



NOTE: A light dinner will be served at 5:00 p.m. in Conference Room 306 in the Administration Building.

AGENDA

Board of Trustees Meeting
February 20, 2006
6:00 p.m.

Regular Meeting

Policy

- I. Call to Order by Chairperson
- II. Roll Call by Secretary to the Board
- III. Pledge of Allegiance
- IV. Additions/Deletions to the Agenda
- V. Limited Public Comment Regarding Agenda Items
- VI. Chairperson and Board Member Reports
 - A. Chairperson Laverty
 - 1. Presidential Search Process
 - 2. Workforce Development Board
 - 3. Foundation Board of Directors
 - 4. Information and Announcements
 - B. Board Members
 - 1. Trustee Rasmusson –
 - a. Audit Committee Report
 - b. Policy Review and Analysis Preliminary Report – Jan Lazar
- VII. President's Report
 - A. Informational Items
 - 1. College Spotlight – Alternative Energy/Grant Program Update EL-206
 - 2. Budget Update EL-201
 - 3. Financial Aid Update EL-206

4. Tribute to Paula D. Cunningham

5. Oracle Student System

B. Action Items*

1. Approval of Minutes – January 13, 2006 Special Meeting
January 17, 2006 Regular Meeting
February 1, 2006 Special Meeting

2. Human Resources – Administrative Appointments and Terminations

3. Course Fees

4. Tentative Agreement – Education Support Personnel

5. Joint Capital Outlay Subcommittee Resolution

6. Finance

a. Approval of Bids

b. Approval of Consulting Services

EL-204

VIII. Closed Session*

IX. Public Comment

X. Adjournment

**Motion to accept.*



BOARD OF TRUSTEES PLANNING CALENDAR

New items are in BOLD

February 2006

- Feb. 17-18 MCCA Board of Directors Winter-In Service*
Wayne County Community College
Detroit, Michigan
- Mon., Feb. 20 Regular Board of Trustees Meeting
Administration Building Board Room – 6:00 p.m.
- Tues., Feb. 21** Lansing Regional Chamber of Commerce Annual Dinner
Lansing Center - 5:00 p.m. – 9:30 p.m.
Keynote Speaker: Steven S. Little
- Tues., Feb. 28 Economic Club Luncheon*
Speaker: R.D. (Dan) Musser III, President, Grand Hotel
Kellogg Center – 12:00 p.m.

March 2006

- Thurs., Mar. 16 Economic Club Luncheon*
Speaker: Maura Donahue, Chair, U.S. Chamber of Commerce
Kellogg Center – 12:00 p.m.
- Mon., Mar. 20 Regular Board of Trustees Meeting
Administration Building Board Room – 6:00 p.m.

April 2006

- Apr. 1-4 Association of Governing Boards National Conference on Trusteeship
The Peabody Orlando
Orlando, FL
- Apr. 7-8 MCCA Board of Directors Meeting
Jackson Community College
Jackson, Michigan
- Mon., Apr. 17 Regular Board of Trustees Meeting
Administration Building Board Room – 6:00 p.m.
- Wed., Apr. 26 Economic Club Luncheon*
Speaker: Ernie Harwell, Former Major League Baseball Announcer,
Detroit Tigers
Kellogg Center – 12:00 p.m.

(As of 2/15/06)

*Please call 483-9739 for tickets or reservations no later than one week prior to event.

May 2006

Fri., May 12

Lansing Community College Graduation Ceremony
Jack Breslin Student Events Center
Time: TBA

Mon., May 15

Regular Board of Trustees Meeting
Administration Building Board Room – 6:00 p.m.

June 2006

Mon., June 19

Regular Board of Trustees Meeting
Administration Building Board Room – 6:00 p.m.

July 2006

July 20-22

MCCA Summer Workshop
Traverse City, MI

(As of 2/15/06)

*Please call 483-9739 for tickets or reservations no later than one week prior to event.

February 15, 2006

Preliminary Fiscal Year 2007 Projection

All College divisions and departments are actively engaged in budget planning for FY 2007, the fiscal year which begins on July 1, 2006. Given limited increases in major revenue sources, it is projected that revenues will not keep pace with projected expenditure increases for salaries and wages, employee benefits, and energy costs. In the coming weeks, College staff will analyze and prioritize various decision packages (costs and student and community impact) to address a budget deficit currently projected at approximately \$3.4 million. The College can no longer sustain “across-the-board” reductions and expect to maintain service quality. We must explore all programs and services and determine those which most directly impact student success, and those that may no longer be justified given current financial realities.

The attached table provides a high level snapshot of current revenue and expenditure projections. *It should be noted that many of these figures are refined as weeks pass and more information is forthcoming. They are not set in stone, so numbers may change in future presentations.*

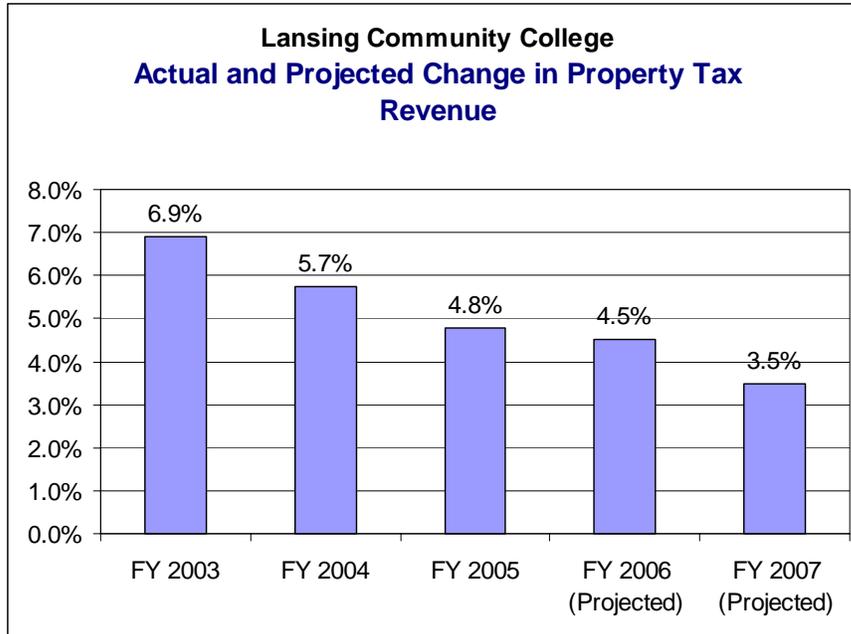
Revenues

State Appropriations

The Governor’s Executive budget includes a 2% increase in State appropriations for all community colleges.

Property Taxes

Annual increases in property tax revenue to the College continue to decline. The projection for next year of 4.3% is based on a 3.5% overall increase in property tax revenue to the College, plus approximately \$300,000 in additional property tax revenue from the Lansing Township Downtown Development Authority (DDA). The College’s millage levy continues to be rolled back each year, based on Headlee amendment legislation. Although the College has 4 mills authorized, the FY 2006 levy is 3.8112.



Tuition

Based on year-end actual tuition for FY 2005, it appears that tuition revenue for the current year may have been under budgeted. The current year projection is \$34,620,505, although Summer 2006 tuition revenue will not be determined until June. Per Government Accounting Standards Board (GASB) practices, summer tuition revenue is prorated between two fiscal years. For Fiscal Year 2007, flat enrollment and tuition rates are assumed in this projection, along with \$273,000 in additional course fees which were presented to the Board of Trustees in January 2006.

Other Revenues

Other revenues include contracted training revenue through the Business & Community Institute, the College's contract with the Eaton Intermediate School District, interest income, and miscellaneous revenues. It is projected that this revenue source may increase by \$200,000.

Use of Fund Balance

As part of the FY 2005 audit, the Board of Trustees approved the use of certain fund balances. Among those was a \$500,000 reserve for contract implementation. This allocated reserve must be used to support salary and wage increases projected for FY 2007.

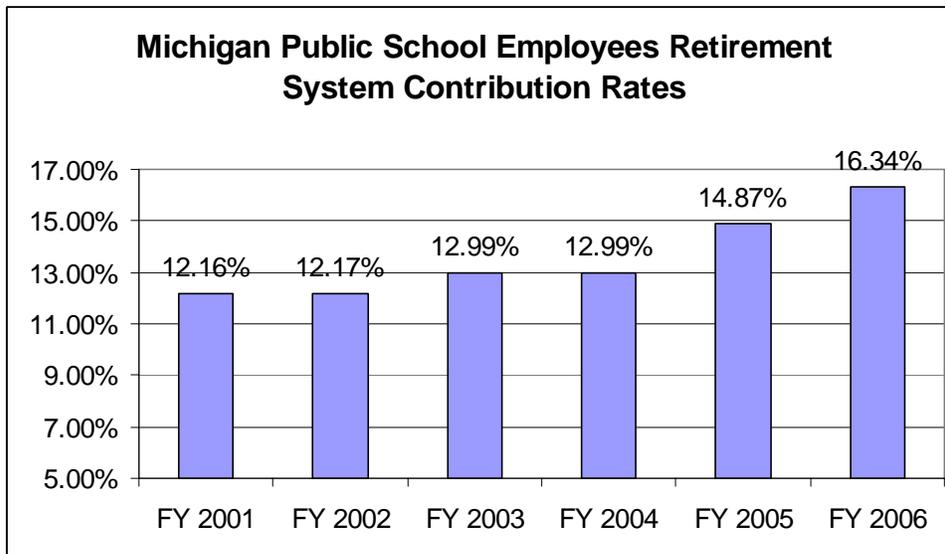
Expenditures

Salaries and Wages

With planned increases in salary and wages, plus step increases within salary schedules, total salaries and wages are projected to increase by 12.3% in FY 2007. This assumes continuation of all current full and part-time positions at the College.

