



# Mountain Empire Community College

## ADVISORY BOARD MEETING

TUESDAY, January 18, 2022

4:30 p.m.

Kline Foundation Boardroom

## AGENDA

1. Welcome and Call to Order..... Mr. Rodney Baker, Chair
2. Minutes for approval (**Exhibit A**) ..... Mr. Baker
3. Administrative Reports
  - A. Chair
    - ✚ Reminder to complete 2022 Conflict of Interest - due February 1st  
If you need assistance completing the form, please contact **Val Lee**  
at **276-523-2400, ext. 9079**
  - B. President's Report..... Dr. Kristen Westover
  - C. President's Staff Reports
    - ✚ Foundation and Institutional Advancement..... Dr. Amy Greear
    - ✚ Financial and Administrative Services..... Mr. Ron Vicars
    - ✚ Academic Affairs and Workforce Solutions.....Dr. Bill Brownsberger
4. Committee Reports
  - a. Executive Committee
    - i. **Resolution for Chancellor Glenn DuBois**
    - ii. **2022 Professor & Support Staff Emeritus Nominations**
      - Professor Emeritus – William “Dub” Osborne
      - Support Staff Emeritus – Della Bays
  - b. Finance and Facilities Committee (**Did not meet**)
  - c. Curriculum and Student Affairs Committee (**Did not meet**)
5. Old/New Business..... Mr. Baker
  - President's Evaluation – survey will be sent out by HR to all the college, including Board members in February. Once survey results are composed, the Executive Committee will review and bring a Recommendation Letter to the full Board for approval in May, 2022.
6. Public Comments/Other
7. Next Meeting Date – March 15, 2022
8. Adjournment

# Meeting Minutes

## MECC Local Advisory Board

Tuesday, January 18, 2022 4:30 p.m.,

Kline Foundation Boardroom and via Zoom

### MEMBERS PRESENT

SCOTT COUNTY	WISE COUNTY	LEE COUNTY	NORTON	DICKENSON CTY
Rodney Baker	Mike Abbott (Zoom)	Gail Elliott		
Freda Starnes	Betty Cornett	Gary Perdue (Zoom)		
Adrienne Hood (Zoom)	Roy Munsey	Emily Kinser		
Keith Wilson (Zoom)				

### MEMBERS ABSENT

Bonnie Elosser  
Mike Hatfield  
Elwanda Pillion  
Tim Cassell  
Les Ritchie

### Others Attending:

Dr. Bill Brownsberger – Vice President, Academic Affairs and Workforce Solutions  
Mr. Ron Vicars – Vice President, Financial and Administrative Services (Zoom)  
Dr. Amy Greer – Vice President, Institutional Advancement (Zoom)  
Dr. Kristen Westover - President  
Peggy Gibson – Executive Assistant to the President

### CALL TO ORDER

The Mountain Empire Community College Advisory Board met on Tuesday, January 18, 2022, at 4:30 p.m. in the Kline Foundation Boardroom. The meeting was called to order by Mr. Rodney Baker, Chair.

### APPROVAL OF MINUTES

A motion was made by Mr. Roy Munsey to accept the November 16, 2022, minutes as presented. The motion was seconded by Ms. Freda Starnes and passed unanimously. **(Exhibit 1)**

### ADMINISTRATIVE REPORTS

Mr. Baker reported on the following information items:

- Mr. Baker reminded Board members that the 2022 Conflict of Interest is due to be completed by February 1, 2022.

President's Report – Dr. Kristen Westover

Dr. Westover reported on the following items:

**Enrollment**

The 2021 Final Fall Semester Enrollment headcount was 2,079 compared to last year's 2,253: reflecting a decrease of (8) percent. The College's FTE was 1,311 compared to last years, 1,436 reflecting a decrease of (9) percent.

The 2022 Preliminary Spring Semester headcount is 1,450 compared to last year's 1,649: a decrease of (12) percent. FTE is 909 compared to last years, 1,055; a decrease of (14) percent.

Dr. Westover mentioned that students on average are taking less credits and are not proactive in enrolling due to COVID numbers. (Exhibit 2)

**COVID Update**

- Currently, there are 11 employees that tested positive for COVID- contracted outside of work.
- Newly appointed, Governor Youngkin, recently signed 11 Executive Directive/Orders. One in particular is Executive Directive 2 – Ensuring Privacy Protections and Individual Rights of Executive Branch Employees. This Directive rescinds Executive Directive 18 (2021).
  - ❖ Executive Branch employees are no longer required to be vaccinated, to undergo mandatory COVID-19 testing, or to disclose their vaccination status as a condition of their employment.

