

Roxbury Community College
Board of Trustees
Gerald Chertavian, Chair
Meeting Minutes
April 10, 2018

Board of Trustees Members:

Present: Gerald Chertavian; Mark Culliton; Sheriff Tompkins; Israul Marrero; Betty Francisco; Jeff Greenberg; Josiane Martinez; Amanda Schaefer

Absent: Remmianna Hearn; Amanda Fernandez; Chrystal Kornegay

Others Present:

Valerie Roberson, *President*; Cecile Regner, *Vice President*; Kevin Hepner, *Vice President*; Lorita Williams, *Vice President*; Patricia West, *HR Chief/Officer*

I. Call to Order:

Chairman Chertavian called the meeting to order at 6:05 PM.

II. Approval of Minutes: February 27, 2018

By a motion of Trustee Culliton and second by Trustee Greenberg, the minutes were approved.

III. Public Comment

Rasheed Khalil – Mr. Khalil identified himself as an adjunct professor at RCC who has been at the College for 3 decades. He stated that he has been to prior meetings and have heard the concerns from the community. He noted there had been some positive developments but also believes that the Board is being shielded from the entire truth by the Roberson administration. He noted seniority being disregarded and contracts being violated for faculty. He noted that he had brought these matters up in a public setting to Vice President Regner, but they had not been resolved and there was still no summer schedule. He stated he is asked to fill out a faculty availability schedule and claimed this was not the same procedure that other community colleges follow. He said this was unfair to students who also cannot see the schedule ahead of time, noting the disparity between enrollment at Bunker Hill versus Roxbury Community College. He claimed he had only one class to teach per semester and junior faculty members get three to four classes. He encouraged the Board to review the adjunct and full-time faculty contracts. He offered to provide further information if necessary. He stated he thought this was a systemic problem.

Trustee Tompkins responded that he felt Mr. Khalil’s passion and understood his frustration, but stated that there was no lack of concern among the trustees. In the eight to nine years that he (Trustee Tompkins) had been a member of this Board, he has seen tremendous progress. The current administration was trying to undo 40 years of chaos. He said it had taken a long time for the College to get so far off track and it wasn’t going to get better overnight. He stated he was not

making excuses but was being realistic about the current situation. He asked for Mr. Khalil's patience and noted his concerns are absolutely valid. He stated it was unfair to compare RCC to other schools who did not have the same hurdles to jump. He noted for the record that he hears Mr. Khalil; and, that the Board will look at the matters he deemed injustices. He asked for time.

Mr. Khalil responded that some things could be fixed right away. He stated that at the last meeting of the RCC Board Chairman Chertavian was asked about his direct involvement with Roxbury Community College through Year Up. He stated that he believed Chairman Chertavian was receiving a financial benefit due to Year Up's presence on campus.

Chairman Chertavian stated, unequivocally, that that was not true and he did not receive any financial benefit due to Year Up's presence at RCC. He noted that Year Up works with 15 community colleges who are knocking down the door to work with his organization.

Mr. Khalil responded he thought it was a conflict of interest because the Chairman was not on the Boards of those other community colleges and stated he believed Chairman Chertavian should step down. He encouraged the Board to talk to the faculty directly and that academic affairs was the most ineffective part of the College.

Keith McDermott – Mr. McDermott stated for the record that he was a former employee of the College. He noted that the last meeting of the Board was going to be his last time appearing; but, he had heard some things that were quite disturbing and wanted to set the record straight. He stated that when he went to the RCC website to look for the 2017 minutes of the Board of Trustees, the minutes were not present; but, after he noted this they were posted. He also noted that the President's remarks on the College website note that she is in her 3rd year, but he stated she is actually in her 5th year. After the minutes from 2017 were uploaded he noted that the Board approved a full bonus for the President at a time, as he stated, where enrollment is at the lowest in 10 years, according to data he viewed at the Massachusetts Department of Higher Education Data Center. He also referenced a packet of information he received at the last board meeting, stating that the College remained on heightened cash management and that after receiving funds from the Patrick administration and the Roxbury Community College Foundation, bills were still not being paid in a timely manner. He mentioned that the A-133 audit findings at the last Board meeting stated that the number of audit exceptions was down from 12 in the previous year. He stated the Roberson administration was responsible for those 12 findings. He asked where accountability stops, below the cabinet level? He also noted that the RCC Foundation was de-certified and that the Board and public were told it was after a long period of trying to find a solution to the problems between the College and Foundation. He further stated that he went to the Massachusetts Secretary of State website and found that well before the RCC Board voted to decertify the RCC Foundation, the College had created a new foundation in December of 2016, called Education That Matters. He stated he found this be disingenuous. He also spoke about the statistic cited at the previous board meeting regarding 68% of the College's employees being people of color. He stated that those numbers might be right, but not at the administrator level. He opined that if white employees were paid more than black employees it might contribute to the wealth gap. He stated the College was on the equivalent status of HCM 2 with the NJCAA due to lack of compliance. He thanked the Board for its time and he knows that they care; but, he pleaded with them to not just accept

information presented by the College and again remarked the College is still on HCM 2 status after five years. He claimed RCC students couldn't get access to Stafford loans.

