

Board of Directors
Des Moines Area Community College

Board of Directors Retreat

December 8, 2025 – 11:00 – 4:00 p.m.

DMACC Ankeny Campus; Eldon Leonard Boardroom
2006 S Ankeny Boulevard; Ankeny, Iowa

Agenda

- | | |
|----------|---|
| 11:00 am | Joint Luncheon with DMACC Foundation Board; Ankeny Campus
Building 7, Lake View Dining Room |
| 12:30 pm | <div>1. Call to Order; Eldon Leonard Boardroom, Building 22</div> <div>2. Consideration of Agenda
(Each item will start when the prior topic ends, regardless of time)</div> <div>12:30 – 2:00 Ahlers Training – Closed Session, Open Records</div> <div>2:30 – 3:00 Accreditation Presentation – Debbie and Megan</div> <div>3:00 – 3:30 DMACC Center Discussion</div> <div>3:30 – 4:00 Open Discussion Time</div> |
| 4:00 pm | Adjourn to Organizational and Regular Board Meeting |

Board of Directors
Des Moines Area Community College

Organizational Meeting and Regular Board Meeting

December 8, 2025 - 4:00 p.m.

DMACC Ankeny Campus; Eldon Leonard Boardroom
2006 S Ankeny Boulevard; Ankeny, Iowa

Agenda

1. Call to order.
2. Roll call.
3. Review of official results of November 4, 2025 school election for Directors to the Des Moines Area Community College Board of Directors.
4. Administration of Oath of Office to four elected Board members.
5. Consideration of tentative agenda.
6. Election of Board President.
7. Election of Board Vice President.
8. Administration of Oath of Office to newly elected officers.
9. Appointments to Standing Board Committees.
10. Consideration of appointment of Board Secretary.
11. Consideration of appointment of Board Treasurer.
12. Administration of Oath of Office to Board Secretary and Board Treasurer.
13. Public comments.
14. Board Report 25-123. Receipt of the Fiscal Year 2025 DMACC Foundation Audit Report.
15. Presentation: Scott Bennett and Jeff Lamberti; DMACC Foundation

16.	<u>Consent Items:</u>	
	a. Consideration of regular Board meeting dates for Calendar Year 2026.	2
	b. Consideration of minutes from November 10, 2025 Board Meeting.	3-5
	c. Human Resources report.	6
	d. Consideration of payables.	PDF
17.	<u>Board Report 25-124.</u> Approval of Membership for the DMACC Foundation Board of Directors.	7-9
18.	<u>Board Report 25-125.</u> Approval of DMACC Foundation's Spending Policy.	10-12
19.	<u>Board Report 25-126.</u> Consideration of Board Member Emeritus Status Extension.	13
20.	<u>Board Report 25-127.</u> Approval of Honorary Associate of Arts Degree	14-15
21.	<u>Board Report 25-128.</u> A Resolution Approving the Form and Content and Execution and Delivery of a Retraining or Training Agreement under Chapter 260F , Code of Iowa, for Ventura Foods, LLC, fka DYMA Brands Inc. Project #2	16
22.	<u>Board Report 25-129.</u> DMACC Legacy Plaza Greenspace Improvements	17
23.	<u>Board Report 25-130.</u> Program Discontinuation.	18
24.	Presentation of Financial Report.	
25.	President's Report.	
26.	Campus/Academic Pathway	
27.	Committee Reports.	
28.	Board Members' Reports.	
29.	Information Items: <ul style="list-style-type: none"> ➤ December 18, 2025 – WTA Graduation, DMACC Southridge, 6:00 pm ➤ December 27, 2025 – January 4, 2026 – All campuses closed for holiday ➤ January 8, 2026 – Faculty Development Day ➤ January 19, 2026 – College closed for holiday. 	
30.	Adjourn.	



BOARD REPORT

*To the Board of Directors of
Des Moines Area Community College*

*Number: 25-123
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AGENDA ITEM

Receipt of the Fiscal Year 2025 DMACC Foundation Audit Report

BACKGROUND

Denman, the DMACC Foundation's independent auditors, have completed their audit of the DMACC Foundation's June 30, 2025 financial statement. The audit opinion is unmodified, indicating that the statements have been prepared in agreement with generally accepted accounting practices and that they are free from material misstatement.

In accordance with Government Auditing Standards, Denman has also issued a report on their consideration of the DMACC Foundation's internal control over financial reporting and on their tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters.

