

MINUTES: April 23, 2025

**RETREAT: Daytona State College
District Board of Trustees**

**PLACE: Daytona State College's
Daytona Beach Campus
Conference Center (Bldg. 640)
1200 W. International Speedway Blvd.
Daytona Beach, Florida**

**PRESENT: Dr. Thomas LoBasso, Corporate Secretary/President
Dr. Randall Howard, Chair
Bob Lloyd, Vice Chair
Lloyd Freckleton
Kelly Kwiatek
Garry Lubi**

ABSENT: Randy Dye

Board Retreat began 10:15 a.m.

President's Update

Recap:

Dr. LoBasso provided a recap of the past year which included a ribbon cutting for the Law Enforcement Indoor Firearms Training Center on the DeLand Campus. U.S. News & World Report ranked Daytona State, for the 13th straight year, as the highest ranked state college in the United States for Best Online Bachelor's Programs and the College moved up to 21st from 28th.

2024 Legislative Requests approved for funding:

- Law Enforcement and Emergency Services Training Center Remodel – DeLand
- Campus - \$3,324,315
- Airframe, Power Plant and Welding - \$6,128,448
- Completion of Firearms Training Center - \$6,160,618
- Law Enforcement and Emergency Medical Services Training Center Critical Equipment - \$1,500,000
- Firefighting Equipment for the Firefighting Academy- \$541,000
- Auto Service Technology Program Improvements - \$570,000

2025 Legislative Requests:

- Completion of Airframe/Power Plant Facility - \$17,251,578
- Completion of remodeling of DeLand Campus Center for Emergency Services \$3,000,000
- Addition of Welding to ATC - \$9,000,000

- School Safety Improvements - \$1,100,000
- College-wide Building Access Control - \$1,400,000
- Firewall Upgrade and Attack Prevention - \$ 900,000
- Support for UCF's Discovery and Innovation Hub - \$0

The Office of Resource Development currently manages 29 active grants totaling \$17,440,382 and has seven pending proposals and two in progress for possible funding of \$2,194,855.

Athletics

Women's Flag Football held its inaugural game 2/28/25. Women's Soccer Team won the 2024 NJCAA Division I National Championship. Women's Golf Team won 2024 NJCAA Division 1 National Championship for the 11th time. Rocket League Esports Team won its second NJCAA National Championship.

Other athletic news:

Men's Basketball won their 3rd straight conference championship.

Men and Women's Cross Country

- Men won FCSAA Region 8 Division II Championship and placed 6th in Nationals
- Women finished runners-up in FCSAA Region 8 Division II and placed 16th in Nationals.

Women's Volleyball placed 3rd in FCSAA Region 8 tournament.

Student Cybersecurity Team placed 3rd in the annual statewide competition.

Initiatives

B.S. in Radiologic and Imaging Science Program

Dr. LoBasso explained the College has submitted its notice of intent to the Florida Department of Education to offer this program. The next step is to submit to SACSCOC and then present it to the State Board of Education for final approval. He explained this will be the College's third baccalaureate degree in health sciences.

Nursing Expansion – DeLand, and New Smyrna Beach/Edgewater Campuses

Dr. LoBasso explained with the funding the College received it will expand the Nursing Program on the New Smyrna Beach/Edgewater Campus first, adding 30 seats in the Fall. Then in the Spring the program will expand on the DeLand Campus with another 30 seats. Overall this will bring the count for Nursing up to almost 900 students. This will place Daytona State as one of the largest programs in the state. Dr. LoBasso shared how discussions with advisory committees determine decisions to start new programs or expand current ones.

Paramedic/EMS – Flagler/Palm Coast Campus

Dr. LoBasso explained there is a need in Flagler County for firefighters to obtain their Paramedic certificate. By offering this certificate, it can then be transferred into an A.S. Degree in Emergency Services. The College will be reaching out to Flagler Technical College about an articulation agreement with their EMT program.

Airframe and Power Plant Facility

Dr. LoBasso has spoken with Daytona Beach International Airport contact and will be setting up a meeting to view a couple of different sites which may provide a better lease amount per acre. This project is in partnership with Embry-Riddle Aeronautical University (ERAU) and some of the expenses could be shared.

Aerospace Technology A.S. and Avionics Systems Certificate

Dr. LoBasso shared information on the two new academic programs in the aerospace industry and how ERAU is supportive of this. The programs would feed into ERAU's program and would be a 1-2-1 program. The first year would be at ERAU, then the student would take year two and three at Daytona State and earn an A.S. degree, and then finish their fourth year at ERAU. He shared how this ties into economic development for the area by having a workforce trained in this field.

