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**Sandhills Community College  
Board of Trustees – Governance Committee Report  
Thursday, July 18, 2025  
Sledge Boardroom, 4:00 – 5:43 PM**

**Items Requiring Approval**

**1. Policy 1.14 – Accreditation**

**a. Summary:** A new policy is recommended to ensure compliance with state-mandated accreditation requirements and alignment with state and accrediting body standards.

**b. Recommendation:** Motion made by Trustee Carpenter, seconded by Trustee Carter, to present Policy 1.14 for first reading and approval at the October Board of Trustees meeting. Motion passed unanimously.

**2. Policy 4.6 – Student Grievance**

**a. Summary:** Updates to remove references to specific titles and departments for increased flexibility and alignment with evolving organizational structures.

**b. Recommendation:** Motion made by Trustee Carpenter, seconded by Trustee McLean, to present the revised policy for first reading and approval at the October Board of Trustees meeting. Motion passed unanimously.

**3. Policy 1.1 – Mission Statement**

**a. Summary:** Proposal to replace the current Equity Statement with an updated Equal Opportunity Statement.

**b. Recommendation:** Motion made by Trustee McLean, seconded by Trustee Carpenter, to present the revised statement for first reading and approval at the October Board of Trustees meeting. Motion passed unanimously.

#### **4. Policy 2.1 – Equal Opportunity & Non-Discrimination**

**a. Summary:** Recommendation to remove this policy to eliminate redundancy and align with the new Equal Opportunity Statement.

**b. Recommendation:** Motion made by Trustee McLean, seconded by Trustee Carpenter, to present the removal for first reading and approval at the October Board of Trustees meeting. Motion passed unanimously.

#### **5. Policy 2.17 – Commitment to Diversity**

**a. Summary:** Recommendation to remove this policy to avoid redundancy with the updated institutional statement.

**b. Recommendation:** Motion made by Trustee Carpenter, seconded by Trustee Carter, to present the removal for first reading and approval at the October Board of Trustees meeting. Motion passed unanimously.

#### **6. Policies 4.14 & 5.17 – Discrimination and Harassment**

**a. Summary:** Recommend removing specific protected class language to align with the revised institutional Equal Opportunity Statement.

**b. Recommendation:** Motion made by Trustee Carter, seconded by Trustee McLean, to present the revisions for first reading and approval at the October Board of Trustees meeting. Motion passed unanimously.

### **Updates**

#### **1. MCS.MOU.2025 & MIHS MOU**

The committee reviewed both MOUs and recommends proceeding with the full Board's review and approval.

**Action:** Motion made by Trustee Carpenter, seconded by Trustee McLean. Motion passed unanimously.

#### **2. Clerical Updates and/or Errors Provision**

A recommendation was made to adopt a provision allowing college staff to make strictly clerical updates (e.g., corrections to titles, dates, or policy numbers) without prior Board approval, mirroring language in the Board Bylaws.

**Action:** Motion made by Trustee Carpenter, seconded by Trustee Carter. Motion passed unanimously.

### **3. Policy 5.16 – Employee Pay**

**Action:** Motion made by Trustee Carpenter, seconded by Trustee McLean, to return updated language for review at the next committee meeting. Motion passed unanimously.

### **4. Policy 5.22 – Civility**

**Action:** Motion made by Trustee Carpenter, seconded by Trustee McLean, to bring revised language to the next committee meeting. Motion passed unanimously.

### **5. Policy 10.4 – Campus Crime**

**Action:** Motion made by Trustee Carpenter, seconded by Trustee McLean, to bring revised language to the next committee meeting. Motion passed unanimously.

## **Additional Notes**

### **Registered Sex Offender Procedure**

Procedures 5.25.1 and 10.1.3 were introduced to formalize existing practices related to registered sex offenders.

**Note:** As this is a procedural item, no Board action was required.

### **Policy Reminders – Pending Board Review**

- **Policy 4.5 – Dress Code:** Recommended for deletion. Incorporated into Procedure 4.4.1.
- **Policy 4.11 – Academic Honesty:** Recommended for deletion. Incorporated into revised Procedure 4.4.1 introduction.

## **Adjournment**

Motion to adjourn made by Trustee Carter, seconded by Trustee McLean. Motion passed unanimously. The meeting adjourned at approximately 5:43 PM.

**Minutes recorded and submitted by:**  
**Dr. Julie Voigt**

## **Pre-Defined, Board-Approved Policy Provisions for Administrative Updates**

To streamline non-substantive policy updates and maintain accuracy, the following items may be updated administratively by the President or designee without requiring full Board re-approval, provided the changes do not alter the intent, authority, or scope of the policy:

### ***Recommended Permitted Administrative Updates:***

#### **1. Titles and Position Names**

- a. Updates to job titles (e.g., “Vice President for Student Services” changed to “Associate Vice President for Student Engagement”)
- b. Organizational chart realignments

#### **2. Department or Office Names**

- a. Renaming of departments or units (e.g., “Workforce Development” changed to “Career & Continuing Education”)

#### **3. Dates**

- a. Updates to implementation or review dates
- b. Calendar-year references (e.g., “2023-24” updated to “2025-26”)

#### **4. References to Laws, Statutes, or Policies**

- a. Updates to external references (e.g., federal or state statute numbers, NC Community College Code sections)
- b. Changes in citation formatting or broken links

#### **5. Correcting Typos or Grammatical Errors**

- a. Edits that improve clarity or readability without altering meaning

## **Rationale for Administrative Updates Provision**

The governance process currently requires a two-meeting approval cycle for policy revisions. While this ensures careful review for substantive changes, it creates delays for minor updates, particularly those that reflect organizational shifts, title changes, or formatting corrections.

By allowing limited administrative updates to a pre-defined list of non-substantive provisions, the College ensures:

- Policies remain current and accurate
- Staff and faculty can rely on up-to-date references

- The Board can focus its oversight on substantive governance and compliance matters

A log of all administrative updates will be maintained and shared with the Board of Trustees on an annual basis for transparency.

**Adopted: 06-25-2025**

In accordance with the Campus Sex Crimes Prevention Act of 2000 (“Act”), the College is providing to its campus community a link to the [National Sex Offender Public Website](#) and [North Carolina Sex Offender and Public Protection Registry](#) (“Registry”). The Act requires the College to issue a statement advising the campus community where law enforcement information provided by North Carolina concerning registered sex offenders may be obtained. The Act also requires sex offenders already required to register in North Carolina to provide notice of each institution of higher education in North Carolina at which the person is employed or is a student.

Registered sex offenders are prohibited from entering College buildings, or sections of buildings, intended primarily for the teaching, use, or supervision of minors. The following buildings, or sections of buildings, have been designated for the teaching, use or supervision of minors and registered sex offenders are prohibited from entering these locations:

- Kennedy Hall,
- Van Dusen Hall during times the Moore Innovative High School is in session,
- Boyd Library,
- Dempsey Student Center,
- SandHoke Early College High School,
- Open tutoring centers and computer labs at the Pinehurst Campus and Hoke Center.

