

INSTITUTIONAL ADVISORY COUNCIL MINUTES

Friday, February 7, 2020

Truckee Meadows Community College

9:00 am to Noon

7000 Dandini Blvd, Reno, NV 89512

1. Roll Call:

Chair BJ North, Vice Chair Nancy McCormick **IAC Members:** Joseph Nannini, John Thurman, Marissa Brown, Mindy Lokshin, Steve Reid.

Guests: Caleb Cage, Assistant Vice Chancellor and NSHE Deputy General Counsel for System Administration Zelalem Bogale. Regent Carol Del Carlo arrived at 9:53 am.

Ex Officio: Julia Bledsoe, Classified Council President; Alexandra Patri, Student Government Association (SGA) President; Anne Flesher, Faculty Senate Chair, Julie Muhle, Nevada Faculty Alliance Representative

Administrators/Faculty/Staff: President Karin Hilgersom, Associate Vice President Elena Bubnova; TMCC Foundation Executive Director Gretchen, Budget Director Fred Egenberger, Finance and Administrative Services Vice President Jim New, Academic Affairs Vice President Marie Murgolo, Liberal Arts Dean Paul Allen, Advising and Access Services Executive Director Natalie Brown, Career Hub Coordinator Marcie Iannacchione, Technical Sciences Barbara Walden, Career Hub Manager Sidney Sullivan, Athletic Director Tina Ruff, Executive Assistant and Recording Secretary Lisa Farmer, and Special Assistant to the President Dana Ryan

Absent: Council members Debra Biersdorff and Sesh Commuri, Ex Officio Member Julie Muhle

2. Public Comment

Chair North called for public comment, there was none. Public comment was closed.

3. Approval of Minutes

a) November 19, 2019

Council Member Reid moved to approve the minutes of November 19, 2019. Council Member Nannini seconded. The motion was **APPROVED** by a vote of 8-0-2. Absent: Biersdorf and Commuri

4. New Schedule

Chair North explained the schedule had to be revised to accommodate the request to reduce meeting length and provide more continuity and connection to the topics and work of the IAC. Vice Chair McCormick moved to approve the revised schedule, Council Member Lokshin seconded the motion. The motion was **APPROVED** by a vote of 8-0-2. Absent: Biersdorf and Commuri

5. President's Update

President Hilgersom welcomed everyone to the newly opened Sports and Fitness Center and the Joe Araybe Gymnasium. She was proud to see the idea generated by the SGA become such a beautiful facility to be used by students, faculty,

staff, and the community. Over 400 students had already signed up for gym memberships, which was free to all students. Faculty, staff, and community members can obtain memberships for a small monthly fee.

a) EastView Update

The Foundation is in the process of interviewing consultants to conduct a feasibility study for a major gift campaign to support the project. The plans are nearly final and will be brought to a subsequent meeting.

b) Legislative Priorities

Dr. Hilgersom reviewed the legislative priorities as submitted to NSHE and the Board of Regents (Attachment A). Capital projects include a request for planning dollars for a shared science building with the Desert Research Institute (DRI). TMCC is also requesting funds for several deferred maintenance projects.

In light of recent initiatives from NSHE, TMCC will be requesting additional funds for mandatory advising, co-requisite model changes, and increasing dual credit efforts. Other new requests would be for dual enrollment tuition assistance and enhancements for health career programs vital to maintaining these high-cost courses. Dr. Hilgersom said funding for summer workforce development courses would be nice as well, but at this point additional funds for health career programs are vital.

Vice Chair McCormick asked about a potential training facility at the Tahoe-Reno Industrial Center (TRI). President Hilgersom said TMCC would need \$500,000 for startup costs for a training facility at TRI. TMCC will need assistance raising those funds, once the weighted student credit hours (WSCH) revenue for CTE courses is in place for a couple of years, TMCC may be looking to additional resources at the potential site.

SGA President Alexandra Patri asked how much the new shared building would cost students? President Hilgersom replied the intent is to have the State fund the project so that the cost would not be put upon students.

Chair North asked if the businesses at TRI would provide support for the training center. President Hilgersom said discussions have been taking place regarding funding or in-kind support.

