

BLUEFIELD STATE COLLEGE
BOARD OF GOVERNORS
April 16, 2015

MINUTES

Members Present: Mr. Norris Kantor, Mr. Roger Topping, Ms. Anne Lantry, Mr. Harold Wells, Mr. Daniel Frost, Ms. Dakota Dotson, Dr. Norman Mirsky, Mr. Larry Ratliff, Mr. Robert Perkinson, Jr., Mr. Garry Moore, Ms. Lois Manns (via conf. call)

President's Staff/Guests: Dr. Marsha Krotseng, Dr. Jo-Ann Robinson, Mr. Jim Nelson, Dr. Zak Hossain, Ms. Shelia Johnson, Dr. Tracey Anderson, Mr. Terry Brown, Mr. Tom Cook, Ms. Betty Carroll, Ms. Jonette Aughenbaugh, Ms. Anita Barilla, Coach J.J. Oliver and Coach White and the BSC Lady Blues Basketball team, Mr. James Palmer, Classified Staff, Faculty members (please see sign-in sheets attached)

Welcome and Call to Order – Chairman Roger Topping

Chairman Topping called the meeting to order at 6:45 p.m. in the Othello Harris-Jefferson Student Center Hebert Gallery and welcomed everyone to the meeting. Ms. Barilla called the roll to determine a quorum for the meeting.

Resolution Honoring the Lady Blues

Chairman Topping read the Resolution honoring the Lady Blues and coaches for their second season of winning the ECAC Division II Women's Basketball Championship. (Resolution attached). President Krotseng presented each member with a copy of the Resolution.

Chair's Remarks – Chairman Roger Topping

Mr. Topping spoke about several positive events happening on campus in the last few weeks including a visit from Congressman Evan Jenkins and articles in the *Daily Telegraph* concerning events on campus.

President's Report – Dr. Marsha Krotseng

Dr. Krotseng reviewed several important events that have taken place in the last few weeks:

- Honor Society Inductions
- Academic Capstone project presentations
- Two major conferences:
 - o Regional Technology Conference – organized by Ms. Audrey Biggs and Ms. Nancy Adam-Turner
 - o Southern Technical Conference – inaugural event for School of Engineering Technology and Computer Science for Civil Engineers. Sponsored in association with the State's Division of Highways.
- Ms. Dreama Denver will be serving as Commencement speaker on May 16, 2015.
- Honored to host U.S. Congressman Jenkins and WV Senate President Cole and Mr. Todd Gunter representing U.S. Senator Capito's office. Visits such as these

- give BSC an opportunity to highlight what's happening on campus. Students and faculty did an extraordinary job of showcasing projects in the research labs.
- The Facilities Master Plan was approved by HEPC in March which is the first step in the beginning of making the Master Plan dreams work. Dr. Krotseng reported that a funding plan will be created.
 - Have had several collaborative agreements signed:
 - o Mercer County Technical Education Center – highlights the School of Education and enables students from Mercer Co. Tech. who have education background in preparation to enter Bluefield State with up to seven credits of college credit.
 - o MOU signed with WV School of Osteopathic Medicine in Lewisburg. The agreement permits BSC Nursing and Rad Tech students to go to the WVSOM in order to participate in simulation exercises of real life situations side by side with the second year medical students.
 - Home Depot Retool Your School ends on April 20, and Dr. Krotseng encouraged everyone to vote for BSC to help the institution get one of the Home Depot grants for campus beautification.
 - Go for Graduation Scholarships – aimed at students in that are in their final two semesters who need just a little additional financing to complete their education. Challenge to the campus is to raise \$15,000; it will be matched by \$12,000. Currently the Challenge needs about \$3,600 before May 16.

Approval of Minutes of February 19, 2015

A motion was made (DFrost/NKantor) to approve the minutes as presented. Motion carried.

Classified Staff Presentation – Ms. Carolyn Kirby

The following is the presentation made to the Board of Governors by Ms. Carolyn Kirby in its entirety:

Ladies and gentlemen of the Board, the Classified Staff at Bluefield State College represent employees from various sectors. We serve as Supervisors, Directors, and Managers, of Departments, we are professionals who are highly trained to provide numerous services to the students of Bluefield State College that help them meet all their needs while attending our historic institution from the point of admissions, to maintaining the buildings and grounds, providing a safe environment, academic advising and counseling, extra-curricular activities, financial aid and general assistance in every imaginable area with a combined service of over 1300 years to provide them with a well-rounded college experience.

