

**MASSASOIT COMMUNITY COLLEGE  
MEETING OF THE BOARD OF TRUSTEES  
WEDNESDAY, DECEMBER 18, 2024**

**Virtual  
6:00 p.m.**

*Approved January 15, 2025*

Attendees: Tom Carroll, Jim Dunphy, Eshita Chakrabarti, Kacey Hilton-Gilleo, Carl Kowalski, Steve Murphy,

Absent: Bonnie Blackler, Laura Lawson, Eval Silvera, Kate Welch

The meeting was called to order at 6:00 p.m.

Roll Call:

Chair Carroll – yes

Vice Chair Dunphy – yes

Trustee Chakrabarti - yes

Trustee Hilton-Gilleo – yes

Trustee Kowalski - yes

Trustee Murphy – yes

Chairman's Report

Chair Carroll welcomed everyone to the meeting. He is in awe of the work that is done at Massasoit. He asked everyone to share the positive stories of Massasoit with their family and friends and to enjoy the season.

President's Report

Interim President Mitchell welcomed everyone to the meeting. The Chief Diversity Officer job description has been completed, the search committee has been selected and the position will be posted the first of the year. Trustee Silvera joined Interim President Mitchell and numerous students at the Brockton holiday parade where they handed out information on free college. Student comments included “it was an amazing experience”, “gave me the boost I needed to finish my semester in a good mind set”, “Thanksgiving in America was a dream, to march in America’s hometown parade was a very emotional experience”. Our Educational Training Fund, led by Dr. Pamela Witcher, had 25 graduates with certificates in EMT, EKG & Phlebotomy. These students, unemployed or underemployed, take a twelve-week certificate program, pass their exams and begin in the workforce which is transformational. We offer three co-horts a year in high demand fields. The Campus Police office space demolition has begun. We are partnering with Father Bill’s in Brockton to bring the ETF certificate program to their newest facility in Brockton that will house individuals as well as families. We held an open house downtown, which included Undersecretary of Labor and Workforce Development, Josh Cutler. We received a \$20,000 apprenticeship from the State. Interim President Mitchell, along with Dean Karyn Boutin, attended a Middleborough Board of Selectman meeting and shared that the Massasoit site at Middleborough will be expanding their classes in the Fall of 2025. Current enrollment headcount compared to last year is up 42% and credits are up 35%. The Deans are working with the enrollment department to accommodate the increase in enrollment. Thank you to the front-line staff and faculty who work directly with the students daily.

Student Trustee Report

Trustee Hilton Gilleo was happy to report that finals are done for the semester. The next Board of Higher Education meeting is scheduled for Tuesday, January 14. At the November 19th Student Advisory Council meeting elections were held for the E board. We now have representatives from Middlesex Community College and Mass Bay Community College. The last senate meeting of the semester was held on December 4. Jones Architecture joined the meeting to gather insight from multiple student perspectives. The Student Senate was grateful for the input to Jones and is excited to see the finished buildings. Trustee Hilton Gilleo worked behind the scenes at the musical Pippin, and it was a spectacular show. She wished everyone a happy holiday.

### MCC Foundation Report

Interim President Mitchell wished Michelle Badger luck in her new role as State Rep 1<sup>st</sup> District of Plymouth. The Evening of Champions event will take place on Thursday, May 15, 2025, and more information will be given at the January Board meeting. He met with Foundation President, Bob Terravecchia and Chair Carroll. They discussed giving the Foundation members clear expectations on how they could help the Massasoit Foundation. Chair Carroll added that we are blessed to have the support of our Foundation President Bob Terravecchia. He will join us at the January Board of Trustees meeting.

### Consent Agenda.

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

### Roll Call:

Chair Carroll – yes  
Vice Chair Dunphy – yes  
Trustee Chakrabarti - yes  
Trustee Hilton-Gilleo – yes  
Trustee Kowalski - yes  
Trustee Murphy – yes

**The motion passed unanimously.**

### Presentation of the Student Government Association & Student Services, presented by Ms. Judy Franciosi, Coordinator of Student Activities