Update

Private School – New Smyrna Beach/Edgewater Campus

Dr. LoBasso explained the College just received the signed lease and they are beginning to get things in motion. The private school would like to rent an office and classroom in August to start a small cohort and then they should start construction shortly thereafter. The company has asked the College if it would be the permitting entity. This is being explored as there could be some advantages to doing this. The private school would be sixth through twelfth grade technical high school that would feed dual enrollment students to the campus for welding or HVAC.

Future Facilities Projects

Lemerand Fitness Center Gymnasium renovation

Dr. LoBasso shared as athletic programs have been added the facility is being redesigned to be better organized and provide lockers rooms, storage, and offices as well as new fitness center space for teams and coaches.

QUANTA/Honors and Health Sciences Hall

Dr. LoBasso explained this building will house Health Science continuing education classes on the first floor and the Honors program on the second floor. The Honors program continues to grow and having additional space will allow them to increase their enrollment.

Manatee Sculpture

Dr. LoBasso shared the Manatee sculpture that has been stored since the library building was taken down has a new location behind the Student Center. This area will have a fountain and seating area for the students to enjoy.

Board Open Discussion

Dr. LoBasso shared this is an opportunity for the Board to have open discussion about any topic. Discussed academies, alternative and private high school models and how these schools may help to keep talented students in the area. Discussed the Risk Management Insurance program with UCF and how there may be a great opportunity

for Daytona State. Discussed a workshop to review the College's real estate portfolio and strategies for expansion.

Academic Updates

Dr. Jodi Long, Vice President of Academic Affairs reviewed the following areas.

Update on New Programs

- Cardiopulmonary Science B.S. Degree - Opened Fall 2023 - Certificate of Accreditation awarded March 2025.
- Diagnostic Medical Sonography A.S. Degree - Starting second year at Deltona - 125 applicants, 24 seats filled.
- BSET Concentration in Industrial Engineering - ABET Accreditation – successful visit in Fall 2024.

New Programs Opening

- Bachelor of Science in Radiologic and Imaging Sciences - Anticipate opening Spring 2026.
- Aerospace Technology, A.S. - 64 credit hours.

New Programs in Development

- Aviation Maintenance Management, A.S. - Incorporates two college credit certificates that lead to FAA certifications: Airframe Aviation Mechanic and Power Plant Aviation Mechanic. New 15,000 SF facility at Daytona International Airport Partnership with ERAU to allow students to articulate to a bachelor's degree and beyond.
- Avionics Systems Technician, Career Certificate - 1200 clock hours. Prepares students for employment as avionics installation and repair technicians.

Program Expansions

- Welding, C.C.
- Nursing, A.S.
- Radiography, A.S.
- Paramedic, A.S. Certificate
- Medical Assisting, C.C.
- Quanta Honors Program

Facilities Updates

Allen Masters, Associate Vice President of Facilities Planning, reviewed facility projects that have been completed this past year, are underway, major maintenance projects scheduled for 2025-2026 and upcoming major construction projects scheduled for 2026-2027.

Adjourned for lunch.

Retreat resumed.

Residence Hall Updates

Dr. Cerese Ramos, Vice President of Student Development, shared the majority of students in the Residence Hall are from Florida and housing applications continue to exceed availability. The residence hall continues to remain at full capacity. She explained there will be various groups (interns, camps, TRiO) that will be occupying the residence hall during the summer.

Foundation Update

Kristen Hanson, Executive Director, shared in 2024 (Jan 1- Dec 31) the Foundation raised \$5.3 million, awarded more than \$1.3 million in scholarships and program support to students and College programs, and raised just over \$210,000 at the Annual Foundation Gala and Cork and Fork.

The Foundation received \$1.5 million from Halifax and \$450,000 from Advent Health to fund nursing scholarships, programs, and to create a new nursing simulation faculty position. The Foundation received \$1.65 million from the Estate of Dr. Dana Rodman that will help fund the Residence Hall II campaign. She shared data on the type of donors, number of gifts and funding received. She provided information on Alumni activities and the events the Foundation participated in.