Erica Rivers – Ms. Rivers stated she was the former director of Athletics and Student Life, that her job was retrenched and that she has been a victim of this administration. She stated her belief that the moves being made by the Roberson administration are designed to close the school down as they are not being made for the greater good. She claimed to have been let go, in part, by not running her department through fear and intimidation. She claimed that RCC was known for three things; the nursing program, the Reggie Lewis Center and RCC Athletics. She noted that the directors of all three items are gone and have been replaced by individuals that do not have the knowledge of the rules and regulations for the entities they oversee. She further stated that this was what the administration wants, so no one can challenge their spur of the moment decisions that they do not put in writing. She explained that since the Roberson administration has been here they have been many long term employees fired or retrenched. She stated that the current administration lacks communication and social skills and don't care for their staff or students, being content to collect their six figure pay checks. She claimed that there had been numerous complaints, law suits and demonstrations against this administration. She stated that she fears that if the Board or governor do not do their due diligence and look into these matters, it speaks volumes and that College is doomed. She informed the Board of items in her former department that have supposedly occurred. These include NJCAA eligibility for track and basketball not being submitted on time, the bus company used to transport the sports teams refused such a transport because of money owed to the company by the College since November 2017, the College's credit card was denied trying to purchase airline tickets for the women's basketball team and that the College remains on HCM 2 status. She concluded by stating that the administration comes in and sugarcoats events on campus and she urges the Board to do its due diligence.

IV. Committee Reports

Human Resources (HR Director Patricia West)

Director West began by referring the Board members to their packets to review new and current employee profile data as of July 1, 2017. She stated that at the last meeting she reported about 68% minority representation among employees and that the current report she was presenting included data on new employees and those terminated and that the numbers are close to average. She noted a 62% minority number for those no longer with the College and 70% for new employee hires and reclassifications.

Chairman Chertavian asked Director West to confirm that these numbers represent termination and new hires and reclassification of employees, and that it would be helpful to see how that information breaks down by level.

Director West confirmed this interpretation and stated she can provide the additional data to the Board broken down by level. She further stated that she will be presenting information similar to this at the next and subsequent Board meetings.

Trustee Fernandez stated it would be helpful to have information on employee leadership level included as well as a means to benchmark. She also asked for attrition data.

Director West stated she could provide this information and noted that the College was actively recruiting and all openings were available on the College website. The data she presented represented roles that had been filled, but she can also bring data on openings as well.

Trustee Marrero asked if the College used a hiring agency.

Director West responded that items posted on our website are shared with different job boards and websites but that all screening and interviewing is handled internally. The College recently contracted with PERK to help attract more minority candidates.

Trustee Culliton asked how she defined her goals for diversity and inclusion and were they based on the community or student body?

Director West responded that she didn't know if she had an actual goal to quote to the Board; but, she believed the workforce was reflective of the student body and the College's numbers were more reflective of the community than you'd find in other organizations. She believes the College is doing well.

Chairman Chertavian thanked Director West and noted the importance of having equity and inclusion in the College's workforce.

Administration & Finance (*Vice President Hepner*)

Vice President Hepner began by reviewing the year to date financial report ending on February 28, 2018. He highlighted that revenue was running ahead of budget because revenue for the semester was in hand, but there are still three months of expenses to account for when considering the year to date financials.

Trustee Culliton asked about including future projections.

Vice President Hepner responded he could include that in his next Board report. He agreed it would be helpful to the Board.

Referring to the capital budget, Vice President Hepner noted that most of the capital budget moves through DCAMM and they will be providing a full accounting in August to show what they've spent on our behalf. He noted the energy project would soon be winding down and the capital project has made significant progress.

Trustee Francisco asked about the timing of grants as represented in the Finance Committee report.

Vice President Hepner responded that federal grants are reconciled but noted the College is very close to breaking even although a further pick up on financial aid is expected in April.

Chairman Chertavian asked about the damage to the campus from the burst pipes in January.

Vice President Hepner responded that some of the damage to Building 3 was covered under the general contractors risk policy and has largely been repaired. Concerning Building 2, DCAMM has hired an architectural firm to complete a study and they are now putting together expense projections. From there, DCAMM will make a decision on repairs. He also noted a desire by DCAMM to roll this work into the existing campus renovation if possible.