6. Update

6a. Vice Chancellor of Community Colleges Update

Assistant Vice Chancellor Caleb Cage brief overview of three initiatives:

- 1) Joint meetings for the IAC Chairs are starting up again. These are meant to close any gaps between the IACs statewide and between the IAC Chairs and NSHE. The first meeting will be between the Chairs, the Chancellor, and Vice Chancellor of Community Colleges, the second meeting will be with members of the Board of Regents.
- 2) As stated a dual enrollment budget request is being sent forward as a primary focus for the NSHE biannual budget with a focus on Career Technical Education (CTE). This is a priority at the System level and in the Governor's office.
- 3) NSHE was also working on a Workforce Development Education Initiative focusing on three major areas: educators, nursing, and emerging technologies.

6b. Faculty Senate

Anne Flesher, Faculty Senate Chair, relayed the Senate was working on an anti-bullying policy. This was a national topic and TMCC was seeing a need for a written policy on campus as the current policy was not covering areas that needed to be included. These instances included sticker incidents, use of email for intimidation, and dissemination of flyers and propaganda by outside entities.

6c. Classified Council

Classified Council President Julia Bledsoe provided a written update (Attachment B), there were no questions.

6d. Student Government Association

Student Government President Alexandra Patri shared recent SGA activities. She reported on a recent workshop that she participated in related to Open Educational Resources (OER). This was a priority for Alexandra and the SGA as the savings to students is enormous. Online and shared resources would significantly cut costs for students. President Hilgersom added that OER is on the list of TMCC priorities and is proud that SGA is working on those initiatives.

7. Presentation & Discussion: TMCC Strategic Initiatives

President Hilgersom shared a document (Attachment C) of TMCC priorities. This was the summary of several workshops with administration, managers and was discussed with at the Spring Kick-Off event with all faculty and staff. Attached the priorities one sheet was a summary of what each TMCC Division doing to promote those initiatives. Each Vice President briefly reviewed their summary document.

Chair North said since dual enrollment is on TMCC's priorities list and NSHE's priority list, TMCC should earmark it for the IAC to help advance the initiative and bring engagement to the community for additional support. Discussion followed regarding dual enrollment and the number of high school students participating from the Washoe County schools. It was noted that some private schools not in WCSD are also provided with dual credit opportunities.

Faculty Senate Chair Anne Flesher said she'd like to see type of program boost Full-Time Equivalency (FTE), not just allow students to take courses to help their transition to other institutions. She asked what the long-range goal of this program was. The concern was that JumpStart students take these courses in high school then matriculate to four-year institutions and don't enroll in TMCC after graduation. Discussion followed regarding obstacles to increased enrollment such as participation from high schools and asking faculty to go to high schools to teach.

President Hilgersom said the overall goal is the raise the level of educational attainment in the State of Nevada. The second goal is to get students started in hopes that they enroll at TMCC and the third goal is to provide students an opportunity to save money while they attend some type of institution of higher education. President Hilgersom understands the faculty's concern of having enough faculty to employ at the high schools. There are several instructional positions for courses with high dual enrollment where the requirement to teach at a high school was included in the job description.

Chair North thanked staff for their reports, that information will help as the IAC move forward as they go out into the community and help promote these initiatives. Chair North asked the IAC if anything was missing that should be considered. Vice Chair McCormick commented about the importance of incumbent worker training and business outreach. Advances in broader, deeper relationships with businesses will help both the college and business community. This would include offering opportunities for employers to continue training for existing workers.

Council Member Reid said he saw his role as a Council Member representing the business community, was to bring together jobs and what the industry needs and TMCC to provide that needed training. He suggested maybe efforts to better align this goal. He will speak about this to the members of the Logistics Advisory Committee and bring feedback to the Council. He will also continue to reach out and be a bridge between business and the Council.

Chair North heard from both NSHE and TMCC that the dual enrollment focus is a very important initiative, how can business leaders help promote this initiative? If the need is funding, this Council can help with the request for funding for the 20/21 Legislative year. If this is what is needed, guidance as to how this can be a possible initiative for the Council to look at is needed. Another area for the IAC to support would be looking at workforce development initiatives, especially in nursing and healthcare trends. Chair North was seeing a lot of capital needs. Having experience working at the college and with other agencies, it was her experience that the Legislature is not high on supporting maintenance. However, the new projects may be able to gain support, she encouraged President Hilgersom to reach out to the Council and their businesses for help in promoting funding. Chair North will be contacting her representatives and having conversations as we move forward.