Accreditation

Alicia Alexander, Dean, Institutional Effectiveness and Compliance, reviewed the College's accreditation status which is currently with the Southern Association of Colleges and Schools Commission on Colleges. She explained how, per Florida Statute 1008.47, public postsecondary institutions are required to seek and obtain accreditation from an approved accrediting agency before its next reaffirmation or fifth-year review date. Florida Colleges and State University System institutions are changing to the Higher Learning Commission. She reviewed the accreditation timeline and expectations of the Board.

President's Evaluation

Distributed results of the 2024-2025 President's Evaluation, items A-F. Made an official part of the minutes as Supplemental A: 4/23/25-Retreat.

The Board conducted the evaluation of the President. Evaluation instruments were completed by all seven of the trustees and the data was compiled and distributed at the Board Retreat. The instrument contained 47 questions in total and used a rating scale of 1 through 5 (1-Unsatisfactory, 2-Needs Improvement, 3-Meets Expectations, 4-Occasionally Exceeds Expectations, 5-Consistently Exceeds Expectations and DK/NA-Do Not Know/Not Applicable). Dr. LoBasso received an overall average of 4.99.

Dr. Howard reviewed the evaluation instrument and shared how Dr. LoBasso received many "Consistently Exceeds Expectations" and complimented him on all he has done. He offered thanks on behalf of the Board and shared how they have complete confidence in his leadership. He shared student completers and retention rates were the only two areas that didn't receive a perfect score and some of that can be attributed to COVID. Dr. Howard opened the floor for other trustees to comment.

Trustee Lloyd shared this evaluation is an affirmation of the Board's support for Dr. LoBasso and for him to keep doing what he is doing.

Trustee Kwiatek shared of her background as an employment lawyer and can see Dr. LoBasso is doing a great job.

Trustee Lubi shared Dr. LoBasso hits all the marks and his communication with the Board is always professional and proactive. He felt very fortunate to have Dr. LoBasso in the leadership role and shared how he is always quick to recognize his team, faculty, and staff. He also sees the enjoyment he shares with the student athletes.

Trustee Lupoli shared going down the evaluation Dr. LoBasso is pretty close to perfect and thanked him for everything he has done. She shared in her short time as a trustee she has seen Dr. LoBasso deal with so many things that provided her the information to complete his evaluation. She also commented on his excellent communication skills.

Trustee Freckleton shared of his years on the Board and how he has seen Dr. LoBasso grow mentally into his presidency. He has watched him take the time to visit with staff and students. He felt no other college president could stand in his shoes and shared his appreciation for what he does for the institution.

Dr. LoBasso thanked the Board and shared there are so many tremendous things that have been accomplished and he couldn't do this without the support of the Board. He has received positive feedback from people in the community about how Daytona State is a better place. He shared everyone has worked hard to make Daytona State the place where people want to get their education. He appreciated the Board's support through the challenges and with their support will get things straightened out. He commented on the new programs that are coming forward and how impactful they will be for the community.

Trustees' Self-Evaluation

Distributed results of the 2024-2025 Trustees' Self-Evaluation. Made an official part of the minutes as Supplemental B: 4/23/25-Retreat.

The Board completed its annual self-evaluation and received an overall average of 3.93. The evaluation instrument contained 20 questions in total and used a rating scale of 0 through 4 (0-Insufficient Basis for Judgement, 1-Strongly Disagree, 2-Disagree, 3-Agree, 4-Strongly Agree).

Dr. Howard said it is always important to look at the Board's evaluation and to reflect on how they have done. He stated most areas the Board has done a good job and have made improvements in referring to the Mission Statement during their decision-making. He spoke on the education monitoring section and how the Board should remember to always continue to make Daytona State better. He spoke on Board Leadership and how there might be a workshop on ways they can be more effective and explained the Board did not do bad in any area but there is always room for improvement. Dr.

Howard echoed that this is a great Board and how great it is to have those with people skills and a variety of expertise.

Dr. LoBasso departed the meeting at this point.

Dr. Howard reviewed the President's contract and shared data from the Chancellor's Office on the base salaries of state college presidents. They also reviewed those institutions that are comparable in size to Daytona State. He shared Dr. LoBasso's current contract ends June 30, 2026 and he was willing to extend his contract one year, to June 30, 2027. Discussed additional compensation section, which is a one-time payment, and is currently at \$50,000. The Board would like to increase this to \$75,000. Discussed and agreed to increase his base salary to \$365,000, which is about a 4% increase. Discussed retirement plans that would be in the best interest for Dr. LoBasso and will look into 457f plans.

Board Retreat adjourned at 1:50 p.m.