Competitive Grants (Attachment SBPG 06)

Proposed Amendment to 1E SBCCC 200.2-Time Due, Deferred Payment, Failure to Pay (Attachment SBPG 07)

For Action

Review of Public Comments for Proposed Amendment of 1C SBCCC 200.94-Local College Personnel Policies (Attachment SBPG 08)

Review of Public comments for Proposed Amendment to 1C SBCCC.100-Paid Parental Leave (Attachment SBPG 09)

For Information

Notice of History Note Update for 1E SBCCC 100.1-Definitions (Attachment SBPG 10)

STRATEGIC PLANNING COMMITTEE, Ms. Ann Whitford, Chair

For Action
Strategic Planning Committee Charter Review (Attachment PLAN 01)

For Information
Tactics Update (Attachment PLAN 02)

FINANCE COMMITTEE, Ms. Lisa Estep, Chair

For Action
Allocation for High-Cost Healthcare Workforce Start Up Funds (Attachment FC 01)
Transfer Advisory Committee Board Reserve Funds Request (Attachment FC 02)
Competency Based Education Request for Reserve Funds (Attachment FC 03)
Allocation for Common Digital Credential Pilot Program Funds (Attachment FC 04)

For Consent Agenda
Construction and Property-January 2025 (Attachment FC 05)

For Information
Tuition and Registration Fee Waiver Report (Attachment FC 06)
Delegated College Allocations Reports as of December 2023 (Attachment FC 07)
LMS and ILS Solicitation Projects (Attachment FC 08)
Legislative Update PLACEHOLDER (Attachment FC 09)
Estimated Receipts-December 2024 (Attachment FC 10)

PERSONNEL COMMITTEE, Mr. Bill McBrayer, Chair

For Information
System Office Vacancy Report-January 2025 (Attachment PER 01)
College Presidential Status Report-January 2025 (Attachment PER 02)

CLOSED SESSION*
PERSONNEL COMMITTEE, Mr. Bill McBrayer
STATE BOARD AWARD COMMITTEE, Mr. Looney, Chair
        I.E. Ready Lifetime Achievement Award: Sam Searcy, Chair
        Pinnacle Awards: Tom Looney, Chair
                Apprenticeship Champion
                Innovative Leadership
                Business of the Year >500
                Business of the Year < 500
        President of the Year Award: Chaz Beasley, Chair
        Staff Person of the Year Award: Bill McBrayer, Chair
        Excellence In Teaching Award: Shirley Carraway, Chair
        Academic Excellence and Dallas Herring Award: No board approval required.

REVISED 01/14/2025

<u>**VICE CHAIR NOMINATING COMMITTEE, Ms. Lisa Estep, Chair**</u>

<u>**NCCCS PRESIDENT'S REPORT, Dr. Jeff Cox**</u>

<u>**NEW BUSINESS**</u>

<u>**EXPIRING TERMS AND VACANCIES**</u>
There are currently no expiring terms and no vacancies for membership of the State Board.

<u>**BOARD MEMBERS QUESTIONS/COMMENTS**</u>

<u>**DATE OF FUTURE MEETINGS**</u>
The next State Board meeting is scheduled for Thursday, February 20, 2025, and Friday, February 21, 2025, in the Dr. W. Dallas Herring State Board Room located in the Caswell Building in Raleigh, NC. More information regarding these meetings will be communicated.

February 21st-22nd- Community College Legislative Assembly (CCLA) hosted by the NC General Assembly & N4CSGA

April 3, 2025 – North Carolina Community Colleges Awards Dinner and Celebration

<u>**ADJOURNMENT**</u>

Some business to be conducted will be held in closed session as authorized by the North Carolina Open Meetings Law.

**Questions relating to items on the Agenda should be addressed
to the Office of State Board Affairs at (919) 807-6970 or
by e-mail at <u>stateboard@nccommunitycolleges.edu</u>**

CONSENT AGENDA

PROGRAMS AND STUDENT SUCCESS COMMITTEE, Ms. Sarah West, Chair
For Consent Agenda
Curriculum Program Applications-Fast Track for Action (Attachment PROG01)
Combined Course Library- Workforce Continuing Education and College & Career Readiness
(Attachment PROG02)

FINANCE COMMITTEE, Ms. Lisa Estep, Chair
For Consent Agenda
Construction and Property-January 2025 (Attachment FC 05)

State Board of Community Colleges
Caswell Building, 200 West Jones Street
Raleigh, North Carolina
November 15, 2024
9:00 a.m.

CALL TO ORDER
Following proper public notification, Chair Thomas Looney called the State Board of Community Colleges (SBCC) Meeting to order at 9:02 a.m. in Dr. W. Dallas Herring State Board Room of the Caswell Building. Chair Looney welcomed the Board.

ROLL CALL
Ms. Amy Mast called the roll, and the following members were present:

The Hon. Chaz Beasley	Mr. John Kane	The Hon. Ray Russell
Ms. Paula Benson	Mr. Geoffrey Lang	Mr. Sam Searcy
Dr. Grant Campbell	Mr. Tom Looney	Mr. Ray Trapp
Dr. Shirley Carraway*	Mr. Mark Merritt	The Hon. Terry Van Duyn
Ms. Lisa Estep	Mr. Hari Nath	Ms. Sarah West
Treasurer Dale Folwell	The Hon. David Price*	Ms. Ann Whitford

* Attended via Zoom
Absent: Mr. Josh Dobson, Ms. Julie Ryan, Ms. Jennifer Maldonado-Castro, Mr. Bill McBrayer and Lt. Gov. Mark Robinson

Quorum Confirmation
Chairman Looney confirmed that quorum was present.

ETHICS AWARENESS AND IDENTIFICATION OF CONFLICTS OF INTEREST
Ms. Jonnell Carpenter read the ethics statement and reminded all members of their duty to monitor conflicts of interest. No conflicts were noted.

APPROVAL OF THE MINUTES
Chair Looney asked for a motion to approve the minutes October 18, 2024. Treasurer Folwell moved to approve the minutes, with a second from Mr. Merritt. The motion carried unanimously.

APPROVAL OF THE AGENDA, AND CONSENT AGENDA

Chair Looney polled the committee chairs as to any changes to the agenda. The following additional changes were requested to the agenda.

- **Policy and Governance Committee**: Mr. Beasley reported 2 for future items that were moved to for action, for a total of 3 for action items.
- **Finance Committee:** Ms. Estep mentioned an item transitioning from future action to for action.
- **Personnel Committee**: Ms. Estep on behalf of Mr. McBrayer highlighted the request for a closed session to discuss seven specific items.

A motion to approve the agenda as amended was made by Dr. Campbell and seconded by Mr. Kane. The motion was approved by a unanimous vote.

Chair Looney inquired if there were any questions regarding the consent agenda. Given the absence of questions or comments, Dr. Campbell moved to approve the consent agenda. The motion was seconded by Ms. Van Dyne and unanimously approved by the board.

Acknowledgment of Treasurer Folwell's Service: In a heartfelt address, Chair Looney recognized Treasurer Dale Folwell for his dedicated service and substantial contributions to the North Carolina Community College system. Chair Looney recounted Treasurer Folwell's numerous achievements, including his commitment to fiscal stewardship and advocacy for community colleges. His role as a supporter and advocate was emphasized, and a certificate of appreciation was presented to him.

 Treasurer Folwell reflected on his journey, recalling his beginnings as a community college student and expressing gratitude towards board members and staff. He highlighted the importance of fiduciary duty and the need to advocate for underserved communities.

Introduction of New College Presidents: Chairperson Claudia Robinette introduced Brent Barbie as the new president of Richmond Community College. Mr. Barbie expressed his excitement about leading the college and his commitment to upholding its mission. Vice Chair Ricky Brown introduced Dr. Mike Rogers as the new president of Wilkes Community College. Dr. Rogers shared his vision for the college, focusing on enhancing academic excellence and community engagement.

 NC Association of Community College Presidents Report: Dr. Heatherly delivered an overview of significant developments, particularly in the aftermath of Hurricane Helene. He reported that all colleges had successfully reopened and that measures were in place to support affected students and staff. He commended the collaborative efforts undertaken by community colleges during the recovery. Dr. Heatherly gave tribute to Michelle Willis Krauss of Pamlico Community College and said that her impact will be felt for decades to come.

Dr. Heatherly also discussed the expansion of partnerships, notably with Google, and the associated opportunities for upgrading technology courses. He reiterated the importance of such initiatives in addressing workforce demands.

NC Association of Community College Trustees Report: Mr. Looney then called Lyn Austin to the podium to give the Trustees Report. Ms. Austin discussed funding and expansion concerns for the Community College System. She also highlighted the JOCO Works program.

NC Community Colleges Foundation Report: Mr. Looney then called on Mr. Donny Hicks to give the report on the Foundation. Mr. Hicks talked about the collaboration between the NC System office and the Foundation on Next Generation Now. The three pillars include empowering today's students, building a talent pipeline and educating 2 million qualified workers by the year 2030. Mr. Looney mentioned Ms. West and Ms. Spaulding's contributions to this effort. Additionally, he mentioned that they are looking for a Chief Advancement Officer. Finally, Mr. Looney made remarks about the upcoming Awards Event spearheaded by Katie Loovis.

REPORTS FROM COMMITTTEES:

Program and Student Success Committee: Mr. Looney called Ms. West to the podium. Ms. West shared that they had 4 items on the For Information Agenda and then shared highlights from the committee's work, including the formalization of a partnership with Google to provide technology training at no cost to all 58 community colleges in North Carolina. She underscored the importance of this initiative for workforce development and student success. Ms. West also asked members to read the annual reports to the Legislature, which will be submitted on December 1, 2024, particularly the 2 reports on the high cost workforce programs. And second, the High Cost Healthcare Startup and Expansion Program. Mr. Looney followed up with goals for NC to be the most recognized Google Program and also the importance of I/DD. NC has 15 community colleges with I/DD programs.

State Board Policy and Governance Committee: Mr. Looney then recognized Sam Searcy from the State Board Policy and Governance Committee.

Proposed Amendment to 1C SBCCC 200.100 – Paid Parental Leave (Attachment SBPG 01) North Carolina State statute now requires the system to adopt a paid parental leave policy for our community college employees. This is the proposed amendment to incorporate the changes made by this Commission into our policy. On behalf of the SBPG Committee, Mr. Searcy recommended and moved for approval of SBPG 01. Motion carried.

SB SBCCC 500.4 Recommendation to the State Board of Community Colleges (SBPG 02) Pursuant to our State Board code, the Board has been asked to evaluate the written report and recommend the

action to be taken. The State Board of Proprietary Schools has recommended this Board to take no further action. On behalf of the SBPG Committee, Mr. Searcy recommended and moved for approval of SBPG 02. Motion carried.

FY 2024-25 System President's Performance Plan and Performance-Based Compensation(Attachment SBPG 03) The final version. Mr. Searcy explained that the committee was to review the plan and provide feedback. The final version distributed reflects the feedback that was given. With no questions and on behalf of the SBPG Committee, Mr. Searcy recommended and moved for approval of SBPG 03. Motion carried.

Finance and Audit Committee: Mr. Looney then called on Ms.Estep.

Allocation of Enrollment Growth Funding (Attachment FC 01) The finance team prepped the allocations, and asked for preliminary approval. On behalf of the Finance Committee, Ms. Estep recommended and moved for approval of FC 01. Motion carried.

Allocation for Disaster Recovery Act of 2024 – Part II (Attachment FC 02) This is a 16.7 million dollars. Allocation in total, 10.5 million dollars is actually in the works starting today. These are emergency scholarship grants to 14 colleges. Then there's 5 million for tuition and registration for spring of 2025, and this goes to the 6 most impacted colleges and then 1.2 5 million dollars for expanded mental health services for 14 colleges. On behalf of the Finance Committee, Ms. Estep recommended and moved for approval of FC 02. Motion carried.

Alamance Community College Multi-Campus Center Request (Attachment FC 03) Legislation, legislative action was taken to lower the distance requirement to 4 miles. It was 10, which was the one requirement that Alamance did not meet. Now that they do, they are recommending that they be included in funding for next year. With no questions and on behalf of the Finance Committee, Ms. Estep recommended and moved for approval of FC 03. Motion carried.

Allocation for More Than a Job NC Program (Attachment FC 04) This is for 2 colleges, South Piedmont and Carteret. We are still waiting on paperwork for the others. This is a $93,000 allocation of 100% funds and $106,158 of 50% funds. With no questions and on behalf of the Finance Committee, Ms. Estep recommended and moved for approval of FC 04. Motion carried.

State Board Reserve Funds (Attachment FC 05) This is a request for $14,758 for a 1 day. Hispanic education Summit in the western part of the State. Forsyth Tech has agreed to serve as the host site for this event, which will focus on serving students in the 8th through 12th grade. With this allocation, $105,000 will be left in State Board Reserve for this year. On behalf of the Finance Committee, Ms. Estep recommended and moved for approval of FC 05. Motion carried.

Accountability and Audit Committee: Mr. Looney called Mr. Merritt to the podium. There were no action items for the committee. Mr. Merritt elaborated on the audit results, indicating that all

community colleges were compliant with FTE counts. He also mentioned that all financial audits have been timely filed, with the exception of Gaston county. Gaston county has been delayed as a result of a cybersecurity breach which they are working through. Mr. Merritt reported that David King audited the data transfer and repository process and the audit came back completely clean. The system also received the highest score possibly on the Quality Assurance Review. Mr. Merritt praised David King for the progress that he has made around internal audit.

Miss Benson asked if internal audit has ever been bigger than one person. Mr. Merritt responded no which is common at state agencies. He emphasized the role of the internal auditor in enhancing operational efficiency and the importance of addressing staffing needs for the audit function. Ms. Benson asked if David King audits any of the community colleges. Mr. Merritt responded that he only audits the system office. Ms. Whitford thanked Mr. Merritt for his leadership on this committee and the bringing Mr. King on in his capacity as our Full Time auditor. She said the process is much better than in the past. Mr. Looney also thanked David King and Mr. Merritt for their work.

Mr. Merritt provided an update on the Technology Report, highlighting that 28 community colleges have conducted security audits. These audits have established best practices that can be applied across all 58 colleges. He also noted that the system remains fully compliant with cybersecurity and awareness training requirements. Mr. Merritt discussed lessons learned from Hurricane Helene and emphasized that additional obligations should not be imposed on community colleges as they continue to manage the hurricane's aftermath.

Personnel Committee: Mr. Looney called Ms. Estep to the podium.

Closed Session
Ms. Estep moved to go into closed session pursuant to General Statute 143-318.11(a)(1) to prevent the disclosure of information that is confidential or privileged pursuant to North Carolina General Statute 115D-27 and pursuant to North Carolina General Statute 143-318.11(a)(6) to prevent the disclosure of information that is confidential or privileged and to consider the qualifications, competence, performance, character, and fitness of individual prospective public employees. David Price moved to go to closed session. Dr. Campbell seconded the motion.

The Personnel Committee went into closed session at 10:45 am and returned to open session at 10:54 am.

Item 1: The Personnel Committee recommended the approval of Mr. Zachary Schnell as acting president of Pamlico Community College. On behalf of the Personnel Committee, Ms. Estep recommended and moved for approval of Item1. Motion carried.

Item 2 Pamlico Community College has turned in a candidate list for their for their Presidential candidates. We are issuing a preliminary approval of that list. On behalf of the Personnel Committee, Ms. Estep recommended and moved for approval of Item2. Motion carried.

Item 3 Presidential reelection for Dr. Mark Sorrels, Fayetteville, Tech Community College. We are extending his contract from December 31, 2025, with the amended contract expiration, date of December 31,2028. On behalf of the Personnel Committee, Ms. Estep recommended and moved for approval of Item 3. Motion carried.

Item 4 Promotion for Ms. Briosha Drummond for Senior Cloud Network Engineer and Security engineer position. This is an internal promotion. On behalf of the Personnel Committee, Ms. Estep recommended and moved for approval of Item 4. Motion carried.

Item 5 This is a salary adjustment of 4% for Scott Corl. On behalf of the Personnel Committee, Ms. Estep recommended and moved for approval of Item 5. Motion carried.

Item 6 This is a salary adjustment of 4% for Rashida Mccormick. On behalf of the Personnel Committee, Ms. Estep recommended and moved for approval of Item 6. Motion carried.

Item 7 The committee recommends, and I so move the approval of Kelly Real as Vice President of human resources. She will begin on January 6, 2025. On behalf of the Personnel Committee, Ms. Estep recommended and moved for approval of Item 7. Motion carried.

PRESIDENT'S REPORT: Mr. Looney invited Dr. Cox to the podium to deliver his report. Dr. Cox began by expressing his admiration for the leadership of the 58 college presidents, noting their hard work in addressing the needs of their communities and the state as a whole.Dr. Cox then introduced Alex Fagg, who reported that the Finance Committee had approved the first Hurricane Relief allocations for distribution to colleges, which were well-received by the General Assembly. He also noted that discussions in Washington, D.C., regarding a federal relief package are underway, with ongoing communi cation with the offices of Senators Tillis and Budd, as well as Representative Foxx. Mr. Fagg expressed optimism about securing an override in enrollment growth funding for colleges and encouraged members to build connections and network with new legislators. He also highlighted Propel NC as a key priority before returning the floor to Dr. Cox. Dr. Cox addressed the challenges posed by enrollment growth funding shortfalls, noting the dire circumstances faced by some colleges, including potential staff reductions and course cuts. He discussed disaster relief efforts, thanking everyone who contributed to the relief funds, and shared his satisfaction that all 14 colleges in the hurricane impact zone have reopened. Dr. Cox recognized Katie Loovis for her instrumental role in launching the Foundation Fundraising Campaign and concluded his remarks with a student success story, highlighting Riley Howell from Wilkes Community College.

NEW BUSINESS: Chairperson Campbell reminded members about the February 21 meeting and encouraged everyone to plan on staying a little bit later. There's going to be a partnership with the General Assembly and the Community College Student Government Association for Community college, Legislative Day.

EXPIRING TERMS AND VACANCIES: Mr Looney reported 3 vacancies that are opening up on the board, and one board member who will be leaving. There's 3 members that will be joining the board: Lieutenant Governor-elect, Rachel Hunt, Labor Commissioner Luke Farley, and Treasurer Brad Briner.

Acknowledgment of Grant Campbell's Service: Mr. Looney recognized Grant Campbell, who is transitioning to the North Carolina House of Representatives. Chair Looney recognized Dr. Campbell for his service and substantial contributions to the North Carolina Community College system, especially as service in the Vice Chair role. His role as a supporter and advocate was emphasized, and a certificate of appreciation was presented to him. Members expressed their appreciation for his service and contributions to the board's mission.

Dr. Campbell said that this board sets the example for people of all different backgrounds in education, philosophy, political leanings, life experiences that come together for a mission, and the mission is to advocate for this system that we love so much.

BOARD COMMENTS AND QUESTIONS

Mr. Looney and the board then recognized Sondra Jarvis for her service. Amy Mast recognized people that would be filling in when Sondra moves to IT.

Ms. Van Dyne made remarks about the Governor's veto of Hb. 10 and the expansion of the voucher system.

DATE OF NEXT MEETING

The next State Board meeting is scheduled for Thursday, January 16, 2024, and Friday, January 17, 2024, in the Dr. W. Dallas Herring State Board Room located in the Caswell Building in Raleigh, NC.

ADJOURNMENT

The Chair declared the Board adjourned 11:27 a.m.

RESPECTFULLY SUBMITTED BY: APPROVED BY:
President Jeff Cox, Secretary

_____   _____
Dr. Jeff Cox, System President   Mr. Thomas Looney, Chair

STATE BOARD POLICY AND GOVERNANCE COMMITTEE

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 2B SBCCC 300.1 – Claiming an Exemption from Licensure	Initiation of Rulemaking Process	January 17, 2025	**PENDING**
	Publication on NCCCS Website	January 21, 2025	
	Written Comment Period Ends	February 20, 2025	
	Review Comments with SBCC Committee	April 2, 2025	
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	April 4, 2025	
	Prospective Effective Date of Rule	May 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 2B SBCCC 400.2 – Notice of Refusal and Right to Hearing	Initiation of Rulemaking Process	January 17, 2025	**PENDING**
	Publication on NCCCS Website	January 21, 2025	
	Written Comment Period Ends	February 20, 2025	
	Review Comments with SBCC Committee	April 2, 2025	
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	April 4, 2025	
	Prospective Effective Date of Rule	May 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 2B SBCCC 400.3 – Hearing Process	Initiation of Rulemaking Process	January 17, 2025	**PENDING**
	Publication on NCCCS Website	January 21, 2025	
	Written Comment Period Ends	February 20, 2025	
	Review Comments with SBCC Committee	April 2, 2025	
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	April 4, 2025	
	Prospective Effective Date of Rule	May 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 2B SBCCC 500.3 – Investigation	Initiation of Rulemaking Process	January 17, 2025	**PENDING**
	Publication on NCCCS Website	January 21, 2025	
	Written Comment Period Ends	February 20, 2025	
	Review Comments with SBCC Committee	April 2, 2025	
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	April 4, 2025	
	Prospective Effective Date of Rule	May 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 2B SBCCC 500.4 – SBPS Recommendation and Right to Hearing	Initiation of Rulemaking Process	January 17, 2025	**PENDING**
	Publication on NCCCS Website	January 21, 2025	
	Written Comment Period Ends	February 20, 2025	
	Review Comments with SBCC Committee	April 2, 2025	
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	April 4, 2025	
	Prospective Effective Date of Rule	May 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 1B SBCCC 700.8 – Data Governance Committee	Initiation of Rulemaking Process	January 17, 2025	**PENDING**
	Publication on NCCCS Website	January 21, 2025	
	Written Comment Period Ends	February 20, 2025	
	Review Comments with SBCC Committee	April 2, 2025	
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	April 4, 2025	
	Prospective Effective Date of Rule	May 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Repeal of 1A SBCCC Subchapter 400 – Appeal Process for Award of the North Carolina Title II Adult Education and Family Literacy Act Fiscal Years 2018-2021 Competitive Grants	Initiation of Rulemaking Process	January 17, 2025	**PENDING**
	Publication on NCCCS Website	January 21, 2025	
	Written Comment Period Ends	February 20, 2025	
	Review Comments with SBCC Committee	April 2, 2025	
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	April 4, 2025	
	Prospective Effective Date of Rule	May 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 1E SBCCC 200.2 – Time Due, Deferred Payment, Failure to Pay	Initiation of Rulemaking Process	January 17, 2025	**PENDING**
	Publication on NCCCS Website	January 21, 2025	
	Written Comment Period Ends	February 20, 2025	
	Review Comments with SBCC Committee	April 2, 2025	
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	April 4, 2025	
	Prospective Effective Date of Rule	May 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 1C SBCCC 200.100 – Paid Parental Leave	Initiation of Rulemaking Process	November 15, 2024	**COMPLETE**
	Publication on NCCCS Website	November 19, 2024	**COMPLETE**
	Written Comment Period Ends	December 19, 2024	**COMPLETE**
	Review Comments with SBCC Committee	January 16, 2025	**PENDING**
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	January 17, 2025	
	Prospective Effective Date of Rule	February 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Proposed Amendment to 1C SBCCC 200.94 – Local College Personnel Policies	Initiation of Rulemaking Process	October 18, 2024	**COMPLETE**
	Publication on NCCCS Website	October 22, 2024	**COMPLETE**
	Written Comment Period Ends	November 21, 2024	**COMPLETE**
	Review Comments with SBCC Committee	January 16, 2025	**PENDING**
	2nd Written Comment Period Ends (if substantive changes)	N/A	
	Hearing Date (if applicable)	N/A	
	Presented to SBCC for Adoption	January 17, 2025	
	Prospective Effective Date of Rule	February 1, 2025	

RULE ACTION	RULEMAKING PROCESS	EXPECTED DATE	STATUS
Temporary Amendment to 1E SBCCC 200.2 – Time Due, Deferred Payment, Failure to Pay	Presented to SBCC for Adoption	July 19, 2024	**COMPLETE**
	Publication on NCCCS Website	July 23, 2023	**COMPLETE**
	Prospective Effective Date of Rule	July 19, 2024	**COMPLETE**
	Prospective Expiration Date of Rule	December 31, 2024	**COMPLETE**

State Board of Community Colleges
PROGRAMS AND STUDENT SUCCESS COMMITTEE
Dr. W. Dallas Herring State Board Room
Thursday, January 16, 2025 – 12:45 p.m. - 1:40 p.m.
Ms. Sarah West, Chair

Call to Order

Roll Call

Ethics Awareness and Conflict of Interest

Approval of Agenda

Approval of Minutes – November 14, 2024

For Future Action
- Legislative Report for Minority Male Success Initiative (MMSI) (Attachment PROG 03)*

For Consent Agenda
- Curriculum Program Applications – Fast Track for Action (Attachment PROG 01)
  o McDowell Technical Community College
    ▪ Social and Human Services (A45380)
- Combined Course Library – Workforce Continuing Education and College & Career Readiness (Attachment PROG 02)
  o New Course Approvals, Modifications, and Tier Designations
    ▪ New Course Approval – Catawba Valley Community College
      • Introduction to Criminal Justice (CJC – 2111)
      • Introduction to Fire Protection (FIP – 2120)
    ▪ Course Modification – Catawba Valley Community College
      • Registered Barber (BAR – 3100)

For Information
- Curriculum Program Applications as Approved by the System President (Attachment PROG 04)
  o Tri-County Community College
    ▪ Esthetics Instructor (Certificate) (C55270)
    ▪ Manicuring/Nail Technology (Certificate) (C55400)
- Curriculum Program Standard Revisions as Approved by the System President (Attachment PROG 05)
  o Central Carolina Community College (OA/MOA/HMT Faculty)
    ▪ Office Administration (A25370)
  o Wilson Community College (ITAP)
    ▪ Information Technology (A25590)

- Curriculum Program Terminations as Approved by the System President (Attachment PROG 06)
  - Alamance Community College
    - Carpentry (Diploma) (D35180)
    - Foodservice Technology (Diploma) (D55250)
  - Blue Ridge Community College
    - Associate in Fine Arts in Theatre (A10800)
  - Brunswick Community College
    - Cosmetology Instructor (Certificate) (C55160)
  - Central Carolina Community College
    - Advanced Medical Coding (D45530)
    - Health Science: Therapeutic & Diagnostic Services/Medical Assisting (D45920)
    - School-Age Education (A55440)
    - Sustainability Technologies (A40370)
    - Therapeutic Massage (A45750)
    - Telecommunications Installation and Maintenance (D50380)
  - College of The Albemarle
    - Professional Craft: Jewelry (A30340)
  - Durham Technical Community College
    - Basic Law Enforcement Training (Certificate) (C55120)
  - James Sprunt Community College
    - Cosmetology Instructor (Certificate) (C55160)
  - Martin Community College
    - Esthetics Instructor (Certificate) (C55270)
    - Health Science: Therapeutic & Diagnostic Services/Nurse Aide (D45970)
    - Manicuring Instructor (Certificate) (C55380)
  - Mayland Community College
    - Agribusiness Technology (A15100)
    - Early Childhood Education (A55220)
    - Health Science: Therapeutic & Diagnostic Services/Nurse Aide (D45970)
    - Manicuring/Nail Technology (Certificate) (C55400)
  - Robeson Community College
    - Associate in Arts (A10100)
    - Associate in Science (A10400)
    - Health Science: Therapeutic & Diagnostic Services/Emergency Medical Science (D45910)
    - Industrial Systems Technology (A50240)
  - Sandhills Community College
    - Digital Media Technology (A25210)
    - Golf Course Management Technology (A15230)
    - Hospitality Management (A25110)
    - Industrial Systems Technology (A50240)
    - Simulation and Game Development (A25450)
    - Social and Human Services (A45380)

- o Stanly Community College
    - ▪ Cosmetology Instructor (Certificate) (C55160)
    - ▪ Manicuring Instructor (Certificate) (C55380)
- o Surry Community College
    - ▪ Horticulture Technology (A15240)
    - ▪ Supply Chain Management (A25620)
    - ▪ Sustainability Technologies (A40370)

New Business

Adjourn

*The Programs and Student Success Committee will be asked to suspend the rules and move this item to the FOR ACTION agenda.

State Board of Community Colleges
PROGRAMS & STUDENT SUCCESS COMMITTEE
Thursday, November 14, 2024

MEMBERS PRESENT:

Sarah West, Chair	Bill McBrayer	Sam Searcy
Shirley Carraway, Vice Chair	Mark Merritt	Terry Van Duyn
Grant Campbell	Hari Nath	Ann Whitford
Lisa Estep	David Price	
Tom Looney	Ray Russell	

MEMBERS ABSENT

Julie Ryan

NCACCP LIAISONS:

Amanda Lee, President, Bladen Community College

SYSTEM OFFICE STAFF AND OTHERS:

Brian S. Merritt	Mary Olvera	Barbara Buchanan
Lisa Eads	Andrea Crowley	Mark Sprinkle*
Ashley Croom	Deante Tyler	Pamela Senegal
Jeff Cox	Barbara Boyce	Matthew Herman
Kimberly Gold	Arbony Cooper	Kara Battle
Melissa Smith	Bill Schneider	Lindsay Tipton
Hilmi Lahoud	Patrick Fleming	Emily Thomas
Amy Mast	Jamal Njai	EdNC
Anne Bacon	Kristen Stewart	Dave Loope
Torry Reynolds	Patrick Crane	President, Beaufort CC
Delany Davis	Joey Bryant	Amanda Lee
Jonnell Carpenter	Pamela Shortt	President, Bladen CC
Brenda Burgess	Kristen Macemore	David Heatherly, President,
Michelle Lair	Seth Kamen	NCACCP/Coastal Carolina
Nancye Gaj	Alisa Montgomery	

*Attended via phone or Zoom technology.

WELCOME AND ETHICS STATEMENT: Chair West called the meeting to order at 12:49 p.m. in the Dr. W. Dallas Herring State Board Room, at the Caswell Building. Roll was taken and there was a quorum. Ms. Croom read the Ethics Awareness and Conflict of Interest Statement and asked if there were any known conflicts. None were noted.

APPROVAL OF THE AGENDA: Chair West requested a motion to approve the November 14, 2024, agenda. Hon. Van Duyn made the motion, seconded by Hon. Russell. The agenda was approved via voice vote by the committee.

APPROVAL OF THE MINUTES: Chair West requested a motion to approve the October 17, 2024, minutes. Mrs. Whitford made the motion, seconded by Hon. Van Duyn. The minutes were approved via voice vote by the committee.

FOR CONSENT AGENDA:

Curriculum Program Applications – Fast Track for Action (Attachment PROG 01)
- Cape Fear Community College
  - Computed Tomography & Magnetic Resonance Imaging Technology (Diploma) (D45200)
  - Neurodiagnostic Technology (A45320)
- Piedmont Community College
  - Medical Sonography (A45440)
- Wilkes Community College
  - Dental Hygiene (A45260)
- Wilson Community College
  - Agribusiness Technology (A15100)

Chair West reviewed the item.

Mrs. Whitford noted that the colleges came together and addressed their concerns regarding sonography and is happy to be able to address it in such a clean way.

Dr. Merritt acknowledged Dr. Senegal and her team as well as Kristen Macemore from Wilkes Community College. Dr. Merritt thanked them for their efforts as well as acknowledged Melissa and her staff for getting the programs to this point.

Combined Course Library – Workforce Continuing Education and College & Career Readiness (Attachment PROG 02)
- New Course Approvals, Modifications, and Tier Designations
  - New Course Approval – North Carolina State Firefighters Association (NCFA)/NCCCS
    - NCSFA Administration Course (FIP – 3653)
  - Course Modification – NC Community College System
    - English Skills Support (ENG – 8045)
    - Math Skills Support (MAT – 7045)

Chair West reviewed the item. The committee had no questions or concerns.

Courses of Instruction to Captive Co-Opted Groups (Attachment PROG 03)
- Wake Technical Community College – Wake Correctional Center
  - Truck Driver Training (TRA-3607)

Chair West reviewed the item. The committee had no questions or concerns.

Chair West requested a motion and a second to move PROG 01, PROG 02, and PROG 03 for the For Consent Agenda. On a motion made by Dr. Carraway seconded by Hon. Van Duyn PROG 01, PROG 02, and PROG 03 were approved for the For Consent Agenda. Motion was approved via voice vote.

FOR INFORMATION:
Google Partnership (Discussion Only)
Rob Magliaro leads all of the education and workforce partnerships for Grow with Google. Grow with Google is a team within Google that's focused on making opportunities provided by technology available to everyone.

Mr. Magliaro discussed the Google career certificate program, AI essentials, and AI prompting essentials content which are designed to help people grow in their careers and move into high growth and demand fields. Mr. Magliaro noted that the Google career certificates are short form and take about 3 – 6 months approximately 10 hours per week to complete. AI content takes about 10 hours or less to complete. Students value the ability to pair micro credentials with a degree program. Approximately 86% of students believe that a professional certificate paired with their degree will help them get a job upon graduation. Additionally, 86% of employers believe that technical skillsets paired with degrees bring value to their companies. Reskilling or upskilling increases earning potential for students as they move into the workforce.

Over the past few years AI has been of the top skills that students and employers have considered. Research shows that students desire to develop AI skills. Students have recognized as they move into the workforce that they're going to need fundamental AI skills in order to be successful. Employers also find AI skills highly desirable. In fact, 71% of employers are willing to hire someone with less experience who has AI skills versus someone more experienced without AI skills.   There's an opportunity to provide students with a competitive edge as they move into the workforce by equipping them with AI skills. The goal of the partnership and programs is to close the gap.

The Google career certificates are training programs that train learners with the skills to move into high growth and demand fields of cybersecurity, data analytics, digital marketing, project management, and UX design. The Google career certificates can be completed in 3-6 months with higher education partners. Mr. Magliaro noted that the certificates can be completed in as little as 16 weeks at Forsyth Technical Community College because they are in high demand. There's also flexibility in how the programs can be completed and students acquire those skills.

The new set of programs AI essentials and prompting essentials are less than 10 hours and equip students with two core skillsets: how to use AI in their day-to-day and how to use AI responsibly. The AI essentials course helps students consider how they can stay ahead of the AI learning curve as it evolves very quickly.

In total there are eleven pieces of content available to all fifty-eight community colleges in the system at no cost. There's also a wide range of ways that the community colleges can offer the content to students. Additionally, Google partners with over 150 employers who vet the content to ensure that the right information is being taught, and those employers commit to considering Google career certificate graduates for entry level roles. When students complete a Google career certificate they receive access to a jobs board with relevant roles from employers that align with the certificate program they completed. If the certificate was completed at college students can add details about their degree. Students can build a 360-degree profile taking into consideration how they can match opportunities within the employer consortium. A critical part of connecting talent to jobs is the employer consortium.

The unique thing about the partnership in comparison to all other higher education partnerships is the courses are available in the shared course library. The courses are for credit and readily available to the colleges. Typically, the partnership would be structured as an on-demand workforce training program, however students are truly able to capitalize on the courses as part of a degree of study. The North Carolina Community College System has worked hard to make the IT support certificate, data analytics certificate, and project management certificate available for up to six credits through the shared course library.

Mr. Looney inquired about the uniqueness of the Google Partnership in North Carolina in comparison to Utah and New York.

Mr. Magliaro noted that the way in which the North Carolina Community College System is offering the certificates at scale and the ability for students to obtain credit at the colleges that choose to offer them is different from every other system level partnership that Google has across the country. There's also the flexibility for colleges to offer the certificates on the non-credit side as well.

Mr. Looney asked what the measure of success is aside from North Carolina did it right.

Mr. Magliaro stated that the first step is to build awareness and help students gain access to the program which is perhaps the biggest challenge. Students desire these types of programs but are unsure of where to gain access to them or if they are even available. How to work together to ensure students are enrolling is key. Longer term how are students leveraging their newly acquired skills to become gainfully employed.

