The meeting was called to order by Director Acton: Pledge of Allegiance

Director Acton stated that adequate notice pursuant to the Open Public Meetings Act has been given of this meeting.

On Roll Call, the following Freeholders were present: Deputy Director Laury, Freeholders Cross, Vanderslice Timberman Painter, Ware and Acton.

Presentation

6:00pm – Dr. Michael Gorman – Salem Community College
   *See Attached Powerpoint

Freeholder Timberman made a motion to adjourn the meeting, seconded by Deputy Director Laury, carried by hand vote of 7/0 at 6:45 p.m.

Respectfully submitted,

Kevin Crouch
Clerk of the Board
5 “Discoveries”
During the First 100 days

• Students feel close to the staff
• Citizens refer to SCC as “the College”
• What we do well, we do well.
• Nothing is simple
• Curtailing Athletics perceived as – a bellwether of SCC’s future?
MRG – Short term goals (30-60 days)

• Meet and greet everywhere and everyone *(a work in progress)*
• Broadcasting information i.e. Board Agenda/Minutes, Policies, Campus Chronicles, Sojourns *(active and ongoing)*
• Reaching out to unserved and underserved student prospects *(GEAR UP with Penns Grove, Acton Foundation IB outreach to Salem, Dual Credit with Schalick)*
• Construction and security upgrades completed *(progressing)*
• Smooth transition of the SCVTS Alternative Program *(done)*
• Acquire the Camp Pedricktown Facility *(almost complete)*
• Become the face of The College *(a work in progress)*
MRG - Long Term (5 year) Goals

- 1750 students – 1000 FT, 750 PT, FTE 1250 *(Ambitiously Revised)*
- Retention rate of 75% *(A True and Necessary Stretch Goal)*
- Double the number of citizens SCC serves *(Need Baseline Data)*
- 75-25 academic - job training/niche enrollments *(Revised)*
- Double our instructional capacity with full-time staff *(Budgeting 3 additional positions for 2016-2017)*
- Camp Pedricktown campus expansion *(Property in the process of acquisition)*
- Full utilization of Carney’s Point campus *(Under Review)*
Profile of our Students

• Traditional HS graduate pursuing an Associates or credential
• Non-traditional pursuing an Associates or credential
• Currently employed and looking to advance
• Displaced, Misplaced, Unplaced workers looking for a chance
• High School students accelerating their learning

Why Salem Community College

• Cost – 1/3 the cost of a state 4-year college, a fraction of others
• Convenience – all roads lead to Salem Community College
• Confidence – A chance to gain academic traction in a caring environment
Top 10 Reasons to Attend SCC

10. The new president rides a Harley
9. My girlfriend/boyfriend; mom/dad want(s) me to be near home
8. I would get lost on a large campus
7. Ravello’s is open for business
6. I can work while I attend college, and everyone understands
5. My friends are here, or, I have made friends since I got here
4. Convenient - All roads lead to SCC–40, 295, 130, 540, TPK, 49, 551
3. It cost me a third of Rowan or Rutgers
2. Small classes and personalized approach helps build my confidence
1. The caring and nurturing faculty and staff.
<table>
<thead>
<tr>
<th>Program</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dual Credit</td>
<td>$150</td>
</tr>
<tr>
<td>SCC on Campus or online</td>
<td>@$460</td>
</tr>
<tr>
<td>Public/State 4-Year College/University</td>
<td>@$1450</td>
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<tr>
<td>West Chester University</td>
<td>@$2500</td>
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<tr>
<td>Private College (Wilmington U.)</td>
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</tr>
<tr>
<td>Widener University</td>
<td>@$3750</td>
</tr>
</tbody>
</table>
Academics (Program Status)

• Strong Niche Programs
  – Glass: Scientific, Artistic, Future Potential
  – Nursing: LPN, RN, Medical Arts?, BSN?

• Stable Programs
  – Nuclear Energy, Process Operator
  – Liberal Arts, Sciences, Business Admin.

• Programs in need of attention/creation
  – Sustainable Energy, Criminal Justice, Business, Ag
  – Manufacturing/Logistics, Music/Theater, Athletics
Academics (Marketing SCC)

• Reach out to our citizens where they live
  – High Schools, Businesses, Social Service Centers
• It’s the value of our service – not enrollment
  – We don’t sell “seats,” we facilitate opportunities
• Be the vanguard of Salem County education
  – Lead the way in learning, curriculum, organizational design
• Dual Enrollment
  – Expand with Salem, Penns Grove, Schalick
Academics (Student Life)
Administration (Policy Status)

- All current policies posted online
- Policies under review posted online
- Sequential review of all policies
- SOP/Regulations Manuals in process (due 1/1)
- Board Reorganization
  - Academics
  - Administration
  - Operations
Administration
(Strategic Plan, Middle States)

• Strategic Plan 2013-2016
  – Improve Fiscal Stability
  – Improve Student Success
  – Improve College’s Image

• Middle States
  – Self Study (ongoing 2013 through 2015)
  – Chair’s pre-visit (October 22)
  – Team Visit (April 10, 11, 12, 13)
  – Final Report (Late Fall, 2016)
Administration (Personnel)

- Employees
  - 61 full-time; 71 part-time
  - Faculty: 16 full-time, 89 adjunct
- Goal to add to full-time instructional ranks
  - 3 positions in 2016-2017
  - Models to be reviewed
- Organizational Design
- Job Descriptions
- Professional Development
Operations (Financial)

• Chief Financial Officer (full-time?)
• Positive Financial Practices Review and Audits
• Zero-Based Budget for 2016-2017 in process
• Fiscal Resources
  – Conceptual: County 1/3, State 1/3, Student 1/3
  – Real: County 23%, State 20%, Student 50%, 7% (other)
• Bad Debt - $200,000 current
• Financial Aid – 90% of students
Operations (Facilities)

• Recent Projects
  – Tillis
  – Contini

• Davidow Theater
  – Lights
  – Sound

• Renting Instructional Space to SCVTS

• SCC Use of Space and Time

• Camp Pedricktown Prospects
Operations (Miscellaneous)

• Security – Ample and Upgraded
• Information Technology – Upgraded but in need of further upgrades, particularly servers
• Food Service – Ravello’s open for business
• Transportation – Getting to the College
• Fund Raising – Foundation, Institutional, Purposeful (i.e. building project, department chair, commemorative endeavor)
Conclusions and Next Steps

• Academics – Good, Bad, Ugly
• Administration – Functional, current
• Operations – Substantially supportive
• Need to address:
  – Expanding Service Initiative (programs, student life/services, our community to “touching” SCC)
  – Rowan conversation
  – Student Life Issues (including athletics)
  – Update and upgrade Job Descriptions, Organizational Design/Chart, Hiring Goals
The Message We All Must Carry

• This is **YOUR** Salem Community College
• Affordable
• Quality
• Empowering

“You Can Get There from Here”