President Hilgersom said TMCC's legislative priorities go before the Board of Regents (BOR) in March. It will to the BOR to set the priorities for NSHE as a whole. It's an important role of the IAC is to hopefully advocate for TMCC to the BOR for support. She encouraged communications with the Regents. Regent Del Carlo appreciated the information and said the Regents were often in a difficult position deciding on which needs to meet for all the institutions. The institutions have to be clear on what's a "need" and what's a "want" and the priority of their requests. and hope that the message will be relayed back.

Chair North encouraged all to continue to think about the priorities and provide feedback.

8. Discussion & Possible Action Regarding Membership of the TMCC IAC

Chair North wanted to thank previous Chair and IAC Council Member Collie Hutter for her time on the Council. After two terms, Council Member Hutter was stepping down but would still be involved as an advisor. Council Member Biersdorf has agreed to continue as the representative of the WCSD. Council Member Ascuaga will not be continuing, Chair North thanked her for her two terms and her dedication and time. This position could be filled with someone from hospitality, to bring new ideas, fresh perspectives, and new enthusiasm. Chair North opened discussion to offer suggestions as to what industries are not being represented, are there specific gaps in representation?

Vice Chair McCormick suggested a representative of cybersecurity, software, IT, and/or big data industry. Council Member Reid suggested a member of the Chamber of Commerce to assist with legislative efforts. Discussion about Chamber involvement and participation from smaller Hospitality and Tourism businesses followed. Assistant Vice Chancellor Caleb Cage suggested the Nevada Industry of Excellence (NVIE) organization.

Discussion followed regarding the possible formation of a nomination committee to forward names and vet potential candidates. It was decided it was easier to submit names to the Chair and President and they will reach out to potential nominees. President Hilgersom expressed concern about diversity to reflect the community and suggested the Council identify individuals with that in mind. Discussion followed regarding the nomination process. Nominations are sent to the Chancellor via the President, with the consent of the IAC Chair.

9. Presentation and Discussion: Progress of Bachelor's Degree Programs

President Hilgersom referenced the documents submitted by Vice President of Academic Affairs Marie Murgolo (Attachment D). It was difficult to project enrollments at this time, by the time TMCC received approval of the programs, enrollments would be easier to define.

SGA President Alexandra Patri asked if more bachelor's degrees would result in more the price increases for students. President Hilgersom explained that upper-division tuition is higher and varies based on the program. TMCC was focused more on applied bachelor's degrees, as there was no appetite to duplicate what UNR is doing unless it fills a gap needed in the workforce.

President Hilgersom relayed that TMCC was running into issues with the Bachelor's of Science in Nursing. TMCC currently offers an Associates's Degree in Nursing (ADN) that allows students to sit for the RN licensure exam. Through TMCC's

community partnerships with healthcare providers, it was noted that there is a dire shortage of ADN, bedside level nurses. The issue for TMCC is that the cost of educating nurses is not fully covered by state funding or tuition when added together. Many of the large class size programs subsidize Nursing and other health career programs. It's a balance. TMCC can no longer keep that balance if the college is expected to add more ADN spots. About a year ago, CSN was approved to offer an RN to BSN. TMCC is looking to do the same as existing faculty are already qualified to teach at the BSN level. Many TMCC ADN students are not going to UNR, they are going out of state, to private colleges, or enrolling in online programs. Nursing faculty were asked to reach out to former ADN students and see if they would like to continue online to receive their BSN. The response was overwhelmingly positive. The revenue generated from an online cohort of 60 BSN students, will allow 32 new spots in the existing ADN program. This is a win-win as it allows us to better meet the need of the community while also upskilling existing grads.

Council Member Brown appreciated the comments. With a new free-standing hospital opening in the area, it is getting harder to find nurses. A lot of area nurses are traveling nurses, they are not invested in our community. She was aware of a new private nursing school and the cost of tuition was exorbitant. She thought the ADN to BSN addition was a great opportunity to fill the need.

