

Meeting of the Regularly Scheduled Board of Trustees
Wednesday, August 13, 2014, 5:30 p.m.
Louison Board Room, Brockton Campus

Attendees: Bonnie Blackler, Mary Brophy, Jean Derenoncourt, Pamerson Ifill, Jeanne Martins, Tony Simonelli, Judy Waterston

Call to Order

Chair Ifill called the meeting to order at 5:45 p.m.

Chairman's Report

Chair Ifill stated that it has been a great summer and that last week Secretary of Education Malone toured our Middleborough Center. He noted that the Secretary spoke of community colleges and how important they are in terms of educating students who are looking to grow and develop. He added that at Massasoit we continue to look at ways to improve in attracting and retaining students.

Chair Ifill stated that he has been approached regarding featuring Massasoit's efforts in conjunction with The Vision Project. He explained that there is much interest in what we are doing at Massasoit, for example, our goal for minority male mentoring, and the College's plans to hire a Director of Minority Male Mentoring as well as a counselor. He noted that across the country there is declining student enrollment; however, if we can fix our retention issues that will have a significant impact on our enrollment problems. He stated that the minority male mentoring program will be inclusive of all students not just students of color. He noted that as Trustee Derenoncourt just spoke of, Massasoit is a place for life opportunities and many students who receive their educational foundation at Massasoit go on to a higher level of achievement.

Chair Ifill invited Jennifer Perkins, director of the office of trustee relations for the Department of Higher Education, to address the Trustees regarding an upcoming event in September. Ms. Perkins stated she is handing out the agenda for the September 23, 2014, Statewide Trustee Conference at the DCU Center in Worcester. She noted that she hopes the majority of the Board will be able to attend and report back to those Members not in attendance. She stated that there will be national speakers, one from the Rochester Institute of Technology, to talk about governance. She added that, going forward, she will also be providing webinars for topics that the Trustees are interested in or would like information on.

President's Report

Dr. Wall congratulated Trustee Derenoncourt on his position as Student Trustee. Dr. Wall stated that Massasoit recently hosted the African American Women in Public Higher Education Conference on August 7, 2014, for the New England Region. He congratulated Vice President Lowery for organizing that event and bringing those members to Massasoit. He also thanked all the individual departments, food service, media, etc., who helped to make this event a success.

Dr. Wall stated that from July 28 to July 30, 2014, Massasoit was the local host of the National Gateway Peer Learning Conference at the Park Plaza Hotel in Boston. Dr. Wall stated that he attended on behalf of both The Massachusetts' Community Colleges and our own nationally recognized Gateway to College Program. He stated that it was a marvelous event and he would like to thank Christina Alves, director of Gateway to College, and our media personnel who provided major support throughout the entire Conference.

Dr. Wall asked Vice President Mitchell to discuss facilities updates. Vice President Mitchell stated that Parking Lot 1, which is where the Trustees park, was deteriorating and was recently repaired and repaved for safety reasons. He added that the Board had approved the reconstruction of the soccer field last year and he showed the Trustees pictures, via PowerPoint, of the soccer field, which is ready for play. Vice President Mitchell stated that the Trustees also approved Phase II of the Student Center Renovations and he showed pictures before and after construction. He added that this renovation created a large space for students. He noted that during this construction some environmental concerns were addressed.

Vice President Mitchell stated that the Brockton Campus had a very small dryer fire that produced a lot of smoke. The dryer is used for towels in the cafeteria. Firefighters responded and the building was evacuated and cleaned up. The Board of Health advised us as to what could be kept and what needed to be thrown away and the cafeteria will reopen tomorrow.

It was determined that the Trustees would tour the lower level of the Student Center at their next meeting to view the renovations.

Dr. Wall stated that the demolition of the Christo's building, which the College now owns, is scheduled for early to mid-October. He stated that the architectural firm Payette has engaged in multiple conversations with campus personnel to discuss the design for both academic departments and support staff offices. He added that he will schedule a meeting for the Board to talk with these architectures, because he feels it will be extremely valuable for the Board to work with the architects and senior College administrators about this once-in-a-generation opportunity. Dr. Wall added that in initial discussions it has been determined that the best option is to demolish the North Building that is directly behind the Conference Center. He noted that this type of action would first be brought before the Board. Dr. Wall stated that he would like to give credit to Commissioner Cornelison and her staff from DCAMM who have been extremely supportive in these efforts.