The Hon. Russell inquired whether there was any support from the System Office or otherwise for individual schools to integrate the programs into their degree programs so that it becomes a full associates degree program and is treated as complete course of work for them. Is there any support for schools to be able to use them in that way.

Dr. Merritt noted that the courses are currently embedded within the business administration degree. All fifty-eight colleges offer the business administration degree. The IT alignment project recommendation will come before the board in January for consideration which includes the courses in other major hours within the degree as well. The IT degree is at all fifty-eight community colleges as well.

The Hon. Russell noted that it would be fantastic if the faculty at the individual colleges were not only aware of the programs but also completed the programs themselves. The Hon. Russell inquired whether there was support for faculty to take the courses to see what's there as well as assist students.

Dr. Lahoud noted that the faculty across the fifty-eight colleges are aware of the courses which are available to them free of charge through Coursera. A lot of the faculty have already completed the training. All sponsored curricula are available to for faculty free of charge.

Dr. Senegal noted that Dr. Freeman visited their college to provide a three-hour training on ChatGPT and AI which was extremely helpful. Dr. Senegal noted that it helped faculty, administrators, and even herself. There was discussion regarding ways in which it could apply to the health industry as well. Dr. Senegal further noted that the AI prompts have the potential to accelerate the ability to put treatment plans together for patients, something that's already happening in the health industry. Dr. Senegal stated that students are being taught how to use the prompts which further prepares them to enter the workforce.

Dr. Carraway stated that it's wonderful students will receive both a certificate and a degree. The certificate would provide students with a competitive edge because that would be in addition to the degree.

Dr. Lahoud added that the courses are also available to high school students under the CTE credentials so that the colleges may offer certificates and diplomas to high school students. Students also have the option to enroll in college and transfer credits to the college and finish their associate degree at the local college.

Mrs. Estep inquired whether the current model offered those who already have degrees the ability to upskill.

Dr. Merritt stated that it's possible to return to upskill. Dr. Merritt further noted that the courses are available in curriculum which would be distributed to chief academic officers later in the day. Dr. Merritt stated that the courses are also available on the continuing education side and short-term training for those with degrees or people who desire to upskill.

Mr. Magliaro shared that he was a high school principal prior to working for Google and discovered the program by earning his project management certificate. The partnership provides opportunities for incumbent workers who would like to switch careers.

Chair West lightheartedly stated that there will be a mandatory board enrollment in the upskills.

Dr. Pamela Short, the Dean of Business at Forsyth Technical Community College and Professor Joey Bryant also from Forsyth Technical Community College were recognized for their efforts in developing the courses for the System Office. Mark Sprinkle a student from Forsyth Technical Community College was also recognized as well.

Chair West mentioned that she had a lively discussion with Dr. Senegal about AI and believes that the Google Partnership is wonderful.

Hon. Russell noted the importance of students having the appropriate background on professionalism and ethics in regard to the use of AI tools. The Hon. Russell mentioned that he serves on a hospital board that just recently installed Epic. One feature of Epic is that it allows doctors to use AI tools to generate the first draft of messaging for patients.

Access to Achievement/IDD Workforce Training Mid-Year Report (Discussion Only)
Nancye Gaj highlighted the name change from IDD to Access to Achievement. Mrs. Gaj noted that they're the pathway to education and economic mobility for individuals with intellectual and developmental disabilities and will be how they describe themselves moving forward.

There were thirty-two applications, fifteen colleges were funded, which was a limitation put in place by the legislative action. There was a two-step process which included a submission of a letter of intent which was reviewed, scored, and evaluated. All thirty-two colleges were interviewed, out of which fifteen were selected.

Mrs. Gaj noted that the program was launched at Catawba Valley where national subject matter experts provided professional development to all of the colleges, coordinators, and their direct

supervisors. A tour of the programs followed to set local benchmarks and goals as well as assist with technical assistance plans to help meet those goals.

A full year of funding was granted at the beginning of the fiscal year. In July there was a student focused professional development day at the Guilford Technical Events Center. Mrs. Gaj noted that person centered planning is key as well as making integrated and integrative employment work for local employers and employees.

A contract with the Center for Occupational Research and Development (CORD) was initiated to develop online resources that will have up-to-date programmatic information. People will be able to share resources and best practices with their colleagues. Mrs. Gaj also noted that they are in the preliminary stages of a Moodle portal which will house on demand courses. This will be a part of the infrastructure the legislature required in the bill that funded access to achievement on two levels. One the implementation and two the development of an infrastructure at the state level that would support and enable growth and expansion across the state.

In the past 3 months, approximately 327 students have been served with 150 person-centered plans in place. A person-centered plan is an individual plan for growth, learning, and job skills. The plan includes all the things that a student may want to receive from their community college such as employability goals and academic progress.

Mrs. Gaj noted that there's a desire to not only maximize access to credentials but to also maximize the achievement of credentials. Richmond Community College has developed practical applications to attach to in demand pathways that were already being offered at their college. Sandhills Community College began the development of a career exploration program that involves the entire campus and culminates in an internship.

Partnerships have been formed with EIPD formerly known as VR. EIPD has created a bridge to success parallel program in partnership with six of the Access to Achievement community colleges. Post-secondary education alliance and Developmental Disabilities Council provided an opportunity to speak in front of groups to broaden the recruiting net. There have also been very early conversations with Apple.

In order to measure success a ServiceNow platform will launch December 1st that will keep track of encounters with students as well as outcomes for students. Additional information required by the legislature will also be captured. An external evaluation is being conducted by higher education insight.

Mrs. Gaj noted that Access to Achievement is able to tell their story with branding materials provided by Honestly. There's now a core message, keywords, and business cards. Mrs. Gaj showed a video that further cements branding as well as provides a look at one of the programs at AB Technical Community College.

Mr. Looney thanked Mrs. Gaj for her efforts and lightheartedly suggested that she had one year to get them on Sixty Minutes.

Mrs. Estep remarked how one of the things the hiring manager stated in the video was how the training positively impacted all of the employees. As mental health increases that type of training is highly beneficial.

High-Cost Workforce Legislative Report (Attachment PROG 04)
Chair West reviewed the item. The committee had no questions or concerns.

High-Cost Healthcare Legislative Report (Attachment PROG 05)
Dr. Merritt thanked Barbara Boyce, Andrew Gardner, Melissa Smith, and Dr. Eads for their phenomenal efforts over the last year to ensure the colleges were fully allocated the $55 million in healthcare grants. Dr. Merritt further noted that Nathan published a press release a few weeks ago that highlighted approximately 3,500 jobs will be created once all of the workforce programs have started up. Approximately 65-70% of funding is being spent on equipment.

Mrs. Whitford expressed how appreciative she is that the board were able to review the reports prior to them being sent to legislators.

Chair West encouraged everyone to read the reports because of how beautiful and informative they are.

Mr. Nath inquired how the program has any impact on PropelNC and how they may relate to PropelNC if at all.

Dr. Merritt noted that healthcare is one of the top workforce sectors. As the transition is made to the new business model the healthcare grants will accelerate progress.

Summary of 2023-2024 NC Childcare Grant Program for Community College Students (Attachment PROG 06)
Chair West reviewed the item and noted concerns about the return of funds due to the inability to spend them down.

Dr. Merritt noted that the childcare program has about $3 million in state funds which supports nearly 750 students each year. However, the program is structured as a reimbursement program which would require students to pay out of pocket costs for childcare and then be reimbursed for those expenses. Dr. Merritt further noted that the reimbursement structure is perhaps the greatest challenge of the program. Seventeen of the fifty-eight colleges fully expended their funds with only a handful of colleges that were unable to do so.
Mrs. Burgess further reiterated that the colleges have experienced difficulties in awarding the childcare grant. Students are unable to pay for services upfront and wait for the colleges to reimburse them. In 2012 the System Office attempted to make some changes to those barriers but unsure if the

information was successfully shared with the colleges. Those changes included allowing parents, the other parent of the child to be compensated for taking care of the child or children. It would have also allowed for nannies and unlicensed childcare centers as well.

Many of the colleges have become accustomed to using other types of funding such as social services, pre-k programs and other programs to fully support students while using the childcare grant as a secondary source of funding. Other colleges have indicated that they have not marketed the program as well as they could.

The colleges have relied on the System Office to provide them with every single rule and way in which the funds can be expended; however, flexibility is key. Last year an effort was made to provide funding to continuing education students. Continuing education students are typically in shorter termed programs making payments to them practically impossible.

Dr. Carraway inquired whether the unspent returned funds could be utilized and redistributed. Perhaps the utilization of a different formula. Dr. Carraway further inquired about direct payments from the grant to the childcare provider.

Mrs. Burgess noted that a number of options have been explored and would be happy to be a part of any future discussions that would involve more than herself in making those decisions because she doesn't like to see monies returned either.

Dr. Merritt noted that the report helps to identify opportunities for growth and improvement. Also ensuring that colleges understand the limitations or challenges while also adhering to the regulations set forth by the childcare grant. Dr. Merritt noted that it's time to take a hard look to ensure the program is being administered to fidelity.

Hon. Price inquired about the nature of the requirement that it's a reimbursement model. Is the model statutory.

Mrs. Burgess noted that the reimbursement is part of the legislation. Payment cannot be made until after services have been provided.

Hon. Price stated that an amendment to the statute should be prepared if it's a barrier and standing in the way of success.

Curriculum Program Terminations as Approved by the System President
(Attachment PROG 07)
- Caldwell Community College and Technical Institute
  - Aviation Management & Career Pilot Technology (A60189)Supply Chain Management (A25620)
- Cape Fear Community College
  - Anesthesia Technology (A45330)

- Carpentry (Diploma) (D35180)
- Computer Engineering Technology (A40160)
- Healthcare Business Informatics (A25510)
- Health Science: Therapeutic & Diagnostic Services/Nurse Aide (D45970)
- Health Science: Therapeutic & Diagnostic Services/Phlebotomy (D45940)
- Nurse Aide (Certificate) (C45840)
- Phlebotomy (Certificate) (C45600)
- Truck Driving Training (Certificate) (C60300)
- Central Piedmont Community College
  - Cosmetology Instructor (Certificate) (C55160)
  - Lateral Entry (Certificate) (C55430)
- Coastal Carolina Community College
  - Cosmetology Instructor (Certificate) (C55160)
  - Manicuring/Nail Technology (Certificate) (C55400)
- Halifax Community College
  - Associate in General Education-Nursing (A1030N)
  - Basic Law Enforcement Training (Certificate) (C55120)
  - Greenhouse and Grounds Maintenance (Certificate) (C15220)
  - Health Science: Therapeutic & Diagnostic Services/Phlebotomy (D45940)
  - Nurse Aide (Certificate) (C45840)
  - Medical Office Administration (A25310)
  - Office Administration (A25370)
- Haywood Community College
  - Associate in General Education (A10300)
  - Cosmetology Instructor (Certificate) (C55160)
- Martin Community College
  - Entrepreneurship (A25490)
- Nash Community College
  - Brewing, Distillation and Fermentation (A15250)
  - Foodservice Technology (Diploma) (D55250)
  - Health and Fitness Science (A45630)
  - Heath Science: Therapeutic & Diagnostic Services/Medical Assisting (D459920)
  - Health Science: Therapeutic & Diagnostic Services/Nurse Aide (D45970)
  - Health Science: Therapeutic & Diagnostic Services/Phlebotomy (D45940)
  - Healthcare Business Informatics (A25510)
- Randolph Community College
  - Basic Law Enforcement Training (Certificate) (C55120)
  - Cosmetology Instructor (Certificate) (C55160)
  - General Occupational Technology (A55280)
- Roanoke-Chowan Community College
  - Accounting and Finance (A25800)
  - Associate in Fine Arts in Music (A10700)
  - Barbering (A55110)

- Health Science: Therapeutic & Diagnostic Services/Nurse Aide (D45970)
  - Wayne Community College
    - Electronics Engineering Technology (A40200)
    - Nurse Aide (Certificate) (C45840)
    - School-Age Education (A55440)
  - Western Piedmont Community College
    - Cosmetology Instructor (Certificate) (D55160)
    - Esthetics Instructor (Certificate) (C55270)
    - Esthetics Technology (Certificate) (C55230)
    - Manicuring Instructor (Certificate) (C55380)

Chair West reviewed the item. The committee had no questions or concerns.

NEW BUSINESS

ADJOURN

On a motion made by Mr. Nath, seconded by Mrs. Whitford, the meeting was adjourned at 1:54 p.m.

Recording Secretary
Ashley Croom

STATE BOARD OF COMMUNITY COLLEGES
CURRICULUM PROGRAM APPLICATIONS
Fast Track for Action [FTFA*]

Request: The State Board of Community Colleges is asked to approve the curriculum program at the listed college on the condition that equipment funds are available to the college and operating funds generated by the budget formula will permit the offering of the program without any special allocation of funds.

McDowell Technical Community College
Social and Human Services (A45380)

Background: Program applications must meet the following criteria in order to be placed on the Fast Track for Action (FTFA) program approval request presented to the State Board of Community Colleges as part of the consent agenda:

- The curriculum program title currently exists within the System and does not require the creation of a new program title and new curriculum standard;
- The application is complete, requires no further analysis or documentation, and has the endorsement of Academic Programs;
- There are no negative impact assessments from other colleges; and
- The college does not go outside of its service area for planning purposes.

Contact(s):
Dr. Hilmi Lahoud
Senior State Director of Business and IT
and Academic Programs Operations

STATE BOARD OF COMMUNITY COLLEGES
Program Application
Summary Evaluation Report
McDowell Technical Community College
Social and Human Services Program (A45380)

Program Planning: McDowell Technical Community College is seeking approval for the Social and Human Services Program (A45380) to begin Fall 2025. The planning area is defined as the college's service area of McDowell County. All colleges were notified of the planning process for this program.

The proposed program was approved by the Board of Trustees at McDowell Technical Community College on November 10, 2022. Minutes from this Board meeting were attached to the program application. The President and the Board of Trustees of McDowell Technical Community College have certified the following:

- The proposed program will enhance the workforce of North Carolina, will provide educational and training opportunities consistent with the mission of the college, and will not duplicate the opportunities currently offered.

- They have assessed the need for the proposed program and the resources required to maintain a viable program and certify that the college can operate the proposed program efficiently and effectively within the resources available to the college.

- The college will complete a program accountability report including student success measures, enrollment trends, completion rates, and employment data three years after implementation of the program.

Program Rationale: McDowell Technical Community College (MTCC) indicates the following:

- The job outlook in the US for persons working in the Social and Human Services fields of substance abuse, mental health, and intellectual/developmental disabilities (IDD) is expected to increase by 18% in the next 10 years. (US Bureau of Labor Statistics)

- In North Carolina, the median annual salary for persons working in the Social and Human Services fields of substance abuse, mental health, and IDD is $52,390 (O*NET, December 2024). This is higher than the McDowell County average personal per capita income of $44,131 (NC Dept of Commerce).

- According to December 2024 survey of Indeed.com, there are twenty job openings in McDowell County for persons working in the Social and Human Services fields of substance abuse, mental health, and IDD. These openings are in state and local government, social advocacy organizations, and residential IDD and substance abuse facilities.

- A May 2024 community interest survey conducted by MTCC revealed 30 of 38 (79%) adult and dual enrollment students surveyed would be likely to enroll in a Social and Human Services degree pathway if offered at MTCC.

- Recommendations from community partner forums with Centro-Unido (Hispanic and LatinX community) held in 2023 and 2024 support the creation of a Social and Human Services degree pathway with transfer options to four-year institutions.

- MTCC received $500,000 in High Cost Start Up funding to create the Social and Human Services Program. This funding will be used to employ faculty and purchase instructional supplies and equipment.

- A letter of support from the McDowell County Department of Social Services is included in the application.

- Upon approval of the Social and Human Services program at MTCC, the college will begin creating CCP, pre-apprenticeship, apprenticeship, and transfer opportunities with universities.

Impact of the Proposed Program on Other Programs: Twenty-one colleges are approved to offer the Social and Human Services program (A45380). Since the program does not contain a clinical component, an impact assessment form was sent to four contiguous colleges approved to offer the same or similar programs. **No negative impact assessments were received.**

Implementation of Collaborative Plan: Not Applicable

Curriculum Design: The proposed program of study is in compliance with the State Board approved curriculum standard.

Curriculum Description as Designated on Curriculum Standard:
The Social and Human Services curriculum prepares students for entry-level positions in institutions and agencies which provide social, community, and behavioral health services. Along with core courses, students take courses which prepare them for specialization in specific human service areas. Coursework includes the development of professional knowledge, skills, and values in human services. Opportunities for experiential learning allow students to apply knowledge and skills learned in the classroom. Graduates should qualify for positions in government, private, and nonprofit social and human services agencies. Graduates may choose to transfer and continue their education at a variety of colleges and universities.

Contact(s):
Ms. Melissa Smith

Senior State Director, Health Science Programs

Dr. Hilmi Lahoud
Senior State Director of Business and IT
and Academic Programs Operations

STATE BOARD OF COMMUNITY COLLEGES
Combined Course Library
Workforce Continuing Education and College & Career Readiness
New Course Approvals, Modifications, and Tier Designations

The State Board is requested to approve the following courses for placement or modification in the Combined Course Library (CCL).

Request for New Course 1 of 2
Requesting College or Agency: Catawba Valley Community College

Course ID	Course Title	Recommended Hours	Program Area	Tier/ WF Sector
CJC-2111	Introduction to Criminal Justice	48	R20 -- Criminal Justice	3/ Public Safety and First Responders

Description:	This course introduces the components and processes of the criminal justice system. Topics include history, structure, functions, and philosophy of the criminal justice system and their relationship to life in our society. Upon completion, students should be able to define and describe the major system components and their interrelationships and evaluate career options.

Rationale: This new course request aligns with the curriculum course CJC-111, Introduction to Criminal Justice. The requesting college intends to submit new course requests in Workforce Continuing Education for all discipline-specific courses in the Criminal Justice Technology degree program. Under the CJC prefix, qualifying students will be eligible for a fee waiver.

Request for New Course 2 of 2
Requesting College or Agency: Catawba Valley Community College

Course ID	Course Title	Recommended Hours	Program Area	Tier/ WF Sector
FIP-2120	Introduction to Fire Protection	48	R30 – Fire and Rescue Services	3/ Public Safety and First Responders

Description:	This course provides an overview of the development, methods, systems and regulations that apply to the fire protection field. Topics include history, evolution, statistics, suppression, organizations, careers, curriculum, and related subjects. Upon completion, students should be able to demonstrate a broad understanding of the fire protection field.

Rationale: This new course request aligns with the curriculum course FIP-120 Introduction to Fire Protection. The requesting college intends to submit new course requests in Workforce Continuing Education for all discipline-specific courses in the Fire Protection Technology degree program. Under the FIP prefix, qualifying students will be eligible for a fee waiver.

Request for Course Modification 1 of 1
Requesting College or Agency: Catawba Valley Community College

Course ID	Course Title	Program Area	Current Recommended Hours	Proposed Recommended Hours
BAR-3100	Registered Barber	T27 – Cosmetic Arts & Barbering	574	1528

Description:	This course is designed to provide the necessary skills to work to meet the instructional requirements to become a registered barber as established by the NC Board of Barber and Electrolysis Examiners. Schools must be approved by the NC Board of Barber and Electrolysis Examiners to provide training per G.S. 86B.

Rationale: Community colleges currently run this course in segments to achieve the full 1528 hours of training required by the NC Board of Barber and Electrolysis Examiners. The requested change would allow colleges to offer the course as one longer course, making it possible to require just one registration fee from students, at one time. The only modification to the course description is a technical change to the General Statutes reference, based on the recodification of the statute on barbering in 2022 from Chapter 86A to Chapter 86B and the change in the title of the board after legislation added to its scope.

Minority Male Success Initiative (MMSI)
Report- Fiscal Year 2023-2024
Due February 15, 2025

Legislative Requirement

SL 2023 (HB 259, Budget Bill), GS 115D-58.17, Sec. 6.3

Report.

§ 115D-58.17. Report on certain recurring programs.

(a) No later than February 15, 2024, and annually thereafter, the State Board of Community Colleges shall report to the Joint Legislative Education Oversight Committee on outcomes related to the following recurring programs:

(1) Minority male mentoring programs, including the Minority Male Success Initiative

(2) The Rowan-Cabarrus Community College Biotechnology Training Center and Greenhouse at the North Carolina Research Campus in Kannapolis.

(b) Each report required pursuant to this section shall include at least the following information from the prior fiscal year:

(1) Program activities, objectives, and accomplishments.

(2) Itemized expenditures and fund sources.

(3) The impact of the program on its intended purpose.

Submitted By:
Dr. Jeff Cox, President
North Carolina Community College System
200 West Jones Street
Raleigh, North Carolina 27603
919-807-7100

Minority Male Success Initiative (MMSI)
Report- Fiscal Year (FY) 2023-2024

Table of Contents

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Section 1
Executive Summary FY 2023-2024

This report provides an overview of the Minority Male Success Initiative (MMSI) accomplishments and expenditures for FY 2023-2024 and is submitted as required by *§ 115D-58.17. Report on certain recurring programs.*

MMSI Program Overview and NC Community College System Strategic Plan Reference

MMSI Program Overview

In fall 2003 the North Carolina Minority Male Mentoring Program (3MP) was established when six pilot programs sought to improve the retention and graduation rates of minority male students in the NC Community College System (NCCCS). The project was initially funded through a grant from the North Carolina Governor's Crime Commission. In 2007 the North Carolina General Assembly appropriated funding to expand the Minority Male Mentoring Program to additional community colleges.

During the 2016-2017 academic year, program leadership determined to redesign the Minority Male Mentoring Program to more closely align with student success initiatives within the NCCCS. The North Carolina Community College Minority Male Success Initiative (MMSI) was designed to improve minority male student outcomes by encouraging collaboration within the institution. The purpose of the MMSI programming is to address and increase the progression and completion rates of NCCCS minority male students. Program goals are as follows:

(1) increase the progression and completion rate of minority males, and
(2) increase the utilization of campus resources and services through deliberate and intentional interactions between students and the campus community.

A competitive RFP application process is utilized to allocate available funding to campuses for programming. Funding is awarded for a four-year grant cycle to support the long-term sustainability of practices instituted during the grant period. The current MMSI grant cycle encompasses FY 2022-23, FY 2023-24, FY 2024-25, and FY 2025-26. For the 2022-2026 grant cycle, 21 NCCCS colleges were selected to receive funding for MMSI programming.

North Carolina Community College System Strategic Plan Reference
The MMSI purpose, objectives and activities align with the North Carolina Community College System (NCCCS) Strategic Plan 2022-2026, *Leading Through Change*.

Strategic Plan Reference: Goal 3: Student Success
Provide programing that offers all students the interventions, advising, and support needed to succeed academically. Strategy 3.2.3

FY 2023-2024 Key Achievements

FY 2023-2024 continued to demonstrate progress in addressing the persistence, completion and engagement of minority male students at Minority Male Success Initiative funded colleges and other North Carolina Community Colleges. Academic and student development interventions were utilized to address student progression in the classroom and to meet their needs outside of the classroom removing barriers to completion and clearing the path for workforce entry. The funding allocated for this program supported the following key achievements for FY 2023-2024:

- Half of NCCCS colleges provide intentional programming to support minority male students.

- 1,084 activities and services were provided for 9,471 minority male students in MMSI programming.

- 95% of funded colleges reported meeting program goals and targets.

- FY 2023-2024 saw a 64% decrease in allocated funding returned.

- Curriculum, Continuing Education and College and Career Readiness programs saw enrollment increases for minority males.

- The fastest growing minority male demographic is Hispanic males.

- Minority males saw improved overall course success rates although English and math course success rates were flat or declining.

Section 2
Legislative Reporting Requirements

Requirement 1- FY 2023-2024 Program Objectives, Activities, and Accomplishments

Program Objectives

The primary objective of the MMSI program is to improve outcomes for the minority male student population in the system to increase completion rates and encourage workforce entry. To affect outcomes for this population, funded colleges employ research informed interventions and strategies specific to their campus context to encourage persistence and to increase integration to and engagement with the campus environment.

For the 2022-2026 grant cycle, colleges choose from among four project focus areas for their campus program. These project focus areas are as follows:

- Recruitment/Access
- Retention/Persistence
- Completion
- Campus Environment/Sense of Belonging

Colleges could provide programming and interventions in one or more project focus areas. All MMSI funded colleges identified at least one project focus area for FY 2023-2024. 52.4% of colleges identified a second area of focus, and 33.3% identified a third area of focus for FY 2023-2024. See Table 1 for details.

Table 1: FY 2023-2024 MMSI Project Focus Areas by Campus

College Name	Recruitment/Access	Retention/Persistence	Completion	Campus Environment/Sense of Belonging
Alamance CC		X	X	X
A-B Tech CC	X	X		X
Beaufort CC		X		
Caldwell CC&TI	X			
Central Carolina CC		X	X	
Davidson-Davie CC	X	X	X	
Durham Tech CC			X	
Fayetteville Tech CC	X	X	X	
Forsyth Tech CC				X
Guilford Tech CC		X		
Haywood CC	X	X		
Johnston CC		X		
Nash CC		X		
Pitt CC	X	X		X
Richmond CC	X		X	X
Robeson CC		X		
Rowan Cabarrus CC		X		X
Sampson CC	X			
Southeastern CC	X			
Wake Tech CC		X	X	X
Western Piedmont CC		X		

Additionally, for the 2022-2026 grant cycle, colleges selected the target population(s) on which to focus their efforts within their chosen project focus area(s). These target populations include the following:

- Curriculum (CU)
- Continuing Education (CE)
- College and Career Readiness (CCR)
- Dual Enrollment (CCP)

Colleges could choose to provide programming and interventions to one or more target population based on the specific needs of their campus. 85.7% of funded colleges served CU students, 47.6% served CE students, 28.5% served CCR students, and 61.9% served CCP students. Most funded colleges served more than one target population. See Table 2 for a breakdown of interventions by college.

Table 2: FY 2023-2024 MMSI Target Population by Campus

College Name	CU	CE	CCR	CCP
Alamance CC	X			
A-B Tech CC	X	X		
Beaufort CC	X	X	X	X
Caldwell CC&TI				X
Central Carolina CC	X			
Davidson-Davie CC	X	X	X	X
Durham Tech CC		X		
Fayetteville Tech CC	X	X	X	X
Forsyth Tech CC	X			X
Guilford Tech CC	X			
Haywood CC	X	X	X	X
Johnston CC	X			
Nash CC	X			X
Pitt CC	X	X		X
Richmond CC	X	X	X	X
Robeson CC	X			X
Rowan Cabarrus CC	X			X
Sampson CC	X	X	X	
Southeastern CC	X	X		X
Wake Tech CC				X
Western Piedmont CC	X			

Program Activities and Students Served

For FY 2023-2024, funded colleges reported serving 9,471 minority male students providing 1,084 program activities and services aligned with their selected project focus area(s). MMSI funded colleges reported employing both academic and student development interventions to improve student access, persistence, completion and engagement with the campus. Below is a listing of the number and types of activities utilized in FY 2023-2024 for the MMSI. See Table 3 and Table 4 for a breakdown of activity totals and categories by focus area.

Table 3: FY 2023-2024 MMSI Program Activities by Project Focus Area					
	Recruitment/Access	Retention/Persistence	Completion	Campus Environment/Sense of Belonging	FY 2023-2024 Total Program Activities
FY 2023-2024 Activity Totals	502	310	93	179	1,084

Table 4: FY 2023-2024 MMSI Program Activity Categories by Project Focus Area				
	Recruitment/Access	Retention/Persistence	Completion	Campus Environment/Sense of Belonging
FY 2023-2024 Activity Categories	Community Engagement and Targeted Outreach Career Exposure and Exploration Campus Visits/Open Houses Secondary Partnership Building Social Media and Digital Outreach	Academic Support and Progress Monitoring Mentorship Resource Accessibility and Referrals Career and Leadership Skill Development Cultural Enrichment	Success Coaching/Academic Advising Academic Monitoring and Assessment Study Skills Workshops Career Readiness and Preparation Transfer Preparation Support	Campus Engagement/Social Events Cultural Awareness Community Service Recognition Events Student Wellness

Program Accomplishments

All funded colleges established goals for their MMSI programming with the majority (90.4%) also setting specific targets to assess the success of their programming efforts and progress towards meeting set program goals. Most colleges (95.2%) reported meeting all or some of the targets set. For campuses not meeting set targets, this was due to the target being set for a timeframe greater than the FY period.

Minority Male Mentoring Across the NCCCS

Fifty percent of NCCCS colleges offer specific programming for minority male students. Twenty-one colleges receive funding for programming, and 8 colleges offering minority male programming are not funded. For 2023-2024 a Systemwide survey provided insight into minority male programming for non-funded colleges. Data gathered in this survey evidenced that these programs provided both academic and student development interventions aimed at improving minority male outcomes, including coaching/mentoring,

academic monitoring, leadership development and career readiness services. By providing access to and connection with resources, such as tutoring, resume assistance, and cultural events, programs addressed the challenges of the target student population. Additionally, these programs helped to create a culture of belonging for students through community-building activities and enrichment opportunities.

Non-funded colleges reported an average cost for program operation of approximately $42,000 per year. These costs included funds for personnel, enrichment/cultural events, and for supporting students' basic needs to remain enrolled. Non-funded colleges reported similar success as funded colleges because of their intentional programming efforts. Some of these successes include increased campus engagement, improved retention and increased academic success of minority males served. One college, James Sprunt Community College (JSCC), reported closing gaps in first-year progression rates between minority males and their peers. JSCC employs a dedicated Success Coach for the targeted student population and works to remove financial barriers for students through their Spartan Accelerate programming.

NCCCS Minority Male Programming
2023-2024

🔴 MMSI Funded Colleges

🟢 Non-MMSI Funded Colleges
with MM Programming

🟡 NCCCS Colleges
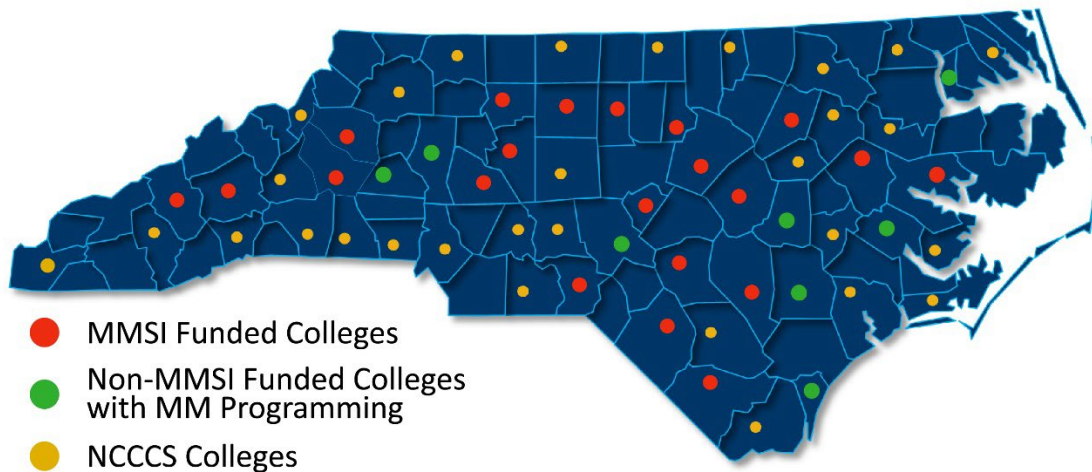
Requirement 2- FY 2023-2024 Program Expenditures

MMSI Allocation and Expenditures FY 2023-2024

Total funding for the MMSI for the 2022-2026 grant cycle totals $3,240,000. Each fiscal year $810,000 is allocated to the 21 funded colleges for MMSI programming as follows in Table 5.

Table 5: MMSI 2022-2026 Grant Cycle Allocation by Campus

COLLEGE	FY 2022-23	FY 23-24	FY 24-25	FY25-26	TOTAL ALLOCATION
Alamance CC	$42,819	$42,819	$42,819	$42,819	$171,276
A-B Tech CC	$39,033	$39,033	$39,033	$39,033	$156,132
Beaufort CC	$38,676	$38,676	$38,676	$38,676	$154,704
Caldwell CC&TI	$40,086	$40,086	$40,086	$40,086	$160,344
Central Carolina CC	$41,033	$41,033	$41,033	$41,033	$164,132
Davidson-Davie CC	$26,669	$26,669	$26,669	$26,669	$106,676
Durham Tech CC	$24,764	$24,764	$24,764	$24,764	$99,056
Fayetteville Tech CC	$41,247	$41,247	$41,247	$41,247	$164,988
Forsyth Tech CC	$42,462	$42,462	$42,462	$42,462	$169,848
Guilford Tech CC	$42,604	$42,604	$42,604	$42,604	$170,416
Haywood CC	$40,390	$40,390	$40,390	$40,390	$161,560
Johnston CC	$37,708	$37,708	$37,708	$37,708	$150,832
Nash CC	$40, 572	$40, 572	$40, 572	$40, 572	$162,288
Pitt CC	$38,676	$38,676	$38,676	$38,676	$154,704
Richmond CC	$39,390	$39,390	$39,390	$39,390	$157,560
Robeson CC	$39,604	$39,604	$39,604	$39,604	$158,416
Rowan Cabarrus CC	$43,604	$43,604	$43,604	$43,604	$174,416
Sampson CC	$38,747	$38,747	$38,747	$38,747	$154,988
Southeastern CC	$29,743	$29,743	$29,743	$29,743	$118,972
Wake Tech CC	$44,104	$44,104	$44,104	$44,104	$176,416
Western Piedmont CC	$38,069	$38,069	$38,069	$38,069	$152,276
Total Allocation	**$810,000**	**$810,000**	**$810,000**	**$810,000**	**$3,240,000**

Minority Male Success Initiative Funded Campus's Expenditures- FY 2023-2024

The YTD expenditures for FY 2023-2024 for MMSI totaled $764,414.34 as displayed in Table 6. Of the $810,000 allocated for the FY, $45,585.66 went unspent. This represents a 5.6% return for FY 2023-2024. For FY 2022-2023, 15.9% of the allocated funds went unspent. FY 2023-2024 saw a 64.8% decrease in returned funds. Funds unspent are returned to the General Assembly.

Table 6: FY 2023-2024 Expenditures by Campus

COLLEGE	BUDGETED ALLOCATION	YTD EXPENDITURES 2023-2024
Alamance CC	$42,819	$34,386.87
A-B Tech CC	$39,033	$39,032.84
Beaufort CC	$38,676	$38,676.00
Caldwell CC&TI CC	$40,086	$40,086.00
Central Carolina CC	$41,033	$38,831.45
Davidson-Davie CC	$26,669	$26,669.00
Durham Tech CC	$24,764	$3,549.47
Fayetteville Tech CC	$41,247	$41,163.51
Forsyth Tech CC	$42,462	$42,462.00
Guilford Tech CC	$42,604	$32,298.28
Haywood CC	$40,390	$40,390.00
Johnston CC	$37,708	$37,198.40
Nash CC	$40,572	$40,572.00
Pitt CC	$38,676	$38,430.28
Richmond CC	$39,390	$39,390.00
Robeson CC	$39,604	$39,604.00
Rowan Cabarrus CC	$43,604	$43,604.00
Sampson CC	$38,747	$38,747.00
Southeastern CC	$29,743	$27,150.24
Wake Tech CC	$44,104	$44,104.00
Western Piedmont CC	$38,069	$38,069.00
Total	$810,000	$764,414.34

Fund Sources

The Business and Finance Division of the NCCCS provides a comprehensive FY accounting of all MMSI funding and expenditures. This information is provided as an Appendix to this report.

Requirement 3- FY 2023-2024 Program Impact

MMSI programming continued to have a positive impact on minority male outcomes. Enrollment, course success and workforce metrics evidence the impact of the FY 2023-2024 efforts. Data included in this section establishes benchmarks by which to assess future progress made in the identified metrics for program impact, including MMSI funded program impact.

