



BLUE RIDGE COMMUNITY COLLEGE BOARD OF TRUSTEES RETREAT MINUTES

May 9, 2022 ~ 12 noon

The Institute at GE Current, 3010 Spartanburg Hwy., East Flat Rock, NC

Item

MEMBERS PRESENT	Vivian Bolaños, Cathy Childress, Steve Dozier, Dr. Clay Eddleman, Chip Gould, Dr. Jeremy Gibbs, Mark Isabelli, Nathan Kennedy, Kelly Leonard, Mike Pressley, Jim Rasmussen and Duke Woodhull
MEMBERS ABSENT	Brianna Allen, Betty Gash and Dr. Brian Weaver
OTHERS PRESENT	Lisa Adkins, Kathy Allen, Carolyn Alley, Lorri Allison, Dr. Kennon Briggs, Kirsten Bunch, Lee Anna Haney, Dr. Jessica Harrell, Dr. Laura Leatherwood, Glenda McCarter, Dr. Chad Merrill, Tammy Pryor, Dr. Scott Queen, Ben Rickert, Dr. David Stegall and Steve Young
INTRODUCTIONS AND WELCOME	Chairman Chip Gould called the meeting to order at approximately 12:25 p.m. Dr. Leatherwood introduced Dr. Kennon Briggs, who served as the retreat facilitator.
RETREAT EXPECTATIONS	Dr. Leatherwood shared her vision of how the retreat would unfold and her anticipated outcome.
STRATEGIC PLAN UPDATES	<p>Dr. Leatherwood called on Dr. Merrill to kickoff the Strategic Plan updates. Dr. Merrill shared details about Strategic Goal #1: Create a long-term vision for campus facilities that supports our mission, advances our vision, and responds to community needs; with special emphasis made on the progress of sub-goal #2: Create a plan to seek out funding opportunities. The trustees were engaged in conversation and asked staff to:</p> <ul style="list-style-type: none">• Prioritize existing projects (1, 2, 3).• Provide costs to maintain both the Killian and the Henderson Buildings in order to better analyze option of short-term investments vs. long-term renovation.• Consider partnering with Brevard College for use of facilities if they have excess capacity.• Investigate whether there are other shared space and/or rental opportunities that would help alleviate the stress on TCC.• Consider “table top” parking lots to expand parking at the current TCC campus when needed. <p>Dr. Scott Queen followed with an update on Strategic Goal #2: Grow our community partnerships and outreach in order to broaden our impact on the communities we serve:</p> <ul style="list-style-type: none">• A total of 613 (duplicated) partnerships, across 41 municipalities, have been established.

- Working to address gaps in the following sectors:
 - Adult Learners
 - Skilled Trades
 - Horticulture/Agriculture
 - Information Systems Security (Cyber Security)
- Please help connect College faculty and staff to leaders in these areas by providing introductions and/or contact information.

Dr. Queen was joined by Vice President for Instruction Kathy Allen to discuss Strategic Goal #3: In support of myFutureNC, increase the number of post-secondary credentials awarded in the furtherance of a strong workforce pipeline. How?

- Increase fall to fall retention by 2% each year.
- Increase improvement for low success rate courses by 2% each year.
- Increase post-secondary credentials by 30% by 2025.
- Expand short-term training offerings to increase credentials awarded.
- Plan for COVID-related performance gaps, especially in incoming high school students.
- Employ pedagogy best practices College wide.
- Special attention to diversity, equity and inclusion.

Ms. Allen also reviewed the latest data on College performance measures. The report reflected that the College had improved in all areas except for credit English. She explained that the challenge with this measure is getting students to take the course within a three-year period; not that they are failing the course when it is taken. Students are now being encouraged to take this course in one of their first semesters to help improve this measure in the future. Ms. Allen also shared that on a recent curriculum course success rate peer comparison report, Blue Ridge was ranked as one of the highest in the state: number eight out of the 58 North Carolina community colleges.

Human Resources Director Lorri Allison discussed progress on Strategic Goal #4: Develop a workplace environment that reflects our mission, vision, and values and cultivates highly engaged employees; with emphasis on sub-goal #2: Develop a formal onboarding program. She shared that recruitment and retention are high priorities, as the College is experiencing the same workforce woes as many other employers. The College is finding it hard to find and keep qualified faculty and staff in such a competitive job market. Human Resources is actively tapping the local retirement community to help fill part-time teaching positions and other staffing shortages.

Vice President Kirsten Bunch presented the update on the fifth and final strategic goal: Improve services and processes to increase operational efficiencies and conserve resources. Campus-wide, 49 departments identified a total of 64 systemic inefficiencies, and found ways to reduce or eliminate them. Of the 64 inefficiencies, 61 of the changes that were made reduced labor cost.

TRENDS,
CHALLENGES AND
DIRECTION FOR THE
POST-PANDEMIC
COMMUNITY
COLLEGE

Dr. Briggs presented current trends and challenges that are facing post-pandemic community colleges. He also refreshed the trustees on policies and practices associated with community college governance and administration. He gave examples of how the trustees could connect with and support the College's attainment of Strategic Plan goals:

- In step with the College, advocate to ensure that the College has the tools that it needs to support students, including:
 - Funding for facilities and equipment
 - Industry-standard equipment for training
 - Pell Grant benefits for students in the federal tax code
 - Don't tax them
 - Allow the funds to be used to obtain workforce credentials

Trustees were encouraged to:

- Help connect the President to people and resources that support the Strategic Plan and the College mission
- Help the College recruit faculty; make connections to retirees and other untapped talent pools
- Be ambassadors for the College
- Help support Strategic Plan goals
- Be mindful of how demographic changes and national trends might impact the College
- Formulate Succession Plans
 - Board of Trustees
 - College President and College Leadership Team

To conclude, Dr. Briggs encouraged the trustees to consider:

- How does the Board see the college moving forward?
- In what other areas should the college be focusing?
- Are there any areas where the college should stop focusing?

WRAP UP AND NEXT
STEPS

Dr. Leatherwood thanked Dr. Briggs for being with the group and leading the informative discussion. She also thanked the trustees and staff for taking the time to participate, and conveyed her sincere hope that the meeting was beneficial and helped to spur everyone's thinking about the future direction of Blue Ridge Community College.

Mr. Gould also expressed his appreciation to Dr. Briggs, trustees and staff, and asked the trustees to share new ideas and/or changes they may want to be considered for the Board and Board meetings moving forward.

Mr. Gould paused for final comments from Board members. The meeting adjourned at approximately 2:56 p.m.

John B. "Chip" Gould, Chairman

Dr. Laura B. Leatherwood, Secretary