Employee Benefits

Based on year-end expenditures for FY 2005, the revised current year projection for employee benefits is \$18.5 million. We project further increases in the percentage the College pays to the Michigan Public School Employees Retirement System (MPSERS) in FY 2007, now at 16.34%. The graph below shows the increase in annual contribution rates to MPSERS since FY 2001. Currently, 94 full-time employees are in the College's Optional Retirement Program (ORP), a program for which the College contributes 12% of salaries. All other full-time and part-time employees, except student staff, are in the MPSERS system.



This expenditure category also includes the College's share of health care costs, projected this fiscal year at approximately \$5.7 million.

Overhead, Supplies and Services

This represents all non-personnel operating costs. For the current fiscal year, some projected increases for wages and salaries were budgeted here as a place holder, pending final negotiations. The \$17.7 million figure approximates current year budgets for all non-personnel costs.

Transfers

Child Care and Institutional Scholarships—The College has traditionally provided general fund dollars for students seeking financial assistance for child care costs. The general institutional scholarships budget funds departmental and Board of Trustee scholarships, honors and athletic scholarships, and funds the Michigan Indian Tuition Waiver program.

Capital Budgets

Major equipment— It is proposed that \$1,500,000 be budgeted for major equipment. For the current fiscal year, \$1,500,000 million was also budgeted. The first \$1,000,000 has been released for prioritized equipment purchases. At this time, the last \$500,000 has not been released, as Spring 2006 billing hours are approximately 4% below Spring 2005 total billing hours.

Debt Service— As of June 2005, the College's bonded debt was \$61,279,754. In addition, the College borrowed money for implementation of the Energy Master plan, so total long-term debt stands at \$64,226,789. All debt will be paid off by 2022. Next year's debt service payment is known, and will be \$6,402,674. It is unlikely that further refinancing opportunities will be available.

Plant Improvement— In 2000, the College identified more than \$30 million in major infrastructure projects to maintain and improve its facilities. This was and is not for new buildings, but to sustain physical plant assets. Beginning in 2001-02, the Board of Trustees approved a long-term plan to transfer \$3 million each year from the general fund to the plant fund to address large scale deferred maintenance projects and campus improvements.

Technology Infrastructure—The College supports more than 3,000 computers. A recommended transfer from the general fund revenues of \$3,000,000 for technology infrastructure supports an ongoing program to replace servers, computers, telephones and networking equipment.

Fund Balance

The revenue and expenditure projections assumed result in a year-end budget deficit of \$3,399,623. At the March budget workshop, College staff will provide additional information about budget reduction strategies. In addition, Michigan public schools and colleges generally receive news about MPSERS contribution rates in the first week of March, so that we may be able to refine the employee benefits budget for FY 2007.

LANSING COMMUNITY COLLEGE
Fiscal Year 2007 General Fund Projection

| | <i>FY 2006 Adopted Budget</i> | <i>FY 2006 Current Projection</i> | <i>FY 2007 Projected Budget</i> | <i>2006-2007 % Change</i> |
|---|---------------------------------------|---|---|-----------------------------------|
| <u>Revenues</u> | | | | |
| State Appropriations | \$28,097,100 | \$28,097,100 | \$28,659,042 | 2.0% |
| Property Taxes | \$37,566,449 | \$37,731,643 | \$39,352,250 | 4.3% |
| Tuition/Fees | \$33,893,895 | \$34,620,505 | \$34,883,505 | 0.8% |
| Other Revenues | \$3,000,000 | \$3,000,000 | \$3,200,000 | 6.7% |
| Use of Fund Balance | | | \$500,000 | |
| Total Revenues | \$102,557,444 | \$103,449,248 | \$106,594,797 | 3.0% |
| <u>Operating Budget</u> | | | | |
| Salaries & Wages | \$49,611,923 | \$49,611,923 | \$55,727,404 | 12.3% |
| Employee Benefits | \$16,849,038 | \$18,549,197 | \$20,962,351 | 13.0% |
| Total Salaries + Benefits | \$66,460,961 | \$68,161,120 | \$76,689,755 | 12.5% |
| Total Overhead, Supplies, Services | \$19,796,192 | \$19,796,192 | \$17,667,349 | -10.8% |
| <u>Transfers</u> | | | | |
| Child Care Scholarship | \$279,142 | \$279,142 | \$279,142 | 0.0% |
| General Institutional Scholarships | \$1,455,500 | \$1,455,500 | \$1,455,500 | 0.0% |
| Total Transfers | \$1,734,642 | \$1,734,642 | \$1,734,642 | 0.0% |
| <u>Capital Budgets</u> | | | | |
| Major Equipment | \$1,500,000 | \$1,500,000 | \$1,500,000 | 0.0% |
| Debt Service, all Issues | \$6,173,768 | \$6,173,768 | \$6,402,674 | 3.7% |
| Plant Improvement | \$3,000,000 | \$3,000,000 | \$3,000,000 | 0.0% |
| Technology Infrastructure | \$3,000,000 | \$3,000,000 | \$3,000,000 | 0.0% |
| Total Capital Budgets | \$13,673,768 | \$13,673,768 | \$13,902,674 | 1.7% |
| Total Revenues | \$102,557,444 | \$103,449,248 | \$106,594,797 | 3.0% |
| Projected Allocation | \$101,665,563 | \$103,365,722 | \$109,994,420 | 6.4% |
| Restoring Fund Balance | \$891,881 | \$83,525 | (\$3,399,623) | |
| Projected Fund Balance | \$7,406,844 | \$7,017,182 | \$3,617,559 | |

**LANSING COMMUNITY COLLEGE
BOARD OF TRUSTEES
January 13, 2006
Special Meeting
Unadopted Meeting Minutes**

CALL TO ORDER

The meeting was called to order at 9:06 a.m.

ROLL CALL

Present: Brannan, Canady, Lavery, Pelleran, Proctor, Rasmusson
Absent: Smith

LIMITED PUBLIC COMMENT REGARDING AGENDA ITEMS

There were no comments from the public.

**CLOSED SESSION TO DISCUSS CONFIDENTIAL WRITTEN LEGAL
OPINION**

IT WAS MOVED by Trustee Canady and supported by Trustee Pelleran for the Board to go into closed session to discuss a confidential written legal opinion.

Roll call vote:

Ayes: Brannan, Canady, Lavery, Pelleran, Proctor, Rasmusson

Nays: None

Absent: Smith

Motion carried.

Chairperson Lavery asked that everyone leave the room except Collegis, legal staff, and the Board.

President Cunningham asked as Chief Executive Officer if she was being asked to also leave the room.

Chairperson Lavery responded yes.

Vice President Rich Howard asked if based on his discussion with him on Friday, did he want Ms. Mendez and himself to also leave the room.

Chairperson Lavery responded yes. If staff wanted to return to the meeting, they could do so within 2 to 2 ½ hours.

The Board went into closed session at 9:07 a.m.

IT WAS MOVED by Trustee Pelleran and supported by Trustee Rasmusson for the Board to return to open session

Ayes: Brannan, Lavery, Pelleran, Proctor, Rasmusson

Nays: None

Absent: Canady, Smith

Motion carried.

Trustee Canady left during closed session at approximately 11 a.m.

PUBLIC COMMENT

There were no comments from the public.

ADJOURNMENT

IT WAS MOVED by Trustee Pelleran and supported by Trustee Rasmusson for the meeting to adjourn.

Ayes: Brannan, Canady, Lavery, Pelleran, Proctor, Rasmusson

Nays: None

Absent: Smith

Motion carried.

The meeting adjourned at 12:02 p.m.

**LANSING COMMUNITY COLLEGE
BOARD OF TRUSTEES
January 17, 2006
Regular Meeting
Unadopted Meeting Minutes**

CALL TO ORDER

The meeting was called to order at 6:02 p.m.

ROLL CALL

Present: Brannan, Canady, Lavery, Proctor, Rasmusson, Smith
Absent: Pelleran

Trustee Proctor was present telephonically.

PLEDGE OF ALLEGIANCE

Trustee Brannan led the pledge of allegiance.

ADDITIONS OR DELETIONS TO THE AGENDA

There were no additions or deletions to the agenda.

