

**Minutes of the
Gaston College
Board of Trustees Meeting
Myers Center Auditorium, Section C
August 23, 2021**

Members Present: Sheriff Alan Cloninger, Secretary
Mr. John Dancoff, Chair
Ms. Jennifer Davis, Vice Chair
Mr. Jonathan Fletcher
Mr. Steve Hall
Ms. Iris Hopper
Ms. Resa Hoyle
Mr. Steve Huffstetler
Mr. Tom Keigher
Ms. Janie Peak
Mr. Tim Smith
Ms. Julie Stroupe
Mr. Randy Vinson

Dr. John Hauser, President

Members Absent: Ms. Natalie Tindol
Mr. Joseph Wittmer, SGA President

Others Present: Dr. Allison Abernathy, Ms. Shelly Alman, Mr. Todd Baney, Dr. Dewey Dellinger, Ms. Mary Ellen Dillon, Mr. Jason Finger, Mr. Gregory Floyd, Ms. Joyce Floyd, Dr. Samuel Grubbs, Ms. Brandy Guin, Ms. Madeline Hare, Ms. Terri Hare, Ms. Guyann Howe, Ms. Leslie Huss, Ms. Renita Johnson, Ms. Kristin Kelly, Dr. Samantha Kessler, Chief Talmadge McInnis, Ms. Kimberly Miller, Dr. Jennifer Nichols, Ms. Rachel Noreika, Mr. David Nutt, Ms. Julie Ostrowski, Ms. Lani Ries, Mr. Jeffrey Pruett, Dr. Audrey Sherrill, Mr. Greg Smith, Mr. Russell Smyre, Mr. Sid Sowers, Mr. Michael Steuerwald, Mr. Luke Upchurch, Ms. Linda Vespa, Ms. Tanisha Williams, Ms. Carla Williams-Truesdale, Dr. Heather Woodson, Ms. Ashley Wooten; and Mr. Carl Stewart, College Attorney.

Chair Dancoff called the meeting to order at 3:00 p.m. and welcomed everyone to the meeting. A quorum was present for the meeting.

- **Invocation – Mr. Smith**

- **Recognition:**

**Ms. Joyce Floyd, Gaston College Clinical Nursing Instructor
Ms. Madeline Hare, Gaston College Practical Nursing Student**

The Board of Trustees had requested that Ms. Floyd and Ms. Hare attend the Board Meeting as they wanted to recognize both of them for recently saving the life of a worker who was choking at the Olive Garden. Chair Dancoff relayed to the Trustees some background information on both Ms. Floyd and Ms. Hare.

Ms. Joyce Floyd is currently working as a Clinical Nursing Instructor for Gaston College. She graduated from Gaston College's LPN program in 1974 (the college's first LPN class). She earned her Associate Degree in Nursing from Gaston College in 1981 and Bachelors of Science in Nursing from Gardner Webb University in 2007.

Ms. Madeline Hare began the Practical Nursing program in August of 2020 at Gaston College. She successfully completed the program and was pinned recently. She has worked the past year as a Nursing Assistant on a surgical floor at CaroMont Regional Medical Center where she has accepted a job as an LPN.

Ms. Floyd told the Trustees that as was typical at the end of a clinical semester, the nursing group had gotten together for a lunch outing. Ms. Floyd had been called to assist when the employee was choking, but then called on Ms. Hare to assist her. Ms. Hare was able to dislodge the food from the workers throat. It was a huge relief as the gentleman was turning blue.

Ms. Floyd and Ms. Hare were each given a certificate for heroic action under stressful circumstances by President Hauser; Mr. Luke Upchurch, on behalf of the Gaston College Foundation Board, provided Ms. Floyd a letter that stated a scholarship for a deserving LPN student would be set up in her name; and Ms. Janie Peak, on behalf of the CaroMont Foundation Board, let Ms. Hare know she was the first recipient of a CaroMont/Gaston College Foundation Scholarship for a Gaston College student continuing their studies to become a registered nurse. The scholarship will provide funding for up to \$200,000 for Ms. Hare to complete her studies. Ms. Floyd and Ms. Hare were given a standing ovation.

- **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. Vinson moved to approve the agenda; Ms. Peak seconded the motion. The motion carried.

