

**ROXBURY COMMUNITY COLLEGE
BOARD OF TRUSTEES**

BOARD OF TRUSTEE MEETING MINUTES – NOVEMBER 30, 2021

BOARD OF TRUSTEES IN ATTENDANCE: Chair Steven Tompkins, Secretary Betty Francisco, Treasurer Mark Culliton, and Trustees Omari Aarons, Izzy Marrero, Jeff Greenberg, Sheriece Perry, Amanda Schaefer

RCC CABINET: Valerie Roberson, President; Pamela Lomax, Executive Vice President, Compliance & Administration; Cecile Regner, Executive Vice President for Institutional Effectiveness; Andy Vidal, VP for Finance and Facilities

RECORDING SECRETARY: Mia Hazlett, Executive Assistant to the President

CALL TO ORDER

At 6:04 PM the meeting was called to order in open session by Chair Tompkins.

Chair Tompkins stated the Board would go into executive session as outlined in Massachusetts General Law Chapter 30A, § 21(a)(1) to discuss the reputation and character, physical, rather than professional competence, of an individual.

Upon unanimous roll call agreement, the meeting moved into executive session.

On the motion of Treasurer Culliton, the executive session meeting adjourned at 6:34 PM.

Upon unanimous roll call agreement, the Board returned to open session at 6:35 PM.

ANNOUNCEMENT

Chair Tompkins announced he had spoken with President Roberson and stated she will be resigning her position as President of the College.

BOARD REPORTS

Effectiveness Report

Executive Vice President Regner opened by acknowledging the passing of two beloved professors of the College, Dr. Nikolaus Sucher and Professor Janet Rafuse. EVP Regner then reviewed Exhibit A1 and went into detail about the requirements of the COVID vaccinations.

She discussed the current enrollment and where we currently stand as stated in the Exhibit.

Finance and Operations Report

Human Resources Report

Executive Vice President Lomax reviewed the statistics presented in Exhibit B2 in detail. Trustee Francisco asked if EVP Lomax knew what the driver was for turnover. EVP Lomax responded with the lag in replacing key positions, many departments have become overwhelmed with the workload. Trustee Francisco asked if the Board can do anything to help. EVP Lomax said helping with the Comptroller would assist the College, but currently there is a large range of positions open.

Finance Report

Treasurer Culliton gave the floor to Vice President Vidal to discuss the proposed FY 2022 Budget as presented in Exhibit C, in detail. Trustee Greenberg asked about the effects on our projected budget since there were no tuition or fee increases. President Roberson responded some of the federal funding we are

receiving through CARES can assist the College with the decrease in our enrollment and the financial impact it has on the College. Trustee Greenberg followed up with a question about the enrollment across the state and President Roberson gave an overview.

PRESIDENT'S REPORT

Foundation Update

President Roberson gave an overview of the Foundation Board meeting that was held November 18, 2021. She stated they discussed the Annual Gala which is scheduled for February 17, 2022. She stated that next year would be the College's 50th year anniversary.

Recognition and Marketing Report

President Roberson briefly referred to the Marketing efforts the College has taken on and referred trustees to Exhibit D.

FY23 Major Project Capital Request

President Roberson stated the College will submit a request to DCAMM for a Major Capital Project for FY 2023. The scope of the project will concentrate on three areas: 1. The creation of a one-stop center for admissions, 2. The creation of a Career Placement Center, and 3. The renovation of 40 classrooms in the main academic building which is Building 3.

Executive Vice President Lomax added the submission will be next month. Secretary Francisco asked what exactly we are asking from the Board. EVP Lomax stated we are looking for the Board to approve our submission of the application to DCAMM. Secretary Francisco asked what is the amount of the project. President Roberson stated we could be awarded up to \$20 million, and the Board's acceptance of the application submission is part of the process.

Faculty Resolutions

President Roberson reiterated what EVP Regner had stated regarding the remarkable service of both Dr. Sucher and Professor Rafuse.

CHAIRMAN'S REPORT

Chair Tompkins remarked we now have a new mayor who has a focus on clean energy. He stated he has been meeting with members within the trades along with President Roberson, Ruben Flores, and others from the community to determine what role the trades can play moving forward.

PUBLIC COMMENT

Chair Tompkins open the floor for public comment and stated everyone would be given the opportunity to speak for three minutes. He stated Ms. Hazlett would keep time and let them know when it was time to bring their comments to a close.

The following persons made public comment in the listed order.

1. Representative Chyna Tyler
2. Nathan Simms
3. John McColgan
4. Loretta Minor
5. Kristin Laird
6. Kevin Aylmer
7. Rasheed Khalid
8. Keith McDermott
9. Sadiki Kambon

The major concerns expressed were that of poor leadership, the tremendous turnover in key leadership positions and throughout the College, unhappy employees, grievances that have gone unanswered, employees not getting paid, ongoing problems with the Reggie Lewis Center, and vaccine requirement concerns.

Many opened their statements by recognizing Chair Tompkins' announcement that President Roberson would be stepping down as President. Some stated that she was the beginning, but also felt Executive Vice President Regner also needed to resign. Many addressed the high turnover at the College had little to do with the "Great Resignation" that Executive Vice President Lomax mentioned in her report, but had more to do with the toxic and negligent work environment created by administration.

There were comments regarding the impact of the high turnover, which causes inconsistency with the students, which ultimately hurts them, because we are not getting to the root of why employees are leaving. A commenter noted that many of the grievances filed have gone unanswered within the contractual time granted to respond. They followed up stating there have been numerous instances when employees have not been paid. They felt this w

There was a comment addressing the concern over the required vaccination and the new due date, but they were happy to find the website had updated information and guidelines.

Some commented on the Reggie Lewis Center (RLC) audit and expressed, their concerns were brought to administration, but they weren't listened to. There was a comment surrounding legislation support for the operation of the RLC, but others who spoke felt that the RLC did not need anyone else to manage it and wanted to keep the current control.

Throughout the public comment, the Board listened and made no remarks. At the end, Chair Tompkins thanked everyone who spoke and told them the Board heard them and would continue to work with them. He also asked that they work with them. He expressed the vitriol constantly surrounding the College would contribute to the decline in the College's enrollment.

ADJOURNMENT

On the motion of Trustee Marrero, the meeting adjourned at 8:09 PM.

Betty Francisco, Secretary
RCC Board of Trustees

Date