

MINUTES
Programs Committee
State Board of Community Colleges
Thursday, January 14, 2021

MEMBERS PRESENT:

Sam Powell, chair	Hari Nath	Burr Sullivan
Bobby Irwin	Breeden Blackwell	Jesse Watts
William Holder	Lisa Estep	Ann Whitford
Mary Ann Rice	Bill McBrayer	

NCACCP LIAISONS

Amanda Lee, President, Bladen CC
David Heatherly, President, Coastal Carolina CC

SYSTEM OFFICE STAFF AND OTHERS:

Kimberly Gold, Senior Vice President	Kandi Deitemeyer, President, Central Piedmont CC	Elizabeth Grovenstein
Bryan Jenkins	Maria Pharr, President, South Piedmont CC	Mary Shuping
Thomas Stith		Maureen Little
Bill Carver	Lisa Eads	
Alex Doles	Lori Byrd	
Sondra Jarvis	Andrea Poole	

WELCOME AND ETHICS STATEMENT: Dr. Powell called the meeting to order at 9:30am in the Dallas Herring State Board Room in the Caswell Building. Roll was taken and there was a quorum. Dr. Powell read the Ethics Awareness and Conflict of Interest Statement and asked if there were any known conflicts. None were noted.

APPROVAL OF THE AGENDA: Dr. Powell requested a motion to approve the January 14, 2021 agenda. Mr. Nath made a motion to approve the agenda and Ms. Rice seconded the motion. The agenda was unanimously approved by the committee.

APPROVAL OF THE MINUTES: Dr. Powell requested a motion to approve the November 19, 2020 minutes. Mr. Holder made a motion to approve the minutes and Ms. Rice seconded the motion. It was unanimously approved by the committee.

FOR ACTION:

Hearing on Central Piedmont Community College Program Application Approval (Attachment PROG 01)
Chairman Powell reviewed the item, including the history of Central Piedmont Community College's (CPCC) first and second application and information on the economic landscape for Medical Sonographers in North Carolina, particularly around employment saturation. Details concerning how clinicals within the Medical Sonography program function were also presented.

President Deitemeyer, president of Central Piedmont Community College (CPCC), discussed the rationale behind the application to start the Medical Sonography program, citing high growth in the Mecklenburg County area, unmet employer need for trained Medical Sonographers, and the opportunities this program would give for upward mobility for graduates.

President Pharr, president of South Piedmont Community College (SPCC), then presented SPCC's position on CPCC's program application, noting that CPCC's program would cause irreparable harm to SPCC's program as it would no longer be viable and that the job market has reached saturation, leaving students with few to no opportunities in this field in North Carolina. She detailed the challenges current Medical Sonography programs face in trying to secure clinical sites and clinical slots for students and noted three areas of concern with CPCC's program application: ambiguous impact statements, a refusal to share new information regarding Central Piedmont's 2020 application and including unsubstantiated information to health care agencies when garnering letters of support.

Mr. Holder asked about a statement about six slots being held for Central Piedmont students by South Piedmont as part of the resolution process and if this meant Central Piedmont would then create and limit their program to six students. President Pharr confirmed that a proposed resolution was that CPCC students could be a part of SPCC's program through an Instructional Service Agreement (ISA). South Piedmont has sixteen clinical slots and there is a possibility of gaining more through the accrediting agency but the number of students will always be limited by clinical sites as the programs are restricted to accredited clinical sites and a licensed sonographer must be devoted to a single student. President Deitemeyer stated that, in mediated discussions, a specific number of slots were not mentioned, only that the idea of creating an ISA could be a potential resolution. She noted that ISAs tend to occur when one of the institutions is lacking in some way to launch a new program such as resources, employer support, physical/talent resources, etc. She stated that CPCC does not face these challenges and this solution would not meet workforce demands.

Mr. Holder questioned if the Programs Committee should focus on the labor market and demand for graduates over clinical sites as this seems to be the hinge point on whether Central Piedmont's program should be started and if it would be successful. He noted that submitted documentation stated that each graduate needs to have 1500 examinations per year and that determining how many examinations can be sourced per year and then basing enrolled student numbers on that information may give a better idea of the limits of clinical sites. He also asked if the hybrid programs mentioned in the application could reduce the pressure on clinical sites.