Dr. Wall stated that there is continued discussion regarding the Crescent Street entrance. He explained that it is the goal of the College that whatever configurations are made to that entrance be beneficial for decades to come. He added that the individuals at the State Department of Transportation feel that the money for this project can be found through various means.

Dr. Wall stated that the consortium of U. Mass Boston, Bridgewater State University, and Massasoit is continuing to meet and is working hard for an educational presence in downtown Brockton. He explained that there is currently \$20 million available to renovate completely and rebuild the Ganley Building on Main Street. He stated that the Mayor of Brockton and the Legislative Delegation are all behind this project. Dr. Wall noted that there are many considerations that need to be met to make this project successful.

Dr. Wall stated that through CONNECT, we have a \$5 million grant from the Mass Life Sciences Center to renovate a building at the former Paul A. Dever School in Taunton. He stated that U. Mass Dartmouth is the lead institution and the presidents of the CONNECT institutions are on the Steering Committee for a Taunton Higher Education Center. Dr. Wall explained that Bristol Community College is expanding its area of operation to downtown Taunton, which is something that has been anticipated and expected.

Dr. Wall stated that at the September meeting, the Board will be reviewing the College's FY2015 budget proposal; we will be discussing our hiring plan, our College Climate Survey, and upcoming plans for Massasoit Community College's 50th Year Celebration. He noted that we will also discuss NEASC reaccreditation, which starts formally this Fall, and leads up to the NEASC visit in the Fall of 2016. He noted that we will be talking more about the Trustee Retreat in November and the need for the Board to do another self-evaluation. He added that at the Retreat we will also discuss closing the achievement gap. Mary Lynch, director of institutional research, will be providing a lot of information on that topic.

Dr. Wall stated that The American Association of Collegiate Registrars and Admission Officers has been here at Massasoit looking at some of our processes in order to make them more user- and student- friendly. He added that we will bring that report to the Board in October. He noted that we will also discuss the College's compliance with Title 9 reporting requirements to the Federal Government. He added that Vice President Lowery, Yolanda Dennis, executive officer of institutional diversity, and Dean Mason will be traveling to Arizona to participate in intensive training of Title 9, including case-study reporting and follow through.

Dr. Wall stated that, with the Board's permission, in November and December, we will go back to having different segments of the College present updates and reports.

Dr. Wall noted that the location for the Trustee Retreat will be The Sea Crest Inn in North Falmouth. Trustee Simonelli asked if we will be hiring an outside facilitator since this is a 2-day retreat, and if the agenda is prepared. Dr. Wall stated that the agenda is a work in progress, and he and Chair Ifill have talked about hiring an outside facilitator. It was determined that an item of the Trustee Retreat agenda will be to talk about the Board of Trustees' Self-Evaluations.

Academic and Student Affairs Committee Presentations

College Police Report from June and July 2014 presented by Police Chief Christopher Cummings

Chief Cummings stated that the summer months have been quiet in terms of crime. He explained that College police has used these quieter months to regroup and network. He noted that he met with the principal of the Downey School to work on joint security lessons and drills, and to discuss the possibility that the Downey School could utilize Massasoit as an evacuation location. He noted that the police would like to give back to the community for all the assistance they give us.

Chief Cummings stated that the Massachusetts District One Hazmat Team utilized our facilities to showcase and demonstrate their equipment and vehicles. He added that we assisted the City of Brockton Fire Department by loaning them some of our radio equipment (bandwidth, antennae, and storage). He stated that this arrangement allowed the fire department better communication capabilities during a fire.