We have seen in the past two years a sharp decline in enrollment and as many of us are seasoned veterans of this institution, we had hoped to come before you tonight with our concerns as to where the college was headed to deal with the problems associated with that declining enrollment and how we could play a part. Instead, we are now faced with a new challenge.

Four days ago, I would have never imagined that my 17 years of work serving the students of Bluefield State College and representing my colleagues behind me could have

ever been summed up as a "bitch session" by a "mob" that somehow needed to be "handled". But, that is indeed how Mr. Topping in an email to Dr. Krotseng and Mr. Perkinson and myself summed up the eleven topics I came to share with you tonight. Eleven topics that were brought to me by individuals standing behind me who have a wealth of knowledge, expertise, and by very nature of their years of service and dependent upon their livelihood have every right to bring forth to this leadership especially when an invitation without any guidelines was extended to us. Afterall, who better to address concerns about:

- I. Enrollment due to the fact that we have a wealth of experience on this staff that understands our student population and enrollment trends
- II. Budget because we have major concerns especially when we are faced with Title III renewal and the long term impact that has on the institution should we lose any funding at all
- III. Delay in critical positions being filled that have an impact on the way we are able to conduct business on a daily basis and maintain a safe work environment.
- IV. Potential layoffs when we are concerned and simply want transparency and honest communication because we have in recent years experienced the devastating impact of bumping and would like to be better prepared not only from the immediate impact of an employee being effected but how the domino repercussions effect departments.
- V. Employee Morale and thanks to recent comments ...well you can only imagine where that is
- VI. Job Productivity with less staff and no compensation and the feeling that our contributions do not matter and the endless amount of hours on committees with no plans implemented. We are simply failing to produce any visible progress in our strategic goals as mandated by HEPC.
- VII. Implementation of said Plans and Timeframe and the impact that it has on us being able to move forward on doing the work of fulfilling the mission of the institution that clearly lacks direction because a goal without a plan is simply a dream.
- VIII. Retention Issues with our current housing situation, our class schedule, program offerings, and getting a real understanding of why our students are leaving which is our # 1 problem and yet little has been done to find out why
- IX. Bluefield State College Vision many of us feel we no longer know what the vision of this institution is and how it relates to the mission of the college. Are we still seeking university status, are we focusing on developing an online college, a residential college, a commuter college?
- X. The Master Plan (We simply want to know if the Master Plan is a SMART Goal, Is it Specific, Measurable, Attainable, **Realistic**, Timely) given our current state of declining enrollment.
- XI. What are BSC Priorities? There are things that can be fixed and we want our collective knowledge, experience, and contributions to be valued, appreciated and heard and utilized so that we can fix immediate problems that will improve our retention.

Tonight I stand before you as Classified Chair of Bluefield State College representing 90 hardworking, dedicated, devoted and loyal classified employees with over 1300 years of combined service to Bluefield State and its mission. Tonight I stand before you as an invited guest of Dr. Marsha Krotseng representing those 90 employees to share with you our concerns and offer our experience, knowledge, and more importantly our devotion to the students and the institution to help find solutions to the serious issues before us in what we intended as Mr. Ratliff stated in his email ensure the success of BSC. Instead, sweeping judgements were made by the Board Chair about our intentions for presenting tonight.

Tonight I stand before you representing 90 loyal classified employees with over 1300 years of combined service to this institution who have been completely demoralized, degraded, and deflated because of one email and the very clear message we received from it. That message re-iterated what we have felt for quite some time. Our loyal service devotion, and dedication, our time spent helping students stay in school and graduate, our knowledge of the region and culture we serve, our years of educational and professional development to Make Education Possible means little to this board or this administration. It is more important to the members of the Board and to the administration to stand up for Mr. Topping and expect us to accept an apology because it was an unfortunate comment, as Mr. Ratliff stated in an earlier email today. As a professional trained in observing human behavior, I believe the only mistake Mr. Topping made was hitting reply all and that his unfortunate comment truly reflects his feelings about the employees at Bluefield State College. Mr. Ratliff in his defense of Mr. Topping also stated that he was confident Mr. Topping would continue to put every ounce of effort he could muster into representing the institution that we all have such a vested interest in. My question to you all is why were our concerns not viewed as a vested interest but rather a "bitch session"? On behalf of the classified staff who have elected me to represent them, that is not only insulting but it clearly demonstrates exactly where the breakdown and internal strife as Mr. Ratliff pointed out in his email rests, not on the employees, but on the leadership.