She mentioned that there are approximately 200 test kits available for employees only to use, if needed. Dr. Westover shared with Board members that every home in the U.S. is eligible to order a package of 4 free at-home COVID-19 test through the Federal Government. Go to: <https://www.covidtests.gov/> for your free test kits.

**Other Updates**

- Dr. Westover mentioned that we have just received news today from Senator Todd Pillion's office that a budget amendment has been submitted for the purchase of the Center for Workforce and Innovation of Appalachia (CWIA) building. Most likely, it will be May or June before we receive any results. Mr. Vicars will update further during his report below
- Practical Nursing and Dental Assistant pinning's took place in December and went very well.
- Dr. Westover mentioned that the Tobacco Commission had met last week and shared that the Education Committee of the Tobacco Commission had made a recommendation to the full Commission to cut TRRC region community colleges' tuition scholarship funding by 30%. There is a clear belief by Commission staff and Education Committee members that G3 now funds these programs, so colleges should no longer need the funding. Some of the false narrative has been blamed on data shared at a July Education Committee meeting where Randy Stamper and Megan Healy shared information about the new G3 program. Colleges shared that while G3 supports many of the programs that are in the TRRC's 5 top priorities, it doesn't fund all student in all of their priority areas. There are many students that fit within TRRC's priorities that are not eligible for G3 funding because they choose a TRRC funding eligible programs that is not G3 eligible. Dual majors are not eligible. Dr. Westover mentioned that we are currently working with the Tobacco Commission and other Tobacco region colleges to try and maintain that funding. However, in their overall budget they have already decreased their amount for scholarships for education. She mentioned that we are likely looking at a cut but that, hopefully, the cut will not be too big and that G3 will overlap. The Commission voted to table the issue for discussion in May. VCCS colleges receiving TRRC scholarship funding have been advised by TRRC staff to share student data that supports the need for these funds, and to show that current and past funding has not been utilized on students who don't have financial need or are not in priority programs.

- There has not been a lot of communication regarding the search for a new Chancellor. Most of the communication has been via a website <https://www.vccs.edu/chancellor-search/>. The first round of interviews is set to begin soon.
- Dr. Westover made the Board aware that there have been some conversations regionally regarding a hub and spoke model for childcare. The United Way for Southwest Virginia is leading the effort and are trying to pull together all the regions in Southwest Virginia primarily through the community colleges footprints (MECC, SWVA, VHCC, Wytheville, and New River). Travis Staton with United Way has worked with the former governor's office regarding a \$25 million dollar project which would allow 64 seats in the Mountain Empire region. More discussions will be forthcoming regarding sustainability and locations. Dr. Westover will update once more information is available.
- Dr. Westover shared that as part of the college's 50<sup>th</sup> Anniversary, there is a push to get 100% participation in giving from employees, and our Boards. She encouraged everyone to consider giving if possible.

#### VCCS Legislative Update:

- The nursing priority did not show up in the Governor's budget. VCCS has rallied and Senator Hashmi is bringing forward a \$53M amendment to fund the nursing initiative.
- Affordable access – maintaining tuition
- G3 capacity increase – \$38 million to increase capacity around G3 advising.
- Mental Health, which was a big priority for the colleges will not be sought for funding this year by the VCCS, primarily, because colleges are using other money to fund this initiative. Will need data for sustainability.

#### Vice President of Institutional Advancement/Foundation – Dr. Amy Greear

Dr. Greear reported on the following items:

##### Foundation for Success

- For the summer/fall/spring 2021-2022, the MECC Foundation will distribute more than \$820,000 in scholarships for our students. Of that budget, \$315,000 is comprised of funds that are provided by the Virginia Tobacco Commission and mentioned that they are looking at a funding cut for scholarships which is a significant part of the budget.
- The Foundation has secured \$1.5M for construction of outdoor amphitheater on campus and referred to the article in the Coalfield Progress.
- Last year, the foundation created 5 new endowed scholarships for the college.
- Two public art projects were completed on campus commemorating MECC's 50<sup>th</sup> Anniversary and the 50<sup>th</sup> Anniversary of Home Craft Days.
- The Foundation has also assisted with the 50th anniversary events and fundraising for the college.