LIMITED PUBLIC COMMENT REGARDING AGENDA ITEMS

Nino Rodriguez – Thank you, Mr. President. My name is Nino Rodriguez and I live in Lansing, 2515 Dunbar. And it is a great pleasure that I am here in front of the board today and the community to present a new magazine in Lansing, it's called *Adelante*, meaning forward. And I have a few copies here. This is a free magazine. We made 7,000 copies. This magazine is a multicultural magazine dedicated to the health, education, and welfare of Lansing citizens. Lansing Community College, a leader, in this community, is also a partner of this magazine. If you go to page 2, you will find the LUCERO Program. A program that is successful here at Lansing Community College for the past few years and is dedicated to help students. And also you have all your names there and the name of the President because this is our responsibility to inform the community about the leaders in education that you are all. If you go to page 18, no 28, you have there Advising, Application, Assessment, Aid: Start College with All A's. In Spanish – Asistencia, Aplicación, Evaluación: Comenzar el Colegio con Buenas Notas. That is also an article created by the (inaudible) for the Lansing Community College. It's the first number. We made 7,000 copies. It's free to the community and the distribution is going to go the schools, to the community, to all of them to be sure that we do what they tell us here on this beautiful front page and say, "Heroes of Change". This magazine has a goal in mind; to

change our community for the best. And I think we can do it together and this magazine is just part of what we all can do for Lansing. Board members and President Cunningham, thank you for your time and hope that your support for this magazine is forever.

Radecka Appiah-Padi – My name is Radecka Appiah-Padi, Administrator in the BMIT Division. Since October 2005 final approval for my appointment as the Director of Instruction of the BMIT Division has been on the Board's agenda and has been tabled twice. I see it again on today's agenda. I have waited for almost three months to hear the Board's decision concerning my appointment. I have not heard anything and I have not had the delay explained. In the past few months I've had to walk about doing my work on this college campus with a cloud of doubt hanging over my head. I've had to contend with false sympathies and sneers of people who have put various (inaudible) on what is happening. Ladies and gentlemen of the Board, by your silence you have given permission for rumors to thrive; some damaging to my reputation. As William Shakespeare would put it, "who steals my purse, steals trash; but he that (inaudible) from me my good name robs me of that which not enriches him, but makes me poor indeed." If it were about any other property of mine, I wouldn't be so concerned. But this action impacts my reputation. My reputation cannot be purchased in a store. The emotional stress I've been subjected to in the past few months is not what I expected when I took up the challenge to compete for this position. A position that was opened for a national search twice. Right now I feel abused and misused. This is a situation I would not wish for anyone. I have maintained a keen sense of professionalism and done my job to the best of my ability since I've been at Lansing Community College. In applying for this position I prepared diligently for the competition and when the chips fell, two duly constituted committees of this college judged me the best and most suitable candidate. The Human Resources Department of our college supervised the process, monitored and (inaudible) every step. HR later called me and offered the position based on Board recommendations. I was told that all that was left was the approval of the Board. This Board has approved positions promptly in the past. These positions have been filled by the same process by which my position is being filled. If the system was o.k. to appoint other LCC employees, I wonder why it's taking too long in this case. It appears the rules have changed. Members of the Board, I applied for this position because I believed I have the qualifications and the experience to do the job. Again, two duly constituted committees of the College agreed with that view. I believe it's up to you now to apply your authority fairly. I ask for no special favor of you today. All I ask for is that the same yard stick that is used to measure other LCC employees be used to measure me too. Thank you.

Dr. Stanley Chase – Good evening members of the Board of Trustees. I am Dr. Stanley Chase and a representative of the Lansing Community College Chapter of the National Council on Black American Affairs. That's an affiliate chapter of the American Association of Community Colleges. We, the Lansing Community

College Chapter of the National Council on Black American Affairs applaud the Board of Trustees and the College's administration for having proactive strategies for dealing with crisis situations. However, Webster's New World Dictionary defines a crisis as "a turning point in the course of anything; a decisive or crucial time." This is the focus of this letter and its impact on key internal audiences including students, faculty, staff, and administration. The definition better fits the crisis situation that has been created recently at Lansing Community College due to the decisions made by the Board of Trustees over the past several months. Various leadership experts coin this type of crisis as the quiet crisis. That is sometimes associated with conflict ridden political issues and disputed hiring and firing practices. These situations also call for careful strategy when it comes to communication with key audiences. We strongly believe that during a very crucial time beginning fall 2005 when our financial aid system was unsuccessful in processing student loans, the Board of Trustees passed a motion which encouraged college personnel to forward any information that was either related or non-related to the financial aid system problem to a non-college email address. This motion ensured the privacy of individuals who responded to the request. We believe that the spirit of this appeal by the Board of Trustees was initially to gather useful information from the college-wide community to assist in the successful implementation of the Oracle financial aid system. What we perceived occurred, however, was with the seemingly innocent request is that one respondent took advantage of this email system to voice their frustrations, personal anger, and malicious intent toward some of our college colleagues and college-wide decisions and systems. Instead of creating proactive strategies to handle this situation as had been done in the past, what ended up occurring was that this sole body attempted and through their actions defeated that purpose. Executive leadership or to the college-wide community regarding these decisions these people used this mechanism for personal attacks. We believe that incomplete information may have been used to form improper conclusions and/or information may have been reviewed without context perspective. Thus, leaving room for us to infer that the Board of Trustees has joined in with these respondents for personal elevation and power which has resulted in stripping the College leadership of their authority and undermining their credibility. This lack of openness has seriously affected the daily operations of the College. Furthermore, the Board of Trustees' actions have resulted in the rumor mill being more explosive. Negative rumors are growing, worsening the College's position and damaging employee morale which potentially may undermine private support, political support, and student and faculty recruiting. The best solution to the rumor mill is a swift, effective communication campaign by the Board of Trustees to "set the record straight." Specifically, as this body, the Lansing Chapter of the National Council on Black American Affairs, we are requesting the Board of Trustees to do the following: Restore the Office of the President's power and authority. Act swiftly to confirm the recommended candidate for the BMIT Division Instructional Director's position to ensure the continued operations of the instructional functions for staff and students. Disclose to any employee of the college community information that was submitted through the non-college

email system or by any other medium regarding them as an individual. This will allow the employee clarity and the opportunity to contribute additional information to promote a healthy dialog with appropriate parties. Discontinue the use of the clandestine email process for obtaining information regarding college business. Meet with the Executive Leadership to review reasons for the Board of Trustees' new governing structure and reasons for the change. In collaboration with the Executive Leadership Team, we recommend that you host a minimum of five college-wide forums which would be open to all employees to answer questions about the Board of Trustees recent decisions and how these decisions affect their jobs. Champion the College's commitment to diversity and quality by initiating through the Human Resources consultant a twelve-month action plan in consultation with the African-American employees on campus to address specific concerns regarding the hiring and sustaining process of all minority employees. Champion the financial support of executive/management coaching for new minority administrators at the College to ensure that they have a successful transition to their respective positions. Support a line item in the 2006-07 budget to establish an Office of Minority Affairs that would be responsible for promoting the well-being of minority students and staff. Beginning with the Board of Trustees' February 20, 2006 meeting, provide time on the agenda each month where a status report is given regarding these requests. Continue these status reports as part of the official Board of Trustees meetings until all referenced issues are resolved. We are pleased to have this opportunity to share our concerns regarding these sensitive issues and expect that the issues and recommendations will be reviewed within the next 30 days for the purpose of restoring a collegial environment for all employees and students at Lansing Community College. Before I close I would like to say and bring to your remembrance the Psalm 133; it says, "behold how good and how pleasant it is for brethren to dwell together in unity." Respectfully, Lansing Community College Chapter of the National Council on Black American Affairs.

Chairperson Lavery requested that Dr. Chase provide the Board a copy of the letter.

James Gill – Good evening to the Board. Good evening everybody. My name is James Gill. I'm the president of the Lansing branch NAACP. The reason I'm here tonight is because of the hiring process. I sent to Lansing Community College on Friday, January 6 a Freedom of Information Act Request. Recently my office received information from I think it's Collins, Foster and Swift law firm that they needed additional 10 days to fulfill that request which I have no problems with. The problem I have is on Saturday the President called me and we were talking about information that I sent to the Board, to the College in reference of the Freedom of Information Act. My question is...

President Cunningham – I have not called you.

James Gill – No, the President of the Trustees, Chris Laverty. O.k. I wanted to know...I sent that request to Rich Howard and I don't know how does the Board decide who fills those Freedom of Information requests or does Rich Howard decide who fills those Freedom of Information requests. I contacted the National office of the NAACP out in Washington, also, our state conference in Detroit, Michigan. I asked the state conference president to also send a Freedom of Information request to the College to Chris Howard. My understanding is Chris Howard didn't receive that information. I faxed it myself at 483-1854. The same number I sent the first Freedom of Information request Act to. So, I have additional copies of the second request. I have also the first request, but I cc'd on that request because of the hiring process, I cc'd our national board president, Bruce Gordon. Our chief operating officer, Nelson B. Rivers, III. Our national board member, Nate Gooden, out of Detroit, Michigan. Shirley Preade-Miles, our regional director for this region. Myself of course. So, I'd like to know when that information is coming and who gets these requests. Also, I received information from an employee here who...this is based on discrimination, that's why we get involved...this person was offered a job, an African-American person, and she accepted the job and then it had to go in front of the Board for final approval. That's just a formality from what my understanding is. I want to know why were there white employees hired after that date. My understanding there's been white employees hired after that date after the Board has changed their process. I would also like to know that. So, I don't know if I give the Freedom of Information request to you guys or do I send it to Rich Howard? I guess I would send it to Rich Howard where I sent my first request. Is that correct?

