



Minutes for * Erie County Community College of PA

06/22/2022 | 05:00 PM (GMT-05:00) Eastern Time (US & Canada)

Gannon ETI Building

College/Other Attendees (9)

President Dr. Chris Gray, Assistant to the President/Secretary to the Board Renee Triana, Treasurer Heidi Sheehan, Vice President Bill Jeffress, Controller Phil Forte, Vice President Guy Goodman, Dean Rebecca Walker, Director of IT Luisa Heifner, Solicitor Tim Wachter

Call to Order

Time: 5:00pm

Roll Call

Trustee	Roll Call
Tom Benson	Y
Justin Gallagher	Y via Zoom
Dave Mitchell	Y @ 5:01
Rev. Dr. Charles Mock	Not Present
Vice Chairperson Cheryl Rush Dix	Not Present
Kathryn Sintal	Y
Secretary Christina Vogel	Y via Zoom
Dr. Annette Wagner	Y via Zoom
Chairperson Ron DiNicola	Y

Pledge of Allegiance

Approval of May 25, 2022 Meeting Minutes (pg. 4-13)

Trustee	Motion 1	Vote
Tom Benson	2	Y
Justin Gallagher		Y
Dave Mitchell		Y
Rev. Dr. Charles Mock		Not Present
Vice Chairperson Cheryl Rush Dix		Not Present
Kay Sintal	1	Y
Secretary Christina Vogel		Y
Dr. Annette Wagner		Y
Chairperson Ron DiNicola		Y

Public Participation

None

Communication

A. County Council Liaison-Not Present

B. President's Report-Dr. Gray introduced the College’s new Controller, Phil Forte. He and Ms. Sheehan are working together during the transition of positions. Dr. Gray pointed to his report for the enrollment stats, student success information, and the College being in good standing with PDE for the audit. In addition, the Board will be invited to help the College engage in outreach opportunities at a number of different events throughout Erie County. Dr. Gray gave special thanks to employees who were at the outreach booth during the Juneteenth Celebration in downtown Erie that brought in 50 interest cards from potential students. Mercy Center for Women’s WEAR project was selected as one of two fund finalists for the Erie Community Foundation grant. If awarded, some of the funds will be directed to the College to hire an instructor for the program. The College is working with MCPc Talent Solutions as their IT administrator and is currently waiting for recommendations from them. There is also a call out to Board Members to be a part of a small team that can work on articulating the College’s core values. It would also include members of College faculty and staff. This is a short-term project that could be completed in two meetings.

C. Academic Committee-Trustee Dr. Wagner reported that the committee met yesterday and reviewed the Surgical Tech Program that Vice President Goodman is presenting at today's meeting. The committee is continuing to review programs and present them to the Board for approval moving forward.

D. Finance Committee-Trustee Gallagher presented the normal Board agenda items for the committee including the check registrar and budget to date. He noted a large payment on the check register to Workday and reminded the Board it was an item previously approved and not additional expenditure.

E. Ad Hoc Committee

1. Site Committee-Trustee Sintal commented that her report would be taken up during the Executive Session portion of tonight's meeting.

2. Community Advisors Committee-Secretary Vogel confirmed that the College would announce quarterly updates to the public for transparency and good will to the community. She asked for the staff and faculty to provide any needs to the advisory group who then can find community experts to obtain specific information and industry trends.

3. Policy Review Committee-No Report

F. Chairperson of the Board-No Report

Surgical Technician Diploma Program Partnership with UPMC Presentation

Vice President Guy Goodman introduced Craig Knox Director of Administration for the UPMC School of Surgical Technology to present the partnership with EC3PA to the Board of Trustees.

