

**MASSASOIT COMMUNITY COLLEGE
MEETING OF THE BOARD OF TRUSTEES
WEDNESDAY, OCTOBER 16, 2024**

6:00 p.m.

Approved November 13, 2024

Attendees: Bonnie Blackler, Tom Carroll, Jim Dunphy, Kacey Hilton-Gilleo, Carl Kowalski, Laura Lawson, Steve Murphy, Eval Silvera, Kate Welch

Virtual: Eshita Chakrabarti

The meeting was called to order at 6:04 p.m.

Roll Call:

Chair Carroll – yes

Vice Chair Dunphy – yes

Trustee Blackler – yes

Trustee Chakrabarti - yes

Trustee Hilton-Gilleo – yes

Trustee Kowalski - yes

Trustee Lawson – yes

Trustee Murphy - yes

Trustee Silvera – yes

Trustee Welch – yes

Chairman's Report

Chair Carroll welcomed everyone to the meeting. As we look outside of Higher Education, we have an election coming up in three weeks, wars going on, and inclement weather. He reminded everyone to stay connected with their family, friends, and co-workers. Continue to ensure Massasoit remains a safe place for people to come, for our students to learn and faculty to teach. With all that is happening in the world, be mindful of that, and if you see someone affected by it, be sure to reach out to them. He stated that we have a full agenda, and he is looking forward to the presentations and the discussion about the Massasoit Community College President.

President's Report

Interim President Mitchell reported that he has been working with the union and Dr. Angelina Avedano, President MPA, to address mold issues on campus. The common household mold, penicillin, was found in eleven classrooms in the Science, Humanities and Fine Arts building. The Interim President and the union sent out a joint statement which listed the results and what the plan of action is. On November 14 there will be an open house to kick off The Massasoit Community College Future of Work Institute in downtown Brockton. Interim President Mitchell has been asked to participate in a statewide group led by the Secretary of Administration and Finance and will represent the community colleges in the State. The group will look at Higher Education capital funding and try to create ways to funnel predictable capital funding to the community colleges. Interim President Mitchell was a guest on City Line, WCVB, to speak about the benefits of community college and to bring attention to our Canton campus. He talked about the overall economy, working with employers who are looking for critical thinkers, and our two-year programs that are designed to go directly into the workforce which include Vet Tech, Diesel, Nursing, Respiratory and Radiologic Tech. Interim President Mitchell discussed how free community college is working, as our enrollment is up 15% due to many new students. We do need to work towards ensuring we have enough faculty and staff to support the students. We are making a concerted effort to grow our Middleborough campus for the Fall of 2025. We continue to have a strong financial position which will allow us to invest in the resources to execute the Strategic Plan and to successfully serve our students. Our Transformation through Renovation project is underway. Demolition is happening in the LA building and construction is scheduled to begin spring 2025. Our Police Station construction is underway, and we anticipate completion by March of 2025. We plan to participate in the Brockton and Plymouth community parades to advertise free community college. Interim President Mitchell plans to attend a Blue Future Conference in Plymouth on Monday, October 21 & Tuesday, October 22. The Metro South Chamber of Commerce has selected Massasoit to receive the Economic Impact Award

for our investment downtown. He will attend the annual meeting on November 20 and accept the award on behalf of the College.

Student Trustee Report

Trustee Hilton-Gilleo reported that the next Board of Higher Education meeting is scheduled for Tuesday, October 22. Our Student Advisory Council meeting will be held on Thursday, October 17. We have eleven new student senators this semester which is the highest number since COVID. Trustee Hilton-Gilleo encouraged the senators to attend a Board of Trustee meeting. Interim President Mitchell and Vice President Barato attended the first SAC meeting and connected with our students sharing their passion for Massasoit and the community. The Club Fair was held in early October and sixteen clubs were represented. Student Life staff is working with each club's leadership to submit recognition paperwork to the Senate. Currently we recognize four clubs, the Senate, Gamers Guild, Culinary and Positively Massasoit. At the Senate meeting earlier today, Mr. Joseph Harris attended and discussed the College's policy on repeat courses. The Senate will participate in the boat race for STEM week. Mr. Michael Miller will visit campus next week and will discuss six steps to effective advocacy. Students participated in the Transfer Fair, Health & Wellness fair and Career Fair.

MCC Foundation Report

Chair Carroll shared that he and Interim President Mitchell met with the Foundation President, Robert Terravecchia. Mr. Terravecchia continues to help raise funds for our students and introduce friends and community partners to Massasoit. Interim President Mitchell added that the golf tournament was a successful and fun day. The Evening of Champions event will happen in May 2025 and further information will become available soon.

Consent Agenda.

A motion was made by Trustee Dunphy and seconded by Trustee Chakrabarti to approve items 1, 2, 3 and 4 on the Consent Agenda.

