

**SALEM COUNTY BOARD OF CHOSEN FREEHOLDERS
WORKSHOP MEETING MINUTES
DECEMBER 16, 2015
6:00 PM**

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,

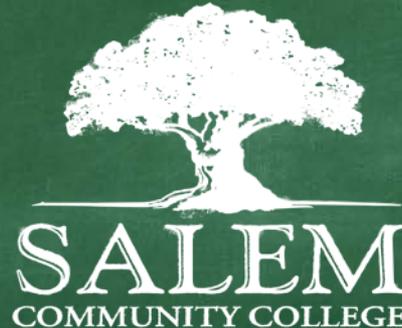
Kevin Crouch
Clerk of the Board

YOUR

Salem Community College 100 Day Report of the President

The Affordable, Quality, and Empowering Educational
Opportunity

November 19, 2015



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.

The Cost of English 101

Dual Credit - \$150

SCC on Campus or online @\$460

Public/State 4-Year College/University @\$1450

West Chester University @\$2500

Private College (Wilmington U.) @\$1060

Widener University @\$3750

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”