Other areas may be designated based on individual circumstances by the Chief of Police and Vice-President of Student Services.

#### **Standard Operating Procedures**

##### **Employees, Volunteers, and Contractors**

- The College will employ a third party vendor to cross-reference current full- and part-time employees, volunteers, and contractors on an annual or as needed basis with the [National Sex Offender Public Website](#) and [North Carolina Sex Offender and Public Protection Registry](#). Information from this activity will be reported to the Chief of Police, Executive Vice President, and Chief of Staff. Depending on the circumstance, employees and volunteers who appear on these registries will be subject to restrictions and/or disciplinary actions up to and including dismissal.
- All current full- and part-time employees, volunteers, and or contractors of the College are required to notify the local Sheriff's Department and the College's Human Resources Department if they become registered sex offenders after initial employment or becoming a volunteer or contractor with the College. Failure to do so will result in dismissal as per College Policy.

**Students**

Upon notification by an individual, or appropriate law enforcement agency to the College that an individual is currently registered or intends to register as a student at the College, the following standard operating procedures should be followed.

- Notifications regarding current or potential students on a sex offender registry should be directed to the Vice-President of Student Services and Chief of Police.
- The Vice-President of Student Services and Chief of Police shall confer with the appropriate law enforcement agency as well as the individual to determine the appropriate limitations on movement, access, and class schedules.
- Any limitations on movement, access, and class schedules shall ensure that the limitations placed on the individual will reasonably prevent violations of state law, court orders, or this procedure from occurring.
- If it is determined that the individual may register for classes, the Vice-President of Student Services shall register the individual and notify the Chief of Police of the student's class schedule.
- Any violations of state law, a relevant court order, this procedure, or other limitations imposed by the College will be considered a breach of the student code of conduct and the College shall take appropriate disciplinary action and report the violation to the appropriate law enforcement agency.



# 4.5 Dress Code

**Board of Trustee Approval:** October 1, 2012

## **Procedures**

Part of Sandhills Community College's responsibility is to prepare students for the world of work, where they will be expected to dress appropriately. Students at Sandhills are therefore expected to dress in a manner that reflects generally accepted standards of modesty and good taste. Faculty members have the right to establish dress standards for their classrooms, and—after appropriate counseling—to ban or remove students who do not meet those standards.

# 4.11 Academic Honesty

**Board of Trustee Approval:** August 6, 2007

**Revised:** October 1, 2015

## **Procedures**

[4.11.1 Academic Honesty Penalties](#)

Sandhills Community College believes that the pursuit of knowledge requires honesty and expects students, faculty, and staff to practice honesty in all academic matters. Penalties related to incidents of academic honesty shall be disseminated to students through the appropriate College publications. To that end, the College applies these procedures.

**Adopted:**

**Board of Trustee Approval:** August 6, 2007

Revised: October 1, 2012; October 1, 2020; October 1, 2022; October 1, 2025

Sandhills Community College will establish and practice due process to resolve instances of student and employee grievance. In any situation where a student feels s/he has a right to a grievance; the student should [refer to and follow the Student Grievance Procedures](#).

**Adopted:**

The College shall obtain and maintain accreditation through a state-recognized, regional accreditation agency.

Pursuant to State law, the College shall not receive accreditation from an accreditation agency for consecutive accreditation cycles, unless the College is not granted candidacy status by a new accreditation agency at least three years prior to the expiration of the College's current accreditation.

Legal Citation: N.C.G.S. §115D-6.2; 1B SBCCC 400.1

Adopted:

The College will adhere to the following mission statement:

The mission of Sandhills Community College is to provide educational opportunities of the highest quality to all we serve.

**Core Values**

**Integrity**

Sandhills treats its students, faculty, and staff fairly and stands behind the commitments that are stated or implied in its policy documents and promotional materials. The college demands academic work that is honest and rigorous and that meets the expectations of employers and baccalaureate-level institutions.

**Helpfulness**

The staff and faculty of Sandhills are genuinely and eagerly helpful to the college's students and to each other. Going the 'extra mile' is expected behavior at Sandhills.

**Excellence**

Sandhills provides educational programs of the highest quality and then provides the support necessary to promote student success. Similarly, the college employs faculty and staff who are exceptionally well -qualified to promote educational excellence and, in addition, encourages and supports them in the performance of their jobs.

**Respect**

The atmosphere of Sandhills Community College is one of respect, friendliness, and civility – values which are taught to students by the way in which staff and faculty interact with them and with each other.

**Opportunity**

Opportunity is at the core of Sandhills' mission. The college provides educational opportunities to the students who enter through its open doors, opportunities for growth to the area's businesses and lifelong learners, and opportunities for professional and personal development to its faculty and staff.

### ~~Equity Statement~~

~~Sandhills is committed to advancing access and opportunity in an inclusive environment that creates a sense of belonging by actively dismantling equity barriers and eliminating disparities historically underrepresented students face.~~

### Equal Opportunity Statement

Sandhills Community College is committed to advancing access and opportunity for all students by fostering an environment where every individual is treated with respect and fairness. The college strives to ensure that all students have the support and resources they need to succeed. We are dedicated to removing barriers that may hinder participation or achievement and to promoting a campus culture rooted in mutual respect and equal opportunity.

### College Goals

#### Access and Opportunity

To ensure access for students of all abilities to credit and noncredit courses through various course delivery modes; and to provide opportunities for students in curriculum studies and workforce training as well as in adult literacy and personal enrichment.

#### For-Credit Academic Programs

To educate and prepare students for professional and personal opportunities by providing relevant technical and transfer programs that include distinct general education competencies through a variety of course delivery modes.

#### Support Services

To provide comprehensive academic and student support services and resources that facilitate engagement, support student success, and help students meet their academic, career, and personal goals.

#### Economic Development

To provide training for local businesses and to contribute constructively to the economic well-being of the region.

#### Campus and Community Life

To foster an inclusive environment that encourages student involvement, celebrates faculty and staff, contributes to the cultural richness of the community, and promotes community service while honoring our core values.

#### Campus Resources

To ensure that the college has the necessary financial, technological, and physical and human resources to advance a culture of excellence and opportunity; to hire personnel of the highest quality who reflect its diverse community and exhibit its core values; and to create a welcoming campus with a sense of belonging.

## 2.1 Equal Opportunity & Non-Discrimination

### **Board of Trustee Approval:**

August 14, 2020

### **Revised:**

August 14, 2020; February 6, 2023

### **Procedures**

[2.1.1 Complaints of Discrimination](#)

### **Notice of Nondiscrimination and Title IX**

Admission to Sandhills Community College is open to any individual who meets the institution's open admissions policy. Applicants for admission or employment, students, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with Sandhills are hereby notified that this institution is committed to nondiscrimination on the basis of race, color, gender, ethnic or national origin, sex, sexual orientation, gender identity, marital or parental status, religion, age, ancestry, mental or physical disability, military status or veteran status in admission or access to, or treatment or employment in its programs and activities. Lack of English language skill is not a barrier to admission and participation in educational programs and activities. This includes, but is not limited to admissions, employment, financial assistance, placement, recruitment, and educational programs or activities as required by applicable laws and regulations.