Roll Call:

Chair Carroll – yes
Vice Chair Dunphy – yes
Trustee Blackler – yes
Trustee Chakrabarti - yes
Trustee Hilton-Gilleo – yes
Trustee Kowalski - yes
Trustee Lawson – yes
Trustee Murphy - yes
Trustee Silvera – yes
Trustee Welch – yes

The motion passed unanimously.

Presentation on the Massasoit Community College Future of Workforce Institute by Dr. Carine Sauvignon, Associate Vice President of The Future of Work Institute

Dr. Carine Sauvignon stated that the Future of Work Institute, located on Main Street in Brockton, is a space for innovation regarding thinking about how we look at our workforce. We are working with community partners and economic development partners to identify where gaps are in what we provide in programming versus what the job opportunities are within our region. This report speaks to the Southeast Regional blueprint for 2024, which was designed through a variety of field experts, including members of the community, Massasoit Community College and some of the local and trade units who contributed to this report. It was determined that construction was one area that was growing exponentially. When we decided what the Future of Workforce Institute would look like, we wanted to center on what we were doing within the Institute that we had not been doing at the College regarding programming. We are working to identify opportunities for underrepresented individuals keeping aligned with Massasoit's focus on student success and retention. Some notes within the blueprint report show that the construction industry is the least racially diverse industry. So, our goal at the Institute is to start to identify who our students are within our regions and

what students are not being served due to several barriers they may be to seeking employment. The idea is to align what we are doing with the Clean Energy Center (CEC) and Governor Healey's Climate Tech Initiative to make the construction area a good option to be able to identify what Massasoit can do to address the needs of meeting industry demands. Some of those opportunities include the South Coast rail projects and some offshore wind opportunities. The Institute is looking to bring awareness to these occupations and remove some of the barriers. Barriers include marketing and awareness of these occupations, educational barriers, transportation, perception issues, language barriers, and issues with substance use. These barriers limit the construction trade workforce and working to remove these barriers can help grow and improve the workforce. An initiative that we are moving forward is advancing the Diesel Technology program. This has currently met the needs of meeting climate tech initiatives with regards to electrification standards. We are seeing a lot of grant opportunities around heat pump training since this is a concept behind climate technology. We will revisit our HVAC technology program and create programming that is more meaningful to what this industry is looking for as well as providing pathway opportunities for students to be able to have options behind seeking employment. Another initiative is to expand the Correctional Education Returning Citizens program. We have been working with the Department of Corrections and providing programming opportunities for individuals who are going to be released within the completion phase of a certificate and degree program.

We have formed industry partnerships behind Diesel and additional construction opportunities that understand the need to be able to provide second chance hires for the individuals that are being released. We currently have MOU's that are aligned with two facilities that we are providing opportunities and training for. As we begin to look at the experiential learning capacity with the Institute we are looking into apprenticeship opportunities. This is an advanced area with the State through the Division of Apprenticeship standards. On October 1, 2024, we had our Diesel partnership meeting to collaborate with CORI friendly diesel industry employers in establishing an apprenticeship program for specialized populations based on their needs as they project future gaps and growth. On October 15, 2024, our accreditors provided a career awareness fair with roughly 200 high school students who came to learn about the construction industry, particularly the Diesel industry. On October 30, 2024, we will have a CORI Friendly Job Fair presented by the Plymouth County Sheriff's office in collaboration with the Institute. The goal of the fair is to connect justice involved individuals to quality employment opportunities. On November 14, 2024, we will host an open house for the Future of Work Institute for industry and community partners to introduce the Institute and focus for FY25. There will also be a MOU signing with the Mass Trial Court to create professional development opportunities for their staff, and to provide programming opportunities for individuals involved in the system to be able to tap them into resources in the community and to provide them with opportunities for work related needs. In December 2024, we are looking to begin a Lunch & Learn series. In this series we will hear from employer partners and program faculty to learn more about the Construction industry. We will invite college departments, employers, and community partners to speak to positions, programming and support service in the community. Each month we will highlight a specific employer and trade. In March 2025, under the leadership of Dr. Lydia Dodson, we will host a Diversity Leadership Conference.

Trustee Silvera asked Dr. Sauvignon if the Lunch & Learn series would be specific to the construction industry or are you were looking for other areas? Dr. Sauvignon answered that the FY25 goals of the Institute align with what's going on with the State initiative for technology. To align with the regional blueprint, construction and trade is the focal point. The Diversity Leadership Conference would be open to individuals that are in fields with underrepresented groups, leaders of color and women to highlight their trajectory.

Trustee Chakrabarti left the meeting.

Presentation and recommendation that the Board of Trustees approve the Fourth Quarter Fiscal Year 2024 Financial Report presented by William O'Neill, Interim Vice President of Administration/CFO.

