



## **BOARD OF GOVERNORS MEETING**

Thursday, February 11, 2021

### **ORDER OF BUSINESS:**

8:30-10:15 a.m.	Governance Committee Meeting, Zoom
10:15-10:25 a.m.	Break
10:25-12:25 p.m.	Finance Committee Meeting, Zoom
12:25-1:00 p.m.	Lunch
1:00-2:00 p.m.	Finance Committee Meeting, Zoom
2:00-2:10 p.m.	Break
2:10-2:50 p.m.	Student Success Committee Meeting, Zoom
2:50-2:55 p.m.	Facilities Committee Meeting, Zoom
2:55-3:00 p.m.	Break
3:00-3:45 p.m.	External Relations Committee Meeting, Zoom
3:45-4:00 p.m.	Break
4:00 p.m.	Regular Meeting, Zoom

The Board of Governors hereby reserves the right to go into executive/closed session pursuant to Neb. Rev. Stat. §84-1410 of the Nebraska Open Meetings Act.

### *PLEDGE of ALLEGIANCE*

#### **Mission**

Northeast Community College is dedicated to the success of students and the region it serves.

**AGENDA**  
(Regular Meeting)

<b><u>ACTION</u></b>	
A. <b><u>ROLL CALL</u></b>	Chairperson
B. <b><u>CALL REGULAR MEETING TO ORDER</u></b>	Chairperson
C. <b><u>ADOPT AGENDA</u></b> for February 11, 2021 Regular Meeting. Official Notice of the Regular Meeting is posted on the Northeast Community College website and was published in the <i>Norfolk Daily News</i> on Friday, February 5, 2021.	<b>MOTION</b>
D. <b><u>PUBLIC COMMENT</u></b> Due to the coronavirus and pursuant to Governor Pete Ricketts' executive order No. 21-02, today's meeting is being held via Zoom videoconferencing. Pursuant to Nebraska Statute Section 84-1412, the public is advised that a copy of today's agenda and all reproducible written material which will be discussed at today's meeting may be accessed on the Northeast Community College website. Any member of the public wishing to address the Board of Governors may comment to the Board at this time.	Info
E. <b><u>APPROVE MINUTES</u></b> of the January 14, 2021 meetings as follows: 1. Regular Meeting– (attached pgs. 5-11) 2. Governance Committee Meeting – (attached pgs. 12-15) 3. Facilities Committee Meeting – (attached pgs. 16-17) 4. External Relations Committee Meeting – (attached pg. 18-19) 5. Finance Committee Meeting – (attached pg. 20) 6. Student Success Committee Meeting– (attached pgs. 21-22)	<b>MOTION</b>
F. <b><u>REPORTS</u></b> – Dr. Leah Barrett 1. Student Leadership Association 2. President	Info
G. <b><u>NEBRASKA COMMUNITY COLLEGE ASSOCIATION (NCCA) REPORT</u></b> - Steve Anderson and Gene Willers, NCCA Board of Directors representatives	Info
H. <b><u>ADMINISTRATIVE REPORTS</u></b> 1. <b><u>ACKNOWLEDGE AND ACCEPT MONTHLY FINANCIAL REPORTS</u></b> and <b><u>CLAIMS PAID</u></b> as follows:  ➤ Reports from Scott Gray, Vice President of Administrative Services: a. Monthly Financial Report for January 31, 2021 b. Claims Paid in January 2021	<b>MOTION</b>

<b>Mission</b> Northeast is dedicated to the success of students and the region it serves.
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I. GOVERNANCE COMMITTEE

- Dirk Petersen, Chairperson

1. SECOND READING and APPROVAL for the deletion of the following: **SECOND READING**
  - a. BP-5140, Student Privacy and Release of Information-(see committee material)
  - b. BP-5711, Vaccination Policy – (refer to committee material)
  - c. BP-5810, Resident Housing Regulations Policy – (refer to committee material)
2. FIRST READING of the following: **FIRST READING**
  - a. Deletion of BP-7030, Emeritus Classification – (refer to committee material)
  - b. Deletion of BP-7565, Post Retirement Benefits – (refer to committee material)

J. FINANCE COMMITTEE

- Gene Willers, Chairperson

1. APPROVE employee negotiated agreements **MOTION**

K. OTHER

Info

L. ADJOURNMENT

**MOTION**

**Please Note:** *It is the intention of the Board of Governors to take up the items on the agenda in sequential order. However, the Board reserves the right to take up matters in a different order to accommodate the schedules of members or presenters or for other reasons.*