Enrollment Impact

Curriculum student enrollment continues to trend up across all student demographics. For fall 2023, 16% of curriculum students were minority male. This represents a 1% gain over fall 2022. Table 7 describes the curriculum enrollment breakdown by demographic.

Table 7: FY 2023-2024 Curriculum Enrollment by Percentage
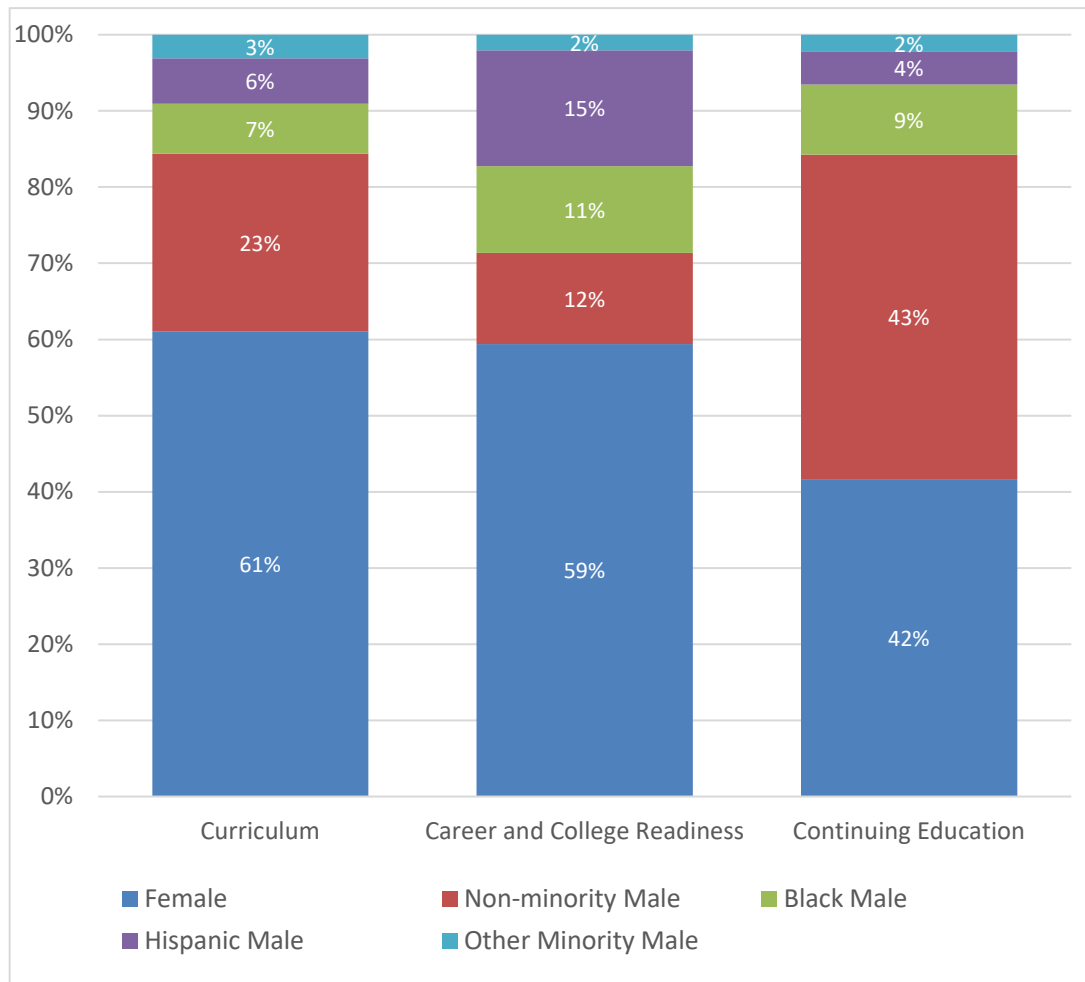
Minority Male Enrollment by Program

Curriculum Enrollment

Curriculum enrollment for minority males in the System reached 34,965 for fall 2023 with increases in enrollment for all minority male subcategories. The largest enrollment increase for the minority male student population is with Hispanic males. Tables 8-10 describe curriculum enrollment numbers and trends by demographic.

Table 8: Curriculum Enrollment Count by Demographic
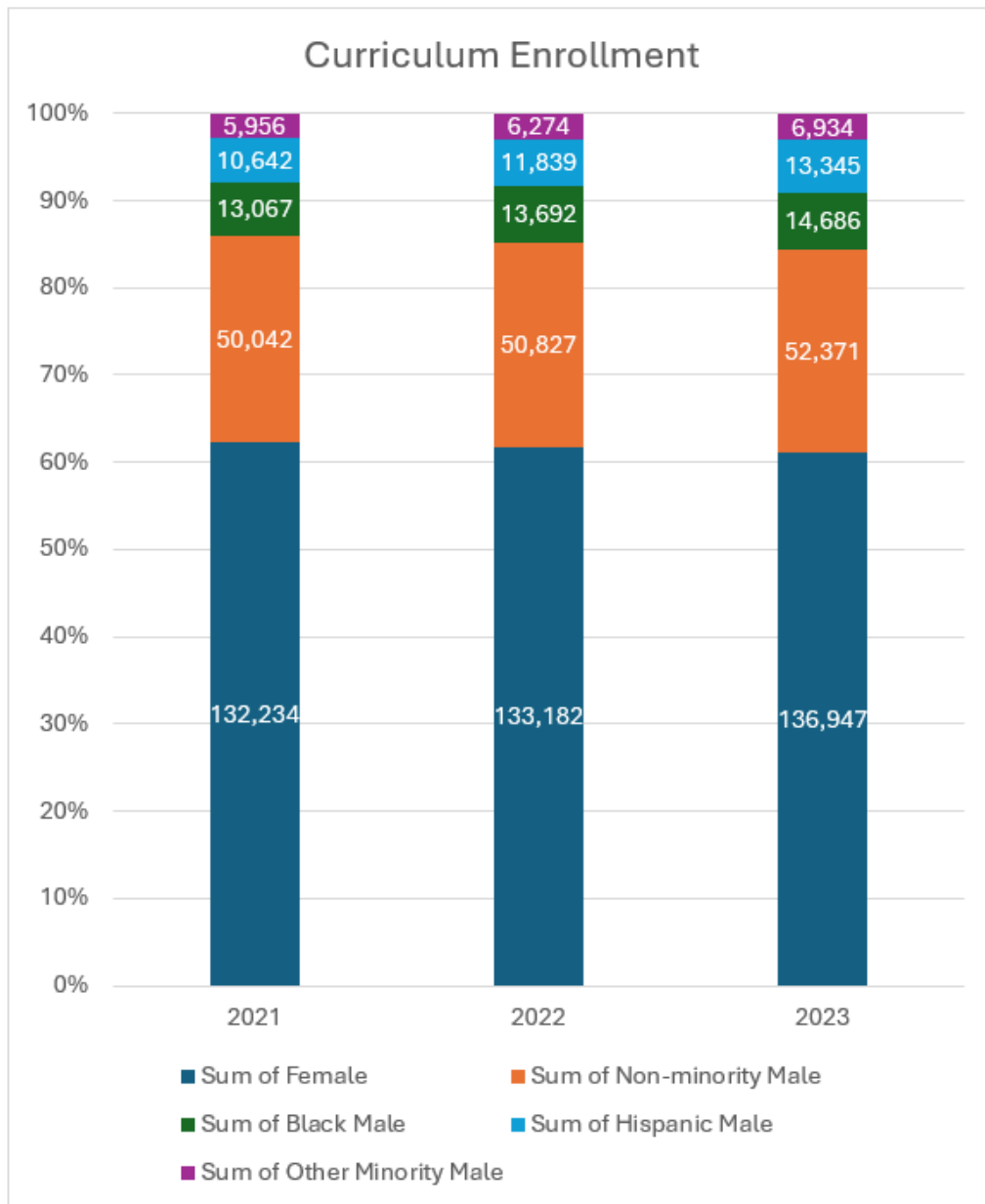
(includes dual enrolled students)

Table 9: Curriculum Enrollment Overview by Demographic

	Female	Non-minority Male	Black Male	Hispanic Male	Other Minority Male
2021	132,234	50,042	13,067	10,642	5,956
2022	133,182	50,827	13,692	11,839	6,274
2023	136,947	52,371	14,686	13,345	6,934

(Other Minority Male defined as Asian, Multiple, American Indian/Alaskan, Hawaiian/Pacific Islander

Table 10: Curriculum Enrollment Trend

Curriculum Trend
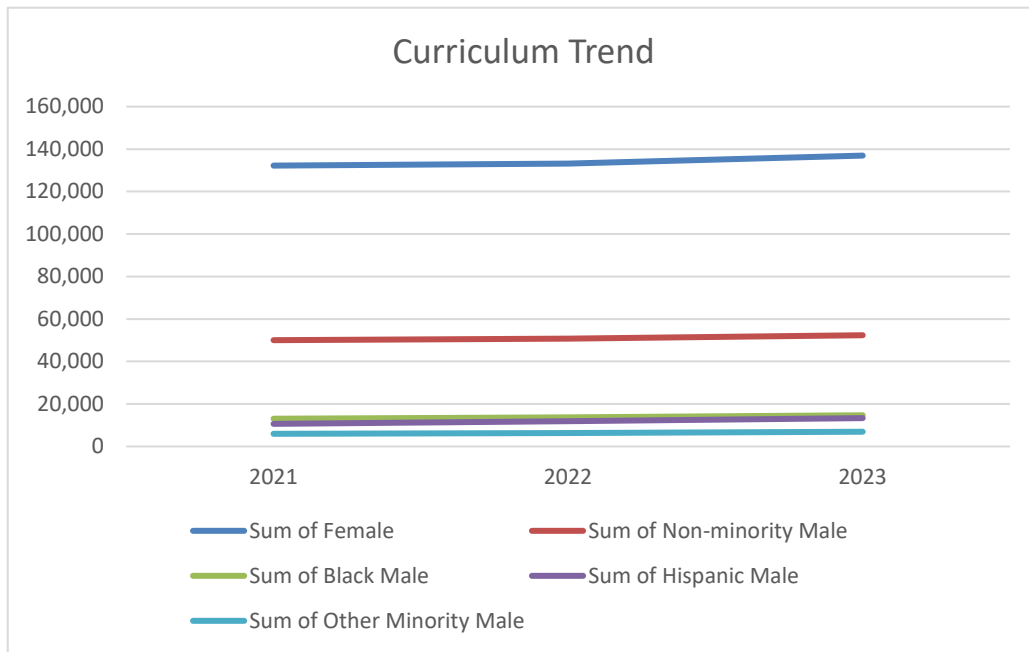
Career and College Readiness (CCR) Enrollment
The CCR program has the largest portion of minority male students (28%) enrolled. All minority male subcategories saw an enrollment increase for fall 2023 with Hispanic males demonstrating the largest increase. Table 11 displays CCR enrollment by demographic. Tables 11-13 display CCR enrollment counts and trends by demographic.

Table 11: College and Career Readiness (CCR) Enrollment Count by Demographic

CCR Enrollment

	2021	2022	2023
Sum of Other Minority Male	3004	3116	3306
Sum of Hispanic Male	5368	5483	6218
Sum of Black Male	12388	12690	13310
Sum of Non-minority Male	58,563	61,627	61,908
Sum of Female	57,375	57,611	60,482

Legend: ■ Sum of Female   ■ Sum of Non-minority Male   ■ Sum of Black Male   ■ Sum of Hispanic Male   ■ Sum of Other Minority Male
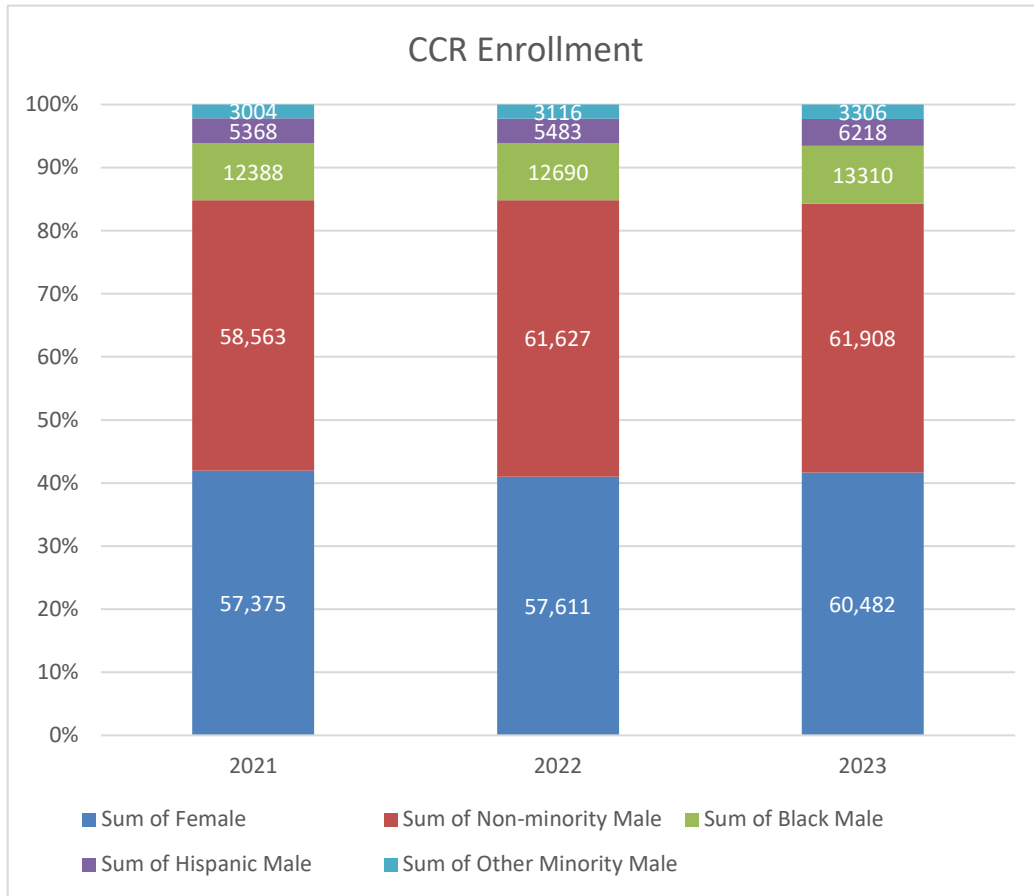
Table 12: CCR Enrollment Overview by Demographic

	Female	Non-minority Male	Black Male	Hispanic Male	Other Minority Male
2021	16663	3,323	3,189	3,552	602
2022	17994	3,711	3,470	4,315	630
2023	19787	3,996	3,795	5,060	687

Table 13: College and Career Readiness (CCR) Enrollment Trend

CCR Enrollment Trend

Legend:
— Sum of Female
— Sum of Non-minority Male
— Sum of Black Male
— Sum of Hispanic Male
— Sum of Other Minority Male
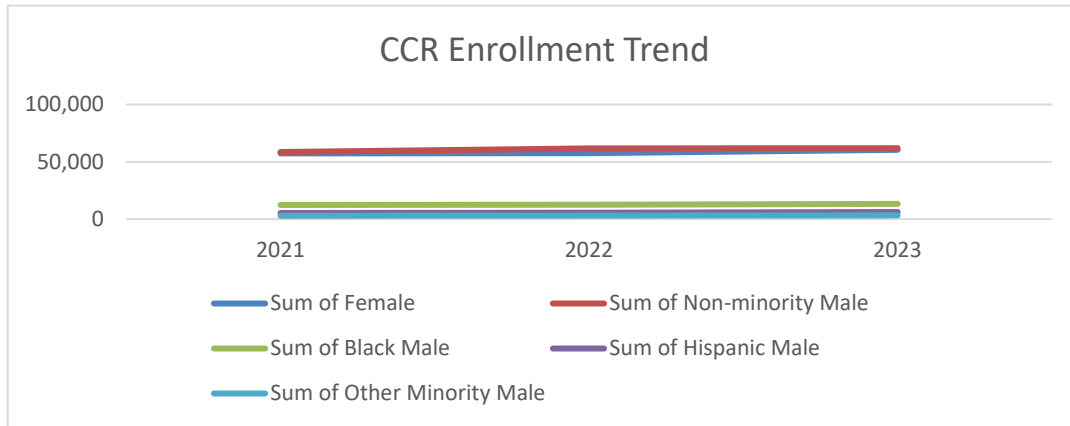
Continuing Education (CE) Enrollment

Enrollment in Continuing Education has the highest percentage of male students, overall. The vast majority of Continuing Education male enrollment is non-minority males. Tables 14-16 display CE demographics counts and trends by demographic.

Table 14: Continuing Education Enrollment Count by Demographic

Continuing Education Enrollment

	2021	2022	2023
Sum of Other Minority Male	5,956	6,274	6,934
Sum of Hispanic Male	10,642	11,839	13,345
Sum of Black Male	13,067	13,692	14,686
Sum of Non-minority Male	50,042	50,827	52,371
Sum of Female	132,234	133,182	136,947

Legend:
■ Sum of Female
■ Sum of Non-minority Male
■ Sum of Black Male
■ Sum of Hispanic Male
■ Sum of Other Minority Male
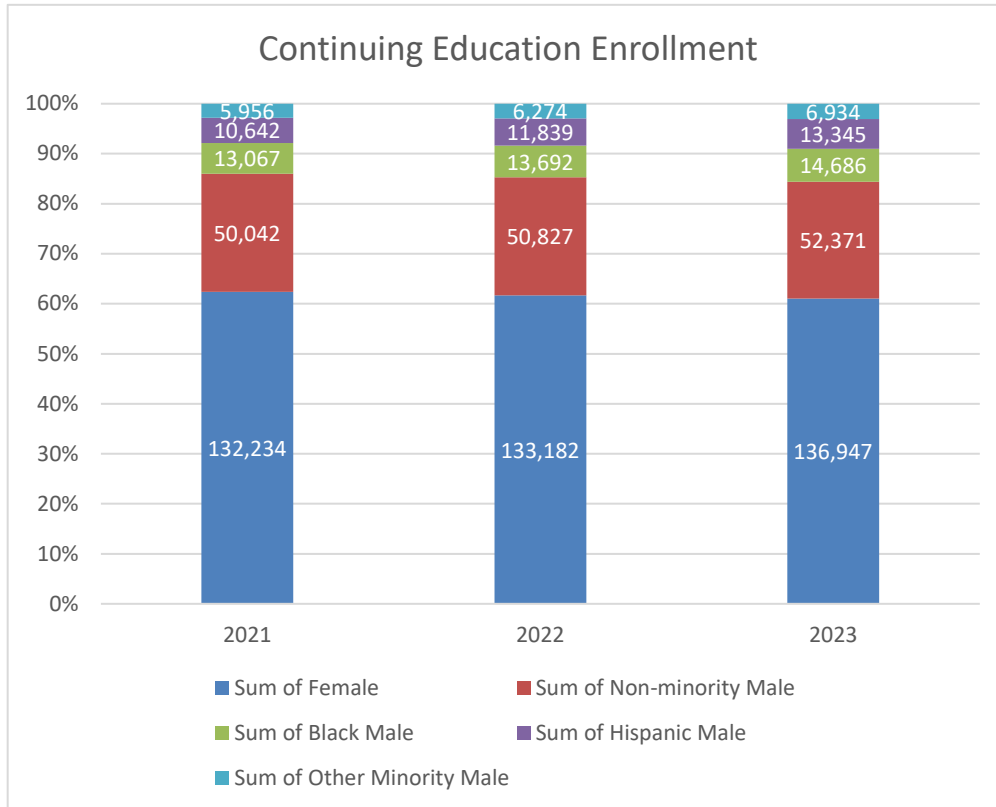
(*includes dual enrolled students*)

Table 15: CE Enrollment Overview by Demographic

	Female	Non-minority Male	Black Male	Hispanic Male	Other Minority Male
2021	57,375	58,563	12388	5368	3004
2022	57,611	61,627	12690	5483	3116
2023	60,482	61,908	13310	6218	3306

Table 16: Continuing Education (CE) Enrollment Trend
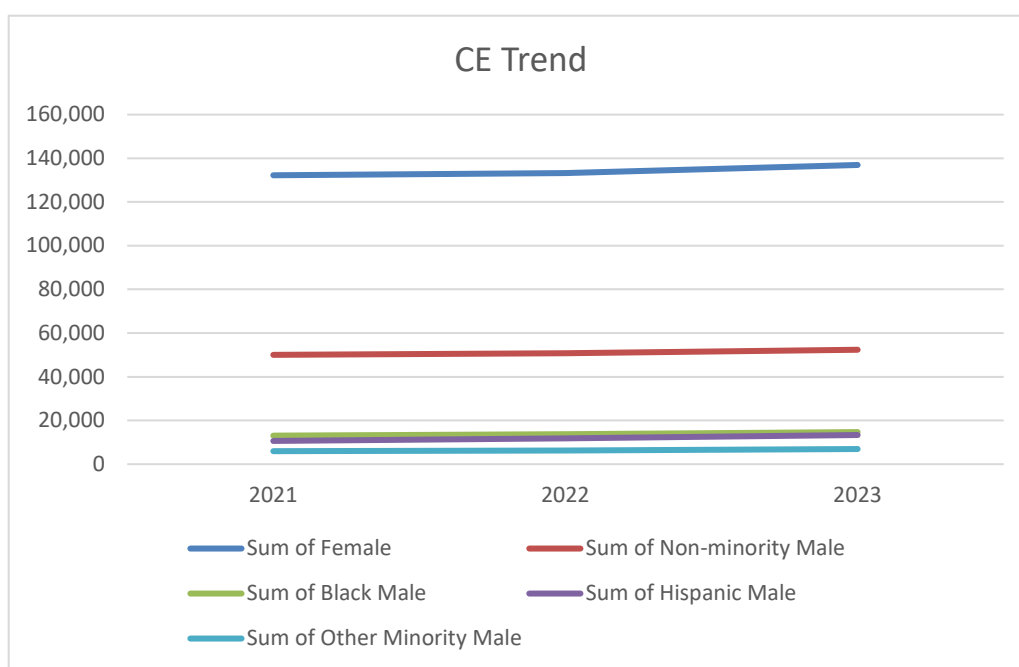
Persistence Impact

The NCCCS measures persistence by First-Year Progression/Persistence (PM4) percentage. First-time, fall credential-seeking students who graduate prior to or enroll in post-secondary education the subsequent fall term is the indicator of success for this performance measure. Persistence metrics are not yet available for the 2022-2026 MMSI grant cycle; however, to provide interim measures to inform minority male programming, overall course completion rate, English course completion rate, and math course completion rate are utilized to monitor student success. Successful course completion is defined as earning a passing grade in the course. These rates exclude dually enrolled students.

MMSI funded colleges overwhelmingly utilize both academic and student development interventions to support minority male student success. Academic interventions include utilizing early alert systems to monitor student progress, academic advising/coaching, and tutoring/learning support. Community building outside of the classroom and connecting students to resources to meet their basic needs provide additional support to foster student persistence and success.

Minority male students continue to see gains in overall successful course completion as evidenced by an upward trend in the percentage of overall successful curriculum (CU) course completions (see Table 17). Gaps in successful course completion for Hispanic and Other Student demographics show evidence of closing achievement gaps for black male students yet still lag other male student demographic groups.

Table 17: Percentage of successful CU course completions among male students by academic year (AY)
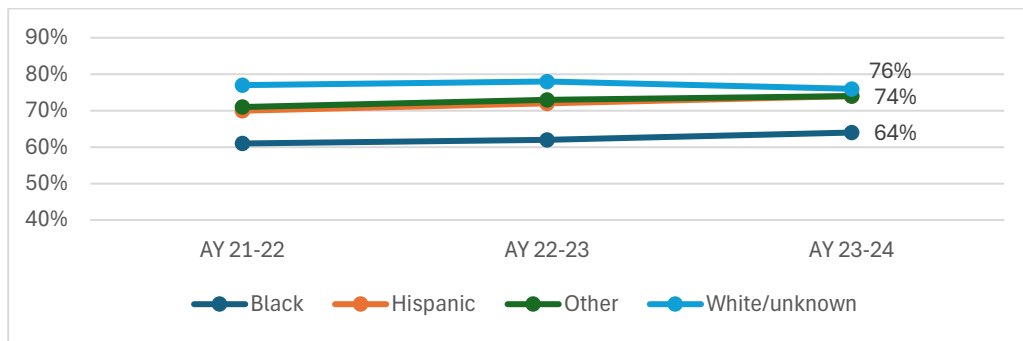
(excludes dual enrolled students)

English and math course success rates evidence flat or declining course success for minority males across all demographic groups. These are areas for targeted interventions to mitigate the lower course success rates in these courses that are critical for college transfer (see Table 18).

Table 18: Percentage of first-time male associate degree-seeking students passing a credit-bearing English or Math Course
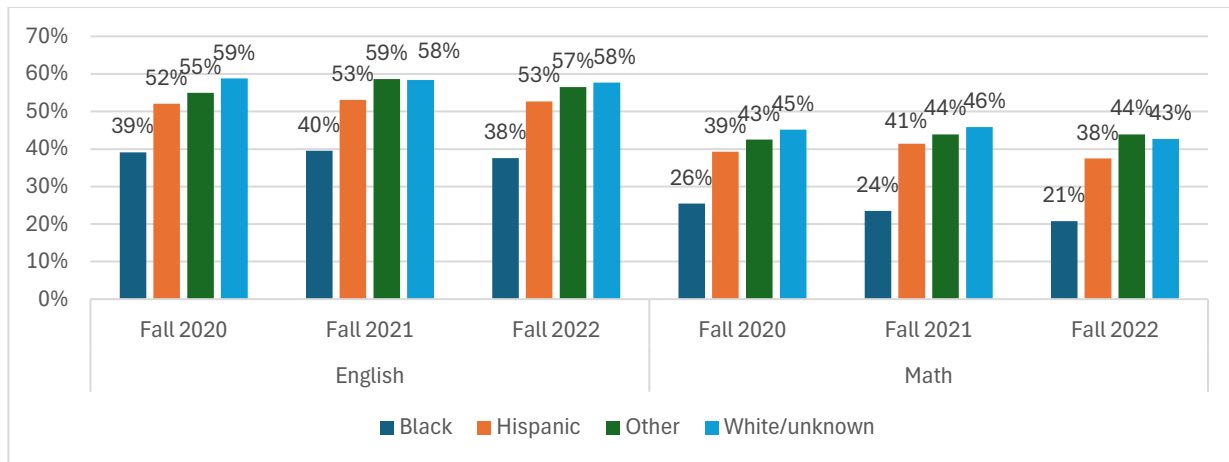
(excludes dual enrolled students)

Workforce Impact

By supporting minority male students to completion in their respective areas of enrollment, the MMSI is essential in meeting North Carolina's workforce needs and credential attainment goals. Enrollment of minority males is critical to ensuring a strong and diverse workforce pipeline, and the career services provided to program participants aid in preparing minority males for workforce entry.

For FY 2023-2024, Continuing Education saw the largest course enrollment for minority males with 110,296 course enrollments (see Table 19). These courses typically lead to state and/or industry-recognized credentials affording quicker workforce entry. Curriculum General Education course enrollments were 109,542 for FY 2023-2024, and Curriculum Career and Technical Education (CTE) course enrollments were 90,133. These courses are part of certificate, diploma and/or associates degree programs of study aimed at preparing students for workforce entry or college transfer.

Table 19: Total Minority Male Course Enrollments AY 23-24	
Continuing Education	110,296
Curriculum - General Education	109,542
Curriculum - CTE	90,133
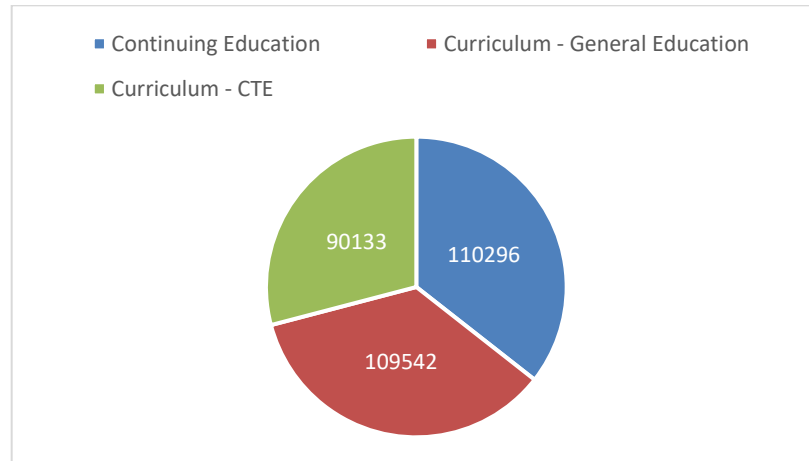
Course prefix enrollment within Curriculum and Continuing Education provides an indication of the workforce pipeline to meet industry needs as displayed in Table 20. For FY 2023-2024, minority male Continuing Education course prefix enrollment shows strong enrollment in public service areas aligned with criminal justice, fire protection, and emergency medical services fields. Curriculum CTE course prefix enrollment demonstrates workforce alignment with business, skilled trades (WLD and ELC), and information technology (CTI and CIS). Curriculum General Education course prefix enrollment is indicative of transfer student enrollment in courses required for transfer.

Table 20: Top 5 Prefix Enrollments in AY 2023-2024 for non-dual enrolled minority males
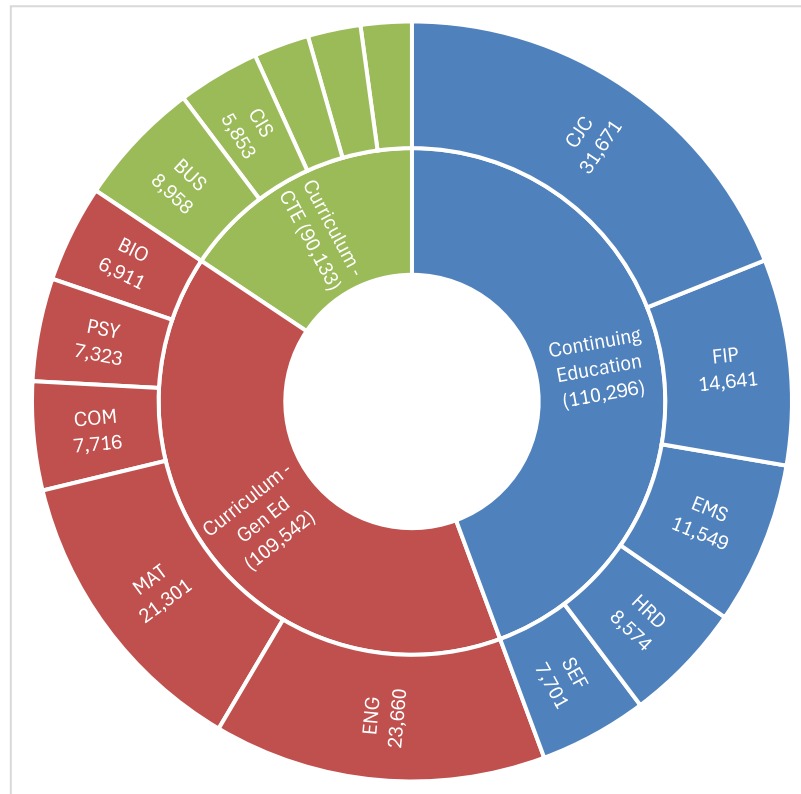
Section 3
MMSI Stories of Success

Forsyth Tech Community College- Mr. Anthony Hamilton

The 2019 salutatorian from Carver High School in Winston Salem, North Carolina, Anthony knew great things were expected of him. His father was fighting a courageous battle with cancer, and now he shouldered the responsibility of being the man of the house. His father eventually lost his battle with cancer, and Anthony recognized that his anchor was gone. Compounding the situation, Anthony had no idea of what career path he wanted to take.

The Forsyth Tech High School Advisor/Student Success Coach assigned to Anthony's high school introduced him to the MMSI program on campus, and he found himself at home. The transition from high school to college, while mourning the loss of his dad, was challenging. Anthony found his path and was accepted into the nursing cohort but was quickly released after failing several classes. He had never failed a class before, and this experience was crushing.

MMSI provided support during this difficult time by keeping Anthony engaged on campus with program activities and a work-study position in the MMSI office. For Anthony, the "one-on-one meetings were a lifeline because there was someone to provide support" while holding him accountable. He needed someone in his corner who knew his talents to nudge him along his path.

Anthony was readmitted to the nursing program and sailed through the academic and clinical portions of the program. He graduated in December 2023, passed his licensure exam, and is currently employed as an OR Nurse at Novant Health.

Durham Tech Community College- Mr. Jeremiah Artacho

After graduating high school in 2022, Jeremiah took a gap year and tried to venture into a career in Information Technology, but he discovered this was not where his heart was. He had always wanted to enter the world of sports journalism, and attending college was the way to get there. In the fall of 2023 Jeremiah began at Durham Tech, which he knew he needed to do but it was still an intimidating leap. Upon entry, he started to become aware of the number of opportunities that Durham Tech had to offer. One of these opportunities was the Men of Color Scholars Institute (MCSI)- the MMSI program at Durham Tech. Jeremiah's academic advisor, Carlton Koonce, introduced him to the group, and the rest is history. He was connected to a mentor, Dr. Andre Davis, who, "taught me the ways of being a man, networking and how to approach life with what's given to me."

In April 2024, Jeremiah found himself attending the N4CSGA, a Student Government Association conference, with other students from community colleges from all over the state of North Carolina. Members of the MCSI program were connected with SGA through the program. Once the conference was completed, Jeremiah left with an interest in joining SGA. In September of 2024, Jeremiah became Durham Tech's public information officer for the SGA. He is, "thankful for the opportunity and if it wasn't for MCSI, I'm not sure if I'd be in the position I'm in today." Jeremiah is currently enrolled as a college transfer student at Durham Tech.

Appendix:
FY 2023-2024 Minority Male Success Initiative
Budget and Expenditures

FY 2023-2024 Minority Male Success Initiative
Budget and Expenditures

The Business and Finance Division of the NCCCS provides a comprehensive FY accounting of all MMSI funding and expenditures. MMSI program expenditures for FY 2023-2024 by budget category are provided by object code- a structured code to identify the nature of assets, liabilities, fund balance, revenues and expenses. Program expenditures for FY 2024-2024 by object code for the MMSI program are as follows:

Personnel	Supplies/Materials/ Equipment	Contractual and Other Services		Professional Development	
511300	523000	519130	539500	531110	531250
511310	526000	519200	539602	531140	531420
512010	526010	519220	544000	531150	
515000	526030	519250	544010	531190	
516030	526060	519400	544010	531210	
518100	527000	531500	555200	531220	
518200		534100	560001	531230	
518300		537000		531240	
Total	**Total**	**Total**		**Total**	
$485,395.89	**$30,309.36**	**$147,160.40**		**$101,548.69**	

STATE BOARD OF COMMUNITY COLLEGES
Curriculum Program Applications as Approved by the System President

The State Board of the North Carolina Community College System, through delegated authority to the System President, approved the curriculum program application listed below:

Tri-County Community College
Esthetics Instructor (Certificate) (C55270)
Effective Term: Spring 2025
Mary Olvera

Manicuring/Nail Technology (Certificate) (C55400)
Effective Term: Fall 2025
Mary Olvera

Contact(s):
Dr. Hilmi Lahoud
Senior State Director of Business and IT
and Academic Programs Operations

STATE BOARD OF COMMUNITY COLLEGES
Curriculum Standard Revisions as Approved by the System President

 Information: The System President, through delegated authority to the System President, has approved the following curriculum standard revisions:

Central Carolina Community College (OA/MOA/HMT Faculty)
Office Administration (A25370)
Effective Term: Fall 2025
Hilmi Lahoud

Wilson Community College (ITAP)
Information Technology (A25590)
Effective Term: Fall 2025
Hilmi Lahoud

Contact(s):
Dr. Hilmi Lahoud
Senior State Director of Business and
IT and Academic Operations

STATE BOARD OF COMMUNITY COLLEGES
Curriculum Standard Revision as Approved by the System President

Information: The System through delegated authority to the System President, has approved the following curriculum standard revision listed below:

Curriculum Program: Office Administration (A25370)
Effective Term: Fall 2025

Proposed Revisions: The North Carolina Community College System Office requests the following revision to the Office Administration (A25370) Curriculum Standard:

- Change program title from "Office Administration" to "Office Management"

Rationale of the Requesting College: The 2024 Office Administration/Medical Office Administration/Healthcare Management Technology (OA/MOA/HMT) Professional Development Event was conducted on April 12, 2024, at Wake Technical Community College. All fifty-eight (58) community colleges were invited to participate. Thirty-two (32) community colleges participated in the event. Central Carolina Community College submitted the program revision request. The professional development event was funded by the Carl D. Perkins Strengthening Career and Technical Education for the 21st Century Act with funding from the U.S. Department of Education. The OA/MOA/HMT participated faculty assessed the current Office Administration, Medical Office Administration, and Healthcare Management Technology programs and all related courses. The OA/MOA/HMT team is seeking approval to revise the Office Administration (A25370) Curriculum Standard to align it with the industry needs.

