



**Board of Trustees Meeting Minutes**

**Regular Monthly Meeting**

March 25, 2026 | 5:00 pm | 2403 W. 8<sup>th</sup> Street, Erie West, Founder’s Rm 307A

Zoom Meeting ID: 864 7949 2792

Zoom Passcode: 113651

1. **Call to Order at 5:00pm**
2. **Roll Call**

Trustee	Roll Call
Secretary Ejay Fyke	Not Present
Geoffrey Groce	Y
Kurt Hersch	Y
Robert Merrill	Y
Msg. David Rubino	Y
Vice Chairperson Cheryl Rush Dix	Y via Zoom @ 5:01pm
Chairperson Dr. Michael Victor	Y via Zoom

With a quorum confirmed, the Trustees proceeded with the agenda.

**College Employees/Other Attendees (7)**

Founding President Chris Gray Ph.D.; Executive Assistant Renée Triana; Executive Vice President Guy Goodman; CFO Frank Moore via Zoom; Executive Director of External Relations & Strategy Shawn Waskiewicz; HR Director Bridget Daugherty; and Solicitor Tim Wachter.

3. **Approval of January 28, 2026, Regular Meeting Minutes**

Motion	
1	Resolution to Approve the January 28, 2026, Regular Meeting Minutes

There was no discussion

Trustee	Motion 1	Vote
Secretary Ejay Fyke		Not Present
Geoffrey Groce	1	Y
Kurt Hersch		Y
Robert Merrill	2	Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve the January 28, 2026 regular and annual meeting minutes was approved unanimously via voice vote.

4. **Public Participation** -None

5. **Communication**

A. **President’s Report**

Chris Gray, Ph.D.

Dr. Gray noted his Mission Moment included Dr. Keri Bowman and Andrea Campbell helping EC3’s PTK “All PA Academic” student with his wardrobe for the PACCC Annual conference. The EC3 Foundation ended up providing funds to purchase items at Sassy Peacock. The staff and the Foundation’s care for students is what EC3 is all about. He also reported that the MSCHE Self Study visit dates had been determined.

B. **Ad Hoc Committees and Advisory Groups**

1. **Foundation-President’s Advisory Group**

Trustee Ejay Fyke, Board Represent

- a. **Report**-Trustee Fyke was not present at the meeting. Dr. Gray reported on the success of the Women Leaders Shaping Erie event. And asked that the Trustees hold the date for the ERCGP Business After hours event on April 23<sup>rd</sup> that will celebrate the official opening of the Center for Health Sciences.

C. **Chairperson of the Board**

Chairperson Michael Victor, J.D., LL.D.

Chairperson Dr. Victor thanked the Trustees for reviewing the drafts of their charters and submitting ideal attributes of future Board members. He also informed the Board that a new Trustee, Angela McNair, had been approved through county council and that the College was awaiting the official notice of her appointment.

D. **Other**-There were no other reports.

6. **Presentation- Review of Key Performance Indicator Outcomes and Operational Plan Updates**

Guy Goodman, Executive Vice President of Academics and Student Affairs

EVP Goodman presented an updated KPI presentation (**Exhibit A**) and noted that what EC3 is doing is working from an academic and service perspective. He also reported the progress of the Operational Plan in relation to the President’s 2025-2026 goals. He confirmed that he and Dr. Bowman had been meeting with Portico Campus Ivy and they were ready to implement Workday into the Federal Financial Aid System they are building. He also confirmed that EC3 will have staff on hand to guide students, but that Portico can offer remote directorship of the program.

7. **Standing Committee Reports and New Business**

A. **Academic Committee**

Vice Chairperson Cheryl Rush Dix

- 1. **Report**- Vice Chairperson Rush Dix reviewed the March 11<sup>th</sup> meeting minutes with the Trustees and noted the two policy changes that were coming forward.
- 2. **New Business**
  - a. **Motion 2**-Approval of Items 2 and 3.

<b>Item</b> <b>2</b>	Resolution to Amend Policy V.A.3 Assessment and Testing [Board Report #26-08]
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<b>Item 3</b>	Resolution to Reaffirm Policy V.B.2 Waiver of Tuition and Mandatory Fees for Students Who Have Been in Foster Care [Board Report #26-09]
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There was no discussion.

Trustee	Motion 2 Items 2-3	Vote
Secretary Ejay Fyke		Not Present
Geoffrey Groce		Y
Kurt Hersch	1	Y
Robert Merrill		Y
Msg. David Rubino	2	Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve Item 1- the amendment of Policy V.A.3 Assessment and Testing; Item 2-the reaffirmation of Policy V.B.2 Waiver of Tuition and Mandatory Fees for Students Who Have Been in Foster Care were approved unanimously via voice vote.

**B. Personnel Committee**

Trustee Robert Merrill

1. **Report-** Trustee Merrill reported that the Personnel Committee did not meet but had two items to report. First, the Presidential Evaluation process was beginning for 2025-2026 and that the rating forms would be emailed to them at the end of April.

Secondly, he referred to HR Director Daugherty to report on the findings from the most recent PACE Survey (**Exhibit B**). The first survey was done in 2023, and the most recent survey was conducted in the fall of 2025 at a cost of \$7,000. The Executive Summary (**Exhibit C**) was available to the Trustees for review.

2. **New Business-**No Action Items

**C. Finance Committee Report**

Trustee Kurt Hersch

1. **Report-** Trustee Hersch reported that the committee met March 16<sup>th</sup>. He reviewed the financials and variances with the trustees and there were no questions. He provided information for the motions coming forward (see below).

- a. February YTD Budget Summary 2025-2026
- b. February 2026 Bank Reconciliation

**2. New Business**

- a. **Motion 3-**Approval Items 4, 5, and 6.

<b>Item 4</b>	Resolution to Approve the Contract with Workday Inc. from April 30, 2026 to April 29, 2036 in the Amount of \$6,863,980 [Board Report #26-10]
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<b>Item 5</b>	Resolution to Approve the Renewal Contract with DLT Solutions, LLC. for Anthology/Blackboard Inc. from June 1, 2026 to May 31, 2029 in the Amount of \$117,031.75 [Board Report #26-11]
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<b>Item 6</b>	Resolution to Approve the Contract Renewal for the Connection Financial Services from April 1, 2026 to May 31, 2029 in an Amount Not to Exceed \$625,000 [Board Report #26-12]
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Trustee Hersch explained that the Workday contract has been renewed for ten years due to CFO Moore negotiating a flat rate without inflation. He also clarified that the computer equipment lease with Connection Financial Services was connected to a PDE project submission and therefore the cost cannot exceed \$625,000 over three years unless a new project is submitted to PDE for approval. Dr. Gray feels the amount is sufficient for the College's needs as the prior leased computers are bought back from the College for \$1.

Trustee	Motion 3 Items 4-6	Vote
Secretary Ejay Fyke		Not Present
Geoffrey Groce	2	Y
Kurt Hersch		Y
Robert Merrill		Y
Msg. David Rubino	1	Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve Item 4- the contract with Workday Inc. from April 30, 2026 to April 29, 2036 for \$6,863,980; Item 5- the renewal contract with DLT Solutions, LLC. for Anthology/Blackboard Inc. from June 1, 2026 to May 31, 2029 for \$117,031.75; and Item 6- the contract renewal for the Connection Financial Services from April 1, 2026 to May 31, 2029 in an amount not to exceed \$625,000 were approved unanimously via voice vote.

b. **Motion 4**-Approval of Items 7 and 8.

<b>Item 7</b>	Resolution to Approve the Purchase of an Anatomage Table from Anatomage Inc. in the Amount of \$87,965 [Board Report #26-13]
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<b>Item 8</b>	Resolution to Approve the Purchase of High-Fidelity Simulation Manikins and AV Technology from Guamard Scientific Company, Inc. in the Amount of \$97,080 [Board Report #26-14]
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Trustee Hersch clarified that the Anatomage Table wasn't a budgeted item in the approved budget, but the amount was being covered by EC3 Foundation donations. The Foundation has raised \$55,000 for the table and is doing targeted fundraising for the additional amount. Trustee Hersch said that Item 8 was included in the approved budget and EVP Goodman confirmed the life expectancy for the Manikins is 10 to 15 years with annual updates. They have up to a 5 year warranty.

Trustee	Motion 4 Items 7-8	Vote
Secretary Ejay Fyke		Not Present
Geoffrey Groce		Y
Kurt Hersch		Y
Robert Merrill	1	Y
Msg. David Rubino	2	Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve Item 7- the purchase of an Anatomage Table from Anatomage Inc. for \$87,965; and Item 8- the purchase of High-Fidelity Simulation Manikins and AV Technology from Guamard Scientific Company, Inc. for were approved unanimously via voice vote.

c. **Motion 5**-Approval of Items 9 and 10.

<b>Item 9</b>	Resolution to Approve the Substitution of West Campus Roof Project with West Campus Renovation of the Front Lobby Area for FY 2026 PDE Capital Program [Board Report #26-15]
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<b>Item 10</b>	Resolution to Approve the Submission of Projects for FY 2027 to PDE Including Summit Location Classrooms and Facility Upgrades and West Campus Classrooms and Facility Improvements in the Amounts of \$1,200,000 and \$600,000 Respectively [Board Report #26-16]
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Trustee Hersch explained that the first FY2026 PDE Submission for the roof project ended up being covered by RACP funds, therefore a project substitution for the front stairwell has been submitted to achieve a uniform look with the rest of the building updates. The PDE FY2027 submissions puts the College into the project queue.

Trustee	Motion 5 Items 9-10	Vote
Secretary Ejay Fyke		Not Present
Geoffrey Groce		Y
Kurt Hersch		Y
Robert Merrill		Y
Msg. David Rubino	1	Y
Vice Chairperson Cheryl Rush Dix	2	Y
Chairperson Dr. Michael Victor		Y

Resolution to approve Item 9-the substitution of West Campus Roof Project with West Campus Renovation of the Front Lobby Area for FY 2026 PDE Capital Program; Item 10- the submission of projects for FY 2027 to PDE Including Summit Location Classrooms and Facility Upgrades and West Campus Classrooms and Facility Improvements in the amounts of \$1,200,000 and \$600,000 respectively were approved unanimously via voice vote.

8. **Executive Session-None**

9. **Motion to Adjourn at 5:57pm**

<b>Trustee</b>	<b>Motion 6</b>	<b>Vote</b>
Secretary Ejay Fyke		Not Present
Geoffrey Groce		Y
Kurt Hersch	1	Y
Robert Merrill	2	Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix		Y
Chairperson Dr. Michael Victor		Y

Motion to adjourn the meeting at 5:57pm was approved unanimously via voice vote.

**Next Regular Meeting is May 27, 2026 at 5:00PM**

(Exhibit A)

5

4

3

2

1



# Review of KPI Outcomes

Fall 2025

5

## Students Still Coming In

- PACCC average: -0.9%
- PACCC subgroup average: +2.2%
  - **EC3: +200%**

4

3

## Fall 2025

789 students  
7014 credit hours  
544 FTE

2

## Challenge Ahead

Changing the tuition model



1

5

4

3

## Guiding Toward Student Success

Fall 2025: 83.7%  
National Avg.: 79%

Above National Avg since Fall 2023

Increase of 2.7% from Fall 2024

2

1



5

## Keeping Up the Momentum

4

- Fall 2025: 71%
- PACCC Avg: 63.3%
- FT Retention: 53.1% from Fall 2024
- PT Retention: 25.3% from Fall 2024

## Considerations

3

2

1



5

## Reaching the Finish Line

**Fall 2022 Cohort Grad Rate: 47.2%**

PACCC Cohort Average: 27.1%

National Cohort Average: 35.2%

**Fall 2023 Cohort Grad Rate: 33.3%**

PACCC Cohort Average: TBD

National Cohort Average: TBD

4

3

2

1



## Next Opportunities

Respondents: 34

Career Track: 19 with 53% in field  
38% making \$35K/year  
EC3 technical training highly rated

*“I’m still employed with the same company I worked for while I was in school, but I was recently promoted with a great pay increase and a new title.”*

Education Track: 15 with 93% attending  
All respondents high on EC3 preparedness

*Penn West, Penn State, Gannon, IUP, and  
Johnson and Wales*

5

4

3

2

1



## **PACE Employee Satisfaction Survey – Board Summary**

PACE survey results show that EC3 continues to outperform peer institutions, reinforcing the strength of the College’s culture and its consistency with 2024 performance. In addition to aggregate comparisons across each satisfaction theme, PACE provides detailed statistical analysis, including top and bottom ranked items. The attached Executive Summary highlights both institutional strengths and areas for improvement.

