

**Minutes of Regular Meeting  
BCCC Board of Trustees**

**January 17, 2024**

**Ray D. Steffler Board Room, Main Campus**

<b>Members Present</b>	Ken DeFurio (conf call), William DiCuccio, Kim Geyer, Vicki Hinterberger, Gordon Marburger, Brian McCafferty, Scott McDowell, Glenn Miller, Gail Paserba, Jennifer Pullar, Bruce Russell (conf call), Carmine Scotece, Nadine Tripodi
<b>Members Absent</b>	Joe Kubit, Robi Lombardo, Joe Taylor
<b>Also Present</b>	Megan Coval, Tina Fleeger, Jim Hrabosky, Jess Matonak, Nick Neupauer, Brian Opitz, Belinda Richardson, Julie Sheptak, Case Willoughby, Bill Foley, Mike Hnath, Melinda Ripper, Kristen Schooley, Irina Bucur-Butler Eagle
<b>Call to Order</b>	Dr. DiCuccio called the meeting to order at 12:30 p.m.
<b>Agenda</b>	Ms. Pullar moved to accept the agenda. Motion Carried.
<b>Minutes</b>	The minutes of the December 6, 2023, board meeting were accepted as presented.
<b>Introduction of Guests</b>	Jess Matonak introduced the guests.
<b>Executive Session</b>	An Executive Session was held from 12:32-1:27 p.m. to discuss personnel matters.
<b>Treasurer's Report</b>	Jim Hrabosky reviewed the December 2023 Operating, Capital, Restricted and Federal/State Grant Funds Budget Summaries. He also presented enrollment comparison reports for spring 2023 and 2024. The Treasurer's Report was accepted as presented.
<b>Public Comment</b>	None
<b>President's Report</b>	Dr. Neupauer reported on the following: <u>State and Federal Activities</u> -We are carefully monitoring the Governor's plan for higher education. He believes higher education model in PA needs work. Community colleges have local sponsors and boards appointed by County Commissioners. This makes community colleges a sector. The PA State System of Higher Education institutions function under a board of governors and a chancellor. This makes PASSHE schools a system. One option for the Governor's plan is that community colleges will answer to a statewide board and a local advisory board. On December 22, the Governor met with community college and PASSHE presidents. Another opportunity to learn more about the Governor's plan is scheduled for January 18 and his "State of the State" address on February 6.

-The annual National Legislative Summit is scheduled for February 5-6, in Washington, DC. Megan Coval will attend and is scheduled to meet with Senator Casey and other legislators.

-Dr. Neupauer will participate in a meeting with the PA Dept. of Education's Capital Work Group on January 25.

#### College Activities

-Dr. Neupauer and Jim Hrabosky have been in touch with the BC3 @ Lawrence County landlord to discuss the current lease agreement.

-The Lawrence County Commissioners recently voted to give \$200,000 to BC3 in support of our presence in Lawrence County. These funds will bridge the financial gap through the end of our lease at BC3 @ Lawrence Crossing in June 2025.

-Megan Coval met with colleagues at Penn State University last week to continue work on the colocation feasibility study.

#### Executive

No report.

#### Finance

No report.

#### Facilities

No report.

#### Personnel

Ms. Pullar reported the committee met this morning to discuss personnel matters. She read the following statement:

As you are aware, President Neupauer has shared his intention to retire as the eighth President of Butler County Community College effective December 31, 2024. That message was shared both internally and externally on January 9.

President Neupauer, along with Tina Fleegeer, BC3's Executive Director of Human Resources/Equal Opportunity Compliance Officer, have been working with the Board for close to a year to ensure a smooth Presidential transition. Our Board's Quality Assessment Committee looked at succession planning four years ago. That work, along with additional Presidential transition models, have been and continue to be examined by our Board.

It's been quite some time since BC3 has needed to implement a succession/transition plan for the position of President. Dr. Neupauer's tenure of close to 17 years is well beyond the 5.9 year-average of college or university Presidents, according to a 2023 survey conducted by the American Council of Education.

Each of us around this table is honored to serve as a member of the BC3 Board of Trustees. Our three overarching responsibilities as members of the Board are:

- a. Fiduciary;
- b. Policy-making; and
- c. Hiring and working with a President, who has the authority of internal management of this institution.

To our students, faculty, staff and the communities we serve: as a Board, we pledge to ensure a smooth transition and maintain excellence in our top-ranked institution of higher education moving forward. The College will continue to pursue its mission and strategic plan.

President Neupauer's long, successful tenure – recognized locally, at the state and national levels – is something that as a Board we believe can help a new President.

To this end, the Board is honored to offer a six-month paid sabbatical for Dr. Neupauer from July 1, 2024, to December 31, 2024. This sabbatical is in lieu of any paid leave time Dr. Neupauer has accumulated in his long tenure at the College.

A sabbatical is defined as “a break from work.” After close to 17 years as President, our Board understands the need for Dr. Neupauer to separate from the demands of serving as President. Yet, we also value his role to serve as a resource for a new President, for which Dr. Neupauer has enthusiastically agreed to do during this six-month period.

As a Board, we understand the significance of our College's finances. The aforementioned model will generate a cost savings. This information will be shared at a later time ... as will the plan for our Presidential transition.

The Board will provide an update on the plan to replace President Neupauer at the March 20, 2024, Board meeting.

Thanks for everyone's continued support.

#### Motion-Presidential Executive Employment Agreement Sabbatical and Retirement

Ms. Pullar moved to approve the offer of a six-month paid sabbatical for Dr. Nicholas C. Neupauer as President of Butler County Community College from July 1, 2024, through December 31, 2024, at which time Dr. Neupauer will retire as the eighth President of Butler County Community College. Motion Carried.

**Academic Assessment** Dr. Russell reported the committee met on January 16, with Dr. Richardson and Sharla Anke. A Middle States update was provided. The process is moving along well. The chair of our visiting team will be appointed this spring and visit campus in the fall. The team visit is scheduled for spring 2025.

**Quality Assessment** Mr. Scotece reported the committee met on December 19, at which time Sharla Anke provided an overview of strategic plan activities to date. Dr. Neupauer and Sharla discussed the strategic plan annual outcomes for 2022-23. They presented highlights of specific items in each Pathway to expand on the contents included in the Annual Outcomes. The Deliverables document for 2023-24 was distributed. The document contains the roadmap for the management of deliverables over the five years of the strategic plan. It outlines the deliverables to be reported on in a particular year as well as the responsible

parties for the performance goals. Ms. Pullar said Sharla has done an amazing job with all of this; she is a rock star.

**Foundation**

Megan Coval reported on the following:

-The Foundation processed year-end gifts in the amount of nearly \$258,000 between December 2023 and the early days of January 2024.

-Over \$75,000 in Educational Improvement Tax Credit program donations were directed to the Foundation in 2023 by the following:

- Baglier
- Buncher Company
- Farmers Trust Company
- First National Bank of Pennsylvania
- Guardian Elder Care at Brockway, LLC
- Maher Duessel
- Mercer County State Bank
- NexTier

These funds support our Riv-Ell program, the Stock Market Game and High School Programming.

-Nearly 70 employees participated in the annual employee campaign. Of the 15 new donors, half were faculty or part-time employees.

-The BC3/Penn State feasibility study is progressing as planned. The report will be available to stakeholders soon.

**Alumni Council**

No report.

**Old Business**

None

**New Business**

None

**Adjournment**

The meeting adjourned at 2:00 p.m.

Glenn T. Miller  
Secretary