Background: 1D SBCCC 400.9 (b) states:

A revision of an existing curriculum standard shall:
(1) Have written concurrence by two-thirds of colleges approved to offer the curriculum program; and
(2) Be in alignment with criteria outlined in 1D SBCCC 400.10(e).
(3) The President of the North Carolina Community College System shall have the authority to approve or deny the revision of an existing curriculum standard. If only two colleges are approved to offer the curriculum, and written concurrence is not obtained from both colleges, the State Board of Community Colleges shall have the authority to approve or deny the revision to the existing curriculum standard.

Contact(s):
Dr. Hilmi Lahoud
Senior State Director of Business and
IT and Academic Operations

STATE BOARD OF COMMUNITY COLLEGES
Curriculum Standard Revision as Approved by the System President

Information: The System through delegated authority to the System President, has approved the following curriculum standard revision listed below:

Curriculum Program: Information Technology (A25590)
Effective Term: Fall 2025

Proposed Revisions: The North Carolina Community College System Office requests the following revisions to the Information Technology (A25590) Curriculum Standard:
- Change the required SHC in the Technical Core of the AAS degree from 18-27 to 18-25.
- Revise the list of courses in the Technical Core.
- Add "CSC" as an optional prefix for the "Information Technology" Subject Area.
- Add "Artificial Intelligence" as a new Subject Area.
- Add "Cloud Computing and Virtualization" as a new Subject Area.
- Add "Cybersecurity" as a new Subject Area.
- Add "IT Project Management" as a new Subject Area.
- Revise the required courses of the "Computer Programming and Development" Subject Area.
- Revise the "Database Administration and Data Center Technologies" Subject Area.
- Revise the "Data Support Services" Subject Area and change the title to "Data Science and Analytics."
- Revise the "Digital Media Production" Subject Area.
- Remove the "Healthcare Informatics" Subject Area.
- Revise the "Network Management" Subject Area.
- Remove "Network Telecommunications" Subject Area.
- Revise the "Web Administration and Design" Subject Area.
- Revise the "Employability Competencies."

Rationale of the Requesting College: The 2024 Information Technology Alignment Project (ITAP) was concluded on June 30, 2024. All fifty-eight (58) community colleges were invited to participate. Fifty-seven (57) community colleges were involved in the completion of this project. Wilson Community College was the resource college for the project. The ITAP team assessed the current Information Technology (A25590) curriculum and all IT related courses. The ITAP team is seeking your approval to revise the Information Technology (A25590) Curriculum Standard. This is based on feedback from the industry, local program advisory boards, and faculty to align IT offerings with the industry needs.

Background: 1D SBCCC 400.9 (b) states:

A revision of an existing curriculum standard shall:

(1) Have written concurrence by two-thirds of colleges approved to offer the curriculum program; and

(2) Be in alignment with criteria outlined in 1D SBCCC 400.10(e).

(3) The President of the North Carolina Community College System shall have the authority to approve or deny the revision of an existing curriculum standard. If only two colleges are approved to offer the curriculum, and written concurrence is not obtained from both colleges, the State Board of Community Colleges shall have the authority to approve or deny the revision to the existing curriculum standard.

Contact(s):
Dr. Hilmi Lahoud
Senior State Director of Business and
IT and Academic Operations

STATE BOARD OF COMMUNITY COLLEGES
Curriculum Program Terminations as Approved by the System President

Information: The State Board of the North Carolina Community College System, through delegated authority to the System President, approved the program terminations listed below:

Background: 1D SBCCC 400.6 (b) states the following: The college shall terminate a curriculum program when there has been no enrollment for two consecutive years or if the college has not offered the program or has not had enrollment in the program within two years of the date the program was approved by the State Board of Community Colleges. A college may request a one-year extension of a curriculum program upon justification of the potential for employment opportunities and student enrollment.

Please consider the sample rationales at the end of this document when finalizing your summaries.

Alamance Community College
Carpentry (Diploma) (D35180)
Rationale: Due to the lack of enrolment in the program and employability trends in the service area of the college, the program is being terminated. Students interested in Carpentry will be advised to enroll in the Workforce Continuing Education.
Termination Semester: **Spring 2025**

Foodservice Technology (Diploma) (D55250)
Rationale: Due to lack of enrollment in the program, the program is being terminated. Students interested in Foodservice Technology are advised to enroll in the Culinary Diploma program.
Termination Semester: **Spring 2025**

Blue Ridge Community College
Associate in Fine Arts in Theatre (A10800)
Rationale: Due to the lack of enrollment and employment trends in the service area of the college, the program is being terminated. The college may consider reapplying for the program in the future if demand arises.
Termination Semester: **Fall 2024**

Brunswick Community College
Cosmetology Instructor (Certificate) (C55160)
Rationale: Due to lack of enrollment in the program, the program is being terminated. The NC Cosmetology Board recently lowered the amount of experience needed to sit for the Instructors Exam; therefore, students are

consistently choosing to enroll in the Cosmetology Certificate or Diploma program.
Termination Semester: **Fall 2025**

Central Carolina Community College
Advanced Medical Coding (D45530)
Rationale: Due to the low earning potential of this pathway in the college service area, the program is being terminated. Students interested in medical coding will be advised to enroll in the Health Information Technology diploma or degree program.
Termination Semester: **Spring 2025**

Health Science: Therapeutic & Diagnostic Services/Medical Assisting (D45920)
Rationale: Due to the lack of enrollment in the program and employability trends in the service area of the college, the program is being terminated. Students interested in medical assisting will be advised to enroll in the AAS in Medical Assisting (A45400) pathway.
Termination Semester: **Spring 2025**

School-Age Education (A55440)
Rationale: Due to lack of enrollment in the program and decreased job opportunities, the program is being terminated. Students interested in this area of study will be served in other education-related programs offered at the college.
Termination Semester: **Spring 2025**

Sustainability Technologies (A40370)
Rationale: Due to the lack of enrollment in the program and employability trends in the service area of the college, the program is being terminated. The college will continue offering sustainability courses and content under the Electrical Systems Technology (A35130) and the Building Construction Technology (A35140) programs.
Termination Semester: **Spring 2025**

Therapeutic Massage (A45750)
Rationale: Due to the lack of enrollment in the program and employability trends in the service area of the college, the program is being terminated. Students interested in therapeutic massage will be advised to enroll in the Workforce Continuing Education pathway.
Termination Semester: **Spring 2025**

Telecommunications Installation and Maintenance (D50380)

Rationale: Due to the lack of enrollment in the program and job market in the service area of the colleges, the program is being terminated. The college may consider reapplying for the program in the future if demand arises.
Termination Semester: **Spring 2025**

College of The Albemarle
Professional Craft: Jewelry (A30340)
Rationale: Due to the lack of enrollment in the program and job market in the service area of the colleges, the program is being terminated. The college may consider reapplying for the program in the future if demand arises.
Termination Semester: **Spring 2025**

Durham Technical Community College
Basic Law Enforcement Training (Certificate) (C55120)
Rationale: Due to the new program requirements for the Basic Law Enforcement Training, the program is being terminated. The college will continue offering the program under Workforce Continuing Education.
Termination Semester: **Fall 2025**

James Sprunt Community College
Cosmetology Instructor (Certificate) (C55160)
Rationale: Due to lack of enrollment in the program, the program is being terminated. Students interested in this program may enroll in the Cosmetology Instructor Certificate offered through Workforce Development and Continuing Education.
Termination Semester: **Spring 2025**

Martin Community College
Esthetics Instructor (Certificate) (C55270)
Rationale: Due to lack of enrollment in the program and decreased local job opportunities, the program is being terminated. The college will explore future options if student interest increases.
Termination Semester: **Spring 2025**

Health Science: Therapeutic & Diagnostic Services/Nurse Aide (D45970)
Rationale: Due to the lack of enrollment in the program and employability trends in the service area of the college, the program is being terminated. Students interested in Nurse Aide will be advised to enroll in the Workforce Continuing Education.
Termination Semester: **Spring 2025**

Manicuring Instructor (Certificate) (C55380)
Rationale: Due to lack of enrollment in the program and decreased local job opportunities, the program is being terminated. The college will explore future options if student interest increases.
Termination Semester: **Spring 2025**

Mayland Community College
Agribusiness Technology (A15100)
Rationale: Due to the change in employability trends in the service area of the college, the program is being terminated. Students interested in agribusiness technology will be advised to enroll in Workforce Continuing Education.
Termination Semester: **Spring 2025**

Early Childhood Education (A55220)
Rationale: Due to lack of enrollment, scheduling difficulties, and decreased local job opportunities, the program is being terminated. Students interested in the Early Childhood program may enroll in Workforce Continuing Education courses or pursue other Education programs offered at the college.
Termination Semester: **Spring 2025**

Health Science: Therapeutic & Diagnostic Services/Nurse Aide (D45970)
Rationale: Due to the lack of enrollment in the program and employability trends in the service area of the college, the program is being terminated. Students interested in Nurse Aide will be advised to enroll in the Workforce Continuing Education.
Termination Semester: **Spring 2025**

Manicuring/Nail Technology (Certificate) (C55400)
Rationale: Due to lack of enrollment in the program, the program is being terminated. Students interested in Manicuring/Nail Technology will be advised to enroll in the Workforce Continuing Education pathway.
Termination Semester: **Spring 2025**

Robeson Community College
Associate in Arts (A10100)
Rationale: Due to the lack of enrollment in the program at Lumberton Correctional Institution and employability trends in the service area of the college, the program is being terminated. Students are advised to enroll in Electrical Systems Technology, Heating and Refrigeration, or Workforce Continuing Education.
Termination Semester: **Fall 2024**

Associate in Science (A10400)
Rationale: Due to the lack of enrollment in the program in the program at the Lumberton Correctional Institution, the program is being terminated. Students are more interested in enrolling in other CTE programs offered at the correctional institution.
Termination Semester: **Fall 2024**

Health Science: Therapeutic & Diagnostic Services/Emergency Medical Science (D45910)
Rationale: Due to the lack of enrollment in the program, the program is being terminated. Students interested in Therapeutic & Diagnostic Services/Emergency Medical Science program will be advised to enroll in the Emergency Medical Science (A45340) program and Workforce Continuing Education.
Termination Semester: **Spring 2025**

Industrial Systems Technology (A50240)
Rationale: Due to the lack of enrollment in the program and job market in the service area of the colleges, the program is being terminated. The college may consider reapplying for the program in the future if demand arises.
Termination Semester: **Spring 2025**

Sandhills Community College
Digital Media Technology (A25210)
Rationale: Due to the lack of enrollment in the program and employability trends in the service area of the college, the program is being terminated. The college will continue offering digital media technology courses and credentials under the Information Technology (A25590) program.
Termination Semester: **Spring 2025**

Golf Course Management Technology (A15230)
Rationale: Due to lack of enrollment in the program, the program is being terminated. Students interested in Golf course management related courses will be advised to enroll in similar existing programs offered by the college.
Termination Semester: **Spring 2025**

Hospitality Management (A25110)
Rationale: Due to lack of enrollment in the program, the program is being terminated. Students interested in Hospitality Management will be advised to enroll in the Business Administration (A25120) program which includes course options for Hospitality Management.
Termination Semester: **Spring 2025**

Industrial Systems Technology (A50240)
Rationale: Due to the lack of enrollment in the program and job market in the service area of the colleges, the program is being terminated. The college may consider reapplying for the program in the future if demand arises.
Termination Semester: **Spring 2025**

Simulation and Game Development (A25450)
Rationale: Due to the lack of enrollment in the program and employability trends in the service area of the college, the program is being terminated. The college will continue offering simulation and game development courses and credentials under the Information Technology (A25590) program.
Termination Semester: **Spring 2025**

Social and Human Services (A45380)
Rationale: Due to the lack of enrollment in the program and job market in the service area of the colleges, the program is being terminated. The college may consider reapplying for the program in the future if demand arises.
Termination Semester: **Spring 2025**

Stanly Community College
Cosmetology Instructor (Certificate) (C55160)
Rationale: Due to the lack of enrollment in the program, the program is being terminated. The NC Board of Cosmetic Arts has changed the experience requirement for the path to instructor certification. Students are no longer choosing the certificate program as a mechanism to gain instructor certification.
Termination Semester: **Spring 2025**

Manicuring Instructor (Certificate) (C55380)
Rationale: Due to the lack of enrollment in the program, the program is being terminated. The NC Board of Cosmetic Arts has changed the experience requirement for the path to instructor certification. Students are no longer choosing the certificate program as a mechanism to gain instructor certification.
Termination Semester: **Spring 2025**

Surry Community College
Horticulture Technology (A15240)
Rationale: Due to lack of enrollment in the program, the program is being terminated. Students interested in horticulture technology related courses will be advised to enroll in similar existing programs.
Termination Semester: **Spring 2025**

Supply Chain Management (A25620)
Rationale: Due to the lack of enrollment in the program and job market in the service area of the colleges, the program is being terminated. The college may

consider reapplying for the program in the future if demand arises.
Termination Semester: **Spring 2025**

Sustainability Technologies (A40370)
Rationale: Due to the lack of enrollment in the program and job market in the service area of the colleges, the program is being terminated. The college may consider reapplying for the program in the future if demand arises.
Termination Semester: **Spring 2025**

Contact(s):
Dr. Hilmi Lahoud
Senior State Director of Business and
IT and Academic Operations

AGENDA
State Board of Community Colleges
STATE BOARD POLICY AND GOVERNANCE COMMITTEE
Caswell Building, Dr. W. Dallas Herring State Board Room
Thursday, January 16, 2025 – 1:45 p.m. – 2:30 p.m.
Hon. Chaz Beasley, Chair

Call to Order

Roll Call

Ethics Awareness and Conflict of Interest

Approval of Agenda

Approval of State Board Policy and Governance Minutes – November 14, 2024

For Future Action
- Proposed Amendment to 2B SBCCC 300.1 – Claiming an Exemption from Licensure (Attachment SBPG 01)*
- Proposed Amendment to 2B SBCCC 400.2 – Notice of Refusal and Right to Hearing (Attachment SBPG 02)*
- Proposed Amendment to 2B SBCCC 400.3 – Hearing Process (Attachment SBPG 03)*
- Proposed Amendment to 2B SBCCC 500.3 – Investigation (Attachment SBPG 04)*
- Proposed Amendment to 2B SBCCC 500.4 – SBPS Recommendation and Right to Hearing (Attachment SBPG 05)*
- Proposed Repeal of 1A SBCCC Subchapter 400 – Appeal Process for Award of the North Carolina Title II Adult Education and Family Literacy Act Fiscal Years 2018-2021 Competitive Grants (Attachment SBPG 06)*
- Proposed Amendment to 1E SBCCC 200.2 – Time Due, Deferred Payment, Failure to Pay (Attachment SBPG 07)*

For Action
- Review of Public Comments for Proposed Amendment of 1C SBCCC 200.94 – Local College Personnel Policies (Attachment SBPG 08)
- Review of Public Comments for Proposed Amendment to 1C SBCCC 200.100 – Paid Parental Leave (Attachment SBPG 09)

For Information
- Notice of History Note Update for 1E SBCCC 100.1 - Definitions (Attachment SBPG 10)

Questions relating to items on the Agenda should be addressed to
the Office of State Board Affairs at (919) 807-6970 or by e-mail at stateboard@nccommunitycolleges.edu

AGENDA
State Board of Community Colleges
STATE BOARD POLICY AND GOVERNANCE COMMITTEE
Caswell Building, Dr. W. Dallas Herring State Board Room
Thursday, January 16, 2025 – 1:45 p.m. – 2:30 p.m.
Hon. Chaz Beasley, Chair

New Business

Adjourn

 *The State Board Policy and Governance Committee will be asked to suspend the rules and move this item to the FOR ACTION agenda.

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MINUTES
State Board of Community Colleges
STATE BOARD POLICY AND GOVERNANCE COMMITTEE
Thursday, November 14, 2024

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STATE BOARD POLICY GOVERNANCE COMMITTEE MEMBERS PRESENT

Hon. Chaz Beasley, Chair*	Mr. John Kane	Mr. Hari Nath
Hon. Sam Searcy, Vice-Chair	Mr. Tom Looney	Hon. David Price
Ms. Lisa Estep	Mr. Mark Merritt	Ms. Sarah West

*Attended via Zoom
Absent members: Dr. Grant Campbell, Mr. Bill McBrayer, Lt. Gov. Mark Robinson

OTHER BOARD MEMBERS PRESENT

Ms. Paula Benson*	Hon. Ray Russell	Mrs. Ann Whitford
Dr. Shirley Carraway		

*Attended via Zoom

OTHERS IN ATTENDANCE

Ms. Kara Battle, DTCC	Dr. Kimberly Gold, NCCCSO	Mr. Jamal Njai
Attorney Jonnell Carpenter	Chief of Staff	Dr. Phillip Price
Mr. Scott Corl	Mr. Nathan Hardin*	Mr. Bill Schneider
Dr. Jeff Cox, NCCCSO	Mr. Matthew Herrmann, CCCC	Ms. Halima Sharif
President	Dr. Rusty Hunt, LCC	Dr. Mark Sorrells, FTCC
Ms. Kathy Davis*	Dr. Amanda Lee, BCC	Ms. Kristen Steward
Mr. Patrick Fleming	Ms. Amy Mast	Mr. Bob Witchger

*Attended via Zoom

CALL TO ORDER
Vice Chair Searcy called the State Board Policy and Governance Committee meeting to order at 1:57 p.m.

ROLL CALL FOR STATE BOARD POLICY AND GOVERNANCE COMMITTEE
Ms. Sharif took the roll call of the State Board Policy and Governance Committee members. Quorum was met.

ETHICS STATEMENT
Attorney Carpenter reminded Committee members of the ethics requirements and requested members to identify any conflicts or potential conflicts of interest. No conflicts were noted.

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State Board of Community Colleges
STATE BOARD POLICY AND GOVERNANCE COMMITTEE
Thursday, November 14, 2024

APPROVAL OF THE AGENDA AND MINUTES

Vice Chair Searcy requested a motion to approve the November 14, 2024 agenda. Ms. Estep made the motion to approve the agenda as presented, seconded by Mr. Kane, and approved by voice vote. Vice Chair Searcy requested a motion to approve the minutes from October 17, 2024. Mr. Kane made the motion to approve the minutes as written, seconded by Mr. Looney, and approved by voice vote.

FOR FUTURE ACTION

Proposed Amendment of 1C SBCCC 200.100 – Paid Parental Leave (Attachment SBPG 01)

Vice Chair Searcy reminded Committee members that in 2023 the General Assembly required the System to adopt a paid parental leave policy that aligns with the State Human Resources Commission's policy. The System has been operating under a temporary paid parental leave policy July of 2023. The proposed amendment of 1C SBCC 200.100 incorporates these changes into the existing temporary policy and makes it permanent. Vice Chair Searcy opened the floor for discussions. Noting none, he requested a motion to move SBPG 01 from *For Future Action* to *For Action*. Mr. Nath made the motion, seconded by Mr. Merritt, and approved by voice vote.

Vice Chair Searcy requested a motion to approve SBPG 01. Ms. West made the motion, seconded by Mr. Looney, and approved by voice vote.

2B SBCCC 500.4 Recommendation to the State Board of Community Colleges (Attachment SBPG 02)

Vice Chair Searcy introduced SBPG 02 (2B SBCCC 500.4 Recommendation to the State Board of Community Colleges) with a short background. He stated that the State Board of Proprietary Schools conducted an investigation into the Senior Care Training Center, and the Committee was asked to evaluate the written report and recommend the action to be taken.

Mr. Corl added that the investigation focused heavily on school documentation and educational quality. Initial issues with paperwork and compliance were addressed through a corrective plan, with subsequent follow-up visits showing significant improvement. The Department of Health and Human Services also implemented a corrective plan, which the school has successfully followed. Given these improvements and the school's cooperative efforts, the State Board of Proprietary Schools recommend no further action. This recommendation is being forwarded to the Committee and State Board for approval.

Noting no discussion on SBPG 02, Vice Chair Searcy requested a motion to move this item from *For Future Action* to *For Action*. Mr. Merritt made the motion, seconded by Ms. Estep, and approved by voice vote. Vice Chair Searcy then requested a motion to approve SBPG 02 as indicated in the packet. Mr. Kane made the motion, seconded by Mr. Merritt, and approved by voice vote.

FOR ACTION

FY 2024-25 System President's Performance Plan and Performance-Based Compensation (Attachment SBPG 03)

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SBCC
01/17/2025

Vice Chair Searcy stated that SBPG 03 (FY 2024-25 System President's Performance Plan and Performance-Based Compensation) was held for additional review and feedback during the previous Committee meeting. After incorporating Committee feedback, the updated plan is being presented for approval. With no questions or discussion, Vice Chair Searcy requested a motion to approve SBPG 03. Mr. Merritt made the motion, seconded by Mr. Price, and approved by voice vote.

FOR CONSENT APPROVAL

Recommendation for Initial Proprietary School Licensure (Attachment SBPG 04)

Vice Chair Searcy stated SBPG 04 (Recommendation for Initial Proprietary School Licensure) is for consent approval. The State Board of Proprietary Schools has recommended the approval to license three (3) proprietary schools. Since there was no discussion on this item. Vice Chair Searcy requested a motion to approve SBPG 04. Mr. Nath made the motion, seconded by Ms. West, and approved by voice vote.

NEW BUSINESS

Vice Chair Searcy requested discussions on any new business. No new business noted.

ADJOURN

Vice Chair Searcy requested a motion to adjourn. Mr. Looney made the motion, seconded by Ms. Estep, and approved by voice vote. The meeting was adjourned at 2:08 p.m.

Recording Secretary
Halima Sharif

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SBCC
01/17/2025

State Board of Community College Code

TITLE 2 – PROPRIETARY SCHOOLS

CHAPTER B.   DUE PROCESS

SUBCHAPTER 300.   EXEMPTIONS FROM LICENSURE

2B SBCCC 300.1   Claiming an Exemption from Licensure

If an entity believes it is exempt from the licensure requirements found in Article 8 of Chapter 115D of the North Carolina General Statutes and in Title II of the State Board of Community Colleges Code, the entity may request from the Executive Director of the Office ~~State Board~~ of Proprietary Schools a decision as to whether the entity is exempt from licensure.

History Note: Authority G.S. 115D-89; 115D-93;

            Eff.   February 1, 2020.

            Amended Eff. _____

State Board of Community College Code
TITLE 2 – PROPRIETARY SCHOOLS

CHAPTER B.   DUE PROCESS

SUBCHAPTER 400.   REFUSAL TO ISSUE OR RENEW LICENSE

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8 **2B SBCCC 400.2   Notice of Refusal and Right to Hearing**
9 (a) If the SBPS recommends refusal of a proprietary school's initial license or
10 recommends nonrenewal of a proprietary school's license, the SBPS, by and through
11 the Executive Director of the Office of Proprietary Schools~~its Executive Director~~, shall
12 document the rationale for its recommendation in a document to be titled, "Refusal to
13 Recommend Initial Licensure or License Renewal."
14 (b) The Executive Director shall send a copy of the "Refusal to Recommend Initial
15 Licensure or License Renewal" to the chief administrator of the proprietary school at
16 issue within five business days of the SBPS' recommendation with a copy to the
17 following: 1) the Chair of the SBPS; 2) the NCCCS General Counsel; and 3) the
18 NCCCS Executive Director of Communications.
19 (c) In the "Refusal to Recommend Initial Licensure or License Renewal," the Executive
20 Director shall advise the chief administrator or other agent of the proprietary school at
21 issue of the right to provide a response and request an informal hearing with the SBPS
22 prior to the SBCC's final agency decision to grant or deny licensure. The response
23 and request for hearing must be in writing and signed by the chief administrator or
24 other authorized agent of the proprietary school, and it must be issued to the Executive
25 Director on behalf of the SBPS within 10 business days of receiving the "Refusal to
26 Recommend Initial Licensure or License Renewal."
27 (d) If the Executive Director does not receive the proprietary school's written response
28 and request for hearing within 10 business days from the date the school received the
29 "Refusal to Recommend Initial Licensure or License Renewal" notice, the Executive

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1   Director shall submit the SBPS recommendation and "Refusal to Recommend Initial

2   Licensure or License Renewal" to the SBCC. The SBCC shall consider the

3   recommendation at its next regularly scheduled meeting and vote to grant licensure

4   or deny licensure to operate one or more programs. The SBCC action to grant or

5   deny licensure shall become the SBCC's final agency decision on the proprietary

6   school's application. Within five (5) business days of the SBCC's action, the NCCCS

7   General Counsel shall notify the proprietary school of the SBCC's final decision.

8   (e) If the Executive Director receives a written response and request for hearing within 10

9   business days of the proprietary school administrator's receipt of the "Refusal to

10   Recommend Initial Licensure or License Renewal" notice, the Executive Director shall

11   submit the written response and request for hearing to the following: 1) the Chair of

12   the SBPS; 2) the NCCCS General Counsel; and 3) the NCCCS Director of

13   Communications. The SBPS shall calendar the informal hearing within 60 days of the

14   Executive Director's receipt of the written response and request for hearing.

15

16   *History Note: Authority G.S. 115D-89; 115D-93;*

17   *Eff.*   *February 1, 2020.*

18   *Amended Eff. _____*

2

State Board of Community College Code

TITLE 2 – PROPRIETARY SCHOOLS

CHAPTER B.   DUE PROCESS

SUBCHAPTER 400.   REFUSAL TO ISSUE OR RENEW LICENSE

2B SBCCC 400.3   Hearing Process

(a) The Executive Director of the Office of Proprietary Schools ~~SBPS~~ shall provide the proprietary school at least 10 business days' notice of the date, time, and location of the informal hearing.

(b) The party appearing on behalf of the proprietary school at issue shall be an official of the proprietary school or attorney representing the proprietary school.

(c) The SBPS Chair or the Chair's designee shall act as the Hearing Officer. The hearing shall be conducted as follows:

(1) The proprietary school's representative may present evidence for no more than one (1) hour in support of why the proprietary school's application for a license should be approved. The Hearing Officer has the discretion to extend this time, if circumstances warrant.

(2) The school's representative may present evidence in a question and answer format or a narrative format. The school may also offer exhibits into evidence and call witnesses. If witnesses are to be called, the school shall give the Executive Director at least five (5) business days- notice of whom the school intends to call.

(3) The Hearing Officer or other SBPS members may ask questions at any time throughout the hearing.

(4) The legal rules of evidence will not apply, but the Hearing Officer may direct the presentation to the issues relevant to licensure.

(5) A court reporter will transcribe the hearing.

1

SBCC
01/17/2025

1   *History Note: Authority G.S. 115D-89; 115D-93; 150B-22;*

2   *Eff.   February 1, 2020.*

3   *Amended Eff. _____*

State Board of Community College Code

TITLE 2 – PROPRIETARY SCHOOLS

CHAPTER B.   DUE PROCESS

SUBCHAPTER 500.   SUSPENSION OR REVOCATION OF LICENSE

2B SBCCC 500.3   Investigation

(a) The ~~SBPS~~ Executive Director of the Office of Proprietary Schools or the Executive Director's designee shall constitute an authorized official of the SBCC for the purpose of conducting investigations.

(b) Pursuant to G.S. 115D-93(c)(3), the proprietary school under investigation shall permit the ~~SBPS~~ Executive Director of the Office of Proprietary Schools or the Executive Director's designee to obtain any information necessary to conduct the investigation.

(c) The investigation shall conclude within 60 days from the date the Executive Director issued the "Notice of Allegations" to the proprietary school at issue.

History Note: Authority G.S. 115D-89; 115D-93;

        Eff.   February 1, 2020.

        Amended Eff. _____

State Board of Community College Code

TITLE 2 – PROPRIETARY SCHOOLS

CHAPTER B.   DUE PROCESS

SUBCHAPTER 500.   SUSPENSION OR REVOCATION OF LICENSE

2B SBCCC 500.4   SBPS Recommendation and Right to Hearing

(a) Upon conclusion of the investigation in 2B SBCCC 500.3, the ~~SBPS~~ Executive Director <u>of the Office of Proprietary Schools</u> shall submit a written investigation report to the SBPS containing:

(1) Copy of the written complaint or Documentation of Noncompliance;

(2) Specification of the laws or rules the proprietary school allegedly violated and a detailed description of how the proprietary school allegedly violated each of the specified laws or rules;

(3) Description of investigation process; and

(4) Recommendation of revocation of the proprietary school's license to operate one or more programs with a supporting rationale for revocation rather than for suspension; or

(5) Recommendation of suspension of the proprietary school's license to operate one or more programs with a supporting rationale for suspension rather than for revocation; or

(6) Recommendation to allow the proprietary school to retain its license to operate one or more programs with a supporting rationale for why revocation or suspension is not warranted.

(b) The SBPS shall evaluate the written investigation report and after due consideration, recommend the SBCC:

(1) Suspend the proprietary school's license to operate one or more programs; or

(2) Revoke the proprietary school's license to operate one or more programs; or

(3) Take no further action.

1

SBCC
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1   (c) Within five (5) business days of the SBPS action, the Executive Director shall submit
2   the written investigation report and SBPS recommendation to the chief administrator
3   of the proprietary school at issue with a copy to the following: 1) the Chair of the SBPS;
4   2) the NCCCS General Counsel; and 3) the NCCCS Director of Communications. If
5   the SBPS recommended suspension or revocation of the proprietary school's license
6   to offer one or more programs, the Executive Director shall notice the school of its
7   right to request an informal hearing with the SBPS prior to the SBCC's final agency
8   decision to suspend or revoke the school's license. The request for an informal
9   hearing must be in writing and signed by the chief administrator or other authorized
10   agent of the proprietary school, and it must be received by the Executive Director on
11   behalf of the SBPS within 10 business days of receiving the investigation report and
12   SBPS recommendation.
13 (d) If the Executive Director of the SBPS does not receive the proprietary school's
14   written request for an informal hearing within 10 business days from the date the
15   school received the investigation report and SBPS' recommendation to suspend or
16   revoke the school's license, the Executive Director shall submit the investigation report
17   and SBPS recommendation to the SBCC. The SBCC shall consider the investigation
18   report and recommendation at its next regularly scheduled meeting and vote to:
19   (1) Suspend the proprietary school's license to operate one or more programs; or
20   (2) Revoke the proprietary school's license to operate one or more programs; or
21   (3) Take no further action.
22   The SBCC action shall become the SBCC's final agency decision to suspend or
23   revoke the proprietary school's license. Within five (5) business days of the SBCC's
24   action, the NCCCS General Counsel shall notify the proprietary school of the
25   SBCC's final decision.
26 (e) If the Executive Director of the SBPS receives a written request for an informal
27   hearing within 10 business days of the proprietary school administrator's receipt of
28   the investigation report and SBPS recommendation to suspend or revoke the
29   school's license, the Executive Director shall submit the written request to the
30   following: 1) the Chair of the SBPS; 2) the NCCCS General Counsel; and 3) the

2

SBCC
01/17/2025

1   NCCCS Director of Communications. The SBPS shall calendar the informal hearing

2   within 60 days of the Executive Director's receipt of the hearing request.

3

4   *History Note: Authority G.S. 115D-89; 115D-93;*

5   *Eff.   February 1, 2020.*

6   *Amended Eff. _____*

3

1A SBCCC Subchapter 400 is proposed for repeal as follows:

State Board of Community College Code
TITLE 1. COMMUNITY COLLEGES

CHAPTER A.   STATE BOARD GOVERNANCE

6 ~~**SUBCHAPTER 400.   APPEAL PROCESS FOR AWARD OF THE NORTH**~~
7 ~~**CAROLINA TITLE II ADULT EDUCATION AND FAMILY**~~
8 ~~**LITERACY ACT FISCAL YEARS 2018 – 2021**~~
9 ~~**COMPETITIVE GRANTS**~~

11 ~~**1A SBCCC 400.1   Applicability**~~

12 ~~This Subchapter applies solely to grants or contracts awarded by the State Board of~~
13 ~~Community Colleges for the North Carolina Title II Adult Education and Family Literacy~~
14 ~~Act Fiscal Years 2018 – 2021 Competitive Grants (Title II Grants). This rule shall also~~
15 ~~only apply to offerors that submitted a request for proposal (RFP) within the time period~~
16 ~~designated in the RFP and that was consistent with the RFP requirements but was not~~
17 ~~awarded a grant or contract by the State Board of Community Colleges.~~

19 *History Note: Authority G.S. 115D-5; 29 U.S.C. §§ 3302, 3305, 3321, and 3322;*
20   *Temporary Adoption Eff.   June 20, 2018.*
21   *Repeal Eff. _____*

23 ~~**1A SBCCC 400.2   Standards for appeal**~~

24 ~~The sole grounds for appeal shall be:~~
25 ~~(1) Failure to follow the evaluation or award process;~~
26 ~~(2) Unlawful discrimination; or~~
27 ~~(3) Alleged bias.~~
28 ~~The appealing party must expressly identify one of the grounds for appeal and provide a~~
29 ~~written explanation or other documentation to support the basis of appeal identified.~~

31 *History Note: Authority G.S. 115D-5;*
32   *Temporary Adoption Eff.   June 20, 2018.*

1   *Repeal Eff. _____*

2   **1A SBCCC 400.3   Evaluation of appeal**

3   (a) The appealing party shall submit a written appeal identifying one of the bases in 1A

4   SBCCC 400.2 to the NCCCS Director of Adult Education, College and Career

5   Readiness Section, North Carolina Community College System, via email or via USPS

6   mail at 5016 Mail Service Center, Raleigh, NC 27699-5016. The appealing party's

7   written appeal must be received within 30 calendar days from the date of the award.

8   (b) The NCCCS College and Career Readiness Section, shall provide a written response

9   to the appealing party within 10 business days of the expiration date for receipt of the

10   appeal. If the appealing party is not satisfied with the NCCCS College and Career

11   Readiness Section's written response, the appealing party shall have five (5) business

12   days from receipt of the NCCCS College and Career Readiness Section's response

13   to request an informal hearing on the appeal.

14 (c) The appealing party shall submit the request for an informal hearing to the NCCCS

15   Senior Vice President, Chief Academic Officer with a copy to the NCCCS Director of

16   Adult Education, College and Career Readiness Section. If the NCCCS Senior Vice

17   President, Chief Academic Officer does not receive the request for informal hearing

18   within five (5) business days from the appealing party's receipt of the NCCCS College

19   and Career Readiness Section's response, the NCCCS College and Career

20   Readiness Section's response shall become the SBCC's final agency decision.

21

22 *History Note: Authority G.S. 115D-5;*

23   *Temporary Adoption Eff.   June 20, 2018.*

24   *Repeal Eff. _____*

25

26 **1A SBCCC 400.4   Review Panel**

27 (a) Upon receipt of the request for informal hearing, the NCCCS Senior Vice President,

28   Chief Academic Officer shall assemble a review panel. The review panel shall meet

29   the following requirements:

30   (1) Be comprised of three people;

1   (2) Be comprised of individuals who did not participate in the award evaluation or

2   award decision; and

3   (3) Have professional expertise in either administering or developing educational

4   workforce development programming that serve adults with barriers to

5   employment and is required to meet performance outcomes.

