

**Regularly Scheduled Meeting of the Board of Trustees**  
**Wednesday, September 10, 2014, 5:30 p.m.**  
**Louison Board Room, Brockton Campus**

Attendees: Peter Asiaf, Jim Barrows Bonnie Blackler, Mary Brophy, Jean Derenoncourt, Pamerson Ifill, Jeanne Martins, Tony Simonelli,

**Call to Order**

Chair Ifill called the meeting to order at 5:55 p.m.

**Chairman's Report**

Chair Ifill congratulated Trustee Simonelli on his reappointment to a second term as a member of the Board of Trustees. He noted that Trustee Simonelli has been an integral part of the Board for a number of years, providing guidance and advice to all the Board members in areas where he has significant expertise.

Chair Ifill stated that Trustee Ross resigned from this Board a few weeks ago and on behalf of the Board he would like to thank Trustee Ross for his work, input, and guidance.

Chair Ifill stated that the Trustees just had the opportunity to tour and view the renovations that were made as part of the Phase II renovations of the Student Center's Lower Level. He stated that he would like to congratulate Dr. Wall and his staff for keeping this project on task. He stated that he looks forward to seeing the results of the Phases III and IV renovations to the Student Center.

Chair Ifill stated that he recently received a call from the Commissioner of Higher Education [Richard Freeland], who informed him that the DHE would like to feature in an upcoming publication Massasoit and our efforts with the Vision Project, in particular, our endeavors to closing the achievement gap. He added that he knows that talking about race can make people uncomfortable; however, at Massasoit, we have done a good job at embracing diversity and we are working to ensure that our low-income students graduate with their peers.

Chair Ifill stated that the winners of the Aspen Prize were colleges that had had great success with minority male retention and graduation rates. Dr. Wall noted that we were not one of the Aspen Prize 10 finalists nationwide; however, we were one of 150 community colleges to be nominated and the only college from New England to be nominated. Trustee Barrows stated that he would be interested to see why we were not chosen as one of the final ten. Dr. Wall stated that he will request that information.

**President's Report**

Dr. Wall stated that the semester has begun and that we have completed our first week of classes. He noted that we had a water main break in the Business Building overnight and classes in that building were cancelled for today. He stated that, as predicted, enrollments will be down; however, we will not have a final figure until we freeze enrollments on September 17. Dr. Wall stated that we had budgeted for a 3% drop in enrollments.

Dr. Wall stated that last Saturday, September 6, the College held a dedication ceremony for the new soccer field, now named Warrior Field. He noted that, over a year ago, this Board approved an appropriation of approximately \$200,000 for the new field. He noted that the field is beautiful and he was glad that several members of the Board and Foundation were able to attend the dedication.

Dr. Wall stated that we have posted the position of Director of Minority Male Mentoring and First Year Experience, which is a non-unit position. The individual in this position will plan and develop the program by reaching out to communities and organizations. Following this process we will post for a counselor position that will work more directly with the students. Dr. Wall stated that he appreciates the involvement of this Board, the Board of Higher Education, and the College community in this endeavor.

Dr. Wall stated that on Tuesday, September 23, 2014, the second annual statewide Trustee Conference will be held in Worcester, beginning at 1:00 p.m., and will involve all sectors of public higher education. He noted that Trustees can

register online or contact Raelyn Lincoln, executive administrative assistant to the president, or Elizabeth Burke, staff assistant, who would both be happy to assist. Dr. Wall noted that he will attend the conference.

Dr. Wall stated that the Board of Trustees Retreat is scheduled for November 7 and 8, at the Sea Crest Hotel in Falmouth, and that we are in the process of developing the agenda. Dr. Wall stated that the planning of Massasoit's 50<sup>th</sup> Anniversary will commence this Fall with a series of breakfast meetings for former and present Trustees, Foundation members, and staff. He added that our Annual Gala is scheduled for Saturday evening, October 25.

### **Academic and Student Affairs Committee Presentations**

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

Chief Cummings noted that when the reporting system was purged at the end of the summer, it failed to indicate nine motor vehicle incidents and three medical emergencies on the Brockton Campus. He noted that there was no criminal activity for the month of August.

Chief Cummings noted that College Police attended the MCC Welcome Pizza Social on September 3, and the vigil held by High Point and the Brockton Mayor's Office for families and friends of individuals who have succumbed to opioid overdoses. He noted that there was a large turnout for the vigil.