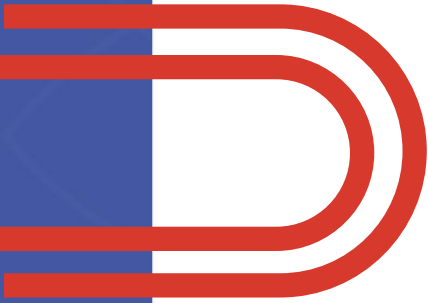
The results continue to reflect a strong and mission-driven culture. EC3’s primary areas of strength include a clear focus on students, a strong connection to mission, and positive supervisory relationships. These elements remain defining characteristics of the institution and are consistently reflected in employee feedback.

The survey also identified opportunities for continued growth, particularly in the areas of communication, decision-making, and overall process maturity. The detailed statistical analysis indicates a high degree of confidence in these gaps when compared to peer institutions, reinforcing the need for targeted and sustained attention.

The results were shared with employees during the March 12, 2026, Town Hall, providing an opportunity for transparency and initial dialogue. The College will continue to build on this by reinforcing its communication efforts and creating additional opportunities for two-way engagement. While a formal communication plan was developed following the 2024 survey, consistent implementation will be a priority moving forward.

To address themes related to decision-making, the College will establish a task force to review and clarify committee structures and administrative processes. This effort is intended to improve transparency and ensure employees have a clear understanding of how and where decisions are made within the organization.

Overall, the 2025 results are positive and affirm the strength of EC3’s culture, while also providing clear direction for continued institutional growth and development.



**NC STATE  
UNIVERSITY**

**PACE CAMPUS CLIMATE SURVEY**

An initiative of the Belk Center at NC State

706 Hillsborough Street | Raleigh, NC 27603

# Erie County Community College

Erie, Pennsylvania

## **PACE Executive Summary**

### PACE Climate Survey for Community Colleges

**Lead Researchers**

Jared King & Natasha Spencer

**Conducted**

November 2025

## RESEARCH TEAM

**Audrey J. Jaeger, Ph.D.**

Executive Director

**Sarah A. Deal, Ph.D.**

Director of Research

**Kaitlin S. Newhouse, Ph.D.**

Associate Director of Research  
and Evaluation

**Daniel West, Ph.D.**

Senior Research Associate

**Connor Guerin**

Research Associate

**Jared King**

Research Associate

**Kayla Patterson**

Research Associate

**Natasha Spencer**

Research Associate

**Nyasia Lloyd**

Research Associate

**Oscar R. Miranda Tapia**

Research Associate

**Sam Dotson**

Research Associate

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**Suggested Citation:** Belk Center for Community College Leadership and Research, North Carolina State University. PACE Climate Survey for Community Colleges Executive Summary, by King, J., & Spencer, N. Raleigh, NC: 2025.

## EXECUTIVE SUMMARY

During November 2025, the PACE Climate Survey for Community Colleges (PACE) was administered to 88 employees at Erie County Community College (EC3). Of those 88 employees, 51 (58%) completed and returned the instrument for analysis. Respondents were also given the opportunity to complete a qualitative section asking three open-ended questions about what supports their success, what barriers hinder their success, and what issues they believe college leadership should prioritize. Of the 51 EC3 employees who completed the PACE survey, 36 (70.6%) provided written comments.

### PACE Means

The PACE Climate Survey at EC3 included 92 five-point Likert-type scale questions ranging from a low of “1” to a high of “5”. EC3’s survey included the standard PACE 46 questions, the In-depth Institutional Structure Question Set, and a set of custom questions selected by EC3. The PACE 46 questions are organized into four climate factors as follows: Institutional Structure, Student Focus, Supervisory Relationships, and Teamwork. At EC3, the overall mean score of the PACE Survey was 3.884. The Student Focus climate factor had the highest mean score of 4.246, followed by Teamwork (4.075), Supervisory Relationships (3.931), and Institutional Structure (3.495). When disaggregated by the personnel classification demographic category of the PACE instrument, Administrator rated the campus climate the highest with a mean score of 4.215, followed by Faculty (3.830) and Staff (3.750).

Of the 46 standard PACE questions, EC3’s top 10 mean scores have been identified as potential points of pride at EC3. Six pertain to the Student Focus climate factor, three pertain to the Supervisory Relationships climate factor, and one pertains to the Institutional Structure climate factor.

- I feel my job is relevant to this institution’s mission, 4.510 (#8)
- Student needs are central to what we do, 4.412 (#7)
- Student diversity is important at this institution, 4.388 (#18)
- Faculty meet the needs of students, 4.375 (#17)
- Staff (non-instructional, non-administrator) meet the needs of students, 4.313 (#28)
- My supervisor expresses confidence in my work, 4.275 (#2)
- I have the opportunity to express my ideas to my supervisor in appropriate forums, 4.250 (#45)
- This institution prepares students for further learning, 4.200 (#37)
- Institutional leadership is focused on meeting the needs of students, 4.196 (#6)
- My supervisor is open to the ideas, opinions, and beliefs of everyone, 4.196 (#9)

Of the 46 standard PACE questions, the bottom 10 mean scores have been identified as areas potentially in need of improvement at EC3. Nine pertain to the Institutional Structure climate factor and one pertains to the Supervisory Relationships climate factor.

- I have the opportunity for advancement within this institution, 2.745 (#38)
- I am able to appropriately influence the direction of this institution, 3.041 (#15)
- Administrative processes are clearly defined, 3.188 (#44)
- Information is shared within this institution, 3.314 (#10)
- This institution is appropriately organized, 3.327 (#32)
- Decisions are made at the appropriate level at this institution, 3.347 (#4)
- I receive adequate information regarding important activities at this institution, 3.380 (#41)
- Professional development and training opportunities are available, 3.413 (#46)
- Open and ethical communication is practiced at this institution, 3.429 (#16)
- A spirit of cooperation exists at this institution, 3.480 (#25)

## Qualitative Responses

Respondents were given the opportunity to reply to three open-ended questions regarding when they have felt most successful in their roles, the barriers they encounter, and the institutional priorities they consider most important. Below is the most common code for each question:

- Success: Student Achievement
- Barriers: Leadership Barriers
- Institutional Priorities: Communication Barriers

Responses to these items are quoted exactly as written except in instances where the integrity of the report and/or confidentiality are compromised.

## The full PACE report includes the following items:

- PACE Report
- Demographics Report
- Personnel Classification Report
- Personnel Classification Data File
- In-depth Institutional Structure Report
- Custom Report
- Qualitative Summary Report
- Qualitative Data File
- Canvs Qualitative Interpretation Guide
- Report Interpretation Instructions
- Detailed Survey Question List
- PACE Survey Discussion Guide



COMMUNITY  
COLLEGE

# Board of Trustees

## Regular Meeting Book

March 25, 2026

EC3 Erie West

2403 West 8<sup>th</sup> Street

Founders' Room 307A

Erie, Pennsylvania 16505

Meeting ID: 864 7949 2792 | Passcode: 113651



# Board of Trustees Meeting Agenda

## Regular Monthly Meeting

March 25, 2026 | 5:00 pm | 2403 W. 8<sup>th</sup> Street, Erie West, Founder’s Rm 307A

Zoom Meeting ID: 864 7949 2792

Zoom Passcode: 113651

1. Call to Order
2. Roll Call
3. Approval of January 28, 2026, Regular Meeting Minutes (pg. 18-25)

<b>Motion</b> <b>1</b>	Resolution to Approve the January 28, 2026, Regular Meeting Minutes
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4. Public Participation
5. Communication
  - A. **President’s Report**  
Chris Gray, Ph.D.
  - B. **Ad Hoc Committees and Advisory Groups**
    1. Foundation-President’s Advisory Group  
Trustee Ejay Fyke, Board Representative
      - a. Report
  - C. **Chairperson of the Board**  
Chairperson Michael Victor, J.D., LL.D.
  - D. **Other**
6. Presentation- Review of Key Performance Indicator Outcomes and Operational Plan Updates  
Guy Goodman, Executive Vice President of Academics and Student Affairs
7. Standing Committee Reports and New Business
  - A. **Academic Committee**  
Vice Chairperson Cheryl Rush Dix
    1. Report
    2. New Business
      - a. **Motion 2**-Approval of Items 2 and 3. (pg. 5-8)

<b>Item</b> <b>2</b>	Resolution to Amend Policy V.A.3 Assessment and Testing [Board Report #26-08] (pg. 5-7)
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<b>Item</b> <b>3</b>	Resolution to Reaffirm Policy V.B.2 Waiver of Tuition and Mandatory Fees for Students Who Have Been in Foster Care [Board Report #26-09] (pg. 8)
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\*Continued

**B. Personnel Committee**

Trustee Robert Merrill

1. Report
2. New Business-No Action Items

**C. Finance Committee Report**

Trustee Kurt Hersch

1. Report
  - a. February YTD Budget Summary 2025-2026 (pg. 9)
  - b. February 2026 Bank Reconciliation (pg. 10)
2. New Business
  - a. **Motion 3**-Approval Items 4, 5, and 6. (pg. 11-13)

<b>Item 4</b>	Resolution to Approve the Contract with Workday Inc. from April 30, 2026 to April 29, 2036 in the Amount of \$6,863,980 [Board Report #26-10] (pg. 11)
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<b>Item 5</b>	Resolution to Approve the Renewal Contract with DLT Solutions, LLC. for Anthology/Blackboard Inc. from June 1, 2026 to May 31, 2029 in the Amount of \$117,031.75 [Board Report #26-11] (pg. 12)
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<b>Item 6</b>	Resolution to Approve the Contract Renewal for the Connection Financial Services from April 1, 2026 to May 31, 2029 in an Amount Not to Exceed \$625,000 [Board Report #26-12] (pg. 13)
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- b. **Motion 4**-Approval of Items 7 and 8. (pg. 14-15)

<b>Item 7</b>	Resolution to Approve the Purchase of an Anatomage Table from Anatomage Inc. in the Amount of \$87,965 [Board Report #26-13] (pg. 14)
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<b>Item 8</b>	Resolution to Approve the Purchase of High-Fidelity Simulation Manikins and AV Technology from Guamard Scientific Company, Inc. in the Amount of \$97,080 [Board Report #26-14] (pg. 15)
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- c. **Motion 5**-Approval of Items 9 and 10. (pg. 16-17)

<b>Item 9</b>	Resolution to Approve Substitution of West Campus Roof Project with West Campus Renovation of the Front Lobby Area for FY 2026 PDE Capital Program [Board Report #26-15] (pg. 16)
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<b>Item 10</b>	Resolution to Approve the Submission of Projects for FY 2027 to PDE Including Summit Location Classrooms and Facility Upgrades and West Campus Classrooms and Facility Improvements in the Amounts of \$1,200,000 and \$600,000 Respectively [Board Report #26-16] (pg. 17)
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**\*Continued**

8. Executive Session
9. Motion to Adjourn

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Division and Department Information (pg. i1-i19)

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|---------------------------------|--|
| A. Academic Affairs (pg. i1-i2) | D. Finance, Operations, and<br>Human Resources (pg. i11-i14) |
| B. Student Affairs (pg. i3-i4)  | E. Marketing (pg. i15-i18)                                   |
| C. Enrollment (pg. i5-i10)      | F. EC3 Foundation (pg. i19)                                  |

**Next Regular Meeting is May 27, 2026 at 5:00PM**



## Resolution to Amend Board Policy V.A.3: Assessment and Testing

### Information

This proposal aims to streamline the board policy language with respect to course placement using standardized testing and other key academic measures. The college maintains a functioning low-stakes placement testing system as a determining factor for placement along with accepting standardized test scores and other methods.

