

Allegany College of Maryland
BOARD OF TRUSTEES
PUBLIC SESSION MINUTES
May 12, 2025

Thomas Welcome Center
Iris Eustace Halmos Community Room

The Allegany College of Maryland Board of Trustees met on Monday, May 12, 2025, at 4 p.m. in the Thomas Welcome Center, Iris Eustace Halmos Community Room. Board members in attendance included Mr. Kim Leonard, Ms. Jane Belt, Mr. James Pyles, Ms. Linda Buckel, Ms. Mirjhana Buck (via phone), Ms. Michele Martz, and Mr. David Jones (President and Secretary/Treasurer).

Others in attendance included:

Dr. Kurt Hoffman	Christina Kilduff	Dr. Renee Conner
Melinda Duckworth	Beth Little	Dione Clark-Trub
Kirsten Hansen	John Bone	Ryan Lechner
Jim House	Scott Harrah	Shannon Redman
Liz Rockwell	Melanie Chapman	Lori Spence

PUBLIC SESSION

Adopt the April 14, 2025, Minutes

On a first from Ms. Belt and a second from Ms. Martz, the April 14, 2025, minutes were approved, as presented.

Chairman's Update

Mr. Leonard welcomed faculty and staff and provided information on the upcoming campus events listed on the agenda. He thanked the ACM community for supporting the education and job training needs and reminded everyone of the importance of the College in improving our region. Mr. Leonard provided a reflection on the current funding from the County and State, shared comments about the process and ACM's presentation, and thanked the staff for their diligent work throughout the budget process to ensure the funding meets the mission of the College. He reminded the Board of the upcoming commencement ceremonies and confirmed members who would be attending. Mr. Leonard shared that the next Board meeting will be held on June 16, 2025, with a Board Strategic Planning Retreat scheduled for July 21st from 12-4 p.m. He asked the Board to work with President Jones to select a month to visit the campus to meet and greet faculty and staff. Mr. Leonard further shared that a committee is planning an inauguration for President Jones on Friday, September 12, 2025.

President's Update

President Jones provided a four-page College update, which included the following items:

- 1) Congratulations to Mirjhana Buck for being selected as one of Maryland's Top 100 Women.
- 2) Communication initiatives.
- 3) Employee appreciation.
- 4) Registration and enrollment.
- 5) Enrollment updates.
- 6) Budget information from the County and State.
- 7) AlleganyGives update.
- 8) Cybersecurity program updates, including the launch of the Cyber Range with the related release from the Cumberland Times-News.
- 9) Gratitude to ACM and Western Maryland Works for hosting Congresswoman Delaney and Senator Alsobrooks.
- 10) ACM compliance with federal executive orders.
- 11) Program accreditation visits and news of the Automotive Technology Program receiving ASA accreditation.
- 12) Congratulations to ACM students Kyla Teagle and Luke Bowers, who were recognized at the PTK All Maryland Academic Team Dinner.
- 13) Campus security update with access control systems across campus.
- 14) An overview of the ACM STEM campus being offered to serve the community this summer.
- 15) An offer to provide calendar invitations to future ACM events to further automate scheduling and calendars.

Approval of Graduates

Ms. Nightengale requested the approval of 340 students achieving 331 degrees and 60 certificates. The final review and approval are being conducted by Admissions/Registration. On a first from Ms. Martz and a second from Ms. Belt, the Trustees approved the graduates.

Board Education: Cyber Security

Professor James House provided an update on the ACM Cybersecurity Program, which offers innovative pathways for student success in the ever-changing and dynamic environment of computer science and technology. He shared that the program strives to serve students with quality, relevant instruction and training to meet current and future demands within the computer technology industry and workforce. He further discussed the Cyber Range available at the College and last week's program launch. He shared that the College is working in cooperation with BCR Cyber, with the training system simulating cyberattacks and introducing students to cybersecurity operations and concepts. As part of the project, students will be involved in simulations that will include ransomware attacks, website takeovers, and firewall security.

Hazing Policy

Dr. Conner shared the Hazing Policy for Board consideration. She shared that Allegany College of Maryland has always prohibited student misconduct in its Code of Student Conduct, which also specifically prohibits hazing. All students are required to follow local, state, and federal laws. She shared that on 12/24/24, President Biden signed the Stop Campus Hazing Act into law, which goes into effect on 6/1/25. This law defines hazing, prohibits specific acts, adds Clery Crime reporting elements, creates a new stand-alone report, and requires education. She further shared that compliance with the law is tied to federal funding. On a motion from Ms. Martz and a second from Ms. Belt, the Board approved the policy for implementation on 6/1/25.