Chair Cummings stated that College Police participated in the ALS Ice Bucket Challenge after being challenged by UMass Dartmouth. MCC Police then challenged the Fisher College Police Department, the West Bridgewater Fire Department, and the East Bridgewater Police Department to take the challenge.

Chief Cummings stated that tomorrow, September 11, College Police on the Brockton Campus will have a security session in the cafeteria where they will share security updates and tips with students. He noted that this event is an opportunity for police to speak one-on-one with students. He noted that they will conduct this same session next week on the Canton Campus. He added that College Police on the first and second shifts have been patrolling the cafeteria. He added that College Police also have a presence at our Middleboro Center, and are developing relationships with the staff and students there.

Chief Cummings stated that on August 21 the College Police tested the new exterior siren system. He noted that the test went above and beyond expectations and that the siren will be an important resource in keeping the campus safe.

Chief Cummings stated that over the past few months he has been discussing with this Board our security readiness on campus and training of the campus community. He noted that College Police recently conducted a four-hour training event in the Library with Library and Gateway to College staff. He proceeded to show the Trustees a video depicting the final portion of this training, which is a simulated drill of an active shooter. Following the video Chief Cummings stated that they attempted to make the drill as real as possible. He stated that the staff of the Library and Gateway to College did an amazing job. Vice President Palantzas noted that they will make this training available to any and all departments who request it.

Trustee Derenoncourt stated that he feels this type of training is excellent. He further stated that in conversing with students, they have informed him that they appreciate the relationship that they have with College Police and feel that they are approachable. He added that he and the entire College community appreciates the efforts of College Police.

Trustee Phillips asked if there has been any training involving biological substances or gases. Chief Cummings stated that College Police do train for biological hazmat situations by conducting mock scenarios during Spring Break; however, this training has not been conducted campus-wide.

Trustee Phillips asked if using tear gas instead of guns would be effective were we to have an active shooter situation on-campus. Chief Cummings stated that the main objective of the College Police is to eliminate the target. He stated that if there were more individuals involved, other agencies, including Brockton and state police, would be involved. Trustee Phillips asked if College Police have tasers. Chief Cummings stated that they do not; however, they have been approved through the state to carry tasers. He noted that he will be having future discussions involving this matter with Vice President Palantzas and Dr. Wall, and that they will bring any actions before the Board.

Vice President Palantzas stated that the Police Department is researching non-lethal operations and procedures.

### College Climate Survey

Dr. Wall stated that Yolanda Dennis, executive director of the Office of Institutional Diversity, will present the process in developing the survey, the nature of the survey, and a summary of the results. He stated that following this presentation, the Board will be sent the entire survey results electronically. He added that the College will be surveying the students in the Spring semester.

Ms. Dennis stated that she would briefly be going over the College's Climate Survey and that she would be talking about the purpose, the goal, the benefits, and our focused areas and partners. She stated that the purpose of the survey was to assess and understand the College community's attitudes and behaviors, which reflect its climate and diversity. She stated that the goal is to ensure that the environment at Massasoit Community College is supportive and inclusive for all administrators, staff, and faculty. She stated that the benefit of the survey is to support decision-making around identifying goals for strategic planning, improving programming, and implementing initiatives that directly target areas that have high percentages of neutral responses.

Ms. Dennis explained that the survey focused on campus experiences with respect to diversity and discrimination, and assessed the overall satisfaction of the College community with Massasoit's culture relating to diversity perceptions. She noted that she consulted with Ken Tashjy, MA community colleges general counsel, Dr. Wall, Cabinet, and Institutional Research to develop the survey.

Ms. Dennis stated that the survey was launched on April 22 and remained open through May 20. She explained that it was sent by email to the College community, and also by hardcopy to those employees who did not have access to email. It was sent out to 1,028 employees and had a response rate of 19.2%. 197 individuals responded, with 179 identifying their primary racial ethnic group. She noted that 27 AFSCME members, 90 MCCC members, 12 hourly-wage staff, and 49 non-unit personnel completed the survey. 151 respondents were employees identifying as non-Hispanic white.

