

**AGENDA**  
**CAPE FEAR COMMUNITY COLLEGE**  
**BOARD OF TRUSTEES**  
**MAY 23, 2024**  
**5:00 PM**

- I. Call to Order and Pledge of Allegiance
- II. Conflict of Interest
- III. Approval of Minutes March 28, 2024
- IV. Introductions and Recognitions
- V. Chair's Report
- VI. President's Report
- VII. Committee Reports
  - A. Facilities & Equipment Committee
  - B. Finance Committee
  - C. Curriculum Committee
  - D. Administrative & Personnel Committee
- VIII. Other Reports
  - A. SGA Report
  - B. Faculty Association Report
  - C. Foundation Report
- IX. Announcements
- X. Date of Next Meeting – July 18, 2024



## North Carolina State Ethics Commission

### **ETHICS AWARENESS & CONFLICT OF INTEREST REMINDER**

*(to be read by the Chair or his or her designee at the beginning of each meeting<sup>1</sup>)*

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In accordance with the State Government Ethics Act, it is the duty of every [Board] member to avoid both conflicts of interest and appearances of conflict.

Does any [Board] member have any known conflict of interest or appearance of conflict with respect to any matters coming before the [Board] today?

If so, please identify the conflict or appearance of conflict and refrain from any undue participation<sup>2</sup> in the particular matter involved.

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<sup>1</sup> N.C.G.S § 138A-15 (e): "At the beginning of any meeting of a board, the chair shall remind all members of their duty to avoid conflicts of interest under this Chapter. The chair also shall inquire as to whether there is any known conflict of interest with respect to any matters coming before the board at that time."

<sup>2</sup> "A public servant shall take appropriate steps, under the particular circumstances and considering the type of proceeding involved, to remove himself or herself to the extent necessary, to protect the public interest and comply with this Chapter, from any proceedings in which the public servant's impartiality might reasonably be questioned due to the public servant's familial, personal, or financial relationship with a participant in the proceeding." See N.C.G.S § 138A-36 (c). If necessary, the Chairman or individual member involved should consult with his ethics liaison, legal counsel, or State Ethics Commission to help determine the appropriate response in a given situation.

## MINUTES

**FOR MINUTES  
CAPE FEAR COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
MARCH 28, 2024  
5:00 PM**

Following proper public notifications on March 25, 2024, and a determination that a quorum was present, the Cape Fear Community College Board of Trustees met in regular session on Thursday, March 28, 2024, at 5:00 pm in the Board Room of the Union Station Building. Mr. Robby Collins, Chair, presided.

Trustees present were: Mr. Robby Collins, Chair; Mr. Lanny Wilson; Mr. Jonathan Barfield; Mr. Bill Cherry; Mr. Jason McLeod; Ms. Paula Sewell; Mr. Bruce Shell; Mr. Dane Scalise; Dr. Marc Sosne; Mr. A.D. “Zander” Guy; Ms. Deloris Rhodes; Mr. Brad George; Mr. Bruce Moskowitz; and Ms. Cara Allen, SGA President. Trustees not present: Ms. Deborah Maxwell.

Employees present were: Mr. James Morton, President; Ms. Michelle Lee, Chief of Staff and Board Liaison; Mr. Brandon Guthrie, Vice President of Academic Affairs; Ms. Sonya Johnson, Vice President of Marketing and Community Relations; Ms. Sabrina Terry, Vice President of Student Services; Ms. Christina Greene, Vice President of Business Services; Mr. David Kanoy, Executive Director of Capital Projects and Maintenance; Mr. John Downing, Vice President of Economic and Workforce Development; Mr. Shawn Dixon, Provost, North Campus; Ms. Anne Smith, Vice President of Human Resources; Dr. Michael Cobb, Vice President of Institutional Effectiveness, Planning and Compliance; Mr. Jakim Friant, Executive Director of Information Technology Services; Ms. Susan Porter, Director of the President’s Office; Ms. Jennifer Edwards, Sr. Executive Assistant President’s Office; Mr. Nelson Beaulieu, Faculty Association President; Ms. Logan Thompson, Executive Director of CFCC Foundation; Mr. Robert Carter, Manager, Technical Support and Client Services; Mr. Shawn Breedlove, Executive Director of Safety and Auxiliary Services; Mr. Antonio Arteaga-Paredes, Media Specialist; Ms. Christina Hallingse, Director of Media Relations; Mr. Tim Fuss, Law Enforcement and Criminal Justice Program Director; Ms. Anastasia Ramirez, Assistant Registrar; and other employees (see below).

Others present were: Mr. Ken Gray, Attorney, Ward and Smith  
Ricky Meeks, Public

The meeting was opened with The Pledge of Allegiance to the US Flag.

### **CONFLICT OF INTEREST**

Mr. Collins read the conflict of interest statement issued by the North Carolina Board of Ethics, reminding trustees to declare any conflict of interest or appearance of conflict with respect

to any matters coming before the Board on this date and refrain from any undue participation in the particular matter involved.

### **OATH OF OFFICE FOR APPOINTED TRUSTEE**

Mr. George was administered the oath of office by Ms. Lee.

### **MINUTES**

A MOTION was made by Dr. Sosne and seconded by Ms. Sewell to approve the January 18, 2024 minutes as presented. Motion carried unanimously.

### **RECOGNITIONS AND INTRODUCTIONS**

Ms. Smith introduced the following new employee:

Ms. Diane Lomax, Benefits Administrator.

### **CHAIR'S REPORT**

Mr. Collins reviewed the following report.

#### **Ethics Training**

Public servants must participate in an ethics and lobbying presentation within six (6) months of their election, reelection, appointment, or employment. If you have not satisfied your educational requirements, please make arrangements to do so. Ethics Training must be completed every two years.

The list of scheduled upcoming training sessions is listed at <https://ethics.nc.gov/seis/regular-filers> Online Ethics Training is now available through this website. Please contact Michelle Lee at 910- 362-7555 if you have any questions regarding this training.

#### **SEI Forms**

SEI Forms and the SEI No Change form are both available online. These are fillable forms and offer an electronic submission. Please remember that each Board member must complete this form **every year**. The form is due no later than April 17, 2024, and can be found at <https://ethics.nc.gov/seis/regular-filers>.

#### **Appointment**

Congratulations to Mr. Brad George who was appointed by the Pender County Board of Commissioners. Mr. George will serve from 2024-2027. The Pender County Board of Commissioners now has two trustee appointments according to recently passed updates of NC General Statute 115D-12.

#### **President's Evaluation**

The annual evaluation process has started and will conclude in April. If you have questions or concerns, please contact MichelleLee.

### **Board Self-Evaluation**

The annual Board Self Evaluation will be mailed with the President's Evaluation form. Please return this document in the same envelope as the President's Evaluation.

### **Commencement**

Spring Commencement will be held on Friday, May 10, 2024. Ceremonies will be held at 9:00 am and 12:00 pm.

### **PRESIDENT'S REPORT**

President Morton reviewed the following report.

#### **Sea Devil Spirit Week**

CFCC Athletic Department hosted Sea Devil Spirit Week January 29-31. A variety of events for employees were held, including a department door decorating contest, CFCC dress attire day, and an employee recognition reception before the CFCC Men's Basketball game versus rival Brunswick CC on January 31.

#### **Nixon Leaders Center**

CFCC's Nixon Leaders Center received a generous gift of \$175,000 from the estate of Carrie Nixon, the sister of Cornelius Nixon, the center's namesake. The donation will enhance the resources available to support populations of underrepresented students at CFCC.

#### **High-Cost Healthcare Workforce Expansion Program**

The NC State Board of Community Colleges awarded CFCC \$400,000 from the High-Cost Healthcare Workforce Expansion Program. This funding will facilitate the introduction of new initiatives and course offerings within ADN and PN.

#### **Enrollment Growth Reserve Fund**

The NC State Board of Community Colleges awarded CFCC \$246,942 from the Enrollment Growth Reserve Fund in recognition of the college's enrollment growth of more than five percent.

#### **Benny Hill Quartet Fundraiser**

The sold-out Benny Hill Quartet Fundraiser, held on January 30 at the Wilson Center, raised \$5,777 to benefit the music department.

#### **ESL Focus Groups**

Community Relations conducted focus groups with English as a Second Language (ESL) students in late January to learn about their experiences and how we can help make their journey more seamless.

### **Black History Month**

CFCC Athletics organized a Black History Month Black-Owned Business Fair in the Schwartz Center lobby on February 21, the women's basketball game day. This was just one of the many activities that CFCC conducted during Black History Month in February 2024.

### **CFCC Humanities Department International Film Festival**

The 4th annual International Film Festival, hosted by CFCC's Humanities department, took place February 13-15. Showcasing the languages taught at CFCC, this event celebrated diversity, fostered cultural understanding, and provided an engaging platform for students and the community to explore the world through the lens of international cinema.

### **2024 State of Educational Attainment in NC**

CFCC hosted MyFutureNC's regional convening of the 2024 State of Educational Attainment on February 15 to review and discuss the next steps to increase attainment in NC.

### **Healthcare Career Fair**

A healthcare career fair was hosted in Daniels Hall on February 19. The career fair presented an opportunity for current students and community members to explore various career options and connect with potential employers.

### **Title VII and IX Training**

Mandatory Title VII and IX training was held for all employees on February 19-20. Human Resources received positive feedback from the successful, interactive session.

### **Women's History Month**

The Nixon Leaders Center planned various activities for students and employees in the month of March to celebrate Women's History Month. Events included Women in Leadership, Spa Retreat and Wellness, and Movie and a Message: Erin Brockovich.