**ANNOUNCEMENTS:**

**2021**

March 11 - REGULAR BOARD MEETING – TBD  
April 8 - REGULAR BOARD MEETING – Lifelong Learning Center  
May 13 - REGULAR BOARD MEETING – Lifelong Learning Center  
June 10 - REGULAR BOARD MEETING – Lifelong Learning Center  
July 8 - REGULAR BOARD MEETING – Lifelong Learning Center  
August 12 - REGULAR BOARD MEETING – Lifelong Learning Center  
September 9 - REGULAR BOARD MEETING – Lifelong Learning Center  
October 19 - REGULAR BOARD MEETING – Lifelong Learning Center (Rescheduled due to Leadership Congress)  
November 11 - REGULAR BOARD MEETING – Lifelong Learning Center  
December 9 - REGULAR BOARD MEETING – Lifelong Learning Center

**Mission**

Northeast is dedicated to the success of students and the region it serves.



## NORTHEAST COMMUNITY COLLEGE AREA

### MINUTES of REGULAR MEETING

Thursday, January 14, 2021

12750

Roll call was taken with a quorum present.

#### AREA BOARD

Steve Anderson, Chairperson .....	Present
Arlan Kuehn, Vice-Chairperson .....	Present @ 3:25 p.m.
Julie Robinson, Secretary .....	Present
Del Ames .....	Present @ 3:12 p.m.
Donovan Ellis .....	Present
Dr. Terry Nelson .....	Present
Dirk Petersen .....	Present
Jeffrey Scherer .....	Present
Nicole Sedlacek .....	Present
Carol Sibbel .....	Present
Gene Willers .....	Present

#### OTHERS PRESENT

Dr. Leah A. Barrett, President  
Paul Feilmeier, Vice President, Technology Services  
Scott Gray, Vice President, Administrative Services  
Amanda Nipp, Vice President, Student Services  
Dr. Tracy Kruse, Vice President, Development and External Affairs  
Dr. Karen Severson, Interim Associate Vice President, Human Resources  
Jim Curry, Director of Public Relations  
Diane Reikofski, Executive Assistant to the President  
Lauren Wagner, *Norfolk Daily News*  
Cody Ronnenfelt, WJAG

12751

Notice of the Regular Meeting is published on the Northeast Community College website and was published in the *Norfolk Daily News* on Friday, January 8, 2021. Chairperson Steve Anderson convened the Regular Meeting at 3:08 p.m.

12752

Donovan Ellis MOVED, and Jeff Scherer SECONDED the motion to adopt the Agenda of the January 14, 2021 Regular Meeting as distributed.

**Voting Yes:** Anderson, Ellis, Nelson, Petersen, Robinson, Scherer, Sedlacek, Sibbel, Willers

**Voting No:** None

**Absent:** Ames and Kuehn

**MOTION CARRIED**

12753

Due to the coronavirus and Pursuant to Governor Ricketts' executive order No. 20-36, today's meeting is being conducted via Zoom videoconferencing. Pursuant to Nebraska State Statute, Section 84-1412, the public is advised that a copy of today's agenda and all reproducible written material which will be discussed at today's meeting may be accessed on the Northeast Community College website.

No constituents were in attendance or were participating in the Zoom videoconference to address the board with a public comment.

12754

Chairperson Steve Anderson administered the Oath of Office to Northeast Community College Board of Governors members elected in November 2020 as follows:

Donovan Ellis, District I  
Nicole Sedlacek, District II  
Gene Willers, District IV  
Dirk Petersen, District V  
Jeff Scherer, At-Large

12755

Carol Sibbel MOVED, and Del Ames SECONDED the motion to approve the following Board appointments for 2021:

College Architect:  
Primary Depository Bank:  
Nebraska Community College  
Insurance Trust:  
Facilities Corporation Board of Directors:  
Treasurer:

Wilkins Architecture Design Planning, LLC  
First National Bank, Norfolk  
  
Vice President of Administrative Services  
Dr. Robert Cox, Steve Schram, and Larry  
Poessnecker  
Vice President of Administrative Services

Recording Secretary:

Diane Reikofski

**Voting Yes:** Ellis, Nelson, Petersen, Robinson, Scherer, Sedlacek, Sibbel, Willers, Ames, and Anderson

**Voting No:** None

**Absent:** Kuehn

**MOTION CARRIED**

12756

Julie Robinson MOVED, and Nicole Sedlacek SECONDED the motion to approve Minutes of the December 10, 2020 meetings as follows:

1. Regular Meeting
2. Governance Committee Meeting
3. Facilities Committee Meeting
4. External Relations Committee Meeting
5. Finance Committee Meeting
6. Student Success Committee Meeting