Chief Cummings stated that because of the Board's interest in Active Shooting Drills, as discussed at the June Board of Trustees' Meeting, he and Vice President Palantzas decided to conduct a simulation drill. He explained that the drill took approximately a half-day, beginning with two hours of lecture followed by a live drill. He noted that for this drill the police utilized media, facilities, and other various offices around the College. He stated that the police played gunfire, people screaming, and glass being shattered, and taught the participants, Library and Gateway personnel, simple moves to stay safe during this dangerous situation. The model is "React, Escape, and Survive." Chief Cummings stated that the drill was recorded and if the Board would like, he will bring that DVD to a future Trustees' meeting.

Chief Cummings stated that all the hardware has been installed for the College's siren system. He stated that we should be able to run a drill at the end of the week to test the system. He stated that he feels this piece is that last and final one necessary for the police to feel comfortable in emergency readiness.

Chair Ifill asked what plans are in place for students returning in the Fall. Chief Cummings stated that work shifts will be augmented to add staffing and officers will be in strategic locations, such as parking lots, so that they are available to help students. He added that College police will also have a presence in the cafeteria. Chief Cummings stated that College police is currently reviewing internal training procedures and inspecting equipment to ensure everything is in place for the Fall semester.

Chair Ifill asked how much communication actually takes place between police officers and students. Chief Cummings stated that last year College police focused in on that aspect of the job, starting with the "Stuff a Cruiser" event and moving forward from there. He noted that this year, Linda Berolini, staff assistant, has seven events scheduled involving College police and students.

Trustee Derenoncourt stated that he has witnessed the interactions between College police and students. He noted that police officers are approaching and communicating with students and making students feel comfortable.

Trustee Brophy stated that Massasoit is expanding and she would like to know if there is police presence at the other campuses. Chief Cummings stated that Middleborough Campus is patrolled daily; however, it is not as frequent as in Brockton. He explained that in Canton, we have just identified and finalized our rally points and he is working with Chief Dowdy, from the Canton Fire Department, to setup a fire drill.

Dr. Wall stated that Chief Cummings is in constant communication with him as warranted, as well as with Vice President Palantzas and the other Vice Presidents. He noted that this communication is not only during times of incidents, but also ongoing regarding proactive initiatives. Dr. Wall stated that he is pleased that over the past few years, the College Police Department has been viewed as a resource beyond law enforcement, and the College is fortunate to have the police department that we have.

Sabbatical Leave Recommendation

Interim Vice President Carl Kowalski stated that although he is happy to serve as Barbara Finkelstein's replacement for the next few months, the task he has this evening is not particularly pleasant. Interim Vice President Kowalski stated that there was one sabbatical leave proposal from a faculty member and it was the professional judgment of both her Dean and the Senior Vice President at the time, Barbara Finkelstein, to reject the proposal because they felt, in their professional judgment, it was not substantial enough to merit a semester off at full pay. The faculty member did work hard on this proposal, which was to create a course; however, at this time there will be no sabbatical recommendation. Chair Ifill

asked what criteria is necessary for sabbatical. Interim Vice President Kowalski stated that the product of the sabbatical needs to make a substantial contribution to the College and to the faculty member. He stated that the judgment for this proposal was that it was not substantial campus-wide. He noted that the Senior Vice President's recommendation included expanding the proposal to include more than just a new course. He explained that many of our faculty members create courses while not on sabbatical.

Chair Ifill asked if there are guidelines for sabbatical that faculty can follow to avoid this type of situation. Interim Vice President Kowalski stated that there is a process in the contract. He added that there is a sabbatical leave committee that reviews proposals and there is also a dean available to help with proposals. He noted that he spoke with the faculty member who submitted the proposal and discussed how she could move this proposal forward in the future.

Trustee Simonelli stated that this decision actually legitimizes the process and indicates that proposals will only be awarded if they are in the best interest of the school.

Chair Ifill asked how the search for the Vice President of Academic Affairs is progressing. Dr. Wall explained that the seven semi-finalists will have interviews next week and the process is moving forward nicely. Interim Vice President Kowalski stated that the search committee is confident that it can deliver three to five quality candidates to Dr. Wall for the next level of interviews.