Further, it is the policy of Sandhills Community College to prohibit harassment (including sexual harassment and sexual violence) of students and employees. Any person having inquiries regarding special needs, support services, or Sandhills Community College's compliance with the regulations implementing Title VI, Title IX and the Americans with Disabilities Act of 1990 is directed to contact the individuals who have been designated to coordinate the educational institution's efforts to comply with the regulations implementing these laws.

### **Title IX Coordinator Office:**

Stone Hall, 110-B  
3395 Airport Road  
Pinehurst, NC 28374

[Report a Concern \(non-emergencies\)](#)

Email: [bluek@sandhills.edu](mailto:bluek@sandhills.edu)

Phone: [\(910\) 695-3979](tel:(910)695-3979)

### **Section 504 Coordinator:**

Shalishah Russell  
Stone Hall, Room 125  
3395 Airport Road  
Pinehurst, NC 28374  
Email: [russells@sandhills.edu](mailto:russells@sandhills.edu)  
Phone: [\(910\) 246-4138](tel:(910)246-4138)

Title VI, Title IX and Section 504 ADA complaints may also be filed with the Regional Office for Civil Rights. Address correspondence to: Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-1475, Telephone: [\(202\) 453-6020](tel:(202)453-6020), FAX: 202-453-6021; TDD: 800-877-8339, Email: [OCR.DC@ed.gov](mailto:OCR.DC@ed.gov).



## **Aviso de no discriminación y Título IX**

La admisión en Sandhills Community College está abierta a cualquier persona que cumpla la política de admisiones abiertas del colegio. Los candidatos de admisión o empleo, los estudiantes, los empleados, los recursos de referidos de candidatos para admisión o empleo, y todos los sindicatos u organizaciones profesionales que tienen negociaciones colectivas o profesionales con Sandhills por la presente son notificados que este instituto está comprometido a la imparcialidad sobre la base de la raza, el color, el género, la etnicidad u origen nacional, el sexo, la orientación sexual, la identidad de género, el estado civil o paterno, la religión, la edad, el abolengo, la discapacidad física o mental, el estatus de veterano o la situación militar en la admisión o el acceso a, o tratamiento o empleo en sus programas y actividades. La falta de una habilidad del idioma inglés no es una barrera para la admisión y participación en los programas educativos o las actividades educativas. Esto incluye, entre otros, las admisiones, el empleo, la ayuda financiera, la colocación, el reclutamiento, y los programas educativos o las actividades educativas según lo exigen las leyes y regulaciones aplicables.

Además, es la política de Sandhills Community College para prohibir el acoso (incluso el acoso sexual y la violencia sexual) de estudiantes y empleados. Cualquier persona que tenga preguntas sobre necesidades especiales, servicios de apoyo, o el cumplimiento de Sandhills Community College de las reglas que implementan Título VI, Título IX, y el Acto de Americanos con Discapacidades de 1990 debe comunicarse con los individuos que han sido elegidos para coordinar los esfuerzos del instituto educativo para cumplir las reglas que implementan estas leyes.

### **La Coordinadora del Título IX:**

Stone Hall, 110-B  
3395 Airport Road  
Pinehurst, NC 28374  
[Informar un problema \(no emergencias\)](#)  
Correo: [bluek@sandhills.edu](mailto:bluek@sandhills.edu)  
Teléfono: [\(910\) 695-3979](tel:(910)695-3979)

### **La Coordinadora de la Sección 504:**

Shalishah Russell  
Stone Hall, Room 125  
3395 Airport Road  
Pinehurst, NC 28374  
Correo: [russells@sandhills.edu](mailto:russells@sandhills.edu)  
Teléfono: [\(910\) 246-4138](tel:(910)246-4138)

Las quejas del Título VI, Título IX, y la Sección 504 también se puede ser declaradas con la Oficina Regional para los Derechos Civiles. Dirigir correspondencia a Office for Civil Rights, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-1475, Teléfono: (202) 453-6020, FAX: 202-453-6021; TDD: 800-877-8339, Correo: [OCR.DC@ed.gov](mailto:OCR.DC@ed.gov).

# 2.17 Commitment to Diversity

## **Board of Trustee Approval:**

October 1, 2019

## **Procedures**

### **Board of Trustees Approval: October 1, 2019**

Sandhills Community College is committed to and will provide an inclusive and welcoming environment free of harassment and discrimination for all students, faculty, and staff. The College will not discriminate in offering access to educational programs or activities with respect to race, color, religion, creed, sex, age, marital status, national origin, mental or physical disability, political belief or affiliation(s), veteran status, sexual orientation or gender identity.

**Adopted: 06-03-2025**

The College is fully committed to providing a learning and working environment that is free from prohibited discrimination. The College does not practice or condone discrimination ~~based on race, color, national origin, religion, sex, sexual orientation, gender, gender identity or expression, pregnancy, disability, genetic information, age, political affiliation, or veterans' status~~ in the administration or in any of its education programs and activities and employment practices.

The College will promptly and effectively address any such discrimination of which it has knowledge using the following procedures:

For issues related to Title IX sexual harassment, see Procedures **4.14.1/5.17.1** – Sexual Harassment.

For issues related to all other types of unlawful discrimination and harassment, see Procedures **4.14.2/5.17.2**– Unlawful Discrimination and Harassment.

Legal Reference: Title VI and VII of the Civil Rights Act of 1964; The Americans with Disabilities Act of 1990; Section 504 of the Rehabilitations Act of 1973; The Age Discrimination in Employment Act of 1967; Equal Pay Act of 1963; Title II of the Genetic Information Nondiscrimination Act of 2008; Title IX of the Higher Education Amendments of 1972; Lily Ledbetter Act; NC Equal Employment Practices Act; NC Retaliatory Employment Discrimination Act; Jeanne Clery Disclosure Act of Campus Security Policy and Campus Statistic Act of 1990; Campus Sexual Assault Victim's Bill of Rights of 1992; Violence Against Women Act of 1994; Campus Sexual Violence Elimination Act of 2013; and the Pregnant Workers Fairness Act of 2023. Cross Reference: 5.17

| NEW/PROPOSED Policy or Procedure  |  | CURRENT Policy or Procedure                   |   |
|---|--|---|---|
| P/P Number  | P/P Language   | P/P Number                                    | P/P Language  |
| <b>Recommendation Add:</b><br><b>POLICY 1.14</b><br><b>Accreditation</b>                  | <p>The College shall obtain and maintain accreditation through a state-recognized, regional accreditation agency.</p> <p>Pursuant to State law, the College shall not receive accreditation from an accreditation agency for consecutive accreditation cycles, unless the College is not granted candidacy status by a new accreditation agency at least three years prior to the expiration of the College's current accreditation.</p> <p>Legal Citation: N.C.G.S. §115D-6.2; 1B SBCCC 400.1</p> | NEW   | <p>This policy exists to comply with North Carolina General Statute §115D-6.2 and associated State Board of Community Colleges Code (SBCCC) 1B SBCCC 400.1, which regulates accreditation practices for community colleges in North Carolina.</p> |
| <b>Recommendation Replace:</b><br><b>Equity Statement in POLICY 1.1 Mission Statement</b> | <b>Equal Opportunity Statement</b><br><p>Sandhills Community College is committed to advancing access and opportunity for all students by fostering an environment where every individual is treated with</p>  | <b>POLICY 1.1</b><br><b>Mission Statement</b> | <b>Equity Statement</b><br><p>Sandhills is committed to advancing access and opportunity in an inclusive environment that creates a sense of belonging by actively dismantling equity barriers and eliminating disparities</p>                    |