**Voting Yes:** Nelson, Petersen, Robinson, Scherer, Sedlacek, Sibbel, Willers, Ames, Anderson, and Ellis

**Voting No:** None

**Absent:** Kuehn

**MOTION CARRIED**

12757

President Leah Barrett provided the following report:

- Tyson Foods has forwarded Northeast Community College's Upwards Pathways Round 1 Pilot for formal award approval by the company. The workforce education program at Tyson's fresh meats beef plant in Dakota City and coordinated by Northeast's Adult Education Department focuses on reducing the social impact of social challenges for its front-line team members by providing free and accessible classes in English as a Second Language (ESL), high school equivalency, U.S. citizenship and other essential life and workplace skills such as digital and financial literacy.
- Construction of new agriculture facilities at Northeast is currently on schedule, despite some COVID-19-related and material shortage delays. Overall, the project is still on target for completion for the fall 2021 semester. The project includes a new veterinary technology clinic and classroom, as well as a combined farm operations building and large animal handling facility, commodity storage, small livestock shelter, and a feedlot and lagoon on the Acklie Family College Farm.
- A farm cooperative that serves customers in a 30-county region of northeast Nebraska has pledged its support to the improvements in Northeast's ag facilities. Farmers Pride, headquartered in Battle Creek, has pledged \$50,000 to the Nexus project. According to Farmers Pride General Manager Dean Thernes, many of their employees and customers have

graduated from Northeast. He said, “Having young people trained in the technology and science needed to farm successfully is vital to the success of our co-op.”

- The Institutional Research and Analytics (IR/A) Department now has a dedicated website at [www.northeast.edu/about-us/institutional-research](http://www.northeast.edu/about-us/institutional-research). The site includes Fast Facts on enrollment and faculty/staff numbers as well a dashboard on enrollment and completion trends with comparisons to the other Nebraska community colleges. In addition, the most recent Graduate Report and COVID-19 dashboard research for northeast Nebraska, which is updated four times a week, are now on this page.
- Retirements – R.J. Bichlmeier, Electrical Construction and Control Instructor; John Blaylock, Executive Vice President; Kathleen Donnelly, Psychology/Sociology Instructor; Kurt Pytleski, Horticulture/Golf Course Management Instructor and Golf Coach; Wendell Rohde, Custodial Supervisor.
- Northeast’s wind energy instructors, John Liewer and Nate Simpson, were featured during a panel discussion hosted by the New Power Nebraska coalition that examined the growing role that renewable energy is playing in rural and urban development and growth opportunities in both the wind and solar energy industries. The virtual event also featured local and industry leaders and Congressman Don Bacon who discussed the growth of wind and solar in Nebraska and some of the policies and initiatives that will help renewables advance even further.
- Similar to many other events this year, Northeast Community College’s annual holiday concert was held in a virtual format. The College/Community Concert Band, Northeast Jazz Machine and Northeast Concert Choir took the stage in performances that were filmed on the Northeast campus in Norfolk. Northeast music instructors teamed with the College’s audio recording technology program to produce this year’s program.
- A Northeast Community College Media Arts-Broadcasting student is one of five college students in Nebraska to receive a scholarship from the Nebraska Broadcasters Association Foundation (NBAF). Leonard Schaecher, of O’Neill, was selected for an NBA Foundation Scholarship and has been awarded \$2,500 for demonstrating his significant interest in becoming a future broadcaster. He was the only two-year college student to be awarded the scholarship. The NBAF offers scholarships to assist students enrolled in radio and/or television broadcasting-journalism education programs at designated colleges, universities or community colleges in Nebraska.
- Northeast’s TRIO Student Support Services (SSS) program has named Jared Bessmer, of Osmond, as the TRIO Student of the Month for November. Once Bessmer completes his Associate Degree in Nursing from Northeast, he plans to earn a bachelor’s degree in the field. After nursing school, he has set his sights higher as he plans to come back to Northeast to earn a paramedic degree in order to achieve his goal of becoming a flight nurse. Each month, a participating TRIO student is selected for the award based upon their work in TRIO and in other activities on campus or in the community.
- A total of 97 individual student tours scheduled for the month of December, with 87 actual tours given. Ten tours were canceled due to COVID-19 and/or the weather. There are currently 70 visits scheduled for January and into February.
- Athletics will begin at Northeast Community College on January 20th. The COVID-19 pandemic has forced the athletic department to make some changes prior to the start of competition. To begin the season, the Iowa Community College Athletic Association (ICCAC) has announced that no spectators will be allowed at any indoor athletic event. Allowing spectators at outdoor events will be up to the host institution. ICCAC institutions will continue

to evaluate COVID-19 and may review allowing spectators in the future. Fans may watch all Northeast home and away contests by clicking on the ‘tv’ icon next to each game under the respective schedule tab for each team on the athletics website at [www.northeasthawks.com](http://www.northeasthawks.com).