B. APPROVAL OF THE MINUTES FROM THE JUNE 21, 2021, BOARD OF TRUSTEES MEETING.

Chair Dancoff presented the Minutes of the June 21, 2021, Board of Trustees Meeting and asked if there were any additions or corrections. No changes were identified.

Mr. Keigher moved to approve the Minutes of the June 21, 2021, Board of Trustees Meeting; Ms. Hoyle seconded the motion. The motion carried.

C. WELCOME AND INTRODUCTIONS

1. Welcome Guests and Introduce New Employees

Dr. Hauser welcomed everyone to the meeting and recognized Mr. Sid Sowers, Faculty Senate President, and Ms. Tanisha Williams, Staff Senate President.

Dr. Hauser invited Mr. Nutt, Dr. Dellinger, Dr. Sherrill, and Dr. Woodson to introduce the new employees in their divisions:

Mr. Nutt, Athletic Director/Head Coach Men's Basketball introduced:

Mr. Michael Steuerwald, Instructor/Head Coach-Women's Softball

Mr. Jamie Rosser, Student Success and Academic Support Coach/Assistant Coach-Men's Basketball

Ms. Lani Ries, Student Success and Academic-Support Coach/Assistant Coach-Women's Softball

Ms. Rachel Noreika, Head Coach-Women's Beach Volleyball

Dr. Dellinger, Executive Vice President for Academic and Student Affairs introduced:

Dr. Samantha Kessler, Director-Planning, Accreditation and Assessment-Institutional Effectiveness

Dr. Sherrill, Vice President for Student Affairs and Enrollment Management introduced:

Ms. Carla Williams-Truesdale, Student Affairs Specialist-Admissions

Dr. Woodson, Vice President for Academic Affairs introduced:

Dr. Amy Goforth, Clinical Lab and Simulation Educator, 9-Month (Not attending)

Dr. Samuel Grubbs, Instructor-Economics/business, 9-Month

Ms. Brandy Guin, Instructor-Nursing/Lead Clinical Placement, 9-Month

Ms. Leslie Huss, Instructor-Mathematics, 9-Month

Ms. Kristin Kelly, Instructor-Sociology, 9-Month
Dr. Tharmarega Lalithkumar, Instructor-Biology, 9-Month (Not attending)
Ms. Kimberly Miller, Instructor-Sociology, 9-Month
Mr. Jeffery Pruett, Instructor-History, 9-Month
Ms. Ashley Wooten, Instructor-Nurse Aide, 9-Month

2. Introduction of New Board Members

Chair Dancoff welcomed Mr. Jonathan Fletcher to the Board of Trustees; he had been appointed to the Board by the Gaston County Board of Education.

Mr. Jonathan Fletcher

A resident of Gastonia, Mr. Fletcher has a Bachelor of Arts degree in Software and Information Systems (and a minor in history) from UNC Charlotte. Currently, he serves on the Gaston County Animal Care and Enforcement Advisory Board, the Gaston County Industrial Facilities and Pollution Control Financing Authority, and other civic-minded organizations. Previously, he has served on the Gaston County Nursing Home Community Advisory Committee and worked at the Gaston County Public Library. Since 2014, Mr. Fletcher has been a member of the Board of Directors for Northlake Assembly of God in Charlotte, where he works as Technical Director. Currently, he is the Regional Manager for Associated Equipment Distributors, an international trade association for heavy equipment dealers.

Mr. Joseph Wittmer

Mr. Wittmer did not attend; he will be introduced at the next Board of Trustees Meeting.

D. PRESIDENT'S REPORT

Dr. Hauser's activities, since the June 21, 2021, Board of Trustees meeting were provided in the Board packet. Also, in the Board packet were reports from the Executive Vice President for Academic and Student Affairs and Vice Presidents/Administrators for Administrative Services; Economic and Workforce Development; Finance, Operations, and Facilities; the Foundation; and the Textile Technology Center.

Lincoln County Education Summit and Meetings - LEDA and the Industrial Managers Association have been working to bring educators, business, industry, health care, and our county officials together to help prepare for our "workforce of the future". Meetings have been held June 24 and July 12, 2021, to discuss next steps in this effort.