Ms. Judy Franciosi, Coordinator of Student Activities, highlighted the dynamic and multifaceted nature of student life focusing on growth, relationships, leadership, development and the pursuit of academic and personal goals. At Student Life the focus is on leadership development, civic engagement, clubs and student organizations, engagement, sense of belonging, and having fun. Leadership development is to empower, grow and learn. The goal is to help them leave with skills to make them successful. Clubs at Massasoit provide students membership into these clubs to allow them to build their co-curricular skills based on academics, interest and identity. A sense of belonging is important to get a higher engagement, increased retention rates and stronger academic achievement. Student life directly links eight strategies and four goals of the Strategic Plan. Student Life currently manually tracks student involvement at events and has seen an increase of 37% this fall compared to last year. Canton student engagement is up by 76% compared to last year. Student life is to have fun by engaging in events and collaboration's, club/ events, student leadership, community service, cultural events, recruitment, college representation, personal development and to cultivate relationships. Every club that is recognized by the Student Senate must participate in one community service project over the school year. Our PSA's (Presidential Student Ambassadors) provide campus tours, and volunteer at numerous events. The most successful event of the fall was the Annual Winter Fest which included culinary gingerbread cookies to decorate and a snow globe photo booth. The future vision of Student Life will include an engagement platform. Ms. Franciosi introduced the following students: Donovan Boyd, President of Student Senate, is studying hospitality management and culinary. He joined the Senate to meet people and friends. Michael Maraglia, Student Organization/Club Officer, is a liberal arts major and joined the student senate to make a difference. This was his first semester at Massasoit. Keith Harvey Pickering, Senator, is an aspiring mechanical engineer. He joined the Student Senate to make an impact and to share his strong sense of responsibility and leadership to the Senate. He also stated how welcoming the community is at Massasoit. Anike Santos, Senator, is a dual enrollment student and joined the Student Senate to develop her leadership skills. The best part of Massasoit for her is the sense of belonging and being a part of the community. Kacey Hilton Gilleo is a business marketing major, and she became a student trustee to advocate for others.

### Recommendation that the Board of Trustees approve an expenditure of \$82,092 to acquire Ready Education: Campus Groups platform including all related professional services for implementation and three years of support, maintenance and licensing by Dr. Ruben Barato, Vice President for Student Services and Enrollment Management

Mr. William Morrison, Chief Information Officer, began with an introduction to this project. The Campus Group system will help us with the day-to-day management of the student activities and advance the strategic plan that was identified by Ms. Judy Franciosi in the previous presentation. Dr. Ruben Barato, Vice President of Student Services and Enrollment

Management (SSEM) stated that Campus Group platform will be used extensively for student engagement, retention and student success. The course section is included in this year's annual spending plan and will be included in the budget's general spending plan for FY26 & FY27. This platform will provide the tools needed for Student Life to empower the student clubs and organizations. It will allow them to take ownership of managing their clubs. This platform will centralize all the information for students.

Chair Carroll asked how he knew to go with this solution and if any other Massachusetts community colleges are currently utilizing this platform? Vice President Barato looked for a product that would meet the needs of a community college by streamlining processes that are currently manual. After reviewing three products it was decided that Campus Groups was the best fit for Massasoit. There are a few community colleges that currently use this platform.

**A motion was made by Trustee Chakrabarti and seconded by Trustee Dunphy to approve an expenditure of \$82,092 to acquire Ready Education: Campus Groups platform including all related professional services for implementation and three years of support, maintenance and licensing.**

Roll Call:

Chair Carroll – yes  
Vice Chair Dunphy – yes  
Trustee Chakrabarti - yes  
Trustee Hilton-Gilleo – yes  
Trustee Kowalski - yes  
Trustee Murphy – yes

**The motion passed unanimously.**

Presentation on the Transformation through Renovation project presented by Mr. William O'Neill, Vice President for Administration/CFO

Mr. William O'Neill, Vice President for Administration/CFO began by reminding the Board that the current Liberal Arts building will become the Science building, and the current Science building will become the Health Science building. Everyone has been moved out of the Liberal Arts building to start construction. The completed project should be done by June of 2027. The Baker-Polito Administration changed the way capital planning was conducted and the process created was peer reviewed and priority driven. A parameter for a proposal included that you could not increase the footprint. Massasoit submitted two proposals that did not get funded. After submitting a third proposal, in April 2022, it was announced that our project was selected and funded \$30M by the Commonwealth. We assessed the overall cost at \$41M. Massasoit agreed to support the project with \$11.1M. The Commonwealth did allocate another \$8.2M for the State Bond Fund. This impacts 63,000 square feet, which is 30% of the Brockton campus. Chair Carroll asked Mr. O'Neill to keep the Board updated on if the project was running on schedule, is running on budget and are we getting the outcome that we agreed to.

