



BUCKS COUNTY COMMUNITY COLLEGE

BOARD OF TRUSTEES MEETING

Date: May 11, 2023

Time: 10:15 AM

Present:

Thomas Jennings, Chair
Richard Balukas, Ed.D.
James Dancy
Broadus Davis via Zoom
Blake Eisenhart
Jamie Fazzalore
Elizabeth Fineburg
Ronni Fuchs

Shamsul Huda
William Maeglin
Linda Mannherz
Carol Mignoni-Ferguson
Carol Shelly via Zoom
Philip Wursta
Jeffrey Garton, Esq., Solicitor
Felicia L. Ganther, J.D., Ph.D., President

Absent: Frank Farry

Mr. Jennings called the meeting to order at 10:15 AM. He introduced Ms. Lateefat Adewale, President of SGA to lead the pledge of allegiance. Ms. Adewale then presented a summary of all the Student Government Association activities and accomplishments this academic year, including new student orientation, fall fest, a trip to the 9/11 Memorial Museum, a new prayer room, ice skating, spring fling and movie nights. She also reported that eight new student organizations were approved, and that SGA worked on evaluating and editing their constitution. SGA also decided to move their elections to the fall. Ms. Adewale thanked the board for inviting her and for their hard work in support of students.

Following the Roll Call, the Chair asked for a motion to approve the minutes of the April 13, 2023 board meeting

Upon motion by Ms. Fineburg, seconded by Ms. Fuchs, the Board approved the minutes of the April 13, 2023 meeting.

Chair Jennings announced that the Board met prior to the meeting, in Executive Session, to discuss various contractual issues pending litigation, and personnel matters. He announced that the Public Comment portion of the meeting would be held next.

PUBLIC COMMENT

Professor John Sheridan, President of the BCCC Faculty Federation made a statement that, on May 10, the general membership of the BCCC Federation of Teachers voted in favor of a vote of no confidence of President Ganther. He said it was with regret that the federation was compelled to take such action.

Mr. Justin Burrows, Assistant Athletic Director spoke next. He said he has been with the college since 2004 and President Ganther has helped create a sense of community and a family environment at the College.

Dr. Aubria Nance, Dean of Enrollment, then spoke. She said Dr. Ganther, through her influence in the community, has helped put the college on the map, and has done a remarkable job with public relations.

The Honorable Clyde Waite, from Wrightstown, spoke next. He said faculty sees a lack of collaboration but places the responsibility on only one party. He said collaboration is supposed to happen when both sides work together. .

Associate Vice President Kevin Antoine then spoke. He said he has been in senior administration in higher education for 20 years, and there is usually a transition process when a new President begins. He said this usually starts months before and includes things that the new President should be aware of before they begin. He said, to the best of his knowledge, Dr. Ganther did not receive any of this. He said a lot of the issues the federation brought up predate Dr. Ganther and could be worked out in a collaborative fashion. .

CIO Brant Steen spoke next. He said he has been working at the college for 14 years and was a former student at Bucks. He said, in the past, the campus was brimming with students, but that's not where the College is any longer due to demographics. He said it will take a strategic mind like Dr. Ganther's to keep the institution going and moving forward.

Ms. Dawn Pullin, Interim Director of Counseling Career Services then spoke. She said the Federation does not speak for everyone. She said we need to work together as a team. She said the things Dr. Ganther has done since she came to Bucks have been amazing and that others are allowing her to take the fall for things that might have been their responsibility.

Professor Bhaya spoke next. She said she has been at Bucks for 15 years. She said she believes in transparency and that, instead of blindly following, she would like a Q&A with the President so faculty could be informed of the facts directly from the President. She said the vote in favor of the vote of no confidence was 90% of those that were there, but only 30% of full and part time faculty were present. She said everyone should have a vote.

CHAIR'S REPORT

Chair Jennings acknowledged that the Board received the notice from the Federation of the vote of no confidence. He said the board follows a review process as set forth in the bylaws. He said there was a mid-year review in January and the process is underway for a full year review in June.