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|---|---|--|---|
|   | respect and fairness. The college strives to ensure that all students have the support and resources they need to succeed. We are dedicated to removing barriers that may hinder participation or achievement and to promoting a campus culture rooted in mutual respect and equal opportunity. |  | historically underrepresented students face.  |
| <b>Recommendation</b><br><b>Remove: POLICY 2.1 Equal Opportunity &amp; Non-Discrimination</b>                           |   | <b>POLICY 2.1 Equal Opportunity &amp; Non-Discrimination</b> | <a href="https://www.sandhills.edu/policy/2-1-equal-opportunity.html">https://www.sandhills.edu/policy/2-1-equal-opportunity.html</a>   |
| <b>Recommendation</b><br><b>Remove: POLICY 2.17 Commitment to Diversity</b>   |   | <b>POLICY 2.17 Commitment to Diversity</b>                   | <a href="https://www.sandhills.edu/policy/2-17-commitment-to-diversity.html">https://www.sandhills.edu/policy/2-17-commitment-to-diversity.html</a>   |
| <b>Recommendation</b><br><br><b>Remove specific language: POLICIES 4.14 &amp; 5.17 – Discrimination and Harassment:</b> | The College is fully committed to providing a learning and working environment that is free from prohibited discrimination. The College does not practice or condone discrimination in the administration or in any of its education programs and activities and employment practices.          |  | The College is fully committed to providing a learning and working environment that is free from prohibited discrimination. The College does not practice or condone discrimination based on race, color, national origin, religion, sex, sexual orientation, gender, gender identity or expression, pregnancy, disability, genetic information, age, political affiliation, or veterans' status in the administration or in any of its education programs and activities and employment practices. |

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| <p><b>Recommendation</b><br/> <b>Replace: POLICY 4.6</b><br/> <b>Student Grievance</b></p> | <p>Sandhills Community College will establish and practice due process to resolve instances of student and employee grievance. In any situation where a student feels s/he has a right to a grievance; the student should refer to and follow the Student Grievance Procedures.</p> | <p><b>POLICY 4.6</b><br/> <b>Student Grievance</b></p> | <p>Sandhills Community College will establish and practice due process to resolve instances of student and employee grievance. In any situation where a student feels she/he have a right to a grievance, the student should contact the Safety and Student Conduct Officer for discipline-related issues or the Vice President of Instruction for curriculum academic-related issues. If the complaint comes to the Safety and Student Conduct Officer for discipline-related issues, she/he will review the situation and determine if the grievance should be adjudicated through the Office of the Safety and Student Conduct Officer, Associate Vice President for Workforce Continuing Education (continuing education students), or Associate Vice President of the Hoke Center (Hoke Center students).</p> |
|--|---|--|--|

| NEW/PROPOSED Policy or Procedure  |  | CURRENT Policy or Procedure                   |   |
|---|--|---|---|
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| <b>Recommendation</b><br><b>Remove: POLICY 2.17 Commitment to Diversity</b>   |   | <b>POLICY 2.17 Commitment to Diversity</b>                   | <a href="https://www.sandhills.edu/policy/2-17-commitment-to-diversity.html">https://www.sandhills.edu/policy/2-17-commitment-to-diversity.html</a>   |
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## **Sandhills Community College**

### **Board of Trustees – Building and Grounds Committee Report**

**Wednesday, July 9, 2025**

**Sledge Boardroom, 4:00 – 5:09 PM**

#### **Updates**

##### **1. Moore Innovative High School**

The College submitted a revised 3-1 form to Ryan Scruggs with State Construction for review, requesting a shift from \$25 million to \$38 million for the design phase, noting a current funding gap of \$13 million. The \$13 million was categorized as unidentified funds. Assuming approval, the college will proceed with the design phase up to \$38 million. The current \$25 million appropriation is guaranteed, but additional funding is not. Van Dusen Hall can support the high school for at least two years, providing flexibility.

Advanced planning indicates \$22 million for the high school building and \$19 million for a trades building. Given available funding and lack of commitment from Moore County, the committee prioritized construction of the workforce trades building and access road to Hwy 22. This aligns with the state's mandate for an innovative high school focused on trades. Further engagement with LS3P and revised planning are forthcoming.

##### **2. Caddell Center Classroom Building**

The Town of Carthage has requested additional items for the site plan including a traffic analysis (which is not applicable on DOT-maintained roads), as well as plans for a bathroom and dumpster on site. The proposal must be approved by the town of Carthage and Moore County prior to going to bid and permitting. Updates will be provided once approvals have been received and a contractor for construction has been selected.

### **3. Storm Impact and Pond Repairs**

A recent storm activated both emergency spillways. The lower pond performed well; the upper pond's emergency spillway sustained damage requiring significant repairs. Shine Hall of the Moore County Soil and Water Department will inspect the site. Plans to widen the spillway are underway. Engineering plans will be created, though no formal stamp is required.

### **Approvals**

No approvals were required at this meeting.

### **Adjournment**

Motion to adjourn made by Mr. Horne, seconded by Mr. McLean. Motion passed unanimously. The meeting was adjourned at 5:09 PM.

Minutes recorded by: Jennifer Fields

Minutes submitted by: Dr. DJ Farmer



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## **Sandhills Community College**

### **Board of Trustees – Finance, Personnel, and Planning Committee Report**

**Tuesday, July 15, 2025**

**Sledge Boardroom, 4:00 – 5:00 PM**

#### **Items Requiring Approval**

The agenda was approved following a motion by Mr. Clendenin and second by Ms. Pickett. The minutes of the previous meeting were approved following a motion by Mr. Woodward and second by Mr. Clendenin.

#### **1. Personnel – Full-Time Faculty Hires**

Dr. Voigt presented new full-time faculty hires: Dr. Yang, Robert Curtin, Ashley Collins, and Caroline Brown.

Motion to approve the personnel actions was made by Mr. Clendenin and seconded by Ms. Pickett. Motion passed unanimously.