Ms. Whitford agreed with Mr. Holder but stated the Committee should focus on the availability of clinical sites and asked if the 1500 examinations for the two-year degree is a standard determined by the accrediting agency. The accrediting agency does set those standards and will be making changes to the exact number of examinations required but it was noted that the requirements will still reflect that students should have enough of a variety in extensive scanning to have competence in the work.

The issue facing this program is the capacity for any clinical site to host a student and meet the requirements set by the accrediting agency. Even if there are new hospitals and new growth being opened in the state, a site may not be able to devote a sonographer to a student based on patient volume, staffing issues, and administration issues that are done specifically at clinical sites for students. President Pharr acknowledged Mr. Holder's statement that it is not an issue of having competitive,

competent graduates and a competitive state; rather, it is that there are not enough clinical sites who have the capacity to host the current cohort of Medical Sonography students at the ten community colleges, let alone to host another program.

Ms. Whitford asked how many sites are needed to support SPCC's students. There are twenty-three sites with ten sites in Mecklenburg County. SPCC can provide the locations for those sites for the Committee, but there are questions at SPCC on where the additional sites CPCC claims they can secure could be in that county. Ms. Whitford asked about one employer informing SPCC that they could possibly provide four more clinical sites at some point in the future. President Pharr confirmed that the employer is growing significantly, but those four sites are not necessarily for students or for more students as there can be reasons that they cannot take students, as mentioned earlier. In those situations, the college must find a new location for those students and, with thirty-two students in the program as first-year and second-year students, this can be challenging. There can also be restrictions on whether these sites can host a first-year or second-year student as they can have very different training scenarios. President Deitemeyer noted that the employer in question provided a support letter stating they could provide twenty slots for CPCC students and that other employers have indicated that they could also provide more clinical sites. CPCC returned to their workforce partners to ensure that any commitments made would not impact other colleges and have included multiple letters of support in the CPCC application for the committee to review.

Mr. Irwin asked President Deitemeyer about an apparent difference in opinion regarding a support letter provided in CPCC's application and an interview provided by SPCC from an administrator overseeing clinical sites at one of the health employers. President Deitemeyer stated that she was not part of the meeting hosted by SPCC with the administrator. She noted that her staff did communicate with the administrator for the first application and with the administrator's supervisor after the initial application was denied to collect empirical data supporting the need for CPCC to have this program. President Pharr followed that a conversation was held with the administrator after the support letter was submitted and stated that he was unaware of that letter and had not been consulted on it. This issue was brought up during mediation discussions with the System President. She noted that employers are now being put in difficult positions between the two colleges and that is not to the benefit of the System.

Mr. Irwin went back to note that the crux of the matter is clinical sites and that the administrator of clinical sites, who should know the most about the status of these sites, would know best on the current landscape. However, the two documents provided to the Programs Committee seem to give conflicting viewpoints. He also noted that there has not been any new documentation from the original 2019 application that warrants a change on the Programs Committee original denial of Central Piedmont's program.

Chairman Powell asked how the number of clinical sites available compared to the number of students. President Pharr stated that the reason there are twenty-three sites is because there are thirty-two students but there needs to be enough examinations to meet the accrediting agency's requirements and a licensed sonographer needs to be removed from their position to train the student. The situation can change at any time with that licensed sonographer, thereby removing the site's availability at that site. There needs to be some flexibility due to these changes as, for example, this semester alone had four of South Piedmont's site refuse to host a student. President Deitemeyer noted that in the support

letters provided by Atrium and Novant Health, both employers have committed twenty and fifteen slots, respectively, and that this documentation shows that Central Piedmont has more than enough sites to host the sixteen students in CPCC's program.

Ms. Whitford asked if President Deitemeyer can provide the locations for the clinical sites and if these sites are currently available or will they be available in the future. President Deitemeyer stated that she is happy to have the employers document those sites, but these change regularly and that the institutions are under the will of the employers on what is provided based on the employer needs. She noted that workforce partners are being put in a difficult situation.

Chairman Powell noted that documents show there are ten clinical sites that are currently being used in Mecklenburg County. He also noted that President Deitemeyer stated there could be another thirty-five available. He asked if this data is correctly represented and when these will be available. President Deitemeyer stated that it is important to note the difference between "sites" and "slots". The number of slots at the clinical sites will increase while many of these sites currently exist. She noted again that Mecklenburg County is growing, particularly healthcare, and there is a demand for this occupation nationwide.