Non-Discrimination Policy

Dr. Conner shared that Allegany College of Maryland's Non-Discrimination Policy has been in effect since 2020, with one prior update to the non-discrimination statement to reflect a permitted deletion of inapplicable wording by the Maryland State Department of Education. The policy is being updated once more to reflect the necessary replacement of the former non-discrimination statement with the revised non-discrimination statement pursuant to federal directives. She shared that a few minor editorial changes were discovered and shared with the Board. On a motion from Ms. Belt and a second from Ms. Buck, the Board approved the policy.

Title IX Policy

Dr. Conner shared that Allegany College of Maryland's Sexual Harassment & Sex Discrimination Policy has been in effect since 2015, with multiple prior updates pursuant to changing federal regulations and state action. It includes the College's non-discrimination statement. The policy is being updated once more to reflect the necessary replacement of the former non-discrimination statement with the revised non-discrimination statement pursuant to federal directives. She shared that the proposed policy and its accompanying procedures comply with the 2020 federal regulations as required. On a motion from Ms. Martz and a second from Mr. Pyles, the Board approved the policy.

ADA/504 Policy

Dr. Conner shared that Allegany College of Maryland's ADA/504 Policy has been in effect since 2021, with one prior update to the non-discrimination statement to reflect a permitted deletion of inapplicable wording by the Maryland State Department of Education. The policy is being updated once more to reflect the necessary replacement of the former non-discrimination statement with the revised non-discrimination statement pursuant to federal directives. She shared that no other changes are being presented. On a motion from Ms. Martz and a second from Mr. Pyles, the Board approved the policy.

First Amendment Religious Freedom Policy

Dr. Conner shared that Allegany College of Maryland's First Amendment Religious Freedom Policy has been in effect since 2023 as mandated by Maryland law. The policy is being updated to reflect the necessary replacement of the former non-discrimination statement with the revised non-discrimination statement pursuant to federal directives. No other policy changes are being presented. On a motion from Ms. Martz and a second from Mr. Pyles, the Board approved the policy.

Baseball Halo Project Bid Update

Christina Kilduff shared that the bids came in at the expected level, but this project will be delayed to ensure coordination with the baseball field dugout project. Additional information and a recommendation will be shared at the June meeting.

Baseball Field Dugout Project Update

Christina Kilduff shared that the bids came in above the funding provided and that ACM is working with the engineer and contractors who submitted a bid to value engineer the project to reduce the scope and cost of the renovation while still meeting the needs of ACM, the baseball team, and others who use the field. Additional information and a recommendation will be shared at the June meeting.

Tennis Courts Renovation Update

Christina Kilduff shared that the bids came in above the funding provided and that ACM is working with the engineer and contractors who submitted a bid to value engineer the project to reduce the scope and cost of the renovation while still meeting the needs of ACM and the local tennis community. On a motion from Ms. Martz and a second from Mr. Pyles, the Board approved moving forward if the cost is at the \$475,000 threshold or below.

EXECUTIVE SESSION

At 5:03 p.m., following a motion from Ms. Belt and a second from Mr. Pyles, the Trustees convened an Executive Session to discuss personnel items [Article 3-305(b) (1)] covered under the Maryland Open Meeting Act. If necessary, action may be taken in Public Session as a result of items discussed in Executive Session.

FY26 Pay Scales Approval – Ms. Duckworth explained the purpose of the request, which would affect non-classified faculty who work hourly at clinical sites. After market research, she presented suggested rates. The rates have not been increased since July of 2023. The increase will help attract qualified applicants.

Federal Compliance Update

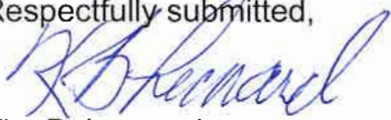
Dr. Conner updated the Board on how the College tracks and manages executive orders and other federal directives. As part of this update, she provided an overview of federal actions and litigation directly related to ACM since the last Board meeting and other actions the College has been watching for potential future direct or indirect impact. Dr. Conner provided an update on some hot issues and a summary of ACM actions the College has accomplished since the April 12th Board meeting. She noted that the leadership team continues to monitor the evolving legal landscape and collaborates closely with legal counsel and regulatory agencies to ensure compliance while fulfilling ACM's mission of educating and serving students. The Board continues to support this approach and reaffirmed its commitment to compliance with federal directives.

At 5:14 p.m., the Trustees, on a first from Ms. Belt and a second from Ms. Buckel, moved out of Executive Session and returned to Public Session.

On a motion from Mr. Pyles and a second from Ms. Belt, the Trustees approved the FY26 Pay scales presented by Ms. Duckworth.

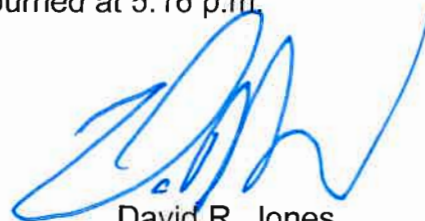
With no further business to discuss, the meeting adjourned at 5:16 p.m.

Respectfully submitted,



Kim B. Leonard

Board Chairman



David R. Jones

Secretary/Treasurer