A red-lined version of this policy is attached herewith reflecting all the changes mentioned above for review.

### Recommendation

The Academic Committee recommends that the Board of Trustees moves to approve the amendment to Policy V.A.3: Assessment and Testing as presented.



**Policy V.A.3: Assessment and Testing**

~~The College shall create accessible pathways to enrollment in college level courses to include using multiple measures accepting alternative documentation beyond standardized testing practices for placement.~~

Placement testing is the process by which the College evaluates incoming students to determine their reading, writing, mathematical and other basic skills. Appropriate placement in courses serves to maximize students' opportunities to succeed academically.

~~The College shall establish multiple accessible enrollment pathways to include but not limited to the following:~~

~~Placement testing is mandatory for full-time and part-time credit students. A process shall be developed by which students may be deemed exempt from the placement testing requirement using multiple measures:~~

~~As there is no one approach to using multiple measures that is appropriate for all students, the College shall develop a comprehensive approach which includes non-cognitive assessments as part of the placement process.~~

~~These practices and measures shall include but not be limited to:~~

Placement test results via EdReady  
High School Transcripts  
AP exam scores  
GED scores SAT scores  
ACT scores  
College transcripts  
CLEP examination scores  
TOEFL examination scores

~~Students will be offered the option to take the knowledge assessment in a non-proctored, self-paced environment. Students will be permitted multiple attempts at these low-stakes, adaptive assessments to modify their placement.~~

Students who have prior academic experience such as an earned degree (associate's or higher) from an accredited institution, students who are degree candidates at another institution (visiting guest students), students who have transferred 12 or more credits to Erie County Community College from another institution where they received a GPA of 2.0 or above, and students who are readmitted to the College and have received a GPA of 2.0 or above upon the completion of 12 or more credits shall be exempt from placement testing.

*\*Policy approved by Erie County Community College Board of Trustees: ~~March 10, 2021~~ **March 25, 2026***

*\*Review Deadline: ~~March 10, 2026~~ **March 25, 2031***



**Policy V.A.3: Assessment and Testing**

Placement testing is the process by which the College evaluates incoming students to determine their reading, writing, mathematical and other basic skills. Appropriate placement in courses serves to maximize students' opportunities to succeed academically.

The College shall establish multiple accessible enrollment pathways to include but not limited to the following:

Placement test results via EdReady  
High School Transcripts  
AP exam scores  
GED scores SAT scores  
ACT scores  
College transcripts  
CLEP examination scores  
TOEFL examination scores

Students who have prior academic experience such as an earned degree (associate's or higher) from an accredited institution, students who are degree candidates at another institution (guest students), students who have transferred 12 or more credits to Erie County Community College from another institution where they received a GPA of 2.0 or above, and students who are readmitted to the College and have received a GPA of 2.0 or above upon the completion of 12 or more credits shall be exempt from placement testing.

*\*Policy approved by Erie County Community College Board of Trustees: **March 25, 2026***

*\*Review Deadline: **March 25, 2031***



Resolution to Reaffirm Board Policy V.B.2: Waiver of Tuition and  
Mandatory Fees for Students Who Have Been in Foster Care

Information

The current policy allows students who are between the ages of 16 and 26 who have been identified as youth in the foster care system and are eligible to receive services under the John H. Chafee Foster Care Independence Program to receive a waiver of tuition and mandatory fees at Erie County Community College. This policy establishes compliance with PA Act 16 of 2019.

**Policy V.B.2: Waiver of Tuition and Mandatory Fees for Students Who Have Been in Foster Care**

The Erie County Community College shall comply with Act 16 of 2019 (Act 16) which added Article XXVI-K to the Pennsylvania Public School Code of 1949 once it is eligible for awarding Title IV student assistance. This law, known as the Fostering Independence through Education Act, requires postsecondary institutions to award a waiver of tuition and mandatory fees to some Pennsylvania resident students who have been in foster care and meet the below eligibility requirements.

Student Eligibility Requirements:

- Be a current Pennsylvania resident.
- Have graduated from high school or have received a Commonwealth Secondary School Diploma.
- Be accepted as a student by the College.
- Be identified as a youth in foster care or a youth adopted from foster care after attaining age 16.
- Be eligible for services under Pennsylvania's John H. Chafee Foster Care Independence Program.
- Have not reached the age of 26 by July 1 of the upcoming academic year for which Chafee Education and Training Grant is received.
- Be enrolled as an undergraduate, at least half time.
- Applied all grants and scholarships for which they are eligible first to cover tuition and fees.
- Demonstrate financial need for the grant (as determined by Erie County Community College).
- Maintain satisfactory academic progress (as determined by Erie County Community College).
- Not be in default on a federal student loan or owe a refund on other Title IV aid.
- Have not received Chafee Education and Training Grant for 5 years (consecutive or not), defined as 10 semesters or the equivalent, for undergraduate study.

Recommendation

The Academic Committee recommends that the Board of Trustees moves to reaffirm Policy V.B.2: Waiver of Tuition and Mandatory Fees for Students Who Have Been in Foster Care as presented.

*Erie County Community College*  
**YEAR-TO-DATE OPERATING & CAPITAL CASH BASIS BUDGET REPORT**  
*Fiscal Year 2025-26 as of February 28, 2026*

	YTD Actual	YTD Budget	Actual vs. Budget	% Variance	Anticipated	Comments
<b>OPERATING &amp; CAPITAL REVENUES</b>						
Student Tuition & Fees	\$ 361,856	\$ 372,062	\$ (10,206)	-2.7%		
Tuition from Noncredit Programs	20,950	31,700	(10,750)	-33.9%		
County of Erie - Operating	2,236,268	2,236,268	-	0.0%		
County of Erie - Recurring Capital	526,461	526,461	-	0.0%		
County of Erie - One-Time Capital	237,272	237,272	-	0.0%		
Commonwealth of PA - Operating	1,633,631	1,633,631	-	0.0%		
Commonwealth of PA - Recurring Capital	511,554	445,224	66,330	14.9%		
Commonwealth of PA - One-Time Capital	-	-	-	0.0%		
Commonwealth of PA - SS Reimbursement	107,403	105,259	2,144	2.0%		
Grants	13,567	15,890	(2,323)	-14.6%		
Investment Income	131,623	129,862	1,761	1.4%		
Donation Passthrough	161,576	155,448	6,127	3.9%		
Miscellaneous Income	488	1,032	(545)	-52.8%		
<b>Total Operating &amp; Capital Revenues</b>	<b>\$ 5,942,647</b>	<b>\$ 5,890,108</b>	<b>\$ 52,538</b>	<b>0.9%</b>		
<b>APPLICATION OF FUNDS</b>						
Salaries	\$ 2,448,760	\$ 2,440,760	\$ (8,001)	-0.3%		
Staff Benefits	593,448	603,258	9,810	1.6%		
Other Expenses	265,622	291,683	26,061	8.9%		
Contracted	96,590	103,356	6,766	6.5%		
Insurance	58,636	58,636	-	0.0%		
Travel	20,088	15,490	(4,597)	-29.7%		
Maintenance & Repairs	40,592	50,289	9,697	19.3%		
Marketing	284,607	285,733	1,126	0.4%		
Contingency	-	8,333	8,333	100.0%		
Non-Lease Equipment & Non-Leased Software	163,030	174,709	11,679	6.7%		
Facility Operations	142,281	141,543	(738)	-0.5%		
Leased Facilities, Equipment, & Software	649,471	662,375	12,904	1.9%		
Capital Equipment Additions	1,135,398	1,332,646	197,248	14.8%		
<b>TOTAL EXPENSES</b>	<b>\$ 5,898,523</b>	<b>\$ 6,168,812</b>	<b>\$ 270,288</b>	<b>4.4%</b>		
<b>Surplus/(Deficit)</b>	<b>\$ 44,123</b>	<b>\$ (278,703)</b>	<b>\$ 322,826</b>			

**Erie County Community College**  
**Confirmation of Bank Statement Reconciliations**

**Community College  
of Erie County**

Currency

USD

All EC3 Statements - Beginning Date

2/1/2026

All EC3 Statement - End Date

2/28/2026

Bank Statements Status - Reviewed & Reconciled

**Reconciled**

**Operating Account Balances**

FNB

**February 2026  
Current Balances**

Operating

\$ 110,277.63

Investment Account

\$ 0.00

**Total Operating Account Balances**

**\$ 110,277.63**

**Designated Purpose Account Balances**

FNB

Designated Purpose Account

\$ 3,771,994.31

- Transformational Philanthropy Fund	\$ 1,590,000.00
- Interest Earned - Transformational Philanthropy Fund	\$ 72,640.00
- Window Replacement Fund	\$ -
- Interest Earned - Window Replacement Fund	\$ 15,417.00
- Allied Health Fund	\$ 2,000,000.00
- Interest Earned - Allied Health Fund	\$ 93,937.31

Advancement Fund Account

\$ 258,900.10

Board Designated Reserves

\$ 742,411.18

Board Designated Reserves Acct. #2670

\$ 501,195.72

**Total Designated Account Balances**

**\$ 5,274,501.31**

**Total Operating and Designated Account Balances**

**\$ 5,384,778.94**

**Other Designated Purpose Account Balances**

Foundation Agency Fund

\$ 1,967,723.96

*(not included in College account balances)*

**Receivable - Funds State and County**

Erie County - Quarterly Funding

\$ -

State PDE - Operating & Capital

\$ -

**\$ -**



Resolution to Approve the Contract with Workday Inc.  
from April 30, 2026 to April 29, 2036 in the Amount of \$6,863,980

Information

The College is seeking approval to renew its agreement with Workday, Inc. for its enterprise resource planning (ERP) system, which supports key institutional functions including human capital management, finance, payroll, student services, and related administrative operations.

The original agreement, executed in 2021, established a five-year term and provided access to a comprehensive suite of Workday modules to support the College's operational infrastructure. Since that time, several amendments have expanded the College's access to additional modules and system capabilities to better meet evolving institutional needs.

The proposed contract will continue these services under a new agreement with an updated term of 10 years and locked in pricing at the FY 2026 rate of \$686,398 per year for the entire term. The previous 5-year contract had a 2% inflation factor each year of the contract. The proposed 10-year contract remains flat at the current year's rate for the entire term providing cost certainty and compounded savings over time.

This renewal ensures continuity of critical enterprise systems and maintains access to Workday's integrated platform, which supports efficient operations, data management, and strategic decision-making across the College.

Recommendation

The Finance Committee recommends that the Board of Trustees moves to approve the contract with Workday Inc. from April 30, 2026 to April 29, 2036 in the amount of \$6,863,980.



Resolution to Approve the Renewal Contract  
with DLT Solutions, LLC. for Anthology/Blackboard Inc.  
from June 1, 2026 to May 31, 2029 in the Amount of \$117,031.75

Information

EC3 has received a quote from DLT Solutions, LLC., a participant in the OMNIA group purchasing contract, to extend the Blackboard Learning Management System from June 1, 2026 to May 31, 2029 in the amount of \$117,031.75. The recommended software has been in place since the college's opening and is the communication and learning platform allowing students and faculty to work in concert toward student success.

Recommendation

The Finance Committee recommends that the Board of Trustees moves to approve the three-year extension of the contract with DLT Solutions, LLC. from June 1, 2026 to May 31, 2029 in the amount of \$117,031.75 to utilize the Anthology/Blackboard as the college's learning management system.



Resolution to Approve the Contract for the Connection Financial Services  
from April 1, 2026 to March 31, 2029 in an Amount Not to Exceed \$625,000

Information

To support ongoing technology needs, the College will replace end-of-life and leased computer equipment through a three-year lease agreement with Connection Financial Services. Equipment will be purchased via GovConnection, an approved CoStars vendor.