### **College and Career Information Session for Spanish-Speaking Families**

CFCC held a College and Career Information session for Spanish-speaking families at our Burgaw Center on March 6. This session featured informative presentations and resources on planning, applying, and paying for college. Details were provided about CFCC's programs, and a resource fair was held for prospective students to learn about the services CFCC provides.

### **Upward Bound**

Upward Bound students attended the NC Student Initiatives Conference at NC State on March 9. The CFCC Upward Bound program is designed specifically for motivated Pender High School and Heide Trask High School students who demonstrate the potential for success but may face economic and social barriers to pursuing higher education.

### **CFCC Faculty and Friends Concert**

The annual CFCC Faculty and Friends Music Concert was held on March 11 at CFCC's Wilson Center. This free event was open to the public and showcased our music department's talent. It also encouraged partnerships with other music educators and local musicians.

### **Construction and Apprenticeship Career Fair**

The Construction and Apprenticeship Career Fair was held on March 19 at the North Campus. Over 60 employers from all areas of construction and associated trades attended this popular event.

### **Pathway to Careers**

The Pathway to Careers program hosted 49 Pender County high school seniors without plans after graduation at North Campus on March 20.

### **Fire Prevention School**

CFCC's Public Safety department participated in the Fire Prevention School event that took place March 18-22, hosted by the Fire Marshal's Association, at the Courtyard by Marriot Carolina Beach. All classes were filled with 160 participants from across the state.

### **Detention Officer Certification Course and Electrical Line Worker Graduation**

The Detention Officer Certification Course (DOCC) and Electrical Line Worker Program held graduation ceremonies in March. The DOCC graduated 15 students, and the Electrical Line Worker program had 50 graduates.

### **National Council for Marketing and Public Relations Award**

Cape Fear Community College won a Silver Paragon Award for Social Media from the National Council for Marketing and Public Relations (NCMPR) last week in Seattle. The national Paragon Awards recognize outstanding achievement in design and communication at two-year community and technical colleges. This year, over 1,540 entries across all categories were considered. This is the second consecutive national Paragon Award CFCC has received for its social media presence.

### **CFCC Financial Audit**

The NC Office of the State Auditor recently performed a financial statement audit, and no findings were reported.

### **NC Edge**

CFCC's Customized Training program, now called NC Edge, has been awarded \$2.1 million from the state for business wholesale training. The College currently has nine companies in various trainings and five more that have qualified and are scheduling training sessions.

### **Region 10 Athletics**

Region 10 announced CFCC as 1 of 4 colleges (out of 51) with the most student-athletes in the fall 2023 semester who earned a 3.0 or higher GPA.

### **Filipino Float in the 2024 Azalea Festival Parade**

CFCC students from several disciplines are assisting the Filipino community with designing, constructing, and transporting a float for the 2024 Azalea Festival Parade. The collaboration is between Arts & Humanities students, who designed the float; Construction Management students, who are building the float; and the float itself, which will be transported on a CFCC Line Worker trailer and towed by a CFCC Electrical Line Worker truck.

### **Wilmington Theatre Award Nominations**

CFCC's Associate of Fine Arts Theatre department received five Wilmington Theatre Award nominations. Congratulations to the students, faculty, and staff for this remarkable recognition.

### **R.A.D. Self-Defense Training**

CFCC is offering the R.A.D. (Rape Aggression Defense) self-defense program for the college's female employees. This program is being provided by the New Hanover County Sheriff's Office College Resource Unit. This world-renowned program is offered at various colleges, municipal law enforcement agencies, and many other community organizations.

### **2024 North Carolina New Century Transfer Scholar**

CFCC student, Reece Hawk, has been named a 2024 New Century Transfer Scholar and awarded a \$2,250 scholarship. Over 2,200 students from more than 1,300 college campuses nationwide were nominated. Only one New Century Transfer Scholar is selected from each state. Reece is a dual-enrolled student completing his senior year at New Hanover High School and working toward his Associate in Science and certificate in Business Administration at CFCC.

### **Pathway Home 2 Grant**

The Pathway Home 2 grant works with individuals transitioning out of prison back to civilian life in hopes of reducing the recidivism rate. Currently, we have 304 participants and have extended the program to September 2025. CFCC's recidivism rate is 14 percent compared to the state rate of 41 percent.

### **Mental Health Training**

The Counseling department is offering mental health first aid courses for faculty, staff, and students each month during the spring semester.

### **Sea Devil Bookstore**

Management of the CFCC campus bookstores will transition to Follett Higher Education on April 1. All current employees were offered jobs in the transition. Follett Higher Education brings an extensive network of course materials and resources along with enhanced processes that will streamline services for students and faculty.

### **2024 Riverfront Boat Show**

The CFCC annual Riverfront Boat Show will take place on Saturday, April 13, from 9:30 am to 3:00 pm along the Cape Fear River between Hotel Ballast and the Coastline Convention Center.



This free event is open to the public and spotlights the craftsmanship of boat building, highlighting both CFCC student creations and the work of local artisans. The boat show also serves as the year's largest fundraiser to support scholarships for boat-building students.

### **CFCC Aviation Programs**

CFCC will introduce two Aviation programs, Pilot and AP Mechanic, that will start off this fall as Con Ed programs and then transfer to Curriculum once approved by SACSCOC. The College is working with three entities for this program: Modern Aviation, Cape Fear Aviation, and ILM Airport.

### **Faculty and Staff Salaries**

During my presidency, faculty and staff salaries have been a priority. I would like to make the board aware of some of the increases that have been given to full-time faculty and staff in the last few years. Some of these increases have been made possible by retention and recruitment funds given to the college by the state. However, the college has been able to give additional salary increases due to efficiencies and increases in FTE. In addition to the salary increases, the college has previously awarded four \$1,500 bonuses to all full-time employees.

CFCC's faculty salaries have now moved up in rank from 25th in the state to 18th, and staff salaries have moved from 46<sup>th</sup> to 28<sup>th</sup>. It is my goal to continue this momentum.

### **Reorganization of FTE Compliance Team**

President Morton introduced Ms. Sabrina Terry, Vice President of Student Services. Ms. Terry gave a presentation on the accomplishments of the current compliance team.

President Morton congratulated and thanked Ms. Angela Murphy, Registrar, Ms. Anastasia Ramirez, Assistant Registrar, and their team for their efforts. Since 2013, CFCC has received a coaching letter every year from the NCCCS compliance team. President Morton stated he is proud that this is the first year a coaching letter has not been given to the college.

### **SACS/COC**

The latest guidance from the NCCCS recommends that CFCC continue with SACS/COC for the next accreditation cycle.

A MOTION was made by Mr. Collins and seconded by Ms. Rhodes to accept the guidance by the NCCCS to use SACS/COC for CFCC's 2027 review. Motion carried unanimously.

### **COMMITTEE REPORTS**

#### **FACILITIES & EQUIPMENT COMMITTEE**

Mr. Morton reviewed the following information.

**New Hanover County Capital Outlay**

New Hanover County Capital Outlay Projects 2023-2024 Status Summary Report								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status and Estimated Completion Date
1	NA#1/NB#2 Building Chiller Plant Replacement		\$ 455,775.00		\$ 455,775.00	\$ 650,000.00	\$ 194,225.00	Chillers in Production & will be completed Q4 2024. under budget.
2	NB Boiler Replacement 2021 - Update to Condensing Boiler	\$ 9,200.00			\$ -	\$ 160,000.00	\$ 160,000.00	Negotiating with low bidder to reduce price/scope to budget
3	S Building Exterior Waterproofing Project to include A Building Connector				\$ 500,000.00	\$ 500,000.00	\$ -	Setting up co-op construction managed project with \$500K GMP.
4	K Building Roof Upgrades				\$ 175,000.00	\$ 60,000.00	\$ (115,000.00)	Bids are over budget, will use funds left over from line 1.
5	NC Commercial & Residential Burn Buildings Gas System & Computer				\$ 550,000.00	\$ 550,000.00	\$ -	Equipment Orders placed by Public Safety.
<b>Category Totals</b>						<b>\$ 1,920,000.00</b>	<b>\$ 239,225.00</b>	

**Wilson Center Multipurpose Addition**

WA Building - Wilson Center Multipurpose Addition Project - Status Summary Report								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status
1	WA Building - Wilson Center Multipurpose Addition	\$213,000.00	\$3,226,453.00	\$75,932.00	\$3,515,385.00	\$3,515,385.00	\$0.00	Construction

**State Capital Improvement Infrastructure Funds (SCIF)**

G Building Renovation - Status Summary Report								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status
1	G Building Renovation	\$59,900.00	\$ 1,655,352.00	\$ 184,748.00	\$1,900,000.00	\$1,900,000.00	\$0.00	Under Construction - Completion July 2024

L Building 2nd Floor Interior Renovation - Status Summary Report								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status
1	L Building 2nd Floor Interior Reno	\$261,200.00	\$2,574,915.00	\$63,870.00	\$2,899,985.00	\$2,899,985.00	\$0.00	Design

**HHS Building Renovation Phase 2**

<b>HHS Building Health &amp; Human Services Phase 2 Renovation - Status Summary Report</b>								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status
1	HHS Bldg. Health & Human Services Phase 2 Renovation	\$322,370.00			\$322,370.00	\$9,154,180.00	\$8,831,810.00	Design completion and CM Preconstruction

**Selection of Construction Management at Risk HHS Building Phase 2**

A MOTION from the Facilities and Equipment Committee recommends approval of Monteith Construction Corporation as the construction management at risk for the HHS Building Phase 2 Renovation Project. Motion carried unanimously.