- ICCAC has announced that 88 Northeast student-athletes earned Academic All-Region status. First Team performers have a grade point average of 3.5 or above while Second Team members have earned a GPA of 3.0-3.49. This is outstanding! The number represents 70% of Northeast’s student-athletes during a very challenging fall semester due to COVID-19 restrictions on our athletic teams and with changes to traditional course delivery methods.
- Author and philanthropist MacKenzie Scott donated \$15 million to Northeast Community College, making it the largest single donor contribution in the institution’s history. Scott said organizations, such as Northeast, have dedicated their lives to helping others serving “real people” face-to-face, day-after-day to alleviate suffering of those hardest hit by the effects of COVID-19. The donation is in alignment with the College’s efforts to create pathways for anyone in the 20-county service area to earn a certificate or degree. It will allow Northeast to more effectively engage with underrepresented students by providing scholarships and student success initiatives in perpetuity. Her donation will support the evolution Northeast Community College to serve a broader base of students.

12758

Steve Anderson and Gene Willers, NCCA Board of Directors representatives, reported that the NCCA Board of Directors will meet on January 22, 2020. During the meeting they will review bills of interest to Nebraska’s community college, take a position on each, and instruct Greg Adams how to lobby on their behalf. Gene Willers is unavailable to attend next week’s meeting, but Nicole Sedlacek, as Chairperson of the External Relations Committee, will participate on Gene’s behalf and will be able to vote.

12759

Scott Gray advised that discussion was held during the Finance Committee Meeting on updating and adding to reports that are reviewed by the Board of Governors. Regarding paid bills for the month of December, he pointed out a payment that is not typical in the report, payment to the City of Norfolk for a water line assessment and extension.

Arlan Kuehn MOVED, and Gene Willers SECONDED the motion to acknowledge and accept the Monthly Financial Report for December 31, 2020 and claims paid in December 2020 as follows:

General Funds .....	\$ 1,093,135.03
Auxiliary Funds.....	\$ 5,814,202.82
Grants and Contracts .....	\$ 994,692.78
Scholarships and Financial Aid.....	\$ 8,423.00
Student Loans .....	\$ 0.00
Student Clubs .....	\$ 2,039.25
Other Agencies .....	\$ 11,235.73
Capital Improvement.....	\$ 174,090.83
Restricted Plant .....	\$ 2,454,847.41
Debt Service .....	\$ 6,000.00



Payroll Fund .....\$ 2,916,482.53  
TOTAL CLAIMS PAID .....\$ 12,575,149.38

**Voting Yes:** Petersen, Robinson, Scherer, Sedlacek, Sibbel, Willers, Ames, Anderson, Ellis, Kuehn, and Nelson

**Voting No:** None

**Absent:** None

**MOTION CARRIED**

12760

Dirk Petersen, Chairperson of the Governance Committee, advised that the FIRST READING was heard of policies that are being recommended for deletion. All of the policies are covered by Administrative Procedure. Deletion of the policies eliminates duplication.

BP-5140, Student Privacy and Release of Information

BP-5711, Vaccination Policy

BP-5810, Resident Housing Regulations Policy

12761

Jeff Scherer, Chairperson of the Facilities Committee, MOVED to approve the Temporary Easement with the City of Norfolk for a bike trail. Dirk Petersen SECONDED the motion.

**Voting Yes:** Robinson, Scherer, Sedlacek, Sibbel, Willers, Ames, Anderson, Ellis, Kuehn, Nelson, and Petersen

**Voting No:** None

**Absent:** None

**MOTION CARRIED**

12762

Jeff Scherer MOVED, and Donovan Ellis SECONDED the motion to approve the Public Access Easement with the City of Norfolk for use of a bike trail.

**Voting Yes:** Scherer, Sedlacek, Sibbel, Willers, Ames, Anderson, Ellis, Kuehn, Nelson, Petersen, and Robinson

**Voting No:** None

**Absent:** None

**MOTION CARRIED**

12763

Gene Willers, Chairperson of the Finance Committee, MOVED to approve the agreement for settlement of claim related to an employment discrimination. Dirk Petersen SECONDED the motion.

**Voting Yes:** Sedlacek, Sibbel, Willers, Ames, Anderson, Ellis, Kuehn, Nelson, Petersen, Robinson, and Scherer

**Voting No:** None

**Absent:** None

**MOTION CARRIED**

12764

Chairperson Steve Anderson administered the Oath of Office to Northeast Community College Board of Governors member Arlan Kuehn, District III, as elected in November 2020.