Mason Sander, CPA of Denman, will present the DMACC Foundation's audit and discuss the contents.

RECOMMENDATION

It is recommended that the DMACC Board of Directors move to receive and file the DMACC Foundation's fiscal year 2025 Audit Report.

Robert J. Denson, President

**Board of Directors
Des Moines Area Community College**

Regular Meeting Schedule
January – December 2026

January 12, 2026

- Electronic Meeting (Tentative date – Will meet only if needed)

February 9, 2026 (Budget workshop begins at 2:00 PM) – **Ankeny**

March 9, 2026 – **Newton**

April 13, 2026 – **West**

May 11, 2026 – **Carroll**

June 8, 2026 – **Urban**

July 13, 2026 – **Ames**

August 10, 2026

- Electronic Meeting (Tentative date – Will meet only if needed)

September 14, 2026 – **Heartland AEA**

- 3:00 p.m. Joint Meeting with Heartland AEA Board

October 12, 2026 – **Boone**

November 09, 2026 – **Ankeny**

December 14, 2026 (Board Retreat begins at 12:00 PM) – **Ankeny**
– **Organizational and Regular Board Meeting**

Meetings are usually held the **second** Monday of the month but some exceptions may apply. Call to order is 4:00 p.m. unless otherwise noted.

Board of Directors
Des Moines Area Community College

REGULAR BOARD MEETING November 10, 2025	<p>The regular meeting of the Des Moines Area Community College Board of Directors was held at Hotel Pattee on November 10, 2025. Board President Kevin Halterman called the meeting to order at 4:00 p.m.</p> <p>Halterman welcomed Dr. Wee, the newly appointed interim president who will serve as DMACC's president from January 1, 2026 through June 30, 2026.</p>
ROLL CALL	<p>Members present: Chaz Allen, Felix Gallagher, Fred Greiner, Kevin Halterman, Angela Jackson, Cheryl Langston, Denny Presnall, Madelyn Tursi.</p> <p>Members connected electronically: Trish Roberts</p> <p>Others present: Rob Denson, President/CEO; Brooke Stowe, Board Secretary; Bill LaTour, Board Treasurer; faculty, staff, and media.</p>
CONSIDERATION OF AGENDA	<p>Tursi moved; seconded by Langston to approve the agenda as presented.</p> <p>Motion passed unanimously. Aye- Allen, Gallagher, Greiner, Halterman, Jackson, Langston, Presnall, Roberts, Tursi. Nay-none.</p>
RECEIPT OF FY 2025 AUDIT REPORT	<p><u>Board Report 25-118.</u> Greiner moved; seconded by Tursi to receive and file the fiscal year 2025 Audit Report.</p> <p>Motion passed on a roll call vote. Aye- Allen, Gallagher, Greiner, Halterman, Jackson, Langston, Presnall, Roberts, Tursi. Nay-none.</p>
PUBLIC COMMENTS	<p>None.</p>
PRESENTATIONS	<p>Kim Dider, Executive Director of DMACC Business Resources, provided a comprehensive update on Newton's Legacy Plaza.</p> <p>Eddie Diaz, Perry Site Director and Career Advantage Coordinator, highlighted workforce development initiatives, economic opportunities, and partnerships that support the community.</p>