President Stith Visits Gaston College - On June 29, 2021, NCCCS President, Thomas Stith, III, visited Gaston College, met with the Board of Trustees, received updates about Gaston College, listened to some concerns related to starting new programs, and took a tour of the Textile Technology Center.

GBA Board of Directors Meeting - The GBA held a Board of Directors meeting on July 8, 2021. A financial overview, a Governance Committee update, a Strategic Plan review, and various subcommittee reports were given.

NCACCP Quarterly Meeting - The NCACCP Summer Meeting was held July 28-20, in Boone, NC, hosted by Caldwell Community College and Technical Institute. Dr. Kandi Deitemeyer and Dr. March Poarch welcomed everyone to the first NCACCP in-person quarterly meeting held in over a year.

Lincoln County Education Summit - Continued - The administrators/educators that serve as part of the Lincoln County Education Partners met on August 5, 2021, to continue discussions on measures and methods to promote more concrete paths to meet the workforce needs of Lincoln County.

Johnson C. Smith University and Gaston College Signing - On August 5, 2021, Gaston College and Johnson C. Smith University (JCSU) signed a joint Memorandum of Understanding, which will allow qualified Gaston College graduates to have direct-entry admission to JCSU to continue their educational journey to pursue a bachelor's degree.

Block Party - Gaston College held its first Block Party on August 19, 2021, to unveil the College's new colors, tagline, logo, and mascot. Dr. Hauser thanked all the trustees who attended. Approximately 800 were in attendance to enjoy the games, food, and camaraderie.

First Day of Classes - Classes began on Monday, August 23. Dr. Hauser added that it was a wonderful experience to see all the cars on Campus that morning. He had spent the morning walking the Campus meeting the students and greeting the returning faculty. He had also joined the SGA that day for their Ice Cream Social.

Welcome for Athletes - A welcome for the athletes was held on August 23, 2021, with Chair Dancoff and Mr. Vinson joining in for the pep rally.

Fiber Innovation Center News - The College was successful in securing some private donations for the Fiber Innovation Center of \$2,000,000. In the future, another \$500,000 may be contributed for equipment for the Center from the same donors. Work continues to garner more support from other partners interested in all the Fiber Innovation Center's capabilities.

Dr. Hauser directed the Trustees to the reports he provided in the Board packet for their information. Chair Dancoff asked if there were any questions for Dr. Hauser; there were none.

E. SGA PRESIDENT'S REPORT

As the new SGA President, Mr. Joseph Wittmer, was not at the meeting, Ms. Renita Johnson, Dean for Student Development, provided the SGA report.

Welcome Back Kits for Students - The Student Development Department and the Student Government Association prepared 1500 kits for students to welcome them back to campus and celebrate the upcoming school year. The welcome kits will be distributed on all three campuses.

Greeter Day - SGA participated with Greeter Day that was held on August 23-24 at the Dallas Campus. Greeters were stationed at key academic buildings and the Myers Center to provide a warm welcome to students, information on campus resources, directions to classes, and to answer any additional questions.

Chair Dancoff thanked Ms. Johnson for her report and her leadership with the SGA group.

F. FACILITIES

As Facilities Chair Cloninger was not present, Chair Dancoff called on Ms. Alman to provide the Facilities items for review.

1. Capital Reports

CAM Electrical Upgrade

Because the project is under \$500,000, three informal bids were solicited for the project. The lowest bid was received from Dallas Electrical for \$156,645. Delivery of the electrical bus for the machinery was delayed but did arrive the week of August 9.

Lincoln Campus Space Renovation

The college has initiated the project description with the community college system and submitted the 3-1 capital improvement project approval form, which was approved by the State Board on September 18. An architect's contract dated September 30 was signed and returned to State Construction Office and NCCCS on October 7. Schematic design and design development documents will be submitted to State Construction, and we are now in the construction documents phase. Construction documents were submitted to State Construction July 12. The review process is 60 days, and the College is due to receive the comments on September 12. Next steps include a county permit and final construction document review.

Fiber Innovation Center

The College recently received two separate \$1,000,000 pledges. These pledges have allowed for an increase in the scope of the project to a 39,000 square foot building. A groundbreaking ceremony will be held on October 27, 2021, at 1:30 p.m., at the Kimbrell Campus. A save-the-date card will be going out soon.