**Selection of Surf City Center Addition Design Build Contractor**

A MOTION from the Facilities and Equipment Committee recommends approval of WM Jordan Construction Company as the design build contractor for the Surf City Center SA Addition. Motion carried unanimously.

**Real Estate**

A MOTION from the Facilities and Equipment Committee recommends approval of the Cape Fear Public Utility Authority easement located at 6100 River Road on the Sanders Nature Preserve property subject to the NCCCS approval. Motion carried unanimously.

**FINANCE COMMITTEE**

Mr. McLeod reviewed the following information.

**State Budget Revision**

A MOTION from the Finance Committee recommends approval by the Board of Trustees of the State Budget Revision for an increase of \$549,553. Motion carried unanimously.

**State Budget Summary**

The State Budget Summary reported 61.86 percent of the budget has been expended as of February 2024.

**County Budget Summary**

The County Budget Summary reported 71.50 percent of the budget had been expended as of February 2024.

**Institutional Funds Update**

Mr. Morton reviewed the February, 2024 report. No items were of concern.

## **ADMINISTRATIVE AND PERSONNEL COMMITTEE**

### **President's Evaluation Policy**

A MOTION from the Administrative and Personnel Committee recommends approval of the President/CEO Performance Evaluation as presented. Motion carried unanimously.

## **CAPE FEAR COMMUNITY COLLEGE**

### **Board of Trustees Evaluation Policy**

SUBJECT: President/CEO Performance Evaluation

DEVELOPED BY: Board of Trustees

ISSUED: May 1995

MOST RECENT REVISION: March 2021

### **POLICY:**

It is the policy of Cape Fear Community College (CFCC) to utilize a formal performance evaluation process for the President. The purpose of this policy is to maximize the effectiveness of the President to support the CFCC mission, and institutional goals and objectives, and to promote an effective working relationship with the Board of Trustees, faculty, staff and students.

### **GUIDELINES:**

#### **A. Performance Evaluation Period**

The evaluation period shall be twelve months corresponding with CFCC's fiscal year. The preparation of the annual performance review shall commence as of each May and shall be completed no later than June 30<sup>th</sup>.

#### **B. Performance Evaluation Committee**

The Administrative and Personnel Committee shall serve as the Performance Evaluation Committee.

The Committee shall utilize a performance evaluation procedure that is based on the President's job description and a specific set of goals for the evaluation period developed jointly by the President and the Board of Trustees.

#### **C. Performance Evaluation Procedure**

The procedure to be used in evaluating the performance of the President is as follows:

1. The President shall present his/her annual goals to the Administrative and Personnel Committee for the coming fiscal year no later than May. The Administrative and Personnel Committee shall present the set of goals for approval at the next Board of Trustees meeting.

2. **Formal Performance Evaluation Tool and Process:**  
 The formal performance evaluation tool, developed by the Performance Evaluation Committee and approved by the Board of Trustees, will be completed by each member of the Board of Trustees.  
 The President will prepare a self-evaluation of performance, particularly as it pertains to his/her annual goals, and present it to the Board of Trustees for their use in completing the evaluation process. The results of the evaluation by board members will be consolidated by the Performance Evaluation Committee, reviewed with the full Board, and reviewed with the President.
3. **Employment Contract:**  
 The President's employment contract will be reviewed and, where necessary, revised annually by the Board of Trustees.
4. **Job Description:**  
 The President and Board of Trustees will review and revise as necessary the President's job description on an annual basis.
5. **Policy Review:**  
 This policy shall be reviewed annually by the Administrative and Personnel Committee and recommendations for changes, as necessary, shall be submitted to the Board of Trustees for approval.

APPROVED BY:

\_\_\_\_\_  
 Chair, Board of Trustees

\_\_\_\_\_  
 Date

**FACULTY AND STAFF HANDBOOK PROPOSED POLICIES**

A MOTION from the Administrative and Personnel Committee recommends approval by the Board of Trustees of the Faculty and Staff Handbook Proposed Policies as presented. Motion carried unanimously.

### **CFCC Conflict of Interest Policy**

An employee/Trustee shall not invest or maintain a financial, business, or professional interest that creates a conflict with the proper discharge of assigned duties and responsibilities or otherwise that may create a conflict with the College's best interest.

Employees/Trustees must disclose any potential conflict of interest related to purchasing equipment, materials, goods, or services. Except in very unusual circumstances, the college will not purchase from an employee/Trustee, an employee's/Trustee's immediate family, or a business in which an employee/Trustee or an employee's/Trustee's family has an ownership interest. If an exception is necessary, the appropriate office must submit a written transaction disclosure along with the purchase requisition.

An interested employee/Trustee shall not participate in any discussion or debate of the board of trustees, or of any committee thereof, in which the subject of discussion is a contract, transaction, or situation in which there may be a conflict of interest.

Existence of any of the above-listed conditions shall render a contract or a transaction voidable unless full disclosure of personal interest is made in writing to the board of trustees and such transaction was approved by the board in full knowledge of such interest.

Employees/Trustees who do not comply with this policy will be subject to disciplinary action.

### **CFCC Personal Relationships at Work Policy**

The intent of this policy is to ensure that all employees of Cape Fear Community College are able to work in an environment where they can be objectively supervised or evaluated.

Employees involved in personal relationships may not work directly for, or directly or indirectly supervise and evaluate the employee with whom they are involved.

Personal relationships between employees where one party has a real or perceived influence or authority over the other are inappropriate in the workplace and strictly prohibited. This authority includes, but is not limited to, influence over employment, salary adjustments, performance evaluations, or disciplinary actions.

Family, romantic, amorous, and sexual relationships are examples of personal relationships; this is by no means a comprehensive list. Employees who cohabit within the same household dwelling or are otherwise so closely identified with each other resulting in difficulties developing in their employment relationship are also considered personal relationships.

Employees must self-report personal relationships and/or cohabitation to the Human Resources Department. Self-reporting by employees is mandatory in order to avoid potential difficulties in employment relationships and reduce the probability of existing or perceived conflicts. Human Resources will participate in managing or eliminating existing or perceived conflicts arising from disclosed personal relationships.

Employees engaging in personal relationships who fail to disclose the relationship to Human Resources are subject to disciplinary action up to and including termination of employment.

For further details please contact Human Resources.

### **SGA REPORT**

Ms. Allen presented the following report.

Our monthly General Assembly meetings continue to be well attended, with around 18-20 students regularly participating.

I presented a report to the CFCC Foundation at their quarterly board meeting, to discuss student needs and support. I was also invited by Nelson Beaulieu to be a part of the Faculty Association's AI committee, offering the student perspective on guidelines, use, and purposes.

Student clubs are in the process of electing new leadership and recruiting members for the coming academic year. Our nursing club has been holding frequent fundraising events to support our nursing students as well as doing community outreaches such as donations and volunteering with a local homeless ministry, Vigilant Hope. Phi Theta Kappa Honor Society held its membership awareness week, and the Nixon Leaders Center celebrated Women's History Month with several events.

CFCC's student government is currently focused on preparing for our annual executive officer elections, which will be held during the student services' spring event the second week of April. We are also supporting the AI committee with an anonymous survey of students regarding the ethical and practical academic use of artificial intelligence. The film club is continuing to work on an SGA short film to showcase our officers and the various programs that we lead or contribute to for student support. Lastly, we are working with the Learning Lab to provide academic support for students' success.

On February 17, our officers and senators attended the N4CSGA Divisional meeting. We also had the opportunity to participate in the Youth Legislative Assembly's Community Assembly. We were given the chance to debate bills that are relevant to our everyday lives in the very building where those same issues are decided for real. It was a wonderful time of civil discourse and respectful debate, and provided us all with a glimpse into the inner workings of our state's legislature. Thank you to NC Treasurer Folwell and the other state officials and representatives who dedicated their valuable time this weekend to investing in our state's youth leaders.

I will be leading a delegation of around ten students to the NC Community College SGA Spring Conference, which will be April 5-7. I look forward to being able to report a win in the school spirit competitions.

I have been honored to serve as the Student Government President this past year, and I hope that my reports have provided value to this Board as a bridge to the student body. I am grateful for your support of me and all our students, and I look forward to seeing what the next SGA administration

will accomplish.

Mr. Collins thanked Ms. Allen for the wonderful leadership she has shown with the SGA. In addition, he stated it has been a pleasure to have Ms. Allen as a member of the board.

### **FACULTY ASSOCIATION REPORT**

Mr. Beaulieu presented the following report.

Mr. Beaulieu stated he has never had a better day at CFCC than the day he found out about the faculty increases. He thanked President Morton for the effort he has put into raising salaries. Mr. Beaulieu also stated that through these efforts, the ball is moving forward and the faculty value the salary increases.

This month's faculty spotlight highlights our Public Health & Safety department programs: Public Safety, Emergency Medical Services, and Law Enforcement & Criminal Justice.

### **FOUNDATION REPORT**

Ms. Thompson presented the following report.