Mr. Knox relayed that the Surgical Technologist is the most in demand field in health care. It is one of the only allied health fields where a person can have a surgical career without going to medical school. House Bill 81 passed in October 2020 by Governor Wolf requires all newly hired Surgical Technologists in the Commonwealth to have certification and graduate from an accredited surgical technology program. Those employed prior to the enactment are grandfathered in but cannot be employed at a different facility moving forward. This has exacerbated the shortages by reducing applicants. There are currently 14 states that are requiring certification and a minimum associate degree. Being the one of the largest employers in Pennsylvania, UPMC currently has 150 openings, and it takes 82 days to fill a job opening. Additional details are in the PowerPoint presentation added to the end of the meeting minutes.

New Business-Approval of Associate of Applied Science in Surgical Technology in Partnership with UPMC Hamot Board Report #22-46 (pg. 16)

Craig Knox Director of Administration for the UPMC School of Surgical Technology Machines indicated that their program is unique in that it combines book work with patient care. The students shadow in a UPMC operating room which gives them an advantage. Most students would start work without this, and it would take months for them to come up to speed in the actual workplace.

Trustee Sintal asked if there is a path towards future education in this program. Mr. Knox responded that the next level up would be a Surgical Assistant and that there are no programs of that kind 600 miles of Pittsburgh and that it is a more clinical position where the employee can close wounds and things of that nature.

Secretary Vogel asked if there is a plan to start the program this fall and where the program will be located. Dr. Gray responded the program would be located at a UPMC facility and offered to UPMC employees as a “upstart” career path. Partnering with them and using their curriculum is a unique partnership and the wave of the future for preparing students for UPMC specifically. Dr. Gray indicated that this could potentially grow to the College’s own program and then feed students to other hospitals in the area.

Vice Chairperson Rush Dix asked Mr. Knox about enrollment numbers. He said there were currently thirty students enrolled, but that does not include possible drop outs. The last program enrolled fifteen students and graduated ten. Mr. Knox explained that to be accredited there must be a 10 to 1 faculty to student ratio and that he has two instructors that can teach labs. He also specified that the program director can also be an instructor. Dr. Gray detailed that the program has differentiating tuition while the college has fixed tuition. Dr. Gray may recommend charging a higher rate to achieve a breakeven point to accommodate faculty hiring. Dr. Gray specified if the student is Pell Grant eligible those additional costs would not come out of the student’s pocket. This program is necessary as they are shipping Surgical Technicians up to Erie from other areas to keep operating rooms open and running. Dr. Gray thanked Trustee Dr. Wagner for her expertise in this area.

(Continued) New Business-Approval of Associate of Applied Science in Surgical Technology in Partnership with UPMC Hamot Board Report #22-46 (pg. 16)

Trustee	Motion 2	Vote
Tom Benson	1	Y
Justin Gallagher		Y
Dave Mitchell		Y
Rev. Dr. Charles Mock		Not Present
Vice Chairperson Cheryl Rush Dix		Not Present
Kay Sintal		Y
Secretary Christina Vogel		Y
Dr. Annette Wagner	2	Y
Chairperson Ron DiNicola		Y

New Business-Approve the Financing of the New \$1,225,000 Trade Course Subject Equipment Over a 3-Year Term, Fully Amortizing, with First National Bank Equipment Finance, Inc. Board Report #22-50 (pg.17)

Dr. Gray clarified the loan is a mechanism to pay for the already approved equipment purchase that took place during the May 25, 2022, Board of Trustees Meeting. The College can finance the purchase verses paying the supplier directly and then submit receipts to PDE (Pennsylvania Department of Education) for reimbursement of half the costs. Dr. Gray thanked Treasurer Sheehan for her work in negotiating and discovering this mechanism for financing.