Chairperson Laverty – I received a copy from Rich Howard.

James Gill – Does the Board get this Freedom...does the Board decide whether or not you send out a Freedom of Information Request or does Chris Howard decide that?

Chairperson Laverty – It's Rich Howard. I'm Chris Laverty. Rich Howard sent me the initial FOIA request.

James Gill – Is that the process?

Chairperson Laverty – Rich? Ordinarily the process is that it would go to our FOIA coordinator who is General Counsel Tim Zeller.

President Cunningham – Mr. Zeller, do you want to respond to how we usually respond to or reply to FOIA requests, please?

Tim Zeller – Yes, a normal request would go to the FOIA Coordinator (inaudible) The Board chose to have the external legal counsel handle the request.

James Gill – O.k. I don't know if Chris or Rich received this one.

Rich Howard – I'm not aware of it.

James Gill – Freedom of Information Request from our state office. Can I hand it to you?

Trustee Smith – I'd like to know the delay in fulfilling this request. Is it simply because it did not get into the right hands or simply because we were having trouble gathering what is needed. What was the reason for the delay?

Chairperson Laverty – Under the law we can request an extra 10 business days, I believe it is.

Trustee Smith – And so we've asked...

Chairperson Laverty – I believe that's customary and the College also does that in order to give enough time to make sure they've got everything.

Tim Zeller – Unless it's a very simple request we almost always ask for the 10 day extension to make sure the...

Trustee Smith – Thank you for making it clear.

Joseph Warren – My name is Joseph Warren, Department of Humanities and I'm on the faculty MAHE bargaining team. Just to let the Board know that we are in the final stages of preparing a very detailed costed out proposal for all bargaining unit members, which will be given to the administrative team shortly. In line with that I have a request. At the last Board meeting the Board agreed to withhold any increases for senior administrative positions. And as an individual I concur with that and wish the Board would keep extending that until all employee contracts are settled. It's very unseemly to have senior administrators paid while the rest of the college is still negotiating contracts. That should be the last thing done. So, with that request we will be offering the team this very detailed, costed out proposal within the next two days.

Damrique Thompson-Simmons – Good evening. I am Damrique Thompson-Simmons and before I begin I would like to ask all members of the Student Leadership Academy to please stand. In light of recent events involving President Cunningham and the Board of Trustees at Lansing Community College we are here to represent the Student Leadership Academy and many of the students at Lansing Community College by sharing the following words of expression: "C" Care; "O" Objective; "M" Magnificent; "P" Passionate; "E" Effective; "T" Tolerant; "E" Extraordinary; "N" (inaudible); "T" Tried and True. What does this spell? Competent. Paula D. Cunningham, competent and she gets our vote of confidence. Yeah President Cunningham! On behalf of the

Student Leadership Academy I would like to present this certificate of outstanding leadership role model award to President Cunningham. Thank you.

Sally Pierce – Hello, I'm Sally Pierce, President of MAHE and I was attempting to stay away from the mic tonight, but I have to correct something Professor Warren said. We expect our proposal to be together shortly. I do not think it will be together within two days. I do think it will be together by the next session that we're scheduled to meet with management. We thought it was going to be ready today. We found a problem. We're working to correct that problem and we expect to have a completely cost out proposal for faculty, we're hoping by Tuesday next week when we're scheduled to negotiate.

CHAIRPERSON AND BOARD MEMBER REPORTS

Chairperson Laverty

SunGard Collegis Report

Chairperson Laverty reported that he is working with the company and with the attorneys to make this report public as soon as possible. The Board had a special meeting last week where they went into closed session and received a legal opinion and additional information about the College's system. The intent is to make the report public as soon as possible and as early as the end of this month.

Trustee Canady asked that the record reflect his opposition to disclosing the report at this time because the investigation is ongoing. He was also concerned about the potential bias in the report.

Trustee Smith felt that the Board should disclose the report and we need to try to be open as we can. This is an open process and it's important that everyone understands where we are within the process and that there's no impropriety seen at all.

Trustee Rasmusson stated that he has heard that there are no bargaining strategies or anything embarrassing to employees in the report.

Chairperson Laverty stated that the community expects to hear what's in the report as soon as possible and the Board will have a special meeting and a public presentation on the report.

Information and Announcements

Chairperson Laverty attended the following events:

- University Center Press Conference on December 15, 2005.

- The Greater Lansing Area Martin Luther King, Jr., Holiday Commission Luncheon on January 16. Trustees Pelleran and Smith also attended.

The Board of Trustees received an invitation to attend the Mid-Michigan Construction Alliance reception for Mayor Virg Bernero on January 18, 2006 at the Radisson Hotel. They also received an invitation for a reception honoring Mr. Tony Benavides for his 25 years of public service on January 24, 2006 at the Lansing Center.

Board Members

Trustee Rasmusson – Audit Committee

Trustee Rasmusson presented a work plan for Ms. Jan Lazar (it is on file with the official Board materials.) Ms. Lazar will be reviewing the accounting records, purchasing and finance policies and develop a proposed new bylaws on budget and finance to be in compliance with the State act.

IT WAS MOVED by Trustee Rasmusson and supported by Trustee Canady that the attached plan of the Mercer Group and Jan Lazar is approved, payment for up to two hundred hours is approved and the Chair is authorized to approve adjustments in deadline, mission, up to one hundred hours additional work and operational details. The Business Office is directed to issue a purchasing order and pay invoices subscribed by the Chair noting approval thereof.

Trustee Smith stated it seems it is a realistic program. She made contact with several individuals in the community regarding Ms. Lazar's work with other organizations in the community. Trustee Smith believes she is a good selection for this project.

Roll call vote:

Ayes: Brannan, Canady, Lavery, Proctor, Rasmusson, Smith

Nays: None

Absent: Pelleran

Motion carried.

Trustee Rasmusson stated that he mentioned to Vice President Rich Howard for the Audit Committee to meet with the Risk Manager for the College. This meeting is routine and the meeting will be posted.

PRESIDENT'S REPORT

Informational Items

President Cunningham thanked the Student Leadership Academy for this unexpected award. This is one award she will make sure to display in her office.

College Spotlight – Strategic Enrollment Management

President Cunningham introduced Ms. Jean Morciglio to provide an update on strategic enrollment management. A year ago she asked Ms. Morciglio to review all of the systems at the College in terms of how we enroll students and how it all relates to their success and the College's mission. This is a very involved process.

Ms. Jean Morciglio provided a PowerPoint presentation on the strategic enrollment management initiative. (The presentation is on file with the official Board materials.)

There was a brief question and answer period after the presentation.

University Center

Vice President Rich Howard and Mr. Chris Strugar-Fritsch, Director of Facilities provided a PowerPoint presentation on the University Center (it is on file with the official Board materials.)

There was a brief question and answer period after the presentation.

Financial Aid Update

Dean Judith Cardenas provided an update on Financial Aid. She reported that all loan processing has been completed up to date. Phone wait time has decreased to a minute and a half. Staff in ISCD and Financial Aid have been fabulous and working around the clock to resolve issues as they arise. They are still on target for the January 24th loan processing disbursement date. They were on target with the \$300 voucher disbursement date for students who were in need of funds to purchase their books. Issues related to fall 2005 and mistakes related to students having been mislabeled for their academic progress are still being worked on.

Trustee Rasmusson stated that there were complaints that students were unable to print their schedules and that the system was slow. He asked if there was a plan in place to correct everything that was a problem before.

Dean Cardenas responded that many students encountered the system being slow today because it was the first day of classes. Many were hitting the system at the exact same time. The issues Trustee Rasmusson mentioned were not related to financial aid.

Trustee Smith asked if we were able to rectify the students' situation that were negatively affected in the fall and what was their experience this semester. She also asked if Dean Cardenas was aware of the experiences new students had this semester.

Dean Cardenas responded that last semester students that applied for loans were negatively impacted. This semester the loan processing is up to date. In regards to their experience, some students are very foreign to the financial aid process and this has become a learning experience. Many times there are missed steps between the student and the federal government and not necessarily between the student and the College. In many cases there are many parties involved such as scholarship donors, the College or the federal government; therefore, sometimes the student doesn't differentiate where the communication comes from. We've learned to deal with them differently, respond differently, and ask more questions upfront so the student doesn't feel they are getting the run around. There is much more to learn, more changes to make, but huge strides have been made regarding the phone queue wait time. Additional staff training in dealing with student issues and financial aid issues will take place and staff will be encouraging students to apply for aid earlier.

Trustee Smith commended the staff for diligently working toward rectifying the situation.

Trustee Brannan asked for an update with the federal compliance issues.