Your actions Mr. Topping and Dr. Krotseng's silence speaks volumes regarding your opinions about how we are viewed.

I have addressed bullying at an internal level and now it goes to the very top. The Classified Staff Council are men and women strongly committed to the students of Bluefield State College and our allegiance lies with them. We believe in the mission of this institution and for many of us it is the very reason why we chose to work at Bluefield State College. I am very pleased to discover in my recent correspondence with Chancellor Hill that he appreciates the work we do to help our students succeed.

I will close by saying trust is like a water glass once broken, it can be glued back together, but no one wants to drink from it again. Now, I don't know how many of you share Mr. Topping's sentiments, he felt comfortable to include Mr. Perkinson in his email to Dr. Krotseng. But I speak candidly for classified staff when I say sitting at the table in front of me are a number of broken glasses.

Our leadership is severely lacking and we publicly state that we no longer have faith in the Board's leadership nor the leadership of the institution. My babysitter used to tell my kids when they had said or done something wrong, "Sometimes 'sorry' doesn't cut it!" That sentiment applies to "adults" as well, when it is apparent that apology comes from a point of being caught and not of sincerity. In addition, when employees are criticized and devalued, one would expect their supervisor to extend an olive branch of support. And as the recipient of the email in question, I have had no such gesture extended to me.

Our goal is to see that appropriate action be taken to restore the faith and goodwill of the employees of Bluefield State College. In the spirit of Making Education Possible and in accordance to WV State Code and the Classified Staff Constitution, the Board of Governors is required to meet with the Classified Staff Annually. I invite Board Members who truly appreciate the work and contributions of classified staff to join us on Tuesday, JUNE 2, at 11 AM for an all classified meeting. As you know my email is quite easy to find.

A motion was made (DFrost/RTopping) to include all comments made by Ms. Kirby into the minutes of the meeting. Motion carried.

Student Recruitment and Retention Activities Reports – Dr. Zak Hossain and Dr. Jo-Ann Robinson

Dr. Hossain highlighted some of the retention efforts currently in progress, such as offering classes in the area high schools for college credit, signing MOUs with Taiwan and Liberian institutions and with the WV School of Osteopathic Medicine in Lewisburg, WV.

Dr. Robinson distributed the current Application Report and discussed the information. She reported that recruiters are visiting area high schools and registering students. With the help of Alumni, awareness of the programs at Bluefield State has reached students in Pittsburgh, Tampa, Charlotte, Raleigh, Atlanta, Detroit, Dallas, and Cleveland resulting in student interest in BSC programs. Mr. Kenny Mandeville and Dr. Sarita Rhonemus discussed efforts made in the area high schools to recruit and the current school tours over the last several weeks from local middle schools. Discussion followed.

Financial Report and Update – Ms. Shelia Johnson

Ms. Johnson called the Board's attention to the Financial Report received prior to the meeting and she reviewed the information. Discussion followed.

Approval of Tuition and Fees – Ms. Shelia Johnson

Ms. Johnson discussed the information on Tuition and Fees received prior to the meeting and asked for approval as presented. A motion was made (NMirsky/DFrost) to approve Tuition and Fees as proposed. Motion carried.

Policy 58: WV Freedom of Information Act Requests – Ms. Jonette Aughenbaugh

Ms. Aughenbaugh discussed the change in WV Code making it necessary to bring Policy 58 back to the Board with revisions. A motion was made (DFrost/ALantry) that

Policy 58 be approved for 30-day comment and that if no substantial comments are received the Policy is automatically approved. Motion carried.

Policy 11: Awarding of Undergraduate and Graduate Fee Waivers – Dr. Tracey Anderson

Dr. Anderson presented Policy 11 and discussed changes for Veterans and asked for approval for a 30-day comment with the understanding that if no substantive comments are received the policy will be automatically approved. A motion was made (NKantor/ALantry) to approve Policy 11 as requested. Motion carried.

Participation in AGB's *Strengthening HBCU Governance and Leadership* – Dr. Marsha Krotseng

Dr. Krotseng discussed the material received in the Board packet on the Association of Governing Boards of Universities and Colleges (AGB) to take part in the *Initiative for Strengthening HBCU Governance and Leadership* and asked for approval of the Resolution for participation. A motion was made (NKantor/DFrost) to approve the agreement. Motion carried.