Chair Jennings then reported that the board committees have been very active since the last meeting. The ad-hoc bylaws committee is underway. The Audit, Finance, Student Affairs and Human Resources committees have also all met. He reminded trustees that there will be a spring retreat in Tyler Hall on May 22.

Mr. Jennings noted that, later in the agenda, the Board would be acting on the appointment of Mr. Niels Christensen as Chief Financial Officer. He said Mr. Christensen has performed exceptionally well in the past two months. He said they would also hear later from Dr. Ganther in relation to paths to resolving issues with Workday, and that the Board continues to work on a balanced budget. He then said the board has made considerable progress in the past six months on the audit, Workday and the budget.

Mr. Jennings noted that, since the last board meeting, he attended the CAT building ribbon cutting, Army Higher Education Consortium, birthing simulator baby shower, Salute to Mothers Tea, a meeting with Dr. Ganther and Senator Santarsiero, and an exceptional student awards program. He said he looks forward to next week's pinning ceremony and commencement.

PRESIDENT'S REPORT

President's Corner

- I want to start by welcoming two of our newest employees. Dan Kanak recently joined the Advancement team as the Executive Director of Marketing, PR & Creative Services. Dan comes to us from a similar role at Delaware County Community College. He is an accomplished marketing communications professional with more than 10 years of experience in higher education leadership roles, and more than 15 years of advertising agency experience. He earned his B.S. from La Salle University and his Master of Business Administration, Marketing Concentration from Saint Joe's University.
- Amanda Ortner joined the Advancement team last week as the new Manager of Alumni Engagement and Annual Fund. Amanda joins us most recently from Penn Medicine Development where she served as development assistant and Corporate and Foundations Relations Director. She brings with her a plethora of experience in fundraising including stewardship, donor management, annual giving, and prospect management. She's also worked for the Philadelphia Orchestra and Fringe Arts. She earned her B.A. in Arts and Entertainment Industries Management from Rider University. Welcome Dan and Amanda!
- We found out yesterday that our Medical Laboratory Technician Program has been awarded Continuing Accreditation for ten (10) years! Congratulations to Dr. Corrigan and the MLT faculty for this incredible accomplishment!

- The Center for Workforce Development's grant application for just under \$2million to renew the Out of School Youth grant was approved. The new grant, supported through the Bucks County Department of Workforce & Economic Development, will cover the next two years, with a two-year renewal option.
- We would like to recognize Denise Alexander, Director of Training & Certification, for her service as president of the Pennsylvania Association for Adult Continuing Education. Ms. Alexander completes her two-year term this month.
- On April 28 we held the annual Salute to Mother's Scholarship Tea. I want to thank Chair Jennings and Trustee Mignoni-Ferguson for being in attendance. The event was a raving success even with the downpouring rain, with over 220 guests in attendance and raising \$56,000.
- We hosted our inaugural Homecoming Celebration on April 29. Even though the rain put a damper on all outdoor activities, the breakfast for the first ten graduating classes of the college was phenomenal. Later that evening, we hosted a reception and comedy show for students, alumni, and employees.
- This week I met the President and leadership team of LaSalle University. They are eager to grow their partnership with us and be a premier transfer partner for the college. We discussed creative ways to help Bucks County residents who have some college credits get on a fast-track college program through BCCC and then on to them with discounted tuition.
- Health Sciences wishes to thank Chair Jennings and Trustee Mannherz as well as students who supported the "baby shower" for our birthing simulator Noel in April. We gathered about six grocery bags of supplies for Lilly's Hope and were featured on the ABC 6 news and the Courier online. Thanks to Ann Marie Strecker and Cassandra Matthews our faculty who ran the simulations and talked eloquently about the need for the manikin and its usefulness in our curriculum.
- Commencement will be held next Thursday, May 18 at the Newtown Campus. There will be two ceremonies, one at 2:00 p.m. and the other at 6:00 p.m. We hope to see you all there in support of our students!

Student Corner

- The Athletic Department hosted the Athletics Reception and Celebration on Wednesday, May 3rd, honoring our fantastic student-athletes and coaches. The event recognized team

MVP's, Coach's Award Recipients, All-Conference, All-American and All-Academic American honors.