##### MECC's 50th Anniversary

- MECC has set a preliminary goal to raise \$2M by December 2022 for 1.) scholarships 2.) infrastructure and 3.) unrestricted needs.
- Dr. Greear report that thus far, we have raised more than \$1M in 2021, \$45,000 directly for amphitheater/50th fund with several hundred thousand in additional pledges.
- The Foundation Board has set a goal to provide all Virginia students with tuition coverage.

##### Employee Giving

- Dr. Greear mentioned that the Foundation has raised an estimated \$14,000 for the 2021 employee giving campaign celebrating the 50<sup>th</sup> Anniversary of the college. Approximately, 2/3 of employees participated.
- There was a record number of volunteers this year for the annual golf tournament. She mentioned that we are all working together for the same goal – to support our students!

#### Endowment Growth -- \$34M, more than \$10M increase since 2018

#### Other updates

- Beth Macy, author of Dopesick, will be our featured author for the virtual 2022 John Fox Jr. Literary festival.
- Received \$100,000 grant to assist with student training certifications
- Received \$100,000 grant to assist with solar training for students
- Submitted a Go Virginia grant application to establish training for individuals at Camp 18
- The Scott County event is scheduled for April 23, featuring Grammy nominated, Grand Ole Opry Stars, Sister Sadie.
- Grammy nominated artist, Darrell Scott, is scheduled to perform for the College's for 50th anniversary community concert on Saturday, May 14.
- The 50th Anniversary Gala is scheduled for October 22 in coordination with Home Craft Days.
- Dr. Greear mentioned that they are in the process of recording of local history lectures for MECC archives. She has been meeting with Dr. Larry Fleenor and former Lenowisco director, Mr. Bruce Robinette.

Dr. Brownsberger shared that they have recently explored the possibility of offering a career studies certificate in Agricultural Entrepreneurship which is an opportunity that would encourage landowners/producers in our region to learn some specialized training in crop production and livestock.

**ACTION ITEM(s): None**

#### Vice President, Financial and Administrative Services – Mr. Ron Vicars

Mr. Vicars reported on the following items:

The Governor has sent out the FY23 budget which has been summarily dismissed. Senators and Delegates will continue to send in their amendments, two of which are matching bills on behalf of MECC from Senator Pillion and Delegate Terry Kilgore.

As part of Dr. Westover's discussion above, Mr. Vicars mentioned that he received confirmation this morning from Senator Pillion's office regarding the budget amendment that was submitted for the purchase and renovation of the Center for Workforce and Innovation of Appalachia (CWIA). This will allow us to convert that school into a flex space for workforce programs not only for current classes but adapting for the future as well. Mr. Vicars will share more information once it becomes available.

- Mr. Vicars mentioned that our IT department is looking at replacing the fiberoptic on our campus which is very old and outdated. The update will be to support future instruction.
- Lot B upgrade is under design and is currently working with Thompson & Litton for design, hoping to have it out for bid and start construction late spring/early summer in order to have it complete for Home Craft Days this year. This will change the way we have had vendors and the ability to fully utilize their trailers.

Local Funds Expenditure Report – Mr. Vicars reviewed with Board members the Local Funds Expenditure Report ending December 31, 2021. (See Exhibit 3 with details)

Personnel Report – Mr. Vicars reviewed the personnel report ending November 9, 2021. (See Exhibit 4 with details)

Dr. Brownsberger reported on the following items:

- As mentioned in Dr. Westover’s report, Dr. Brownsberger talked about our spring enrollment numbers. He mentioned that we had added 240 students within the last two weeks and felt that a lot of our students are waiting to enrollment due to our COVID numbers. He also shared that there are some upcoming late starting classes that will begin in the spring semester which, hopefully, will give concerned students time to make up their minds and increase our enrollment numbers.  
Additionally, a survey was conducted last semester and learned through that survey there were a lot of different issues and divided opinions regarding instruction – whether face to face or online. Consequently, the college is trying to meet all their needs.  
At the start of spring semester, approximately 24 percent of classes were fully in-person but varies between divisions. Arts & Sciences is 10-12 percent face to face, whereas nursing and welding is well over 50 percent face to face.  
Dr. Brownsberger shared that there is currently 13 Hyflex classrooms set up for classes in our transfer program (one in business tech). Hyflex allows students to float back and forth between in person and online.
- Dr. Brownsberger shared some upcoming accreditation and Board approvals:
  - Health Information Management (conducted at the end of last semester and waiting for confirmation letter)
  - EMS – February
  - Practical Nursing – March
  - Pharmacy Tech – May
  - Dental Assistant – July
  - Nursing – July
  - 2023 - National Alliance of Concurrent Enrollment Partnerships (NACEP)- A specialized accreditation for our dual enrollment students.
- Dr. Brownsberger was happy to announce that Ms. Natasha Tabor from UVA Wise was recently hired filling the Institutional Research position which has been vacant for some time. Ms. Tabor will be heavily involved in our Learning Assessment Plan and will be instrumental with the implementation of MECC’s Strategic Plan.