The total lease amount will not exceed \$625,000 over a three-year term. The Pennsylvania Department of Education (PDE) will provide reimbursement for approximately 50% of the total cost through state capital funding, reducing the College's overall financial obligation.

Recommendation

The Finance Committee recommends that the Board of Trustees moves to approve the contract for the Connection Financial Services from April 1, 2026 to March 31, 2029 in an amount not to exceed \$625,000.



Resolution to Approve the Purchase of an Anatomage Table  
from Anatomage, Inc. in the Amount of \$87,965

Information

EC3 has received a quote from Anatomage, Inc., Santa Clara, CA, a sole source provider of real-human-based 3D anatomy systems, for the purchase of an Anatomage Table that features various life-size real human bodies in digital formats providing an accurate representation and simulation of real 3D anatomy, physiology, and digital pathology. This technology allows students from various disciplines to study the human body systems through virtual dissection while being able to see the systems continue to function in its normal active state.

Recommendation

The Finance Committee recommends that the Board of Trustees moves to approve the purchase of an Anatomage Table from Anatomage, Inc. in the amount of \$87,965.



Resolution to Approve the Purchase of High-Fidelity Simulation Manikins and AV Technology from Guamard Scientific Company, Inc. in the Amount of \$97,080

Information

EC3 has received a quote from Gaumard Scientific Company, Inc., Miami, FL, a sole source provider of wireless and tetherless, RF communications-capable simulation manikins, for the purchase of high-fidelity manikins in the amount of \$79,760. The manikins include Noelle, a high-fidelity birthing manikin that includes two neonatal “no-fidelity” manikins to simulate the birthing process, and an additional high-fidelity newborn, Baby Tory, for post-birth training. Noelle will also be able to be used as a high-fidelity, non-pregnant manikin for other simulations.

Additionally, EC3 has received a complementary quote for an audio/video recording system from Guamard Scientific Company, Inc. in the amount of \$17,320 used to document simulation sessions for debriefing and evaluation exercises. The system is wireless and mobile, allowing it to be utilized across various healthcare programs and in different learning environments.

Recommendation

The Finance Committee recommends that the Board of Trustees moves to approve the purchase of the high-fidelity manikins and associated audio-video technology from Gaumard Scientific Company, Inc. in the amount of \$97,080.



Resolution to Approve Substitution of West Campus Roof Project  
with West Campus Renovation of the Front Lobby Area for FY 2026 PDE Capital Program

Information

On March 26, 2025, the Board of Trustees approved the submission of capital project(s) to the Pennsylvania Department of Education (PDE) under the Community College Capital Application process (Board Report #25-13).

Since that approval, the College has reassessed campus facility priorities. Based on updated facility evaluations and operational needs, the administration is recommending the substitution of the previously approved West Campus Roof Project with a West Campus Renovation of the Front Lobby Area.

Under PDE's capital application guidelines, a college may substitute a project previously approved for submission provided the replacement project is of equal or lesser value than the originally approved project.

The proposed Renovation of the Front Lobby Area addresses critical safety, accessibility, and infrastructure improvements at the primary entrance to the West Campus building. The estimated project cost is \$377,000, which does not exceed the previously approved project amount.

This action authorizes the College to submit the revised project to PDE for consideration of 50% capital funding under the FY26 capital application cycle. Final Board approval will be requested upon notification of funding and confirmation of final project costs. All College procurement policies and procedures will be followed.

Recommendation

The Finance Committee recommends that the Board of Trustees moves to approve the substitution of West Campus Roof Project with West Campus Renovation of the Front Lobby Area for FY 2026 PDE Capital Program as presented.



Resolution to Approve the Submission of Projects for FY 2027 to PDE Including Summit Location Classrooms and Facility Upgrades and West Campus Classrooms and Facility Improvements in the Amounts of \$1,200,000 and \$600,000 Respectively

Information

Annually, EC3 submits projects to the PDE Community College Capital Application. The Submission requires a Board Resolution to submit up to two projects for consideration of PDE funding 50% of the project. The submitted projects are reviewed by PDE based on the Recency Funding Model for the awarding of Community College capital debt projects funded by the Community College Capital Debt Fund. If EC3 is awarded and chooses to accept the reward, the College would provide matching funds (50% of the total project).

The estimated values for these projects were based on a Conceptual Estimate provided by local companies.

The capital projects, in priority order, are to be submitted to PDE in March 2026 capital application process and estimated costs are:

- o Summit Location Classrooms and Facility Upgrades - \$1,200,000
- o West Campus Classrooms and Facility Improvements - \$600,000

The Board Resolution today is for approval to submit the projects to PDE for consideration of funding. Final Board of Trustee approval of the project(s) will be submitted with exact funding amounts when approved for funding by PDE. All College policies and procedures will be followed.

Recommendation

The Finance Committee recommends that the Board of Trustees moves to approve the submission of two projects to PDE for FY 2027- Summit Location Classrooms and Facility Upgrades and West Campus Classrooms and Facility Improvements in the total amounts of \$1,200,000 and \$600,000 respectively.



**Board of Trustees Meeting Minutes**

**Regular Monthly Meeting**

January 28, 2026 | 5:00 pm | 2403 W. 8<sup>th</sup> Street, Erie West, Founder’s Rm 307A

Zoom Meeting ID: 864 7949 2792

Zoom Passcode: 113651

**1. Call to Order-Time: 5:01pm**

**2. Roll Call**

Trustee	Roll Call
Secretary Ejay Fyke	Y via Zoom
Geoffrey Groce	Y
Kurt Hersch	Y
Robert Merrill	Y
Msg. David Rubino	Y
Vice Chairperson Cheryl Rush Dix	Y via Zoom
Christina Vogel	Y
Chairperson Dr. Michael Victor	Y via Zoom

With a quorum confirmed, the Trustees proceeded with the agenda.

**College Employees/Other Attendees (9)**

Founding President Chris Gray Ph.D.; Executive Assistant Renée Triana; Executive Vice President Guy Goodman; CFO Frank Moore via Zoom; Executive Director of External Relations & Strategy Shawn Waskiewicz; Solicitor Tim Wachter; Kathryn Schaaf, HR & Workforce Development Manager and Edward Rozumalski, IT Support Technician (and EC3 Graduate) at Industrial Sales and Manufacturing; and Lily Anne Larson EC3 Graduate and PTK Inductee.

**3. Approval of November 19, 2025, Regular and Annual Meeting Minutes (pg. 75-81)**

<b>Motion</b>  <b>1</b>	Resolution to Approve the November 19, 2025, Regular Meeting Minutes
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There was no discussion.

**\*Continued**

Trustee	Motion 1	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Y
Robert Merrill	1	Y
Msg. David Rubino	2	Y
Vice Chairperson Cheryl Rush Dix		Y
Christina Vogel		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve the November 19, 2025 regular and annual meeting minutes was approved unanimously via voice vote.

4. **Public Participation**-None

5. **Communication**

A. **President’s Report**

Chris Gray, Ph.D.

Dr. Gray reviewed the College’s KPI’s data available on the College website. He also informed the Board of a fraud scheme appearing at the state and federal level concerning the appearance of ghost student enrollment. Ghost student enrollment is happening at EC3. Student Services is aware, combating the issue, and consulting other institutions for guidance. There are no recommendations to the Board at this time, but Dr. Gray wanted them to be aware of it.

B. **Ad Hoc Committees and Advisory Groups**

1. Foundation-President’s Advisory Group

Trustee Ejay Fyke, Board Representative

- a. **Report**-Trustee Fyke reported two Foundation events taking place-Emerging Leaders on February 24<sup>th</sup> and Leaders Shaping Erie on March 18<sup>th</sup> which speakers include Mayor Devlin, County Executive Vogel, and former Mayor Joyce Savocchio. He also reported that the silent phase of the scholarship campaign is in full swing with more information coming forward at the March Board of Trustees’ meeting.

C. **Chairperson of the Board**

Chairperson Michael Victor, J.D., LL.D.

Chairperson Dr. Victor thanked the trustee for their committee work that allows the full board meetings to run efficiently. He then thanked founding trustee Christina Vogel for her service to EC3 as she has submitted her resignation to the Board effective January 31, 2026 as she takes on her new role as County Executive.

D. **Other**-There were no other reports.

**6. Presentation- Student Success Stories**

Shawn Waskiewicz, Executive Director of External Relations & Strategy

Shawn Waskiewicz introduced presenters HR & Workforce Development Manager at Industrial Sales and Manufacturing (ISM), Kathryn Schaaf, EC3 graduate and IT Support Technician at ISM, Edward Rozumalski, and EC3 graduate and PTK Honor Society Member, Lily Anne Larson.

Ms. Schaaf spoke of ISM’s desire to hire EC3 graduates because they are highly skilled with industry knowledge and skills, ready to enter the workforce. Ms. Larson spoke of her journey at EC3 and that she will be continuing her education at PennWest following her graduation in May.

**7. Standing Committee Reports and New Business**

**A. Academic Committee**

Vice Chairperson Cheryl Rush Dix

1. **Report**-Vice Chairperson Rush Dix reported the committee met January 14<sup>th</sup> and discussed the policies being presented for approval. EVP Goodman also provided information concerning the purchase of Health Science software and the implementation of the dual credit grant.
2. **New Business**

<b>Motion 2</b>	Resolution to Approve the Purchase of Equipment from Pocket Nurse for the Center for Health Sciences in the Amount of \$26,883.62 [Board Report #26-01] (pg. 4)
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There was no discussion.

Trustee	Motion 2	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce	2	Y
Kurt Hersch		Y
Robert Merrill		Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix	1	Y
Christina Vogel		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve the purchase of equipment from Pocket Nurse for the Center for Health Sciences in the amount of \$26,883.62 was approved unanimously via voice vote.

<b>Motion 3</b>	Resolution to Amend Policy II.A.1: Policy Against Discrimination and Harassment [Board Report #26-02] (pg. 5-42)
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There was no discussion.

Trustee	Motion 3	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Y
Robert Merrill		Y
Msg. David Rubino	2	Y
Vice Chairperson Cheryl Rush Dix		Y
Christina Vogel	2	Y
Chairperson Dr. Michael Victor		Y

Resolution to amend Board Policy II.A.1: Policy Against Discrimination and Harassment was approved unanimously via voice vote.

<b>Motion 4</b>	Resolution to Implement Board Policy II.A.6: Anti-Hazing Policy [Board Report #26-03] (pg. 43-46)
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There was no discussion.

Trustee	Motion 4	Vote
Secretary Ejay Fyke	1	Y
Geoffrey Groce		Y
Kurt Hersch		Y
Robert Merrill		Y
Msg. David Rubino	2	Y
Vice Chairperson Cheryl Rush Dix		Y
Christina Vogel		Y
Chairperson Dr. Michael Victor		Y

Resolution to implement Board Policy II.A.6: Anti-Hazing Policy was approved unanimously via voice vote.

**B. Personnel Committee**

Trustee Robert Merrill

- Report**-Trustee Merrill reported that the committee met on January 14<sup>th</sup> where Director Daugherty relayed information concerning the on and off boarding of employees. She also informed Trustee Merrill that end of the year reviews were completed for staff and confirmed that faculty reviews would happen in July. She also notified Trustee Merrill of the summary of supervisor training plans and discussed the two policies being reaffirmed.

**\* Continued**

2. **New Business**-No Action Items

<b>Motion</b> 5	Resolution to Reaffirm and Amend Personnel Related Board Policies to Reflect Current Practice [Board Report #26-04] (pg. 47) <ul style="list-style-type: none"> <li>• Policy III.E.1: Conflicts of Interest</li> <li>• Policy III.E.2: Nepotism</li> </ul>
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There was no discussion.

Trustee	Motion 5	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch		Y
Robert Merrill		Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix	2	Y
Christina Vogel	1	Y
Chairperson Dr. Michael Victor		Y

Resolution to Reaffirm Board Policy III.E.1: Conflicts of Interest and Amend Board Policy III.E.2: Nepotism to reflect current practice were approved unanimously via voice vote.