CONSENT ITEMS	<p>Tursi moved; seconded Langston to approve the consent items: a) Minutes from the October 10, 2025 Special Meeting, October 13th 2025 Public Hearing & Regular Board Meeting, and October 31, 2025 Special Meeting; b) Human Resources Report (Attachment #1); and c) Payables (Attachment #2).</p> <p>Motion passed unanimously. Aye- Allen, Gallagher, Greiner, Halterman, Jackson, Langston, Presnall, Roberts, Tursi. Nay-none.</p>
ISSUANCE OF PLANT FUND CAPITAL LOAN NOTES	<p><u>Board Report 25-119.</u> Attachment #3 and #4. Presnall moved; seconded by Jackson to adopt a resolution authorizing the issuance of \$40,355,000* plant fund capital loan notes and providing for the securing of such notes.</p> <p>Motion passed on a roll call vote. Aye- Allen, Gallagher, Greiner, Halterman, Jackson, Langston, Presnall, Roberts, Tursi. Nay-none</p> <p>*The original bond amount was \$45,590,000 but it was presented that the new bond amount was reduced to \$40,355,000.</p>
ISSUANCE AND SALE OF NEW JOBS TRAINING CERTIFICATES (MULTIPLE PROJECTS 56)	<p>Tursi moved; seconded by Greiner to approve items #9-10 as one consent item.</p> <p>Motion passed on a roll call vote. Aye- Allen, Gallagher, Greiner, Halterman, Jackson, Langston, Presnall, Roberts, Tursi. Nay-none.</p>
<i>Issuance of New Jobs Training Certificates (Multiple Projects 56)</i>	<p><u>Board Report 25-120.</u> Attachment #5. A resolution authorizing the issuance of \$4,865,000 New Jobs Training Certificates (Multiple Projects 56) and providing for the securing of such certificates for the purpose of carrying out new jobs training programs.</p>
<i>Sale of New Jobs Training Certificates</i>	<p><u>Board Report 25-121.</u> Attachment #5. A resolution directing the sale of New Jobs Training Certificates in the aggregate principal amount of \$4,865,000.</p>
WEST CAMPUS PROPERTY TRANSFER	<p><u>Board Report 25-122.</u> Jackson moved; seconded by Tursi recommending that the Board approve the transfer of property located along Booneville Road at the West Campus to the City of West Des Moines.</p> <p>Motion passed on a roll call vote. Aye- Allen, Gallagher, Greiner, Halterman, Jackson, Langston, Presnall, Roberts, Tursi. Nay-none.</p>

APPROVAL OF CONTRACT FOR INTERIM PRESIDENT	<p>Halterman stated the contract for Dr. Liang Chee Wee was sent to all Board members to review.</p> <p>Presnall moved, seconded by Tursi to approve the contract for Dr. Wee to commence January 1, 2026 through June 30, 2026.</p> <p>Motion passed unanimously. Aye- Allen, Gallagher, Greiner, Halterman, Jackson, Langston, Presnall, Roberts, Tursi. Nay-none.</p>
PRESIDENTIAL SEARCH UPDATE	Larry Ebbers, presidential search consultant, stated the position for DMACC president would close on January 15 th and the Search Committee members will continue to take part in the process.
FINANCIAL REPORT	Controller Ben Voaklander presented the October 2025 financial report as shown in Attachment #6 to these minutes.
CAMPUS/PATHWAY UPDATES	Updates on activities and events at their campus/pathway were provided by: Jen Wollesen, Bill Peters, Allen Goben, and Jeanie McCarville.
COMMITTEE REPORTS	Presnall stated the Audit Committee met this month to review the FY 2025 audit with Denman Co.
BOARD MEMBER REPORTS	<p>Presnall announced he has been taking part in the Transition Team formed to create an onboarding process for the new president.</p> <p>Langston stated Community Colleges for Iowa Board met and discussed the 260E topic this legislative session.</p> <p>Jackson stated she took part in the Evelyn K Davis Advisory Committee meeting.</p>
ADJOURN	Tursi moved; seconded by Allen to adjourn. Motion passed unanimously and at 5:25 p.m. Board Chair Kevin Halterman adjourned the meeting. Aye- Allen, Gallagher, Greiner, Halterman, Jackson, Langston, Presnall, Roberts, Tursi. Nay-none.

KEVIN HALTERMAN, Board President

BROOKE STOWE, Board Secretary



BOARD REPORT

*To the Board of Directors of
Des Moines Area Community College*

Date: December 8, 2025

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AGENDA ITEM

Human Resources Report

BACKGROUND

I. Contract Change

1. Chavez, Mario

Instructor, Industrial Technician

From: 9 Month Continuing Contract Faculty

To: 12 Month Continuing Contract Faculty

Effective: 11/03/2025

II. Replacement Position

1. Darling, Dominique

Instructor, Education

Ankeny Campus

Annual Salary: \$66,475

Effective: 01/05/2026

2. Jacobson, Samantha

Instructor, Health Administrative Specialist

Ankeny Campus

Annual Salary: \$58,216

Effective: 01/05/2026

3. Johnson, Nils

Instructor, Paralegal

Urban Campus

Annual Salary: \$85,632

Effective: 12/01/2025

RECOMMENDATION

It is recommended that the Board accepts the President's recommendation as to the above personnel actions.

Robert J. Denson, President



BOARD REPORT

*To the Board of Directors of
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AGENDA ITEM

Approval of Membership for the DMACC Foundation Board of Directors

BACKGROUND

The DMACC Foundation By-laws, adopted October 24, 2006, require approval of members for the DMACC Foundation Board of Directors.