6   (b) The NCCCS Senior Vice President, Chief Academic Officer shall designate one of the

7   members of the review panel to serve as Chair of the review panel. The Chair of the

8   review panel shall preside over the informal hearing.

9   (c) The purpose of the review panel is to conduct an informal hearing to review appeals

10   brought pursuant to 1A SBCCC 400.1 and provide a recommendation to the SBCC.

11

12   *History Note: Authority G.S. 115D-5;*

13   *Temporary Adoption Eff.   June 20, 2018.*

14   *Repeal Eff. _____*

15

16   **1A SBCCC 400.5   Informal Hearing Process**

17   (a) The NCCCS Senior Vice President, Chief Academic Officer shall calendar the informal

18   hearing no longer than 30 calendar days and no sooner than 15 calendar days after

19   the expiration date for receipt of the request for informal hearing. The NCCCS Senior

20   Vice President, Chief Academic Officer shall provide the notice of informal hearing

21   with the date, time, location, and list of members of the review panel to the parties at

22   least seven (7) business days prior to the informal hearing.

23   (b) Parties may participate in the informal hearing via telephonic or other electronic

24   means. If any party is going to participate via telephonic or other electronic means,

25   the party must provide written notification to the NCCCS Senior Vice President, Chief

26   Academic Officer within two (2) business days of receipt of the notice of informal

27   hearing date.

28   (c) At the informal hearing, the party appearing on behalf of the NCCCS College and

29   Career Readiness Section shall be the Director of Adult Education or the Director of

30   Adult Education's designee; and the party appearing on behalf of the appealing party

1   ~~shall be an authorized official. Attorneys may serve in an advisory capacity to any~~

2   ~~party during the informal hearing, but attorneys may not speak on behalf of either party~~

3   ~~at the informal hearing unless the attorney is an official of the NCCCS College and~~

4   ~~Career Readiness Section or an official of the appealing party and not engaged in an~~

5   ~~attorney-client relationship with either party.~~

6   ~~(d) No later than seven (7) business days prior to the informal hearing, the NCCCS~~

7   ~~College and Career Readiness Section shall provide one electronic copy each of the~~

8   ~~RFP, the appealing party's response to the RFP, the award decision, the appealing~~

9   ~~party's written appeal, and the College and Career Readiness Section's appeal~~

10 ~~response to the review panel.~~

11 ~~(e) No later than three (3) business days prior to the informal hearing, both parties shall~~

12 ~~do the following electronically.~~

13 ~~(1) Exchange a written list of witnesses or presenters each party intends to use at the~~

14 ~~informal hearing along with a brief summary of each witnesses' testimony or each~~

15 ~~presenter's statement;~~

16 ~~(2) Submit the witness or presenter list to the review panel; and~~

17 ~~(3) Submit any additional written documentation to the review panel and a copy of~~

18 ~~such additional information to the opposing party for consideration only if such~~

19 ~~additional information is directly related to the standard of review for the informal~~

20 ~~hearing.~~

21 ~~(f) The review panel shall conduct the informal hearing as follows.~~

22 ~~(1) The review panel shall adhere to the following standard of review:~~

23 ~~(A) Whether the appealing party has provided sufficient evidence to establish that~~

24 ~~the College and Career Services Section failed to follow the evaluation or~~

25 ~~award process;~~

26 ~~(B) Whether the appealing party has provided sufficient evidence to establish that~~

27 ~~the College and Career Services Section's decision was based on unlawful~~

28 ~~discrimination; or~~

4

1   (C) Whether the appealing party has provided sufficient evidence to establish that
2   the College and Career Services Section was biased against the appealing
3   party in the award decision.

4   (2) The review panel shall not recommend upholding the appeal only because the
5   review panel disagrees with the award decision. The only bases upon which the
6   review panel has the authority to recommend upholding the appeal is if the
7   appealing party has established the factors specified in 1A SBCCC 400.5(f)(A) –
8   (C).

9   (3) The total length of the informal hearing shall be no longer than one (1) hour. Each
10   party shall have a maximum of 20 minutes to present evidence in their case in
11   chief. The appealing party shall present their case first. At the conclusion of each
12   party's case, each party may provide rebuttal evidence for no more than five (5)
13   minutes. The review panel shall have the authority to ask any clarifying questions
14   of any party for the remaining ten (10) minutes of the informal hearing. Any party
15   responding to a review panel member's question when the one hour time period
16   has concluded shall have the right to complete their response to the question.

17 (4) The legal rules of evidence shall not be enforced, but the review panel has the
18   discretion to direct the testimony or presentations so that the parties address only
19   those issues that are relevant to the standard of review consistent with 1A SBCCC
20   400.5(f)(1)(A) – (C).

21 (5) Parties have the discretion to call their own witness and question the witness
22   during their own presentation of evidence. Alternatively, parties have the
23   discretion to present evidence in a narrative form.

24 (6) If either party believes that the review panel should not give credence to evidence
25   offered by the other party, that party may bring that to the review panel's attention
26   during the presentation of their own case or during their rebuttal. The review panel
27   shall consider those objections when weighing the evidence.

28 (7) The review panel shall be responsible for ensuring that the informal hearing is
29   recorded.

1 (8) After the informal hearing, the review panel shall provide a written recommendation
2 detailing the basis for the recommendation to the SBCC. In making a
3 recommendation to the SBCC, the review panel shall only consider the RFP, the
4 appealing party's response to the RFP, the award decision, the appealing party's
5 written appeal, the College and Career Services Section's response to the written
6 appeal, and evidence provided at the informal hearing.

7

8 *History Note: Authority G.S. 115D-5;*

9 *Temporary Adoption Eff.   June 20, 2018.*

10 *Repeal Eff. _____*

11

12 **1A SBCCC 400.6   SBCC Final Agency Decision**

13 After the informal hearing in 1A SBCCC 400.5, the review panel shall make a final
14 recommendation to the SBCC for the SBCC's consideration at the next regularly
15 scheduled or special called SBCC meeting that occurs at least 10 business days after the
16 informal hearing. The review panel's recommendation to the SBCC shall specify whether
17 the appealing party's appeal should be upheld or denied based upon the standard of
18 review in 1A SBCCC 400.5(f)(1)(A) – (C). The SBCC's evaluation of the review panel's
19 recommendation shall be limited to the standard of review specified in 1A SBCCC
20 400.5(f)(1)(A) – (C). The SBCC's decision is the final agency decision.

21

22 *History Note: Authority G.S. 115D-5;*

23 *Temporary Adoption Eff.   June 20, 2018.*

24 *Repeal Eff. _____*

25

26

1E SBCCC 200.2 is proposed for amendment as follows:

1   **State Board of Community Colleges Code**

2   **TITLE 1.   COMMUNITY COLLEGES**

3

4   **CHAPTER E.   STUDENT TUITION AND FEES**

5

6   **SUBCHAPTER 200.   GENERAL PROVISIONS**

7

8   **1E SBCCC 200.2   Time Due, Deferred Payment, Failure to Pay**

9   (a) Time Due. If a student registers on or before the first date of a course section, tuition,

10   registration fees, and other fees required for enrollment are due on a specific date

11   prescribed by the college that is on or before the ~~first~~ <u>census</u> date of the course

12   section.   If a student registers after the first date of the course section, tuition,

13   registration fees, and other fees required for enrollment are due ~~at the time of the~~

14   ~~student's registration~~ <u>on or by the census date</u>. A student may satisfy the requirement

15   for payment due through one or more of the following methods:

16   (1) Directly paying the college.

17   (2) Demonstrating to the college's satisfaction that the student is eligible for financial

18   aid or other third-party payment.

19   (3) Entering into a deferred payment plan authorized by 1E SBCCC 200.2(b).

20   (4) Providing evidence of eligibility for a tuition or registration fee waiver consistent

21   with 1E SBCCC 800.

22   To ensure tuition receipts are deposited to the credit of the fiscal year in which the Fall

23   academic term occurs, colleges shall begin collecting curriculum tuition payments for

24   the Fall academic term on or after July 1 of that year.

25   (b) Deferred Payment. The college may, with approval of the board of trustees, prescribe

26   written procedures to permit short-term deferred payment or payment in installments;

27   provided, however, that payment in full is due by the end of the academic term. For

28   the purposes of this section, "short term" is defined as a period that does not extend

29   beyond the last day of the academic term.

1 (c) Failure to Pay. Unless otherwise prohibited by law, colleges may not enroll or distribute

2 an academic credential to a student with an outstanding balance for tuition or

3 registration fees except under the following circumstances:

4 (1) The college anticipates that the outstanding balance will be paid using pending

5 financial aid;

6 (2) A person or organization demonstrates to the satisfaction of the college the ability

7 to pay the outstanding obligation and guarantees in writing to pay the balance if

8 the student fails to do so;

9 (3) A student is registered in a course section offered for the benefit of a company or

10 agency. For the purpose of this rule, company or agency specific course sections

11 are courses where the company pays the tuition or registration, and courses where

12 attendance in the course section is limited to employees of the company or agency;

13 (4) A student is classified as a captive or co-opted student pursuant to 1D SBCCC

14 700.98(a); or

15 (5) A student is registered in a course that is on a specialized course list approved by

16 the State Board of Community Colleges and supports the organizational training

17 needs for entities specified in G.S. 115D-5(b)(2).

18 (6) The college, in its discretion, determines that the outstanding balance is due to a

19 COVID-19 related reason.

20 Unless otherwise prohibited by law, colleges may withhold transcripts of grades and

21 any other service pending resolution of outstanding monetary obligations. This

22 statement shall not be construed to prohibit a college's board of trustees from adding

23 more stringent provisions that are allowable under law regarding outstanding

24 monetary balances.

25

26 *History Note:*   *Authority G.S. 115D-5; G.S. 115D-39;*

27   *Eff.   May 16, 2014;*

28   *Amended Eff.   February 1, 2015.*

29   *Temporary Amendment Eff.   March 19, 2020.*

30   *Temporary Amendment Repealed Eff.   April 17, 2020.*

2

1   *Temporary Amendment Eff.*   *April 20, 2020. Temporary Amendment*

2   *expires October 14, 2020.*

3   *Temporary Amendment Eff.*   *October 14, 2020.*

4   *Temporary Amendment Eff.   July 1, 2024. Temporary Amendment*

5   *expires December 31, 2024.*

6   *Amended Eff. _____*

STATE BOARD OF COMMUNITY COLLEGES
Public Comments

Proposed Amendment 1C SBCCC 200.94 – Local College Personnel Policies
Comment Period Ending November 21, 2024

	Respondent	Public Comment	System Office Response
1.	Amanda Bryant, SPHR, SCP, President, NCCCHRA	On behalf of the Executive Committee of the North Carolina Association of Community College Human Resources Professionals, I have the following comment to share. We would like to suggest that the legal reference be added to #21 Paid Parental Leave, for example: "21. Paid Parental Leave in compliance with N.C.G.S. § 126-8.6." We believe adding this legal reference is consistent with references included in the code for other policy provisions (for example, the new #31 "Providing preference for veterans"). Additionally, including the specific reference will ensure that future college officials tasked with policy maintenance & development will know that there are specific legal requirements in place for paid parental leave. While current leaders are very familiar with the legal requirements, those in the future may not know, since they didn't live through the implementation of the law.	Thank you for your comment. Your suggested change has been implemented.

1C SBCCC 200.94 is proposed for amendment as follows:

1   **State Board of Community College Code**

2   **TITLE – COMMUNITY COLLEGES**

3

4   **CHAPTER C.   PERSONNEL**

5

6   **SUBCHAPTER 200.   PERSONNEL POLICIES**

7

8 **1C SBCCC 200.94 Local College Personnel Policies**

9 (a) Each local board of trustees shall adopt, publish, and implement personnel policies,

10   consistent with all applicable statutes, rules, and regulations, addressing the following

11   issues:

12   (1) Adverse weather;

13   (2) Annual leave (vacation);

14   (3) Drug and alcohol use;

15   (4) Civil leave;

16   (5) Communicable disease;

17   (6) Compensatory leave;

18   (7) Definitions of the employment categories and benefits for each:

19   (A) Full-time permanent,

20   (B) Part-time permanent,

21   (C) Full-time temporary, and

22   (D) Part-time temporary;

23   (8) Disciplinary action addressing suspension and dismissal;

24   (9) Educational leave (reference 1C SBCCC 400.6);

25   (10) Employee evaluation process;

26   (11) Employee grievance procedures;

27   (12) Employee personnel file;

1   (13) Hiring procedures (describing procedures used for employment of both full- and

2   part-time employees);

3   (14) Leave transfer;

4   (15) Leave without pay;

5   (16) Longevity pay plan (reference 1C SBCCC 400.8);

6   (17) Military leave (reference 1C SBCCC 400.7);

7   (18) Nepotism (reference 1C SBCCC 200.98);

8   (19) Non-reappointment;

9   (20) Other employee benefits;

10   (21) Paid Parental Leave **in compliance with N.C.G.S. § 126-8.6**;

11   (2122) Political activities of employees (reference 1C SBCCC 200.99);

12   (2223) Professional development;

13   (2324) Reduction in force;

14   (2425) Salary determination methods for full- and part-time employees that address

15   at least the following:

16   (A) Provisions and criteria for salary determination,

17   (B) Requirements for annual salary review, and

18   (C) Establishment of salary formulas, ranges, or schedules;

19   (2526) Sexual harassment;

20   (2627) Tuition exemption (reference 1E SBCCC 300.1);

21   (2728) Sick leave consistent with provisions of the State Retirement system;

22   (2829) Secondary Employment that addresses conflict with the employee's primary

23   job responsibilities and institutional resources (the local board of trustees

24   shall approve or disapprove any secondary employment of the president; the

25   president or any member of the college's senior administration designated by

26   the president shall approve or disapprove secondary employment of all full-

27   time employees); and

28   (2930) Shared leave consistent with subsection (c) of this section.

29   (3031) Providing a preference for veterans, as defined in G.S. 128-15, in hiring

1   decisions.

2   (b) Each local board of trustees shall submit copies of these policies, including amend-

3   ments, to the NC Community College System President's office upon adoption.

4   (c) Shared Leave Policy

5   (1) Purpose: The purpose of the Voluntary Shared Leave Program is to allow an em-

6   ployee to donate leave, as allowed in this rule, to an employee who has been ap-

7   proved to receive leave through the Voluntary Shared Leave Program because of

8   a medical condition of the employee or of a member of the employee's immediate

9   family that will require the employee's absence for a prolonged period of time.

10   (2) In cases of a prolonged medical condition an employee may apply for or be nomi-

11   nated to become a recipient of leave transferred from the vacation leave account

12   of another employee, from the sick leave or vacation account of an immediate fam-

13   ily member as defined in section of this (c)(8) of this Subchapter or from the sick

14   leave account of a non-family member as provided in (c)(11)(B) of this Rule. For

15   purposes of this Rule, prolonged medical condition means medical condition that

16   is likely to require an employee's absence from duty for a period of at least 20

17   consecutive workdays. If an employee has had previous absences for the same

18   condition that has caused the employee to not have enough leave to cover the new

19   need for leave or if the employee has had a previous, but different, prolonged med-

20   ical condition within the last 12 months, the college may waive the requirement that

21   the employee be absent from duty for a period of 20 consecutive workdays to par-

22   ticipate in the program.

23   (3) An employee who receives benefits from the Disability Income Plan of North Car-

24   olina (DIPNC) is not eligible to participate in the shared leave program. Shared

25   leave, however, may be used during the required waiting period and following the

26   waiting period provided DIPNC benefits have not begun.

27   (4) Participation in the voluntary shared leave program shall be limited to 1,040 hours,

28   (prorated for part-time employees), either continuously or, if for the same condition,

29   on a recurring basis. However, management may grant employees continuation in

1   the program, month by month, for a maximum of 2,080 hours, if management

2   would have otherwise granted leave without pay.

3 (5) An employee on workers' compensation leave who is drawing temporary total dis-

4   ability compensation may be eligible to participate in the voluntary shared leave

5   program. Use of donated leave under the workers' compensation program shall

6   be limited to use with the supplemental leave schedule as described in 25 NCAC

7   01E .0707.

8 (6) The employee shall exhaust all available leave before using donated leave.

9 (7) Non-qualifying conditions: This leave does not apply to short-term or sporadic con-

10   ditions or illnesses that are common, expected or anticipated as determined by the

11   college president or the college president's designee. This includes such things as

12   sporadic, short-term recurrences of chronic allergies or conditions; short-term ab-

13   sences due to contagious diseases; or short-term, recurring medical or therapeutic

14   treatments. These examples are illustrative, not all inclusive. Each case must be

15   examined and decided based on its conformity to the intent of this Rule and must

16   be applied consistently and equitably.

17 (8) For purposes of this Section, immediate family means:

18   (A) Spouse: A husband or wife;

19   (B) Parent:

20   (i) a biological or adoptive parent; or

21   (ii) an individual who stood in loco parent is (a person who is in the position or

22   place of a parent) to an employee when the employee was a child; or

23   (iii) a step-parent; or

24   (iv) in-law relationships;

25   (C) Child: A son or daughter who is:

26   (i) a biological child; or

27   (ii) an adopted child; or

28   (iii) a foster child (a child for whom the employee performs the duties of a par-

29   ent as if it were the employee's child); or

30   (iv) step-child (a child of the employee's spouse from a former marriage); or

1   (v)   a legal ward (a minor child placed by the court under the care of a guard-

2   ian); or

3   (vi)   a child of an employee standing in loco parentis; or

4   (vii) in-law relationships;

5   (D) Sister or brother - biological, adoptive (including step-, half- or in-law relation-

6   ships);

7   (E) Grandparents, great grandparents, grandchildren, great grandchildren (includ-

8   ing step relationships); and

9   (F) Other dependents living in the employee's household.

10   (9) Administration

11   (A) All colleges shall develop policies and procedures to implement the voluntary

12   shared leave program.

13   (B) Colleges shall not establish a leave "bank" for use by unnamed employees.

14   Leave shall be donated on a one-to-one personal basis.

15 (10) Qualifying to Participate in Voluntary Shared Leave Program. To participate in

16   the Voluntary Shared Leave Program, an employee shall meet the following

17   conditions:

18   (A) A donor or recipient shall have a half-time or more permanent, probationary,

19   or time-limited appointment (The limitation and leave balance for permanent

20   parttime employees shall be prorated);

21   (B) A recipient shall apply or be nominated by a fellow employee to participate

22   in the program;

23   (C) A recipient shall produce medical evidence to support the need for leave

24   beyond the available accumulated leave; and

25   (D) The parent college shall review the merits of the request and approve or

26   disapprove according to these Rules.

27 (11) Donor Guidelines

28   (A) An employee of a community college may donate vacation leave, bonus

29   leave or sick leave to an immediate family member in any State agency,

30   public school or community college. An employee of a community college

1   may donate vacation or bonus leave to a coworker's immediate family

2   member who is an employee in a state agency or public school provided the

3   employee and coworker are at the same college. An employee may donate

4   vacation, bonus or sick leave to another employee at a community college in

5   accordance with the provisions of (c)(11)(B) of this Rule.

6   (B) An employee of a community college may donate up to five days of sick

7   leave to a non-immediate family member employee of a community college.

8   The combined total of sick leave donated to a recipient from non-immediate

9   family member donors shall not exceed 20 days per year as defined by local

10   college policy. Donated sick leave shall not be used for retirement purposes.

11   Employees who donate sick leave shall be notified in writing of the State

12   retirement credit consequences of donating sick leave.

13   (C) The minimum amount of sick leave or vacation leave to be donated is four

14   hours. An employee family member donating sick leave to a qualified

15   immediate family member under the Voluntary Shared Leave program may

16   donate up to a maximum of 1040 hours but may not reduce the sick leave

17   account below 40 hours.

18   (D) The maximum amount of vacation leave allowed to be donated by one

19   individual is the amount of the individual's annual accrual rate. However, the

20   amount donated shall not reduce the donor's vacation leave balance below

21   one-half of the annual vacation leave accrual rate. Bonus leave may be

22   donated without regard to this limitation.

23   (E) An employee may not directly or indirectly intimidate, threaten, coerce, or

24   attempt to intimidate, threaten, or coerce, any other employee for the

25   purpose of interfering with any right which such employee may have with

26   respect to donating, receiving, or using annual leave under this program.

27   Such action by an employee shall be grounds for disciplinary action up to

28   and including dismissal on the basis of personal conduct. The donation of

29   leave is confidential, and only those individuals authorized under G.S. 115D-

30   29 to access employee personnel file information may view donation

6

1   information consistent with G.S. 115D-29. Recipients of voluntary shared

2   leave shall not have access to information about individuals who donated

3   leave. The employee donating leave shall not receive remuneration for the

4   leave donated.

5 (12) Leave Accounting Procedures. The following conditions shall control the

6   accounting and usage procedures for leave donations in the Voluntary Shared

7   Leave program:

8   (A) The community college may establish a specific time period during which

9   leave can be donated.

10   (B) All leave donated shall be credited to the recipient's sick leave account and is

11   available for use on a current basis or may be retroactive for up to 60

12   calendar days to substitute for advanced vacation or sick leave already

13   granted to the recipient or to substitute for leave without pay. Donated leave

14   shall be applied to advanced leave before applying it to leave without pay.

15   (C) At the expiration of the medical condition, as determined by the community

16   college, any unused leave in the recipient's donated leave account shall be

17   treated as follows:

18   (i) The recipient's vacation and sick leave account balance shall not exceed a

19   combined total of 40 hours (prorated for part-time employees).

20   (ii) Any additional unused donated leave shall be returned to active (working or

21   on leave without pay) donor(s) on a pro rata basis and credited to the leave

22   account from which it was donated.

23   (D) If a recipient separates due to resignation, death, or retirement from state

24   government, participation in the program ends. Donated leave shall be

25   returned to active donor(s) on a pro rata basis.

26 (d) Holiday Leave Policy

27 (1) Full-time employees who are eligible to earn annual leave pursuant to local college

28   policy shall receive pay for a maximum of 12 paid holidays per fiscal year. Local

29   boards of trustees shall determine the number of paid holidays for those employ-

30   ees eligible to earn annual leave up to a maximum of 12 paid holidays per fiscal

1   year. Part-time employees who are eligible to earn annual leave pursuant to local

2   college policy shall receive pay for paid holidays on a pro-rata basis.

3   (2) Colleges shall only pay holiday leave to eligible employees who are:

4   (A) In pay status through the day on which the holiday is scheduled, or

5   (B) On a leave of absence without pay, but were in pay status for half or more of

6   the workdays in the month.

7   Local community college boards of trustees shall determine when holidays are

8   scheduled on the college calendar and may require employees to take annual leave,

9   special leave granted by the General Assembly, accumulated compensatory leave, or

10   leave without pay during time on days other than holidays when classes are not

11   scheduled to be in session.

12

13   *History Note: Authority G.S. 115D-5; 115D-20; 115D-25.3;*

14   *Eff.   September 1, 1993;*

15   *Amended Eff. _____; June 1, 2023; July 1, 2018; May 1, 2017;*

16   *May 1, 2008; May 1, 2005; January 1, 1996.*

17

STATE BOARD OF COMMUNITY COLLEGES
Public Comments

Proposed Amendment 1C SBCCC 200.100– Paid Parental Leave
Comment Period Ending December 19, 2024

	Respondent	Public Comment	System Office Response
1.	Amanda Bryant, SPHR, SCP, President, NCCCHRA	The following are comments to the proposed ruling making related to Paid Parental Leave (1 C SBCCC 200.100). These comments are provided on behalf of the Executive Board of the NC Community College Human Resources Association. First, and foremost, we support the need for this kind of paid leave for State and College employees. We congratulate the State Legislature and the North Carolina Community College Board for responding to such a need. This leave greatly enhances benefits available to our workforce. It will assist in College-level efforts to recruit and retain a skilled workforce. The challenge for the colleges is that the added benefit is unfunded. We believe that a funding mechanism should be in place for colleges to be reimbursed for the extra leave paid as it relates to Paid Parental Leave (PPL), much as it is handled today for the Short-Term Disability payments. Secondly, the following are a few comments regarding various parts of the proposed language of the rule. 1. **(b) (2)** "The paid parental leave provided under this Section is in addition to any other leave authorized by State or federal law." Comment: This section is the source of some confusion and multiple opinions on its resolution.	1. Thank you for your comment. Changes have been made, as indicated in (b)(2) and (f)(1), to clarify that Paid Parental Leave can be used in addition to or run concurrently at the employee's discretion. While colleges are required to adopt a Paid Parental Leave policy, they may choose how to adopt a policy that is substantially equivalent to OSHR. 2. See comment above. 3. Suggested change is incorporated. 4. Suggested change is incorporated. 5. This section is accepted as currently written and in compliance with OSHR's policy.

		1) Some have interpreted this to mean that PPL is in addition to any leave provided by the FMLA, since FMLA is a federal leave law. It can be viewed as a stacked benefit, allowing for a total of 20 (birthing parent) or 16 (non-birthing parent) weeks of leave. 2) Others have interpreted this section to mean only "paid" leave offered by other laws; and therefore, advise that PPL runs concurrently with leave also designated as FMLA. It is our understanding that OSHR has interpreted it based on #2 above. If #2 is the intended interpretation, we suggest the following addition: "The paid parental leave provided under this Section is in addition to any other <u>paid</u> leave authorized by State or federal law." We recommend #2 as the preferred interpretation. Under the Family and Medical Leave Act (FMLA) employees are entitled to up to 12 weeks of leave for parental bonding. If Paid Parental Leave (PPL) is administered separately from FMLA, a birth parent would be entitled to up to 20 weeks of leave, (approximately 5 months), while a non-birthing parent would be entitled to up to 16 weeks, (approximately 4 months). This extended leave can pose significant challenges for schools, particularly smaller institutions where staff often fulfill multiple roles and resources to cover prolonged absences are limited. Since the rule-making allows colleges to provide benefits greater than the proposed rule ((b)(2)), narrowing the rule to the above proposed language does not prevent colleges from using option #1. Using the interpretation of #2 and making the recommended language change better protects smaller schools who cannot afford to offer more generous leave.	

2. **(f) (1)** "…The Paid Parental Leave provided under this Section is in addition to any other leave authorized by law, section, or policy."

Comment: If the changes recommended above for (b)(2) are instituted, then we recommend the following revision for this statement: "…The Paid Parental Leave provided under this Section is in addition to any other <u>paid</u> leave authorized by law, section, or policy."

3. **(g) (6)** currently reads: "If the agency determines that it must delay Paid Parental Leave, or make Paid Parental Leave intermittent, because of public safety concern under Paragraph of this Section"

Comment: For clarification should it read: "If the agency determines that it must delay Paid Parental Leave, or make Paid Parental Leave intermittent, because of public safety concern under Paragraph <u>(5)</u> of this Section"

4. **(h) (2)** Perhaps the word "fate" is meant to be "date."

5. **(j) (3)** "When a child dies after childbirth, each parent of the child who meets the eligibility requirements of Subsection (c) of this Section shall receive the full paid parental leave listed in Subsection (d) or (e). The paid parental leave will not be ended at the time of the child's death."

Comment: We absolutely understand the need for this provision and support its inclusion. In its present form we believe it leaves some room for multiple interpretations and would suggest some additional clarification, perhaps as follows:

"When a child dies after childbirth <u>and before their first birthday</u>, each parent of the child who meets the eligibility requirements of Subsection (c) of this Section shall receive

		the full <u>amount of any unused</u> paid parental leave listed in Subsection (d) or (e). The paid parental leave will not be ended at the time of the child's death. <u>Nothing in this provision provides more than the leave allotted in Subsection (d) or (e) in any twelve-month period.</u>" We believe that the recommendations above affords benefit to those who have lost a child immediately after birth, up to several days or weeks afterwards due to complications arising from the birth, yet provides clarity that 1) it is not an evergreen benefit; and 2) it does not provide an additional allotment of leave. We believe it is important to clarify these guardrails on this additional provision of the leave.	
2.	Jill J. Hensley, Payroll/Benefits Coordinator McDowell Tech CC	"(j) Miscarriage and Stillbirth (1) When a fetus dies before 12 weeks of the pregnancy is complete, it is not a Qualifying Event for paid parental leave under this Section." Please take the following comment into consideration. Comment: As a woman that has had a miscarriage before 12 weeks, I feel it still warrants some time off from work. I am not saying the full 8 weeks but I am saying that at least 1-2 weeks off is necessary for a miscarriage before 12 weeks. The amount of physical pain/suffering a woman goes through is enough to need time off let alone the mental aspect of losing a child. There should be proof of an actual pregnancy from a pregnancy test or blood test from your physician before the miscarriage takes place to receive time off. After finding out you are pregnant, especially after trying for 1-1/2 to conceive, and then to lose the baby is heartbreaking. A mother needs time to heal mentally and physically before	Thank you for your comment. This section follows the recommendation of OSHR. This section does not prohibit an employee from using other available leave under these circumstances.

		having to jump right back into work. The first week after miscarrying is definitely the hardest.	

3.	Morgan Roberson Price	The following are comments to proposed ruling making related to Paid Parental Leave (1 C SBCCC 200.100).
		
		First, and foremost, I support the need for this kind of paid leave for State and College employees. This leave greatly enhances benefits available to our workforce. It will assist in College-level efforts to recruit and retain a skilled workforce. The challenge for the colleges is that the added benefit is unfunded. I believe that a funding mechanism should be in place for colleges to be reimbursed for the extra leave paid as it relates to Paid Parental Leave (PPL), much as it is handled today for the Short-Term Disability payments.
		
		Secondly, following are a few comments regarding various parts of the proposed language of the rule.
		
		1. **(b) (2)** "The paid parental leave provided under this Section is in addition to any other leave authorized by State or federal law."
		
		Comment: This section is the source of some confusion and multiple opinions on its resolution.
		
		    1) Some have interpreted this to mean that PPL is in addition to any leave provided by the FMLA, since FMLA is a federal leave law. It can be viewed as a stacked benefit, allowing for a total of 20 (birthing parent) or 16 (non-birthing parent) weeks of leave.
		
		    2) Others have interpreted this section to mean only "paid" leave offered by other laws; and therefore advise
			1. Thank you for your comment. Changes have been made, as indicated in (b)(2) and (f)(1), to clarify that Paid Parental Leave can be used in addition to or run concurrently at the employee's discretion. While colleges are required to adopt a Paid Parental Leave policy, they may choose how to adopt a policy that is substantially equivalent to OSHR.
			2. See comment above.
			3. Suggested change is incorporated.
			4. Suggested change is incorporated.
			5. This section is accepted as currently written and in compliance with OSHR's policy.

that PPL runs concurrently with leave also designated as FMLA.

It is my understanding that OSHR has interpreted it based on #2 above.

If #2 is the intended interpretation, I suggest the following addition: "The paid parental leave provided under this Section is in addition to any other paid leave authorized by State or federal law."

I recommend #2 as the preferred interpretation. Under the Family and Medical Leave Act (FMLA) employees are entitled to up to 12 weeks of leave for parental bonding. If Paid Parental Leave (PPL) is administered separately from FMLA, a birth parent would be entitled to up to 20 weeks of leave, (approximately 5 months), while a non-birthing parent would be entitled to up to 16 weeks, (approximately 4 months). This extended leave can pose significant challenges for schools, particularly smaller institutions where staff often fulfill multiple roles and resources to cover prolonged absences are limited.

Since the rule-making allows colleges to provide benefits greater than the proposed rule ((b)(2)), narrowing the rule to the above proposed language does not prevent colleges from using option #1. Using the interpretation of #2 and making the recommended language change better protects smaller schools who cannot afford to offer more generous leave.

2. **(f) (1)** "…The Paid Parental Leave provided under this Section is in addition to any other leave authorized by law, section, or policy."

Comment: If the changes recommended above for (b)(2) are instituted, then I recommend the following revision for this

statement: "…The Paid Parental Leave provided under this Section is in addition to any other <u>paid</u> leave authorized by law, section, or policy."

3. **(g) (6)** currently reads: "If the agency determines that it must delay Paid Parental Leave, or make Paid Parental Leave intermittent, because of public safety concern under Paragraph of this Section"

Comment: For clarification should it read: "If the agency determines that it must delay Paid Parental Leave, or make Paid Parental Leave intermittent, because of public safety concern under Paragraph <u>(5)</u> of this Section"

4. **(h) (2)** Perhaps the word "fate" is meant to be "date."

5. **(j) (3)** "When a child dies after childbirth, each parent of the child who meets the eligibility requirements of Subsection (c) of this Section shall receive the full paid parental leave listed in Subsection (d) or (e). The paid parental leave will not be ended at the time of the child's death."

Comment: I absolutely understand the need for this provision and support its inclusion. In its present form I believe it leaves some room for multiple interpretations and would suggest some additional clarification, perhaps as follows:

"When a child dies after childbirth <u>and before their first birthday</u>, each parent of the child who meets the eligibility requirements of Subsection (c) of this Section shall receive the full <u>amount of any unused</u> paid parental leave listed in Subsection (d) or (e). The paid parental leave will not be ended at the time of the child's death. <u>Nothing in this provision provides more than the leave allotted in Subsection (d) or (e) in any twelve-month period.</u>"

		I believe that the recommendations above affords benefit to those who have lost a child immediately after birth, up to several days or weeks afterwards due to complications arising from the birth, yet provides clarity that 1) it is not an evergreen benefit; and 2) it does not provide an additional allotment of leave. I believe it is important to clarify these guardrails on this additional provision of the leave.	
4.	Dr. Carol S. Spalding, President Rowan-Cabarrus CC	Rowan-Cabarrus Community College supports the implementation of 1C SBCCC 200.100 – Paid Parental Leave as an essential step in supporting our employees and fostering a family-friendly work environment across the North Carolina Community College System. However, we must express concern that no state funding has been allocated to support the implementation of this rule. Without designated funding, colleges will be required to absorb the costs within existing budgets which will impact other critical areas of operations. We strongly advocate for a state funding source to be allocated to ensure the successful and equitable implementation of paid parental leave across all community colleges. Providing dedicated financial support would allow colleges to adopt this important benefit without unintended budgetary impacts.	Your comment is noted. Thank you for your participation.

1   **State Board of Community Colleges Code**

2   **TITLE 1. COMMUNITY COLLEGES**

3

4   **CHAPTER C.   PERSONNEL**

5

6   **SUBCHAPTER 200.   PERSONNEL POLICIES**

7

8   **1C SBCCC 200.100   PAID PARENTAL LEAVE**

9   (a) For the purpose of this Section, the following definitions shall apply.

10   (1) "Child" means a newborn biological Child or a newly-placed adopted, foster or

11   otherwise legally placed Child under the age of 18, whose Parent is an eligible

12   employee.

13   (2) "Parent" means:

14   (A) the mother or father of a Child through birth or legal adoption; or

15   (B) an individual who cares for a Child through foster or other legal placement

16   under the direction of a government authority.

17   (3) "Public safety concern" means a significant impairment to the agency's ability to

18   conduct its operations in a manner that protects the health and safety of North

19   Carolinians.

20   (4) "Qualifying event" means when an employee becomes a Parent to a Child.

21   (b) Relationship to Other Sections and Policies.

22   (1) This Section states the terms and conditions only for paid parental leave that is

23   provided under G.S. 126-8.6 and for colleges who are required to adopt Sections

24   and policies that are "substantially equivalent" to those promulgated by the NC

25   Office of State Human Resources.

26   (2) The paid parental leave provided under this Section ~~is~~ **can be** in addition to any

27   other leave authorized by State or federal law **or run concurrently**. Nothing in

1

1   this Section shall prohibit a college, if authorized, from providing paid parental

2   leave in amounts greater than as required by this Section.