C. **Finance Committee Report**

Trustee Kurt Hersch

1. **Report**-Trustee Hersch reported that the committee met on January 18th. He reviewed the financials with the Trustees. He explained the variances and how reserves were important to the College during the budget and federal government impasses. He thanked the county government for advancing the College’s quarterly payment for January.
  - a. December YTD Budget Summary 2025-2026 (pg. 48)
  - b. December 2025 Bank Reconciliation (pg. 49)

2. **New Business**

<b>Motion</b> 6	Resolution to Approve the Final Fiscal Year 2026 Budget [Board Report #26-05] (pg. 50-54)
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Dr. Gray and CFO Frank Moore explained that the budget was adjusted to the actuals since they were already months into the fiscal year. Dr. Gray reported that there had been traction concerning the College’s Title IV application as of this past Thursday. He also reported that the College will work with the Federal Financial Aid consultant for implementation once approved.

Trustee	Motion 6	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch	2	Y
Robert Merrill		Y
Msg. David Rubino	1	Y
Vice Chairperson Cheryl Rush Dix		Y
Christina Vogel		Y
Chairperson Dr. Michael Victor		Y

Resolution to approve the Final Fiscal Year 2026 Budget was approved unanimously via voice vote.

<b>Motion 7</b>	<p>Resolution to Reaffirm and Amend Finance, Facilities, and Information Technology Related Board Policies to Reflect Current Practice [Board Report #26-06] (pg. 55-73)</p> <ul style="list-style-type: none"> <li>• Policy II.B.5: Use and Duplication of Software</li> <li>• Policy II.B.6: Acceptable Use Policy for Interactive Systems</li> <li>• Policy II.B.7: Policy for Responsible Computing</li> <li>• Policy III.D.2: Reimbursement for Authorized Travel and Business Expenses</li> <li>• Policy VI.A.2: Contracting Practices and Management</li> <li>• Policy VI.A.4: Purchases and Contracts Requiring Board Authorization</li> <li>• Policy VI.A.5: Expenditure Approval Requirements</li> <li>• Policy VII.C.1: Use of College Equipment and Facilities</li> </ul>
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There was no discussion.

Trustee	Motion 7	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch	2	Y
Robert Merrill	1	Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix		Y
Christina Vogel		Y
Chairperson Dr. Michael Victor		Y

Resolution to reaffirm and amend Finance, Facilities, and Information Technology related

\*Continued

Board Policies to reflect current practice was approved unanimously via voice vote.

**D. Other**

**1. Discuss Recommendations to the Erie County Government Concerning Potential EC3 Board Members**

-Dr. Gray and Chairperson Dr. Victor lead discussions concerning open seats on the EC3 Board. Trustee Mock’s seat has been open for a year with a prior candidate recommendation that was not supported by the county. Dr. Gray reported that the new County Liaison to the College is Councilman Jim Wertz. Dr. Gray and Chairperson Dr. Victor think it will be helpful to make recommendations to the County either in category, criteria or a specific person to help move the process along as it’s critical to our accrediting body. While these recommendations are advisory, they help ensure the board remains strong, diverse, and aligned with the college’s mission. By compiling a list of candidates who reflect the qualities needed for effective governance, the committee provides the County Government with a pool of individuals capable of advancing the college’s mission and strengthening its leadership.

The Trustees reviewed a list of categories and provided recommendations. Vice Chairperson Rush Dix suggested that this topic is reviewed annually during the board self-assessment. There were also discussions to add a student trustee which the bylaws allow. The student would not have a vote and would not be allowed into closed executive sessions per the Solicitor Wachter. Dr. Gray said these considerations would be added to March’s Executive Committee agenda.

**2. New Business**

<b>Motion 8</b>	Resolution to Reaffirm Policy I.A.1: Duties of the Board of Trustees [Board Report #26-07] (pg. 74)
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There was no discussion.

Trustee	Motion 8	Vote
Secretary Ejay Fyke		Y
Geoffrey Groce		Y
Kurt Hersch	2	Y
Robert Merrill		Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix		Y
Christina Vogel	1	Y
Chairperson Dr. Michael Victor		Y

Resolution to Reaffirm Board Policy I.A.1: Duties of the Board of Trustees was approved unanimously via voice vote.

**8. Presentation- Title IV Update and EC3’s Operational Response**

Guy Goodman, Executive Vice President of Academics and Student Affairs  
Frank Moore, CFO

EVP Goodman reported that the College opened with just over 200 students in 2021 and has since grown to 800 students. However, this level of growth is not sustainable; there must be a balance between student enrollment and institutional capacity. To manage this growth responsibly, EC3 is focusing on refining its program offerings, running full sections, strategically utilizing adjunct faculty, and leveraging success coaches to help students navigate alternative schedules that meet their needs.

The College has been able to offer free tuition to Erie County residents due to the generosity of the Commonwealth, Erie County, and private donors. The Board previously approved the financial transition plan, “Plan Let’s Go,” and leadership continues to keep the Board informed through regular updates and budget modifications tied to the status of the College’s Title IV application, submitted in July 2024.

The College saw positive traction last week with the support of our government representatives. If the application is approved for the spring semester, the College will receive revenue that was not previously anticipated. In preparation for the transition to federal funding, the College is requiring students to complete the FAFSA. This will ensure that necessary information is collected in the event Title IV funding is approved for the spring and will allow eligible students to receive the Pioneer Scholarship, which provides free tuition.

**9. Executive Session- None**

**10. Motion to Adjourn-Time: 6:15pm**

Trustee	Motion 9	Vote
Secretary Ejay Fyke	2	Y
Geoffrey Groce		Y
Kurt Hersch		Y
Robert Merrill		Y
Msg. David Rubino		Y
Vice Chairperson Cheryl Rush Dix	1	Y
Christina Vogel		Y
Chairperson Dr. Michael Victor		Y

Motion to adjourn the meeting at **6:15pm** was approved unanimously via voice vote.

**Next Regular Meeting is March 25, 2026 at 5:00PM**

# Division and Department Information

Academic Affairs  
March 2026

## **EC3 Practical Nursing Program set to open Fall 2026**



On March 5th, EC3 received official notice from the PA Department of State Board of Nursing that the college was granted initial approval status. The first cohort of students will be accepted into the program that begins fall 2026.

The 12-month certificate program will prepare graduates to enter the workforce as Practical Nurses (PN) with the opportunity to set for licensure as a Licensed Practical Nurse (LPN). The state board and EC3 will be monitoring completion rates and national exam pass rates going forward.

The first cohort will begin with 22 students in fall 2026. With success, it is anticipated that the program will be able to offer multiple cohorts each year to address the extensive healthcare workforce crisis.

## **Hummer Recognized as Two-Time Northern PA Section Educator of the Year**

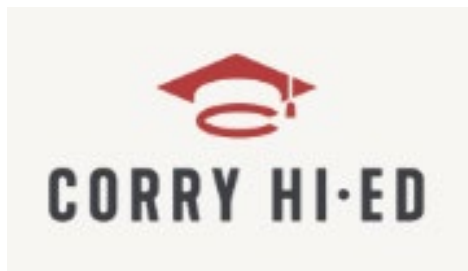
Luke Hummer, welding faculty, has been recognized as the 2024-2025 Northern PA Section Educator of the Year by the American Welding Society. This is Professor Hummer's second time receiving the award as he also received the award in 2022-2023.

"It makes me so very proud to have Luke representing EC3 and the welding program, and even more so that our community recognizes these efforts," states Jennifer Kline, associate dean of academics responsible for workforce education.



## **EC3 Management and Entrepreneurial Thinking Courses Offered at Corry Hi-Ed**

In collaboration with Corry Hi-Ed staff, EC3 will be offering BUS110: Introduction to Business and ENT140: Business Plan Development through the Hi-Ed Council beginning in April. The courses are the foundation for students interested in starting a business and understanding how businesses are run successfully.



Dr. Matt Platz, Executive Director of Corry Hi-Ed, has worked with community leaders to create a seminar-style format for students to learn from various business owners/managers in the area. Dr. Platz is also working with EC3 staff to implement a strategic marketing/recruitment plan to garner interest in the program for success of the pilot program.



## Academic Committee Meeting Minutes

### Regular Monthly Meeting

March 11, 2026 | 5:45 pm | 2403 W. 8<sup>th</sup> Street, Erie West, Founders' Room 307A

Zoom Meeting ID: 814 413 7003

Zoom Passcode: 7003

### Attendees

- Vice Chairperson Cheryl Rush Dix, Committee Chairperson
- Trustee Msgr. David Rubino, Ph.D., Ph.D.
- Guy Goodman, Executive Vice President

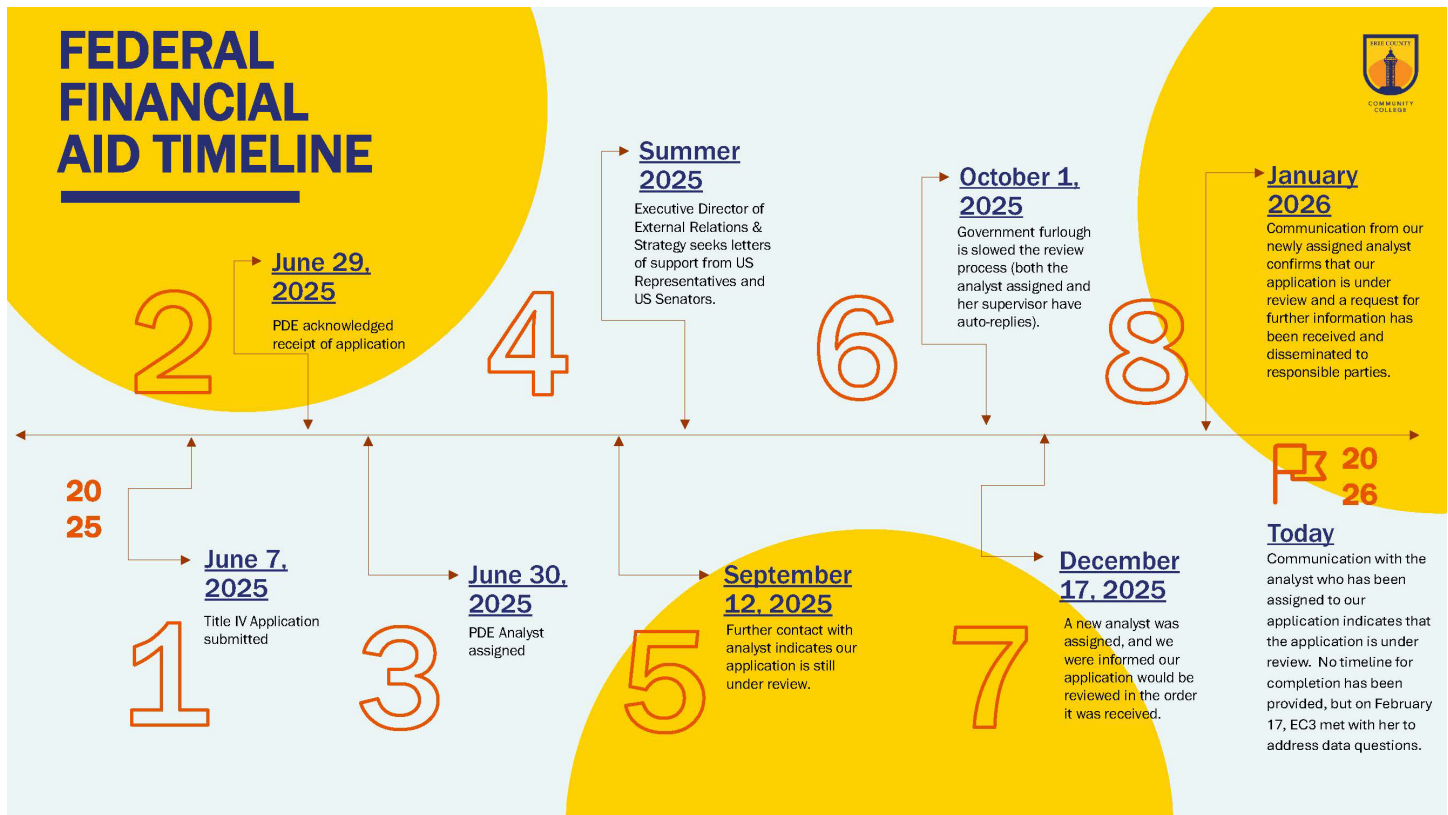
### Agenda Items

1. Call to Order – Trustee Msgr. Rubino at 5:45pm
2. EVP Goodman presented two policies for review.
  - a. Policy V.A.3: Assessment and Testing was updated to reflect the current practice of offering multiple methods for students to be properly placed into college-level courses upon entry into the institution.
  - b. Policy V.B.2: Waiver of Tuition and Mandatory Fees for Students Who Have Been in Foster Care was presented for reaffirmation with no changes.
3. EVP Goodman presented the Draft Academic Committee Charter for review and comment. The charter would be presented to new subcommittee members at the start of the academic year to clarify the roles and responsibilities of the subcommittee. Subcommittee members presented no additional comments or recommendations.
4. Other Business
  - a. Middle States Accreditation Process: EVP Goodman responded to a question from Trustee Rubino as to the Middle States timetable and the assignment of the new team lead. It is anticipated that a final decision would be made in early 2027.
  - b. FA Implementation Update: EVP Goodman responded to a question from Trustee Rubino about when students would begin to receive federal aid. Dr. Bowman is in close communication with the US Department of Education's analyst who is working on our application. Senator Mike Kelly's office has provided support to move our application forward in an efficient way.
5. Adjournment – Vice Chairperson Rush Dix at 6:04pm