#### **Updates**

##### **1. Financial Report**

As of June 30, 2025, the state budget was \$31,814,338.00, with \$30,292,116.41 expended, leaving \$1,522,221.59 (95.22% spent). Performance funding (\$329,394), categorical allocations (\$641,595), equipment funds (\$157,198), and reserves (\$394,032) were discussed.

Moore County's budget including plant reserves was \$5,431,013.43, with \$5,431,956.69 expended (100.02% spent), exceeding by \$943.26. \$10,981.53 in reserves were used for IT expenses. Moore County's operating budget excluding plant reserves was \$5,287,879, with \$5,418,205.38 expended (102.46% spent), exceeding by \$130,326.38.

Hoke County's budget was \$718,046.09, with \$587,508.63 expended (81.82% spent). \$11,549.20 in reserves were used for the Hoke Master Plan. Hoke County's operating budget was \$599,800, with \$571,087.77 expended (95.21% spent).

## **2. County Bonds Update**

\$105,593.50 has been expended year-to-date for the Caddell Training Center project.

## **3. Moore County Innovative High School – OSBM Report**

\$25 million was allocated for the project by the General Assembly. As of June 30, \$80,605.25 has been expended to LS3P for the advanced planning phase. The account has earned \$921,662.30 in interest.

## **4. Budget Allocations & Tuition**

Moore County's allocation increased by \$519,415; Hoke County by \$144,356. No tuition or student fee increases for the 2025–2026 academic year.

## **5. Strategic Planning**

Dean Farmer shared that her department will draft the 2025–2026 College Strategic Plan (CSP) for approval. The committee decided to start the September 16th meeting at 2:00 PM to accommodate the CSP review.

## **6. Other Business and Clarifications**

Mr. Clendenin requested a future presentation on BPAC finances and vendor oversight. Mr. Woodward inquired about a NC Department of Revenue lien. Ms. Walker explained the W2 transmission issue from 2022 and confirmed the IRS penalty was waived in April 2025.

## **Adjournment**

Motion to adjourn was made by Mr. Clendenin, seconded by Ms. Pickett. Motion carried. Meeting adjourned at 4:47 PM.

Minutes recorded and prepared by: Jennifer Fields

Minutes submitted by: Dr. DJ Farmer

## Travel Authorization and Travel Advance Request

To review the instructions and Travel Authorization and Travel Advance checklist [click here](#).

Please attach a copy of the agenda or program if applicable for your travel.

### Traveler Information

|                 |                           |                   |               |
|-----------------|---------------------------|-------------------|---------------|
| Date of Request | Driver's License No. (NC) | Nature of Request | Traveler Type |
| 7/30/2025       |                           |                   |               |
| Traveler Name   | Traveler ID               | Department        |               |
|                 |                           |                   |               |

☐ Assistance From Faculty Development Committee Needed

☐ Blanket Authorization

☐ Travel Advance Required

### Source of Funds

GL Number

Add

Remove

### Trip Information

|                  |         |                  |      |
|------------------|---------|------------------|------|
| Destination      | Purpose |                  |      |
|                  |         |                  |      |
| Dates of Meeting | through | Title of Program |      |
|                  |         |                  |      |
| Date Leaving     | Hour    | Date Returning   | Hour |
|                  |         |                  |      |

Other SCC Employees involved in travel

### Modes of Transportation

☐ School car or School Van

☐ Private Vehicle

☐ Airplane

☐ Car Rental

|                         | Travel Subsistence Rates |              |                                  |
|-------------------------|--------------------------|--------------|----------------------------------|
|                         | In-State                 | Out-of-State | Mileage                          |
| Breakfast               | 10.60                    | 10.60        | Regardless of the number of days |
| Lunch                   | 14.00                    | 14.00        | mileage < 100 miles at \$.70     |
| Dinner                  | 24.40                    | 27.70        | mileage > 100 miles at \$.70     |
| Lodging (actual, up to) | 94.10                    | 111.10       | (Round Trip)                     |

### Direct Payment (Attach supporting documentation)

For any conference or registration fees required, please choose one of the following options:

### Estimated Expenses

### Estimated Costs

### Registration/Conference Fees

Total Fees @ \$ 0.00

### Lodging

Days: days @ \$ 0.00 per day @ \$ 0.00

### Meals

Days: days @ \$ 0.00 per day @ \$ 0.00

### Transportation (Private Vehicle Only)

Total Miles @ \$ 0.00

Other Expenses & Totals

| Other Description    | Other Amount | Total Expenses |
|----------------------|--------------|----------------|
|                      | \$ 0.00      | \$ 0.00        |
| <div>AddRemove</div> |              |                |

SCC Business Office Use Only

Comments

**Sandhills Community College**  
Board of Trustees  
Financial Report Through June 30, 2025

**A. State Funds - Current Operating**

|                            | <u>BUDGET</u>           | <u>Y-T-D<br/>EXPENDITURES</u> | <u>BUDGET<br/>BALANCE</u> | <u>%<br/>USED</u> |
|----------------------------|-------------------------|-------------------------------|---------------------------|-------------------|
| 110 Executive Management   | 1,816,291.00            | 1,816,272.71                  | 18.29                     | 100.00%           |
| 120 Financial Services     | 909,917.00              | 909,909.28                    | 7.72                      | 100.00%           |
| 130 General Administration | 2,143,394.00            | 2,143,354.59                  | 39.41                     | 100.00%           |
| 140 Info. Systems (Admin)  | 1,450,372.00            | 1,450,360.60                  | 11.40                     | 100.00%           |
| 200 Curriculum Instruction | 14,272,871.00           | 13,527,223.82                 | 745,647.18                | 94.78%            |
| 300 Occupational Extension | 4,323,165.00            | 3,821,268.20                  | 501,896.80                | 88.39%            |
| 400 Academic Support       | 3,523,073.00            | 3,459,399.63                  | 63,673.37                 | 98.19%            |
| 500 Student Support        | 2,809,398.00            | 2,759,558.20                  | 49,839.80                 | 98.23%            |
| <b>TOTAL</b>               | <b>\$ 31,248,481.00</b> | <b>\$ 29,887,347.03</b>       | <b>1,361,133.97</b>       | <b>95.64%</b>     |

**B. State Funds-Capital Outlay**

|                          |                         |                         |                     |               |
|--------------------------|-------------------------|-------------------------|---------------------|---------------|
| 900 Equipment            | 450,822.00              | 293,620.58              | 157,201.42          | 65.13%        |
| 930 Books                | 115,035.00              | 111,148.80              | 3,886.20            | 96.62%        |
| <b>TOTAL</b>             | <b>\$ 565,857.00</b>    | <b>\$ 404,769.38</b>    | <b>161,087.62</b>   | <b>71.53%</b> |
| <b>TOTAL STATE FUNDS</b> | <b>\$ 31,814,338.00</b> | <b>\$ 30,292,116.41</b> | <b>1,522,221.59</b> | <b>95.22%</b> |