## COMMITTEE REPORTS

### Executive Committee

#### Action Item(s):

- *2022 Emeritus Nominee Recommendations:*

Mr. Rodney Baker mentioned that the Executive Committee met prior to this meeting and unanimously voted to present the following 2022 Professor and Support Staff Emeritus nominees for full Board approval.

-  **Ms. Della Bays – Support Staff Emeritus (Exhibit 5 with details)**
-  **Mr. William “Dub” Osborne – Professor Emeritus (Exhibit 6 with details)**

- *Chancellor’s Resolution*

Mr. Rodney Baker presented for Board approval the attached Resolution for the VCCS Chancellor, Dr. Glenn DuBois, who will be retiring in May 2022. (Exhibit 7)

Due to lack of quorum during today's meeting, these **Action items** were sent via email to members of the Advisor Board for a vote of approval or dis-approved.

\*\*\*As a follow-up, all three **Action items** were unanimously approved via email vote.

Emeritus recipients will be invited to participate in the 2022 Graduation Ceremony.

**Finance and Facilities Committee: (did not meet)**

**Curriculum & Student Affairs Committee: (Did not meet)**

### OLD/NEW BUSINESS

**President's Evaluation** – Mr. Baker shared that the Presidential Evaluation survey will be sent out by the Human Resources office to all the college, including Board members in February. Once survey results are composed, the Executive Committee will review and bring a Recommendation Letter to the full Board for approval in May.

### OTHER COMMENTS

### ADJOURNMENT

With no further business to discuss, the meeting adjourned at 5:45 p.m. Next meeting date will be March 15, 2022.

Peggy Gibson, Recorder

**FALL SEMESTER 2021  
FINAL ENROLLMENT REPORT**

<b>HEADCOUNT</b>	<b>2020</b>	<b>2021</b>	<b>% CHANGE</b>
Full-Time	1,010	899	(11)
Part-Time	1,243	1,180	(5)
Male	823	776	(6)
Female	1,430	1,303	(9)
<b>Total</b>	<b>2,253</b>	<b>2,079</b>	<b>(8)</b>
<b>FTES</b>	<b>2020</b>	<b>2021</b>	<b>% CHANGE</b>
	1,436	1,311	(9)

**ANNUALIZED FULL-TIME EQUIVALENT STUDENTS**

	2017-18	2018-19	2019-20	2020-21	2021-22
Summer Annualized FTES	165	175	178	193	165
Fall Annualized FTES	794	730	732	718	656
Spring Annualized FTES	660	660	612	608	
<b>Total Annualized FTES</b>	<b>1,619</b>	<b>1,563</b>	<b>1,522</b>	<b>1,518</b>	

(Totals may differ slightly from official data due to rounding)



**SPRING SEMESTER 2022  
PRELIMINARY ENROLLMENT REPORT**

<b>HEADCOUNT</b>	<b>1/19/21</b>	<b>1/18/22</b>	<b>% CHANGE</b>
Full-Time	744	612	(18)
Part-Time	905	838	(7)
Male	540	516	(4)
Female	1,109	934	(16)
<b>Total</b>	<b>1,649</b>	<b>1,450</b>	<b>(12)</b>

<b>FTES</b>	<b>1/19/21</b>	<b>1/18/22</b>	<b>% CHANGE</b>
	1,055	909	(14)