Ms. Dennis stated that the majority of the answers to the survey questions under "Where MCC is/should be relating to diversity" were Agree and Strongly Agree; however, the response to "Should faculty and staff mirror the overall student body?" had a high percentage of Neutral responses. In the category of "Diversity and Work Environment," the majority of the answers were Agree and Strongly Agree, while there were many Neutral responses to "I would like to engage in dialogue regarding Massasoit's commitment to diversity"; "My experiences at Massasoit have helped me to interact more effectively with people who are very different from me," and "In my academic department there is support for integrating diversity-related issues into my courses." She stated that although Neutral responses were low, they raised a flag indicating that training would be beneficial. Also, for faculty, ongoing conversations with colleagues and deans regarding integration of diversity-related topics into the curricula would be beneficial. Ms. Dennis stated that, overall, the survey indicates that Massasoit provides a welcoming environment to faculty, staff, and administrators.

Ms. Dennis stated that under the heading of "Encounters/Conflicts relating to diversity," the responses were Agree/Strongly Agree that there are "no tensions from different racial/ethnic backgrounds," "Employees and Faculty are unlikely to hear and/or repeat jokes that are derogatory to people of color, women, gay, etc." and "Are willing to challenge others who make derogatory comments." She noted that this response is very positive.

Ms. Dennis stated that under the heading "Interactions/Relationships Relating to diversity," the majority of the responses were Neutral to the statement, "I believe I have been treated fairly at Massasoit Community College because of my disability, sexual orientation, transgender status, gender identity, religious beliefs and veterans." In the various categories respondents Strongly Agree that "They feel comfortable with fellow peers who are different from themselves in regards to the protected classes," and respondents Agree that "they feel comfortable talking about issues relating to protected classes, including economic status."

Respondents were asked to respond to the statement, "In the past 12 months I do or do not believe I have been discriminated against or harassed in the following categories: Gender, Age, Race/Ethnicity." 16 respondents indicated they believed they had been harassed or discriminated against because of gender; 12 because of age, and 9 because of Race/Ethnicity.

The last statement on the survey to which participants responded was, “In the past 12 months I do or do not believe that I have been harassed or discriminated against at least once by: Administration, Faculty/Students, Staff.” 21 respondents believed that they had been harassed or discriminated against by Administration, 13 by Faculty/Students, and 7 by Staff.

Ms. Dennis stated that she realizes that we have employees that feel that they have been harassed or discriminated against; however, she feels that targeted training on sexual harassment and discrimination may provide greater education as to what constitutes these claims and could reveal that some of these issues are due to individuals who just do not get along. A formal mediation process may be an avenue for Massasoit to consider.

Ms. Dennis then briefly shared some of the responses to the open-ended questions: “Are there any diversity-related concerns or issues that were not reflected in the survey?” and, “How can the College move forward to improve the campus climate for people of diverse backgrounds?”

Dr. Wall reiterated that the entire survey will be sent to the Board electronically. He noted that he felt it was important for Ms. Dennis to frame the process before the Board received the survey. He stated that he has read the completed survey and he feels it provides an opportunity for training and educational work, and it also validates the sense that we are a welcoming community.

Chair Ifill asked what actions are going to be taken to address the Neutral areas of the survey. He noted that this response seems to indicate that individuals do not have a willingness to discuss the issue. He stated that we have a student body that is 41% diverse, and not being able to have a conversation or discussion regarding diversity is problematic. Ms. Dennis stated that she definitely feels we need to offer training. She added that she would also like to launch a brown-bag lunch program to bring faculty and staff together to discuss issues around diversity. Chair Ifill stated that he feels that when the students are surveyed, the College will receive a straightforward assessment, because the students’ assessments will be in regards to their relationships with faculty and staff.

Trustee Simonelli stated that he feels that we need to take into consideration that this survey had a very low response rate, and this survey tool needs to be a part of a larger probe to determine the diversity climate on campus. Ms. Dennis stated that we will be collaborating with Bridgewater State University and other institutions in the *Leading for Change* initiative, which provides benchmarks for colleges to follow in terms of diversity initiatives. She stated that we at Massasoit are very fortunate to have a 41% diverse student population and she is glad that we are working towards diversifying our faculty and staff.

Trustee Brophy asked if the survey used was standard and validated. Ms. Dennis stated that there were many college surveys that were shared online and she compared those surveys and tailored the questions to Massasoit. Trustee Brophy stated that surveying is an art and that the exact wording of a question is important. She explained that individuals may answer incorrectly because they do not completely understand the question. She stated that we need to determine whether people are interpreting these questions correctly, because if they are not, they will respond with Neutral. She suggested following up the survey with focus groups on the questions. She stated that repetitiveness of questions also shows whether or not people understand the survey.