*January 10, 2024 – March 18, 2024*

2023-2024 year-to-date revenue: \$9,661,502.07 (491% increase over YTD 2022-2023)

*Fundraising Report as of March 18, 2024*

#### **Notable Gifts (cash received)**

- \$848,035: for the Dan and Sheila Saklad Health and Human Services Center from Mr. Daniel A. Saklad (total \$3M pledge)
- \$175,000: support of the Nixon Leaders Center from Ms. Carrie L. Nixon
- \$100,000: support of Judy Holly Sidbury/Cynthia Jenkins Braswell Scholarship from Mr. Al Sidbury
- \$17,301.46: unrestricted support from James and Nancy Mann Estate
- \$12,855: new annual scholarship from Mr. Al Sidbury
- \$10,000: new endowed scholarship from Ms. Diane Geary
- \$4,000: continued support of the Gregory Poole Diesel Technician Scholarship from Caterpillar Foundation
- \$4,000: continued support of the Sylvia and Jim McNally Endowed Scholarship from Mr. James McNally

#### **Notable Grants**

- \$400,000 (awarded): State Board of Community Colleges for expansion of Nursing and Practical Nursing programs



New Scholarships

- Judy Holly Sidbury Nursing Scholarship: \$12,885 “full ride” scholarship for ADN student recommended by nursing faculty and staff
- Cal Geary Family Endowed Scholarship: \$1,000 to a second semester student in Diesel & Heavy Equipment Technology, Marine Technology, or Associate in Engineering program.
- Tools for Tech Annual Scholarship: \$300 to cover educational tools and supplies for students in Automotive Technologies or Collision, Repair and Refinishing Technology students.
- Sandy Collette Scholarship in Media & Communications: \$2,000 annually for students with financial need, excellent grades, and prior community involvement or volunteerism

Upcoming Efforts

Scholarship Cycle Open: began March 1, the scholarship application has opened for any current student through January 31, 2025. Students will be awarded scholarships throughout the academic year. Currently hosting scholarship workshops at downtown and north campus locations to assist students with applications.

**Announcements**

**DATE OF NEXT MEETING – MAY 23, 2024**

Meeting adjourned at 6:10 pm.

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James P. Morton, President/Secretary

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Michelle S. Lee, Recording Secretary

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## **INTRODUCTIONS AND RECOGNITIONS**

### **New Hires**

<b>Full Name</b>	<b>Job Title</b>	<b>Hire Date</b>
Lomax, Diane	Human Resources Benefits Administrator	03/18/2024
McKoy, Shaun	Environmental Tech, North Campus	03/18/2024
Melton, Christy	Environmental Tech – Burgaw	03/18/2024
Reed, Takeshia	Environmental Tech, North Campus	03/18/2024
Moss, Adam M.	Career Readiness Advisor - ACR	04/01/2024
Morris, Anthony	Interim Program Director, Truck Driver Training	04/08/2024
Lamberty, Carlos	EWD Law Enforcement Programs Coordinator	04/15/2024
Ramirez-Fernandez, Yuliane	Technician, Payroll	04/15/2024
Jones, Julie	Health & Human Svc Academic Success Nav-NHC Endowment TFT	04/29/2024
Baer, Lindsay	EWD Instructor, Basic Skills Pender County Correctional	04/29/2024
Reid, Jerome	Safety & Security Coordinator	04/29/2024
Rodzik, Leah	Instructional Design Technologist	05/06/2024
Rincon, Gloria	Environmental Tech Downtown NHC	05/06/2024
Bodkin-Fox, Rachel	Program Director, Pathways Home 2-EWD	05/06/2024
Durfee, Charles	Web Content Specialist	05/13/2024
Smith, Rheannon	Administrative Assistant-Career & Tech Education	05/13/2024
Thompson, Lisa	Admissions Records Specialist	05/13/2024

### **Changes**

<b>Full Name</b>	<b>Job Title</b>	<b>Effective Date</b>
Echeverry, Diana	HR Generalist	03/18/2024
Muldoon, Dara	Grants Specialist	04/01/2024
Westmoreland, Sydney	Annual Giving Officer	04/04/2024
Oberjohann, Gregory	Coordinator, Maintenance Services	04/22/2024
Brown, Kaliyah	Lead Teacher, Childcare Development Center	05/01/2024
Crouch, Logan	Apprenticeship Coordinator	05/01/2024

Kavanaugh, Tamara	Instructor, Associate Degree Nursing Level I (9 Month)	05/10/2024
Jones, Kelly	TFT Instructor, Communications	05/10/2024
Grinnell, Jessica	Instructor, Associate Degree Nursing Level I (9 Month)	05/15/2024

**Employees Leaving the College**

<b>Full Name</b>	<b>Job Title</b>	<b>Last Day</b>
Dixon, Crystle	Alumni & Donor Relations Coordinator	03/19/2024
Ingerman, Michael	Web Technician, Bookstore	03/22/2024
Pope, Greyson	Textbook Assistant, Bookstore	03/22/2024
White, Amanda	Instructor, ADN Level II	03/29/2024
Crocker, Woodrow	Truck Driver Training Mechanic	03/31/2024
Shutters, Scot	Coordinator, Maintenance Services	03/31/2024
Barker, Jessyca	Admissions Records Specialist	04/02/2024
Bannerman, Graham	Truck Driving Training Instructor	04/05/2024
Sullivan, Erin	Hospitality Coordinator, Wilson Center	04/05/2024
Rubin, Nathalie	Instructor, FT Veterinary Medical Technology	04/08/2024
Lee, Stephanie	Coordinator, EWD – Adult HS & HS Equivalency	04/09/2024
Lewis, Ruth	Lead Teacher, Childcare Development Center	04/19/2004
Malone, Harrison	Environmental Tech, North Campus	04/25/2024
Merritt, Jennifer	Instructor, Nurse Aide I & II	04/30/2024
Strong, Diana	Instructor, Nurse Aide I & II	04/30/2024
Beebe, Jane	Academic Advising Center Advisor	04/30/2024

**Retirements**

<b>Full Name</b>	<b>Job Title</b>	<b>Retirement Date</b>
Styron, Jamie	Bookstore Technician	04/01/2024
Kowalczyk, Paul	Technician, Maintenance III North Campus	05/01/2024

## **CHAIR'S REPORT**

### **Ethics Training**

Public servants must participate in an ethics and lobbying presentation within six (6) months of their election, reelection, appointment, or employment. If you have not satisfied your educational requirements, please make arrangements to do so. Ethics Training must be completed every two years.

The list of scheduled upcoming training sessions is listed at <https://ethics.nc.gov/seis/regular-filers> Online Ethics Training is now available through this website. Please contact Michelle Lee at 910-362-7555 if you have any questions regarding this training.

### **Nominating Committee**

The Nominating Committee will announce candidates for officers of the Board of Trustees at the July 18 meeting.

Members of the Nominating Committee will announce nominees for the positions of Chair, Vice-Chair, Secretary, and Recording Secretary.

## **PRESIDENT'S REPORT**

### **24-25 Budget Projections**

On April 8, 2024, the College received our annual budget projections for next year (2024-2025). Due to increased enrollment and FTE, the College is projected to be up 6.7 percent in funding, representing \$4,241,000. This is the second consecutive year we exceeded the previous year by 6.7 percent, representing \$4 million in funding. Therefore, based on projections, we have increased budget funding by over \$8 million in the last two years.

### **CFCC's Fine and Performing Arts Department**

CFCC's Fine and Performing Arts Department production of William Shakespeare's *A Midsummer Night's Dream* was performed April 18-20 and April 25-27. Students and faculty were the creative force behind the direction, design, and execution of the play.

### **UNCW Transfer Enrollment Progress**

UNCW has experienced an 18 percent rise in the number of applications received through students transferring from CFCC in established direct admission pathways. Furthermore, there has been a 29 percent increase in the number of students who have been accepted and enrolled at UNCW from CFCC for the summer/fall 2024 semester.

### **SACSCOC Program Approval**

SACSCOC approved the implementation of the Associate in Applied Science in Simulation and Game Development. This program will be offered in the upcoming fall semester.

### **CFCC Spring Open House Events**

Open Houses were held in April at the Downtown and North campuses. These events allowed current and prospective students to tour the campuses and learn more about CFCC. Employees were on hand to answer questions about our programs, student athletics and clubs, admissions, financial aid, and more. Both were well attended, with over 150 visitors at the North campus and over 350 at the Downtown campus.

### **100 Black Men of Coastal Carolina**

Attended the 100 Black Men of Coastal Carolina Fundraising Breakfast on April 27. CFCC continues to support 100 Black Men of Coastal Carolina by providing space on campus monthly to hold meetings with high school students.

### **Educator Preparation Program Designation**

The NC State Board of Education granted CFCC the Educator Preparation Program designation in March 2024. CFCC is now recognized as an approved educator preparation program in North Carolina, enabling the College to recruit and train candidates seeking residency in Elementary Education.

### **CFCC's Women's Basketball Alumna Participated in WNBA Combine**

Nyjanique “Ny” Langley, CFCC Women’s Basketball Alumna, participated in the Women’s National Basketball Association (WNBA) Combine held in Cleveland, Ohio, on April 6. Ny was integral to CFCC Women’s Basketball triumph in the 2019 Region 10 Conference Championship and their third-place finish in the National Junior College Association (NJCAA) Tournament. The combine allowed Langley to showcase her skills and abilities to WNBA coaches and scouts.

### **MOU with Appalachian State**

CFCC has a new Memorandum of Understanding with Appalachian State University to establish the Aspire Appalachian Pathway program. The program creates streamlined pathways from CFCC to Appalachian State and is designed to provide North Carolinians with affordable access to higher education. The Aspire Pathway is intended for students who plan to transfer to Appalachian State after completing the Associate in Arts, Associate in Science, Associate in Arts in Teacher Preparation, Associate in Science in Teacher Preparation, or Associate in Applied Science degrees at CFCC.

