

**Minutes of the Gaston College  
CALLED Board of Trustees Meeting  
Myers Center Multipurpose Auditorium, Section C  
May 3, 2021**

**Members Present:**

Sheriff Alan Cloninger, Secretary  
Mr. John Dancoff, Chair  
Mr. Steve Hall  
Ms. Iris Hopper  
Ms. Resa Hoyle  
Mr. Steve Huffstetler  
Ms. Janie Peak  
Mr. Randy Vinson  
Ms. Najira Davis, SGA President

Dr. John Hauser, President

**Members Absent:**

Ms. Jennifer Davis, Vice Chair  
Mr. Tom Keigher  
Ms. Suzanne Riley  
Mr. Tim Smith  
Ms. Julie Stroupe  
Ms. Natalie Tindol

**Others Present:**

Mr. Pat Boylan, Mr. Sam Buff, Ms. Mary Ellen Dillon, Ms. Guyann Howe, Ms. Lena Thompson; and Mr. Carl Stewart, College Attorney.

**Chair Dancoff called the meeting to order at 3:00 p.m.**

- **Invocation – Mr. Huffstetler**
- **Ethics Awareness and Conflict of Interest Reminder**

Chair Dancoff reminded Trustees of the ethics requirements of public servants and requested they identify any conflicts of interest or appearance of conflicts of interest present. No conflicts were identified.

**A. APPROVAL OF THE AGENDA**

**Chair Dancoff asked if there were any changes, additions, or corrections to the agenda. None were identified.**

**Mr. Hall moved to approve the agenda; Sheriff Cloninger seconded the motion. Chair Dancoff asked if there were any objections to the motion. As there were none, the motion carried.**

## **B. WELCOME**

Chair Dancoff welcomed everyone to the meeting. He relayed to the Trustees that he had met with President Hauser and Gaston College Attorney Carl Stewart to review a document Dr. Hauser had prepared related to Outcomes for FY 2020-2021 and Goals for FY 2021-2022. Dr. Hauser has been at the College for ten months and had prepared this report in anticipation of his Annual President's Evaluation, which would be conducted in the month of May. As President's Priorities/Goals were not set in advance of Dr. Hauser's arrival, Chair Dancoff felt this meeting would be a good time to review this information with all the Trustees to fully understand/review what had been accomplished during the year and formulate with them the direction of the College for next year under Dr. Hauser's direction. Also, as the reporting and evaluation process for the President had not changed in many years, this was an opportunity for Dr. Hauser to discuss with the Trustees their preferences regarding that process.

Chair Dancoff then welcomed Dr. Hauser to address the Trustees.

## **C. PRESENTATION**

Dr. Hauser had prepared his report as he felt that whether it was himself or another person in the role of President, they needed to be accountable to the Board with measurable goals and objectives. He referred the Trustees to the document in their packet, which represented his Annual Performance Goals and Measurable Outcomes since June 2020. His presentation would review with the Trustees seven areas on which he had focused during the last ten months and proposed to focus on in FY 2021-2022 and beyond: Student Interest and Access; Pathways for Student Progress and Success, Economic and Workforce Development, College Effectiveness, College Relations (Internal and External), College External/Supplemental Funding (Capital Campaign, Grants, Etc.), and Other Notable Projects and Initiatives.

### **1. Students Interest and Access**

**Goal 1.1** Increase the percentage of Gaston and Lincoln High School graduates attending Gaston College.

Dr. Hauser presented a chart that listed the number of graduates from each of the high schools in Gaston and Lincoln counties and the percentage of those graduates that enroll in Gaston College. If that percentage could grow 2-5 percent each year, that would impact the College significantly. His goal is to establish a pattern of growth over several years. To do that a process would be set where the College works with the high schools and the lower grades, K-5 and 6-8, and increases its marketing presence. To do that, more College tours and sessions for parents will be planned where Gaston College's high academic standards are reflected and the educational savings highlighted if their sons or daughters attend the College. As for the lower grades, an informational campaign will get the College's message to parents. Studies have shown that in those lower grades, parents are still looking in their children's bookbags.

Discussion followed and the trustees brought forward several ideas for Dr. Hauser's consideration in this effort.