The DMACC Foundation Board of Directors presents the attached list of members for approval.

RECOMMENDATION

It is recommended that the DMACC Board of Directors move to approve the DMACC Foundation Board of Directors.

Robert J. Denson, President

DMACC Foundation New Board Members:

Tyler Coe
Marcus Pitts
Haley Stomp

DMACC Foundation Executive Committee:

Jeff Lamberti, President
Scott Bennett, Past President
Natalie Bachman, Vice President
Taufeek Shah, Secretary
Ashley Arellano, Treasurer
Becky Gibson, At Large Member
Christ Costa, At Large Member

DMACC Foundation Emeritus Member:

Curtis Van Veldhuizen (Deceased)

Dennis Albaugh (Emeritus)
Ashley Arellano
Natalie Bachman
Becky Banzhaf
Scott Bennett
Doug Burns
Kim Butler Hegedus
Mary Chapman
Kristi Christensen
Tyler Coe
Chris Costa
James Fleming (Emeritus)
Becky Gibson
Roger Hargens
Robert Horner (Deceased, Emeritus)
Abby Howie
Mike Kammerer (Emeritus)
Tanner Kinzler
Dr. Keith Krell
Don Lamberti (Emeritus)
Jeff Lamberti
Travis Lautner
Dr. Mark Menadue
Kashaan Merchant
Marcus Pitts
Mark Rasmussen
Patty Scallon
Taufeek Shah
James Spooner (Emeritus)
Haley Stomp
Steve Van Oort
Curtis Van Veldhuizen (Deceased, Emeritus)
Chris Vernon
Ashlee Vieregger
Todd Wishman

DMACC Foundation Board Members Ending Their Terms:
Martha Lebron-Dykeman (2022-2025)



BOARD REPORT

*To the Board of Directors of
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AGENDA ITEM

Approval of the DMACC Foundation's Spending Policy

BACKGROUND

The DMACC Foundation has historically exercised prudent judgment in the use of its funds but has not had a formal, Board-approved spending policy to guide the use of donor-designated and discretionary assets. As the Foundation's portfolio and scholarship commitments have grown, the need for a clear, consistent framework to govern spending, support long-term sustainability, and reinforce our fiduciary responsibilities has become increasingly important.

The proposed Spending Policy sets the annual scholarship budget from three sources:

1. Donor-designated funds (will be used in accordance with written agreements)
2. Annual fundraising and investment returns
3. Non-donor designated/discretionary funds (if needed).
 - A. This will be spent at a rate of no more than 3–6% of the rolling 12-quarter (3-year) average of discretionary assets.

The Executive, Investment, and Development Committees will collaborate to set the annual scholarship budget in a way that ensures spending remains sustainable and does not over deplete discretionary reserves. The policy also calls for regular review at least every three years.

This structure will help ensure that the Foundation can meet current scholarship and program commitments while preserving its capacity to support DMACC students and initiatives in the future.

RECOMMENDATION

It is recommended that the DMACC Board of Directors move to approve the DMACC Foundation's Spending Policy.

Robert J. Denson, President

Attachment: DMACC Foundation Spending Policy

DES MOINES AREA COMMUNITY COLLEGE FOUNDATION SPENDING POLICY

I. PURPOSE

The DMACC Foundation (Foundation) is committed to maintaining financial stability while ensuring the effective distribution of funds. This policy ensures the Foundation balances responsible financial stewardship with its mission to support students and College initiatives.

II. GENERAL PRINCIPLES

A. DONOR-DESIGNATED FUNDS

- i. Funds with donor-specified spending allocations will follow the agreed-upon terms, which set the annual spending amounts.
- ii. The Foundation will distribute funds according to donor agreements and ensure compliance with designated spending requirements.

B. DISCRETIONARY FUNDS

- i. The Foundation maintains a pool of non-donor-designated funds that may be used to support scholarship commitments and other Foundation priorities.
- ii. The spending rate for these funds shall be no more than 3-6% of the rolling 12-quarter (3-year) average of the Foundation's total discretionary assets.

C. ANNUAL FUNDRAISING AND BUDGETING

- i. The Foundation Board will set an annual scholarship allocation budget.
- ii. The budget will be funded in the following priority order:
 - a. Donor-designated scholarship funds (fixed per donor agreement).
 - b. Annual fundraising revenue (general and event-based fundraising).
 - c. Discretionary funds, if needed, up to the approved spending rate.