Interim Vice President Kowalski informed the Trustees that the Brockton Mayor's Office has a group called The Mayor's Coalition to Avoid Opiate Overdoses, which holds an annual vigil to help support individuals who have lost loved ones to overdoses. He explained that this event is usually held in front of Brockton City Hall; however, City Hall is under construction and Dr. Wall has graciously donated our services, our facilities, and our people. He noted that the vigil will take place on August 29 at 7:00 p.m., on the Brockton Campus, in the quadrangle. He added that this event is sponsored by the Mayor's Coalition, Learn to Cope, High Point Treatment Center, and BAMSI.

Fiscal Affairs and Administrative Policy Committee Presentations

Personnel Action Report for May, June and July, 2014

Vice President Lowery stated that sustainability is a very important issue on campus and something the Human Resources department believes in strongly. Because of this sustainability commitment, she sent out an All College email questionnaire regarding the College community's interest in carpooling. She noted that she used a very small geographic area as a sample to determine interest. She explained that she hosted a meeting yesterday and there was a lot of interest in just that very small geographic area. She explained that her plan is to expand what we are doing to a larger geographical area to promote a carpooling program.

Vice President Lowery stated that the Human Resources Department is also working on an internal portal that would be available to all employees. She stated that employees will be able to utilize this portal to retrieve forms, benefit information, etc. She noted that she hopes this portal will be up and running by the end of September.

Vice President Lowery stated that in conjunction with CONNECT, we will be offering the Key Leadership Talent Program, which is designed to take employees to the next level in their careers. She stated that this program will be offered at the Conference Center with six sessions throughout the Fall and Winter, with a graduating class in the Spring. The topics addressed will deal with leadership versus management.

Financial Updates

Vice President Mitchell stated that as has become customary and appropriate, the All College Purpose Trust Fund is presented to the Trustees to show all of the President and Trustee expenditures, with a written narrative accounting of each. He stated that we had budgeted \$204,000 for this year and as of June 30, there was \$15,696 remaining in the account.

Investment Activity Report

Vice President Mitchell stated that he handed out this evening the Investment Activity Report for the period ending 6/30/2014. He noted that our investment grew approximately \$160,000; however, there might be a slight dip in September as the market fluctuates. Vice President Mitchell stated that representatives from the Commonfund will report to the Trustees at the November meeting.

Chair Ifill asked how often the College adds to the investment. Vice President Mitchell explained that when he first came to Massasoit, he and Dr. Wall determined that there was some idle cash that could be invested. A recommendation to add to the investment was approved by the Board; however, the investment has not been added to since. He noted that our current strategy is to reinvest the investment income that we earn. Dr. Wall stated that we are in a good financial position for whatever we decide to do. He added that we will present in October our financial relationship between the Middleborough Campus and The Higher Education Partners.

Request for Board Actions

A motion was made by Trustee Brophy and seconded by Trustee Waterston that the Board of Trustees approve an expenditure not to exceed \$90,000 with state-approved vendors for the purchase and installation of instructional media.

CIO Al Williams explained that a portion of our technology fee that we charge our students goes towards implementing or upgrading instructional media in our classrooms. He noted that this Board Action starts the process for this fiscal year. He explained that systems for a classroom typically include a presentation system, projector, computer, etc., He stated that we use a state-approved vendor called CCS and that we have been very happy with its service. This cost involves both acquiring and installing the system.

Chair Ifill called for a vote on the motion. The motion passed unanimously.

A motion was made by Trustee Waterston and seconded by Trustee Brophy that the Board of Trustees approve the minutes of June 11, 2014. The motion passed unanimously.

Other Business

Chair Ifill introduced to the Trustees James Fluevog, director of food services. He welcomed James to Massasoit and noted that the food this evening was excellent.

Chair Ifill asked Trustee Simonelli to speak to the Trustees regarding the Presidential Evaluation Task Force. Trustee Simonelli explained that he, Trustee Brophy, and Trustee Barrows will serve on the Presidential Evaluation Task Force to complete Dr. Wall's evaluation. The evaluation must be received by the Department of Higher Education by September 15; therefore, the Task Force will be able to present their recommendations to the Board at their September 10, 2014 meeting. Trustee Simonelli stated that sometime by the end of the week, he will send out to the Trustees a feedback form of competencies and categories against which Dr. Wall will be evaluated. He asked the Trustees to comment on that form and send it back to the Task Force so that the entire Board's input is part of the evaluation. Chair Ifill stated that he would like to thank Trustees Simonelli, Brophy, and Barrows for taking on this task to evaluate the President, which is one of the most important functions of the Trustees.