Mr. William O'Neill, Interim Vice President of Administration/CFO, introduced Ms. Sandra Bartolo, Comptroller. Ms. Bartolo comes to us from Bristol Community College where she was part of their financial management team.

Mr. O'Neill, reported on the Fourth Quarter Fiscal Year 2024 Financial report. As of June 30, 2024, the College ended the year with a \$5.8 million budget surplus comparing collected revenue to actual expenses. The College collected over 118.5% of projected operating fund revenues. We collected over 112.87% of State appropriation funds. FY24 was a \$46.4M spending plan and we spent 97.9% of it. Looking at the operating revenue and our operating fund, the

operating revenue is what we consider operating fund plus the state appropriated dollars. 77% of what we spent was on payroll expenditures, 2% on benefits, 4% on capital improvements and equipment and then operations or other is 17%.

Roll Call

Chair Carroll – yes
Vice Chair Dunphy – yes
Trustee Blackler – yes
Trustee Hilton-Gilleo – yes
Trustee Kowalski - yes
Trustee Lawson – yes
Trustee Murphy - yes
Trustee Silvera – yes
Trustee Welch – yes

Presentation and recommendation that the Board of Trustees approve an expenditure of \$213,295 for a three-year agreement with Modern Campus (Omni CMS) by Alex Villanueva, Executive Director of Communications & Marketing and William Morrison, Chief Information Officer.

Mr. William Morrison, Chief Information Officer, began with a layout of our enrollment technology roadmap for the year and how those projects fit into the technology ecosystem at Massasoit and the Strategic Plan. Content Management System (CMS) will address the strategic plans by updating the website and data-based marketing plans and assess campus cybersecurity readiness. The Student Engagement platform will address the strategic plan by reducing barriers to completion by strengthening support, enrich student experiences and assess engagement, and support student professional empowerment and development. Customer Relationship Management (CRM) will reduce barriers to completion by strengthening customer service and support networks, consistent representation and data-based marketing plans and assess, standardize, and digitize college processes.

Mr. Alex Villanueva, Executive Director of Communications & Marketing, returned to the foundation for the CMS contract. In goal 3 of strategy 3 of our Strategic Plan the desired outcome is to update the website and key college collateral like the Viewbook consistent with brand awareness expectations. He stated our website is a marketing asset, and a critical tool for our students to apply, explore academic programs, search courses, learn about financial aid and explore student services and policies. We currently use WordPress that costs \$24,000 per year and includes Site Improve expense, cost of plug ins and a third-party developer for support. Currently only a few people can work in WordPress, and it requires a great deal of manual hours to ensure the site is functioning. There are also institutional risks associated with our current website that include cybersecurity and stability concerns and several failure points (plugins). As we looked for a new product, our desired outcomes included a product specific to higher education and in use by in state peers, implementation managed by the vendor, comprehensive user support, hosting by the vendor, templates and design features to refresh the website, democratize content input and management, and additional features to include alerts, events, course catalog, course search, design library, newsroom and blog. We conducted a comprehensive review of five vendor options which included WordPress, Drupal, Hannon Hill, Terminalfour, and Modern Campus. We connected with colleagues from the MA State community colleges and made a detailed comparison of available features, support, implementation and cost. Our selected vendor, Modern Campus, is a leading provider of higher education software solutions. Omni CMS will provide the College all the features we are looking for, and implementation will take 8 – 12 months to complete. We are seeking approval of an expenditure to purchase website content management software at a cost up to \$213,295 over three years.

Trustee Silvera asked what does the implementation looks like and if we add additional folks to be involved in updating the site, are their costs associated with that? Mr. Villanueva responded that much of the implementation is going to be focused on the vendor building the infrastructure and may include feedback from across the College. College staff will be trained to ensure they are equipped with the knowledge they need to update the site with no additional cost.

Chair Carroll asked if the implementation fee is included in the FY25 spending plan? Mr. Villanueva answered yes.

Trustee Silvera asked what the relationship was between the brand and the project? Mr. Villanueva answered that the College will work with the vendor to ensure our brand is represented correctly. The tool does give us the ability to make adjustments.

Roll Call

Chair Carroll – yes
Vice Chair Dunphy – yes
Trustee Blackler – yes
Trustee Hilton-Gilleo – yes
Trustee Kowalski - yes
Trustee Lawson – yes
Trustee Murphy - yes
Trustee Silvera – yes
Trustee Welch – yes