### **Articulation Agreement with University of NC Pembroke and Pender County Schools**

A new articulation agreement has been established between CFCC, the University of North Carolina Pembroke, and Pender County Schools. The agreement applies to students who complete particular degrees from CFCC and transfer to the University of NC Pembroke to complete a major in the Educator Preparation Program. Participants will become part of Pender County Schools’ initiative aimed at recruiting and retaining teachers within Pender County. This agreement also establishes the pathway for high school students to transfer in Teacher Cadet or Teaching as a Profession courses completed during high school.

### **Career and Technical Education Educator's Day**

CFCC hosted the first Career and Technical Education (CTE) Educator’s Day on April 8. This event brought together 115 teachers and administrators from multiple middle and high schools in New Hanover County and introduced them to CFCC’s vast array of offerings. The purpose is to create a seamless educational pipeline that meets the needs of local businesses and industries and improves the quality of life for many community members by providing access to affordable workforce training programs.

### **CFCC Annual Athletic Banquet**

CFCC’s Annual Athletic Banquet was held on April 22 in Daniels Hall to celebrate the achievements of CFCC’s athletes.

### **International Denim Day in Honor of Sexual Assault Awareness Month**

On April 24, CFCC students and employees had the opportunity to make a social statement by wearing jeans as a visible means of protest against the misconceptions surrounding sexual violence in honor of Sexual Assault Awareness Month.

### **Student Recognition Ceremony**

CFCC's Student Recognition ceremony was held on April 24 in Daniels Hall. This annual event recognizes many students for their hard work and achievements.

### **Honors English 112 Symposium**

CFCC's Honors ENG 112 classes, instructed by Dr. John Hrebik, held a symposium on April 25 to reveal their experiences investigating the following haunted locations in downtown Wilmington: The New Hanover County Public Library, Thalian Hall, and the Latimer House. This was a unique learning experience for the students who shared their findings through captivating stories and haunting songs.

### **2024 Music and Arts Festival**

CFCC's Wilson Center hosted the 2024 Music and Arts Festival May 1-2. This event featured performances by faculty, students, and alumni. Participants and guests enjoyed food, drinks, and dancing while listening to jazz, orchestra, and guitar. Art vendors were also in attendance for the festival.

### **EMS Career Discovery Night**

CFCC's Emergency Medical Services (EMS) program hosted an event on May 2 for prospective students interested in becoming paramedics or emergency medical technicians (EMTs). Attendees learned about career paths, salary insights, and skills in demand by local employers. The event featured interactive demonstrations, faculty and industry professional discussions, and facility tours. Admissions and financial aid departments were available on-site to provide information and assistance with program enrollment.

### **Rockstars 2024**

The spring 2024 Acting II class (DRA 131) presented their final presentation on May 3 in the Wilson Center Studio Theatre. Students had to perform one song portraying a living or dead Rockstar. This required difficult choreography, musicianship, and depending on the artist, unusual skills. The audience was charged with who performed best in this entertaining and fun event for all.

### **Commencement**

Two Commencement ceremonies were held on May 10 at the Wilson Center. Thank you to our Trustees for attending these events and supporting CFCC and our graduates.

### **Pinning Ceremonies**

Several pinning ceremonies were held the second week of May. The programs that held the ceremonies were:

- Associate Degree Nursing
- Dental Hygiene
- Surgical Technology
- Occupational Therapy Assistant
- Cardiovascular Sonography

Radiography  
Medical Sonography

Thank you to the Trustees who attended these events.

### **SAY IT LOUD Exhibition**

SAY IT LOUD, a global traveling exhibition that cultivates and elevates the work of black, indigenous, and other people of color (BIPOC) and women designers in built environment fields, will be at the Wilma W. Daniels Gallery from May 16 to June 7. This exhibition is being brought to the gallery in partnership with the American Institute of Architects (AIA) Wilmington. A reception will be held May 24 in conjunction with Fourth Friday Gallery Nights.

### **NJCAA Division II Women's Basketball All-American Third Team**

Jaci Bolden, CFCC Women's Basketball starting point guard, was selected to the 2023-2024 National Junior College Athletic Association (NJCAA) Division II Women's Basketball All-American Third Team. She is one of only 30 players selected from over 145 teams across the US.

### **CFCC's Ray's Tray**

DrawFire, LLC, based in Leland and providing design, printing, training, and consultation services, donated a generous supply of food and hygiene products to Ray's Tray, the CFCC food pantry. This significant contribution will impact CFCC's ability to provide supplemental food relief at no cost to students facing food insecurity, ensuring they have the necessary resources to succeed academically.

### **CFCC's Second Annual Construction Academy**

CFCC is once again offering Construction Academy, an intensive 8-week course designed to provide students with a comprehensive understanding of the construction industry and equip them with the skills needed to succeed. The academy runs from June 10 to July 31.

### **First Graduating Class of Culinary Fundamentals**

CFCC and the Food Bank of Central and Eastern North Carolina announced the graduating class of the Culinary Fundamentals course in early April. Five graduates completed the ten-week course and are now trained with the skills and techniques necessary for a successful career in the food industry. CFCC and the Food Bank partnered to train unemployed, underemployed, justice-involved, and/or food-insecure individuals to provide them an opportunity to learn the skills and techniques needed to work in a commercial kitchen.

### **First Dental Hygiene Class Certified in Local Anesthesia Administration**

CFCC recently graduated the inaugural class of dental hygiene students certified to administer local anesthesia. This new certification was made possible after North Carolina passed a law enhancing the scope of practice for dental hygienists. The nine graduates of the Class of 2024 completed a rigorous curriculum consisting of 1,392 hours. In addition, they completed a specialized lab focused on local anesthesia. During their training, students demonstrated proficiency by delivering a minimum of 12 block injections and 12 infiltrations on patients. Additionally, CFCC is pleased to share that all dental hygiene program graduates successfully



passed their regional clinical board examinations on the first attempt. This accomplishment signifies the thorough and extensive curriculum of CFCC's dental hygiene program.

### **CFCC Partners with IACMI to Expand Machining Program**

Cape Fear Community College has partnered with the Institute for Advanced Composites Manufacturing Innovation (IACMI). This collaboration will enhance our machining training programs and directly support America's Cutting Edge (ACE) initiative, which is committed to revitalizing manufacturing throughout the United States. Beginning in July, CFCC will offer in-person ACE computer numerical control (CNC) machining sessions at no cost to participants. Enrollment in the program requires no prior training or experience.

### **WWAY Job Fair**

CFCC will host the WWAY Job Fair on May 29 from 10:00 am to 2:00 pm in Union Station. Many employers in the Cape Fear region will attend the event.

### **NC Department of Corrections Hiring Fair**

CFCC is hosting a hiring event for the North Carolina Department of Adult Corrections on Wednesday, May 29, from 8:00 am to 5:00 pm at the McKeithan Building on North Campus. This event is part of a proactive effort to fill critical positions within the correctional system, including Licensed Practical Nurses (LPN), Registered Nurses (RN), food service staff, correctional officers, probation/parole officers, and many more.

### **PNC Broadway Series**

The show lineup for the 2024-2025 PNC Broadway and the Beach season was announced at the Wilson Center on April 16. The first opportunity for the public to buy tickets was at Community Day on May 4. The event was a huge success, with 2,008 tickets sold compared to last year's 1,003.

### **Presentations**

**COMMITTEE REPORTS**

**FACILITIES & EQUIPMENT COMMITTEE**

**New Hanover County Capital Outlay**

New Hanover County Capital Outlay Projects 2023-2024 Status Summary Report								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status and Estimated Completion Date
1	NA#1/NB#2 Building Chiller Plant Replacement		\$ 455,775.00		\$ 455,775.00	\$ 650,000.00	\$ 194,225.00	Chillers in Production & will be completed Q4 2024. under budget.
2	NB Boiler Replacement 2021 - Update to Condensing Boiler	\$ 11,400.00			\$ 11,400.00	\$ 160,000.00	\$ 148,600.00	Re-Bid Opening May 23, 2024
3	S Building Exterior Waterproofing Project to include A Building Connector				\$ 500,000.00	\$ 500,000.00	\$ -	Setting up co-op construction managed project with \$500K GMP.
4	K Building Roof Upgrades		\$ 176,482.00		\$ 176,482.00	\$ 60,000.00	\$ (116,482.00)	Awarded Construction - Using Remaining Funds from Line 1 - Bids Over Budget
5	NC Commercial & Residential Burn Buildings Gas System & Computer Controls Replacement				\$ 550,000.00	\$ 550,000.00	\$ -	Equipment Orders placed by Public Safety. - CPM Putting out Bid Pkg
<b>Category Totals</b>						<b>\$ 1,920,000.00</b>	<b>\$ 226,343.00</b>	

**Wilson Center Multipurpose Addition**

<b>WA Building - Wilson Center Multipurpose Addition Project - Status Summary Report</b>								
		<b>Encumbrances - Subtotals</b>						
<b>Item</b>	<b>Project</b>	<b>Design</b>	<b>Construction</b>	<b>Other Contracts</b>	<b>Total Encumbrance</b>	<b>Budget</b>	<b>Remaining</b>	<b>Status</b>
1	WA Building - Wilson Center Multipurpose Addition	\$213,000.00	\$3,226,453.00	\$75,932.00	\$3,515,385.00	\$3,515,385.00	\$0.00	Construction

**State Capital Improvement Infrastructure Funds (SCIF)**

<b>L Building 2nd Floor Interior Renovation - Status Summary Report</b>								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status
1	L Building 2nd Floor Interior Reno	\$261,200.00	\$2,574,915.00	\$63,870.00	\$2,899,985.00	\$2,899,985.00	\$0.00	Design

<b>G Building Renovation - Status Summary Report</b>								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status
1	G Building Renovation	\$66,980.00	\$1,655,352.00	\$177,668.00	\$1,900,000.00	\$1,900,000.00	\$0.00	Under Construction - Completion August 2024

**HHS Building Renovation Phase 2**

<b>HHS Building Health &amp; Human Services Phase 2 Renovation - Status Summary Report</b>								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status
1	HHS Bldg. Health & Human Services Phase 2 Renovation	\$322,370.00			\$322,370.00	\$9,154,180.00	\$8,831,810.00	Design Completion and CM Preconstruction

**Amended 3-1 HHS Building Phase 2**

The source of funds identified for this project has changed to Legislative Grant (American Rescue Plan Act). The College has not received a schedule of payment for these funds at this time. The President will work with New Hanover County regarding the repayment schedule.