President Cunningham responded that staff will provide a complete report within the next week. She stated that focus has been on the students that did not receive financial aid, but more than 8,000 students did receive aid. The College has made major technology conversions and the financial aid office is short staffed, so when there is a standard of excellence that is not being reached, no one is happy in particular those that serve students. President Cunningham stated that the students that were negatively impacted last semester were invited to register early, she has communicated and met with them; however, when you are a leader in technology things happen with technology. That is not what distinguishes us, but how we respond to these challenges is what distinguishes the College. She thanked everyone for the manner they responded to these challenges. Telephones and students not getting served had nothing to do with software. The entire system has been reviewed and improved because everyone was willing to take the extra time, effort and energy to make that happen. President Cunningham applauded everyone in ISCD and in Financial Aid for their hard work and that is what distinguishes Lansing Community College.

Academic Quality Improvement Program

Vice President Barbara Larson and Dean Judith Cardenas provided a PowerPoint presentation on the Academic Quality Improvement Program (the presentation is on file with the official Board materials.)

There was a question and answer period after the presentation.

Prima Civitas

President Cunningham stated that Prima Civitas is an initiative being championed by Mr. David Hollister to help spur the economic growth of the entire region. Michigan State University and the City of Lansing are involved with this initiative. She asked if the Board would like the College to be involved and to what degree. President Cunningham explained that if the College were to be involved it would be at the table with the regional development of Prima Civitas which includes post petroleum, alternative energy, promotion of business and industry training at the West Campus and to some degree nanotechnology. The Board received a proposal about Prima Civitas in the Board packet. Mr. Hollister is willing to meet with the Board during dinner next month if the Board desires more information.

There was a brief discussion about this issue and the Board agreed to meet with Mr. Hollister.

Legislative Update

Vice President Borger reported that there are three legislative issues that are important to the College and the community. The first is House Bill 5400 which involves community college reorganization. If passed this legislation would substantially improve the State of Michigan's economic development by increasing access to community colleges. This bill has been referred to Committee on Higher Education and Career Preparation. It is anticipated that a hearing will be held in early February and the Michigan Community College Association is taking the lead in collecting testimony. This bill has bi-partisan support, which is a good sign for potential passage. The second bill is Senate Bill 246 and House Bill 4582 more commonly known as the K-16 initiative which is a movement to bring parity in funding and increase funding for public education. While this is a very progressive model, its chances for passing the Michigan Legislature are very slim because both bills only have democratic sponsorship. There is a movement from the public sector to secure enough signatures to place this on the November ballot and this process is progressing. Finally, there is an effort to secure specific language to revert title language for the Carnegie Library and hopefully will be resolved by the end of January. At the federal level, the significant appropriation bills from the Department of Labor, Health and Community Services; however, these bills are currently stuck in the Senate and there is no hope for passage.

Course Fees

Vice President Howard presented the course fees to the Board, which were included in the Board packet. They will be presented to the Board for action in February.

Chief Information Officer

President Cunningham asked the Board for direction on proceeding with posting the Chief Information Officer position.

The Board agreed to table this position at the present time until the technology inquiry is completed.

President Cunningham introduced Dr. Stephanie Shanblatt and thanked her for providing leadership in the Information, Services, and College Development division during this critical time. She also thanked the wonderful leaders in ISCD who are assisting and working with Dr. Shanblatt.

Budget Update

Vice President Larson provided a budget update. She reported that the College will begin its formal budget planning for fiscal year 2007. Given very preliminary projections of revenue and expenditures it is predicted that the College will have a \$2 to \$3 million budget deficit. This will be a challenging year because the College is no longer in a position to have across the board cuts, but rather look at re-engineering processes. Open forums for all interested will begin next week.

Chairperson Lavery stated that he's surprised and disturbed by the preliminary projection of the deficit; however, everyone should be ready to tighten the belt. He stated that he would not be supporting a tuition increase considering the tuition increase that took place last year.

Trustee Proctor asked if there are any areas where expenses have gone up significantly.

Vice President Larson responded that those areas are retirement contributions, healthcare, and energy costs.

Tentative Agreement – Education Support Personnel

This item was tabled because the bargaining unit has not had a chance to ratify the tentative agreement yet.

Action Items

Approval of Minutes – December 12, 2005 Regular Meeting

President Cunningham presented the December 12, 2005 regular meeting minutes for the Board's review.

There were no changes from the Board.

Human Resources – Administrative Appointments and Terminations

Radecka Appiah-Padi, Director of Instruction, Business Department, Business Media and Information Technology

Annual Results Inventory Report – Financial Responsibility

Vice President Barbara Larson presented the Annual Results Inventory Financial Responsibility report to the Board (the report is on file with the official Board materials.)

There was a question and answer period during the presentation.

Michigan Federation of Teachers – Non-Bargaining Personnel

President Cunningham presented the salary increase information for the non-bargaining administrators (the information is on file with the official Board materials.)

Joint Capital Outlay Subcommittee Resolution

President Cunningham presented the Joint Capital Outlay Subcommittee Resolution for the Board's approval (it is on file with the official Board materials.)

Chairperson Lavery recommended tabling this item. He requested that the Board receive additional information on the Joint Capital Outlay Subcommittee policies.

Trustee Canady expressed concern with the language of the policies.

The Board agreed to table this item.

Finance-Approval of Bids

Ms. Beckie Beard presented the following pre-award transmittal for the Board's approval:

1. FAMIS 8i AutoCAD Interface Upgrade in the amount of \$8,272. This is a sole source recommendation to FAMIS Software, Inc., from Irvine, California.

IT WAS MOVED by Trustee Canady and supported Trustee Smith to approve all action items of the President's Report except for the Joint Capital Outlay Subcommittee Resolution.

Roll call vote:

Ayes: Brannan, Canady, Lavery, Proctor, Rasmusson, Smith

Nays: None

Absent: Pelleran

Motion carried.

Trustee Smith addressed the Human Resources appointment that was approved. She stated that everyone knows that perception is everything and the candidate today mentioned some things that struck her heart in terms of the delay that this Board exercised in her appointment. Trustee Smith stated that the delay was not a result of this candidate's lack of qualifications. Rather the Board has been re-engineering its governance system and this employee was caught up in between the system of its new governance. She said the Board is trying to move very cautiously in what it does. What concerned Trustee Smith was not having considered the human factor. The candidate's statements on the impact the delay had on her reputation were disheartening to Trustee Smith. She believes that the unanimous support from the Board on this appointment should keep intact the candidate's reputation. Trustee Smith asked that the record reflect that the Board fully supports the candidate and is hopeful she will move forward with the job she has been commissioned for.

CLOSED SESSION

IT WAS MOVED by Trustee Brannan and supported by Trustee Canady that the Board go into closed session for the purpose of discussing strategy connected with the negotiation of a collective bargaining unit.

Roll call vote:

Ayes: Brannan, Canady, Lavery, Proctor, Rasmusson, Smith

Nays: None

Absent: Pelleran

Motion carried.

The Board entered into closed session at 8:15 p.m.

The Board returned to open session at 8:45 p.m.

IT WAS MOVED by Trustee Canady and supported by Trustee Smith that the Board return to open session.

Roll call vote:

Ayes: Brannan, Canady, Lavery, Proctor, Rasmusson, Smith

Nays: None

Absent: Pelleran

Motion carried.

PUBLIC COMMENT

There were no comments from the public.

ADJOURNMENT

IT WAS MOVED by Trustee Canady and supported by Trustee Smith for the meeting to adjourn.

Ayes: Brannan, Canady, Lavery, Proctor, Rasmusson, Smith

Nays: None

Absent: Pelleran

Motion carried.

The meeting adjourned at 8:47 p.m.

**LANSING COMMUNITY COLLEGE
BOARD OF TRUSTEES
February 1, 2006
Special Meeting
Unadopted Meeting Minutes**

CALL TO ORDER

The meeting was called to order at 10:03 a.m.

ROLL CALL

Present: Brannan, Lavery, Pelleran, Proctor, Rasmusson, Smith
Absent: Canady

Trustee Proctor was present telephonically.

Trustee Canady was attempted to be connected telephonically; however, the connection was lost. He did arrive during closed session at 11:41 a.m.