President Roberson also informed the Board that the College is taking every avenue to speed repairs to Building 2, including direct advocacy with the state legislature.

Institutional Advancement (*Vice President Lorita Williams*)

Vice President Williams stated she was bringing forward two resolutions for consideration. The first had been previously presented to the Board and deals with an advisory committee for the Reggie Lewis Track & Athletic Center. She noted the resolution reflects input from the Massachusetts State Track Coaches Association, the Massachusetts Secondary School Athletic Directors Association, local legislators and the RCC Board of Trustees. The Mayor of Boston has also been consulted.

President Roberson added that the formation of this resolution has taken a year, engaging various stakeholders to solicit their input. She noted that the advisory committee was a recommendation of the chairmen of the Joint Committee on Higher Education as a compromise against a legislatively mandated solution in response to personnel changes at the Reggie Lewis Center. She further stated that the committee would be a work in progress and if changes are needed, the College can make alterations to the committee with Board approval. Finally, she noted that the advisory committee would have a direct line to the Board of Trustees and that Trustee Schaefer has previously expressed interest in serving in the role of Board representative on the committee. She then reviewed the members of the proposed committee.

Trustee Martinez asked how potential members would be informed about the committee's existence?

Dr. Roberson responded that advertisements would be made on the College's website as well as directly in the Reggie Lewis Center, to ensure members know they have a voice. Each constituent group would also be informed. She also noted that the College is already in regular communication with these constituencies.

Trustee Culliton commented that he would probably support this resolution; but, he was not a huge fan of creating another entity. He noted that this effort began at a time to address a problem he doesn't think is there anymore; and, he worries it will cause more problems going forward. However, he did say he is open to the idea but is skeptical of the value in supporting the mission of the Reggie Lewis Center.

Sheriff Tompkins stated he was on the same page as Trustee Culliton as this committee was concerned. He stated he didn't have a concrete understanding of the need for this committee. He asked if the Board was being asked to vote on this matter tonight?

Chairman Chertavian responded that was the intention.

Trustee Marrero asked about legislative efforts surrounding the Reggie Lewis Center.

President Roberson responded that this proposal was a response to legislation filed last year to remove the College's oversight of the Center. She noted that a legislative solution would be a matter of law and making changes would be more difficult.

Trustee Culliton recommended that the Board revisit the issue in a year to assess the effectiveness of the committee.

Sheriff Tompkins noted that he was conflicted without the resolution including metrics to measure the success of the advisory committee.

Trustee Culliton asked if delaying the consideration of the resolution would hurt the College's political relationship?

Dr. Roberson responded that she did not believe that would be the case in this situation. She thought it was reasonable to come back with metrics for the committee. She noted that the only concern was making sure the committee can meet prior to the beginning of the next indoor track season in fall of 2018.

At the recommendation of Sheriff Tompkins, the resolution for the Reggie Lewis Advisory Committee was tabled for consideration at the June 26th Board meeting.

Vice President Williams then presented a resolution detailing gifts received by the College in the current fiscal year. She asked that the Board review the attached information on these gifts and by approving the resolution acknowledge these gifts. She also added that this would now be a regular part of her report to the Board.

By a motion made by Trustee Culliton and seconded by Trustee Martinez the resolution approving gifts received by the College was passed unanimously.

Vice President Williams also shared a copy of a guide of events occurring on campus.

Academic and Student Affairs (VP Cecile Regner)

Vice President Regner began by introducing Andres Oroz, the Dean of Student Life. Dean Oroz in turn introduced representatives of the Student Government Association, Monique Paul and Ugonna Onyemah.

The SGA representatives provided a report (attached) to the Board of Trustees as well as noting that the elections for the next SGA Executive Board would be taking place beginning on April 16th. The candidates for office had already met for a debate that Dr. Roberson attended, as well.

Sheriff Tompkins asked about the Presidential Debate conducted by the SGA.

Ms. Paul and Ms. Onyemah described the debate, its participants and the topics discussed.

Sheriff Tompkins praised the Student Government for their willingness to engage the young folk on-campus and their willingness to address issues beyond the walls of the campus, like the wage gap and gun violence. He offered to be involved with the Student Government as he believes that students can have a large voice in this community and beyond.

Trustee Schaefer also offered to be a resource and encouraged SGA to try and include evening students. She also noted that more could be done to increase the knowledge of the College in the community by asking the MBTA to mention the College when stopping at Roxbury Crossing.

Chairman Chertavian agreed that speaking with the MBTA was a terrific idea.

Vice President Regner then introduced Professor Dustin Rollins to inform the Board about efforts by the RCC Honors Program and introduced members.

Professor Rollins detailed his involvement in the Honor Society and some of the events that RCC students have participated in, including a visit to Nantucket.