Chair North added that while attending another meeting, there was significant discussion about the lack of available nurses, doctors, and other healthcare employees. The businesses are going out of state to recruit from other schools, and a large number of students are going out of state. This is a critical service and the new program would be a way to provide local nurses.

Council Member Lokshin asked what the obstacles would be. President Hilgersom said since the universities have developed online programs, this addition is seen as competition. Their models are open access, good for people that have been RNs for awhile. TMCC is using a cohort model and will be trying to recruit from TMCC grads and current students. There will be a physical location that students are familiar and comfortable in the existing environment. Dr. Hilgersom added that if approved in June, TMCC won't see the revenues for approximately three years.

Vice-Chair McCormick said at a recent meeting the need was described as "couldn't be more urgent, with catastrophic consequences" the percentage of traveling nurses is over 65% at Renown, opening access to additional opportunities shouldn't be seen as a negative, as it opens the doorway for additional healthcare providers.

NFA Representative and Dental Assisting Program Coordinator Julie Muhle shared that TMCC was now offering a Bachelor of Applied Science (BAS) in Career and Technical Education (CTE). This program was fully online, was two years focused on training and development. The model was being used to educate CTE instructors who may need additional credentials. TMCC was the only school in the country to offer this degree program.

10. New Business

Vice-Chair McCormick suggested a presentation by the Office of Workforce Innovation (OWINN) to better understand the office's role regarding workforce development.

SGA President Alexandra Patri offered to provide more information on OER.

More discussion was needed on Membership and TMCC Legislative Initiatives.

11. Take-Aways

Classified Council President Julia Bledsoe thanked the Council for being so considerate about having a diverse committee.

Faculty Senate Chair Anne Flesher appreciated comments in terms of thinking about diversity and membership, being aware of who would best represent the college. She asked if there was any update on the changes to the IAC charge discussed at the last meeting. Nothing had been heard as of the meeting date, follow up would be done with NSHE.

Council Member John Thurman said TMCC at the end of the day is a business. He enjoyed the conversations and initiatives but was still struggling with ways to address the workforce in general, many of the IAC discussions centered around preparing people to enter the workforce. He would like to engage in more discussions about those already employed and finding ways for those employees to be productive and effective in order to make a livable wage. This group is a large contributor to the economy in general.

Council Member Brown was very excited to learn about the BSN program. She appreciated the diversity discussion. New regulations for hospitals from OSHA were being disseminated, that was an area for future training of existing employees.

Council Member Nannini congratulated SGA President Patri for her presentation at a conference, it such a cool opportunity. He loved the OER discussion.

Vice Chair McCormick appreciated the perspective of members on the IAC. Employee retention is important and should be reinforced. Often people leave because they are bored, or the lack of opportunity. Providing training opportunities to staff and leadership especially in this very competitive environment is important.

Council Member Reid appreciated getting to know the strategic initiatives, particularly engaging students regarding “healthy” programs and initiatives. He was part of the Washoe Public Health, Healthy Washoe pilot program, it might be something to consider for TMCC.

Council Member John Madole said TMCC is already doing a lot in the construction industry, but there was more to be done. He understands resources are scarce, but there are opportunities out there.

Council Member Lokshin was interested in the strategic initiatives, dual enrollment, and advising. She was interested in the statistics related to current numbers and what’s needed in advising.

Regent Del Carlo said although she is not on the committee reviewing TMCC’s BSN proposal, it’s really helpful when you provide public comment. It is an important component to make sure you have some really great public comment to help the Regents understand the request and need.

Assistant Vice Chancellor Cage was appreciative of the RN to BSN conversation. It was the first time he heard the argument in its entirety, it fits in with other initiatives. He’s interested in building on those opportunities.

SGA President Patri was grateful for the opportunity to represent students and was grateful for the answers related to possible cost increases. It was very important for her to understand fee structures so other students can understand too.

NFA Representative Julie Muhle was interested in learning more about the advising model initiative.

12. Public Comment

Chair North opened the floor to public comment. There was none.

13. Adjourn

Chair North thanked all for attending and looking at initiatives where they can be the most impactful. The meeting adjourned at 11:17am.

Approved on September 25, 2020 by a vote of 6-0-3 Council Members Biersdorff, Nannini, Brown absent.