Trustee Waterston stated that the Board is in the process of putting together an Audit Task Force that she will chair. She stated that the Task Force will collaborate on a charter of what the roles and responsibilities of the Task Force should be and she will present that charter to the Board for approval. She added that she is working on pulling together background materials for the task force members so that they will fully understand their responsibilities.

Chair Ifill stated that the work of the Board is important in terms of how we operate internally and structurally, and the level of respect we show to each other. He stated that as Chair, he feels that the Board has been struggling with the issue of respect. Chair Ifill stated that he wished that Trustee Ross were in attendance to discuss his interaction, or lack of interaction, with him as Chair. He explained this issue involves the way we nominate potential Trustees to the Governor and to the Public Education Nominating Council (PENC). He noted that Trustee Ross, on his own, decided to submit a name independent of the Board, without any discussion with him as Chair. Chair Ifill stated that it has been a long-standing practice for the Chair and the President to work together to come up with the best nominees for the Trustee position. He stated that when a Board Member decides to go about things in a different way, that invalidates the Board in terms of trust and skill.

Chair Ifill stated that as a Board, we have been dealing with a one-sided fundamental difference of how Trustee Ross sees that we should operate as a Board, and what he thinks a Board should do. Chair Ifill explained that the primary issue of this Board, and any board, is governance, not managing the day-to-day activities of the College. He noted that the Board is responsible for examining the functions and operations of the College through its review and oversight of the President.

Trustee Simonelli also stated that he wished Trustee Ross were in attendance. He stated that he has a deep and serious concern with Trustees acting unilaterally. He stated that there has been a long-standing practice of how Trustees are nominated and any individual Trustees submitting a candidate creates chaos. He stated that it is insulting to him that a long-standing process would be changed without bringing it before the Full Board. He noted that Trustee Waterston just mentioned that she would bring the Audit Task Force charter before the Board so that all members are aware and informed.

Trustee Simonelli stated that he is deeply concerned about this nominee because, if selected, he will be sitting on this Board, as a fellow Trustee, even though the process has not been followed. He stated that he feels that at the very least, Trustee Ross should get some type of written documentation to inform him that this is not reasonable or something that will be endorsed. He added that, in his opinion, if a Trustee continues to act unilaterally, s/he should not be on this Board, and that is stated in our Trustee by-laws. Trustee Simonelli stated that, as a Trustee, he is insulted that if there were a change in process for recruitment, it was not brought before the Full Board.

Trustee Waterston stated that individual Board Members have no authority to act alone and can only act as part of the Board. She stated that is totally outside the scope of our responsibilities to act individually.

Chair Ifill stated that Trustee Ross has concerns about whether or not we, as a Board, have enough knowledge and skills to understand what happens at the College fiscally. Chair Ifill stated that he disagrees with that notion. Chair Ifill explained that Trustee Ross's criticisms and comments are not discarded and he takes any concerns raised by a Board Member seriously. He stated that he feels Trustee Ross's disregard for how we recruit Trustees compromises the integrity of the Board. He added that Trustee Ross relies on a certain type of influence, that when used, can be harmful. He noted that we have the power as a Board to vote; therefore, when we do not agree with a recommendation, we can vote against it.

Trustee Brophy stated that she feels we need to codify the process of putting forward potential Trustees for nomination. She stated that if there is a vetting process, that process needs to take into account every stakeholder and shareholder that is involved in the Massasoit community. She added that we need to ensure that there is appropriate representation of our student population, our business community, and our educational community, and that needs to be vetted to be presented to the Governor for selection. She added that this responsibility is Dr. Wall's and that his reputation and the reputation of the College depends on vetting and putting forward potential Board Members who broadly represent our community and our stakeholders. She stated that she would hope any nomination put forward would not be accepted unless that vetting process has been done. She added that if that process is not in place, we need to codify that process and not base it on tradition. Chair Ifill stated that this issue should be on the agenda of the Trustee Retreat.