III. BUDGETING AND FUND ALLOCATION PROCESS

A. BUDGET SETTING

- i. Each fiscal year, the Executive Committee will establish the scholarship allocation budget based on projected fundraising, investment returns, and historical trends.
- ii. The Investment Committee will provide guidance on investment performance and recommend any necessary adjustments to spending rates.
- iii. The Development Committee will align fundraising goals with budget needs to ensure sustainability.

B. USE OF DISCRETIONARY FUNDS

- i. If fundraising and donor-designated funds do not fully meet the scholarship allocation budget, discretionary funds may be used.
- ii. If fundraising efforts exceed budgeted needs, the surplus shall be reinvested to strengthen long-term financial stability of the Foundation.

C. MONITORING & ADJUSTMENT

- i. The Investment Committees will review fund performance and spending allocations annually.
- ii. Adjustments may be recommended to ensure spending remains sustainable and does not overly deplete discretionary reserves.
- iii. If fundraising efforts fall significantly short, the Executive Committee may revise scholarship allocations or propose additional fundraising initiatives.

IV. REVIEW

- i. This policy will be reviewed every three years.



BOARD REPORT

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AGENDA ITEM

Consideration of Board Member Emeritus Status Extension

BACKGROUND

At the July Board meeting, the Board granted Joe Pugel a DMACC Board Member Emeritus status to take part in the presidential search process. This emeritus status was slated to end in December 2025.

The presidential search process has been extended into 2026. As such, Joe Pugel's Emeritus status should be extended to end March 31, 2026 so Joe can continue to take part in the presidential search process.

RECOMMENDATION

It is recommended that Joe Pugel's DMACC Board Member Emeritus status be extended to March 31, 2026.

Kevin Halterman, President of DMACC Directors



BOARD REPORT

*To the Board of Directors of
Des Moines Area Community College*

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AGENDA ITEM

Approval of Honorary Associate in Arts Degree with Highest Distinction
for Extraordinary Service

BACKGROUND

President Rob Denson's transformative leadership has shaped DMACC into what it is today as his presence is woven into the College's success story. President Denson's tenure has been marked by visionary growth, unwavering commitment to student success, and a legacy of innovation that has elevated DMACC to national prominence.

Under President Denson's guidance, DMACC has invested over \$100 million in building projects and student scholarships, expanding and modernizing facilities across all campuses. His personal philanthropy, including donations exceeding \$200,000, and the creation of the Opportunity Scholarship for low-income, highly motivated students, have directly reduced financial barriers and broadened access to education. His fundraising efforts have set records, with the annual CEO Golf Tournament raising \$500,000 in 2024 alone, enabling the Foundation to award \$2.4 million in scholarships for the 2024-25 academic year. These initiatives have not only improved the student experience but have also strengthened DMACC's presence in rural communities, ensuring inclusivity and accessibility for all.

President Denson's leadership has nearly doubled DMACC's enrollment enhancing DMACC's status as the largest community college in Iowa. He has spearheaded the creation of career academies and restructured academic offerings into clear career pathways, aligning education with workforce needs. DMACC has received national recognition for academic excellence, affordability, and innovation, including being ranked the #1 employer in Iowa by Forbes, and designated as a National Center of Academic Excellence in Cyber Security by the NSA and U.S. Department of Homeland Security. His focus on partnerships has resulted in articulation agreements with nearly every college in Iowa and groundbreaking collaborations with organizations such as Google, Amazon, and Goldman Sachs.

Beyond his achievements in academics and infrastructure, President Denson has demonstrated exemplary leadership qualities. He has maintained an open-door policy, regularly engaging with students and staff, and has been a visible presence at all graduation ceremonies and community events. His fiscal responsibility has ensured DMACC's financial health, keeping tuition and fees among the lowest in the state while expanding programs and support systems for students' basic needs. President Denson's adaptability and innovation have guided DMACC through major challenges, including the COVID-19 pandemic and a significant cyberattack, always prioritizing the well-being of students and staff.

President Denson has been deeply involved in the local community, dedicating his time and expertise to initiatives that foster growth and collaboration. He actively participates in civic organizations, supports educational programs, and champions projects that strengthen community engagement. His commitment to service reflects his belief in building meaningful connections and creating opportunities that benefit both individuals and the broader community. And along the way, he's never hesitated to roll up his sleeves; whether that meant driving the DMACC-branded semi in hundreds of parades or savoring Iowa Culinary Institute gourmet dinners to showcase the College's world-class programs. These moments reflect his unique ability to combine hard work with a touch of fun, making DMACC a household name across Iowa.