Flagpole Project

The flagpole project at the entrance of the College should be completed by Friday, August 27, 2021.

Sign Project

The Sign project is coming along well. Installation of the electrical lines to the signs should be completed by Friday, August 27, 2021.

Dr. Hauser thanked Mr. Smyre and the maintenance crew for all their hard work preparing the Campus for the Block Party held August 19. The grounds were well-done and much

work accomplished to set up all the tents, tables and chairs, food truck hookups, and wiring for various needs.

These items were presented for informational purposes; no action was necessary.

G. FINANCE

Chair Dancoff asked Mr. Huffstetler to present the Finance Items for review.

1. Change in Mileage Reimbursement Policy

The System Office issued a memorandum on June 29, 2021, alerting colleges to changes and updates to travel policies and procedures in the Accounting Procedures Manual published by NCCCS Systems Accounting and Special Projects.

Notable changes include:

IRS Mileage Rate Change - The Internal Revenue Service (IRS) published mileage reimbursement rate changed January 1, 2021, from 57.5 cents to 56 cents per mile, which is 1.5 cent less than 2020. While the IRS charge was effective January 1st, the State rates do not change with the tax year, they change with the fiscal year.

Transportation by Personal Vehicle – Effective April 1, 2021, the State Budget Manual removed the requirement of the 100-mile distinction for mileage reimbursement. All miles traveled by personal vehicle may be reimbursed at the same rate of 56 cents per mile.

Parking fees, tolls, and storage fees continue to be reimbursable when the receipts are obtained. Fines for traffic and parking violations are the responsibility of the state employee.

Daily Meals - The maximum allowable statutory rate for meals and lodging (subsistence) are shown in the table below (reference OSBM Budget Manual 5.1 Travel Policies for State Employees). The rates are effective July 1, 2021, and effective for the 2021-2023 biennium.

Table 1 – Current daily subsistence schedule.

	In-state	Out-of-state
Breakfast	\$9.00	\$9.00
Lunch	\$11.80	\$11.80
Dinner	\$20.50	\$23.30
Lodging (actual, up to)	\$78.90	\$93.20
Maximum	\$120.20	\$137.30

Cost of meals furnished with other activities (registration fees, conference costs, etc.) may not be duplicated on the reimbursement form. No significant impact on budget is anticipated.

Upon the recommendation of the Finance Committee, Mr. Huffstetler moved that effective July 1, 2021, the Board accepts the mileage reimbursement guidelines as outlined by the NCCCS Accounting Procedure Manual and adopts the annual IRS standard business mileage rate (56 cents per mile) as the mileage rate.

As this motion came from Committee, a second was not required.

The motion carried.

Upon the recommendation of the Finance Committee, Mr. Huffstetler moved that the Board accepts the new daily subsistence rates outlined by the Office of State Budget and Management for travel.

As this motion came from Committee, a second was not required.

The motion carried.

2. FY 2021-2022 Proposed County Capital Priorities

Following are the proposed county capital priorities for FY 2021-2022 based on the \$697,219 in capital funding provided by Gaston County for the FY 2021-2022 budget year.

2021-2022	Priority	Budget Amount	Source
Dalpiaz Roof Replacement	1	\$ 420,000.00	County Cap
Myers Center Roof Section B	2	\$ 155,000.00	County Cap
Maintenance Reserve	3	\$ 75,219.00	County Cap
OSHA/ADA	4	\$ 22,000.00	County Cap
Energy Conservation	5	\$ 25,000.00	County Cap
BUDGET YEAR TOTAL		\$697,219.00	County Cap

Project Carry Over from FY 2020-2021

Dalpiaz Roof Replacement	\$ 420,000.00
Myers Center Roof Section B	\$ 155,000.00

This item was presented for informational purposes; no action was needed.

3. Supplemental State Budget Allocation

Following is the Supplemental State Budget Allocation received after the FY 2020-2021 State Budget was finalized.

#6 Customized Training	\$10,525
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It was noted that Gaston College is #1 in providing Customized Training within the 58 North Carolina community colleges. This Item was presented for informational purposes; no action was taken.

4. Financial Reports

A summary of expenditures for year end June 30, 2021, for State, Gaston, and Lincoln operating budgets and proprietary accounts in comparison to the previous year was provided for the Board's review and information. Mr. Huffstetler and Dr. Hauser encouraged the trustees to continue to reach out to the legislators regarding community college priorities.