# Mountain Empire Community College

## Local Funds Expenditures Ending December 31, 2021

Category	Budget 2021 - 2022	Expenditures To Date	Budget Balance
<b>I. Contributions of Localities:</b>			
<b>A. Maintenance &amp; Operation:</b>			
College Board	\$ 5,000	\$ 2,129	\$ 2,871
President's Office	\$ 23,000	\$ 9,074	\$ 13,926
Fiscal Operations	\$ 3,000	\$ 55	\$ 2,945
Student Aid	\$ 30,000	\$ -	\$ 30,000
Home Craft Days	\$ 60,000	\$ 38,280	\$ 21,720
Mountain Music School	\$ 26,000	\$ 21,196	\$ 4,804
Site Development	\$ 3,000	\$ -	\$ 3,000
<b>Total Maintenance &amp; Operation</b>	<b>\$ 150,000</b>	<b>\$ 70,734</b>	<b>\$ 79,266</b>
<b>B. Small Business Center</b>	<b>\$ 30,250</b>	<b>\$ 14,437</b>	<b>\$ 15,813</b>
<b>Total Contributions of Localities</b>	<b>\$ 180,250</b>	<b>\$ 85,171</b>	<b>\$ 95,079</b>
<b>II. Student Activity Fee &amp; Vending Commissions:</b>			
<b>A. Student Activities</b>	<b>\$ 99,000</b>	<b>\$ 30,500</b>	<b>\$ 68,500</b>
<b>B. 50th Anniversary</b>	<b>\$ 25,000</b>	<b>\$ 34,737</b>	<b>\$ (9,737)</b>
<b>C. Vending Operation Expenses</b>	<b>\$ 4,000</b>	<b>\$ -</b>	<b>\$ 4,000</b>
<b>Total Student Activity Fee &amp; Vending Commissions</b>	<b>\$ 128,000</b>	<b>\$ 65,237</b>	<b>\$ 62,763</b>
<b>III. General Auxiliary Fee:</b>	<b>\$ 100,000</b>	<b>\$ -</b>	<b>\$ 100,000</b>
<b>IV. Bookstore</b>			
<b>A. Salaries</b>	<b>\$ 284,000</b>	<b>\$ 140,000</b>	<b>\$ 144,000</b>
<b>B. Textbooks and Supplies</b>	<b>\$ 1,005,000</b>	<b>\$ 311,984</b>	<b>\$ 693,016</b>
<b>C. Operating</b>	<b>\$ 53,000</b>	<b>\$ 11,789</b>	<b>\$ 41,211</b>
<b>Total Bookstore</b>	<b>\$ 1,342,000</b>	<b>\$ 463,773</b>	<b>\$ 878,227</b>
<b>V. Contingency and Interest Income</b>			
<b>A. Transfer to capital projects - ADA Compliance</b>	<b>\$ 50,000</b>	<b>\$ -</b>	<b>\$ 50,000</b>
<b>Total Contingency and Interest Income</b>	<b>\$ 50,000</b>	<b>\$ -</b>	<b>\$ 50,000</b>
<b>VI. Construction Projects</b>			
<b>A. Parking Lot Pole and LED Replacement Project</b>	<b>\$ 66,000</b>	<b>\$ -</b>	<b>\$ 66,000</b>
<b>B. Parking Lot B Improvements</b>	<b>\$ 80,000</b>	<b>\$ 21,510</b>	<b>\$ 58,490</b>
<b>Total Construction Projects</b>	<b>\$ 146,000</b>	<b>\$ 21,510</b>	<b>\$ 124,490</b>
<b>TOTAL ALL</b>	<b>\$ 1,946,250</b>	<b>\$ 635,691</b>	<b>\$ 1,310,559</b>

## Personnel Update

January 2022

### Retirements/Position Changes/New Hires

**Kerstein Jobe** accepted the part-time Human Resources Assistant position on December 3<sup>rd</sup>. She transferred from the bookstore where she was a student employee. Kersa lives in Big Stone Gap.

**Alison McCarty** accepted the full-time Education Support Specialist II position in Admissions effective December 6, 2021. Alison is replacing Jennifer Fig, who transferred to Talent Search. Ms. Alison McCarty resides in Nickelsville.

**Christina Lee** accepted the full-time Instructional Technologist position in IT effective January 1, 2022. This position was vacated by Susan Kennedy, who retired. Christy transferred from SWCC where she was a full-time faculty member. She resides in Rose Hill.

**Natasha Tabor** accepted the full-time Coordinator of Institutional Effectiveness position effective January 1, 2022. Ms. Tabor held a position in Institutional Research at UVA@Wise for greater than 10 years. Ms. Tabor lives in Big Stone Gap.