LIMITED PUBLIC COMMENT REGARDING AGENDA ITEMS

James Gill – Good Morning. My name is James Gill I am the President of the Lansing branch NAACP. On January 5, 2005 I sent a FOIA request to the community college requesting certain information. I also had my state congress president Yvonne White out of Detroit Michigan send a FOIA request dated January 12, 2006. We received information from Foster, Swift, Collins and Smith that they needed an additional two days by law which was granted. I just received a letter dated January 27th from Foster Swift and Collins indicating that this is what I wrote to them pursuant to the Freedom of Information Act please kindly forward a copy of all correspondence generated in 2004 and 2005 between the college President, the Board of Trustees and the executive team. And the Board of Trustees including but not limited to letters, emails, documents of whatever nature regarding meetings between the Board of Trustees and staff that were not open to the public relative to financial aid and the bylaws governing this Board. It's hard for me to believe that in the year 2004 and 2005 that this Board has not communicated with the President, the staff, and the Chair of the Board, Chris Lavery. We all know today why we're here. It is because the Board, the Chair of the Board, President Lavery and the College President have some issues. It's been out in the paper we know about it. Her short tenure here, I think it was 2000 or 2001, she has done a lot of great things here at the College and President Paula Cunningham you know is a giant in this community. Some of the things she has done since she has been here in the year 2002 she has lead a successful campaign to bring this college's infrastructure to the state of art level. She has overseen two brand new buildings, East Campus and West campus. She has also erect this building, the building that you're in today, along

with the Health and Human Services building. There is a process in place right now to build a University Center, I believe, right across the street. That will give the students here the opportunity to complete school with a Bachelors Degree, an Associates Degree and maybe a PhD from this University or this College. We want to keep our people in Lansing here in this community. We don't want them leaving going to MSU. Nothing against MSU; University of Michigan or Central for that matter to receive a...

Chairperson Laverty – Thank you Mr. Gill.

James Gill – The NAACP strongly oppose this Board removing Paula and bringing somebody else in.

Trustee Smith – Mr. Chair, Mr. Chair, I would request that if an individual has gone past their time be allowed to finish their statement. Although those in the room know they have three minutes, but it's obvious with the crowd in this room that many would like to chime in on this subject and we would like to give them the opportunity to do so.

Chairperson Laverty – Are there any other objections from the Board to extend... I think we should have some kind limit on it.

Trustee Smith – I understand, but we don't want to have them stop in the middle of their statement...at least your last line.

Chairperson Laverty – Just keep in mind you have to limit it to three minutes if possible. Who's next please?

Evelyn Green – My name is Evelyn Green a retired faculty member with 34 years of service in the Science department. More than 20 years ago I stood before the Lansing Community College Board of Trustees to present an open letter to the community on behalf of more than 200 of my fellow colleagues addressing an issue similar to the one before us today. On Saturday morning the headline in the Lansing State Journal: LCC Board Postpones Meeting on Staff Issue; compelled me to come to this place at this time to once again address the Lansing Community Board of Trustees. I thought to myself in 20 years we have come full circle. You know, the more things change, the more they remain the same. So, here I go again. The LCC Board once again is making the headlines. Not the many wonderful programs here at LCC. For example, the High School Completion Program just announced a couple weeks ago. The many outstanding health careers programs that is so desperately needed in this community. But instead I read negative headlines: LCC Board vs. President Cunningham. I am not here to speak to the merits on the Oracle system. I am here to urge the Board and the administration in their mutual pursuit of a solution to the problem that they conduct the public business in an open, a fair, and a civil environment. An open environment; not anonymously. I'm happy that my

retirement spared me the indignity of being asked to submit comments anonymously. And those of my colleagues that are here today you know Evelyn Green never did anything anonymously at LCC. In this country everyone, I mean everybody, even the President of LCC has the right to confront their accuser. A sense of fairness it seems to me would have dictated the Board, not a committee Chair, release the committee report and not to the media, but to the administration first. If I read between the lines, could I reasonably think someone might have a hidden agenda? I'm going to leave that to each and every one of you to make that decision. I am confident that working together the Board, administration, staff, and faculty will find the answers. I know there are lots of questions about the Oracle, who did this, who did that, who should have done it? I know that. You will find the answers and the solutions to the issues that are before us. Thus you will continue the proud tradition of Lansing Community College. I worked here for 34 years. I left a little piece of me here. The community has entrusted you with the responsibility of setting policy for LCC and most of all the LCC students deserve nothing less. On a personal note, I would like to say a few words to President Cunningham. Not as President of LCC, but as my colleague, as a woman of faith and a friend. Paula, you have made me proud with the quiet dignified way that you have conducted yourself in this last couple of months. Your many years of dedicated service to this community speaks for itself. So you don't need to go on television and talk about your service to LCC; it speaks for itself. And when I was thinking about writing this last night, I came across that beautiful inauguration just a few years ago. And that service has not gone unnoticed. So, may God continue to richly bless you. Thank you.

Eva L. Evans – Good morning to the members of the Board, to President Cunningham. My name is Eva L. Evans. I am here today to speak as an individual. (Inaudible) I am Chair of the Board of the Lansing Community College Foundation. And let's set that aside for a moment. But I wanted to speak as a citizen of this community. I cannot imagine what has gone so egregiously wrong between the administration and the President of this Board that the President should be subject to the indignities that she has faced in the last several weeks. I cannot imagine that the Board of Trustees has lost such confidence in an employee of 34 years. Who has given only her best to this school. I have been in a position similarly situated to the President and I do know what it takes to run an institution of this magnitude. The days and the nights and the family sacrifices to do so. So, Paula keep the faith. Now my hat as the President of the Lansing Community College Foundation. I certainly hope that the actions of the Board will only support our effort to generate dollars for this college. The students of Lansing, greater Lansing I will say, are more important than your personal...I was going to use the "p" word like petty, but I won't say that, than your personal agenda. I ask you to please, to please take yourselves out of the public media. Do the best, not for your egos, but for the students of greater Lansing and for the reputation of this marvelous institution within our city. I thank you.

Takesha Levelle – Hello, my name is Takesha Levelle. I'm a 2005 graduate of Waverly High School and this is my 3rd semester here at Lansing Community College and I am a transfer student. I am planning on transferring to Spellman University to major in Biomedical Engineering. I just wanted to say that you have been a great impact in the short time that I have been here at LCC. I've been involved in the summer program, the summer science program, the Atlanta University Complex Transfer Organization this fall. In the summer I plan to go to the Spellman Bridges program. And I know without you none of this would be possible and I appreciate it. Just knowing that another woman of color that's up there in the ranks that was successful in life helps me to know that I can also be successful. So, I just wanted you to know that you are appreciated by your students. Thank you.

Joelle Lewis – Good morning everyone my name is Joelle Lewis and I am a member of the 2005 graduation class of J.W. Sexton high school. I'm currently in my second semester here at Lansing Community College and in the fall of 2006 I plan on majoring in Architecture at Northern State University in Baltimore, Maryland. And without President Cunningham and the many supporters of the AUC program I don't think that would be possible. I probably would have ended up at MSU or U of M or something here which definitely wouldn't have been for me at all. I had the pleasure of meeting President Cunningham during the 2005 Lip Sync program, which is a fund raiser for the AUC program, which goes to show that she definitely does reach out and is an active member or an asset of Lansing Community College and does truly care about her students and their families and the many possibilities that they have to reach. I just want to also say that she is truly a role model and is a full time supporter of everything that she does for Lansing Community College and you are just important to all of us. Thank you very much.

Addie Morrow – My name is Addie Morrow. I've been here 26 years at the College and actually Evelyn Green, my colleague, has said everything that I wanted to say. We are always on the same page, so I can't repeat the same thing, but I ditto that and I have to always be careful when I talk because I say what comes out of my heart and comes out of my mouth and comes out of my head is not planned always. And I want to say I know the Board has the best intent; however, but the behaviors come across like they are political, cluelessness, absenteeism, greedy, fear or just apathy. It doesn't come across like you have the intent of this college. My only concern are students here at the College and what students need. I wrote a letter during my sabbatical and I heard of the move for the President to have her power lessened here in hiring. And I sent a letter to the Board. And I'm not sure if you even received my letter or if you got my letter. I sent it to Mr. Rasmusson. I assume everyone did. It was in support of the President and it was some criticism about some of the things that are happening and the concerns that I have. And I talked about the technology issue. You know President Cunningham or the administration set

aside 2,000 spots for students who were dissatisfied to come and do early registration. I was on sabbatical at that time. Probably less than 10% of them actually came. It's because students move on. They move on, but we don't move on. All they want is their courses, their degrees and their money. Once they have received that they're okay. They move on. Why we can't we move on? And I came to a Board meeting and I heard HR get up and ask for support on getting a mediator for an office that was in conflict and the Board destroyed that and they tore that down, but yet it was only for a measly \$1500. You need \$150,000 to solve this problem. This a mediation issue. This is a problem that needs a solution. And I heard comments why can't the people just talk and the issues will be resolved? Why can't you just talk? Why can't the administration and the Board talk? Why can't the people who send these anonymous emails, anonymous messages openly, and I don't want to call them cowards because they are my colleagues and that could be me, but why can't we talk openly so we could have resolved the issues here at the College? I ask you – I just ask you everyone one of you on the Board to not only examine your intellect but examine your heart and know that this President has class. This President walks with the students and cares about the students and cares about the leaders in this college. She cannot micromanage the minds of the leaders. She only can support them and know that the people we have hired will do their very best. Just because people say that they are doing things and they have talked to their group and they have gone to the President and shared these issues, it doesn't mean it's happened. I'm not saying it hasn't happened, but it doesn't mean that it has happened. You need to examine the credibility of all the sharing that you get and the people that it comes from too. But what we know well is that this President has served this college well. Served students, cared for students and I ask you today to examine again not just your minds, but examine your heart and turn this situation around if it's not too late. Because when I heard Robin Smith in the paper, it was too late. What I heard from Canady, it's too late. You know, we needed to hear these things earlier, but I respect you for coming out. And if I didn't hear anything we didn't hear anything from the others, you are worse than too late. But I ask you to examine your hearts today and restore what it is that will give honor to this college. Thank you.