**Goal 1.2** Increase access in Lincoln County for curriculum, continuing education, and basic skills programs.

It is Dr. Hauser's belief that a stronger Gaston College presence in Lincoln County could address student's educational and employer's hiring needs. Some changes have already taken place, but additional changes are planned. His goal is to increase course offerings at the Lincoln Campus significantly, which would be reflected in curriculum, continuing education, and basic skills course offerings. Dr. Hauser has met with LEDA, the Industrial Manager's Association, Lincoln County school administrators, and other County officials to obtain a more in-depth view of what is needed. He noted that local industrial and manufacturing companies are concerned about finding trained recruits for retiring employees. Gaston College wants to be a part of providing that talent pipeline.

A recent report/survey on Lincoln County's employment needs was provided to the Trustees. Dr. Hauser's goal is to address the areas identified in the survey by the County's employers. He also provided in his report the program areas in curriculum, Economic and Workforce Development/continuing education, and basic skills proposed to be added to the Lincoln Campus to address those needs.

**Goal 1.3** Increase access at Kimbrell Campus for focused and targeted Textile Technology, Fiber Innovation, and Advanced Materials curriculum and continuing education programs.

Building the Fiber Innovation Center will impact the Kimbrell Campus significantly. It will be the only facility in North America open to industry that will house the entire range of advanced fiber development capabilities able to support the industry with scalability where a scientist can start with an idea, move to small-scale trials, and work up to a commercially viable product ready for production. Programs and services offered will become the focal point for our region and state as high-quality training, degree programs, workforce development programs, apprenticeships, and a textile academy will be available. Dr. Hauser highlighted the funding sources for the Center that have already conveyed funding for this project and others that have or will be approached. Endeavors in that area will continue.

**Goal 1.4** Implement and Develop Intercollegiate Athletics

Gaston College intends to implement five intercollegiate athletic programs (Men's Basketball, Men's Baseball, Women's Softball, Women's Beach Volleyball and Esports). An Athletic Director, an Associate Athletic Director/Basketball Coach, and Baseball Coaches have been hired. Interviews for a Softball Coach are underway and interviews for Beach Volleyball and Esports coaches are planned for the Summer. Partnerships for sports practicing venues and playing venues are being finalized. The Trustees discussed housing opportunities and possibilities.

## **2. Pathways for Student Progress and Success**

**Goal 2.1** Increase the number of Career and College Promise Pathways for high school students at each of the Gaston and Lincoln County Public Schools.

Dr. Hauser had prepared high school charts displaying specific program pathways students could follow that would lead them to Gaston College and beyond. Making sure parents know about these pathways and the tuition savings if their children follow the pathways to Gaston College will be a priority.

A request was made to add programs/pathways for future police officers, such as Criminal Justice or Public Safety Administration, as there is a dire need in many local areas. Dr. Hauser will address this issue with other county administrators and officials and work for a solution.

### **3. Economic and Workforce Development**

**Goal 3.1** Develop educational pipeline to prepare a workforce to meet current and future needs of employers.

Dr. Hauser noted the current Apprenticeship 321 programs, his goal to develop other apprenticeships, and also industry specific academies to meet the demands of Gaston and Lincoln counties' employers. His report also noted the number of graduates, current apprentices in the programs, the number of partner companies, and approved pathways students could select. Dr. Hauser was proud to state that Gaston College was voted the #1 NCCCS Apprenticeship Partner in 2021 by the NCCCS.

**Goal 3.2** Collaborate with Gaston and Lincoln County Economic Development to expand existing industry and to recruit new industry to Gaston and Lincoln counties.

Dr. Hauser will continue to work with both counties in this effort. Gaston Economic Development is currently opening Applecreek, which is on the back side of the Gastonia Technology Park and has 500 slots to fill. There is a lot of work to be done to bring new industrial and manufacturing entities to our service region.

### **4. College Effectiveness**

**Goal 4.1** Advance the College's organizational effectiveness, operations, and decision-making to support a cohesive community driven college.

Dr. Hauser highlighted several organizational endeavors completed in 2020-2021 and detailed how going forward he will continue to monitor the College's fiscal management and provide open communication with the Board, administration, and faculty and staff.

**Goal 4.2** Ensure the College's accreditation process for 2022 in accordance to SASCOS reaffirmation process.

The College had submitted its SACSCOC Compliance Document in February and in March was notified of only six areas of non-compliance, which will be addressed as further documentation will be supplied to satisfy those concerns. Dr. Hauser noted when the SACSCOC Off-site Review would take place and when the QEP document would be due. Final review by SACSCOC and Reaffirmation would take place in June 2022. Gaston College's Accreditation team is in place to handle all the SACSCOC reaffirmation details.