In conclusion, Chair Dancoff asked if anyone had any questions related to the Facilities or Finance items; he then thanked Ms. Alman and Mr. Huffstetler for presenting the items for the meeting.

H. REPORT FROM NCACCT

Mr. Vinson relayed that the State Budget for the upcoming year is on everyone's mind, and the NCACCT, their lobbyist, and the NCCCS administrators are working hard with the legislature to promote community college priorities. The legislature is now in conference as both the Senate and the House have passed their budgets. The College is fortunate in that its entire legislative delegation for both counties is involved in the Conference Committee negotiations to reconcile the budget; it is hoped they will help the issue surrounding community college salaries.

For the fall 2021 NCACCT Leadership Seminar, approximately 283 are currently registered.

Chair Dancoff thanked Mr. Vinson for his report.

I. BOARD OFFICERS NOMINATING COMMITTEE REPORT

1. Appointment of Board Officers for FY 2021-2022

Chair Dancoff asked Ms. Peak for her report as Chair of the Nominating Committee for Board Officers for FY 2021-2022. Ms. Peak reported that the Committee had met and were presenting the following slate of nominations for Board Officers for consideration: Mr. John Dancoff for Board Chair, Ms. Jennifer Davis for Vice Chair, and Sheriff Alan Cloninger for Secretary.

Chair Dancoff asked if there were any nominations from the floor for Board Chair, Vice Chair, or Secretary Officers; no additional nominations were made.

Chair Dancoff entertained a motion by the Nominating Committee that the nominations for Board Officers for FY 2021-2022 be closed and the Board accept the nominations by acclamation as presented; Mr. Vinson seconded the motion. The motion was unanimously approved.

Chair Dancoff thanked the Board for their confidence in him and reflected that last year had been an exciting year with all the new programs and Athletics having been started, and he imagined the coming year will be great, too.

J. CHAIRMAN'S REPORT / ANNOUNCEMENTS

1. Facility Naming

It is the privilege of The Trustees of Gaston College to highly recommend the renaming of the Veterinary Medical Technology Facility in honor of past Gaston College President Emeritus Patricia Skinner, Ph.D., to the Patricia Skinner Veterinary Medical Technology Facility. Dr. Skinner demonstrated a distinguished professional career and made significant contributions to Gaston College. A Resolution from The Trustees of Gaston College follows describing Dr. Skinner's accomplishments during her twenty-five-year plus tenure as President of Gaston College.

The Trustees of Gaston College Resolution To Name the Patricia Skinner Veterinary Medical Technology Facility

WHEREAS, President Emeritus Patricia Skinner, Ph.D., provided exemplary vision, leadership, innovation, and support to Gaston College for over twenty-five years as its longest-serving President and steward of high-quality education and economic and workforce development for Gaston and Lincoln counties; and

WHEREAS, Dr. Skinner championed the needs of students with determination and dedication as per the College's Vision, Mission, and Values; and

WHEREAS, Dr. Skinner built positive relationships within the community to strengthen partnerships with local businesses, industries, schools, churches, and civic organizations, working with them to provide needed educational opportunities to build a skilled workforce for the citizens of Gaston and Lincoln counties; and

WHEREAS, under Dr. Skinner's leadership, Gaston College maintained its SACSCOC accreditation, serving more than 20,000 students per year, receiving numerous recognitions, honors, awards, and prestigious scholarships for students; and

WHEREAS, Dr. Skinner fostered continuous improvement of Gaston College through her leadership with institutional planning to set goals related to completion of five Facilities Master Plans and five Strategic Plans, adding campuses in Lincolnton and Belmont, constructing eleven new buildings thereby expanding the total square footage of Gaston College's instructional and administrative space from 371,294 to 793,264; and

WHEREAS, Dr. Skinner worked tirelessly to secure funds for the College; growing the College endowment from \$306,363 in 1994 to \$5.4 million in 2019 and Foundation assets from \$1.5 million in 1994 to \$9.9 million in 2019; and

WHEREAS, Dr. Skinner transitioned the North Carolina Center for Applied Textile Technology to become part of Gaston College, which is known today as the Textile Technology Center and is dedicated to assisting the textile industry remain relevant and competitive; and