Larry Leatherwood – Honorable Board members, Madame President, I come here this morning in a state of confusion. I consider myself a relatively intelligent person; however for the life of me, I don't know why we are here this morning. As I recall, over the years the number of times that I have come on this campus and I heard various speeches given at ground breakings and so on about the outstanding job our President has done and here we are today talking about what I don't know. I'm still trying to figure out what the issues are. And I think it would be terribly remiss if one we don't let the community know what the issues are if in fact there are some issues because again whatever they are I'm sure they can be resolved behind closed doors. I really think that we have a leader that we would be terribly lost without having her in the forefront. And I know me personally and the relationship I've been able to establish over the years with this

college and I did take a couple classes here so I am somewhat an alumni of the College. But I think what you see here today in the numbers of people attending are people that are really concerned about this college and I think you again would be remiss if you don't attempt...not attempt, if you don't resolve this problem in a way that is going to be satisfactory to everyone who serves. Again, don't know what the issues are, don't think they're insurmountable. I think they can be resolved, but listen to what you are hearing today from the people speaking to you. I don't have prepared remarks, I'm coming from the heart as my friend before me said, but I beg of you and ask of you. You are the leaders of this college. Provide leadership in getting this problem resolved immediately and let's move on as a team to make Lansing Community College the leader that it is. Thank you.

Stephanie Shanblatt – My name is Stephanie Shanblatt. I'm an employee of Lansing Community College and I deeply appreciate the support of all of my colleagues as I stand here today. We stand united in our commitment to this institution and to this community. We are professionals who care deeply about the students that we are here to serve. Our purpose at this institution is to enable a quality education for our students. Normal college operations are taking place on a daily basis. Computer systems are working. Almost 20,000 students are enrolled for classes for this semester. Thousands of students are receiving financial aid checks as I speak. Students are attending their classes both on campus and on line using cutting edge technology and the staff of this college are justifiably proud of their role in student success. Respectful discourse is healthy indeed necessary in an institution of higher learning. Silence and secrecy is antithetical to the ideals that we strive to impart to our students. Supercilious statements about the highly professional LCC staff cannot be made with impunity. What sort of an example are we setting for our students? You may believe with all your hearts that you are doing what is best for this institution. I work everyday with faculty, staff and students across all departments of this college and I am compelled with a matter of conscience to share with you that your actions have had the opposite effect. It is becoming increasingly difficult for the staff to continue to believe in the good work of this college. Many very talented individuals are choosing to leave because of this environment. I implore you for the good of this institution and this community to look deeply within and act for the greater good. I leave you with a favorite quote from my mother who attended a community college for job training after being widowed with three young children. It's from Abraham Lincoln who with grace, ethics, and morals brought our country through its darkest hour. "If the end brings me outright, what is set against me won't amount to anything. If the end brings me out wrong, 10,000 angels swearing I was right would make no difference".

Barbara Larson – Good morning my name is Barbara Larson and I serve as the Vice President for Administrative Services and Chief Financial Officer at Lansing Community College. I'm compelled to comment today in support of the extraordinary work and professionalism displayed by the College's Purchasing

department, work that was, once again, impugned in the recent release to the media of the Board of Trustees' Ad Hoc committee report. The College's Purchasing Department, led by Ms. Rebecca Beard, has been nationally recognized for three years in a row with the Achievement of Excellence in Procurement award. Ms. Beard has been recognized for her regional leadership in cultivating minority and women owned businesses. These achievements have come at a time of dramatically increased demand on LCC's Purchasing Department due to construction of four new buildings and extensive campus renovations. The work of the Purchasing department has always been carried out in strict accordance with the policies and bylaws established by this Board of Trustees. This was affirmed in a letter of apology to Ms. Beard from the Board of Trustees in 2003, after third party consultants reviewed purchasing procedures relative to the 2002 Oracle purchase. This history made the allegations printed in last week's Lansing State Journal all the more disheartening. The current review covers much of the same territory. But if history repeats itself, another costly investigation will simply confirm what I and so many colleagues here today already know—that Beckie Beard and the rest of the Purchasing staff define excellence each and every day, and that their work exemplifies the highest standards of professionalism and ethics. Ultimately, these unfortunate allegations cannot tarnish the excellent reputation earned through their service to the College.

Chris Holman – I'm Chris Holman a business man and a community member and I speak from both perspectives today. I know the people who work here in the administration and I know the Board members and as a matter of fact in many cases I know you well. And I know that you are good people and you're are trying to this through public service and I know you're trying to do what you feel is best for Lansing Community College, but in fact you are doing the opposite through your micromanaging, the failure to communicate with the CEO and the general disfunctionality that has unfortunately become a tradition with this Board. I would say that if you were a corporation your stock would be plummeting. LCC is a major player in this region and it is a major player because of President Cunningham. She is LCC; the face and the heart. Her leadership at this college has been exemplary and her leadership in the community cannot be lost. This community has vested heavily in Lansing Community College based on Paula Cunningham far beyond just casting a vote. We will be, if we rethink this, we will be vesting in this community in LCC from this community in many ways. And if what comes out of this process is an LCC without Paula Cunningham, this community will rethink its vesting in Lansing Community College which would indeed be unfortunate.

Kelly Rossman-McKinney – Chairman Laverty, members of the Board and my dear friend President Paula Cunningham. My name is Kelly Rossman-McKinney. I'm a business owner here in Lansing, a tax payer, a supporter of Lansing Community College. I have attended classes here, written checks here, shaken my booty here literally on behalf of LCC. And I am here to talk to you as Board

members. What you as a Board have done to the reputation of this college in a very few short weeks and to this President is absolutely unconscionable. It flies in the face of everything a leader is supposed to be and do. This is not what you were elected to do. Clandestine meetings of an Ad hoc group, thumbing your noses at the open meetings act and the standing policy of this college. Leaking incomplete and inaccurate reports to the media without ever, ever seeking the input of the academic professionals who could have and should have been given the opportunity to answer your questions and concerns. This is not...Paula we've got your back baby. This is not what you as a Board were elected to do. You were elected to be responsible, reasonable, respectful stewards of Lansing Community College and you have failed in that mission. You were not elected to micromanage this college or worse yet strip it of its highly respected, highly competent leader. You were elected to set policy for Lansing Community College and you have failed in that mission. You have significantly damaged the reputation of this college and more importantly your own reputations. Shame on all of you.

Deborah Dolman – My name is Deborah Dolman and I'm a long time citizen of this community. I'm a long time person who has helped raise money for the Lansing Foundation. I personally co-founded the Celebrity Lip Sync and I am sure all of you have been to and have seen the great work that is going on at this institution certainly since President Cunningham has been here. And I just want to say that this feels like a funeral to me. I'm a little uncharacteristically emotional right now, but I had to get up here and say the way that this Board had conducted this so-called investigation against President Cunningham and her staff Barbara Larson, Ruth, Rich, Stephanie. The rest of her amazing team. I have watched these people work. I have watched President Cunningham live, breathe LCC for years, now, for years. I met her when I first started with the Foundation in 1992 and I know she loves this institution. She loves these people here and she's gone to bat for so many of you inside this institution. Time and time again when you were right and when you were wrong she would go in to bat for you because you were her people. And this is just wrong, I don't like it and I'm not the only one that doesn't like it by virtue of all of the people here. And I think that you Board members ought to be disgusted with yourself and I hope you don't sleep well.

Stanley Chase – I'm Stanley Chase and I addressed the Board a couple of weeks ago and I do understand the role of a Board. One of those roles is to serve at the will of the people. I would ask you to look over this representative group that's here today. I would venture to say that they are all here in support of President Paula Cunningham. Am I right? And as the Board's primary responsibility to serve at the will of the people, it has been your desire and your actions that have brought us to this point today. And I have a great fear. My great fear is that within the near future President Paula Cunningham will no longer be the President of Lansing Community College. It was your actions that caused this to occur. And I am saying that it's within the scope of your power

and authority that you have taken from that office to reverse that. Listen to the will of the people. Refuse to take any letters or any exit agreements and give us back our leader. We desire to follow her. She has done an excellent job here and the scales of justice say that if nothing you could have found in the last three months that out weigh 34 years of commitment, dedication, loyalty, and service to the community of Lansing and to the students of Lansing Community College. Paula, we love you, we are praying for you, and we got your back.