3 (c) Eligibility for Paid Parental Leave.

4 (1) Employees who become Parents via childbirth, adoption, foster care, or another

5   legal placement are eligible for Paid Parental Leave if:

6   (A) Employee is in a permanent, time-limited, or probationary appointment.

7   Temporary employees are not eligible for Paid Parental Leave under this

8   Section.

9   (B) At the time of the qualifying event, the employee meets each of the

10   following conditions:

11   (i) For the immediate 12 preceding months, the employee has been em-

12   ployed without a break in service, as defined by 25 NCAC 01D .0114,

13   by the State of North Carolina in a permanent, time-limited, or probation-

14   ary appointment.

15   (I) Periods of worker's compensation or short-term disability

16   months preceding the qualifying events do not make the em-

17   ployee ineligible for Paid Parental Leave.

18   (II) Periods of leave without pay, as defined in 25 NCAC 01E .1100,

19   shall not constitute a break in service.

20   (ii) The employee has been in pay status with the State of North Carolina

21   for at least 1,040 hours during the previous 12-month period becoming

22   eligible for Family and Medical Leave.

23   (I) Exhaustion of Family and Medical Leave does not affect

24   eligibility for Paid Parental Leave.

25 (d) Leave Available to Full-Time Employees.

26 (1) Full-time employees eligible for Paid Parental Leave under this Section may take,

27   in their discretion, up to the following amounts of leave:

28   (A) Eight weeks of paid leave after a parent gives birth to a child.

29   (B) Four weeks of paid leave after any other qualifying event.

1   (2) Each week of paid parental leave under this Section shall result in compensation

2   at 100% of the eligible employee's regular, straight-time weekly pay excluding

3   shift differential, premium pay, or overtime.

4   (e) Leave Available to Part-Time Employees.

5   (1) Part-time employees (regardless whether they work half-time or more) shall re-

6   ceive Paid Parental Leave under this Section if the employee meets all other re-

7   quirements for eligibility.

8   (2) Part-time employees eligible for Paid Parental Leave under this Section may take,

9   in their discretion, a prorated leave amount of:

10   (A) Four weeks of paid leave after a Parent gives birth to a Child.

11   (B) Two weeks of paid leave after any other qualifying event.

12   (3) Each week of Paid Parental Leave under this Section shall result in compensation

13   at 100% of the eligible employee's regular, straight-time weekly pay excluding

14   shift differential, premium pay, or overtime.

15   (f) Use of Other Leave.

16   (1) The Paid Parental Leave provided under this Section shall not be counted against

17   or deducted from the employee's sick, vacation, or other accrued leave. The Paid

18   Parental Leave provided under this Section ~~is~~ **can be** in addition to any other

19   leave authorized by law, Section, or policy **or run concurrently**. Whether an em-

20   ployee has exhausted Family and Medical Leave does not affect eligibility for Paid

21   Parental Leave under this Section.

22   (g) Requesting Use of Paid Parental Leave.

23   (1) Eligible employees may take Paid Parental Leave in one continuous period or

24   may take intermittent use of Paid Parental Leave. Requests for intermittent use

25   of Paid Parental Leave are subject to the agency's approval as stated in

26   Paragraph (4) of this Section.

27   (2) Whenever possible, eligible employees shall notify their agency at least 10 weeks

28   in advance of their intention to use Paid Parental Leave. Employees may

29   withdraw their request for Paid Parental Leave at any time.

1   (3) Absent unusual circumstances, the employee shall be required to comply with

2   agency leave request procedures.

3   (4) The agency shall not deny, delay, or require intermittent use of Paid Parental Leave

4   to employees who gave birth and seek to use Paid Parental Leave in one contin-

5   uous period.

6   (5) For all other employees, the agency may delay providing Paid Parental Leave or

7   may provide Paid Parental Leave intermittently if it determines that providing the

8   leave will cause a public safety concern. For example, the extension of Paid

9   Parental Leave to an eligible employee who did not give birth may constitute a

10   Public Safety Concern if:

11   (A) Providing the Paid Parental Leave would result in agency staffing levels

12   below what is required by federal or state law to maintain operational

13   safety; or

14   (B) Providing the Paid Parental Leave may impact the health or safety of staff,

15   patients, residents, offenders, or other individuals the agency is required

16   by law to protect; and

17   (C) The agency has been unable to secure supplemental staffing after

18   requesting or diligently exploring alternative staffing options.

19   (6) If the agency determines that it must delay Paid Parental Leave, or make Paid

20   Parental Leave intermittent, because of a public safety concern under Paragraph

21   **5** of this Section, the agency shall provide Paid Parental Leave as soon as practical

22   following the Qualifying Event.

23   (7) If both Parents are eligible employees, each may receive Paid Parental Leave.

24   Both Parents may take their leave simultaneously or at different times, pending no

25   Public Safety Concern.

26 (h) Leave Usage.

27   (1) Paid Parental Leave may be used only once for a Qualifying Event within a 12

28   month period. The fact that a multiple birth, adoption, or other legal placement

1   occurs (e.g., the birth of twins or adoption of siblings) does not increase the total

2   amount of Paid Parental Leave granted for that event.

3   (2) Unused Paid Parental Leave is forfeited 12 months from the **fd**ate of the Qualifying

4   Event.

5   (3) Paid Parental Leave shall not accrue or be donated to another employee.

6   (4) Employees shall not be paid for the leave provided by this Section upon separation

7   from the employer. The leave provided by this Section shall not be used for

8   calculating an employee's retirement benefits and shall not accrue or be donated

9   as voluntary shared leave.

10   (5) Leave usage must be recorded in the same required increments as all other time.

11   (6) If the employee requires leave before the actual birth or adoption due to medical

12   reasons or to fulfill legal adoption obligations, other available leave balances shall

13   be utilized in accordance with the agency's leave policies. Paid Parental Leave

14   shall not be used prior to the Qualifying Event.

15 ~~(i) Expiration.~~

16 ~~(1) This temporary rule expires on the effective date of the permanent rule adopted to~~

17   ~~replace this temporary rule.~~

18 (i) <u>Use of Leave for Adoptions or Foster Care Placements.</u>

19   <u>(1) When a child is given up for adoption or placed in foster care, from that point for-</u>

20   <u>ward, the birth parent shall continue to be eligible for the paid parental leave listed</u>

21   <u>in Subsection (d) or (e).</u>

22   <u>(2) When a prospective adoptive parent or foster parent expects an adoption or</u>

23   <u>placement, but it does not occur, it does not produce paid parental leave under</u>

24   <u>this Section. However, if the employee requires leave for bereavement, other</u>

25   <u>available leave balances shall be utilized in accordance with the agency's leave</u>

26   <u>policies.</u>

27 (j) <u>Miscarriage and Stillbirth</u>

28   <u>(1) When a fetus dies before 12 weeks of the pregnancy is complete, it is not a Qual-</u>

29   <u>ifying Event for paid parental leave under this Section.</u>

5

1   (2) When a fetus dies after the 12th completed week of pregnancy, but before

2   childbirth is complete:

3   (A)   If the birth parent meets the eligibility requirements in Subsection (c)

4   of this Section, the birth parent may receive the paid parental leave

5   listed in Subsection (d) or (e) of this Section. This leave is eight

6   weeks for a full-time eligible state employee.

7   (3) When a child dies after childbirth is complete, each parent of the child who meets

8   the eligibility requirements in Subsection (c) of this Section shall receive the full

9   paid parental leave listed in Subsection (d) or (e). The paid parental leave will

10   not be ended at the time of the child's death.

11   (A)   If the birth parent meets the eligibility requirements in Subsection (c) of

12   this Section, the birth parent may receive the paid parental leave listed in

13   Subsection (d) or (e) of this Section. This leave is eight weeks for a full-

14   time employee.

15   (4) In any of the situations above, if the employee requires leave for bereavement or

16   recovery, other available leave balances shall be utilized in accordance with the

17   agency's leave policies.

18

19   *History Note: Authority G.S. 115D-D and G.S. 126-8.6;*

20   *Temporary Amendment Eff. July 1, 2023*

21   *Amended Eff:_____*

STATE BOARD OF COMMUNITY COLLEGES
Notice of History Note Update to 1E SBCCC 100.1 – Definitions

Background: Section 10.12 of Session Law 2017-57 allowed senior citizens to audit courses at North Carolina community colleges without payment of any required registration fee or tuition for the audit. Pursuant to Session Law 2017-57, the State Board of Community Colleges (SBCC) was required by July 1, 2017 to adopt policies to implement Section 10.12. As a result, the SBCC voted on July 21, 2017 to temporarily amend 1E SBCCC 100.1 – "Definitions" by including the definition of "audit" to have the same meaning as in 1D SBCCC 700.1(a) which was temporarily adopted to meet the legislative requirements pursuant to Session Law 2017-57.

On October 20, 2017, the SBCC voted to adopt the temporary amendment to 1E SBCCC 100.1 – "Definitions" and make it a permanent amendment with the effective date of November 1, 2017.

Rational: Due to an administrative error, the history note for the permanent amendment to 1E SBCCC 100.1 – "Definitions" was never updated to reflect the permanent effective date of November 1, 2017. During the routine State Board Code review, the NCCCS Legal Affairs staff corrected the administrative error in the history note to reflect the correct effective date of the amendment to 1E SBCCC 100.1 – "Definitions".

State Board of Community Colleges
STRATEGIC PLANNING COMMITTEE
Caswell Building, Dr. W. Dallas Herring State Board Room
Thursday, January 16, 2025, 2:35 pm – 3:20 pm
Ms. Ann Whitford, Chair

Call to Order

Roll Call

Ethics Awareness and Conflict of Interest

Approval of Agenda

Approval of Minutes – July 19, 2024, October 17, 2024

For Action

- Strategic Planning Committee Charter Review (Attachment PLAN 01)

For Information

- Tactics Update (Attachment PLAN 02)

New Business

Adjourn

State Board of Community Colleges
STRATEGIC PLANNING COMMITTEE
Thursday, July 18, 2024

STRATEGIC PLANNING COMMITTEE MEMBERS

Ms. Ann Whitford, Chair	Dr. Shirley Carraway	Mr. Hari Nath
Dr. Grant Campbell	Mr. Jon Harris for Lt.	Ms. Jennifer Maldonado-
Ms. Paula Benson	Governor Mark Robinson	Castro
Hon. David Price	Ms. Sarah West	

MEMBERS NOT IN ATTENDANCE
Mr. Ray Trapp

OTHER BOARD MEMBERS IN ATTENDANCE

Mr. Tom Looney, Chair	Hon. Sam Searcy	Ms. Lisa Estep
Mr. Mark Merritt	Hon. Terry Van Duyn	
Hon. Ray Russell	Mr. Geoffrey Lang	

OTHERS IN ATTENDANCE

Dr. Jeff Cox	Ms. Kelly Barretto	Ms. Jonnell Carpenter
Dr. Patrick Crane	Ms. Sondra Jarvis	Ms. Delany Davis
Dr. Bill Schneider	Ms. Alex Doles	Dr. Philip Price

CALL TO ORDER
Chair Whitford called the meeting to order at 12:30 p.m.

ROLL CALL
Ms. Kelly Barretto took the roll of the Strategic Planning Committee members. With six voting members in attendance, a quorum was present.

ETHICS STATEMENT
Dr. Patrick Crane read the Ethics Awareness and Conflict of Interest Statement and asked if there were any known conflicts. None were noted.

APPROVAL OF AGENDA AND MINUTES
Chair Whitford asked for a motion to approve jointly today's agenda and the minutes from the May 16, 2024 meeting of the Strategic Planning Committee. Dr. Carraway made the motion, Ms. West seconded, and the Committee approved the agenda and May 16, 2024 minutes unanimously without change.

FOR ACTION
2024 Performance Measures for Student Success Report

Dr. Bill Schneider presented on this year's Report comprised of seven statutorily mandated measures and which serves as an accountability tool for colleges. Dr. Scheider explained the methodology for benchmarking and indexing performance measures. He reviewed navigation of the dashboard for the Committee.

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MINUTES
State Board of Community Colleges
STRATEGIC PLANNING COMMITTEE
Thursday, July 18, 2024

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Ms. Paula Benson
Hon. David Price

Dr. Shirley Carraway
Mr. Jon Harris for Lt.
Governor Mark Robinson
Ms. Sarah West

Mr. Hari Nath
Ms. Jennifer Maldonado-
Castro

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Dr. Patrick Crane
Dr. Bill Schneider

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Ms. Alex Doles

Ms. Jonnell Carpenter
Ms. Delany Davis
Dr. Philip Price

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FOR ACTION
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<u>ADJOURN</u>
There being no other business, Chair Whitford adjourned the Committee at 1:15 p.m.

Respectfully submitted,

Kelly Barretto, Recording Secretary

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MINUTES
State Board of Community Colleges
STRATEGIC PLANNING COMMITTEE
Thursday, October 17, 2024

</div>

STRATEGIC PLANNING COMMITTEE MEMBERS

Ms. Ann Whitford, Chair	Hon. David Price	Hon. Ray Russell
Hon. Terry Van Duyn	Dr. Shirley Carraway	Ms. Sarah West

MEMBERS NOT IN ATTENDANCE

Dr. Grant Campbell
Mr. Jon Harris for Lt. Governor Mark Robinson
Ms. Jennifer Maldonado-Castro
Ms. Paula Benson
Mr. Ray Trapp
Mr. Tom Looney, SBCC Chair

OTHER BOARD MEMBERS IN ATTENDANCE

Mr. Mark Merritt
Mr. Hari Nath

OTHERS IN ATTENDANCE

Dr. Jeff Cox	Dr. Kim Gold	Dr. Bill Schneider
Dr. Patrick Crane	Ms. Amy Mast	Ms. Kelly Barretto

CALL TO ORDER
Chair Whitford called the meeting to order at 4:50 p.m.

ROLL CALL
Ms. Kelly Barretto took the roll of the Strategic Planning Committee. With six voting members in attendance, the quorum was not met.

ETHICS STATEMENT
Dr. Patrick Crane read the Ethics Awareness and Conflict of Interest Statement and asked if there were any known conflicts. None were noted.

APPROVAL OF AGENDA AND MINUTES
Because a quorum was not present, Chair Whitford could not request a motion to approve today's agenda and the July 19, 2024 minutes.

FOR FUTURE ACTION
Strategic Planning Committee Charter

Chair Whitford gave a high-level review of the Charter. Because a quorum was not present, this item was deferred to the January 2025 meeting.

DISCUSSION

Dr. Crane introduced Dr. Greg McLeod as the Committee's NCACCP Liaison. Chair Whitford invited member Merritt to present a memo he authored regarding the September Planning meeting. There was discussion among the group.

ADJOURN

There being no other business, Chair Whitford adjourned the Committee at 5:21 p.m.

Respectfully submitted,

Kelly Barretto, Recording Secretary

STATE BOARD OF COMMUNITY COLLEGES
Strategic Planning Committee Charter

I. Background

The State Board of Community Colleges (State Board) derives its authority from Chapter 115D of the North Carolina General Statutes and the State Board of Community Colleges Code (the Code). The structure of the State Board standing committees is defined by the Bylaws of the State Board.

The Strategic Planning Committee was established on July 9, 2009.

II. Purpose

The purpose of the Strategic Planning Committee is to provide oversight of the North Carolina Community College System's mission, vision, and strategic direction.

III. Organization

The Strategic Planning Committee shall be a standing committee of the State Board. Per Article II of the Bylaws of the State Board, the Chair of the State Board shall appoint the membership, designate the chair and vice-chair, prescribe the duties, and determine the size of the committee. The membership of the committee may be rotated biennially at the discretion of the Chair of the State Board.

IV. Meetings

Per G.S. 115D 2.2(i) The State Board shall meet at stated times established by the State Board, but not less frequently than eight times a year. The Strategic Planning Committee shall meet on the same schedule as the other standing committees or as needed, but no less than four times a year, as determined by the State Board.

V. Responsibilities

The responsibilities of the Strategic Planning Committee include:
- Oversight of System strategic planning and plan implementation
- Reviewing research and monitoring external forces and System competencies
- Providing general guidance to the System regarding its strategic direction and initiatives
- Ensuring that the System Office is working with private , government, community, and, philanthropic partners to pursue resources that can support the work of the System strategic plan

VI. Duties

The specific duties of the Strategic Planning Committee shall include:

- Ensuring that the President maintains an effective strategic planning process, including the development and updating of a three- to five-year System strategic plan with measurable goals and metrics
- Monitoring the System's progress with strategic plan implementation, including quarterly reviews of strategic plan tactics and progress and periodic review of progress on key performance indicators
- Recommending modifications to the strategic plan to the State Board as needed based on changes in the educational environment, community needs, legislative environment, and other factors
- Reviewing research, trends, and workforce needs to understand the NCCCS's industry, market, community, and core competencies
- Discussing policy issues and other opportunities to improve the scope, cost-effectiveness, quality, and impact of services provided by the NCCCS and making recommendations to the State Board
- Reviewing and approving the Statewide Performance Measures Report and any substantive changes that may be made to strategic plan goals or objectives, Statewide Performance Measures, or other strategic plan Key Performance Indicators (KPIs)
- Monitoring the System's progress with securing grants and other external funds that support the System's mission and strategic plan
- Facilitating cross-functional collaboration across departments within the System Office to ensure alignment with private, government, community, and philanthropic partners in pursuit of resources that can support the work of the System strategic plan

The Committee may modify or supplement these duties and responsibilities as needed.

The Committee will have oversight of the relevant elements of the strategic plan and the annual operating plan.

The Committee should annually review and assess the adequacy of the Strategic Planning Committee Charter in accordance with the Bylaws.

STRATEGIC PLAN
TACTICS UPDATE

State Board – January 16, 2025

NC COMMUNITY COLLEGES
CREATING SUCCESS

System Office Goal

The System Office will deliver essential infrastructure, resources, and systems that enable North Carolina community colleges to increase the number of credential earners in
high-demand workforce sectors in North Carolina.

Priority #1	Priority #2	Priority #3	Priority #4	Priority #5
Modernize Technology Systems	Operationalize Labor Market-Driven Business Model	Operate with Excellence & Efficiency	Execute Marketing & Enrollment Strategy	Expand Resources & Supports

SBCC
01/17/2025

Priority Tactics Criteria

A Priority Tactics should be:

✓ Essential for achieving the System Office Goal.

✓ Attainable in one year (completed or major milestone).

✓ Measurable in its impact or progress.

✓ Aligned with the System Strategic Plan.

✓ Transformative in nature, not status quo or routine.

✓ Within our control as a System Office.

North Carolina Community College System

System Office Priorities 2024-2025

System Office Vision

Elevating North Carolina's future by delivering a diverse, highly skilled talent pipeline aligned to the labor market, supporting economic mobility that creates transformational generational change, and setting the national standard for innovation in higher education and workforce development.

System Office Goal

The System Office will deliver essential infrastructure, resources, and systems that enable North Carolina community colleges to increase the number of credential earners in high-demand workforce sectors.
(President Jeff Cox)

Priority #1	Priority #2	Priority #3	Priority #4	Priority #5
Modernize Technology Systems *(Patrick Fleming, Bill Schneider)*	**Operationalize Labor Market-Driven Business Model** *(Brian Merritt, Phillip Price)*	**Operate with Excellence & Efficiency** *(Kim Gold)*	**Execute Marketing & Enrollment Strategy** *(Nathan Hardin, Torry Reynolds)*	**Expand Resources & Supports** *(Patrick Crane, John Loyack)*

Tactics

Priority #1
- Tactic — **Common Course Library to Ellucian Banner SaaS** *(Lisa Eads, Sonya Bartley Atkinson)*
- Tactic — **Customized Training to Ellucian Banner SaaS** *(Betty Silver, Anita Gonsiorowski)*
- Tactic — **Data Warehouse Modernization** *(Michelle Blake, Travis Nobles)*
- Tactic — **CBAS Modernization and NCFS Workflows** *(Stephanie Fisher, Ann Anderson)*

Priority #2
- Tactic — **Propel NC Policy & Procedures** *(Brian Merritt, Phillip Price, Alex Fagg, Bill Schneider)*
- Tactic — **Labor Market & Outcomes Data Insights and Tools** *(Bill Schneider)*
- Tactic — **Program Approval, Termination, Alignment** *(Lisa Eads)*

Priority #3
- Tactic — **System Office Policy Review & Updates** *(Kim Gold, Jonnell Carpenter)*
- Tactic — **HR Policy & Procedures Update** *(Kim Gold, HR VP)*
- Tactic — **Culture of Excellence & Customer Service** *(HR VP)*

Priority #4
- Tactic — **Year-One Marketing Plan & CRM** *(Nathan Hardin)*
- Tactic — **Strategic Enrollment Management Project** *(Monty Hickman)*
- Tactic — **Near-time Reporting Systems** *(Elizabeth Stoddard)*

Priority #5
- Tactic — **Grant Writing & Funding** *(Chanell Butler)*
- Tactic — **Apprenticeship Expansion** *(Chris Harrington)*
- Tactic — **Generative AI & Future of Work** *(Andrea Crowley)*
- Tactic — **Rural College Supports** *(Zach Barricklow)*

North Carolina Community College System

17 TACTICS: DECEMBER 31
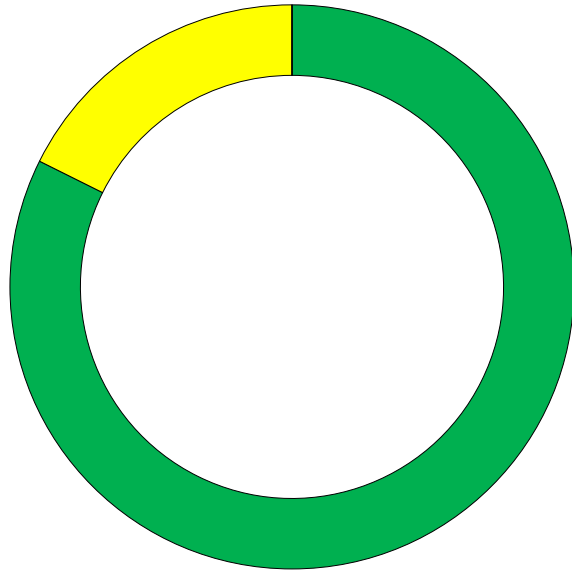
Legend
- 🟢 On Track
- 🟡 Delayed/Recovering
- 🔴 At Risk
- ‖ On Hold

	TACTIC NAME	STATUS
1.1	TRANSITION COMBINED COURSE LIBRARY	🟡
1.2	TRANSITION CUSTOMIZED TRAINING	🟢
1.3	TRANSITION DATA WAREHOUSE	🟡
1.4	CBAS MODERNIZATION	🟡
2.1	PROPEL NC POLICIES/PROCEDURES	🟢
2.2	LABOR MARKET/OUTCOMES DATA SYSTEMS	🟢
2.3	PROGRAM APPROVAL/TERMINATION/ALIGNMENT	🟢
3.1	SYSTEM OFFICE POLICY REVIEW & UPDATES	🟢
3.2	HR POLICY & PROCEDURES STREAMLINE	🟢
3.3	CULTURE OF EXCELLENCE & CUSTOMER SERVICE	🟢
4.1	YEAR 1 SYSTEM MARKETING PLAN	🟢
4.2	STRATEGIC ENROLLMENT MANAGEMENT (SEM)	🟢
4.3	NEAR-TIME REPORTING SYSTEMS	🟢
5.1	GRANT WRITING & FUNDING	🟢
5.2	APPRENTICESHIP EXPANSION	🟢
5.3	ARTIFICIAL INTELLIGENCE IN NORTH CAROLINA (AI.iNC)	🟢
5.4	RURAL COLLEGES SUPPORT	🟢

SBCC
01/17/2025

TACTICS OVERVIEW

1.1 COMBINED COURSE LIBRARY (CCL) TRANSITION

Project Rationale

- •The NCCCS will modernize and optimize the Combined Course Library (CCL) to allow anyone to search all curriculum and continuing education courses offered by the NC Community College System.

Project Description

- Transition Combined Course Library (CCL) from Ellucian Colleague to Ellucian Banner SaaS by February 28, 2025.

Resource Needs

- Funding to increase staff capacity and expertise to meet project objectives.

Board Role

- Ensure new systems comply with SBCC Code and revise as required.
- Maintain collaboration between SBCC Committees and System Office staff liaisons.
- Leverage Programs, Finance and Accountability and Audit Committees to provide advocacy, guidance and oversight.
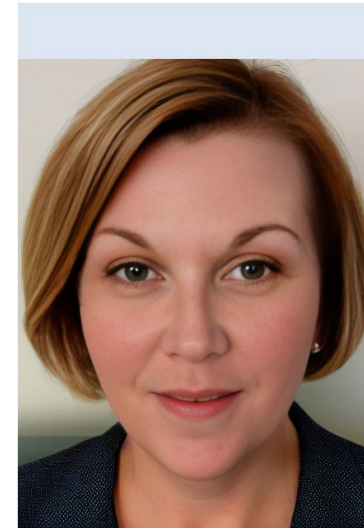
Tactic Lead
Dr. Lisa Eads
Associate Vice President
Academic Programs

Tactic Lead
Sonya Atkinson Bartley
IT Enterprise Planning Analyst

1.1 COMBINED COURSE LIBRARY (CCL) TRANSITION

Deliverables	Status	Due
Development environments established	☑	06/30/23
Project plan drafted	☑	06/30/23
Combined Course Library (CCL) Requirements Document delivered	☑	12/31/23
System configuration	🟡	02/07/25
User Acceptance Testing	⚫	02/28/25
Go-Live	⚫	04/01/25

Key Performance Indicators

- Transition Combined Course Library (CCL) from Ellucian Colleague to Ellucian Banner SaaS by April 1, 2025.

- The new system:

  - Is compatible with current and future ERP systems

  - Is accessible from the NCCCS public website

  - Is operated and maintained by System Office staff

  - Provides public access to course offerings

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚫ Not Started	‖ On Hold

1.2 CUSTOMIZED TRAINING TRANSITION

Project Rationale

- •The NCCCS will modernize and optimize systems the Customized Training system to support job growth, technology investment, and productivity enhancement by providing education, training, and support services for new, expanding, existing business and industry.

Project Description

- Transition Customized Training from Ellucian Colleague to Ellucian Banner SaaS by January 31, 2025.

Resource Needs

- Funding to increase staff capacity and expertise to meet project objectives.

Board Role

- Ensure new systems comply with SBCC Code and revise as required.

- Maintain collaboration between SBCC Committees and System Office staff liaisons.

- Leverage Finance and Accountability and Audit Committees to provide advocacy, guidance and oversight.

Tactic Lead
Betty Silver
Associate Vice President
NC Edge/Customized Training

Tactic Lead
Anita Gonsiorowski
Customized Training Research Specialist

SBCC
01/17/2025

1.2 CUSTOMIZED TRAINING TRANSITION

Deliverables	Status	Due
Development environments established	☑	06/30/23
Project plan drafted	☑	06/30/23
Customized Training Requirements Document delivered	☑	09/30/23
System configuration	☑	11/18/24
User Acceptance Testing	🟢	01/22/25
Go-Live	⚪	04/03/25

Key Performance Indicators

- Transition Customized Training from Ellucian Colleague to Ellucian Banner SaaS by April 4, 2025.

- The new system:

    - Is compatible with current and future ERP systems

    - Is operated and maintained by System Office staff

    - Provides improved data analytics and reporting

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	‖ On Hold

SBCC
01/17/2025

Project Rationale

- •The NCCCS will modernize and optimize systems that provide a centralized repository for college data. This will enhance the System's ability to create reports, track performance data, and provide data extracts.

Project Description

- Transition the Data Warehouse from System Office operated and maintained MS SQL Server to Ellucian Banner SaaS by January 30, 2025.

Resource Needs

- Funding to increase staff capacity and expertise to meet project objectives.

Board Role

- Ensure new systems comply with SBCC Code and revise as required.
- Maintain collaboration between SBCC Committees and System Office staff liaisons.
- Leverage Finance and Accountability and Audit Committees to provide advocacy, guidance and oversight.

Tactic Lead
Michelle Blake
Director of
Applications
Development

Tactic Lead
Travis Noble
Director of State
Data Warehousing

**SBCC
01/17/2025**

1.3 DATA WAREHOUSE TRANSITION

Deliverables	Status	Due
Development environments established	☑	06/30/23
Project plan drafted	☑	06/30/23
Data Warehouse Requirements Document delivered	☑	06/30/23
System configuration	🟡	05/22/25
User Acceptance Testing	🟡	05/27/25
Go-Live	⚪	05/30/25

Key Performance Indicators

- Transition the Data Warehouse from System Office operated and maintained MS SQL Server to Ellucian Banner SaaS by May 30, 2025.

- The new system:

  - Is compatible with current and future ERP systems

  - Is operated and maintained by System Office staff

  - Provides improved data analytics and reporting

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	‖ On Hold

SBCC
01/17/2025

1.4 CBAS MODERNIZATION AND NCFS WORKFLOWS

Project Rationale

- •The NCCCS will modernize and optimize the College Budgeting and Accounting System (CBAS). This system transmits cash certification requests to the System Office Finance and Operations division.

Project Description

- CBAS Modernization and NCFS Workflows: Optimize financial technology systems to modernize and streamline workflows by June 30, 2025.

Resource Needs

- Funding to increase staff capacity and expertise to meet project objectives.

Board Role

- Ensure new systems comply with SBCC Code and revise as required.
- Maintain collaboration between SBCC Committees and System Office staff liaisons.
- Leverage Finance and Accountability and Audit Committees to provide advocacy, guidance and oversight.

Tactic Lead
Stephanie Fisher
Associate Vice President
Finance and Operations

Tactic Lead
Ann Anderson
Associate Vice President
State Level Accounting & Operations

1.4 CBAS MODERNIZATION AND NCFS WORKFLOWS

Deliverables	Status	Due
Development environments established	☑	06/30/23
Project plan drafted	☑	06/30/23
CBAS Requirements Document delivered	☑	09/30/23
System configuration	🟡	12/13/24
User Acceptance Testing	🟡	12/20/24
Go-Live	⚪	02/07/25

Key Performance Indicators

- Transition CBAS systems from Ellucian Colleague to Ellucian Banner SaaS by February 7, 2025.
- The new system:
  - Is compatible with current and future ERP systems
  - Is operated and maintained by System Office staff
  - Provides improved financial management, data analytics and reporting

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	‖ On Hold

2.1 PROPEL NC POLICIES AND PROCEDURES

Project Rationale

- This project ensures curriculum and workforce continuing education programs receive equitable prioritization and funding, and that college course and program offerings are aligned to workforce needs.
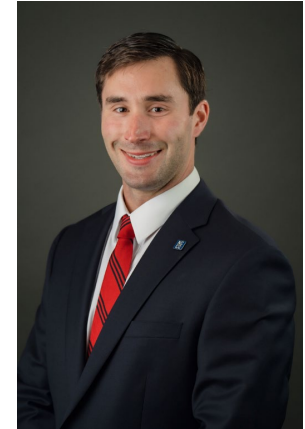
Project Description

- Develop foundational systems for executing Propel NC.

Resource Needs

- None at this time.

Board Role

- Advocacy

Tactic Leads

Alex Fagg, Brian Merritt, Phillip Price, Bill Schneider

2.1 PROPEL NC POLICIES AND PROCEDURES

Deliverables	Status	Due
Establish FTE model for Propel NC that includes replacing tiers and 96-hour third party credential requirements	🟢	10/31/25
Received approval from key Stakeholders	☑	
Submission of funding request to the Office of State Budget Management	🟢	
Develop an agreed upon methodology to count "completers" in Workforce Continuing Education	🟢	05/30/25
Currently collaborating with the NCACCP Programs Committee on a measure of Workforce Continuing Education completion.	🟢	
Educate colleges and other partners on updated policies	🟢	06/30/25
Led a Propel NC focused session at the System Conference	☑	

Key Performance Indicators

- 100% establishment of FTE model for Propel NC
- 100% development of an agreed upon methodology to count "completers" in Workforce Continuing Education
- 100% on delivery of community colleges professional development plan related to Propel NC implementation

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	‖ On Hold

2.2 LABOR MARKET & OUTCOMES DATA INSIGHTS AND TOOLS

Project Rationale

- This project is to ensure colleges and the System Office have access to labor market & outcomes data necessary to inform important decisions associated with academic programs.

Project Description

- Develop labor market and outcomes data tools available for System Office and colleges by June 30, 2025.

Resource Needs

- Bandwidth of team members to complete work along with other core responsibilities.

- Uniform recurring process for accessing wage records from Commerce.

Board Role

- None at this time.

Tactic Lead
Dr. Bill Schneider
Vice President
System Effectiveness

Tactic Lead
Elizabeth Stoddard
Director
Analytics & Reporting

2.2 LABOR MARKET & OUTCOMES DATA INSIGHTS AND TOOLS

Deliverables	Status	Due
Release Beta Regional Labor Market Analysis Reports	☑	09/30/24
Release official expanded and updated Regional Labor Market Analysis Reports	🟢	03/31/25
Release subject-driven Labor Market Outcomes Dashboard	🟢	04/30/25
Methodology and preliminary reporting requirements established	☑	
Technical processes to compile data developed	☑	
Establish system providing college access to individual student wage records	🟢	05/31/25
Provide professional development to stakeholders	🟢	06/30/25

Key Performance Indicators

- 100% completion of Beta Regional Labor Market Analysis Reports
- 100% completion of official expanded and updated Regional Labor Market Analysis Reports
- 100% completion of subject-driven Labor Market Outcomes Dashboard
- 100% development of system providing college access to individual student wage records

Legend			
🟢 On Track	🔴 At Risk	☑ Complete	
🟡 Off Track/Recovering	⚫ Not Started	▐▌ On Hold	

2.3 COURSES/PROGRAM APPROVAL/TERMINATION/ALIGNMENT

Project Rationale

- This project is critical for streamlining program and course approval processes, improving overall efficiency, and delivering enhanced customer service to better support colleges in achieving local and statewide credential attainment goals.

Project Description

- Create an updated system for program approval, termination, and alignment with labor market demand.

Resource Needs

- Funding need for resources if current available platforms cannot support project.

Board Role

- Funding need for resources if current available platforms cannot support project.

Tactic Lead

Dr. Lisa Eads
Associate Vice President
Academic Programs

2.3 COURSES/PROGRAM APPROVAL/TERMINATIONS/ALIGNMENT

Deliverables	Status	Due
Upgrade and modernize platform to facilitate applications and termination processes and status updates for colleges	🟢	06/30/25
ServiceNow capabilities as the portal to use	☑	
IT will begin development of Course Portal on January 6, 2025	🟢	
Update SBCC Code and complete procedural updates	🟢	06/30/25
Present SBCC Code recommendations to NCACCP – January 2025	🟢	
Policy, procedure, and/or program implemented	🟢	06/30/25
New Career and College Promise (CCP) Curriculum Pathway under development	🟢	

Key Performance Indicators
- Course and Program access
- Credential Completion

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚫ Not Started	❚❚ On Hold

3.1 SYSTEM OFFICE POLICY REVIEW & UPDATES

Project Rationale

- This project is essential to streamline and modernize agency policies and the State Board Code, ensuring they are compliant to law, current, accessible, and responsive to colleges' needs while establishing a sustainable review process.

Project Description

- Review and update outdated State Board Code items and establish a system of periodic review.

Resource Needs

- Additional resources TBD

Board Role

- None at this time.