Massasoit Community College President Discussion

Chair Carroll stated that he would like to open a discussion with the Trustees on the President. He also welcomed public comments. Interim President Mitchell was appointed as the Massasoit Community College Interim President six months ago. The trustee's job is to provide feedback to Interim President Mitchell. Trustee Blacker suggested that we begin a Presidential search to get someone that's going to be solid, get the College moving and who will stay on as the President for the next six to ten years. Chair Carroll responded that there are no guarantees from anyone that we hire that they will stay for six to ten years. He consulted with Ms. Gina Yarborough, General Counsel for the MA State community colleges. She has indicated that a President's tenure ranges from two to four years. Chair Carroll stated that in the past six months we have been moving the College forward. The strategic plan was presented and approved by the Board of Higher Education. The College has never been in as good financial shape as it is today. Part of the role that Interim President Mitchell stepped into was to bring stability. After hearing Trustee Hilton Gilleo's report today, there is a lot of positive momentum happening on the campus. We also have a \$50M major transformation project that is happening now thanks to the work of Interim President Mitchell and the Finance team. Chair Carroll stated that in all his years on the Board, the College has never been in better shape and to start a search for the President now is not the right time. Trustee Murphy asked if the Department of Higher Education has any input or questions on the search? Chair Carroll answered that the Board of Higher Education will listen to the Board's recommendation. Chair Carroll wanted to have the conversation with the MCC Board of Trustees before he brought it up to the Board of Higher Education. Trustee Lawson asked if Interim President Mitchell could stay at the College longer than April 2025? Interim President Mitchell stated that he is committed to stay at Massasoit beyond April 2025, and to continue to move the College forward. Trustee Lawson asked if the Board could appoint Interim President Mitchell without a search? Trustee Carroll responded that he would discuss it with Commissioner Ortega if that is the consensus of the Board. Trustee Kowalski added that he is comfortable with Interim President Mitchell staying on as the President and suggested that when we conduct a Presidential search, we utilize a search firm. Chair Carroll answered that for the past two Presidential searches we did use a firm. Chair Carroll is interested in learning more from Commissioner Ortega on his view of opportunities for those rising through the system. Trustee Welch stated that Interim President Mitchell is advancing the work that President DiPasquale began. With so much great momentum happening at the College why would we disrupt that and search for a new President. We currently have Interim President Mitchell at the helm, and he is worthy. She suggested he stay for as long as he wants. She also agreed with Trustee Lawson that if we can make Interim President Mitchell a more permanent position, then that is what she suggests. Vice Chair Dunphy added that we should keep Interim President Mitchell along as he wants to stay. Trustee Hilton-Gilleo added that Interim President Mitchell is what the students and school need right now. She also stated that Interim President Mitchell continues to advocate for our students, he is visible and approachable on campus, the renovation is happening, and he pushes to get the resources needed for the students. Trustee Silvera noted that Interim President Mitchell is building something special for the College and has the passion, compassion and love for Massasoit. He also stated that Interim President Mitchell is a special man, and he thanked him for his commitment to Massasoit. Chair Carroll met with Senior Management and noted that they are a high functioning team and spoke highly of Interim President Mitchell. They have come together, and the momentum is building due to Interim President's Mitchell's leadership. Trustee Murphy added that as he listened to the Board this evening, a common theme

was Interim President Mitchell is appreciated and works very hard to accomplish the goals of the College. He agrees with the Board and suggests we keep Interim President Mitchell.

Amee Synnott, Title IX & Compliance Officer, stated that she was relieved when Interim President Mitchell put his retirement on hold and committed to stay at the College. She thanked Interim President Mitchell for his personal sacrifice and noted how much he really does love being at the College. There are many more colleagues that feel the same way. There was a question on chat from zoom that asked if Interim President Mitchell was to stay 2 ½ years that would bring us to 2027? Interim President Mitchell responded yes. Chair Carroll thanked everyone for the good conversation. He will follow up with Commissioner Ortega and will communicate the conversations with the Trustees.

Other Business:

MCC Statewide Legislative Agenda


Dr. Angelina Avedano, President MPA, thanked the Board for allowing her to share exciting news. On Wednesday, October 9 Massasoit hosted an event that brought together the statewide MTA along with MCCC. Due to Mass Educate and the increase in enrollment they are concerned about the ability to support our students and to recruit and retain staff and faculty. The MTA funded a study with an outside agency to do a wage equity study. You will start hearing about a one-time wage equity funding bill that brings full-time faculty and professional staff salaries in line with the cost of living in Massachusetts. We will also ask for equal percentage salary increases for part-time faculty and staff, eligibility in the State retirement plan and access to insurance coverage. We will continue to work with the College and community to get involved in these initiatives.

A motion was made by Trustee Kowalski and seconded by Vice Chair Dunphy to adjourn the meeting at 8:02 p.m.

Roll Call

Chair Carroll – yes
Vice Chair Dunphy – yes
Trustee Blackler – yes
Trustee Hilton-Gilleo – yes
Trustee Kowalski - yes
Trustee Lawson – yes
Trustee Murphy - yes
Trustee Silvera – yes
Trustee Welch – yes

Recording Secretary
Cori Foy



Board of Trustees, Chair
Thomas E. Carroll