Update on NCAA Compliance Rules – Mr. Terry Brown

Mr. Brown distributed a BSC Compliance brochure for information and education on NCAA Guidelines for student athletes to keep individuals from putting the institution at risk of violating NCAA Rules. Discussion followed.

Progress Report on Strategic Plan: *Integrated Plan for Student Success* – Dr. Tracey Anderson

Dr. Anderson discussed the Strategic Plan and the progress made in each area to achieve the goals specified in the Plan.

Consent Agenda

A motion was made (DFrost/NKantor) to approve the reports in the Consent Agenda. Motion carried. The Consent Agenda consisted of the following reports:

- Academic Affairs Update
- Student Affairs and Enrollment Management
- Institutional and Media Relations
- Equity, Diversity, and Inclusion
- Information Technology

Other

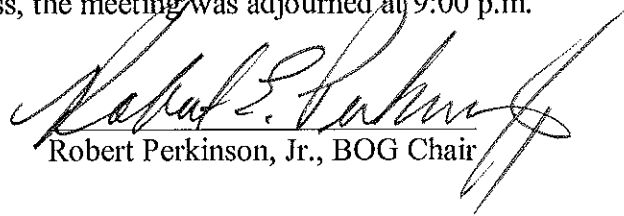
Mr. James Palmer, former Board of Governors member and BSC graduate, spoke concerning the comments in the presentation by Ms. Carolyn Kirby and stressed the need for the Board to address the issues and resolve the tension and bring unity back to the institution. Discussion followed. The Board decided to schedule a special BOG/Classified Staff meeting on April 29 or May 1 at 5:00 p.m. if agreeable with Ms. Kirby and the Classified Council. A motion was made, (LRatliff/ALantry) to present a formal Resolution to the Classified Staff disavowing the comments and confirming the Board of

Governors' commitment to work with the Classified Staff to insure the success of Bluefield State College. Motion carried with Mr. Frost abstaining from the vote.

A motion was made (NKantor/DFrost) to schedule a Special BOG meeting with Classified Staff on April 29 or May 1 at 5:00 p.m. Motion carried.

With no further business to discuss, the meeting was adjourned at 9:00 p.m.

Respectfully submitted,
Anita Barilla



Robert Perkinson, Jr., BOG Chair

Bluefield State College Board of Governors

Resolution

- Whereas,* the Bluefield State College Lady Blues women's basketball team experienced a remarkable regular season with a 21-7 record, and
- Whereas,* the Lady Blues achieved the best overall record in the program's NCAA Division II history, and
- Whereas,* the Lady Blues won the Eastern College Athletic Conference postseason tournament semifinal game over Le Moyne College, advancing to the ECAC final round, and
- Whereas,* the Lady Blues won the ECAC Division II Women's Basketball Championship by defeating Lincoln University 72-70 in a thrilling championship game, and
- Whereas,* the Lady Blues have achieved the distinction of being the ECAC Division II Women's Basketball Champions for the second consecutive year, and
- Whereas,* the Lady Blues defeated NCAA Division I opponent North Carolina Central University for the second straight season, and
- Whereas,* the Lady Blues have won 35 of their last 43 games over the past two seasons, and
- Whereas,* the Lady Blues have distinguished themselves as inspiring ambassadors for BSC on the court, in the classroom, and through their volunteerism on campus and in the community;

Now therefore be it resolved that, the Bluefield State College Board of Governors salutes each member of the Bluefield State College women's basketball team, Coach Oliver, and Assistant Coach White on their outstanding season and sustained success.

Be it further resolved that, this Resolution be spread upon the permanent minutes of the Board of Governors and that copies be given to Coach Oliver, Assistant Coach White, and each member of the Lady Blues Team.

*Adopted by the Bluefield State College Board of Governors on this sixteenth day of April,
two thousand fifteen.*

Roger Topping, Chair,
Board of Governors



Marsha V. Krotseng, Ed.D.,
President

BLUEFIELD STATE COLLEGE
BOARD OF GOVERNORS
APRIL 16, 2015

PLEASE SIGN IN

Melinda M. Kayland
Susan Struch

Santa A. Phoenemus

Jay Vint
James Kelly

Darlene Huff
Suzanne [unclear]

Sankar R. Jankhadi

Carolyn Jankhadi

Kim Kuhn

Jerry Thompson

Kim Reed

CRAVOR Jacy