Tactic Lead
Jonnell Carpenter
General Counsel
Legal Affairs

3.1 SYSTEM OFFICE POLICY REVIEW & UPDATES

Deliverables	Status	Due
Establish timeline and system for periodic System Office agency policy review	🟢	03/31/25
Policy Owners have been assigned and have begun the policy review process.	☑	
Review and update 17 internal policy items	🟢	06/30/25
System Office Agency policies have been published into the Employee Center and policy numbering system has been established.	☑	
Review and update 17 prioritized SBCC Code items	🟢	06/30/25
Identified and reviewed all temporary code items	☑	
Identified all code items within Chapter D that have not been updated within 10 years	☑	
Present the code item(s) to the SBPG Committee regarding the temporary code update during the State Board Meeting - January 2025	🟢	

Key Performance Indicators

- Ensure the System Office Agency policies are updated to reflect the most current policies and procedures.
- Ensure State Board Code is updated to reflect the most current policies and procedures.

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	‖ On Hold

3.2 HR POLICY AND PROCEDURES STREAMLINE

Project Rationale

- This project is crucial for attracting top talent by streamlining HR processes, reducing hiring delays, and enhancing the System Office's effectiveness and appeal as an employer.

Project Description

- Implement improvements to policy, procedure, and processes related to System Office human resource management.

Resource Needs

- None at this time

Board Role

- Approved the VP of HR

- Approve EHRA Employees, as needed

Tactic Lead
Dr. Kimberly Gold
Chief of Staff
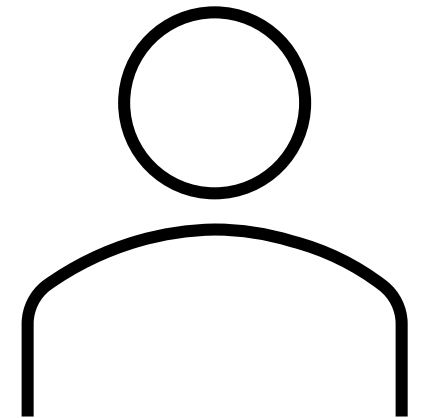
Tactic Lead
Kelli Reale
Vice President
Human Resources

3.2 HR POLICY AND PROCEDURES STREAMLINE

Deliverable	Status	Due
Reduce time from "Signature on Request to Post" to "Offer Made" to qualified applicants by 20%	🟢	06/30/25
Reviewed the recruitment process and implemented an action plan.	☑	
Onboarding the VP of HR	🟢	
Remeasure the turnaround time for making an offer to a candidate using the new software.	🟢	06/30/25

Key Performance Indicators

- Reduce recruitment time to ensure operational efficiency.

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	❚❚ On Hold

3.3 CULTURE OF EXCELLENCE & CUSTOMER SERVICE

Project Rationale

- This project strengthens the NCCC System's reputation as a national leader by elevating professional development, leadership excellence, and customer service standards, ensuring the System Office is recognized as an effective partner to colleges and the state.

Project Description

- Establish agency policies and provide professional development related to customer service and leadership excellence for System Office employees.

Resource Needs

- Funding for professional development.

Board Role

- Advocate for the System Office professional development resources.
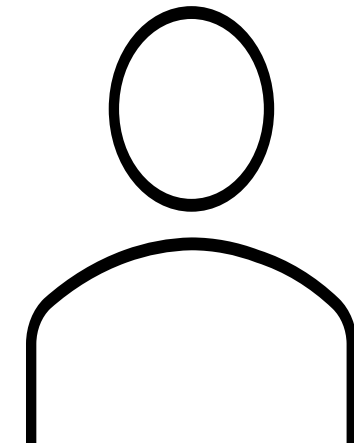
Tactic Lead
Kelli Reale
Vice President
Human Resources

3.3 CULTURE OF EXCELLENCE & CUSTOMER SERVICE

Deliverables	Status	Due
Set agency policies and provide training on meeting expectations for excellent customer service for all staff	🟢	02/05/2025
Telework policy has been updated to clarify customer service expectations	☑	
Expectations regarding customer service goals have been discussed with employees	☑	
Upcoming training for customer service	🟢	
Incorporate customer service expectations into NCVIP for all staff at mid-year review	🟢	02/26/2025
NCVIP Interim Reviews	🟢	

Key Performance Indicators
- All agency employees will have a customer service-related goal in their Performance Plan (NCVIP).
- Customer Service training will be provided for all employees at the All-Hands Meeting.

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	‖ On Hold

4.1 SYSTEM INTEGRATED MARKETING PLAN

Project Rationale

- This project is crucial for boosting student enrollment in high-demand sectors through an integrated, end-to-end marketing strategy that augments and complements local college marketing capacity.

Project Description

- Execute Year 1 of the System Integrated Marketing Plan by June 30, 2025.

Resource Needs

- Recurring funding for a statewide CRM solution.

- Funding for a target advertising campaign to fully utilize the CRM.

- The Marketing department is severely understaffed. A comparison of peer statewide systems shows the NCCCS communications efforts are 80-90 percent smaller. The department also has taken on additional focus areas related to strategic enrollment management, which requires reimagining collaboration and staffing.

- Significant stakeholder engagement (presidents, public information officers, economic development partners).

Board Role

- Advocacy for funding and personnel.

Tactic Lead
Nathan Hardin
Executive Director
Communications

4.1 SYSTEM INTEGRATED MARKETING PLAN

Deliverables	Status	Due
Brand and Messaging for NCCCS and select sub-brands	🟢	06/30/25
Rebranding for NCEdge, IDD, and SBCN started	🟢	
CRM and Marketing Funnel Implementation for Cohort 1A and 1B	🟢	06/30/25
Marketing Contract executed	🟢	
CRM and Marketing Funnel executed	🟢	
Kickoff Call with 5 colleges completed	☑	
Kickoff Call with remaining 5 colleges in January 2025	🟢	
Call Center Pilot Established	🟢	04/01/25
Initial Creative Campaigns Deployed Across Channels	🟢	04/01/25

Key Performance Indicators

- 100% integration of CRM systems at all 5 first cohort, and CRM integration underway at the expanded 5 colleges.

- 6 of 6 sub-brands completed, which include economic development division, IDD, and College and Career Readiness by June 30, 2025.

- 10 cohort colleges supported with CRM & Marketing Funnel support.

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚫ Not Started	‖ On Hold

4.2 STRATEGIC ENROLLMENT MANAGEMENT (SEM)

Project Rationale

- This project enhances community college enrollment through SEM tools, strategic outreach and engagement, and training and development, ensuring competitiveness and improved student access, retention, and completion.

Project Description

- The Strategic Enrollment Project will provide the 58 community colleges the necessary tools and practices to more effectively engage, enroll, and serve students regardless of background or point of entry.

Resource Needs

- CRM training expert(s) to lead training sessions for college staff.
- Funding for CRM training expert(s) for staff training sessions.

Board Role

- Advocacy for funding.
- Continued support for CRM implementation and enrollment development.

Tactic Lead
Dr. Monty Hickman
Associate Vice Director
Student Success
Support Services

4.2 STRATEGIC ENROLLMENT MANAGEMENT (SEM)

Deliverables	Status	Due
Increasing Financial Aid Efficiency and Timely Implementation	🟢	06/30/25
Developing CRM Training for 2025	🟢	06/30/25
CRM Strategy Session to be provided	🟢	
CRM Advisory Committee established	☑	
Streamlining and Shortening the Admissions Application	🟢	06/30/25
Admissions applications for Curriculum (CU) and Career and College Promise (CCP) reviewed	☑	
Strategic Enrollment Management (SEM) Training – Phase 2	🟢	05/30/25
SEM Task Force reestablished	☑	

Key Performance Indicators

- # of colleges that participate in CRM training.
- 100% of pilot colleges launch communication plan.
- Admissions application shortened by 15%.

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚫ Not Started	❚❚ On Hold

4.3 NEAR-TIME REPORTING TOOLS

Project Rationale

- This project enhances the ability of colleges to make real-time, data-informed decisions by expanding college users' near-time reporting capabilities and facilitating college reporting migrations to Insights.

Project Description

- Expand existing near-time reporting capabilities and facilitate college reporting migration to Insights by June 30, 2025.

Resource Needs

- Increased staff capacity to ensure tactic project prioritization.
- Collaboration with internal teams on projects involving data migration and modernization.

Board Role

- None at this time.

Tactic Lead
Elizabeth Stoddard
Director
Analytics & Reporting

4.3 NEAR-TIME REPORTING TOOLS

Deliverables	Status	Due
Near-Time Enrollment and FTE Estimates Dashboard	🟢	03/30/25
Processes developed to calculate estimated enrollment and FTE from daily data for Curriculum, Continuing Education, and Basic Skills	☑	
Data alignment for Curriculum estimated enrollment and FTE increased from 83% of colleges initially to 100% by end of process	☑	
Continuing college data validations for Continuing Education and Basic Skills estimated enrollment and FTE	🟢	
Near-Time Financial Aid Data Dashboard	🟢	02/28/25
Process developed to collect required Financial Aid fields from daily data	☑	
Access to and Implementation of Ellucian Insight Tools	🟢	06/30/25

Key Performance Indicators

- Percentage of Financial Aid dashboard project completed.

- Percentage of Estimated Enrollment and FTE dashboard project completed.

- Percentage of Ellucian Insights tool implementation project completed.

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚫ Not Started	❚❚ On Hold

5.1 GRANT WRITING & FUNDING

Project Rationale

- This project aims to secure federal grants to diversify funding, supporting NCCCS's efforts to enhance access, retention, and completion in high-demand workforce sectors.

Project Description

- Establish and implement a System Office strategy to expand federal grant acquisitions by June 30, 2025.

Resource Needs

- Significant internal and external stakeholder engagement is needed.
- Additional grants management staff needed within 24 months.

Board Role

- Advocacy for additional staff funding.
- Leverage networking to build engagement and communication between funding entities and Grants Director.
- Communicate funding opportunities to both external networks and System Office staff.

Tactic Lead
Dr. Chanell Butler
Director
Grants

5.1 GRANT WRITING & FUNDING

Deliverables	Status	Due
Grants Approval Process Review	🟢	06/30/25
Grant Policies and Procedures Manual reviewed	🟢	
Foundation Collaboration Plan	🟢	03/31/25
Collaboration plan draft built with NCCC Foundation		
Grants Management Process		06/30/25
Successfully applied for $9.9M federal grant and awaiting notification		
System alignment on grant opportunities started		
College Communications and Partnership Plan		06/30/25
Relationships built with System Office and community college staff		

Key Performance Indicators

- Meet and exceed federal funding goals for FY2024-2025.
- Increase community college capacity to apply for federal funding.
- Increase System Office capacity to apply for federal funding.
- Increase collaboration between System Office and NCCC Foundation.

Legend			
🟢 On Track	🔴 At Risk	☑ Complete	
🟡 Off Track/Recovering	⚫ Not Started	‖ On Hold	

5.2 APPRENTICESHIP EXPANSION

Project Rationale

- This project expands apprenticeships and work-based learning opportunities to enhance job success, aiming to meet growth goals in registered apprenticeships and industry collaboration.

Project Description

- Expand the use of pre-apprenticeships and apprenticeships state-wide to improve labor force participation and reduce the skills gap to meet employer needs in North Carolina.

Resource Needs

- Sustainable funding source to support ApprenticeshipNC program continuation
- Significant stakeholder engagement to spread awareness of benefits of apprenticeships in North Carolina.

Board Role

- Advocacy for funding.
- Engagement from State Board members to gain support from chief local elected officials.

Tactic Lead
Dr. Chris Harrington
Director of ApprenticeshipNC

5.2 APPRENTICESHIP EXPANSION

Deliverables	Status	Due
Aligned county-level workforce ecosystem	🟢	06/30/25
"Best Practices" for County Workforce Ecosystem identified and documented	☑	
Defined and optimized processes	🟢	06/01/25
Website rebuild	🟢	
Socialized Strategic Plan with all college presidents	☑	
Communities of Practice established	🟢	06/01/25
Communities of Practice Kick-offs Complete	☑	
Legislative funding and statutes secured	🟢	06/30/25
Active apprenticeship and pre-apprenticeship growth	🟢	06/30/25
Executed annual Apprenticeship Contest for NC State Fair	☑	

Key Performance Indicators

- New Registered Apprentices
- New Registered Pre-Apprentices
- Active Participants
- Participants per 1,000 workers

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	‖ On Hold

5.3 ARTIFICIAL INTELLIGENCE IN NORTH CAROLINA (AI.INC)

Project Rationale

- This project is critical to addressing NCCCS priorities by providing guidance on artificial intelligence (AI) integration, fostering innovation, and preparing a future-ready workforce through professional development and collaboration.

Project Description

- Deliver guidance and resources to community colleges for talent development and educational strategy that accounts for disruptive technologies and the future of work by June 30, 2025.

Resource Needs

- Additional staff and funding for continued Future of Work pathway alignment projects.

- Digital repository and platform to host professional development and archive high-impact practices and research.

Board Role

- Advocacy for funding.

- Stakeholder engagement.

- Engagement with SBCC Programs and Student Success Committee and Professional Development Liaison for state vision alignment.

Tactic Lead
Dr. Andrea Crowley
Executive Director
NC Student Success
Center

Tactic Lead
Dr. Lane Freeman
Director
Online Learning

5.3 ARTIFICIAL INTELLIGENCE IN NORTH CAROLINA (AI.INC)

Deliverables	Status	Due
Establish and Deploy NCCC Future of Work Task Force	🟢	04/01/25
Secured $200,000 grant from Jobs for the Future (JFF) partnership	☑	
Select community college task force committee members	🟢	
AI as key theme at regional roundtables and NCCC System Conference	☑	
Publish NCCCS Generative AI (GenAI) Guidance	🟢	06/30/25
Define essential elements of education technology strategy	🟢	
Create a GenAI Professional Learning Strategy		06/30/25
Trained 2,500+ faculty and staff in-person and online on AI's role in the community college classroom	☑	
AI in Education Pilot Model	🟢	04/30/25

Key Performance Indicators

- Increase in number of community colleges with technology use statement/philosophy.
- Increase in membership to AI Community of Practice.

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚫ Not Started	‖ On Hold

SBCC
01/17/2025

5.4 RURAL COLLEGES SUPPORT

Project Rationale

- This project strengthens rural colleges through strategic partnerships and resources, enhancing sustainability, and fostering regional collaboration to support North Carolina's underserved communities.

Project Description

- Develop and deliver services, toolkits, and recommendations related to bolstering rural colleges by June 30, 2025.

Resource Needs

- Funding for development of rural partnership toolkit focused on Public Safety and First Responders.

- Funding for development of rural partnership toolkit focused on Trades and Transportation.

Board Role

- Continued advocacy for Western NC community colleges following Hurricane Helene.

Tactic Lead
Dr. Zach Barricklow
Associate Vice President
Strategy and Rural Innovation

5.4 RURAL COLLEGES SUPPORT

Deliverables	Status	Due
Strategic Planning Services for Rural Colleges	🟢	06/30/25
8 Colleges Supported with Strategic Planning	🟢	
20 Focus Groups Conducted	☑	
Strategic Planning Toolkit for Rural Colleges	🟢	06/30/25
Rural Partnership Toolkits for High-Demand Workforce Sectors	🟢	06/30/25
Rural Sustainability & Success Recommendations for System	🟢	05/31/25
41 Presidents Interviewed	☑	
9 System Office annual priorities/tactics for 2024-2025 informed by rural college stakeholder input	☑	
12 publications or presentations delivered	☑	

Key Performance Indicators

- Number of *rural colleges supported* with strategic planning and organizational improvement efforts.

- Number of publications or presentations disseminating *impactful strategies and promising practices* for rural community college success.

- Number of rural community college *stakeholders engaged* for insight, support, and alignment Number of System Office annual *priorities and tactics informed by rural* stakeholder needs, supportive of rural college sustainability and success.

Legend	🟢 On Track	🔴 At Risk	☑ Complete
	🟡 Off Track/Recovering	⚪ Not Started	‖ On Hold

State Board of Community Colleges
FINANCE COMMITTEE
Caswell Building, Dr. W. Dallas Herring State Board Room
Thursday, January 16, 2025 – 3:25 p.m. – 4:20 p.m.
Ms. Lisa Estep, Chair

Call to Order

Roll Call

Ethics Awareness and Conflict of Interest

Approval of Agenda

Approval of Minutes – November 14, 2024

For Action
- Allocation for High-Cost Healthcare Workforce Start Up Funds (Attachment FC 01)
- Transfer Advisory Committee State Board Reserve Funds Request (Attachment FC 02)
- Competency Based Education Request for Reserve Funds (Attachment FC 03)
- Allocation for Common Digital Credential Pilot Program Funds (Attachment FC 04)

For Consent Approval
- Construction and Property – January 2025 (Attachment FC 05)

For Information
- Tuition and Registration Fee Waiver Report (Attachment FC 06)
- Delegated College Allocations Reports as of December 2023 (Attachment FC 07)
- LMS and ILS Solicitation Projects (Attachment FC 08)
- Legislative Update (Attachment FC 09)
- Estimated Receipts – December 2024 (Attachment FC 10)

New Business

Adjourn

Finance Committee Members Present

Ms. Lisa Estep	Mr. John Kane	The Hon. Terry Van Duyn
Dr. Shirley Carraway		The Hon. Chaz Beasley*
Ms. Paula Benson*		The Hon. Sam Searcy
Mr. Mark Merritt		

Attended via phone or Zoom technology*

Members absent: Ms. Julie Ryan and Treasurer Dale Folwell

Other SBCC Members:
Mr. Tom Looney
The Honorable Dr. David Price
Mrs. Ann Whitford
Ms. Sarah West
Mr. Hair Nath
Mr. Ray Russell
Mr. Bill McBrayer

OTHERS IN ATTENDANCE:

Dr. Jeff Cox*	Ms. Sondra Jarvis	Ms. Emily Thomas
(President)	Ms. Amy Mast	(EdNC)
Dr. Phillip Price	Ms. Jonnell Carpenter	Mr. Matthew Herrmann
Dr. Kimberly Gold	Ms. Judy King	(Coastal Carolina CC)
Dr. Brian Merritt	Ms. Angela Dorman	Mr. Ikara Battle
Mr. Patrick Fleming	Ms. Petrina Herring	(DTCC)
Mr. Tory Russo	Ms. Kathy Davis	
Mr. Deante Tyler	Ms. Brenda Burgess	
Mr. Alex Fagg	Ms. Michelle Lain	
Ms. Torry Reynolds		

CALL TO ORDER
Ms. Estep called the meeting to order at 2:45 p.m.

ROLL CALL
Ms. Herring took the roll of the Finance Committee members.

ETHICS STATEMENT
Ms. Estep read the required ethics statement. There were no conflicts of interest.

APPROVAL OF THE AGENDA
Ms. Estep asked for a motion to approve the agenda of the meeting as presented. Mr. Merritt moved, Dr. Carraway seconded and the motion was unanimously approved via voice vote.

THE MINUTES
Ms. Estep asked for a motion to approve the minutes of the October 17, 2024, Finance Committee meeting. Mr. Merritt moved, Mr. Cane seconded the motion, and the motion was unanimously approved via voice vote.

For Future Action
Allocation of Enrollment Growth Funding (Attachment FC 01)
Ms. Estep stated we have one item on for future action. If the committee agrees, we will be asked to suspend the rules and move this to for action.

Ms. Estep explained that this Board approved budget allocation, from the second year of the 24/25 long session budget. As you recall, this was based on the previous year's FTE numbers.

Ms. Estep started the General Assembly has not approved any adjustments such as enrollment growth funding. We are requesting contingent approval of enrollment growth allocations.

Ms. Estep explained that once the General Assembly approves funding enrollment growth, we will have the amount ready and available to the colleges.

Dr. Price reviewed the Allocation Table in FC 01.

Dr. Cox and the Committee discussed the item.

Dr. Carraway motioned to move FC 01 from For Future Action to For Action, Mr. Merritt second the motion. Ms. Van Duyn motioned for approval; Mr. Merritt second the motion. The

2

Committee approved the Allocation for Enrollment Growth Funding (Attachment FC 01) via voice vote.

For Action
Allocation for Disaster Recovery Act of 2024 (Attachment FC 02)
Ms. Estep stated this is a $16.7 million dollar allocation to fourteen community colleges who were impacted by the hurricane and a $50,000 dollar allocation to the System Office.

Ms. Estep explained these funds were from the North Carolina General Assembly, Session Law 2024, 53 Disaster Recovery Act, Part II. We received an update about this from Mr. Fagg on the relevant portions of the bill.

Ms. Estep stated that there are three components to this bill. There is a $10.5 million dollars amount for disaster recovery. $5 million dollars for tuition and registration fees for the spring 2025 for the six most impacted colleges and $1.25 million dollars in expanded mental health support for the fourteen colleges within the federal disaster declaration.

Dr. Price and the Committee discussed the item.

Ms. Van Duyn motioned for approval; Mr. Merritt second the motion. The Committee approved the Allocation for Disaster Recovery Act of 2024 (Attachment FC 02) via voice vote.

Alamance Community College Request for Multi-Campus Center Approval (Attachment FC 03)
Ms. Estep stated that this item has been a rather hotly debated topic in this committee before, but we previously reviewed this multi-campus center request and then it went away for a little bit.

Ms. Estep stated there are several requirements to become a multicampus center and to receive funding. Ms. Estep explained the Community College System gives preliminary approval and then we recommend the multicampus centers to the General Assembly for funding approval.

Ms. Estep explained Alamance CC had met all the requirements, except for one which was the mileage requirement. Since that discussion legislative action has been taken to lower that mileage requirement to four miles.

Ms. Estep stated this is back before our committee for a recommendation for approval. Since Alamance CC meets all the requirements. They are being recommended for preliminary approval. Alamance CC must go before the General Assembly for financial approval.

Ms. Estep, Mr. Fagg, Dr. Cox and the Committee discussed the item.

Dr. Price reviewed the requirements to become a multicampus center with the Committee.

Ms. Van Duyn motioned for approval; Mr. Searcy second the motion. The Committee approved the Alamance CC Request for Multi-Campus Center Approval (Attachment FC 03) via voice vote.

Allocation for More Than a Job NC Program (Attachment FC 04)
Ms. Estep explained this was formerly known as your Food and Nutrition Program. There are two colleges for approval, South Piedmont CC and Carteret CC. The other colleges need to get their paperwork together.

Ms. Estep stated this is an allocation of $93,000 for 100 percent funds and $106,158 for fifty percent of the funds. These colleges must agree to partner with their local DHHS on this program.

Dr. Carraway motioned for approval; Mr. Merritt second the motion. The Committee approved the Allocation for More Than a Job NC Program (Attachment FC 04) via voice vote.

State Board Reserve Funds (Attachment FC 05)
Ms. Estep stated this is request for $14,758 in State Board Reserve funds to support a one-day summit of the Hispanic Education Summitt.

Dr. Merritt stated Dr. Cox met some individuals from the North Carolina Society of Hispanic Professionals in the community. Drs. Cox, Gold, and I met with them and really explored some shared action items and shared vision of how we want to better serve North Carolina.

Dr. Merritt stated that one of the action items that came out was they had this summit for years here in the triangle area and wanted to shift west.

Ms. Lair stated we started meeting with this group back in the summer. They have provided this opportunity in the Triangle area which was primarily attended by institutions and K-12 schools in the eastern part of the State. Their vision was to expand their services and outreach to the western part of the State. We located Forsyth as the college that had the ability to take on the summit. It set our objectives of increasing access for a very large and growing demographic of Hispanic and Latinx students in our K- 12 schools.

Ms. Lair explained we targeted increasing college readiness for those students or set that as objective as well. We have worked and partnered since this summer to build a planning team. The planning team consists of myself and Dr. Hickman who oversees our strategic enrollment

management. Because we do see this as an opportunity to outreach a very large demographic. We have partnered very closely with Forsyth, who is serving as the institution to host the event. We have worked with the North Carolina Society of Hispanic professionals for twenty-four years.

Ms. Lair and the Committee discussed the item.

Mr. Looney motioned for approval; Dr. Carraway second the motion. The Committee approved the State Board Reserve Funds (Attachment FC 05) via voice vote.

For Consent Approval
Allocation for Healthcare High Cost Start Up Funds (Attachment FC 06)
Ms. Estep stated the expansion funds have been expended, there is about $6.4 million dollars remaining in the startup funds and according to Dr. Merritt those funds should be fully allocated by January.

Ms. Estep stated that this is a $3 million dollars request for startup funds for this item.

Mr. Cane motioned for approval; Dr. Carraway second the motion. The Committee approved Allocation for Healthcare High Cost Start Up Funds (Attachment FC 06) via voice vote.

Contract for Integrated Library System (Attachment FC 07)
Ms. Estep explained the System Office was mandated in 1998 to do a marketplace survey to decide whether there was a cost-effective option for an automated library system product.

Ms. Estep stated that we issued an RFP and our relationship with SirsiDynix began. We have upgraded to a SAAS environment that extended and amended the contract several times**.**

Ms. Estep explained that as of 2019 we had fifty-two colleges on this contract. Since that time a significant number have migrated out of that contract with SirsiDynix, and a good number are now using a different product called Evergreen.

Ms. Estep explained this contract is for eighteen months, which would then put us in line with a new solicitation and would match the timeline for the process.

Ms. Davis and the Committee discussed the item.

Mr. Merritt motioned for approval; Ms. Van Duyn second the motion. The Committee approved Contract for Integrated Library System (Attachment FC 06) via voice vote.

Construction and Property - November (Attachment FC 08)
Ms. Dorman reviewed the item.

Dr. Carraway motioned for approval; Mr. Cane second the motion. The Committee approved Construction and Property – November 2024 (Attachment FC 06) via voice vote.

For Information
Summary of 2023-24 State Funded Financial Aid Programs for CC Students Attachment FC 09)
Ms. Estep reviewed the item.

Business and Finance Organization Chart (Attachment FC 10)
Dr. Price reviewed the item.

Estimated Receipts – October 2024 (Attachment FC 11)
Dr. Price reviewed the item.

New Business

ADJOURNMENT
Mr. Looney motioned for approval, Dr. Carraway second the motion. The meeting was adjourned at 3:40 pm by Ms. Estep.

Respectfully
Submitted,

Petrina L. Herring,
Recording
Secretary

STATE BOARD OF COMMUNITY COLLEGES
Allocation for High-Cost Workforce Start-Up Funds FY 2024-25
through FY 2025-26

Request: The State Board of Community Colleges is requested to approve an allocation of $4,000,000 in High-Cost Workforce Start-Up funding to support new healthcare workforce programs offered at NC community colleges, including new programs offered in short-term workforce development/workforce continuing education (WCE) and curriculum (CU).

Strategic Plan Reference: Goal 4: Economic and Workforce Development
Provide education, training, and credentials to develop the most competitive workforce in the nation.
Strategies: 4.1.1 and 4.2.2

Background: In 2023, the General Assembly appropriated $20,000,000 in non-recurring funds to assist NC community colleges in starting new programs in high-demand healthcare careers that require significant start-up funds. The funds were appropriated through Session Law 2023-134 Section 6.2 to support the start-up of health-related workforce programs offered at NC community colleges. Further, new programs can be provided in workforce continuing education (WCE) and curriculum (CU).

The General Assembly also appropriated an additional $15,000,000 in non-recurring funds for community colleges to develop and expand courses that lead to a degree or credential in a healthcare-related field. These program offerings can also be offered in both WCE and CU.

Rationale: The State of North Carolina is committed to meeting the workforce needs of today and the future. Under this program, eligible colleges will receive start-up and/or expansion funding to support implementation of new programs and course offerings. This allocation program will build capacity for workforce training in high-demand healthcare occupations where unmet employer demand exists.

Method of Allocation: Per Session Law 2023-134 Section 6.2(c), a community college may only apply for funds to support one new program in CU or CE each fiscal year. The funds shall remain available to the community college for two fiscal years.

In accordance with Session Law 2023-134 Section 6.2(d), colleges receiving start-up funds shall be required to match a percentage of the total cash cost of the program with non-State funds. The amount of the match is based on a college's total full-time equivalent (FTE) according to the following:

(1) Community colleges with a total FTE of greater than 6,500 shall be required to match fifteen percent (15%) of the cost.

(2) Community colleges with a total FTE between 2,500 and 6,500 shall be required to match ten percent (10%) of the cost.

(3) Community colleges with a total FTE below 2,500 are not required to provide matching funds.

A Request for Proposals (RFP) for High-Cost Workforce funding was released in March 2024. A team from the System Office reviewed applications received and scored them using the rubric in the RFP grant instructions packet. Bonus points were awarded for colleges proposing regional collaborations and/or projects involving rural colleges from Tier 1 counties. The review team comprised a representative group of System Office staff and a part-time project consultant hired in January 2024 with experience in NCCCS as a Chief Academic Officer and nursing educator. The team discussed funding recommendations for Round 4 based on the scores and those applications that best presented plans to start up programs within the project period.

Nine applications were received from nine separate colleges. All proposals excluding one were recommended for funding based on their clear demonstration of need, workforce demand, and readiness to implement. Technical assistance is being provided to the college whose application was not approved for future funding consideration. Table 1 outlines the funding recommendations for eight new start-up programs.

Table 1 –Start-Up Funds Allocation and Matching Requirement

College (3)	Program	Allocation	Matching %	Required Matching
Caldwell CCTI	Surgical Technology	$500,000	10%	$50,000
Catawba Valley CC	Radiographic Assistant	$500,000	10%	$50,000
Cleveland CC	Medical Lab Technology	$500,000	10%	$50,000
James Sprunt CC	Surgical Technology	$500,000	N/A	
Pamlico CC	Massage Therapy	$500,000	N/A	
Rowan-Cabarrus CC	Massage Therapy	$500,000	15%	$75,000
Wake TCC	Sonography, Cardiovascular	$500,000	15%	$75,000
Western Piedmont CC	Dental Hygiene	$500,000	N/A	

Start-up Total Allocation: $4,000,000

Impact Assessment & Legislative Report:
Per Session Law 2023-134 Section 6.2(f), a report is required to the Joint Legislative Education Oversight Committee by December 1stannually . The report is to include:

a) the community colleges that received funds, the amount of funds, and the types of healthcare programs started.

b) the uses of funds by community colleges receiving awards, including costs associated with student instruction, faculty salaries, instructional supplies, related instructional equipment, and accreditation costs, and

c) an evaluation of the success of the new community college healthcare programs receiving funds, including enrollment, persistence rates, completion, credential attainment, and program sustainability as these become available; employment and labor market outcomes; and how the program meets local, regional, and statewide workforce demands.

Fund Source and Availability: Funding is available through the ARPA Temporary Savings Fund as authorized by Session Law 2023-134, Section 6.2.

Allocation Period: July 1, 2024-June 30, 2026

Contact:
Dr. Brian Merritt
Senior Vice President & Chief Academic Officer

Dr. Andrew Gardner
AVP of Workforce Strategies

Dr. Lisa Eads
AVP of Programs

STATE BOARD OF COMMUNITY COLLEGES
State Board Reserve Funds Request
Transfer Advisory Committee
FY 2024-25 through FY 2025-26

Request: The State Board of Community Colleges is requested to approve up to $5,000 in State Board Reserve Funds to finance four meetings that will help meet college transfer goals through ongoing collaboration, actionable strategies, and measurable improvements in statewide articulation agreements.

Strategic Plan Reference: Goal 3: Student Success
Provide resources inside and outside the classroom for all students to successfully enroll, persist, and complete education or training in a chosen career path.
Strategy 3.1.2

Background/Rationale:

Event	Date Location	Program Description	Requested Funding
Spring Comprehensive Articulation Agreement Transfer Advisory Committee Meetings	Dates: January 21-22, 2025, and April 7, 2025 Location: Caswell Building, 200 W Jones St, Raleigh, NC	The North Carolina Comprehensive Articulation Agreement (CAA) Transfer Advisory Committee (TAC) will meet to develop content and prepare to lead the Statewide Articulation Agreement Convening during their scheduled spring committee meeting.	$550 for lunch and a coffee break for 15 Transfer Advisory and $450 in mileage reimbursement for the four community college committee members over three meetings. Three committee members are NCCCSO employees.
Statewide Articulation Agreement Convening	Date: April 8, 2025 Location: Caswell Building, 200 W Jones St, Raleigh, NC	The proposed convening will bring together all members of the North Carolina Comprehensive Articulation Agreement (CAA), Independent Comprehensive Articulation Agreement (ICAA), and various University Articulation Agreements (UAA) Transfer Advisory Committees (TACs). This gathering will serve as a platform to enhance the effectiveness of these committees and ensure that statewide agreements are optimized to meet the evolving	$1,000 will be used to provide lunch and a coffee break for 65 participants, and $3,000 will be used to provide mileage reimbursement for 30 community college participants. Ten convening participants are NCCCSO employees.

Event	Date Location	Program Description	Requested Funding
		needs of students and institutions. The overarching goals are orientation and training for TAC members, strengthening and promoting statewide agreements, and reviewing and updating articulation agreement language.	

Fund Source and Availability:

FY 2024-25 funding is available from the State Board Reserve from July 1, 2024, through June 30, 2025. G.S. 115 D-5(j) provides that "[t]he State Board of Community Colleges shall use its Board Reserve Fund for feasibility studies, pilot projects, start-up of new programs, and innovative ideas." The State Board Reserve is a recurring funding source with $250,000 annually. Of the remaining balance, this request would allocate $5,000.

Contact(s):

Dr. Torry Reynolds
Associate Vice President, Student Services

Dr. Lisa Eads
Associate Vice President, Academic Programs

STATE BOARD OF COMMUNITY COLLEGES
Competency Based Education Request for Reserve Funds
FY 2024-25

Request: The State Board of Community Colleges is requested to approve up to $20,000 in State Board Reserve Funds to support an alignment project that evaluates, via Competency Based Education (CBE) and project-based learning, technology and workforce-focused learning for high school and adult students. The goal is to align course competencies with the outcomes in the Combined Course Library for selected coursework at each institution. Funds will be spent on college personnel, and convening costs (mileage, food, etc.) to have faculty evaluate and make curriculum recommendations.

Wilkes Community College will serve as both the project and finance lead for this project; they will also manage the disbursement of funds. Fayetteville Tech will provide additional academic assistance. Fayetteville Tech will provide additional academic assistance. NCCCSO will provide support for the project and will assist with any future CBE course requests or Credit for Prior Learning (CPL) requests submitted to the Workforce Development Leadership Committee (WDLC) and/or Curriculum Course Review Committee (CCRC) for the work to be institutionalized systemwide.

Strategic Plan References: Goal 2: Enrollment Objectives and Strategies
Develop accelerated program models to decrease the time to completion. Develop and maintain a database of accelerated and short-term offerings.
Strategy 2.4.2

Goal 4: Economic and Workforce Development Support colleges that pilot competency-based education pathways for students to accelerate their journey from education to a job using self-paced mastery models.
Strategy 4.2.3

Background/Rationale: The goal of this project is to expand the alignment of workforce-focused learning to courses within the Common Course Library via a Competency Based model. CBE is a form of academic evaluation that focuses on skill mastery though clearly defined outcomes, not on time spent in the classroom. It measures student knowledge and skills with competency completion through project-based learning and aligns them with equivalent learning outcomes.

SparkNC (www.sparknc.org) will be reviewed to potentially serve as one curriculum provider for Information Technology (IT) coursework. The organization is a North Carolina nonprofit which empowers high school students to discover careers in high-tech fields like cybersecurity, artificial intelligence and machine learning, software development, and computer systems

engineering. Their catalog allows students to select from over 50 free, self-paced modules, potentially earning high school and community college credit in the process. The modules were written by faculty members at University of North Carolina Greensboro in conjunction with industry professionals. As students complete each module (which includes an intro course, six stackable units, and a capstone project), they stack what they have learned into one high school elective credit, with the opportunity to sit for industry-approved credentials such as CompTIA, Adobe, or Cisco certificates.

Students complete these modules via SparkLabs, which are built at high schools, centers for innovation, and other locations in the community. Because the modules are free, this is an accessible and equitable way to provide a new path for course completion and to provide a new path for workforce readiness and credential attainment. Seventeen North Carolina school districts and Wake Tech are currently part of this program.