**Sandhills Community College**  
Board of Trustees  
Financial Report Through June 30, 2025

**C. Moore County Funds - Current Operating**

|                                     |                        |                        |                        |                |
|-------------------------------------|------------------------|------------------------|------------------------|----------------|
| 130 General Administration          | 465,180.00             | 585,693.24             | -120,513.24            | 125.91%        |
| 610 Plant Operation                 | 3,308,917.00           | 3,380,256.77           | -71,339.77             | 102.16%        |
| 620 Plant Maintenance               | 1,513,782.00           | 1,452,255.37           | 61,526.63              | 95.94%         |
| 920 Equipment                       | -                      | -                      | 0.00                   |                |
| <b>TOTAL Moore County Operating</b> | <b>\$ 5,287,879.00</b> | <b>\$ 5,418,205.38</b> | <b>\$ (130,326.38)</b> | <b>102.46%</b> |

**D. Moore County Funds - Plant Reserves**

|                              |                        |                        |                      |                |
|------------------------------|------------------------|------------------------|----------------------|----------------|
| 625 Plant Reserves           | 143,134.43             | 13,751.31              | 129,383.12           | 9.61%          |
| <b>TOTAL</b>                 | <b>\$ 143,134.43</b>   | <b>\$ 13,751.31</b>    | <b>\$ 129,383.12</b> | <b>9.61%</b>   |
| <b>TOTAL Moore Co. Funds</b> | <b>\$ 5,431,013.43</b> | <b>\$ 5,431,956.69</b> | <b>\$ (943.26)</b>   | <b>100.02%</b> |

**E. Hoke County Funds - Current Operating**

|                                    |                      |                      |                     |               |
|------------------------------------|----------------------|----------------------|---------------------|---------------|
| 610/620 Plant Operation            | 599,800.00           | 571,087.77           | 28,712.23           | 95.21%        |
| 920 Equipment                      |                      |                      |                     |               |
| <b>TOTAL Hoke County Operating</b> | <b>\$ 599,800.00</b> | <b>\$ 571,087.77</b> | <b>\$ 28,712.23</b> | <b>95.21%</b> |

**F. Hoke County Funds -Plant Reserves**

|                             |                      |                      |                      |               |
|-----------------------------|----------------------|----------------------|----------------------|---------------|
| 625 Plant Reserves          | 118,246.09           | 16,420.86            | 101,825.23           | 13.89%        |
| <b>TOTAL</b>                | <b>\$ 118,246.09</b> | <b>\$ 16,420.86</b>  | <b>\$ 101,825.23</b> | <b>13.89%</b> |
| <b>TOTAL Hoke Co. Funds</b> | <b>\$ 718,046.09</b> | <b>\$ 587,508.63</b> | <b>\$ 130,537.46</b> | <b>81.82%</b> |



***Status of State and County Bond Funds***  
*as of June 30, 2025*

| <b>Project Description</b>      | <b>Project Budget</b>  | <b>Expended To Date</b> | <b>Remaining Balance</b> |
|---------------------------------|------------------------|-------------------------|--------------------------|
| <b>County Bond Funds</b>        |                        |                         |                          |
| <i>Health Sciences Building</i> | \$20,000,000.00        | \$20,000,000.00         |                          |
| <i>Caddell Training Center</i>  | 1,100,000.00           | 105,593.50              | 994,406.50               |
| <i>Meyer Hall</i>               | 1,009,310.00           | 1,009,310.00            |                          |
|                                 | <u>\$22,109,310.00</u> | <u>\$21,114,903.50</u>  | <u>\$994,406.50</u>      |

**Deferred Maintenance Projects**

|                                |                       |
|--------------------------------|-----------------------|
| <i>County Capital Reserves</i> | <u>\$1,220,970.64</u> |
|--------------------------------|-----------------------|



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***Status of OSBM Funds***  
***as of June 30, 2025***

| <b>Project Description</b>          | <b>Project<br/>Budget</b> | <b>Expended<br/>To Date</b> | <b>Remaining<br/>Balance</b> |
|-------------------------------------|---------------------------|-----------------------------|------------------------------|
| <hr/>                               |                           |                             |                              |
| <b>OSBM Funds</b>                   |                           |                             |                              |
| <i>Moore Innovative High School</i> | \$25,000,000.00           | \$80,605.25                 | \$24,919,394.80              |
| <hr/>                               |                           |                             |                              |
| <hr/>                               |                           |                             |                              |
| <i>Interest earned to date</i>      |                           |                             | \$921,662.30                 |



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## **2025-2026 Curriculum Registration and Fees Rates**

In-State Tuition: \$76.00 per credit hour

Out-of-State Tuition: \$268.00 per credit hour

Student Activity Fee: \$35.00 per semester

Technology Fee: \$48.00 per semester

CAPS (security) Fee: \$25.00 per semester

# **THE TRUSTEES OF SANDHILLS COMMUNITY COLLEGE**

**August 5, 2025**

## **INFORMATION ITEMS**

### **CHIEF OF STAFF DIVISION**

#### **New Hires**

Amanda Hart – Human Resources Coordinator

#### **Effective Date**

July 21, 2025

#### **Separations**

Megan Barnett – CE Small Business Director

#### **Effective Date**

June 30, 2025

### **COLLEGE OPERATIONS DIVISION**

#### **New Hires**

Samantha MacKay – Facilities Compliance Specialist

#### **Effective Date**

August 1, 2025

#### **Separations**

None

#### **Effective Date**

### **EDUCATIONAL PROGRAMS DIVISION**

#### **New Hires**

None

#### **Effective Date**

#### **Transfer**

Ronald Turk – Department Head for Public Safety

Applied, Interviewed, Offered and Excepted Position. Ron will

remain as the Basic Law Enforcement Training (BLET) School Director

#### **Effective Date**

July 1, 2025

#### **Separations**

Jennifer Franklin – Nursing Instructor (12 mo.)

Johna Parker – Coordinator/Instructor Computer Programming

Candice Martin – Instructor, HRD/CCR

Crystal Cumbee – eLearning Instructional Designer

Winnie Barnes – Library Technical Services Specialist

Lori Lorion – Professor, Visual Arts

Laura Hassell – Associate Professor of Nursing

Nancy Stancil – Associate Professor of Nursing

#### **Effective Date**

June 30, 2025

June 30, 2025

July 25, 2025

July 29, 2025

July 31, 2025

July 31, 2025

August 13, 2025

August 31, 2025

### **ENGAGEMENT DIVISION**

#### **New Hires**

#### **Effective Date**

None

**Separations**

Amy Davis – Field Laboratory Technician

**Effective Date**

July 16, 2025

**STUDENT SERVICES DIVISION**

**New Hires**

None

**Effective Date**

**Separations**

Kate Harcourt – Student Onboarding Specialist

Taylor Mashburn – Purpose Center Coordinator

Catherine Hampson – Career Coach

**Effective Date**

June 30, 2025

July 3, 2025

July 31, 2025

For Action by Board of Trustees

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**THE TRUSTEES OF SANDHILLS COMMUNITY COLLEGE**

**August 5, 2025**

**EDUCATIONAL PROGRAMS DIVISION**

**Full-Time Faculty Appointments**

**Dr. Quanpeng (Sam) Yang, Computer & Information Instructor    Effective 7/7/2025**

**Employment History:**

NC State University–Postdoctoral Researcher/STEPS Knowledge Hub  
Raleigh, NC  
January 2024-June 2025