Chairman Powell asked that letters from two employers stated they are trying to hire Medical Sonography students and are offering President Deitemeyer thirty-five clinical slots with the implication that those slots would be available almost immediately. He asked that, if these employers find it important to hire additional sonographers, why these additional clinical sites had not been offered before now. President Deitemeyer stated there has been capacity at these sites and that CPCC could not have submitted their application without researching this. The State Board has approved two other Medical Sonography programs since CPCC's first application two years ago and, seeing this, CPCC returned to the employers who confirmed these clinical slots for the college. Chairman Powell clarified if President Deitemeyer is implying that the sites offered by these two employers within Mecklenburg County is enough to satisfy CPCC's clinical site needs or would they have to imitate other programs and go into surrounding counties to find clinical sites. She stated that almost all the colleges go beyond their service areas for their programs. CPCC's intention today is to not go beyond Mecklenburg County for the Medical Sonography program.

Chairman Powell noted that the new clinical slots would primarily cover the needs for the new program according to President Deitemeyer, but questioned what would happen if there were changes down the road that negatively impact the neighboring college programs and how CPCC plans to protect their neighboring colleges from suffering if clinical slots are lost to CPCC students. President Deitemeyer stated that the intention is not to harm the colleges within the System and that was why the college returned to employers to document those additional slots so that neighboring colleges are not negatively impacted.

Chairman Powell asked for more information on the fact that there is capacity for 170 students but there were only 80 students graduating the Medical Sonography program statewide. Those graduating students are from the 2018-19 cohort and since that time, two more programs have been created. Every program has attrition and the System has the capacity to graduate 100% of the students at any time. When looking at this information, the System does need to look at the capacity to graduate students since clinical sites can change their availability. President Pharr pointed out that one of the

impacted colleges would not provide a positive impact statement if CPCC used a specific clinical site. In a letter from CPCC to that college, CPCC confirmed they would not use that site; however, in documentation since then, CPCC has said that site is one of the two major sites they will be using. This was noted because, when talking about the future and whether SPCC's program could be protected, this scenario gives pause. President Deitemeyer countered that she had contacted that president and asked if the college would be harmed, which the college president replied that it would not negatively impact their current sites or growth strategy. Conversations were held at the highest levels at multiple higher education institutions to discuss these concerns. President Deitemeyer noted that if Central Piedmont does not provide this program, then others will fill that gap.

Mr. Nath asked Chairman Powell if the process requires that, when additional data for an application is provided, should that data be available to impacted colleges, particularly those opposing the application as it seems that did not occur in this situation. Dr. Gold stated that it is normal for the System Office to work with the applying college to collect the information and documentation before it is submitted to the State Board for approval. SPCC did request a copy of the full application and the System Office provided the application. Mr. Nath noted that in the presentation, it was stated that SPCC requested the application from CPCC, which the college did not provide, before going to the System Office with that request.

Mr. Nath asked President Deitemeyer what kind of capital investment and operating expenses will be required to establish this program at Central Piedmont. CPCC has a brand-new science facility with a lab and support spaces that was just completed and \$450,000 appropriated for this program to purchase the \$420,000 worth of equipment. There are also project contingency funds and other resources to cover increases or unexpected costs. Mr. Nath presented a similar question to President Pharr, asking how much investment was put into South Piedmont's program since it first started. President Pharr was not able to provide the information on the startup costs but stated that about \$300,000-\$400,000 are invested per year and at least \$1.5 million has been spent. This is an expensive program for SPCC as there must be eight training stations for their sixteen students and the other costs associated with the program. She noted that since SPCC has already invested significant funds into Medical Sonography over the years and CPCC currently has Cardiovascular Sonography, it would be best to continue supporting the Sonography program that currently exists.

Mr. Irwin asked what is involved in obtaining a clinical site, such as contracts, verbal agreements, etc. President Pharr stated it is usually a two-year process as the accrediting body must give accreditation to a site before use and an agreement is signed with those sites. Those agreements are constantly assessed, and those agreements have a high turnover because sites may not be able to host those students.

Mr. Holder asked for clarification on a statement President Deitemeyer made on the difference between sites and clinical slots. He stated that in earlier statements, it was stated there were thirty-five additional sites, which may not actually be thirty-five clinical slots. He also asked for clarification on the immediacy of those sites since it was not clear if this was answered in President Deitemeyer's previous answer to the question. President Deitemeyer stated that there are first-year and second-year students and each of those students need different experiences. The sites would be where the students go, and the slots would be each of those different experiences that the student needs to have. She pointed to a letter that Novant provided about sites and availability and noted that the letter

says that facilities alone can support at a minimum fifteen clinical sites in the Charlotte market and more in the Winston-Salem market without displacing students. This shows that there is a growth across the market and there will be more opportunities in the future without displacement at the colleges.