Upon completion of this project, and with State Board approval, these equivalencies and coursework would expand to all 58 colleges and apply to any instance of SparkNC and selected developed CBE courses.

This work is to be considered as the first round of work to reengage in operationalizing CBE across the system. Additional funding may be needed to evaluate future modules and, if successful, could result in future alignment projects. This expansion project is a joint effort between Fayetteville Tech and Wilkes CC.

Fund Source and Availability: FY 2024-25 funding is available from the State Board Reserve from July 1, 2024, through June 30, 2025. G.S. 115 D-5(j) provides that "[t]he State Board of Community Colleges shall use its Board Reserve Fund for feasibility studies, pilot projects, start-up of new programs, and innovative ideas." The State Board Reserve is a recurring funding source with $250,000 annually. Of the remaining balance, this request would allocate $20,000.

Contact(s)
Dr. Lisa Eads
Associate Vice President, Academic Programs

Dr. Seth Kamen
State Director of Credit Mobility

STATE BOARD OF COMMUNITY COLLEGES
Allocation for Common Digital Credential Pilot Program Funds
FY 2024-25

Request: The State Board of Community Colleges is requested to approve an allocation of $1,000,000 to support a pilot program for digital credentials.

Strategic Plan Reference: Goal 4: Economic and Workforce Development
Provide education, training, and credentials to develop the most competitive workforce in the nation.
Strategies: 4.1.1 and 4.2.2

Background: In 2024, the General Assembly appropriated up to $1,000,000 in non-recurring funds through **Session Law 2024-57, Section 3J.21** to conduct a digital credential pilot program. The funds will enable the Community Colleges System Office to collaborate with at least one community college currently enrolling students in a digital credential program for the fall semester of the 2024-2025 academic year.

The selected lead community college, Cape Fear Community College, in consultation with the System Office, and the digital credential provider will report on the pilot program's implementation and outcomes to the **Joint Legislative Education Oversight Committee** by **June 15, 2025**.

Rationale: This pilot program represents North Carolina's commitment to enhancing student experiences, supporting transfer pathways, and expanding workforce opportunities through innovative credentialing systems. Digital credentials provide streamlined, portable, and verifiable proof of learners' achievements, enabling alignment with employer needs while simplifying credit transfer between academic institutions.

Method of Allocation: Based on a qualifying evaluation process, Cape Fear Community College was selected to lead the pilot program, demonstrating readiness and alignment with program goals. To ensure success and scalability, Cape Fear Community College may collaborate with other community colleges or educational partners, such as local schools or universities, as needed. The System President may review and approve allocation memos to distribute the remainder of the funds to the lead college and/or to any additional colleges based on eligibility in accordance with the law. The System Office may also use up to 10% of the total funds for project support. **Table 1 –Allocation**

College	Allocation
Cape Fear CC	$500,000

Impact Assessment & Legislative Report:

In accordance with **Session Law 2024-57, Section 3J.21**, a comprehensive report on the pilot program's implementation and outcomes will be submitted to the **Joint Legislative Education Oversight Committee** by **June 15, 2025**.

Fund Source and Availability: Funding is available through the state budget allocation authorized by **Session Law 2024- 57 Section 3J.21**

Allocation Period: July 1, 2024-June 30, 2025

Contact:
Dr. Brian Merritt
Senior Vice President & Chief Academic Officer

Dr. Andrew Gardner
AVP of Workforce Strategies

Dr. Lisa Eads
AVP of Programs

Dr. Torry Reynolds
AVP of Student Services

	Item	College	Project Number	Description	Fund Source	Prior Budget	Board Action Funding Increase/ Decrease	Current Budget
A.	**New Projects**							
	1	Brunswick	2912	**Dinah Gore Aquatic Center HVAC Replacement (Main Campus)** Replacement of pool HVAC equipment including dehumidifier. **President Cox under the authority granted to him by the State Board, approved this project on November 13, 2024.**	Non-State	$0.00	$850,000.00	$850,000.00
					Total	**$0.00**	**$850,000.00**	**$850,000.00**
	2	Lenoir	2917	**Transportation Center (Main Campus)** Construction of a new building approximately 15,000 sq. ft. for automotive programs.	OSBM	$0.00	$5,000,000.00	$5,000,000.00
					Total	**$0.00**	**$5,000,000.00**	**$5,000,000.00**
	3	Nash	2920	**Building D2 - Brick and Window Renovation (Main Campus)** Removal and replacement of exterior brick walls and windows that are original to the 1987 building.	42120 - SCIF R&R	$0.00	$1,637,000.00	$1,637,000.00
					Total	**$0.00**	**$1,637,000.00**	**$1,637,000.00**
	4	Roanoke-Chowan	2905	**Mitchell-Hall Allied Health Science Building (Main Campus)** Construction of a new building approximately 16,000 sq. ft. for nursing and EMS/EMT programs.	OSBM	$0.00	$7,500,000.00	$7,500,000.00
						Unidentified	$0.00	$7,500,000.00	$7,500,000.00
					Total	**$0.00**	**$15,000,000.00**	**$15,000,000.00**
	5	Roanoke-Chowan	2921	**Campus Wide IT and Security Infrastructure (Main Campus)** The college will upgrade the IT systems by adding high performance cables, updated cameras and security controls.	42120 - SCIF R&R	$0.00	$1,302,325.80	$1,302,325.80
					Total	**$0.00**	**$1,302,325.80**	**$1,302,325.80**
	6	Roanoke-Chowan	2922	**Jernigan Building Air Handler (Main Campus)** Replacement of air handler unit. Current unit is 50 years old.	42120 - SCIF R&R	$0.00	$210,926.00	$210,926.00
					Total	**$0.00**	**$210,926.00**	**$210,926.00**
	7	Rockingham	2919	**Science Building Renovations (Main Campus)** Renovation of approximately 37,182 sq. ft. building to include HVAC, electrical, IT upgrades and a new roof.	42120 - SCIF R&R	$0.00	$2,000,000.00	$2,000,000.00
					Total	**$0.00**	**$2,000,000.00**	**$2,000,000.00**

A.	New Projects (Continued)						
	Item	College	Project Number	Description	Fund Source	Prior Budget	Board Action Funding Increase/ Decrease	Current Budget
					42120 - SCIF R&R	$0.00	$300,000.00	$300,000.00
	8	South Piedmont	2915	**Blue Light Special-LLP/OCH (West Campus)** The college will have a blue light and camera system designed and installed on the Polkton campus and the Union campus.				
					Total	$0.00	$300,000.00	$300,000.00
					42120 - SCIF R&R	$0.00	$1,000,000.00	$1,000,000.00
	9	South Piedmont	2916	**Lockhart Taylor Center Renovations (Wadesboro Center)** Renovation of approximately 5,000 sq. ft. includes flooring, lighting, HVAC and IT upgrades.				
					Total	$0.00	$1,000,000.00	$1,000,000.00
					OSBM	$0.00	$18,500,000.00	$18,500,000.00
	10	Stanly	2923	**Public Services Building (Western Stanly Campus)** Construction of a new building approximately 20,000 sq. ft. for law enforcement training and a driver training pad.				
					Total	$0.00	$18,500,000.00	$18,500,000.00

B.	Amended Projects						
	Item	**College**	**Project Number**	**Description**	**Fund Source**	**Prior Budget**	**Board Action Funding Increase/ Decrease**	**Current Budget**
	1	Asheville-Buncombe	2663	**Sycamore Greenhouse Roof Replacement (Main Campus)** Project is amended to increase scope by adding an architect for construction administration and bid assistance.	42120 - SCIF R&R	$100,000.00	$50,000.00	$150,000.00
					Total	**$100,000.00**	**$50,000.00**	**$150,000.00**
	2	Asheville-Buncombe	2814	**Dogwood Electrical Upgrades (Main Campus)** Project is amended to increase budget due to bids coming in higher than anticipated. **President Cox under the authority granted to him by the State Board, approved this project on December 9, 2024.**	42120 - SCIF R&R	$250,000.00	$50,000.00	$300,000.00
					Total	**$250,000.00**	**$50,000.00**	**$300,000.00**
	3	Bladen	2823	**Campus Wide Security Upgrade (Main Campus)** The project is being amended to increase budget due to escalation of prices.	42120 - SCIF R&R	$252,000.00	$44,000.00	$296,000.00
					Total	**$252,000.00**	**$44,000.00**	**$296,000.00**
	4	Cape Fear	2892	**McLeod Building S Elevator Tower Roof Replacement (Main Campus)** The project is being amended to increase scope by adding an additional 2,000 sq. ft. of roof.	42120 - SCIF R&R	$50,000.00	$40,000.00	$90,000.00
					Total	**$50,000.00**	**$40,000.00**	**$90,000.00**
	5	Martin	2761	**Campus Wide ADA Compliance and Restroom Renovation (Main Campus)** Project is being amended to increase scope by adding auditorium ADA compliance issues noted by architect during project evaluation.	42160 - SCIF R&R	$749,454.67	$0.00	$749,454.67
					42120 - SCIF R&R	$531,316.33	$1,148,148.00	$1,679,464.33
					Total	**$1,280,771.00**	**$1,148,148.00**	**$2,428,919.00**
	6	Piedmont	2667	**Science Lab Renovations (Main Campus)** Project is being amended to increase budget due to bids coming in higher than anticipated. **President Cox under the authority granted to him by the State Board, approved this project on November 08, 2024.**	Non-State	$600,000.00	$0.00	$600,000.00
					42160 - SCIF R&R	$150,000.00	$77,867.75	$227,867.75
					Total	**$750,000.00**	**$77,867.75**	**$827,867.75**
	7	Roanoke-Chowan	2269	**Davis Center Renovation (Main Campus)** Project is being amended to increase budget due to bids coming in higher than anticipated.	46620 - R&R	$3,825.00	$0.00	$3,825.00
					42160 - SCIF R&R	$296,175.00	$247,181.97	$543,356.97
					Total	**$300,000.00**	**$247,181.97**	**$547,181.97**
	8	South Piedmont	2832	**CDL Pad / Classroom (West Campus)** The project is being amended to increase scope by increasing the driving pad size and adding lighting and fencing**.**	42120 - SCIF New	$0.00	$750,000.00	$750,000.00
					Non-State	$1,916,000.00	$0.00	$1,916,000.00
					Total	**$1,916,000.00**	**$750,000.00**	**$2,666,000.00**

C.	Final Close-Out Projects						
	Item	College	Project Number	Description	Fund Source	Prior Budget	Board Action Funding Increase/ Decrease	Current Budget
	1	Haywood	2416	**Health & Human Services Building (Main Campus)** Project is submitted for final project close out.	Non-State	$5,000,000.00	$127,149.50	$5,127,149.50
					46620 - New	$2,831,380.00	$0.00	$2,831,380.00
					Total	**$7,831,380.00**	**$127,149.50**	**$7,958,529.50**

D.	Acquisition and Disposal of Real Property	
Item	**College**	**Action Requested**
1	Forsyth	The Board of Trustees of Forsyth Community College requests permission as per G.S. 115D-20 to acquire, by exchange, approximately 0.24 acres of property for 0.27 acres (Parcel ID / PIN 5991-35-6149) located at 3111 Big Oaks Drive, King, NC 27050, Forsyth County. This property is adjacent to the college. **The college had a Phase I Environmental Site Assessment performed, to which the executive summary states, "This assessment has revealed no recognized environmental conditions, controlled recognized environmental conditions, or significant data gaps in connection with the subject property."**
2	Haywood	The Board of Trustees of Haywood Community College requests permission as per G.S. 115D-20 to acquire, by donation, two contiguous parcels of property approximately 14.14 acres. (1) Approximately 11.51 acres (Parcel ID / PIN 7697-65-5012) located at Trapper Lane Waynesville, NC 28785 and (2) Approximately 2.63 acres (Parcel ID / PIN 7697-74-2886) located at Ladderback Ridge, Waynesville, NC 28785. This property is a ten minute drive from the campus. **Approval is contingent upon a Phase I Environmental Site Assessment with "no findings" that necessitate a Phase II Environmental Site Assessment and Council of State approval if there is known contamination.**
3	South Piedmont	The Board of Trustees of South Piedmont Community College requests permission as per G.S. 115D-20 to acquire, by donation, two properties, approximately 2.66 acres. (1) Approximately 0.55 acres (Parcel/PIN Number 647412856501) located at East Caswell Street, Wadesboro, Anson County. The property is adjacent to the college. (2) Approximately 2.11 acres of property (Parcel / PIN Number 647412852454) located at North Washington Street, Wadesboro, Anson County. The property is adjacent to the college. **The college had Phase I Environmental Site Assessment performed on both properties, to which the executive summary states, "Terracon did not identify RECS, Historical RECs (HRECs), or Controlled RECs (CRECs) associated with the site." President Cox under the authority granted to him by the State Board, approved these properties on December 4, 2024.**
4	Stanly	The Board of Trustees of Stanly Community College requests permission as per G.S. 115D-20 to acquire, by purchase, approximately 16.10 acres of property (Parcel ID / PIN 5565-04-51-6723) located at 103 Stanly Parkway, Locust, NC. This property is adjacent to the college. **The college had a Phase I Environmental Site Assessment performed, to which the executive summary states, "Based on the results of this assessment, no RECs, CRECs, HRECs, de minimus conditions, or significant data gaps have been identified in connection with the Subject Property."**
5	Wayne	The Board of Trustees of Wayne Community College requests permission as per G.S. 115D-15 to dispose of by lease approximately 715 sq. ft. of administrative office and computer lab to North Carolina Wesleyan College for evening classes, not to compete with the course catalogue offered by Wayne Community College, for the period of 5 years renewable for 5 years. The office and lab are located on the second floor of the Learning Center on the main campus at 3000 Wayne Memorial Drive, Goldsboro, NC. The Board of Trustees has found the property unnecessary for college purposes at the close of the day.

E.	Delegated Authority for Certain Capital Projects - between $500,000 and less than $2,000,000
	College	**Description**
	Western Piedmont	Per the approved SBCC Guidelines, the following colleges have submitted a NCCCS 3-8A form requesting delegated authority. The colleges listed meet the criteria consistent with G.S.143-341 and 115D-9.

State Fund Legend

40720 - Special Projects/Equipment to Capital/Advanced Planning Funds S.L. 2006-66
41220 - Equipment to Capital S.L. 2011-145
41520 - Equipment to Capital S.L. 2015-241
41720 - Special Project S.L. 2017-57
41820 - Special Project S.L. 2018-5, Hurricane Relief funds S.L. 2018-136
41920 - Special Project S.L. 2019-235
42020 - Special Project S.L. 2019-235
42120 - SCIF ($400M) S.L. 2021-180
42160 - SCIF (Remaining Connect NC Bond Funds as of October 1, 2022 converted to SCIF)
Interest - OSBM - Interest earned on OSBM Administered Funds
OSBM - OSBM Grants S.L. 2021-180, 2022-74, 2022-6, 2023-134
State-Other - State Funds handled locally by college

Tuition and Registration Fee Waiver Report

February 1, 2025

A Report to the Joint Legislative Education Oversight Committee

As Required by G.S. 115D-5(b2)

STATE BOARD OF COMMUNITY COLLEGES
Tuition and Registration Fee Waiver Reporting for FY 2023-24

Background: G.S. 115D-5(b2) requires an annual report to the Joint Legislative Education Oversight Committee on the number and type of tuition waivers granted.

Procedures: The North Carolina Community College System provides colleges with a program to generate a report of tuition waivers granted from their financial system and transmit it to the System Office. The information contained in the attached report was compiled from this data transmission.

Scope: The report contains information about tuition that is waived pursuant to G.S. 115D-5, with the exception that there is no data for the following two groups, as these groups do not have tuition or registration fees charged and therefore have nothing to waive:

- persons not enrolled in elementary or secondary schools who are taking courses leading to a high school diploma or equivalent certificate; and
- trainees enrolled in courses conducted under the Customized Training Program

Although the State Board of Community Colleges is not required to report on tuition waivers granted under the authority of G.S. 115B-2, they have been included in this report. These waivers include waivers for survivors of law enforcement officers, firefighters, volunteer firefighters, or rescue squad workers killed as a direct result of a traumatic injury sustained in the line of duty; spouses and children of such workers who become disabled as a direct result of a traumatic injury sustained in the line of duty; and wards of the State.

Executive Summary:
Tuition and registration fee waivers overall increased 6.4% during FY2023-24 to $126,199,829. Interest continues to be strong in the popular Career and College Promise program, which allows North Carolina's high school students to be dually enrolled in postsecondary courses while earning their high school diploma. There was an increase in the Career and College Promise program of $6.5 million over the prior year. This program continues to represent the highest amount of all waivers with $79.4 million (62.9%) of all waivers during the reporting year. Training for emergency service workers, such as law enforcement, fire, EMS, rescue, emergency response, and lifesaving personnel increased to $39.5 million (31.3%) of total waivers. Human resource development waivers remained at the same level as last year with $3.5 million (2.8%), and the remaining $3.8 million (3.0%) of waivers consist of those for corrections employees, CPR courses for elementary and secondary education employees, the youth apprenticeship program, and the waivers granted under G.S. 115B-2, as described previously. The following table provides the amounts and student counts for each waiver type.

Finance and Operations Division
2023-24 Tuition Waiver Analysis

					$ WAIVED	# WAIVERS	# STUDENTS
Fire department (volunteer)					$ 10,294,325	124,551	25,094
Fire department (municipal, county, or state)					$ 9,460,664	111,367	16,116
EMS or rescue and lifesaving departments (volunteer)					$ 1,555,599	19,732	5,428
EMS or rescue and lifesaving departments (municipal, county, or state)					$ 3,621,161	41,805	11,677
Law enforcement, fire, EMS & rescue/lifesaving entities as an eligible lake authority					$ 630	9	3
Law enforcement agencies (municipal, county, or state)					$ 14,275,284	152,866	42,038
Radio Emergency Associated Citizen Teams (REACT)					$ 15,465	195	145
Division of Adult Correction (Department of Public Safety) employees					$ 2,387,147	25,988	10,534
Division of Juvenile Justice (Department of Public Safety) employees					$ 6,650	84	83
Eastern Band of Cherokee Indians law enforcement, fire, EMS rescue/lifesaving programs					$ 3,300	44	23
North Carolina Criminal Justice Fellows Program					$ -	-	-
Fire, EMS, or recue and lifesaving personnel whose duty station is on a NC military installation					$ 225,079	2,835	807
Elementary and secondary school employees in first aid/CPR courses					$ 514,599	7,347	7,211
Human resources development program (eligible enrollees)					$ 3,512,662	28,580	20,759
High school students (Career and College Promise)					$ 79,379,921	357,627	91,930
Youth Apprenticeship					$ 906,254	3,850	711
Eligible survivor[1]					$ 17,660	66	9
Eligible spouse[1]					$ -	-	-
Eligible child[1]					$ 10,349	49	6
Ward of the state					$ -	-	-
Basic Skills Plus					$ 13,080	63	44
					$ 126,199,829	877,058	232,618

[1] Authorized by NCGS §115B-2

Unless otherwise noted, all waivers are authorized by NCGS §115D-5

Presidential Delegations July 1, 2024 - December 31, 2024

NC Community College System President Approval

Month	Project Name	Time Period	Allocation Total	# of Colleges	Description	Fund Source	Rule
Aug-24	Apprenticeship Expansion - SAEF Grant	7/1/2024 - 6/30/2025	$ 75,000	1	The NCCCS System Office received the SAEF Grant to help promote expansion of Apprenticeship programs in North Carolina. This allocation was made to Surry CC, as the college agreed to hire a position to assist with this effort until such time positions are in place at the System Office to handle the assignment.	US Department of Labor State Apprenticeship Expansion Formula (SAEF) Grant	1H SBCCC 200.1(b)(3)(c) gives the System President the ability to approve an allocation "if the total amount of funds allocated to the college does not exceed $250,000."
Oct-24	Rural College Broadband Access - Cleveland CC	7/1/2021 - 12/31/2024	$ 4,227	1	College will use funds to cover the cost of a short run that was missed in the Rural Broadband project. While the college initially planned to cover this expense, the requested funds will ensure the full completion of the project as outlined in the SOW.	State Fiscal Recovery Act Funds provided in the 2021 Appropriations Act (SL 2021-180)	FC 02 (Allocation to Support Rural College Broadband Access) under "Method of Allocation", approved by SBCC on January 21, 2022
Oct-24	Rural College Broadband Access - Isothermal CC	7/1/2021 - 12/31/2024	$ 17,000	1	College will use funds to purchase the backup solution for the Meraki AP's and switches purchased earlier through RCBA. The requested funds will ensure the full completion of the project as outlined in the SOW.	State Fiscal Recovery Act Funds provided in the 2021 Appropriations Act (SL 2021-180)	FC 02 (Allocation to Support Rural College Broadband Access) under "Method of Allocation", approved by SBCC on January 21, 2022
Oct-24	Rural College Broadband Access - Richmond CC	7/1/2021 - 12/31/2024	$ 22,075	1	College will use funds to cover final sales tax invoice for the Extreme Networks Site License subscription.	State Fiscal Recovery Act Funds provided in the 2021 Appropriations Act (SL 2021-180)	FC 02 (Allocation to Support Rural College Broadband Access) under "Method of Allocation", approved by SBCC on January 21, 2022
Oct-24	Rural College Broadband Access - Southwestern CC	7/1/2021 - 12/31/2024	$ 9,538	1	College will use funds to fund the cost of an additional bore required for the fiber ring installation, as outlined in the project requirements. This expense is necessary due to the absence of an existing pathway.	State Fiscal Recovery Act Funds provided in the 2021 Appropriations Act (SL 2021-180)	FC 02 (Allocation to Support Rural College Broadband Access) under "Method of Allocation", approved by SBCC on January 21, 2022

STATE BOARD OF COMMUNITY COLLEGES
LMS and ILS Solicitation Projects

Request: The North Carolina Community College System Office is providing information to the State Board of Community Colleges on the solicitation process for Learning Management System (LMS) and the Integrated Library System (ILS) enterprise projects.

Strategic Plan Reference: Goal 3: Student Success
Provide resources inside and outside the classroom for all students to successfully enroll, persist, and complete education or training in a chosen career path.
Strategy: 3.2.3

Project Background and Status: At the May 17, 2024, meeting of the State Board, the Finance Committee requested the System Office to competitively solicit a Request for Proposal (RFP) for new contracts for the learning management systems and the integrated library system. Both solicitation projects were initiated in June 2024, with a leadership team meeting. The NCCCS procurement office secured enterprise project titles and identification numbers for the NC Department of Information Technology (NCDIT) Touchdown Project Management System. A request was submitted for an NCDIT project manager to guide both projects.

In July and August, the distance learning technologies team and the procurement team worked on the scope of work and technical requirements for the draft RFPs.

8/21/24	The projects were submitted to the ServiceNow Change Management Approval Board (CAB) strategic demands for both solicitations. Both enterprise projects were approved.
9/4/24	The IT Requirements Board (ITRB) approved both projects. Updates on the projects are provided at the monthly meetings.
9/11/24	The IT Requirements Oversight Council (IROC) approved the projects. IROC designated the LMS Project as the #3 system-wide project and the ILS solicitation as the #4 project. Updates on the projects are provided at the monthly meetings.
9/13-27/24	The NCDIT Touchdown Charter was completed which moved both projects into the Project Initiation Phase. On Sept. 30, NCDIT requested NCCCS to perform Market Research on pricing.
10/11/24	Market Research requests were sent to all current LMS and ILS vendors and an additional ILS vendor recognized by Gartner for large systems. The due date for responses was Oct. 31, 2024.

10/31/24   Four market research proposals were received from LMS vendors. Three ILS proposals were received.

11/12/24   A market research matrix was created to set budget requirements for Phase I (Solicitation Phase).

11/15/24   Contract for Integrated Library System, FY 2024-25, 2025-26, FC 07, was approved by the State Board of Community Colleges to provide library services during the transition period.

11/18/24   NCDIT hired a new Project Manager and introduced him to the NCCCS team. Market research proposals were added to the Touchdown documentation.

12/02/24   Meeting with NCDIT PM to refine project schedules.

12/09/24   Initiation of weekly NCDIT project management meetings.

12/09/24   NCCCS funding meeting to establish the budget for Project I and creation of project account codes.

12/10/24   NCDIT meeting with Office of State Budget Management (OSBM) to receive approval to move both projects forward into the Business Case phase. Additional funds are needed for the projects.

12/11/24   Budget discussion with NCDIT and State Procurement representatives. The budget requested was increased and the timeline lengthened for the projects.

The timeline for Project I - Solicitation is estimated to be 8-12 months from the posting of the RFP. Project II - Implementation is estimated to begin July 1, 2026.

Contact Person(s):

Dr. Brian Merritt
Senior Vice President and Chief Academic Officer
Programs and Student Services

Katherine Davis
Associate Vice President, Distance Learning Technologies
Programs and Student Services

STATE BOARD OF COMMUNITY COLLEGES
Legislative Update

Not Available at Time of Printing

STATE BOARD OF COMMUNITY COLLEGES
ESTIMATED TUITION AND FEES COLLECTED THROUGH
December 31, 2024

	2022-23	2023-24	2024-25	INCR/DECR OVER PRIOR YEAR
BUDGETED RECEIPTS	$ 286,451,539	$ 291,987,824	$ 304,711,266	4.4%
ACTUAL NET RECEIPTS COLLECTED	153,074,561	159,401,620	169,990,523	6.6%
BUDGETED RECEIPTS UNCOLLECTED	$ 133,376,978	$ 132,586,204	$ 134,720,743	
PERCENT OF BUDGET COLLECTED	53.44%	54.59%	55.79%	

State Board of Community Colleges
PERSONNEL COMMITTEE
Caswell Building,
Dr. W. Dallas Herring State Board Room
Thursday, January 16, 2025 – 4:25 p.m. – 5:00 p.m.
Mr. Bill McBrayer, Chair

Call to Order

Roll Call

Ethics Awareness and Conflict of Interest

Approval of Agenda

Approval of Minutes – November 14, 2024

For Information
- System Office Vacancy Report – January 2025 (Attachment PER 01)
- College Presidential Status Report – January 2025 (Attachment PER 02)

New Business

Adjourn

PERSONNEL COMMITTEE MEMBERS

Chair Mr. Bill McBrayer	Ms. Lisa Estep	Mr. Tom Looney
Ms. Paula Benson	Mr. John Kane	Hon. Ray Russell
Dr. Grant Campbell	Hon. Sam Searcy	

Absent: Geoffrey Lang, Lt. Gov. Mark Harris, and Mr. Ray Trapp

OTHER STATE BOARD MEMBERS' PRESENT

Mr. Mark Merritt	Mr. Hari Nath	Ms. Ann Whitford

OTHERS IN ATTENDANCE

President Jeff Cox	Ms. Delany Davis	President David Heatherly,
Dr. Kimberly Gold	Magnolia Lugo	Coastal Carolina CC
Ms. Jonnell Carpenter	Veronica Watson	President Amanda Lee,
Ms. Amy Mast	Paul Makowski	Bladen CC
Ms. Sondra Jarvis		

CALL TO ORDER

Chair McBrayer called the Personnel Committee Meeting to order at 4:45 p.m. in the Dr. W. Dallas Herring State Board Room of the Caswell Building.

ROLL CALL

Dr. Gold took the roll of Personnel Committee members. A quorum was met.

ETHICS STATEMENT

Chair McBrayer read the Ethics Awareness and Conflict of Interest Statement. No conflicts noted.

APPROVAL OF THE AGENDA AND MINUTES

Chair McBrayer requested an amendment to the agenda to add seven (7) For Action items for closed session consideration. Chair McBrayer asked for a motion to approve the October 17, 2024 minutes and the meeting agenda with the addition of the closed session items. Mr. Kane made the motion, seconded by Ms. Benson. The motion was unanimously approved.

Chair McBrayer made a motion to go into closed session at 04:55 p.m. pursuant to NC General Statute 143-318.11 A1 to prevent the disclosure of information that is confidential, privileged, in

pursuit of NC General Statute 115-D-27 and 126-22. Additionally, I move to go into closed session pursuant to North Carolina. General statute section 143-318.11 A6, to consider the qualifications, competence, performance, and fitness of individual prospective employees, and to consider the conditions of appointment for an individual public employee.

The motion was seconded by Hon. Russell.

OPEN SESSION
The Committee returned to open session at 5:45 p.m.

For Information
<u>System Office Vacancy Report – September 2024 (Attachment PER 01)</u>
Mr. McBrayer noted that the current vacancy rate is 7.47%. He noted that this means that the System Office has staff in place and also noted that the agency has remained at a similar rate for several months.

<u>College Presidential Status Report – September 2024 (Attachment PER 02)</u>

No discussion

ADJOURNMENT
The Chair asked if there was any new business. No new business was noted.

The Committee adjourned at 5:50 p.m.

Recording Secretary, Kimberly Gold

STATE BOARD of COMMUNITY COLLEGES
System Office Vacancy Report

NCCCS JANUARY VACANT POSITONS REPORT

Report Date: 1.6.25

DIVISION	POSITON NUMBER	POSITION DESCRIPTION	DATE VACANT	VACANCY REASON	STATUS	BUDGET	NUMBER OF DAYS VACANT	FTE
ECONOMIC	65032454	Workforce Development Training Spec I	1/11/2023	Separation	Recruitment Process	72,100.00	726	1.000
ECONOMIC	65030128	Wrkfrc Dev Trng Spc I-Industry Spec Cons	5/1/2024	Transfer	Recruitment Process	72,100.00	250	1.000
ECONOMIC	65023105	Reg Cust Trng Dir	7/1/2024	Retirement	Vacant	82,682.00	189	1.000
ECONOMIC	65040526	Workforce Dev Training Spec I	9/1/2024	New Position	Recruitment Process	72,100.00	127	1.000
ECONOMIC	60013019	Workforce Development Training Spc I	11/9/2024	Separation	Vacant	72,000.00	58	1.000
ECONOMIC	60088180	Workforce Development Trning Spclist I	1/1/2025	Retirement	Recruitment Process	95,474.00	5	1.000
EXECUTIVE	60088082	Legislative Liaison	3/25/2024	Separation	Recruitment Process	72,800.00	287	1.000
EXECUTIVE	60095041	VP of Human Resources	7/1/2024	New Position	**Start date 1.6.25**	146,403.00	189	1.000
EXECUTIVE	60087990	Agency Receptionist/HR Office Manager	10/1/2024	Separation	Vacant	41,241.00	97	1.000
FINANCE	60088093	Business Systems Analyst I	10/1/2024	Transfer	**Start date 1.6.25**	77,608.00	97	1.000
FINANCE	60088116	Building Coordinator	10/31/2024	Separation	Recruitment Process	62,000.00	67	1.000
PROGRAMS	60088137	Academic & Workforce Programs Spc	7/1/2024	Retirement	Recruitment Process	67,404.00	189	1.000
TECHNOLOGY	60088077	Director, IT Operations	7/1/2024	Retirement	Recruitment Process	120,557.00	189	1.000
TECHNOLOGY	60088012	Executive Assistant I	8/5/2024	Internal transfer	Vacant	59,539.00	154	1.000
TECHNOLOGY	60088028	Network Engineer	10/21/2024	Internal transfer	Vacant	77,126.00	77	1.000

			1,191,134.00		15.000

JANUARY METRICS	
BUDGETED POSITION	238
HEADCOUNT	223
VACANCIES	15
VACANCY RATE %	6.30
SEPARATIONS	2

College	President	Appt. Date
Alamance Community College	Dr. Ken Ingle	2/1/2024
Asheville Buncombe Technical Community College	Dr. John Gossett *	7/1/2020
Beaufort County Community College	Dr. David Loope	6/1/2017
Bladen Community College	Dr. Amanda Lee *	2/1/2019
Blue Ridge Community College	Dr. Laura Leatherwood	7/1/2017
Brunswick Community College	Dr. Gene Smith	1/1/2019
Caldwell Community College & Technical Institute	Dr. Mark Poarch	7/1/2016
Cape Fear Community College	Mr. Jim Morton	4/20/2018
Carteret Community College	Dr. Tracy Mancini	6/1/2020
Catawba Valley Community College	Dr. Garrett Hinshaw	8/1/2006
Central Carolina Community College	Dr. Lisa Chapman	4/1/2019
Central Piedmont Community College	Dr. Kandi Deitemeyer *	1/1/2017
Cleveland Community College	Dr. Jason Hurst	4/1/2018
Coastal Carolina Community College	Mr. David Heatherly	1/1/2017
College of The Albemarle	Dr. Jack Bagwell	12/2/2019
Craven Community College	Dr. Raymond Staats	7/20/2015
Davidson-Davie Community College	Ms. Jenny Varner	7/11/2023
Durham Technical Community College	Mr. John Buxton	7/20/2020
Edgecombe Community College	Dr. Gregory McLeod	8/15/2018
Fayetteville Technical Community College	Dr. Mark Sorrells	1/1/2023
Forsyth Technical Community College	Dr. Janet Spriggs	1/1/2019
Gaston College	Dr. John Hauser *	6/1/2020
Guilford Technical Community College	Dr. Anthony Clarke *	11/1/2019
Halifax Community College	Dr. Patrena Elliott	1/1/2023
Haywood Community College	Dr. Shelley White	1/1/2020
Isothermal Community College	Dr. Margaret Annuziata	2/1/2021
James Sprunt Community College	Dr. Jay Carraway	4/29/2019
Johnston Community College	Dr. Vern Linquist	1/15/2023
Lenoir Community College	Dr. Russell Hunt	10/1/2016
Martin Community College	Dr. Tabitha Miller	5/1/2024
Mayland Community College	Dr. John C. Boyd	1/1/2011
McDowell Technical Community College	Dr. James W. Kelley	7/1/2024
Mitchell Community College	Dr. Tim Brewer	3/1/2012
Montgomery Community College	Dr. Chad Bledsoe	4/6/2015
Nash Community College	Dr. Lew Hunnicutt	11/1/2019
Pamlico Community College	Mr. Zachary Schnell (Acting)	11/7/2024
Piedmont Community College	Dr. Pamela Senegal	7/1/2017
Pitt Community College	Dr. Maria Pharr*	8/13/2024
Randolph Community College	Dr. Shah Ardalan	7/1/2023
Richmond Community College	Mr. Brent Barbee	11/1/2024
Roanoke-Chowan Community College	Dr. Murray Jean Williams	5/1/2021
Robeson Community College	Ms. Melissa Singler	11/1/2019
Rockingham Community College	Dr. Mark Kinlaw - Ret 03/31/2025	1/20/2015
Rowan-Cabarrus Community College	Dr. Carol S. Spalding	8/11/2008
Sampson Community College	Dr. Bill Starling	3/1/2018
Sandhills Community College	Dr. Alexander "Sandy" Stewart	7/1/2023
South Piedmont Community College	Ms. Michelle Brock (Interim)	8/13/2024
Southeastern Community College	Dr. Chris English	8/3/2020
Southwestern Community College	Dr. Don Tomas	7/1/2011
Stanly Community College	Dr. John Enamait	8/15/2016
Surry Community College	Dr. David R. Shockley	1/1/2012
Tri-County Community College	Dr. Donna Tipton-Rogers	10/19/2007
Vance-Granville Community College	Dr. Rachel Desmarais	8/11/2018
Wake Technical Community College	Dr. Scott Ralls *	2/1/2019
Wayne Community College	Dr. Patty Pfeiffer	1/1/2022
Western Piedmont Community College	Dr. Joel Welch	7/1/2020
Wilkes Community College	Dr. Michael Rodgers	6/1/2024
Wilson Community College	Dr. Jami Woods	6/1/2023

Previously served as president at another NCCCS college

Appointed 2020	**7**		
Appointed 2021	**2**		
Appointed 2022	**1**		
Appointed 2023	**7**	**Retirement**	**17**
Appointed 2024	**8**	**Moved**	**4**
Searching	**3**	**Other**	**7**
Total:	**28**	**Total:**	**28**

President Appointment Year

Reason for Leaving