Dr. Wall stated that he and Yolanda look forward to discussing this issue more after the Board receives the results of the entire survey. Ms. Dennis added that she feels that once faculty and staff see that we are making changes on campus in terms of diversity, the response rate of future surveys may increase. Trustee Barrows stated that he agrees that individuals become cynical when they agree to participate in a process that does not render results.

Trustee Barrows stated that a major part of the problem in Ferguson is because people are not comfortable talking about their differences.

### **Fiscal Affairs and Administrative Policy Committee Presentations**

#### **Personnel Action Report for August, 2014**

Vice President Lowery stated that, a few months ago, the Trustees questioned the length of time between posting and filling positions. She explained that a committee was formed in the Human Resources department to review the procedures and make changes to shorten the process. She stated that they have identified areas in which they can accelerate the procedure. She stated that she does not want to lose good candidates because our timeline is too long,

particularly, candidates of color and candidates for positions that are hard to fill. She added that there is concern that we are losing these candidates in the pipeline and that is a concern that needs to be addressed.

Chair Ifill asked how long the process takes from the posting to the closing date. Vice President Lowery stated that it depends on the number of candidates, whether or not those candidates are coming from out-of-state, and the number of individuals on the search committee. She stated that she would like to get faculty searches down to four weeks and administrative searches to an even shorter time frame.

Trustee Barrows asked if we are losing potential candidates because our process is too long. Vice President Lowery stated that there have been cases in which the candidate had accepted another position by the time we were able to make an offer. Dr. Wall stated that he is not aware of that having happened. Vice President Lowery stated that the reason may be that the individual was already involved in another search before applying to Massasoit. Dr. Wall stated that each search is different and each search has its own dynamics and sometimes people drop out of searches for personal reasons. He added that we need to post these positions for several weeks in order to give candidates the opportunity to apply.

Dr. Wall noted that in attendance this evening is Acting Interim Vice President for Academic Affairs Lynda Thompson. He explained that Interim Vice President for Academic Affairs Carl Kowalski is currently dealing with some health issues and has been out for a couple of weeks. He noted that he will keep the Board informed of Carl Kowalski's condition. Dr. Wall added that CIO Al Williams has also been helping with running the Division, and he thanked Al and Lynda for their efforts.

Dr. Wall introduced to the Board Steve Murphy, newly appointed interim director of College Advancement. He noted that Steve had, before taking this role, served as President of the Massasoit Community College Foundation for the last 7 years. Dr. Wall stated that the Foundation held a Special Meeting this afternoon to elect a new President. Kevin Walsh, an attorney from Weymouth and a Brockton native, was chosen by the Foundation Board members. He added that Kevin has been an active member of the Foundation for over 2 years.

#### Fourth Quarter Financial Report

Mr. Bill O'Neill, director of budgeting and financial reporting, stated the Fourth Quarter Financial Report is for the period ending June 30, 2014. He stated that he is pleased to announce that spending was on-target throughout the fiscal year and that the College is in good fiscal health. He added that there were no spending anomalies reflected in this report and the College ended the fiscal year on-budget.

Mr. O'Neill stated that the College has collected 100% of our state appropriation and 100% of our formula funding monies. Additionally, we collected 99.5% of our operating fund for a total of \$28.5 million. He added that we expended 97.4% of our total budget. Of those expenditures 76.29% was payroll and benefits, 16.43% was for operations, and 7.27% went to improvements and equipment. Trustee Phillips stated that, in the future, he would like to see the benefits broken out from payroll on the graph.

Mr. O'Neill stated that we are required to dedicate 5% of our total budget to our capital adaptation renewal projects. He stated that the projects for the fourth quarter included the Business Building flooring replacement, repaving parking lot 1, phase II renovations of the Student Center' lower level, the siren installation, and the completion of the soccer field renovation. Mr. O'Neill then showed slides illustrating five-year comparisons for payroll and benefits, capital improvement/equipment, and operations/other.