12765

Chairperson Anderson acknowledged board and staff member birthdays for the month of January.

12766

At 3:38 p.m., with no further business to discuss, it was UNANIMOUSLY PASSED BY VOICE VOTE to ADJOURN the meeting.

*Minutes prepared by Diane Reikofski, Recording Secretary.*

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Steve Anderson, Chairperson  
Northeast Board of Governors

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Julie Robinson, Secretary  
Northeast Board of Governors

**NORTHEAST COMMUNITY COLLEGE  
BOARD OF GOVERNORS**

**GOVERNANCE COMMITTEE**

Thursday, January 14, 2021

**GOVERNANCE COMMITTEE**

Dirk Petersen, Chairperson	PRESENT
Terry Nelson	PRESENT @ 9:54 a.m.
Julie Robinson	PRESENT
Jeff Scherer	PRESENT
Steve Anderson, ex-officio	PRESENT

**STAFF**

Dr. Leah Barrett  
Scott Gray  
Paul Feilmeier  
Amanda Nipp  
Dr. Karen Severson  
Dr. Tracy Kruse  
Jim Curry  
Diane Reikofski

**OTHER BOARD MEMBERS**

Del Ames	PRESENT
Donovan Ellis	PRESENT
Arlan Kuehn	PRESENT @ 9:52 a.m.
Nicole Sedlacek	PRESENT
Carol Sibbel	PRESENT
Gene Willers	PRESENT

**MINUTES**

1. The Governance Committee meeting was convened by Dirk Petersen, Chairperson of the Governance Committee, at 9:31 a.m. via Zoom video conferencing.
2. Recommended approval of the Minutes of the December 10, 2020 meeting as presented.
3. Annual Conflict of Interest forms should be completed, signed, and returned to Diane Reikofski.
4. Amanda Nipp reported that during the annual review of policies and procedures, we have realized that we have a procedure, but the policy adds nothing to them. In an effort to address these duplications, the following three policies are being recommended for deletion.
  - a. BP-5140, Student Privacy and Release of Information,
  - b. BP-5711, Vaccination Policy,
  - c. BP-5810, Resident Housing Regulations Policy.

A consensus was reached by the Governance Committee to recommend to the Board of Governors to approve the FIRST READING of the aforementioned policies.

5. Steve Anderson advised that on Monday, he and President Leah Barrett had a phone conference with Rose Mercier with the Governance Coach regarding the president's evaluation. With all that has occurred throughout this past year, goals or parameters have never been set to provide guidance on what the Board of Governors wanted her to work on. During Monday's discussion with Rose, President Barrett offered to create a draft document of what she felt the board wanted her to work on and was of high importance.

**Mission**

Northeast Community College is dedicated to the success of students and the region it serves.

President Barrett shared the draft document that identified five areas that she believes are the direction or priority. Mr. Anderson requested that board members review the document and provide feedback to him so that this document can be used to effectively evaluate the president.

Dirk Petersen indicated that he felt the format of the draft document was good and deals with setting up executive limitations for the president. By using information that has been accumulated through the years, the board has the opportunity to tailor the document to what they want it to represent.

Further review and discussion regarding the evaluation instrument will occur at the February Governance Committee Meeting.

6. On February 1<sup>st</sup>, the Aspen Institute will be accepting applications for the Aspen New President's Fellowship. Both the Board of Governors and Dr. Barrett desired for her to participate in this fellowship last year, but her application was not accepted. A nomination letter is being prepared on behalf of the Board of Governors to nominate Dr. Barrett this year. President Barrett reported that Gretchen Schmidt, National Center for Inquiry and Improvement, will be submitting a nomination of Dr. Barrett in addition to the Board of Governors nomination. If Dr. Barrett is accepted to the New President's Fellowship, the Peter Kiewit Foundation has agreed to underwrite the cost of the Fellowship to help defray costs.
7. President Barrett reviewed a draft of the Northeast Community College Strategic Direction. Contents are based on the environmental scan that she has been working on over the past year. This is the culmination of the 15-17 meetings that she conducted. President Barrett stated that she provided parameters and specific questions and sought thoughts and feedback from members of the President's Council and President's Cabinet.

President Barrett indicated that a few weeks ago when discussion was being held about the strategic plan, Del Ames provided feedback which included rich content; data-informed decision making, how you use assessment data, and making changes based on the data. She stated she hopes to build a culture of continuous quality improvement which will help our institution be strong, nimble, and flexible.

If an effort to provide transparency, an internal SharePoint site has been developed and includes all of the raw feedback from all of the focus groups that Dr. Barrett conducted.

President Barrett requested feedback from board members regarding what the measures of success are at the board level and what conditions would be evident.