**Next Academic Committee Meeting is May 13, 2026 at 5:45PM**

## Financial Aid/Title IV Funds

EC3's Application for Title IV funds has been submitted and assigned to an analyst. The initial communication has indicated that there are several applications in the queue before ours and the Department of Education has a backlog, but they will get to our application as soon as possible.



## Activities

- EC3's All-PA Scholars, Stephen Renner and Shannon Knapp, identified through our **Phi Theta Kappa**, Beta Omega Tau chapter, will be honored at a reception during the PACC Annual meeting in Harrisburg on April 7th.
- The Annual Career and Transfer fair will be held on EC3-Erie West Campus on April 22.



**PHI THETA KAPPA**  
HONOR SOCIETY



- GECAC's GED program will hold their graduation ceremony and celebration reception on April 10.



### **Staffing Updates**

Director of Records and Enrollment position was revised and reclassified to a remote Registrar position. Applications are being reviewed on a rolling basis.

### **Enrollment**

#### **Spring 2026**

As of 3/19/26:

- 7333 units registered – 7.4% higher than Spring 2025
- 542 Full time equivalent – 2.3% higher than Spring 2025
- 755 head count – 4.2% Lower than Spring 2025



We have undertaken a targeted campaign to promote enrollment for Mid-Spring session, which starts April 6.

#### **Pioneer Scholarship Information (as of 3/19/26)**



- 82.2% of Pioneer applicants have Student Aid Indexes that indicate eligibility for some level of Pell grant.
- 72.7% of Pioneer eligible students have completed requirements.

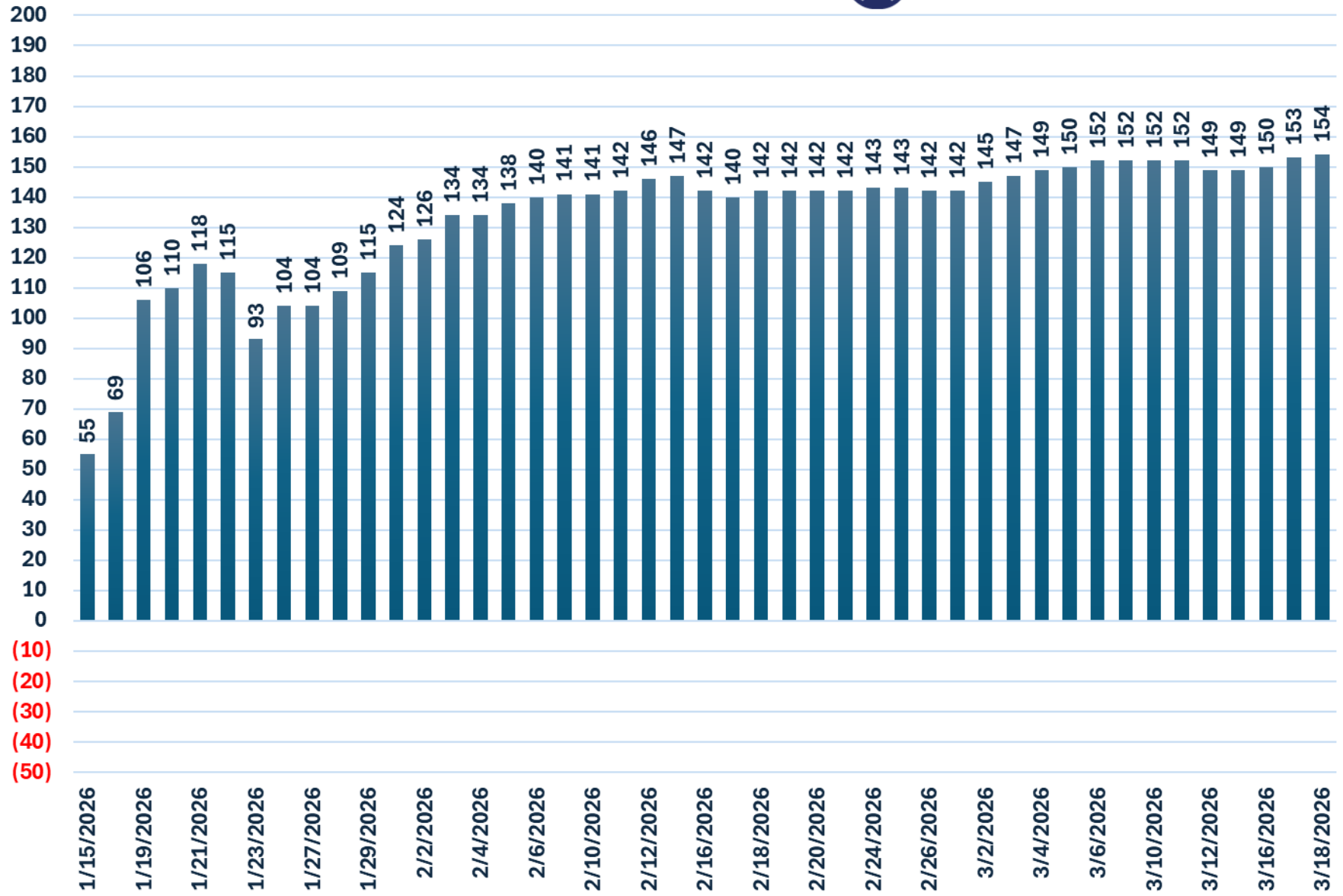
Enrollment  
Spring 2026  
Budget Report

Spring 2026		Plan Let's Go Budget			
	Headcount	FTE	Credit Hours	Avg. Load	
Unduplicated	601	414	5265	8.77	

**Enrollment at Key Semester Points**

	Headcount	HC From Budget	FTE	Credit Hours	CH From Budget	Avg. Load
1/15/2026 – Pre-semester	656	+55	459.92	6050	+785	9.22
2/2/2026 (First Day)	727	+126	522.67	7004	+1739	9.63
2/20/2026 (Spring Semester Census)	743	+142	527.04	7091.5	+1826.5	9.54
3/27/2026 (Last Day of Early Spring Session)						
4/3/2026 (Final Grades Available for Early Spring Semester)						
4/6/2026 (First Day of Mid Spring Session)						
5/29/2026 (Last Day of Mid Spring Session)						
6/5/2026 (Final Grades Available for Mid Spring Session)						