Trustee	Motion 3	Vote
Tom Benson	2	Y
Justin Gallagher		Y
Dave Mitchell	1	Y
Rev. Dr. Charles Mock		Not Present
Vice Chairperson Cheryl Rush Dix		Not Present
Kay Sintal		Y
Secretary Christina Vogel		Y
Dr. Annette Wagner		Y
Chairperson Ron DiNicola		Y

For Information

Trustee Sintal mentioned the community is recognizing and communicating workforce needs to the trustees with the possibility of the College filling in the gaps with programs and degrees. One that has recently been communicated to Trustee Sintal is the need for more dental hygienist programs in Erie. Trustee Sintal mentioned a possible collaboration with LECOM’s Dental School in the same way the College is collaborating with UPMC with the Surgical Technology AAS program. The other is a need for pharmacy technicians. Trustee Mitchell also stated the need for veterinary technicians. Dr. Gray said that all these needs could be investigated down the road in terms of cost and need by the Academic Committee.

Executive Session

Chairperson DiNicola noted that the Trustees went into Executive Session for the purposes of real estate and personnel matters on July 14th, 2022 at 4:30pm via Zoom.

He also noted that the Trustees were going into Executive Session again this evening for the purposes of real estate and personnel matters.

Motion to Adjourn into Executive Session

Time: 5:32pm

Trustee	Motion 4	Vote
Tom Benson	2	Y
Justin Gallagher		Y
Dave Mitchell		Y
Rev. Dr. Charles Mock		Not Present
Vice Chairperson Cheryl Rush Dix		Not Present
Kay Sintal	1	Y
Secretary Christina Vogel		Y
Dr. Annette Wagner		Y
Chairperson Ron DiNicola		Y

Executive Session Adjourned

Time: 6:46pm

Next Regular Meeting July 27, 2022

UPMC

Surgical Technology

Career Field Overview



Commonwealth of Pennsylvania

House Bill 81

Regulatory Changes For Surgical Technologists

- AKA: The Central Service Technician and Surgical Technologist Act
- Requires all newly hired Surgical Technologists in the Commonwealth to have certification and graduated from an accredited surgical technology program
 - This is also the requirement to sit for NBSTSA certification
- ST shortages existed prior, now exacerbated further
- Employed ST's without certification prior to enactment are grandfathered - BUT cannot be employed at a different facility going forward

29

October 2020

Signed into law by Governor Wolf



Overview

Careers & Job

Availability

- ST shortages pre-date House Bill 81's passage
- Impact of House Bill 81 has reduced applicants
 - Grandfathered ST's
- Highly competitive job market for ST's
 - Travel agencies are paying ST's \$80K-\$100K/yr. inflating hospital shortages and creating financial hardships in healthcare
- High dollar sign on bonuses for techs across the country
- Starting rates are seeing continued increases across the country - Anticipate PA wages to increase due to the degree requirement

158+

Open ST positions
across UPMC

82.91+

Average Days to fill ST
job opening

Surgical Tech Careers

By The Numbers

\$50K

MEDIAN ANNUAL WAGE

Outpatient care centers	\$52,120
Offices of physicians	49,670
Hospitals; state, local, and private	49,500
Offices of dentists	46,940

9%

JOB FIELD GROWTH

Projected between &
2020-2030

Source: U.S. Bureau of
Labor Statistics



AST

Association of Surgical Technologists

- AST is the only national organization governing Surgical Technology
- Defines the required core curriculum for surgical technology programs required by not accrediting bodies to ST programs
- Heavily lobbies for legislation on requiring certification
- Provides resources for curriculum, educators, professional resources

CAAHEP

Commission on Accreditation of Allied Health Programs

- Accrediting body for surgical technology programs endorsed by AST
- Programmatic accreditation only

ABHES

Accrediting Bureau Of Health Education Schools

- Only other accrediting body for Surgical Technology. Higher outcome and education standards.
- Programmatic and institutional accreditor

Both CAAHEP and ABHES accredit multiple healthcare programs with some overlap and some distinctions.

Pennsylvania Programs

Education Options

- 15 accredited programs in Pennsylvania
- Majority are expensive for-profit career schools with average education costs around \$38K for ST
- Great Lakes is only option in region. Next closest is Pittsburgh