Presentation on Breaking Barriers, Building Leaders: Diversity in Construction & Trades Symposium, presented by Dr. Lydia Dodson, Executive Director of the Future of Work Institute, Partnerships & Community Engagement

Dr. Lydia Dodson shared an update on the inaugural for Breaking Barriers, Building Leaders: Diversity in Construction & Trades symposium. Building on the successful events of the Women's Leadership Initiative, we are strategically aligning our programming with the goal around increasing the pipeline for women, racially marginalized groups, shelter residents and justice involved individuals. The focus for FY25 is to meet the Clean Energy Center (CEC) and Governor Healy's Climate Tech initiatives in construction. Due to the construction industry being the least diverse industry, it aligns with regional economic development priorities. It offers a highly accessible career path for individuals without a college degree, with opportunities for career advancement through expansion of apprenticeships and features a strong average wage. The symposium is an engaging event focused on the vital role of diversity and inclusion within the construction and trades sector. This one day gathering will unite industry leaders, professionals, advocates and emerging talent to explore strategies for dismantling the obstacles that hinder underrepresented groups from entering and succeeding in these high demand fields. The event will also feature discussions on the future of construction, including Massachusetts efforts to align with clean energy initiatives and the integration of AI technologies. The event will be marketed through the Executive Office of Labor and Workforce Development,

NCBAA, Suffolk Construction, Fuller Craft Museum, Brockton Public Schools, AFL-CIO Massachusetts Chapter, social media, Future of Work Institute database and internal distribution channels. The symposium will begin with a welcome from Interim President Mitchell and Dr. Carine Sauvignon. After the keynote speaker (TBD) there will be a morning panel discussion on cultivating diverse leadership and opportunities in construction and trades and the afternoon panel will focus on the future for construction and trades. Possible keynote and panelists include Kendy Power-Koch, Suffolk Construction, Chrissy Lynch, President Massachusetts AFL-CIO, Lauren Jones, Secretary of Labor & Workforce Development, Josh Cutler, Undersecretary of Apprenticeship, Work-Based Learning & Policy, Nancy Greenwald, Executive Director of The Construction Institute, Andrea Rizzo, President, National Association of Women in Construction, Massachusetts Chapter, Frank Callahan President, Massachusetts Building Trades Council, and Pamela Hugues Patenaude, Habitat for Humanity, Former Deputy Secretary of the U.S. Department of Housing and Urban Development. In January 2025, keynote and panelist will be finalized and save the date will be sent. The date of the symposium is scheduled for Wednesday, March 12, 2025, at the Brockton Fuller Art Museum.

Recommendation that the Board of Trustees approve an expenditure not to exceed \$9,213.53 per month with Xerox Business Solutions. The term of the contract will be for a period of 48 months, beginning on January 1, 2025 - December 31, 2028

Mr. William O'Neill, Vice President for Administration/CFO and his team received five bids for copying and print management. We currently have a contract with Xerox and because of technological advances in our relationship with Xerox we decided to continue this relationship, and it will save us \$3,000 a month over the next four years.

**A motion was made by Trustee Dunphy and seconded by Trustee Chakrabarti to approve an expenditure not to exceed \$9,213.53 per month with Xerox Business Solutions.**

Roll Call:

Chair Carroll – yes  
Vice Chair Dunphy – yes  
Trustee Chakrabarti - yes  
Trustee Hilton-Gilleo – yes  
Trustee Kowalski - yes  
Trustee Murphy – yes

**The motion passed unanimously.**

Recommendation that the Board of Trustees approve an expenditure of \$265,975.78 for the purchase of firewall hardware and five years of security-related subscription services and support