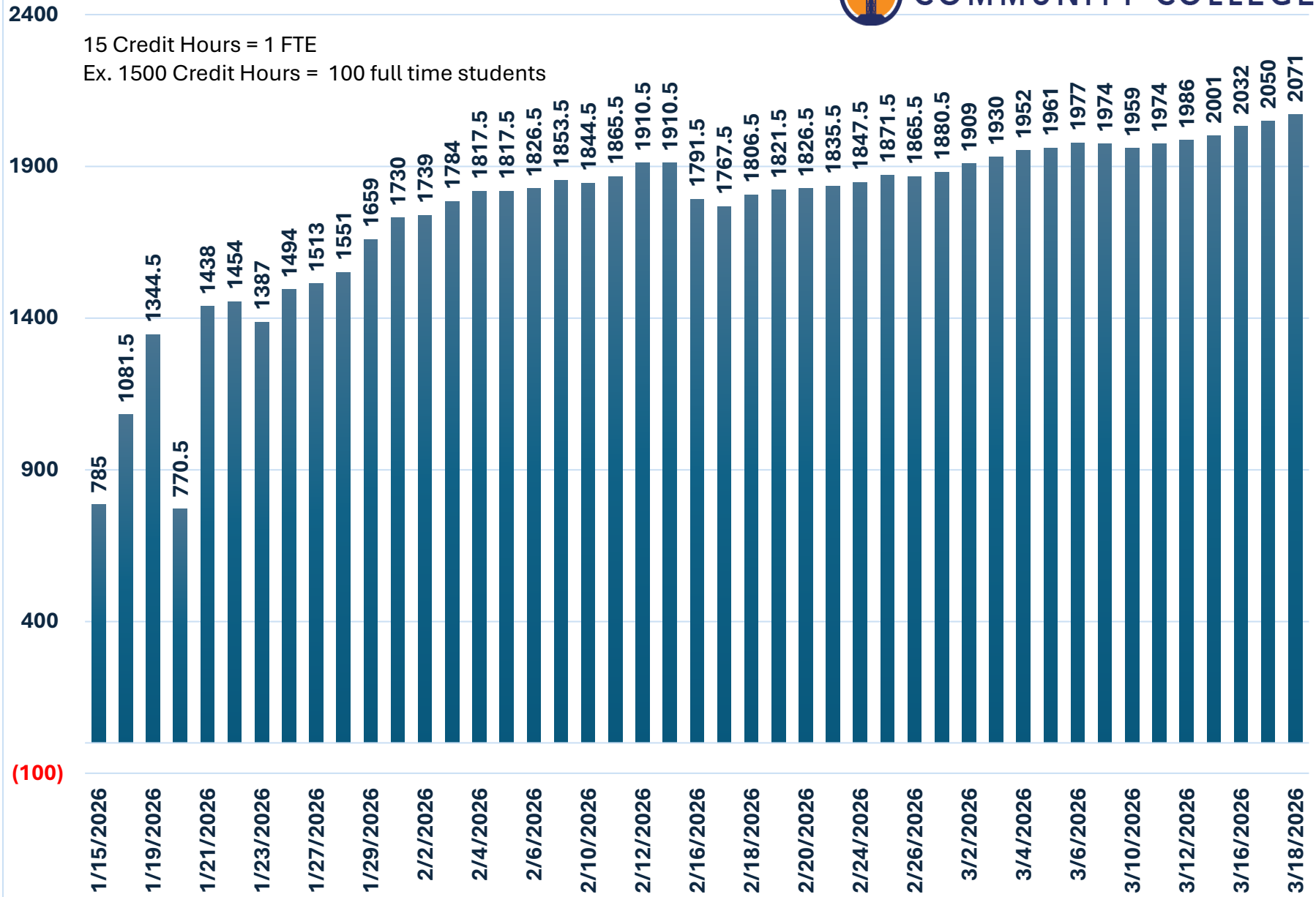
# Headcount from Budget



# Credit Hours from Budget



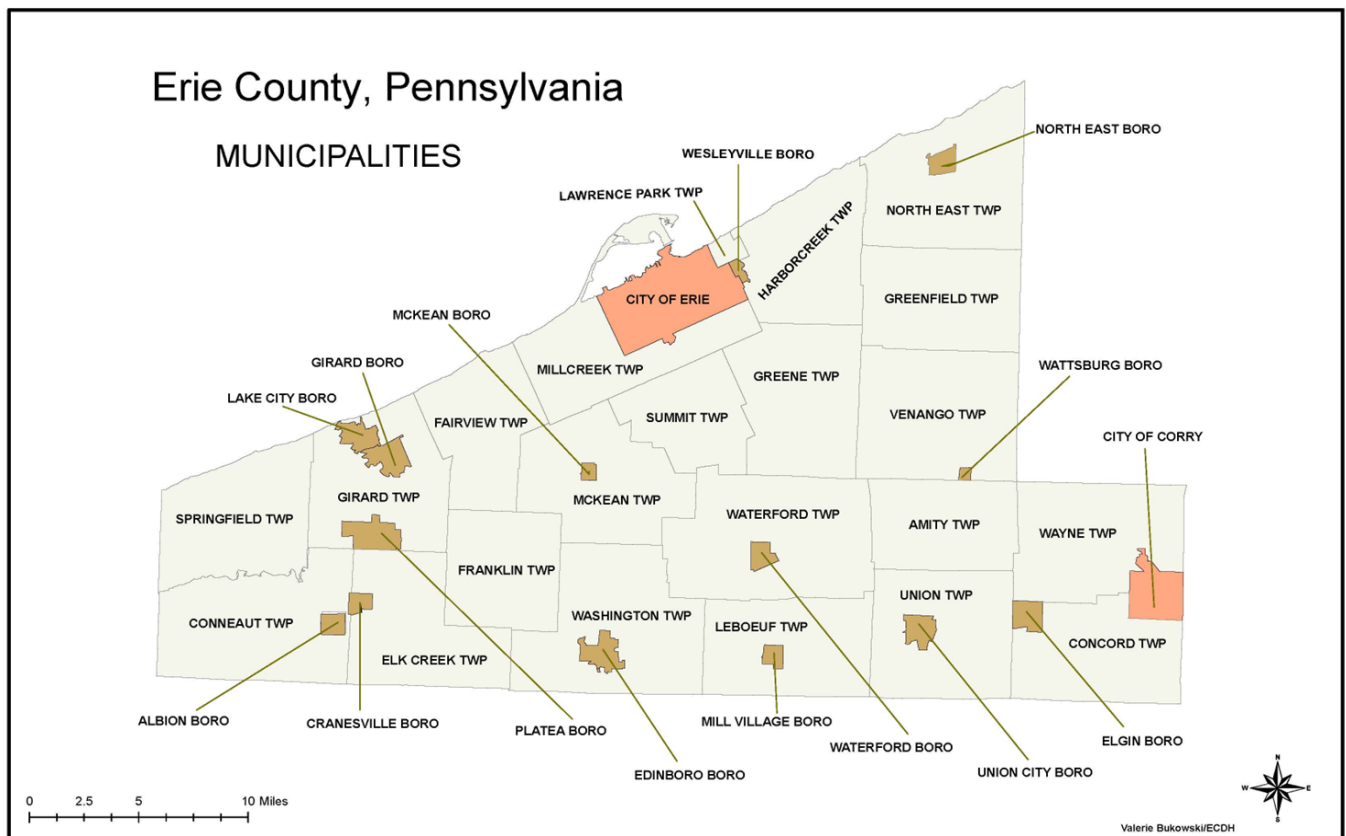
ERIE COUNTY  
COMMUNITY COLLEGE



## Enrollment by Erie Region Zip/Borough from AY23 through AY25 + Fall 2025

Zip Code	Municipality	Grand Total
16401	Albion	55
16403	Cambridge Springs	4
16404	Centerville	1
16405	Columbus/Corry	1
16406	Conneautville	1
16407	Corry	102
16410	Cranesville	16
16411	East Springfield	15
16412	Edinboro	83
16415	Fairview	157
16417	Girard	53
16421	Harborcreek	33
16423	Lake City	71
16424	Linesville	3
16426	McKean	57
16428	North East	109
16438	Union City	71
16440	Venango	3
16441	Waterford	113
16442	Wattsburg	27
16443	West Springfield	14
16501	Erie	69
16502	Erie	508
16503	Erie	556
16504	Erie	381
16505	Erie	271
16506	Erie	416
16507	Erie	320
16508	Erie	499
16509	Erie	578
16510	Erie	538
16511	Erie	221
16512	Erie	5

Est. Population	Municipality	Erie County = 267,750
91,786	Erie (City)	34.3%
54,073	Millcreek Township	20.2%
16,660	Harborcreek Township	6.2%
11,142	Fairview Township	4.2%
7,338	Summit Township	2.7%
6,504	North East Township	2.4%
6,168	Corry (City)	2.3%
4,844	Girard Township	1.8%
4,756	Edinboro (Borough)	1.8%
4,467	Greene Township	1.7%
4,401	McKean Township	1.6%
4,389	Washington Township	1.6%
4,166	Conneaut Township	1.6%
4,074	North East (Borough)	1.5%
3,914	Waterford Township	1.5%
3,792	Lawrence Park Township	1.4%
3,196	Wesleyville (Borough)	1.2%
3,057	Springfield Township	1.1%
2,979	Girard (Borough)	1.1%
2,911	Lake City (Borough)	1.1%
23,133	Outside top 20	8.6%



Student Reported Zip/City/State for Academic Year 2026 (so far)

Zip Code	City	State	Headcount
10470	Bronx	New York	1
14737	Franklinville	New York	1
16039	Herman	Pennsylvania	1
16134	Jamestown	Pennsylvania	1
16335	Meadville	Pennsylvania	3
16354	Titusville	Pennsylvania	3
16401	Albion	Pennsylvania	8
16403	Cambridge Springs	Pennsylvania	2
16404	Centerville	Pennsylvania	1
16407	Corry	Pennsylvania	18
16410	Cranesville	Pennsylvania	5
16411	East Springfield	Pennsylvania	3
	Springfield	Pennsylvania	1
16412	Edinboro	Pennsylvania	8
16415	Erie	Pennsylvania	4
	Fairview	Pennsylvania	17
16417	Girard	Pennsylvania	7
16421	Erie	Pennsylvania	1
	Harborcreek	Pennsylvania	5
16423	Lake City	Pennsylvania	9
16424	Linesville	Pennsylvania	1
16426	Erie	Pennsylvania	1
	McKean	Pennsylvania	6
16428	North East	Pennsylvania	22
16438	Union City	Pennsylvania	9
16440	Venango	Pennsylvania	1
16441	Waterford	Pennsylvania	15
16442	Wattsburg	Pennsylvania	5
16443	West Springfield	Pennsylvania	2
16501	Erie	Pennsylvania	9
16502	Erie	Pennsylvania	75
16503	Erie	Pennsylvania	83
16504	Erie	Pennsylvania	59
16505	Erie	Pennsylvania	39
16506	Erie	Pennsylvania	49
16507	Erie	Pennsylvania	35
16508	Erie	Pennsylvania	76
16509	Erie	Pennsylvania	89
16510	Erie	Pennsylvania	88
16511	Erie	Pennsylvania	33
16603	Erie	Pennsylvania	1
16701	Bradford	Pennsylvania	1
19044	Horsham	Pennsylvania	1
27834	Greenville	North Carolina	1
29707	Fort Mill	South Carolina	1
	Indian Land	South Carolina	2
34606	Springhill	Florida	1
98499	Lakewood	Washington	1
Not Provided	Not Provided	(blank)	16

## Finance

- Coordinating bids and details for **Monument Sign Project** to submit to the Board in May. This will spend the remaining PDE start-up capital funds (FY26).



- **Tentative FY27 Budget** is nearing completion for a balanced budget assuming the College does not receive Federal Financial Aid. There will be alternate budgets that include Federal Financial Aid approval during FY27.
- **Hired Kara Longenecker** (start date Monday 3/16/2026) for the open Payroll & Financials Operations Specialist position
- **Federal Financial Aid data integration** meetings have occurred, and we are working with our partners to transfer necessary data between our systems.
- **The Finance Committee Charter** was reviewed and revised during our bi-monthly meeting.

## Facilities

- Construction at the West Campus with the renovation project substantive **completion scheduled for 04/06/2026**
- **Received and placed furniture** for the renovation project at the west campus
- **Produced and implemented two facility related procedures**
  - Summit access
  - Main campus afterhours access
- Getting proposals for **vestibule roof replacements** due to leaking
- Completing the **bidding process for three Board approvals coming in May 2026**
  - West Campus monument sign including electrical needs
  - West Campus Front Stairway Renovation,
  - Remaining Summit location lighting upgrades



## **Pardon our Dust!**

*Exciting renovations are underway to enhance our campus learning spaces.*



## Information Technology



- Working with Academics to research classroom and meeting room **technology solutions**
- **Auditing and tightening the scope** of email anti-spam protection to increase the security footprint of emails
- **Implemented regular site visits** at remote locations once a week
- **Audited device inventory** to plan for technology refresh needs
- **Refined student laptop deployment process** for efficiency

## **Human Resources**

- **Performance Program:** Managers will be asked to complete their first quarterly check-ins with employees by the end of March 2026.



**PACE CAMPUS CLIMATE SURVEY**  
An initiative of the Belk Center at NC State

- **PACE Survey:** The PACE Survey results have been received, and the Executive Summary has been shared with all employees. Overall, the findings were very positive, and EC3 continues to outperform our peer institutions in key areas. Based on the results, we will focus on strengthening communication and enhancing our decision-making processes moving forward.
- **Employee Information SharePoint Site:** Working with division leaders to provide input and information for an Employee site that will provide a landing point for all employees to access information.
- **Annual Employee Engagement Calendar:** The Engagement Committee is working on creating an annual schedule for employee events.
- **Employee Recognition & Work Anniversary Programs:** The Employee Engagement Committee is actively developing a comprehensive employee recognition rewards program, along with a structured Work Anniversary Recognition Program, to further celebrate and acknowledge employee contributions and milestones.



## Finance Committee Meeting Minutes

### Regular Meeting

March 16, 2026 | 5:00 pm | 2403 W. 8<sup>th</sup> Street, Erie West, Founder's Room 307

Zoom Meeting ID: 830 3897 8629

Zoom Passcode: 433662

### Invited Attendees

- Trustee Kurt Hersch, Committee Chairperson
- Frank Moore, CFO
- Ray Romanski, Accounting Manager
- Dr. Michael T. Victor J.D., LL.D., Board of Trustees Chairperson
- Chris Gray, Ph.D., President

### Agenda Items

1. Call to Order –Trustee Kurt Hersch, Committee Chairperson at 5:02pm
2. Year-To-Date Financials for February 2026 versus Tentatively Approved Budget-The Committee discussed the positive reoccurring capital variance due to the PDE project being awarded but not budgeted. They also discussed positive capital equipment spend due to the millwork for the Cener for Health Sciences being budgeted in February but not yet incurred. The surplus and deficit were discussed with no concerns.
3. Month of February 2026 - WD Verification of Bank Reconciliation Being Completed & Reconciled-The Committee discussed the College's cash position and the importance of reserves being built to a 130-150 day amount. They also discussed the reduction of the bridge loan and line of credit to free up some of the reserve account.
4. Open Discussion on Financials-The Committee discussed the importance of growing reserves and building them back up once the Title IV funding is approved and received.
5. Review Draft of the Finance Committee Charter-The Committee reviewed and discussed the draft of the committee charter. It was suggested to reorganize the items under the charter to put the more important work the Committee does at the top of the list.
6. Review Board Level Contracts and Potential Purchases-The Committee discussed the contracts and purchased below and had no questions or concerns.
  - a. Contracts
    - i. Workday Inc.
    - ii. Blackboard Inc.
    - iii. Connection Financial Services
  - b. Purchases
    - i. Anatomage Inc.
    - ii. Gaumard Scientific Company

**\*Continued**



## Finance Committee Meeting Minutes

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7. PDE Re-Allocation FY26 and Capital Submissions FY27-The Committee discussed the PDE re-allocation and submissions below and had no questions or concerns.
  - a. Re-Allocation
    - i. Roof Project to Front Staircase
  - b. Submissions
    - i. Summit Location Facility Upgrades
    - ii. West Campus Classroom & Facility Upgrades
8. Other Business-MaherDussel presented the FY25 Audit results. There were no questions.
9. Adjournment- Trustee Kurt Hersch, Committee Chairperson at 5:51pm

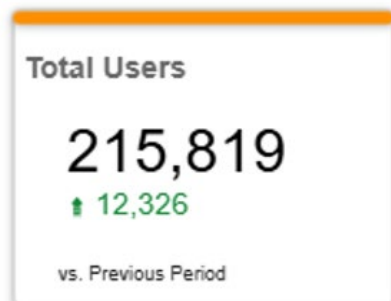
**Next Finance Committee Meeting is May 18, 2026 at 5:00PM**

## **Website Traffic Data**

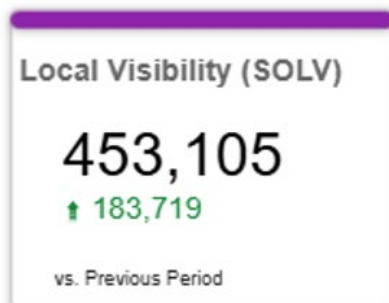
The Marketing Team uses Epic Web Studios' client dashboard to track website traffic, Search Engine Optimization (SEO), and organic clicks. Below, you'll find our website analytics for the period of January 1-December 31, 2025.