Duke University – Postdoctoral Associate  
Durham, NC  
November 2022-November 2023

University of California, Merced – Graduate Student Researcher  
Merced, CA  
January 2019-October 2022

**Education:**

Ph. D – Mechanical Engineering: Computational Physics/Machine Learning  
University of California  
Merced, CA

Master’s Degree – Mechanical Engineering  
South China University of Technology  
Guangzhou, China

Bachelor’s Degree – Mechanical Engineering  
Guangdong University of Technology  
Guangdong China

**Publications:**

15 Journal Papers - *Full publication record on Goggle Scholar*  
3 Software Copyrights  
1 Patent – Handheld Wall Cleaner for Bathrooms

**EDUCATIONAL PROGRAMS DIVISION**

**For Action by Board of Trustees**

---

**Full-Time Faculty Appointments**

**Robert Curtin, History Instructor**

**Effective 8/1/2025**

**Employment History:**

Sandhills Community College – History Professor Adjunct  
Pinehurst, NC  
December 2024 – Present

St. Andrews University – Head Football Coach  
Laurinburg, NC  
June 2022 – December 2024

Pinecrest High School – Teacher-HIS, ECO, CIVIC  
Southern Pines, NC  
August 2013 – June 2022

HQ, Joint Special Operations Command – Strategic Planner  
Fort Bragg, NC  
January 2010 – January 2014

Troop Commander / Operations Officer  
Fort Bragg, NC  
June 2005 – October 2010

**Education:**

Licensure Coursework – Social Studies for Middle and High School  
St. Andrews University  
Laurinburg, NC

Master of Arts – Military History  
Norwich University  
Northfield, VT

MA Certificate – Military History and Leadership  
Command and General Staff College  
Leavenworth, KS

Bachelor of Arts – History  
Hofstra University  
Hempstead, NY

**EDUCATIONAL PROGRAMS DIVISION**

**Full-Time Faculty Appointments**

**For Action by Board of Trustees**

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**James McAdoo, Aviation Instructor**

**Effective 8/1/2025**

**Employment History:**

Skylens Aerial Imaging – Aerial Imaging Pilot  
October 2023 – May 2025

The Purdy Group – Management Analyst, US Army Reserve  
Fort Bragg, NC  
November 2022 – September 2023

United States Army Reserve, Active Duty – Inspector General  
Fort Bragg, NC  
February 2021 – September 2022

United States Army Reserve, Active Duty – Chief of Operations  
San Antonio, TX  
July 2019 – February 2021

United States Army Reserve, Active Duty – Training Branch Chief  
Fort Bragg, NC  
July 2016 – June 2019

United States Army Reserve, Active Duty – Chief of Operations  
Riverdale, MD  
April 2014 – July 2016

**Education:**

Bachelor's – Social Science  
Troy, AL

**Certificates/**

Certificate – Pan Am International Flight Academy  
Phoenix AZ

Certificate – FlightSafety Academy  
Vero Beach, FL

**Licenses:**

Commercial, Multi-engine, Instrument-rated Pilot – January 2024  
Certified Flight Instructor – Instruments – September 2023

**EDUCATIONAL PROGRAMS DIVISION**

**Full-Time Faculty Appointments**

**Ashley Collins, Nursing Instructor**

**Effective 8/11/2025**



**For Action by Board of Trustees**

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**Employment History:**

Sandhills Community College – Nursing Adjunct  
Pinehurst, NC  
January 2025 – Present

FirstHealth Moore Regional Hospital –  
Nursing Professional Development Specialist  
Pinehurst, NC  
December 2019 - Present

Central Carolina Community College – Nursing Faculty  
Sanford, NC  
April 2024 - Present

**Education:**

Master's Degree – Nursing Leadership and Management  
Western Governor's University  
Online-NC

Bachelor's Degree – Nursing  
University of North Carolina  
Pembroke, NC

Associate's Degree – Nursing  
Sandhills Community College  
Pinehurst, NC

**Certificates and Licenses**

Registered Nurse Exp. January 2027  
American Heart Association BCLS Exp. May 2026  
Certified Medical Surgical Registered Nurse Exp. December 2025  
Nursing Professional Development Specialist Exp. March 2028  
1 Patent – Handheld Wall Cleaner for Bathrooms

**EDUCATIONAL PROGRAMS DIVISION**

**Full-Time Faculty Appointments**

**Caroline Brown, Nursing Clinical Instructor**

**Effective 8/11/2025**

**For Action by Board of Trustees**

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**Employment History:**

Sandhills Community College – Clinical Nursing Adjunct  
Pinehurst, NC  
August 2024 – Present

FirstHealth Medical Oncology Infusion – Registered Nurse  
Pinehurst, NC  
April 2023 – Present

Montgomery Community College – Clinical Nursing Adjunct  
Troy, NC  
March 2024 – May 2024

FirstHealth First Surgical – Registered Nurse  
Pinehurst, NC  
January 2022 – April 2023

FirstHealth First Surgical – Nursing Assistant  
Pinehurst, NC  
August 2020 – January 2022

**Education:**

Master's Degree – Nursing Education  
University of North Carolina  
Wilmington-NC

Bachelor's Degree – Nursing  
East Carolina University  
Greenville, NC

Associate's Degree – Nursing  
Sandhills Community College  
Pinehurst, NC

**Certificates and Licenses**

Registered Nurse Exp. February 2026  
Nurse Educator Education Certification

**EDUCATIONAL PROGRAMS DIVISION**

**Full-Time Faculty Appointments**

**Janna Uherka, Nursing Instructor**

**Effective 8/13/2025**

**Employment History:**

Sandhills Community College – Clinical Nursing Adjunct  
Pinehurst, NC

**For Action by Board of Trustees**

---

May 2023 – Present

Moore County Schools – Lead Covid Nurse  
Carthage, NC  
November 2021 – June 2022

University of Colorado Health – Staff Nurse  
Aurora, CO  
June 2008 – May 2014

Cape Fear Medical Center – Staff Nurse  
Fayetteville, NC  
February 2008 – May 2008

University of Colorado Health – Staff Nurse  
Aurora, CO  
January 2007 – December 2007

**Education:**

Master of Science – Nursing Education, Family Nurse Practitioner  
Duke University  
Durham, NC

Bachelor's Degree – Nursing  
University of Illinois  
Chicago, IL

**Certificates/Licenses:**

Family Nurse Practitioner – American Nurses Credentialing Center  
Registered Nurse – North Carolina Board of Nursing