## 5. College Relations (Internal and External)

**Goal 5.1** Communicate with all constituent groups of the College including working effectively with student leaders.

Due to COVID-19 protocols in FY 2020-21, some communication/meetings in which Dr. Hauser wanted to participate needed to be postponed. Moving forward, he would like to attend SGA meetings with the students and have informal gatherings with faculty and staff. Last year, most communication was done via email, and that sort of communication will continue, but it is hoped in-person gatherings will be re-started.

Dr. Hauser also noted he has been in contact regularly with the College's legislative delegation, working with them to find funding for salary increases for the staff and support for the College's academic and economic development programs and projects.

Overall, going forward he intends to keep the lines of communication wide open.

**Goal 5.2** Serve on Chamber Board of Directors, Economic Development Commission Board of Directors, Gaston County Schools Business Advisory Committee, Gaston College Foundation Board of Directors and other notable local, regional, and statewide boards (NCCCS President's Association, etc.)

The Board was pleased Dr. Hauser has gotten involved with many of the local civic, economic development, and educational boards; however, they expressed concern he may overextend himself. Dr. Hauser thanked them for their concern but assured them that many of the Boards meet quarterly and with the reorganization he had just put in place, Dr. Dellinger will be able to attend some of the meetings for him and report back. He has declined to participate on other Boards as he, too, knows the value of downtime to recharge.

**Goal 5.3** Communicate with Gaston and Lincoln County Board of Commissioners and Manager's to ensure ongoing financial support.

Dr. Hauser reported he has met with Lincoln County Manager Kelly Atkins and Gaston County Manager Dr. Kim Gold to discuss particulars related to their respective budgets related to Gaston College. He will continue to maintain that relationship of open communication, and he will gladly provide them any requested information or presentations they see as warranted.

## 6. College External Funding (Capital Campaign, Grants, Etc.)

**Goal 6.1** Seek and secure funding to meet the Capital goals of the College. Seek external funding to support equipment, facilities, professional development, and other institutional support.

Dr. Hauser's report noted the funding (\$8.5 million) that had come to Gaston College in FY 2020-2021. He had also listed the various proposed areas of income. Work will continue in those endeavors over FY 2021-2022.

## 7. Other Notable Projects and Initiatives

In this area, Dr. Hauser had listed several areas throughout FY 2020-2021 where great strides had taken place within Gaston College. He will continue to work on behalf of the Trustees, faculty, staff, and students in the coming year.

Dr. Hauser inquired of the Trustees if his listed goals/areas of focus for FY 2021-2022 were in the direction they wanted Gaston College to move toward. They replied the direction was good, and they expressed support for the goals brought forward.

Dr. Hauser would send a copy of the Annual Performance Goals and Measurable Outcomes document to the Trustees when the President's Evaluation Survey questionnaire is sent to them. Chair Dancoff added that the Trustees' feedback was welcome as they completed the survey as were any suggestions they might have.

## D. AJOURNMENT

Ms. Janie Peak relayed that when Dr. Hauser had first arrived at Gaston College a Welcome Dinner was not recommended due to COVID-19 safety protocols. She inquired if the Board was now ready to go ahead with hosting such an event. The event could be a Welcome dinner but also a Celebration dinner for the completion of Dr. Hauser's first year. The Trustees replied, yes, they were ready. Ms. Peak inquired as to which dates the Trustees felt would work and June 3 and 17 would be considered. Ms. Peak would contact the Gaston Country Club to see if either date were available. If so, an invitation to the event would be sent out as soon as possible.

Ms. Peak also thanked Gaston College's team that participated in The Pledge to Plunge, which was a fundraiser for the Warlick YMCA. She was glad to see the College's participation, and she noted that it was well-received.

Chair Dancoff thanked the Trustees for their input during the meeting and inquired if there were any further business to come before the Board. As there was not, Chair Dancoff entertained a motion to adjourn the meeting.

**Mr. Vinson moved to adjourn the meeting; Sheriff Cloninger seconded the motion. Chair Dancoff asked if there were any objections to the motion. As there were none, the motion carried.**

The meeting was adjourned at 4:30 p.m.

**Respectfully submitted,**

**Sheriff Alan Cloninger, Secretary**

**Mr. John Dancoff, Chair**

**Mary Ellen Dillon, Recording Secretary**

**(College Seal)**