- There is no benefit if data is collected but never used.
- Need to assure that we are collecting the right data on the right person at the right time.
- How is the data used?
- When collecting data, staff and administration need to be given time to achieve goals. Many of the goals are long-term goals. As a board member, we will want to know how staff and administration is doing on the goals.
- Need to be nimble enough to realize if something isn't working and make changes.
- Data is important. The board needs data to review in order to be forward thinking/planning.

- Nebraska statistics reveal that the top three jobs are 1) truck driver, 2) nurse, 3) elementary education teacher. These jobs are not being filled. Is there a way to measure this?
- Need to/how do we measure access? As we build access, it will take time for outcomes to improve.
- Remove barriers that exist for low-income students, immigrants, under-resourced environments, etc. Create systems to help those that are faced with barriers.

Dr. Barrett encouraged board members to continue to provide her with feedback regarding the strategic direction.

8. President Barrett reported that this is the second time that Northeast Community College has utilized the National Initiative for Leadership and Institutional Effectiveness (NILIE) to conduct a campus climate survey. The PACE Climate Survey for Community Colleges is an evidence-based survey designed to assess employee perceptions and satisfaction with various aspects of the campus climate. Data gathered from the PACE Climate Survey enables institutions to gauge their progress toward improving climate, highlight areas for growth, identify areas needing change or improvement, and set the stage for data-informed decision-making and strategic planning.

The 2018 Climate Survey Results identified a significant need for recovery. Under the leadership of the Interim Presidents a Climate Task Force was created and developed recommendations, reviewed the steps taken and the work done to address concern for the 2018 Climate Survey. Task Force recommendations became the priority for 2020 and included shared/collaborative governance, broader decision-making, professional development, transparency, and communication.

2020 Climate Survey Results were reviewed by President Barrett, including overall climate scores, areas of excellence, points of pride, favorable themes, and top priorities for change.

These results are important for a new leader to have a baseline for the institution. President Barrett wants to have an inspiring, motivating, and rewarding climate. Everyone has a responsibility on what they say and do, how it impacts the campus climate, and how we move forward. Trust, relationships, and transparent, honest, and sincere communications are important to her.

Results of the 2020 Climate Survey were shared with members of the President's Cabinet on Tuesday. President Barrett will be sharing results of the 2020 Climate Survey Results during In-Service next week. The College community will also be able to access all of the qualitative comments on the SharePoint site.

In February, in an effort to grow, improve, and find ways to create a positive work environment, discussions will be held with the employee groups and will be led by Human Resources and members of the President's Cabinet team. A Climate Survey Subcommittee will also be created to review previous recommendations and develop additional action items.

Board members expressed the need to follow up on theme-based areas within the survey. President Barrett hopes the Board of Governors will have a robust discussion in February

regarding the survey results. Hard copies of the results should be received by the board members today or tomorrow, allowing time for members to delve into the details of the survey results prior to February.

NILIE typically administers the Climate Survey every two to three years. President Barrett and Dr. Karen Severson will gather some feedback from NILIE to determine the frequency of administering the survey at Northeast Community College.

9. With no further business to discuss, the meeting was adjourned at 11:43 a.m.

**NORTHEAST COMMUNITY COLLEGE  
BOARD OF GOVERNORS**

**FACILITIES COMMITTEE**

Thursday, January 14, 2021

**FACILITIES COMMITTEE**

Jeff Scherer, Chairperson	PRESENT
Del Ames	PRESENT
Dirk Petersen	PRESENT
Carol Sibbel	PRESENT
Steve Anderson, ex-officio	PRESENT

**OTHER BOARD MEMBER**

Donovan Ellis	PRESENT
Arlan Kuehn	PRESENT
Terry Nelson	PRESENT
Julie Robinson	PRESENT
Nicole Sedlacek	PRESENT
Gene Willers	PRESENT

**STAFF**

Dr. Leah Barrett  
Paul Feilmeier  
Scott Gray  
Amanda Nipp  
Dr. Tracy Kruse  
Dr. Karen Severson  
Jim Curry  
Diane Reikofski

**MINUTES**

1. The meeting was convened at 11:45 a.m. by Jeff Scherer, Chairperson of the Facilities Committee, via Zoom videoconferencing.
2. Recommended approval of the Minutes of the December 10, 2020 as presented.
3. Scott Gray presented a map to identify the location of the bike trail that the City of Norfolk is installing. The City of Norfolk is in charge of the construction portion of the project, but Northeast will have some responsibility in the concrete costs. Northeast's portion of expenses is over and above the grant received by the City of Norfolk for this project. Northeast Community College will also be responsible for the maintenance of the bike trail once it is constructed.