- Centurion's baseball received a bid as the second seed team in the 2023 USCAA Small College World Series. This is the second year in a row they have been selected to compete for a USCAA national title. They ended the regular season with 32 wins and 12 losses, ranked 2nd in the country for runs batted in and 1st in stolen bases. Bucks has a first-round bye and will play on Monday, May 15th @ 8:15pm. The games will be live streamed through USCCAA sportsnetwork.com.
- Our softball team finished regular season play with a record of 4-7 at home and 1-9 away. This is the first complete season of Softball since pre-pandemic. Centurion Softball had an official roster size of 15 this season and Coach Finnerty is already recruiting for next season.
- We ended the semester on a high note with the Student Awards Dinner and Celebration this past Monday, recognizing the incredible work of our student leaders and organizations throughout this year. Abigail Moulina and Juliana Winget received the President's Cup this year. Both are incredibly deserving for their enormous impact on our college through their work in student activities, as well as their exceptional performance inside the classroom. Congratulations to all our student award winners this year, and thanks to Trustees Jennings & Fazzalore for attending.
- Radio BUX has a new home! Our college radio station has moved to the Dining Area where the bank used to be, and its visibility has immediately increased student participation. We now have student DJ's and hosts running their own shows once again. Be sure to tune in and hear what records our students are spinning and go check out their new digs.

MISSION REVIEW PRESENTATION

Dr. Maureen McCarthy, Executive Director of RADAR, gave a student success mission review. Dr. McCarthy reported that the review included racial, ethnic and socioeconomic groups that have been historically underrepresented in higher education. Students included were new to Bucks, entering in the fall semester, and the comparison group consisted of ten other Pennsylvania community colleges. Data for first-term credit success rate for the fall 2019 cohort showed that, compared to other PA community colleges, Bucks' success rates were higher. Within Bucks, data showed that first-term credit success rates were lowest for black, Latinx and multi-racial students. Within Bucks, these students were also more likely to have no successful completions in their first term, however, when compared to other PA community colleges, Bucks students were less likely to have no successful completions in their first term. Other data showed

that, within Bucks, the two-year credit success rate was lowest for black, Latinx and multi-racial students, but that compared to other PA community colleges, our students had higher two-year credit success rates. The data also showed that Bucks students were more likely to attempt at least one developmental education course, however, white, black, and multi-racial students at Bucks were less likely to complete all the developmental education courses needed. Data also showed that overall, Bucks students were more likely to remain enrolled at the end of their second year, although multi-racial students at Bucks were less likely to have completed by the end of their second year, and Black and Asian students were less likely to have transferred by the end of their second year.

Compared to national community colleges, Bucks students were less likely to complete a program at their first institution within six years of entry, except for Asian students. Black, Latinx, multi-racial and white students at Bucks were less likely to complete a degree anywhere within six years of entry compared to national community colleges.

Compared to national community colleges, male students in every racial/ethnic group at Bucks had lower completion rates. This was particularly striking for black men. Also, black and Latinx male students at Bucks were less likely to complete a four-year degree compared to national community colleges. This was also particularly striking for black men.

Trustees asked if there was any information as to why certain students at Bucks were less likely to succeed. Dr. McCarthy said the College is looking at how to respond to the data and how we can better serve these students. A trustee also questioned if the College is looking at other community colleges across the nation to see where they are being successful. Dr. McCarthy said Bucks is looking at other community colleges who are ahead of the curve.

APPOINTMENT AND RECOMMENDATION

Chair Jennings noted that the College bylaws require the Board to designate a Treasurer and CFO. He said Mr. Niels Christensen has been in this role as an interim since March, and the Board wishes to go on record to make him the permanent CFO and Treasurer. Mr. Jennings asked for a motion to appoint Mr. Niels Christensen as the permanent Chief Financial Officer of the College.

Upon motion by Ms. Fuchs, seconded by Mr. Dancy, the Board approved the appointment of Mr. Niels Christensen as the Chief Financial Officer of the College.

Chair Jennings then made a recommendation for the President to move forward as quickly as possible, with Board approval, in appointing a Vice President of Workforce, due to the importance of this position.