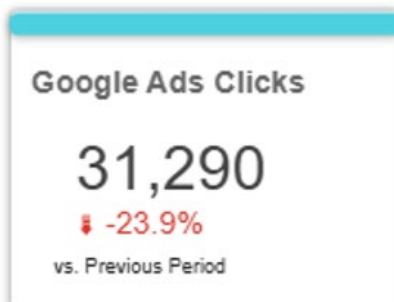
**Total Conversions** refers to the total number of desired actions users complete on EC3's website as a result of traffic. Examples may include completing an application, scheduling an appointment, or interacting with Charlie Gull (chatbot). This metric helps determine if we're attracting the right audience.



**Total Users** refers to the number of unique individuals who visited the website. This metric helps measure audience growth over time.



**Local Visibility (SOLV – Share of Local Voice)** is "our" territory on Google Maps. It measures how often we show up in the top three results for our neighborhood.



**A Google Ad Click** is counted every time someone clicks on a paid advertisement that appears in Google search results. A 23.9% decrease indicates that there are more qualified clicks, thus better targeted traffic. This reflects a more targeted approach as clicks are geared towards residents who live in Erie County.

### 1. The Digital Footprint - Executive Summary

- **Massive Local Awareness:** EC3's digital presence was seen over **1.3 million times** (Impressions) across Google and various websites.
- **High Engagement:** These views turned into **53,296 actual visitors** to the college website.
- **Result-Driven Actions:** Of those visitors, there were **46,859 "Key Events"**. These represent high-value actions such as starting an application, clicking to call the college, or filling out an inquiry form.

### 2. Google Ads: Buying Results for Less

- **Increased Efficiency:** We have made the budget work significantly harder. The **Cost Per Conversion dropped by 69.7%**.
- **Low-Cost Recruitment:** It now costs an average of only **\$2.00** to get a potential student to complete a major action (like an application).
- **Strategic Remarketing:** Our "Remarketing" ads, which stay in front of people who previously visited the site but didn't finish an application, are seeing a **31.86% success rate**.

### 3. Local SEO: Owning the Erie Map

- **Top of Mind, Top of Map:** For the search term "Colleges in Erie PA," EC3 has a **100% Share of Local Voice**. This means that anywhere in the Erie area, EC3 is a top-3 recommendation on Google Maps.
- **Dominant Rankings:** For "Community College" searches, the school maintains an **Average Rank of 3**, ensuring it is one of the first things a local resident sees.
- **Reputation:** The college's Google profile has **176 reviews**, helping build trust with new students before they even click the website.

### 4. What the Community is Looking For

The data shows exactly which programs are currently driving the most interest in Erie:

- **Career Focus:** The "**Pathways to Careers**" page is the #2 most visited landing page, showing strong community interest in job-ready education.
- **Specialized Interest:** There is significant traffic toward "**Behavioral Health Services**" and "**Course Schedules**," indicating these are high-demand areas for the local workforce.

## Lamar Billboard Campaign

### HOW DO WE KNOW WHO ACTUALLY SAW YOUR AD?



The Geopath Ratings system allows us to know how many people saw an ad, and their demographics. Three basic elements go into determining your ratings:

#### 1 Count of People Passing

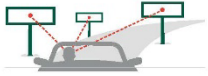
Geopath uses anonymous consumer trips from 150 million mobile devices to determine how many people pass by each OOH display with an **Opportunity to See the ad.**



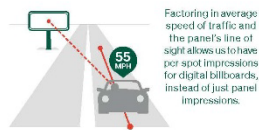
#### 2 Adjustment Based on Visibility Factors

The count of passers is adjusted based on visibility factors to give us a display's **impressions**, the number of people who likely saw the ad.

Geopath conducted an **eye-tracking study** to identify factors that make out of home displays more or less visible to passers. Factors include **size, side of the road, proximity to the road, and line of sight** of each display, and **distance** from which it can be seen.



Mobile trip data provides the **average speed** of vehicles that pass each out of home display, accounting for how many seconds it takes to pass through the line of sight.

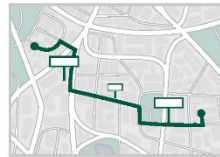


Factoring in average speed of traffic and the panel's line of sight allows us to have **per spot impressions** for digital billboards, instead of just panel impressions.

#### 3 Mobile Trips Mapped to Household Demographic and Consumer Data

Mobile trips originating from each **Census block** are mapped to **household demographic data** such as "25-49 yrs HH \$100k+" and Scarborough consumer data like "planning to purchase a luxury vehicle."

This is how we know the target audiences that will make trips passing by your ad.



Updated February 2022

LAMAR | LAMAR ADVERTISING COMPANY | [lamar.com](http://lamar.com)

EC3 has run (32) billboard campaigns (size 10'x22") since July 1, 2025. **We have received 16.1m impressions, and 8.2m added impressions as bonus.**

Billboards have been displayed throughout the City of Erie and Erie County. These three campaigns were focused on generic brand marketing, "Live Here. Learn Here," "Offering Over 20 Degrees and Certificate Programs," and "Nation's Fastest Growing Community College."

In addition, three digital billboard campaigns have been completed with a time and temp feature and countdown

clock gears toward enrollment and classes starting. These billboards were in prime locations (Peach St. across from Wegman's and I90/97).

Due to EC3's volume and contractual agreement, (12) overrun signs remain up. These are signs that EC3 are not paying for as Lamar didn't sell the inventory. These signs will be removed when inventory has been sold, but EC3 has been receiving free publicity in these locations.

## Television and Streaming – Executive Summary

EC3 has agreements with **Lilly Broadcasting, JET-24, and Spectrum Reach**. The cost per impression is less than \$1/per spot across all platforms. Spots ran are 15 or 30 seconds in length. Below are the various advertising packages for the past year:

### Lilly Broadcasting/Erie News Now

- Football Night in America
- NFL Wildcard
- NFL Divisional Playoffs
- March Madness
- Erie News Now at 4
- Generic/Bonus Added Spots

### JET-24

- NFL Preseason (Local – Bills/Browns/Steelers)
- Generic/Rotator Spots

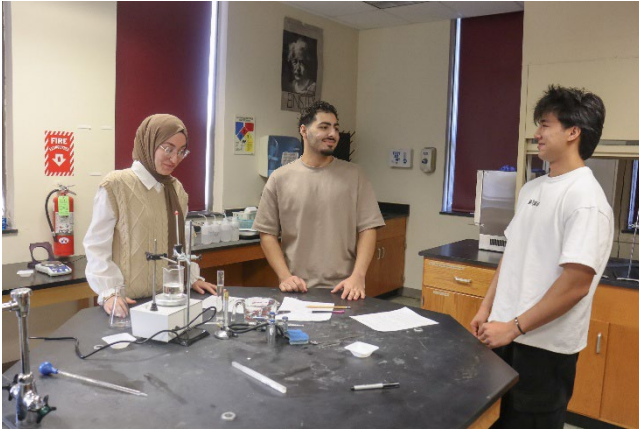
### Spectrum Reach

- Streaming TV – Generic Evergreen 119,564 impressions
- Online Video – 65,960 impressions
- Generic/Bonus Added Spots

Marketing  
March 2026  
Continued

## **Canvas Photo Project at Erie West**

The Marketing Team just finished a large photo canvas project for the walls of our Erie West campus, which will be hung once construction has been completed. These photos highlight an array of EC3 activities, classes, and experiences. Below are a few examples:



## **Social Media Platform Updates**

Follow our social media profiles to stay up to date with the latest information. Share our stories to help grow our social media community. The marketing team is working diligently to expand our reach in Erie County and share our latest updates with our supporters. We currently use Facebook, LinkedIn, Instagram, and YouTube, and all our platforms have gained followers since the last board meeting.

- Facebook (2.4k followers): Erie County Community College
- Instagram (1,150 followers): @ec3pa
- LinkedIn (1,430 followers): Erie County Community College
- YouTube (127 subscribers): @ec3pa / Erie County Community College

## **UPCOMING EVENTS**

### **EC3 Quarterly Breakfast – April 16, 2023**

EC3 will be hosting a Quarterly Breakfast on April 16. Networking begins at 7:30am, with the program kicking off at 8am. Bailey Shafer, Director of Allied Health, will be discussing health care program and certificate offerings and after the presentation, she'll be providing a personalized tour of the new Center for Health Sciences Suite.

### **Erie Regional Chamber Business After Hours event – April 23, 2026**

The Erie Regional Chamber and Growth Partnership will host a business after-hours event at **EC3 Main Campus on 8<sup>th</sup> Street, from 5-7 p.m.** Tours will be offered to show the recent remodeling of the 8<sup>th</sup> Street campus. Light food and refreshments will be provided.

### **Emerging Leaders Event – Tuesday, February 24, 2026**

The EC3 Foundation hosted the Emerging Leaders Event with over 50 individuals in attendance. Erin Kerner and Shawn Waskiewicz shared information about the Foundation, EC3 and how emerging leaders can support EC3. SGA members were introduced to the attendees along with a student who spontaneously shared her positive EC3 journey. Attendees also were able to tour the building and ask questions. This event was successful as we had many first-time guests in attendance.



### **Women Leaders Shaping Erie Event – Wednesday, March 18, 2026**



The EC3 Foundation proudly hosted the **Women Leaders Shaping Erie** luncheon on Wednesday, March 18, 2026, at the Erie Yacht Club. The event featured a dynamic roundtable conversation focused on the future of Erie and Erie County and the vital role EC3 plays in strengthening our community. We are grateful our panelist: the Honorable Joyce Savacchio, Former Erie Mayor, Honorable Daria Devlin, Erie Mayor and the Honorable Christina Vogel, County Executive.

Through ticket sales, generous donations, and sponsorship support, the event raised over \$20,000 in net proceeds for the EC3 Scholarship Fund, directly impacting student success and opportunity.

### **Kickoff & New Platform Convening for Erie Gives Day - August 11, 2026**

Mark, your calendar, Erie Gives Day will take place on **Tuesday, August 11, 2026**. This year, donations will be processed through a new platform called MightyCause. A few important details to note. Checks and stock gifts will be accepted from **June 15 through August 4**. The Erie Community Foundation is working to ensure that all checks and stock gifts are processed in their system before Erie Gives Day.

Please note that checks will not be accepted on Erie Gives Day itself, as the Erie Community Foundation will have construction underway at their facility. Additional information will be shared soon. Be sure to find our ad in the Erie Times on Sunday, July 26<sup>th</sup>.