**Memberships:**

American Nurses Association  
American Association of Nurse Practitioners  
American Diabetes Association

**EDUCATIONAL PROGRAMS DIVISION**

**Full-Time Faculty Appointments**

**Tracy McAdoo, Nursing Instructor**

**Effective 8/13/2025**

**Employment History:**

SynergenX Physician Services – Nurse Practitioner-Telemedicine  
Tomball, TX  
November 2019 – Present

**For Action by Board of Trustees**

---

Pinehurst Surgical Clinic – Nurse Practitioner  
Pinehurst, NC  
December 2017 – July 2019

Five Points Medical Center – Nurse Practitioner  
Asheboro, NC  
September 2016 – December 2017

Mayo Clinic Hospital – Registered Nurse  
Phoenix, AZ  
February 2006 – March 2014

**Education:**

Master of Science – Nursing  
South University  
Savannah, GA

Bachelor of Science – Nursing  
Northern Arizona University  
Flagstaff, AZ

Bachelor of Science – Microbiology  
Northern Arizona University  
Flagstaff, AZ

**Certificates/Licenses:**

Registered Nurse – North Carolina Board of Nursing



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## **Sandhills Community College**

### **Board of Trustees – Educational Programs & Student Affairs Committee Report**

**Thursday, July 10, 2025**

**Sledge Board Room, 4:00 – 4:47 PM**

#### **Updates**

##### **1. Moore Innovative High School (MIHS)**

66 high school freshmen are expected to begin classes in Van Dusen Hall this fall, with potential for increase due to incoming military families. ITS is preparing electronic equipment and classrooms are being set up. The first day of school is scheduled for August 7, 2025. A ribbon cutting will take place on September 3 at 9:30 a.m. Discussion was held regarding the program's funding model and disbursement process.

##### **2. Academic and Faculty Hiring Updates**

A new history professor has been hired. Final interviews were completed for the Department Head of Creative and Liberal Arts, a newly formed school combining Social Behavioral Sciences, Humanities, and Fine Arts. Additional hiring includes a full-time arts faculty member and two adjunct Political Science instructors.

##### **3. Workforce and Applied Sciences**

Ronald Turk was named Department Head of Public Safety. Nursing hires include a full-time instructor and a Clinical Coordinator, responsible for arranging clinical rotations. Two additional nursing faculty positions are posted. A PhD in Mechanical Engineering was hired to teach in Computer Sciences.

##### **4. Workforce Continuing Education**

The second combined graduation was held in June, recognizing graduates from high school equivalency, HVAC, Plumbing, Fire Academy, and Nurse Aide programs. The college has received approval to offer dual enrollment certification programs for non-public school students. Title II Adult Basic Education funding was renewed.

## **5. Student Services**

Summer curriculum enrollment increased by 8.8% in FTE and 8.5% in headcount compared to the previous year. Fall enrollment is also trending upward.

A Navy ROTC drill meet hosted by Union Pines will be held on campus in October, involving teams from North and South Carolina.

## **6. Workforce Innovation and Strategic Planning**

Dean Farmer's department will now participate in the Educational Programs and Student Affairs Committee. The team focuses on employer partnerships, apprenticeships, and internships. The Director of Workplace Learning oversees these initiatives. Seventeen active apprenticeships are currently in place, including childcare and maintenance engineering. Apprenticeships require instructional hours aligned with employment and use national databases for job alignment.

## **Adjournment**

The meeting was adjourned at 4:47 PM.



Navy Junior Reserve Officers Training Corps (NJROTC)  
Union Pines HS Viking Drill Meet  
at  
Sandhills Community College

**Date of Event:** 25 October 2025

**Time:** 7:30AM - 2:00PM

**Location:** Sandhills Community College Parking lots located behind Dempsey Hall

### **Overview**

Sandhills Community College is proud to host an upcoming Naval Junior Reserve Officer Training Corps (JROTC) Drill Meet, a one-day event that brings together high school NJROTC units from across North and South Carolina. This event presents an opportunity for the college to engage with regional youth, showcase our facilities, and reinforce our commitment to education, leadership development, and community partnership.

### **What is a Drill Meet?**

A JROTC Drill Meet is a structured military-style competition where cadets demonstrate discipline, precision, and teamwork through a variety of competitive events. These competitions are judged based on strict military standards and promote leadership, personal development, and esprit de corps among participating students.

### **Common Events Include:**

- **Armed & Unarmed Regulation Drill** – Precision marching following military protocol
- **Exhibition Drill** – Creative routines that combine synchronization and flair.
- **Color Guard** – Flag-bearing ceremonies and presentations.
- **Inspection** – Uniform and personal appearance evaluation.
- **Physical Training** – Competitive athletic events showcasing strength and endurance.

### **Anticipated Participation**

- **Number of Schools:** Letters of Intent (LOI) have not gone out as of today, 12 June 2025, but 5 NC schools have verbally signed on to compete. The goal is to have 12 schools across North and South Carolina participate.
- **Expected Attendees:** Union Pines High School and participating schools/units: 250-300 cadets, their families, coaches, and judges. The event will be open to the Sandhills student population and the public for spectating.
- **Represented Areas:** NJROTC units from across North and South Carolina.

### **Significance for Sandhills Community College**

- **Community Engagement:** Fosters partnerships with local high schools and military programs.
- **Recruitment Opportunity:** While this is not a recruiting event, I am coordinating with recruiting to integrate recruiting opportunities.
- **Leadership Exposure:** Highlights the college's support for leadership and civic responsibility initiatives.
- **Event Visibility:** Creates potential for media coverage, sponsor involvement, and ongoing collaboration with school districts. There is one major drill meet per academic year. Hosting this event is the framework for annual collaboration with all branch JROTC units, in addition to increasing the likelihood of increased enrollment and other ROTC endeavors currently being explored.



**What's Been Accomplished So Far**

- Secured first sponsorship through the Military Officer's Association of America (MOAA) Sandhills Chapter. Meeting 17 June 2025 to discuss details.
- Secured 6 active-duty Marines to serve as judges for the meet. Moreover, Dave Danies, Veterans Services Coordinator, is awaiting confirmation of an additional 4-5 Marines to serve as judges. He will also be working with active-duty Navy to assist.

**Call to Action**

The Sandhills Community College Board of Trustees are cordially invited to attend and observe the competition firsthand. Your presence will not only demonstrate institutional support but also affirm the college's role as a community leader in developing the next generation of scholars and leaders.

**Board of Trustees**

**August 5, 2025, Meeting**

**Foundation Report**

Fiscal Year 2025 Giving (07/01/2024 – 06/30/2025)

Total   \$3,191,777  
          1,127 gifts

Fiscal Year to Date Giving (07/01/2025 – to 07/28/2025)

Total   \$447,555  
          153 Gifts

The majority of this year's gifts are from a single distribution from the Mary Stephenson Estate for library support and two larger scholarship gifts.