**3-1 HHS Building Final Project Closeout Phase 1**

**HHS Building Parking Lot Lease**

**Surf City Center Addition**

SA Building Addition - Status Summary Report								
		Encumbrances - Subtotals						
Item	Project	Design	Construction	Other Contracts	Total Encumbrance	Budget	Remaining	Status
1	SA Building Addition				\$0.00	\$4,000,000.00	\$4,000,000.00	Award Design-Build Contractor



**FINANCE COMMITTEE**

**Write-off Uncollectible Debt**

The College rigorously pursues the collection of outstanding student debts throughout the and academic year. The collection process includes contacting the students followed by reporting their debt to a collection agency and the NC Department of Revenue. When these efforts fail final notification is received from the collection agency, the student debts are deemed uncollectible. As of today, the total uncollectible student debt is:

<u>Type of Debt</u>	<u>Amount</u>
Tuition	\$49,295.43
Student Fees	\$18,689.28
Bookstore	\$17,312.55
Library Books/Fines	\$0.00
Financial Aid Over-Awards	\$151,261.73
Total Uncollectible Student Debt	<u><u>\$236,558.99</u></u>

## State Budget Revision

CAPE FEAR COMMUNITY COLLEGE						
State Budget Revision Report for Fiscal 2023 - 2024						
Allocation Description	July - Aug	Sept - Oct	Nov - Dec	Jan - Feb	Mar - Apr	YTD
2022 - 2023 Carryover Allocation to 2023 - 2024:		2,412,847				2,412,847
<i>Equipment</i> 1,396,738						
<i>Books</i> 88,017						
<i>Basic Skills Performance-Based Funding</i> 174,919						
<i>Other Performance-Based Funding</i> 753,173						
Apprenticeship Building America Grant Program - FY 23-24				2,000	2,000	4,000
Career Academies for At-Risk Students - Carryforward to FY 23-24			583,500			583,500
Construction Training Building Careers (Construction Academies)	30,795					30,795
Construction Bootcamps			34,000			34,000
Customized Training Allocation for CloudWyze	7,750		413	4,287	1,429	13,879
Customized Training Allocation for Edge-Works Manufacturing Company	550					550
Customized Training Allocation for Frontier Scientific Solutions			180			180
Customized Training Allocation for GAF - Burgaw	10,680	16,643	3,473	1,970		32,766
Customized Training Allocation for GE Aviation					9,511	9,511
Customized Training Allocation for Paper Foam				8,250		8,250
Customized Training Allocation for Polyhose					2,613	2,613
Customized Training Allocation for Vantaca	8,058	13,200	3,332	(330)	20,430	44,690
Enrollment Growth Reserve - FY 23-24					246,942	246,942
Faculty Recruitment and Retention			514,359		882,388	1,396,747
Finish Line Grants - Carryforward to FY 23-24	20,237			(14,561)		5,676
Finish Line Grants - EANS II - Emergency Grant for Students	37,200					37,200
Finish Line Grants - State Appropriations - Recurring			33,659			33,659
High-Cost Healthcare Workforce Expansion Program - FY 23-24					400,000	400,000
Improving Career & Technical Education (CTE) Carry Over Funds				53,485		53,485
Longevity Allocation				512,067		512,067
Longleaf Commitment (Student Support Services - GEER Funds) - Carryforward	15,959			(2,902)		13,057
NC Career Coach Program		42,466				42,466
Nursing Faculty Salary Adjustment Allocation for FY 23-24			208,470			208,470
Short-Term Workforce Development Grant		37,216				37,216
Small Business Center Additional Allocation for FY 23-24					25,000	25,000
Summer Accelerator Grant Program - Carryforward to FY 23-24	15,876			(14,713)		1,163
Title II Adult Education & Family Literacy Act (AEFLA) Federal Allocation			344,780			344,780
Underserved Student Outreach and Advising Project (Longleaf Commitment)		106,728				106,728
Unexpended Budget Stabilization - Carryforward to FY 23-24	691,798					691,798
Wraparound Services (EANS II) FY 23-24					19,463	19,463
<b>Total Additional Allocations</b>	<b>838,903</b>	<b>2,629,100</b>	<b>1,726,166</b>	<b>549,553</b>	<b>1,609,776</b>	<b>7,353,498</b>

**State Budget Summary**

CAPE FEAR COMMUNITY COLLEGE					
STATE BUDGET					
EXPENDITURES AND RECEIPTS					
FOR CALENDAR MONTH OF APRIL 2024					
	State Budget Allotment for Year*	Actual Expenditures This Month	Actual Expenditures This Year	Budget Balance This Year	% of Budget Expended
Institutional Support	\$ 11,045,399.00	915,333.43	9,036,618.39	\$ 2,008,780.61	81.81%
Instruction - Curriculum	37,490,368.00	2,978,782.95	29,228,436.43	\$ 8,261,931.57	77.96%
Instruction - Non-Curriculum	8,070,648.00	616,387.04	5,743,629.02	\$ 2,327,018.98	71.17%
Academic Support	5,296,558.00	420,422.11	4,096,255.70	\$ 1,200,302.30	77.34%
Student Support	<u>5,374,976.00</u>	<u>450,141.13</u>	<u>4,405,870.61</u>	<u>\$ 969,105.39</u>	<u>81.97%</u>
Total: CURRENT EXPENSE	67,277,949.00	5,381,066.66	52,510,810.15	14,767,138.85	78.05%
Equipment	3,196,511.00	324,599.50	1,578,319.90	1,618,191.10	49.38%
Books	166,562.00	2,264.50	57,818.51	108,743.49	34.71%
Categorical Equipment	362,432.00	11,355.64	45,859.31	316,572.69	12.65%
Total: CAPITAL OUTLAY	3,725,505.00	338,219.64	1,681,997.72	2,043,507.28	45.15%
GRAND TOTAL	<u>\$ 71,003,454.00</u>	<u>\$ 5,719,286.30</u>	<u>\$ 54,192,807.87</u>	<u>\$ 16,810,646.13</u>	<u>76.32%</u>


**County Budget Summary**

**NEW HANOVER & PENDER COUNTY BUDGET - CAPE FEAR COMMUNITY COLLEGE**

**EXPENDITURES AND RECEIPTS FOR THE CALENDAR MONTH OF **APRIL 2024****

	County Budget Allotment for Year	Actual Expenditures This Month	Actual Expenditures This Year	Budget Balance This Year	% of Budget Expended
Institutional Support	1,312,288.00	35,732.20	1,281,474.10	30,813.90	97.65%
Plant Operation	7,999,191.00	706,455.75	6,880,633.48	1,118,557.52	86.02%
Plant Maintenance	3,281,965.00	255,502.63	2,872,968.58	408,996.42	87.54%
<b>Total: CURRENT EXPENSE</b>	<b>12,593,444.00</b>	<b>997,690.58</b>	<b>11,035,076.16</b>	<b>1,558,367.84</b>	<b>87.63%</b>
Buildings & Grounds	3,243,492.00	73,510.70	1,342,953.11	1,900,538.89	41.40%
Equipment	0.00	0.00	0.00	0.00	0.00%
<b>Total: CAPITAL OUTLAY</b>	<b>3,243,492.00</b>	<b>73,510.70</b>	<b>1,342,953.11</b>	<b>1,900,538.89</b>	<b>41.40%</b>
<b>GRAND TOTAL</b>	<b>15,836,936.00</b>	<b>1,071,201.28</b>	<b>12,378,029.27</b>	<b>3,458,906.73</b>	<b>78.16%</b>

## Institutional Funds Update

<b>Cape Fear Community College</b> <b>Institutional Funds</b> <b>Year-to-Date Budget Report</b> <b>April 30, 2024</b>				
				