**Cindy Clendenon** accepted the full-time Fiscal Technician position in the Business Office effective January 1, 2022. Ms. Clendenon held a part-time position in the MECC Business Office at one time and is a rehire. Cindy lives in Wise.

**Jearline "Jeri" Bledsoe** retired from MECC January 9<sup>th</sup> with 24 years of full-time service, all of which was in the Foundation. Ms. Bledsoe will continue to live in Big Stone Gap.

**Vadim Matyushin** resigned from his full-time Math Faculty position effective January 18, 2022. Mr. Matyushin is relocating to another state.

**Alan Maggard** is retiring from MECC February 1<sup>st</sup> with 8.5 years of full-time service and two years of part-time service. Alan will continue to reside in Big Stone Gap.

### Open Positions

**SBDC Operational and Administrative Support Specialist** – This part-time position is promoted to full-time due to additional grant monies funding the cost. The position will be filled by the part-time AOSIII this week.

**SBDC Admin and Office Specialist** – This part-time position is funded by new grant money within the SBDC area. The position has been posted for application.

**Adjunct Positions** – MECC is currently accepting ongoing applications for adjunct positions in all divisions. The applications will remain open consistently to create a pool of adjunct instructors for the college to pull from when needed.

**Housekeeping** – The full-time position has been republished for application due to a lack of qualified applicants. The position will remain open until filled.

**Trades Tech I** – This part-time position vacated by Chelsey Thompson (who promoted to full-time) will be filled this week as interviews have taken place and a candidate chosen for hire.

**Food Server** – This part-time Red Fox Grill position was vacated by Lisa Herron and is republished due to a lack of applications. It will remain open until filled.

**Program Administration Specialist** – This full-time Foundation position is in the process of being filled internally. It was vacated by Jeri Bledsoe, who retired this month.

**Administrative and Office Specialist** – This full-time position, which administratively supports the Student Outreach and Success Office and was vacated by Miranda Yates, posted in September, and closed for application. The search failed to draw a qualified applicant pool. After a second posting, the position has been filled for hire on January 31 by a local applicant.

**IT Specialist II** – This full-time position is vacant due to Alan Maggard's retirement at the end of January 2022. It is posted and closes for application on January 24.

**Librarian** – This full-time Administrative Faculty Position will be posted this week to replace retiring Dr. Mike Gilley, who is scheduled to retire on March 1<sup>st</sup>.

**Library Assistant** – This part-time Education Support Specialist II position is posted for application and will fill the spot vacated by Courtney Hay, who took another position within Wampler Library. The position closes for application on February 1<sup>st</sup>.

**Math Faculty** – This full-time faculty position will be posted soon for hire in August 2022. It is vacated by relocated Vadim Matyushin.

**History Faculty** – This full-time faculty position will be posted soon for hire in August 2022. It is a new position.

**Respiratory Therapy Faculty** – This full-time faculty position will be posted soon for hire in August 2022. The position will be vacant in May after Roger Thompson retires.

**Bookstore Student Employee** – This part-time clerk position is posted due to the transfer of Kerstein Job to the HR Assistant position. The position is funded by Bookstore receipts.

**Federal Work Study Positions** – Federal work study positions are now posted for application through the VCCS career portal. These positions are funded by federal work study funds, and applicants must meet FWS regulations to be eligible.



# RESOLUTION

*Whereas, the Honorable Glenn DuBois has served diligently and faithfully as the longest-serving Chancellor in the history of the Virginia Community College System from 2001 to 2022; and*

*Whereas, Glenn has led the Virginia Community College System of 23 colleges and 40 campuses through three successful strategic plans, and into a fourth called Opportunity 2027, which aspires to increase equity and student success throughout the system, bringing his knowledge and expertise to these plans and providing valuable guidance; and,*

*Whereas, during his tenure, Virginia's Community Colleges have signed groundbreaking guaranteed transfer agreements with dozens of public and private universities; and,*

*Whereas, during his tenure, Virginia's Community Colleges have become Virginia's leading provider of workforce development training; and,*

*Whereas, he has led the diversification of community college resources through expanded philanthropy efforts; and,*

*Whereas, during his tenure, Virginia's Community Colleges have maintained a tuition rate that is one-third of the comparable rate at Virginia's public universities; and,*