Trustee Francisco stated she was very impressed with the students' stories and commented that the College needs to do more share successes such as these.

Trustee Martinez thanked the Honor students for their presentation and asked if they were interested in marketing, offering to help tell their stories.

Chairman Chertavian thanked Ms. & Ms. for sharing their stories.

Trustee Francisco stated she believed meetings should start with student stories.

Vice President Regner concluded her report by informing the Board that an RCC student had been selected as a Jack Kemp Cook Scholar, a highly prestigious honor. This is the first time in the history of RCC that one of our students has been selected. She could not share the name of the student this evening, but it would be announced tomorrow. She also informed the Board that RCC had been in contact with the consulate of France in Boston. The consulate offers a program for US community college students to travel to France for a few weeks to observe their environmental science efforts as well as the efforts of other EU members. One RCC student, Raziel Paris, was selected and will be traveling to Paris for a week. She also referred to the Board members' packets under the academic affairs tab to draw attention to information she presented at a recent Department of Higher Education legislative briefing at the State House, as well as information on the nature of the Year Up program at RCC, which is in its 3rd cohort of students. She noted that

these are RCC students, taught by RCC faculty, with the wrap around academic support services provided by Year Up. There have been over 100 students that have participated, with a high conversation rate from classroom to employment, often with companies they interned with while in the program. Commencement will be on May 18th at 1:00 PM, with State Representative Jeffrey Sanchez serving as commencement speaker.

V. President's Report

The President began by reading from an article that noted RCC is among the top producers of Fullbright Scholars; and, one of only 25 community colleges with a Fullbright Scholar in the 2017/2018 academic year. It is one of only two community colleges in Massachusetts to hold this honor. Vice President Cecile Regner travelled to Russia in 2017 to represent the College; and, international education has long been one of her passions. Dr. Roberson noted that Fullbright covered the expenses for that trip, not RCC.

Next, she directed the Board's attention to an article by the Christian Science Monitor that reported on RCC's involvement in the Pre-Release program that takes place at the Pre-Release Center in Roslindale, MA, in conjunction with the Executive Office of Public Safety. In the pilot program, RCC worked with 18 men and assisted them in obtaining their high school equivalency, with 16 successfully making it through the program. They then went on to take college-level courses in information technology. One gentlemen, upon being released, went to full employment.

Finally, she referred the Board to an article detailing changes in how success is measured in community colleges as reported by the National Center for Student Statistics. She pointed out that how Trustees could compare RCC against other colleges on a range of metrics including cost. For the analysis she detailed to the Board she had compared RCC against Bunker Hill Community College. She noted that retention and graduation rates were now being reported over a longer period of time and for different populations. Previously only first-time, full-time students were considered for graduation rate. It now includes full-time, non-first time students such as a transfer students, part-time students, and first-time students, which are the majority of RCC students and part time, non-first time students. When viewed over a longer period of time, RCC students who started in 2008 have a 22% rating for degree completion, in comparison with previous reporting that showed only a 9% rating. Another success rate within the 8 year time frame is students who have transferred, which has improved to 42%. This leads to 66% of students from the 2008 cohort now being deemed successful. She explained that this is a historic change in community college reporting, and that in every student classification category RCC rated above 60%.

The president concurred with previous Board opinions that the College needs to do a better job of sharing these success stories. The rhetoric of RCC not being a good place for students is not true.

VI. Executive Session

There was no need to enter executive session. Chairman Chertavian thanked those in attendance.

VII. Adjourn

8:14 PM

Roxbury Community College

Board of Trustees

April 10, 2018

Resolution

This resolution is to accept a report of all donation made to Roxbury Community College in fiscal year 2018.

WHERE AS:

- Roxbury Community College has been gifted several donations in fiscal year 2018, and

WHERE AS:

- As part of the duties of the Board of Trustees must acknowledge these donations, and

WHERE AS:

- The Roxbury Community College Board has been furnished with a report on donations received; and

WHERE AS:

- These funds are instrumental to the continued operation of essential services at Roxbury Community College.

NOW THEREFORE,

It is resolved by the Roxbury Community College Board of Trustees accept a report from the Development Office detailing the gifts received by the College during the 2018 fiscal year.

Roxbury Community College Donations 5/1/2017 to 3/31/2018

Donation Type	<u>Donation Amount</u>
General Donation	\$60, 106.70
Boston Marathon	\$ 50,429.95
Commemorative Chair	\$1020.00
Sweet Honey in the Rock	\$34,280.50
Media Arts Campaign	\$250.00
Roxbury Community College	\$1,350.00
Science Technology Engineering Mathematics Scholarships	\$257.50
Student Support Services	\$700.00
Jimmy Velasquez Scholarship Fund	\$130.00
In- Kind Donation	\$240.00
TOTAL:	\$148,764.65