Trustee Simonelli stated that he is not comfortable just letting this issue sit. He stated that this is a serious enough issue that could cause chaos to the Board and create a problem with the integrity of the Board. Trustee Simonelli stated that if Trustee Ross is having discussions with the Chair regarding issues or concerns, those discussions should be brought before the entire Board, openly and transparently, at the Board Meetings.

Trustee Brophy asked where the candidate stands that has been nominated and if there is any way to pull the nomination. Dr. Wall stated that he and Chair Ifill have not yet submitted any candidates to PENC and to the best of his knowledge; the candidate Trustee Ross nominated has not been forwarded to PENC. He added that per PENC's request, he and Chair Ifill have a deadline of September 2 to send candidates for its consideration. He added that he and the Chair are asked to submit two names, a demographic profile of the Board, and the demographics of our student body to the Chair of PENC, Judy McLaughlin.

Trustee Simonelli asked if the name that Trustee Ross recommended can be withdrawn. Dr. Wall stated that the name is not his to withdraw. Dr. Wall asked Jennifer Perkins if she could add to this. Ms. Perkins stated that it is her understanding that this name has not been sent to PENC; however, it is under review at the Governor's Office. Trustee Simonelli asked if the name can be withdrawn and, if so, by whom. Ms. Perkins stated that the Governor's Office can choose not to send it forward based on what the Board Chair and President want to do. Trustee Simonelli asked if this Board can ask the person who submitted the request to withdraw the request. Ms. Perkins stated that through the recommendation of the Board Chair and the President, the case can be made that the individuals they have vetted are valid and their contributions to the Board are well outlined. She noted that PENC is a very independent and serious body and

she feels it will take that recommendation very seriously. She added that it would help if the Board's deep and wide experience in the community, as well as each Trustees' background, could be identified to show that gaps are being filled by the nominations.

Chair Ifill stated that the issue of diversity is very important to this College, not only for our students and staff but also on this Board. This Board needs to represent our entire demographic, socio-economic status, and other factors. He noted that Trustee Ross's recommendation was independent of that issue. He noted that the individuals that he and Dr. Wall have been looking at have significant financial experience and they also happen to be people of color. He added that when he and Dr. Wall are vetting candidates, they are looking not only at diversity, but also at whether or not these candidates have the skills to fulfill the mission of our Board of Trustees.

Trustee Simonelli stated that when you skew the process, or violate the process, it creates confusion. He stated that he feels that if this Board does not take some type of action, it will be endorsing this violation.

A motion was made by Trustee Simonelli and seconded by Trustee Brophy that Chair Ifill communicate to the Public Education Nominating Council that the Massasoit Community College Board of Trustees is endorsing candidates that Chair Ifill and President Wall have put forth and do not endorse any other candidate, including the candidate that has been forwarded by Trustee Ross. The motion passed unanimously.

A motion was made by Trustee Brophy and seconded by Trustee Waterston that the Board of Trustees go into Executive Session to consider the purchase, exchange, taking, lease, or value of real property because such discussion, if in public session, may have a detrimental effect on the negotiating position of the College.

Roll Call Vote:

Trustee Asiaf	absent
Trustee Barrows	absent
Trustee Blackler	Yes
Trustee Brophy	Yes
Trustee Derenoncourt	Yes
Trustee Ifill	Yes
Trustee Martin	Yes
Trustee Phillips	absent
Trustee Ross	absent
Trustee Simonelli	Yes
Trustee Waterston	Yes

The motion passed unanimously.

Chair Ifill stated that the Board would not be returning to open session. Dr. Wall asked that Vice President Mitchell and Interim Vice President Kowalski remain for executive session.

Prepared by:

Certified by:



Elizabeth A. Burke
Recording Secretary

Peter G. Asiaf, Jr.
Secretary, Board of Trustees