*Whereas, he has begun innovative programs like FastForward and G3 to make postsecondary credentials leading to gainful employment more accessible and affordable; and,*

*Whereas, he has given freely of his time and talents to the development and expansion of Mountain Empire Community College and its varied offerings in this region;*

*Now therefore be it resolved that the Mountain Empire Community College Board does hereby express its grateful appreciation to this distinguished citizen of the Commonwealth of Virginia; and,*

*Be it further resolved that the Mountain Empire Community College Board does hereby direct that this resolution be inscribed in the permanent records of the Board, and a copy be presented to Dr. Glenn DuBois as a token of this Board's profound respect and appreciation for his exemplary service and many contributions to the success of the Virginia Community College System and Mountain Empire Community College.*

**Unanimously approved this 18<sup>th</sup> day of January, 2022.**

**MOUNTAIN EMPIRE COMMUNITY COLLEGE BOARD**

**BY:** \_\_\_\_\_  
**Rodney Baker, Board Chair**

**ATTEST:** \_\_\_\_\_  
**Kristen Westover, President and  
Secretary to the Board**

# MEMORANDUM

**To:** Dr. Kristen Westover  
**From:** Peggy Gibson  
**Subject:** 2022 Support Staff Emeritus Nomination  
**Date:** January 12, 2022  
**CC:** Val Lee

Dear Dr. Westover:

On behalf of the Support Staff Emeritus Committee, I am glad to present to you the 2022 nomination for Support Staff Emeritus, Ms. Della Bays.

Della first came to Mountain Empire Community College as a student where she earned an Associate degree and further earned a Bachelor of Science degree from Tusculum College. Her career at MECC began as a work study student in the Financial Aid Division. After graduating from MECC, she became a fulltime employee in July of 1984 under the direction of Mr. Perry Carroll. Della served in this evolving role for over 36 years.

During Della's thirty-six years at MECC, she was very active in college activities including numerous standing committees such as the Association of Classified Staff Employees and the Support Staff Emeritus Committee.

Della worked many hours to ensure the continued success of MECC's students. She was instrumental in obtaining financial aid for over 100,000 students and awarding over \$200M in total aid during her career at MECC.

Della saw the campus grow and change in many ways while making valuable contributions in all the areas in which she served. She was one of the most respected and well-liked employees at MECC. Perry Carroll said it best, "Della's commitment to the students, staff, and faculty at Mountain Empire Community College goes beyond what would be extraordinary."

The Committee chose Della for this honor because of her length of service to both the College and to the community in which she lives. Della's positive attitude and commitment made her a clear choice for the Support Staff Emeritus Committee.

The 2022 Classified Emeritus Committee is proud to make this recommendation.

cc: Val Lee

# MEMORANDUM

**To:** Dr. Kristen Westover  
**From:** Dr. Ken Tucker  
**Subject:** 2022 Professor Emeritus Nomination  
**Date:** January 12, 2022  
**CC:** Val Lee

Dear Dr. Westover:

On behalf of the Professor Emeritus Committee, I am glad to present to you the 2022 nomination for Professor Emeritus, Dr. William "Dub" Osborne. When I think back about "Dub" as a colleague, I remember what a kind and gentle soul he was. During his tenure at MECC (September 1983 – August 2004), Dub always tried to find ways to connect with students and his personality was his best asset. Dub traveled many miles with students to conferences and to tour criminal justice agencies during his time at MECC. He was always willing to go the extra mile to make sure students had a "real life experience" in the field. Dub's storytelling about his experiences is legendary, and students loved his way of personally connecting with them.

Moreover, when Dub's name is mentioned among former MECC colleagues who remember him, terms like "collegial," "student-focused," "community service" and "academic excellence" are just a few terms associated with his name. Throughout his tenure at MECC, Dub's colleagues respected his integrity and professionalism. As his Curriculum Vitae attests (see attached Curriculum Vitae), Dub's contributions in the areas of teaching, published works, grant activities, and community outreach serve as a testament to Dub's meritorious and significant contributions to MECC.

Clearly, Dub's long and distinguished tenure at MECC uniquely qualifies him for this esteemed award. Everyone who remembers Dub knows how much he truly cared about the local region, MECC, and his passion, teaching. It is with great pride that the committee nominates Dr. William "Dub" Osborne as the 2022 Professor Emeritus.

Respectfully,

Dr. Ken Tucker

Chair, Professor Emeritus Committee