Mr. O'Neill stated that the College collected 99.72% of the projected revenue for FY14 and expended 97.4% of the total projected budget for the year, leaving the College with a surplus of \$1,388,644 to end FY14. Trustee Phillips asked where the surplus goes. Vice President Mitchell explained that the surplus goes into our unrestricted net assets, which improves our financial condition for the following year. Chair Ifill asked if that impacts our appropriations. Vice President Mitchell stated that it does not, because state appropriations have been diminished. He stated that the Vision Project speaks to the need for colleges to be in good financial health.

#### Fiscal Year 2015 Proposed Spending Plan

Vice President Mitchell stated that developing the budget is an eight- to nine-month process and that he would like to briefly explain that process to the Trustees. He noted that there are external and internal variables to this process.

Vice President Mitchell stated that the state budget process begins when the Board of Higher Education submits its budget request to the Administration. In January, the Governor's budget comes out, outlining the Governor's priorities. In April, the House Ways and Means Committee budget comes out, and then several weeks of amendments follow, leading to the final House budget. The Senate Ways and Means Committee goes through the same process in May, with the amendment process leading to the Senate final budget. The final work on the budget is done in the Conference Committee in June, with that budget sent to the Governor for approval or overrides and, ultimately, results in our final state budget. Vice President Mitchell explained that Massasoit receives a line item base-line appropriation, and receives additional monies that are distributed via application of formula funding.

Vice President Mitchell stated that Massasoit will soon begin the process of creating our FY16 budget. He stated that revenue projections, which include our state appropriation and student fee revenues, are reviewed, and projections are considered throughout the year utilizing trend data and working closely with the other Vice Presidents and individuals in Institutional Research. The budget eventually goes to the President for his review and, ultimately, to the Board of Trustees for approval. Vice President Mitchell explained that this is a ground-up budget process that is transparent, accountable, prioritized, and linked to strategic objectives.

Vice President Mitchell reiterated that the budget begins with revenues from the state appropriation and our enrollments, based on credit-hours, and historical trends. He stated that the base budget is looked at from the prior year and payroll and fringe benefits are deducted. He noted that \$1 million is deducted for special projects and \$723,000 is deducted for debt service, which is part of our energy savings project. He explained that what is left is approximately \$9.8 million for actual operations. Vice President Mitchell added that there are some mandated expenditures, such as the DCE Contract and other collective bargaining costs, that the College funds. He noted that the \$1 million increase in this budget over last year's is directly related to those mandates.

Vice President Mitchell stated that the state appropriation is expected to be \$19.7 million with an additional \$629,000 in formula funding (the minimum), and the Operating Fund is \$29.7 million. He stated that there are transfers out, including \$204,000 that is transferred to the All College Purpose Trust Fund and \$77,000, a portion of the fee increase, is transferred to Financial Aid for scholarships for our neediest students. Vice President Mitchell stated that there is a cost associated with individuals who retire, including payouts for vacation and sick time. He noted that the College has set up a payroll reserve to cover those costs. He stated that the final revenue is our realized gain. He explained that we had an unrealized gain of \$1.3 million on our investment in FY14, and we are taking a portion of that, \$364,873, as a realized gain to fund some of our operations. Trustee Phillips asked where the realized gain will go. Vice President Mitchell explained that the money is going into funding our operating expenses.

Vice President Mitchell stated that he is pleased to present to the Board a balanced budget that is tied to our strategic objectives and supporting goals. He added that this process has been transparent at every level.

Trustee Phillips stated that he is pleased with the way the budget was presented to the Trustees.

#### Financial Updates

Vice President Mitchell stated that, as has become customary and is appropriate, the All College Purpose Trust Fund is presented to the Trustees to show all of the President's and Trustees' expenditures, with a written narrative accounting of each. He noted that this internal control is one of the College's most effective.

#### Investment Activity Report

Comptroller Sophie Lee stated that for the month of July the College's investment had a loss of \$67,000, and the portfolio balance at the end of July was \$8.6 million. She noted that in August the portfolio balance was at \$8.8 million, an increase of \$200,000 over the previous month.

Vice President Mitchell stated that the College needs between \$3.5 and \$4 million dollars in cash to be able to pay our bills. He explained that he will work with Dr. Wall and the members from the Commonfund to determine if we should increase our investment. He noted that our investments are liquid and there is only a one-day turnaround to withdraw.