WHEREAS, through Dr. Skinner's support, Gaston College has grown to become second in the State among the 58 community colleges in providing customized training programs; and

WHEREAS, under Dr. Skinner's leadership, Gaston College was the first community college in North Carolina to receive National Science Foundation funding and be approved by the U. S. Department of Labor to establish a sponsored and administered apprentice program – Apprenticeship 321; and

WHEREAS, Dr. Skinner has served Gaston College with honor, distinction, dedication, and foresight; and

NOW, THEREFORE, BE IT RESOLVED THAT, The Trustees of Gaston College hereby honors and recognizes President Emeritus Patricia Skinner, Ph.D., for her over twenty-five years of exemplary service by naming the Veterinary Medical Technology Facility hereto forward as the Patricia Skinner Veterinary Medical Technology Facility.

The Trustees of Gaston College further directs that this Resolution be placed in the minutes of the Board of Trustees and that a copy be presented to President Emeritus Patricia Skinner, Ph.D.

Respectfully,

John Dancoff, Chair

Alan Cloninger, Secretary

August 23, 2021

Sheriff Cloninger moved that The Trustees of Gaston College approve the renaming of the Veterinary Medical Technology Facility to the Patricia Skinner Veterinary Medical Technology Facility as President Emeritus Patricia Skinner, Ph.D., demonstrated a distinguished professional career and for having made significant contributions to Gaston College during her twenty-five-year plus tenure as President of Gaston College; Mr. Keigher seconded the motion. The motion carried.

2. Block Party Celebration

On August 19, 2021, Gaston College held a Block Party to celebrate the unveiling of the College's new colors, logo, tagline, and mascot. There was a large crowd and everyone really seemed to enjoy themselves. A lot of merchandise with the new colors and logo was sold, and Chair Dancoff added that if the Trustees would like to have a shirt with the new colors to just send Ms. Dillon their shirt size.

3. Board Meeting Schedule and Acronym List

Chair Dancoff presented the Board of Trustees Meeting Schedule for FY 2021-2022. He pointed out to the Trustees that the September meeting will be held in Lincolnton. In their packets was also a listing of various acronyms commonly used at the College for their information. The Trustee Contact list will be distributed later as the College does not know who the Governor's Office will appointment.

4. Gaston College Fact Sheet

Chair Dancoff pointed out that the Gaston College Fact Sheet was included in their packets for their information, and if they had any questions to feel free to contact Dr. Hauser or Dr. Dellinger for assistance.

5. Fall NCACCT

The Fall NCACCT Leadership Seminar will take place in Wilmington, on September 22-24, and six trustees are currently scheduled to attend. Ms. Dillon will be sending them their traveling documents soon. Although he and Dr. Hauser could not attend due to other commitments, he wished everyone a good time. Also, some trustees are meeting with the SACSCOC Accreditation Committee on behalf of the College on September 22, 2021.

6. Survey for Board Committees

The survey for sign up of Board Committees will be going out tomorrow, and he asked the Trustees to please respond quickly so committees for September's Board Meetings could be put in place.

7. Upcoming Events

Chair Dancoff listed some dates for College/local events of which he felt they would want to be aware:

- September 22 – 1st Annual Gaston College Athletics Scholarship Golf Tournament – Verdict Ridge Golf Course – Chair Dancoff added that if a Trustee is interested in sponsoring a team to please let him know.
- October 2 – Inaugural "Stampede for Students" 5K run / 2K walk – Gaston College Campus at 8 a.m. This "Stampede" will take place on Campus with a walk or run that covers the whole Campus.
- October 2 – Gaston College Open House, which will take place right after the "Stampede for Students" earlier that day.

K. AJOURNMENT

Chair Dancoff asked if there was any further business to come before the Board. Sheriff Cloninger apologized to the Board as he had arrived late to the meeting.

Chair Dancoff moved to adjourn the meeting; Mr. Vinson seconded the motion. The motion carried.

Chair Dancoff adjourned the meeting at 4:02 p.m.

Respectfully submitted,

Sheriff Alan Cloninger, Secretary

Mr. John Dancoff, Chair

Mary Ellen Dillon, Recording Secretary

(College Seal)