Upon motion by Mr. Maeglin, seconded by Mr. Eisenhart, the Board approved the recommendation that the President fill this position as quickly as possible.

FINANCE UPDATE

Mr. Christensen reported that the finance department continues to follow up on priority items from the audit corrective action plan, such as staffing resource requirements/alignment, training where appropriate, reviewing internal control documentation and developing new documentation where necessary, with a goal to get to monthly reporting, strengthening processes, preparing for year-end reporting and the audit. He said the department is also actively supporting the budget preparation process.

COMMITTEE REPORTS

AD HOC HUMAN RESOURCES COMMITTEE – Linda Mannherz, Chair

Trustee Mannherz reported that the committee held their third meeting and would be engaging an external firm, Herbein, who has deep experience in human resources for community colleges, for a 360-evaluation process. This would be an independent evaluation of the leadership of the college, and the results are expected in June. She reported that, at the next meeting, the committee would be reviewing the policy around interim positions.

AD HOC AUDIT COMMITTEE – Blake Eisenhart, Chair

Trustee Eisenhart reported that, on April 21, the Ad Hoc Audit Committee formally reviewed and approved the engagement of Maher Duessel to perform a one-time faculty payroll test for the period January 1, 2022 to present. The emphasis of this testing will be to prove or disprove the accuracy of the payroll for faculty members.

He then reported that, on May 10 the committee met and received an update from the CFO on the consideration of certain accounting firms to perform necessary internal accounting services at the College. The Audit Committee agreed in principle for the engagement of such firms and requested that the CFO, upon making his final decision, advise the Audit Committee by providing the firm names, related fees, and nature of the services. He said the Committee then voted unanimously to recommend the appointment of Maher Duessel as the independent public accounting firm for the FY2023 audit.

Mr. Eisenhart also reported that the committee discussed a proposed recommendation from the Human Resources Committee to engage Herbein, a regional CPA firm for human resource and talent consulting services. He said the committee unanimously voted to pre-approve this recommendation subject to final board approval.

FINANCE AND OPERATIONS COMMITTEE – Tom Jennings

Mr. Brant Steen, CIO, gave a report on Workday Student alternatives. He said the College engaged a third-party assessment to determine the best path forward. With \$1.55 million left in the bond, the options are to continue with the implementation of Workday Student or expand Ellucian Colleague. He said the College can afford the latter choice with the remaining bond funds. Chair Jennings said the Committee will perhaps be able to bring this to the Board for action at the June meeting.

GOVERNANCE COMMITTEE – Elizabeth Fineburg, Chair

The Governance Committee, chaired by Ms. Elizabeth Fineburg, presented to following slate of officers for the 2023-2024 academic year:

Chair	Thomas Jennings
Vice-Chair	Dr. Broadus Davis
Secretary	Elizabeth Fineburg
Asst. Secretary	Shams Huda
Executive Committee	Carol Mignoni-Ferguson

Mr. Jennings thanked all who expressed interest in serving and said that, in accordance with the bylaws, nominations from the floor would be entertained and welcomed at the June Board meeting.

CONSENT AGENDA – Mr. Jennings, Chair

The Chair announced that all action items would be considered on the Consent Agenda unless a Trustee requested that an item be removed for specific discussion and individual action.

Upon motion by Ms. Fineburg and second by Ms. Mannherz, the Board of Trustees approved the following items as set forth on the Consent Agenda:

- Contract Security Services – After Hours @ Epstein Campus – Tri-County Security Agency, Inc.
- Auditor Engagement – Maher Duessel
- Assessment Engagement - Herbein

BOARD COMMENT

Chair Jennings noted that the next Board meeting would be held on Thursday, June 8, where the final proposed budget would be presented as well as a discussion about Workday. He closed by saying he looked forward to the events at the College the following week.

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ADJOURN

Upon the motion to adjourn being duly made and seconded, the meeting was adjourned at 11:37 A.M. The next regularly scheduled meeting of the Board of Trustees will be held at the Newtown Campus on June 8, 2023, at 10:15 AM.

William Maeglin, Secretary