A consensus was reached by members of the Facilities Committee to recommend to the Board of Governors to approve the Temporary Easement with the City of Norfolk for a bike trail.

4. Brief review was given to the Public Access Easement with the City of Norfolk for use of the bike trail. This is needed for use of the trail once construction is completed.

A consensus was reached by the members of the Facilities Committee to recommend to the Board of Governors to approve the Public Access Easement with the City of Norfolk for use of the bike trail.

**Mission**

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5. Last fall, Amanda Nipp joined the Norfolk Transit Board of Directors and she immediately became engaged in discussions to build a Norfolk Transit Center that would house offices and vehicles. Maintenance of vehicles would also occur in this facility. This project is in collaboration with the City of Norfolk, Ponca Tribe of Nebraska, and Nebraska Department of Transportation. Amanda raised the question with the Board of Directors if the partnership could be expanded to allow Northeast students to provide the maintenance on the vehicles.

As discussions regarding the Norfolk Transit Center unfold, updates will be provided to the Northeast Community College Board of Governors.

6. With no further business to discuss, the meeting was adjourned at 12:08 p.m.



**NORTHEAST COMMUNITY COLLEGE  
BOARD OF GOVERNORS**

**EXTERNAL RELATIONS COMMITTEE**

Thursday, January 14, 2021

**EXTERNAL RELATIONS COMMITTEE**

Nicole Sedlacek, Chairperson	PRESENT
Arlan Kuehn	PRESENT
Julie Robinson	PRESENT
Gene Willers	PRESENT
Steve Anderson, ex-officio	PRESENT

**OTHER BOARD MEMBERS**

Del Ames	PRESENT
Donovan Ellis	PRESENT
Terry Nelson	PRESENT
Dirk Petersen	PRESENT
Jeff Scherer	PRESENT
Carol Sibbel	PRESENT

**STAFF**

Dr. Leah Barrett  
Scott Gray  
Paul Feilmeier  
Amanda Nipp  
Dr. Karen Severson  
Dr. Tracy Kruse  
Jim Curry  
Diane Reikofski

**MINUTES**

1. Nicole Sedlacek, Chairperson of the External Relations Committee, convened the meeting at 12:26 p.m. via Zoom video conferencing.
2. Recommended approval of the Minutes of the December 10, 2020 meeting as distributed.
3. January 20<sup>th</sup> is the last day which Nebraska senators may introduce a bill. Review was given to the bill grid prepared by Dr. Tracy Kruse. The grid includes bills that have been introduced by senators that are of interest to Nebraska community colleges. The NCCA Board of Directors will meet in January and will review the bill grid, take a position on each, and advise Greg Adams how they wish for him to lobby on behalf of the community colleges.

Steve Anderson, NCCA Board of Directors representative, advised that the NCCA Board has already directed Greg Adams to support the changes to the Open Meetings Act and COVID-19 liability bills that have already been introduced.

Gene Willers is unable to attend the January 22<sup>nd</sup> NCCA Board of Directors Meeting. Nicole Sedlacek has expressed interest in learning more about the NCCA Board and has agreed to attend the meeting in Gene's absence.

4. Review was given to the schedule of events for the 2021 Community College National Legislative Summit, scheduled to be held virtually, February 8-10, 2021. Dr. Tracy Kruse inquired if Mr. Anderson was aware of how NCCA was proceeding with scheduling

**Mission**

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congressional visits during the National Legislative Summit. Mr. Anderson indicated that this discussion will be held during the January 22<sup>nd</sup> NCCA Meeting, but he feels that congressional visits will fall back to individual scheduling by the community colleges. He suggested that it might be better to wait to schedule Northeast's meeting until they have gotten further into the session.

5. Steve Anderson, member of the American Association of Community College (ACCT) Board of Directors, stated that the ACCT Board continues to search to replace Noah Brown, ACCT President and CEO. 71 applications have been received and the board hopes to narrow the applicant field down to ten candidates by the end of the month. Their intent is to have a replacement in place by October 2021.
6. President Barrett reported that she and Dr. Tracy Kruse are exploring opportunities to participate with a new organization, Capital Cities Community College Consortium (C5), led by Tom Downs. Mr. Downs is seeking our engagement regarding the community college as a whole, not just in agriculture. Mr. Downs seems to be well engaged with various departments in Washington, DC and can potentially expand and solidify additional relationships for Northeast.
7. President Leah Barrett and Dr. Tracy Kruse have an opportunity to participate in the weekly Governmental Affairs meeting which is hosted by the Norfolk Area Chamber of Commerce and includes Zoom connections with Norfolk Senator, Mike Flood. Senator Flood brought forth a bill, LB293, to expand the Public Service Commission from five members to seven members and is an area where we would likely want to extend our voice and support. Dr. Barrett suggested that Steve Anderson and Nicole Sedlacek may want to discuss this at the NCCA level.