Mr. William Morrison, Chief Information Officer, reported that a firewall secures our digital infrastructure by allowing only authorized traffic to travel across our network. Firewalls restrict digital traffic between the College and external entities, as well as internal segments of the College. Firewall hardware works in conjunction with proprietary software. There is a one-time cost for hardware acquisition and a recurring cost for the software and security subscriptions. Our existing firewall hardware is nearing the end of its useful life and is due to be renewed August 2025. His team evaluated multiple firewall brands and consistently heard that due to rapidly rising costs for security related technology we could expect a 40% increase in licensing if we waited until the end of our current subscription. We were able to determine that by renewing the software and purchasing the hardware early, we would be able to save \$75,000 over a gradual replacement plan. An early migration to the chosen solution brings new features that will enable us to apply security improvements sooner and it will significantly improve our teams efficiency in managing network traffic and creating valuable capacity for them to tackle other work. This project is aligned with the college strategic plan goal 5, strategy 4. We obtained multiple quotes from vendors on State contract. The chosen solution from State approved vendor, Presidio, is the lowest quote and include two hardware appliances totaling \$40,697.80, five years of support at \$55,206.26 and security subscriptions of \$170,071.02. Budgeted funds for the hardware purchase and the FY25 portion of the subscription are included in the FY25 spending plan. In years 2 – 5 the subscription and software support costs will be included in the college's general spending plan each year as they have been every year.

Chair Carroll asked Mr. Morrison if there would be downtime across the campus when this is installed or can you do it without disruption. Mr. Morrison replied that there should be minimal disruption.

**A motion was made by Trustee Murphy and seconded by Trustee Kowalski to approve an expenditure of \$265,975.78 for the purchase of firewall hardware and five years of security-related subscription services and support.**

Roll Call:

Chair Carroll – yes  
Vice Chair Dunphy – yes  
Trustee Chakrabarti - yes  
Trustee Hilton-Gilleo – yes  
Trustee Kowalski - yes  
Trustee Murphy – yes

**The motion passed unanimously.**

MCCC Update by Dr. Angelina Avedano

Dr. Angelina Avedano, local chapter President of the MCCC at Massasoit, shared developments on the legislative agenda. She along with her colleagues are grateful for the 4% increase scheduled for January 2025. Dr. Avedano chose to step into union leadership to become part of the solution. She worked closely with President DiPasquale and Interim President Mitchell to collaborate on ways to move forward and to advocate for our members. Years of systemic underfunding of the community colleges by the legislature has created a crisis on our campuses leading to the generational economic exploitation of both full time and part time unit members. The recently passed Mass Educate initiative is a great thing for our campus and brings extra funding. The level of funding did not address the need to ensure that our colleges are fully funded to meet the needs of our students and the increasing level of enrollment. At a press conference on November 29, 2024, the MCCC announced a coordinated Pay Equity Campaign at the state level to achieve wage equity, career advancement, livable workloads, job security and benefits for all our members who need them, through combined activities in bargaining and political action. We have been asking for a streamline of the legislative system to get our funding approved. We are in the top 7% of most expensive places to live. We are having difficulty recruiting faculty and staff to come to Massasoit. Wages for educators are woefully inadequate based on comparable salaries in other states, cost of living in MA, cost of housing in MA, and generational inequality. Parameters in contract each year are just increases for cost of living and not always tied to inflation. How can you be part of our team at the state level: make a quote for our articles and posts, write an op-ed, talk to legislators on our behalf, join legislative breakfasts, join in walk ins at the State House and join our standout on campus.

Chair Carroll asked Dr. Avedano to share her presentation, articles and talking points to the Board so they can educate themselves and insert themselves in the right places to support this cause. He understands the importance our faculty plays with the successful outcome our students. He also added that due to the increase in enrollment we need to make sure that we can attract and retain the very best faculty and staff and grow our college and meet the mission of the community. Dr. Avedano will put a packet together for the Board. Interim President Mitchell added that Dr. Avedano and her leadership team have been great partners keeping him informed.

Public Comments

Dr. Lisa Coole, full time faculty and Vice Chair of the day bargaining, has been working in higher education for over 30 years. This past semester has been the most difficult end of semester. The main issue is the long list of English language learners, mental health and hospitalizations, technology concerns for older students, etc. As we move forward keep persistence and retention in mind, hire full time faculty and continue to support the legislative campaign.

**A motion was made by Trustee Chakrabarti and seconded by Trustee Murphy to adjourn the meeting at 7:44 p.m.**

Roll Call:

Chair Carroll – yes  
Vice Chair Dunphy – yes  
Trustee Chakrabarti - yes

Trustee Hilton-Gilleo – yes

Trustee Kowalski - yes

Trustee Murphy – yes