President Deitemeyer asked it to be noted that, following the denial of their previous application, she was asked to wait on resubmitting the application due to external situations such as budget requests, code changes, and the current pandemic for the sake of the Community College System.

Ms. Whitford proposed a follow-up session to be held to further discuss the information presented during this meeting as a committee. Mr. Holder requested to hear from the System Office President and the former Interim System Office President.

On a motion made by Mr. Holder, seconded by Ms. Whitford, this item was tabled for further discussion. A roll call vote was taken with four votes supporting and two votes opposing.

Review of Public Comments for 1D SBCCC Subchapter 800. – Credit for Prior Learning (Attachment PROG 02)

Dr. Gold reviewed the item. It was requested that this item be tabled to review the comments as the Comment period ended on January 13, 2021 and more time is requested to adjust the code based on those comments.

On a motion made by Mr. Holder, seconded by Mr. Irwin, this item was tabled. The motion was approved by voice vote.

Curriculum Programs Applications – New to the System (Attachment PROG 03)

- Gaston College
 - Textile Technology (A50500)

Dr. Gold reviewed the item. All documents are in order.

On a motion made by Mr. Holder, seconded by Mr. Irwin, this item was approved for the “For Action” agenda at their meeting on January 15, 2021. The motion was approved by voice vote.

Curriculum Programs Applications - Fast Track for Action (FTFA) (Attachment PROG 04) [CA]

- Alamance Community College
 - Agribusiness Technology (A15100)
 - Agriculture Education (A15330)
 - Emergency Medical Science (A45340)
 - Sustainable Agriculture (A15410)
- Sandhills Community College
 - Computed Tomography & Magnetic Resonance Imaging Technology (Diploma) (D45200)

Dr. Gold reviewed the item. All documents are in order.

Combined Course Library – Continuing Education (Attachment PROG 05) [CA]

- New Course Approvals, Modifications, and Tier Designations
 - New Course Approval – NC Justice Academy (NCJA)/NCCC System
 - NCJA FTO Training (CJC-4041)
 - Course Modification – NC Community College System Office
 - Emergency Medical Responder Initial (EMS-4100)

Dr. Gold reviewed the item. All documents are in order.

On a motion made by Mr. Nath, seconded by Mr. Holder, PROG 04 and PROG 05 were approved for action and place on the full board “Consent Agenda” for action at their January 15, 2021, meeting.

FOR INFORMATION

Programs Committee Information Items

Associate in Teacher Preparation (AATP) (A1010T) and Associate in Science in Teacher Preparation (ASTP) (A1040T) as Approved by the System President (Attachment PROG 06)

- McDowell Community College
- Nash Community College
- Rockingham Community College

Dr. Gold reviewed the item. All documents are in order.

The committee had no questions or concerns.

Associate in Fine Arts in Music (A10700) as Approved by the System President (Attachment PROG 07)

- Wilson Community College

Dr. Gold review the item. All documents are in order.

The committee had no questions or concerns.

Curriculum Program Applications as Approved by the System President (Attachment PROG 08)

- Blue Ridge Community College
 - Public Safety Administration (A55480)

Dr. Gold reviewed the item. All documents are in order.

The committee had no questions or concerns.

Curriculum Standard Revision as Approved by the System President (Attachment PROG 09)

- Aerospace Manufacturing Technology (A50450)
- Architectural Technology (A40100)

Dr. Gold reviewed the item. All documents were in order.

The committee had no questions or concerns.

Curriculum Program Termination as Approved by the System President (Attachment PROG 07)

- Asheville-Buncombe Technical Community College
 - Fire Protection Technology (A5524)
- Blue Ridge Community College
 - Emergency Management (A55460)
 - Simulation and Game Development (A25450)
- Pamlico Community College
 - Office Administration (A25370)

Dr. Gold reviewed the item. All documents were in order.

The committee had no questions or concerns.

Finance Committee Agenda Items

Reallocation of State Board Reserves (Attachment FC 01)

Dr. Gold reviewed the item.

The committee had no questions or concerns.

OTHER BUSINESS

ADJOURN

Chairman Powell adjourned the meeting at 11:33am.

Recording Secretary
Alexandra Doles