Senator Flood is also trying to facilitate dialogue between the Nebraska Department of Transportation Division and 4 Lanes 4 Nebraska. Senator Flood reminded attendees that Nebraska tax receipts continue to be up.

8. With no further business to discuss, the meeting was adjourned 12:49 p.m.

**NORTHEAST COMMUNITY COLLEGE  
BOARD OF GOVERNORS**

**FINANCE COMMITTEE**

Thursday, January 14, 2021

**FINANCE COMMITTEE**

Gene Willers, Chairperson	PRESENT
Del Ames	PRESENT
Donovan Ellis	PRESENT
Carol Sibbel	PRESENT
Steve Anderson, ex-officio	PRESENT

**OTHER BOARD MEMBERS**

Arlan Kuehn	PRESENT
Terry Nelson	PRESENT
Dirk Petersen	PRESENT
Julie Robinson	PRESENT
Jeff Scherer	PRESENT
Nicole Sedlacek	PRESENT

**STAFF**

Dr. Leah Barrett  
Scott Gray  
Paul Feilmeier  
Amanda Nipp  
Dr. Tracy Kruse  
D. Karen Severson  
Jim Curry  
Diane Reikofski

**MINUTES**

1. Gene Willers, Chairperson of the Finance Committee, convened the meeting at 12:49 p.m. via Zoom video conferencing.
2. Recommended approval of the Minutes of the December 10, 2020 meeting as distributed.
3. Scott Gray reviewed the mid-year budget report along with the Monthly Financial Report and sought input from board members regarding the information that they desire to review monthly or quarterly. Suggested revisions will be incorporated into future Monthly Financial Reports. Additional discussion will be held over the next few month to modify the report.
4. Scott gray provided an update regarding the collective bargaining negotiations process.
5. To remain in compliance with Nebraska State Statute §84-713, Dr. Karen Severson presented information related to an employment discrimination claim filed in September 2019. The Agreement was signed in December 2020, and provides that in exchange for monetary compensation, each party completely and permanently releases the other from any and all claims, and neither party admits to any wrongdoing or violations of any rights.

Following discussion, a consensus was reached by members of the Finance Committee to recommend to the Board of Governors to approve the Agreement for settlement of claim.

6. With no further business to discuss, the meeting was adjourned at 2:38 p.m.

**Mission**

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**NORTHEAST COMMUNITY COLLEGE  
BOARD OF GOVERNORS**

**STUDENT SUCCESS COMMITTEE**

Thursday, January 14, 2021

**STUDENT SUCCESS COMMITTEE**

Donovan Ellis, Chairperson	PRESENT
Arlan Kuehn	ABSENT
Terry Nelson	PRESENT
Nicole Sedlacek	PRESENT
Steve Anderson, ex-officio	PRESENT

**OTHER BOARD MEMBERS**

Del Ames	PRESENT
Dirk Petersen	PRESENT
Julie Robinson	PRESENT
Jeff Scherer	PRESENT
Carol Sibbel	PRESENT
Gene Willers	PRESENT

**STAFF**

Dr. Leah Barrett  
Scott Gray  
Paul Feilmeier  
Amanda Nipp  
Dr. Karen Severson  
Dr. Tracy Kruse  
Jim Curry  
Diane Reikofski

**MINUTES**

1. Donovan Ellis, Chairperson of the Student Success Committee, convened the meeting at 2:38 p.m. via Zoom video conferencing.
2. Recommended approval of the Minutes of the December 10, 2020 meeting as distributed.
3. Northeast Community College will have more in-person classes on January 25<sup>th</sup> when the Spring semester begins. The COVID-19 Recovery Team is working with the National Guard to get into place an immunization plan.
4. A brief review of Fall 2020 enrollment numbers reveals that Northeast's headcount compared to Fall 2019 was 11 students down. Intersession enrollment has been successful with intersession credit hours equating to 79 FTE students.

Of the 317 students registered for intersession, 277, or 87%, were enrolled in the Fall 2020 term. 40 students, or 13%, were new to intersession.

Spring 2021 enrollment numbers reveal we are down in enrollment, most significantly in continuing education students. Early College student enrollment is up by 151 students and 1,093 credit hours. Enrollment for spring semester classes continues.

5. Due to time limitations, the presentation on the Makenzie Scott gift will occur during the 3:00 p.m. public meeting.

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6. With no further business to discuss, the meeting was adjourned at 2:47 p.m.

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