<b>Current Unrestricted Funds</b>	Beginning Fund Balance	Revenues	Expenses	Ending Fund Balance
Miscellaneous Current General	9,814,240.33	930,233.24	529,520.28	10,214,953.29
Collection Fee & Payment Plan Revenue	405,194.75	90,618.82	7,081.88	488,731.69
Self Supporting	639,814.54	330,018.74	299,532.46	670,300.82
Specific Fees	3,230,059.44	859,219.93	472,564.33	3,616,715.04
Patron Fees	1,014,326.44	146,703.40	26,154.95	1,134,874.89
Transcript Fees	183,229.33	42,676.46	5,877.30	220,028.49
Student Insurance	18,723.77	-	13,963.86	4,759.91
Finl Aid & Veteran's Coordinator Admin Fees	77,472.42	19,950.44	4,408.47	93,014.39
<b>Total Current Unrestricted Funds</b>	<b>15,383,061.02</b>	<b>2,419,421.03</b>	<b>1,359,103.53</b>	<b>16,443,378.52</b>
<b>Current Restricted Funds</b>	Beginning Fund Balance	Revenues	Expenses	Ending Fund Balance
Financial Aid Federal Awards	-	11,826,673.11	11,826,673.11	-
Wilson Center Funds	1,334,127.70	45,521.28	-	1,379,648.98
Wilson Center Maintenance Funds	-	-	-	-
Grants	517,864.29	2,619,490.56	2,910,554.50	226,800.35
Financial Aid State Awards	27,799.89	827,970.88	804,980.06	50,790.71
Financial Aid Administration	59,945.75	44,484.53	24,500.04	79,930.24
Scholarships	75,012.28	1,111,179.98	1,209,750.15	(23,557.89)
<b>Total Current Restricted Funds</b>	<b>2,014,749.91</b>	<b>16,475,320.34</b>	<b>16,776,457.86</b>	<b>1,713,612.39</b>
<b>Proprietary Funds</b>	Beginning Fund Balance	Revenues	Expenses	Ending Fund Balance
Live Projects incl Ships Special Project	11,101.74	41,676.00	17,046.83	35,730.91
Wireless Consortium	3,103.58	21,671.73	-	24,775.31
Humanities and Fine Arts Center	(169,100.67)	6,074,204.63	5,573,524.19	331,579.77
CFCC Bookstore	3,289,663.99	4,261,838.63	4,310,208.28	3,241,294.34
Daycare Center	161,517.10	545,519.37	530,034.10	177,002.37
Vending	142,641.93	50,909.31	-	193,551.24
Parking	2,954,335.91	922,306.71	705,397.23	3,171,245.39
Student Activity & Sea Devils Account	971,480.13	705,178.55	882,394.79	794,263.89
<b>Total Proprietary Funds</b>	<b>7,364,743.71</b>	<b>12,623,304.93</b>	<b>12,018,605.42</b>	<b>7,969,443.22</b>

## **CURRICULUM COMMITTEE**

### **CT/MRI Diploma to Radiography Program**

The Computed Tomography and Magnetic Resonance Imaging Technology curriculum prepares the individual to use specialized equipment to visualize cross-sectional anatomical structures and aid physicians in the demonstration of pathologies and disease processes.

Individuals entering this curriculum must be registered or registry-eligible radiologic technologist, radiation therapist, or nuclear medicine technologist. Coursework prepares the technologist to provide patient care and perform studies utilizing imaging equipment, professional communication, and quality assurance in scheduled and emergency procedures through academic and clinical studies.

Graduates may be eligible to sit for the American Registry of Radiologic Technologist Advanced-Level testing in Computed Tomography and/or Magnetic Resonance Imaging examinations. They may find employment in facilities that perform these imaging procedures.

CFCC's Radiography students meet the criteria to be registry-eligible radiologic technologists and often go to Pitt Community College to obtain the CT/MRI diploma since CFCC does not offer the program. Because CT/MRI runs 24 hours a day, 7 days a week at Novant Health New Hanover Medical Center, there is definitely a need for these specialized technologists in the area as Novant continues to grow its facilities in New Hanover and Pender County.

## **ADMINISTRATIVE AND PERSONNEL COMMITTEE**

### **FACULTY AND STAFF HANDBOOK POLICY REVISIONS**

#### **Employee Work Schedules**

##### **5.16 Employee Work Schedules**

###### ***Exempt Positions***

Positions exempt from the provisions of the Fair Labor Standards Act are paid on a salary basis and are not eligible for overtime or compensatory time.

###### ***Staff***

Staff are expected to work the number of hours necessary to fulfill the requirements of their position and no less than 40 hours per week. The normal work schedule for staff is 8 hours a day, 5 days a week (*typically 8 am until 5 pm, Monday through Friday*). Operational needs of the College may necessitate variations in starting and ending times, but all full-time employees must work five (5) days per week. Exceptions may be made for weeks at sea for Marine Technology.

###### ***Faculty***

Faculty work schedules are based on instructors being on campus a minimum of four (4) days per week for a minimum of 30 hours per week. Exceptions to this requirement may be made for faculty who have selected or been assigned to a 40-hour work week. These faculty members will be on a campus or at an instructional site for 40 hours each week. Faculty are not generally required to be present when students are away, except for in-service activities or when directed by their supervisor in support of college needs.

Instructors are required to schedule five (5) office/student hours each week. These hours are to be performed at the campus location where the Instructor's classes are predominately held.

Full-Time, Regular Economic & Workforce Development faculty members work the class schedule as set in accordance with the needs of the college. Economic & Workforce Development faculty are also not generally required to be present when classes are not in session except for in-service activities and when directed by their immediate supervisor. Class schedules will be determined in accordance with college needs.

Lunch Period: The typical employee lunch period for office operations at Cape Fear Community College should be observed for one (1) hour. However, supervisors may approve alternative lunch periods depending upon employee needs and when the normal daily-required number of work hours are met, and operational needs are met.

Exempt employees may not forego a lunch period and/or break for purposes of a later arrival or earlier departure in order to shorten the workday.

###### ***Non-Exempt Positions***

Non-exempt positions are subject to the overtime requirement of the Fair Labor Standards Act

(*FLSA*). These positions typically work 40 hours per week. Overtime begins after an employee has actually worked 40 hours in a calendar week. For *FLSA* purposes, Cape Fear Community College's workweek begins at 6:00 a.m. on Monday and runs to 6:00 a.m. the following Monday. Non-Exempt employees are required to clock in and out utilizing the College's timekeeping system to reflect actual hours worked in real time.

Employees whose principal duty stations require them to be at their desks or confined to their offices are entitled to a fifteen (15) minute break in each half of the workday. Supervisors are to schedule the break time, and at no time is a break period to interfere with a service to be provided or completion of an assigned duty.

Lunch Period: The typical employee lunch period for office operations at Cape Fear Community College should be observed for one (1) hour. However, supervisors may approve alternative lunch periods depending upon employee needs and when the normal daily-required number of work hours are met, and operational needs are met. Lunch periods are unpaid.

Hourly employees may not forego a lunch period and/or break for purposes of a later arrival or earlier departure in order to shorten the workday.

Revision History:

*November, 2023*

*May, 2024*



## **Prohibited Conduct**

### **5.61 Prohibited Conduct**

#### ***Other Prohibited Conduct and Unlawful Harassment***

Other unlawful harassment may occur when a Cape Fear Community College community member is subject to unwelcome conduct based on a category based on a protected status. These protected status categories include age, color, gender, gender identity, genetic information, disability status, marital status, national origin, political affiliation, race, religion, sexual orientation, and veteran status. Unwelcome conduct that is objectively and subjectively severe, persistent and/or pervasive and creates an unreasonable interference with the individual's ability to work or pursue their education is considered harassment.

Behavior that is based on a protected category, but does not rise to the level of prohibited harassment under the College's policy, may nonetheless be unprofessional in the workplace, disruptive in the classroom, or violate other College policies and, like other behavior that is unprofessional, disruptive, or violates a College policy or ordinance, could warrant discipline up to and including termination of employment.

1. Misconduct related to the use or possession of alcohol, illegal drugs, or controlled substances: See Drug and Alcohol-Free Workplace Policy (*Section 5.67*).
  - Unauthorized consumption or possession of alcohol on College premises
  - Consuming, distributing or possessing illegal drugs, as determined by state or federal law, on College premises
  - Consuming, distributing, or possessing controlled substances on College premises without a prescription
  - Selling or conspiracy to possess illegal drugs or controlled substances
  - Unlawfully manufacturing, distributing, dispensing or using illegal drugs or controlled substances
  - Being under the influence of alcohol when reporting to or while at work
  - Being under the influence of illegal drugs (*as determined by state or federal law*) when reporting to or while at work
  - Being under the influence of controlled substances without a prescription when reporting to or while at work
  - Failing a required drug or alcohol screen
  - Falsifying laboratory test results or samples
  - Adulterating or attempting to adulterate a drug screening specimen
2. Noncompliance with safety rules and regulations: See Safety Policy (*Section 11.5*).
  - Failing to immediately report all accidents and/or injuries
  - Failing to comply with safety rules and regulations established by unit supervisors, in conjunction with local law enforcement, or local, state or federal statutes
  - Failing to use safety apparel and equipment
  - Failing to report unsafe conditions or practices
  - Creating or contributing to disorderly, unclean, or unsafe working conditions

- Misuse of College vehicles or equipment
3. Improper behavior relating to attendance:
    - Excessive absenteeism or tardiness
    - Three (3) consecutive work days of No Call/No Show
    - Leaving work early or taking extended break periods
    - Leaving the work area without permission
    - Making preparation to leave work before the lunch period, break period, or the specified quitting time
    - Failing to report for overtime work when scheduled
    - Failing to start work at the designated time
    - Failing to return from an authorized leave of absence or vacation at the designated time
    - Improper use of leave time to cover an absence (*e.g., sick leave, bereavement leave, Family Medical Leave Act, jury duty*)
    - Failure to properly and/or promptly report the reason(s) for being absent,-if no previous arrangements were made with an appropriate supervisor
    - Failure to notify immediate supervisor for all absences
    - Failure to notify immediate supervisor for each individual tardiness
    - All absences/tardies must be submitted in the leave tracking system for approval by immediate supervisor.
  4. Negligent behavior relating to College property or the property of others:
    - Malicious, negligent, or intentional destruction, damage, defacement, waste, or willful neglect of property of the College or another person
    - Using/possessing the College's or another's property without authorization, including but not limited to, non-business use of College computers and peripheral equipment. See Computer Use Policies (*Section 12.1*).
    - Theft, unauthorized taking or attempting to take, misappropriate, conceal, or remove property of the College or of an employee, student, customer, supplier, vendor, visitor, patron or guest of the College
    - Unauthorized use of the College telephones, computers, electronics, or other equipment during working or nonworking hours
    - Knowingly admitting, or providing means of access to, an unauthorized person into any locked or restricted College building and/or area of the campus
    - Knowingly providing means of access to the College's information technology resources to an unauthorized person
    - Being on College premises without authorization unless on duty or have business as a member of the public
    - Failing to report inappropriate use of College equipment or electronic systems
    - Loss of keys, unauthorized use, manufacturing or duplication of any college key, unauthorized sharing or loaning of assigned keys to another person.
  5. Poor work performance as evidenced by:
    - Insubordination, such as refusal or willful failure to carry out job responsibilities or refusal to acknowledge the legitimate authority of the supervisor or the College.
    - Neglect of duty and/or lack of due care or diligence in the performance of duties
    - Unsatisfactory work performance or failure to maintain reasonable standards of performance, productivity, or professionalism