President Denson's legacy is reflected in the countless lives he has touched and the enduring reputation he has built for DMACC. Community leaders describe him as visionary, compassionate, and deeply committed to student success. His leadership has made DMACC a source of pride for Iowa and an inspiration to higher education nationwide.

RECOMMENDATION

It is recommended that the Board approve the award of an Honorary Associate in Arts Degree with Highest Distinction for Extraordinary Service to President Rob Denson, celebrating his service and dedication to our college and community.

Kevin Halterman, Board President of DMACC Directors



BOARD REPORT

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AGENDA ITEM

A RESOLUTION APPROVING THE FORM AND CONTENT AND EXECUTION AND DELIVERY OF A RETRAINING OR TRAINING AGREEMENT UNDER CHAPTER 260F, CODE OF IOWA, FOR, VENTURA FOODS, LLC, fka DYMA BRANDS INC. PROJECT #2

BACKGROUND

Chapter 260F, Code of Iowa, provides for retraining programs for businesses currently conducting retooling of a production facility and training programs for small businesses which meet other criteria established by the State of Iowa. Funds for projects are obtained from the State of Iowa through the Iowa Workforce Development. The company identified below has met state criteria and DMACC is prepared to enter into an agreement to provide retraining or training as follows:

Company Name/Address:	Ventura Foods, LLC fka Dyma Brands Inc. 1600 2 nd St. NE Bondurant, IA 50035
Product/Service:	This company provides portion control food packaging meal enhancers products such as salad dressings, drink mixes, sauces, condiments, and mixes.
Type of Project:	Retraining project for existing work force
Nature of Project:	The project will provide for: job skill pathway training for manufacturing employees.
Training Period:	May 28, 2025 – May 27, 2027
Average Wage Rate:	\$22
Number of Jobs Affected:	20
First Year of Operation:	2004
Available Training Funds:	\$39,847
Form of Training Funds:	Forgivable Loan

RECOMMENDATION

The proposed Resolution, Request for Release of Funds, Agreement, and Budget are on file with the Board Secretary and available for inspection. It is recommended that the Board adopt the Resolution approving the form and content and execution and delivery of the Agreement for this project.



BOARD REPORT

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AGENDA ITEM

DMACC Legacy Plaza Greenspace Improvements

BACKGROUND

At the February 12, 2024 Board of Directors Meeting, the Board approved a contract with Con-Struct, Inc. from Marshalltown, Iowa for the DMACC Legacy Plaza Greenspace Improvements Phase 1. This project is now substantially complete.

DMACC withheld 5% of the amount due to Con-Struct, Inc. to ensure the final completion of the project. The punch list items for the project is now completed.

The Board is required to authorize the release of the final 5% due which is currently being held in the amount of \$68,968.95.

RECOMMENDATION

It is recommended that the Board approve the release for payment of the final 5% retainage to Con-Struct, Inc.

Robert J. Denson, President



BOARD REPORT

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AGENDA ITEM

Program Discontinuation

BACKGROUND

At the November 2023 DMACC Board of Directors meeting, the Board approved Policy AA611 – Academic Program Elimination and Teach Out, which includes the multi-step process (now called “Program Vitality”) to discontinue academic programs when necessary.

The Board charged the President with bringing forth this policy and procedure to ensure fiscal stewardship. DMACC Academic Affairs and Institutional Effectiveness implemented and carried out the procedure, which identified these programs for discontinuation.

Criteria used to identify these programs include annual awards, projected median salary of graduates, projected annual job growth, job openings, entry level education required for employment, and evidence of program continuous improvement.

The Program Vitality process takes place each fall. If that process yields programs that we recommend for discontinuation, we will bring those to the Board for approval each November or December.

RECOMMENDATION

I recommend that the Board approve the following programs for discontinuation effective fall 2026:

- Management, AAS
- Entrepreneurship, AAS
- Accounting & Bookkeeping, Diploma
- Network Technology/Telecommunications AAS
- Civil Engineering Technology, AAS
- Land Survey, Certificate
- Power Equipment Technology, AAS
- Renewable Energy Technology, AAS
- Wind Turbine Technician, Certificate

Robert J. Denson, President