#### Request for Board Actions

**A motion was made by Trustee Phillips and seconded by Trustee Brophy that the Board of Trustees approve the minutes of August 13, 2014. The motion passed unanimously.**

**A motion was made by Trustee Barrows and seconded by Trustee Phillips that the Board of Trustees approve an expenditure not to exceed \$16,000 for a two-month contract with The Education Alliance to continue work on academic program collaborations with UMass Stockbridge.**

Dr. Wall explained that the University of Massachusetts Stockbridge School of Agriculture is seriously exploring a Stockbridge East campus in Waltham. He stated that because we have been working with Norfolk Agricultural School in the Veterinary Technology field, we have been in contact with UMass Stockbridge, which is very interested in having our deans and faculty work in conjunction with them. It is particularly interested in the areas of sustainable agriculture and animal science. He noted that we have had preliminary discussions and, with the assistance of The Educational Alliance, we can continue to move forward with this linkage to UMass Stockbridge.

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

**A motion was made by Trustee Simonelli and seconded by Trustee Blackler that the Board of Trustees approve the Fourth Quarter Financial Report. The motion passed unanimously.**

**A motion was made by Trustee Asiaf and seconded by Trustee Brophy that the Board of Trustees approve the Fiscal Year 2015 proposed Spending Plan. The motion passed unanimously.**

**A motion was made by Trustee Brophy and seconded by Trustee Blackler that the Board of Trustees approve an expenditure in an amount not to exceed \$107,133 with BKA Architects (house doctor) for architectural, engineering, and rendering services to do the Phase III office build-out in the lower level of the Student Center. The motion passed unanimously.**

#### **Other Business**

Chair Ifill stated that he would like to thank Vice Presidents Tracy and Lowery for their efforts with the male mentoring initiative. He stated that on the October meeting agenda, he would like faculty and/or staff to present to the Board innovations that are going on at the College.

Trustee Simonelli handed out Dr. Wall's Performance Summary. He stated that he was the Chair of the Presidential Evaluation Committee, which included Trustees Asiaf, Barrows, and Brophy. He stated that the Committee formulated an evaluation form that included competencies that the Board of Higher Education wanted used and that the Board Members felt were critical to evaluating the President's performance. He explained that the Committee provided all Board Members with a feedback form that referenced all the competencies. He noted that he condensed that information into a short paragraph for each competency. The Committee discussed and finalized the draft and developed this performance summary. He noted that Dr. Wall has also submitted a self-evaluation that all the Board Members have received.

Trustee Simonelli stated that the Presidential Evaluation Committee held an Open Meeting today and at that meeting Dr. Wall had an opportunity to review the evaluation, and the process has been completed. Trustee Simonelli stated that the Trustees will receive the full Presidential Evaluation by the end of the week. Trustee Simonelli stated that the feedback rated Dr. Wall exceptional in all of the competencies. He noted that one of the key areas that was difficult to evaluate involves closing the gap to achieving the dream. He explained that Massasoit has a large population of low-income individuals and our work in this area is still in its infancy.

**A motion was made by Trustee Brophy and seconded by Trustee Asiaf that the Board of Trustees approve the evaluation of President Wall prepared by the Presidential Evaluation Task Force and authorize the Presidential Task Force to submit President Wall's evaluation to Commissioner Richard Freeland. The motion passed unanimously.**

Chair Ifill thanked the Presidential Evaluation Committee for its efforts and the time committed to this evaluation. He noted that the Presidential Evaluation is one of the most difficult, yet fundamental, tasks that the Board performs.

A motion was made by Trustee Simonelli and seconded by Trustee Asiaf that the Board of Trustees authorize a 2.3% merit increase in President Wall's salary, retroactive to July 1, 2014, according to the guidelines issued by Commissioner Richard Freeland, and recommend that Commissioner Richard Freeland award an additional 1.2% merit increase, for a total 3.5% increase, based on his review of our evaluation of President Wall's performance. The motion passed unanimously.

A motion was made by Trustee Brophy and seconded by Trustee Phillips 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	Yes
Trustee Barrows	Yes
Trustee Blackler	Yes
Trustee Brophy	Yes
Trustee Derenoncourt	Yes
Trustee Ifill	Yes
Trustee Martin	Yes
Trustee Phillips	Yes
Trustee Simonelli	Yes
Trustee Waterston	absent

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 Elizabeth Burke, recording secretary, remain for executive session.

Prepared by:

Certified by:



Elizabeth A. Burke  
Recording Secretary

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