- Poor customer service, repeated discourtesy to or difficulty in dealing with students, co-workers, visitors, guests, or the public that comes in contact with the College.
  - Improper documentation, destruction, falsification, alteration, deletion, or omission related to completion/maintenance of College forms, records, or reports (*e.g., production records, time records, employment applications, and medical records*), including, but not limited to, false claims for wages, benefits, insurance, leave of absence, and/or providing false information for personal gain
  - Recording time for another employee on Cape Fear Community College's time and leave keeping system or altering any time card for any reason whatsoever.
  - Breach of confidentiality, unauthorized disclosure or misuse of records or other business information
  - Non-work-related use of official position and influence for personal gain
  - Conducting personal business while on duty
  - Unauthorized leave from the College
6. Inappropriate behavior or conduct related to the treatment of others:
- Utterance or publication of any threat, threatening, intimidating, obstructing, and/or harassing other persons
  - Fighting and/or instigating a fight while engaged in College duties or while in attendance at any College sponsored event
  - Engaging in aggressive, hostile, or violent behavior, such as intimidation of others
  - Attempting to instill fear in others
  - Engaging in belligerent speech, excessive arguing or swearing
  - Sabotage or threats of sabotage
7. Other misconduct including but not limited to:
- Using vulgar or obscene language
  - Gambling in any form on College time or premises
  - Exhibiting immoral conduct on College premises or during work hours.
  - Retaliating against an individual who makes a complaint of harassment
  - Possessing weapons, ammunition, firearms, firecrackers, hazardous materials or explosives on College premises (*unless authorized in the course of employment*)
  - Engaging in horseplay or practical jokes that endanger or disrupt employees or College property
  - Violation of the Tobacco-Free Policy (*Section 5.67*)
  - Sleeping, loitering, or loafing on the job
  - Failing to maintain proper personal grooming, dress, cleanliness, or hygiene. Creating or contributing to unsanitary conditions. Dress or appearance should not be distracting to other employees and should be within acceptable standards of health, safety, and professional attire where there is public contact.
  - Working for pay at other employment during days and times which conflict with regularly scheduled work hours at Cape Fear Community College. (*Section 5.7 Secondary Employment*)
  - Working for pay at other employment without an approved Secondary Employment Request Form on file with the College. (*Section 5.7 Secondary Employment*)
  - ~~Working for pay at other employment while on leave (*e.g., medical or sick leave*) from the College without prior authorization.~~

- Failing to disclose outside interests that may conflict with the interests of the College including, but not limited to, financial, employment, or other business interests
- Vending, soliciting, or collecting contributions on College time or premises without prior appropriate authorization
- Making defamatory statements about other College employees, including supervisors, or making disparaging statements to the public concerning College business
- Knowingly making false statements about College business or employees
- Failing to maintain appropriate licenses and/or certifications in accordance with job requirements
- Off-duty misconduct, including committing illegal acts, that reflects adversely upon the College or adversely affects the employee's ability/credibility to fulfill their job responsibilities
- Failure to disclose and/or inform the employer of convictions that would result in the inability or restriction to operate College equipment or vehicles

Failure to follow the policies and procedures set forth in the College's Faculty and Staff Handbook or violation of any other policies and procedures applicable to the employees of the College may result in disciplinary action up to and including termination of employment for just cause and would be administered in accordance with the Discipline Procedure (*Section 5.63*), Non-Reappointment Procedure (*Section 5.15*), and Disciplinary Process (*Section 5.64*).

Revision History:

*November, 2023*

*May, 2024*

## 5.7 Secondary Employment

All secondary employment for the President must be approved in advance by the Board of Trustees.

Full-time employees of the College are expected to devote the time, energy, and efforts to their full-time employment with the College that is necessary to fulfill the terms of their contract. All secondary positions within Cape Fear Community College or outside employment must not conflict nor interfere with their fulltime College duties, responsibilities, or schedules. ~~Any full-time employee who engages in work for pay outside the College must submit a request that includes all outside employment through their supervisor, who will make a recommendation to the President.~~

~~The request must state the actual hours per week or month and be approved by the President (or designee) prior to the employee engaging in such employment. Employees must use the Secondary Employment Request Form available on the Intranet, Human Resources Department page. Faculty must submit a current schedule with request and Staff Employees~~ may not have outside employment of any kind within normal business hours. No institutional personnel, supplies, facilities, or equipment are to be utilized in conjunction with secondary employment. Failure to adhere to Secondary Employment requirements stated within this section ~~submit a secondary employment request~~ may result in disciplinary action, up to and including ~~and up to~~ termination of employment.

Revision History:  
May, 2024

## **PERSONNEL**

## **SGA REPORT**

Our final General Assembly meeting of the semester was held on May 6, with over 30 people in attendance, making it one of our largest meetings ever.

The first week of April, during the spring social event, we held our elections for SGA officer positions. Several of the new board members are here today, and I will introduce them at the end.

April 5-7, I led a delegation of ten students to our NC Community College SGA Spring Conference. It was, as always, a wonderful opportunity to network and collaborate with other student representatives. Several of our delegation earned a certificate in suicide prevention at one of the workshops as well. Two of our delegation were nominated for awards regarding community service and servant leadership during that time. I'd like to acknowledge Will Siemon, our outgoing Public Information Officer, who was the runner up out of several candidates for the community service award. Will has put a lot of effort into the food pantry especially, spending hours organizing and serving, as well as our social media. Will, thank you.

But wait, there's more. Since the fall conference, I have been talking constantly about this "spirit stick." Well... let me explain. At these conferences are team building or fun activities and volunteer opportunities that you can earn spirit points for your school by participating in. CFCC's delegation placed second out of 58 community colleges at the fall conference, and those points carry over to spring. So we went into the spring conference determined to participate in every single event. Whether it was winning a lip sync competition or volunteering to help set up and break down different rooms and events, every single member of our delegation participated. And it paid off... I am proud to announce that Cape Fear Community College is the proud owner of the spirit stick for the next full year. In the at least 25 years that the stick has been around, we have never won it- we don't have a flag on it. But now we do!!

I have been so incredibly honored to serve as the Student Government President this past year. It has been a wonderful experience getting to know all of you and I hugely appreciate each one of you who has gone out of your way to talk with me, have lunch with me, help me network, and just support me throughout this year. I am happy to announce that I will be attending the University of

North Carolina at Chapel Hill this coming fall, as a junior. I will be studying political science and pursuing law.



**FACULTY ASSOCIATION REPORT** – No report.

## **FOUNDATION REPORT**

2023-2024 year-to-date revenue: \$10,658,999 (381% increase over YTD 2022-2023)  
*Fundraising Report as of May 14, 2024*

### Notable Gifts (cash received)

- \$40,000: new endowed scholarship from Cape Fear Memorial Foundation
- \$25,000: new endowed scholarship from Mr. Ned Barclay
- \$20,000: support of Linda & Reid Murchison Endowed Scholarship from Mr. Reid and Mrs. Linda Murchison
- \$18,480: support of the Food Bank of Central & Eastern NC Scholarship from the Food Bank of Central & Eastern NC
- \$15,000: support of Cecil Crawford Endowed Scholarship from the Estate of Ms. Frances Musser
- \$12,150: support of Jeff and Jan Turpin Scholarship from Mr. and Mrs. Jeff Turpin
- \$10,000: support of Drop-In Childcare Center from Dr. Martin Meyerson

### New Scholarships

- W. Carter Mebane, III Endowed Scholarship: supports students with financial need in allied health programs, graduates of Brunswick, Columbus, Duplin, New Hanover, or Pender County schools.
- Clyde McPherson Endowed Scholarship: merit-based scholarship to support students in Collision, Repair and Refinishing Technology or Diesel and Heavy Equipment Technology
- Jim Carr Wooden Boat Building Endowed Scholarship: merit-based scholarship to support students pursuing a career in building or maintaining wooden boats.
- Harbor Island Garden Club Annual Scholarship: supports students with financial need in Landscape Gardening, with preference to a New Hanover County resident.
- Nickolas Sorensen Endowed Scholarship: established in memory of Nik, CFCC student and son of Ben and Emilia Sorensen (History and Philosophy Instructors, respectively)

### Upcoming Efforts

- Increased support for Health and Human Services Students: Novant has committed \$500,000 annually for five years in scholarship support of CFCC students in any program on the nursing continuum. Finalizing scholarship agreement this month.

**ANNOUNCEMENTS**

**DATE OF NEXT MEETING** – July 18, 2024