Gina Karasek – I'm Gina Karasek. I'm an employee at LCC and I will not be as eloquent as Dr. Shanblatt nor will I be as nice. I have a PhD. I have worked eleven years in database management, systems analysis and data analysis and I am one of the IT employees and leaders that was reportedly has absolutely no highly technical IT skills. Number one, that is an extreme falsehood and I am very insulted by that. Very insulted by it. I'm sorry I didn't prepare this. We have, I have just lost a large proportion of my colleagues that are in IT leadership. They are leaving to go to extremely highly skilled IT jobs that pay a whole lot better than LCC. So, some how you need to communicate to the outside world that none of us are skilled because they are just eager to grab them up. The only reason the majority of us that stayed at lower than market salaries here is because of the leadership of our CIO, Glenn Cerny and our President Paula Cunningham because we believe in what we are doing and we believe in our leadership. I'm just tired, especially of you looking right at me, with your petty, petty little revenge schemes. Because we all know that's what it is...

Chairman Lavery – Excuse me how many more do we have on public comment?

Jack Rotman – I might be the last one.

Chairman Lavery –You might be the last one?

Jack Rotman – No, there are several more. We'll be a while. I promise to be brief. And also I won't get a standing ovation for what I say.

Chairman Lavery – Excuse me, I'm sorry we are going to try to conference in Trustee Canady.

Trustee Canady – I'm getting ready to step into court though. How long are we going to be meeting?

Chairman Lavery – I'm not sure Trustee Canady. We're under public comment currently and then we will go into closed session.

Trustee Canady - I just want to say, I wish somebody had coordinated this meeting. I have a court appointment at 10:30 this morning that is just not moving and no one has made any effort to try to find out whether or not I was available. So, I'd just like to voice my objection right now.

Trustee Smith– Every Trustee was contacted. Every Trustee was contacted.

Trustee Canady – No I was not, I was not contacted.

Chairman Lavery – Let's move forward with public comment.

Jack Rotman – I'm Jack Rotman. I teach Math here and from my stand point. Well let me back up a bit. I'm not here in support or opposition to President Cunningham or of the Board of Trustees. From where I sit in a classroom it doesn't especially matter who sits at the table in front of this room. It matters to me how we are treated. Whether we are working with the truth or some (inaudible) version of the truth. What bothers me is when people believe that we don't have major problems here and will not do something about the problem. Removing people or whatever the Board might want to do, I'm not going to worry about. I'm worried about what happens with the systems, with the people, with what we do in our work together. If all you do is think about who should be here and who should not be here think again, that is not the problem. The problem is the decisions that are made everyday and the people that make them. That's what you need to think about. And the President has a responsibility for some of that and the Board has the responsibility for some of that. I'm not here to tell them what the right choices are; I don't know enough. In some ways I wish we could say no more public comment including mine. Because I don't think we are helping a whole lot. I did want to stand up because people said that everybody here is in support of the President. I'm not. I'm not; I'm not against her either. I think she's a friend of mine and no matter what happens I hope we can always talk. It doesn't matter to me who sits in that chair. If Paula is the best person for it, fine; if not, fine. Same thing is true for where I sit. I just hope that you make the right decision and look at what the real problems are and not what just looks like the problem. Thank you.

Heather Kesselring – Hi, I'm Heather Kesselring. I'm the Employee Wellness Coordinator here and I have a little bit of a different message that I want to share. I don't pretend to understand the Board's job. I don't even want to dream to tell you how to do your job. I don't pretend to know how to do Paula's job. God help me I should never have a job like that; that scares the heck out of me. My message here today is what I do know about is employees' wellness. And what I do know is that Paula has been a huge supporter of employee wellness and cares very much how everybody is doing here. And I do know from being with all of you that everyone is extremely stressed right now and that stress does not lend to productivity. It doesn't lend to the best job that we can do here, so just wanted to share that thank you.

Deborah Ragland – My name is Deborah Ragland and I am an employee of Lansing Community College. My comments will be brief, but very sincere. President Paula Diane Cunningham has been committed to this institution for an

eternity. Her commitment to students, her commitment to her administration, commitment to this community has been stellar. Her evaluation as President has been stellar over the years. She is totally dedicated to what this institution's vision is about. She is about students, she is about people, about business, about constructive work, and about supporting everyone at this institution. ELT, Board, everyone at this institution. I applaud what you have done over the years. I've seen over the years accomplished under your leadership. It's just unmatched. It would be a sad day were you not here. As a friend, as a colleague, I support you always and I hope this community sees it the same way and I hope the Board sees it the same way. Thank you for your time.

Hassan Jafri – Hello everybody, my name is Hassan Jafri and I am representing the students here at Lansing Community College. First of all I would like to ask a question, is this the United States of America? I thought only in Pakistan might be rules where if you're rich you can steal someone's goats, sheep, or camels, horses. Oh I see the flag down there; it's the United States of America. Then I look at Board members' actions and see here that it happens here too, you can do what ever you want to do. I'm talking especially about what the Board has done. The Board has not dealt with the rules and the guidelines they are supposed to. They are supposed to be working for the betterment of the College and they have not done that. This is how professional it is that they do their investigation and then they're not even sure of the report and the report gets published in the newspaper right before the College finds out about it. Maybe next time I should think about running for the Board of Trustees. I'm also talking about the Oracle report. A huge fuss had been made that Oracle...about the technology here. Let me ask you a question. What do you know about Oracle? What is Oracle Power? What is Oracle Discover? What is (inaudible)? You don't know anything about it. In the report all the points of the report we have (inaudible) for that. There was a point made that the Board didn't approve it. It was approved; there is a date. President Cunningham gave the date that it was approved by the Board of Trustees. Also, also it says as Gina Karasek mentioned earlier, that the staff is not qualified. What are you talking about? Excuse me? You see Gina Karasek has ten years experience and other employees have also got an education from LCC and are working in IT. You are trying to say that people who got an education from LCC and are working for ISCD department are not as qualified or the education at LCC is not competent? ...Duh. You're Trustees of LCC then. Other point is it's not Oracle, Oracle is all...it's one of the best leading companies in the nation. Not in the nation, all over the world. Yes, we did have problems; we admit that we know about the problem. Now everything is all fixed, it's all set now. Let me see, Oracle is just being used as a scapegoat. That's it. There have been other motives behind, well, let me finish (inaudible). There have been other motives behind and that is to remove President Cunningham. Now I don't want to elaborate more as you have already heard how great she is. President Cunningham we support you, all of the students are behind you. And the last point I want to make is that each and every position in this college is because of the students. Whether it's

President or the Board of Trustees whether it's teacher whatever position it's because of the students and we love you, President Cunningham. If President Cunningham is not around, then maybe some of the other positions will also not be around, like Trustees or something. We'll take action. We are right behind you President Cunningham. We love you; we support you and all the best from our side.

Marylou Olivarez Mason – Honorable Board members, Madame President. My name is Marylou Olivarez Mason and I'm here as a citizen, as a parent, as a grandparent, and as a former Trustee. I can remember that when I was appointed to this Board of Trustees there were a lot of problems among the Board members. I came at a time when the Board was not getting along. And that they were trying to get Board members that were willing to work together and to unite and to continue to work with the President as they should have been working. I remember that some of the individuals that are sitting as Trustees stated that some of the problems that were happening they were running because they didn't want to see the same thing being repeated. And I am here today to say that I am very, very sad to see that some of the problems and even bigger problems than we had before are being repeated and I am hoping that you will stop and think about some of those things that we had talked about as Trustees. The support and the unity that we are supposed to bring as Trustees. The example that we are setting for the students and for the employees. There have been many students that have been here at Lansing Community College in the Hispanic community there are a lot of students that we have saved because of the community college. Because of the programs that have been established here. Because of the trust that they have in the President and some of the Board members. It would be a very sad day to see that...and it has been a very sad to see that the Trustees were not working with the President. To me it really breaks my heart to see that because I was hoping that this Board of Trustees was going to move forward and that we were going to continue to build this community college like President Cunningham has built it. She has been a real role model for all of us and we love her dearly and we would like to see her continue to build the programs that we should be building and to build this community and to move forward. Keep the faith Paula, we love you.

Rachelle Neal – Good Morning my name is Rachelle Neal and I own a market research firm here in the Lansing area and I just wanted to share with you and not only to echo all the positive comments that we've heard about Doctor Cunningham's leadership, but I wanted to share with you a study that my company was commissioned and I wanted to share with you some of the findings from this study. We conducted 385 interviews with the general public from Ingham, Eaton, and Clinton county residents. We had a mix of demographics including age and gender and as well as education. Some of the questions that we asked on the survey, which I feel are extremely important to make everybody aware of. We asked questions about the public's awareness of the computer software problems and only 40% of the people that we interviewed were even

aware that there was a problem. And more...the majority of the people that were aware of the problem believe that the College had been effective, very effective at dealing with those issues. This is...these are the public's perspective. It's not just a few people, it's not people that have vested in it. This is the public's perspective. I just also want to share with you some of the wonderful comments that people said about the quality of education. The overwhelming majority of people rated Lansing Community College at least a 4 or higher on a 5 point scale with 5 being excellent. I mean the College is doing a wonderful job and I just want to say that I see so many friends from Rotary and people who have served on the United Way Board under Paula's leadership and that you really exemplify the four-way test service above self and thank you for the job that you do.

Sharon Banks – To our Board President and to Board members and definitely to community and staff. I'm Sharon Banks. I'm here as a friend to Paula. Many of you are here for a number of reasons, but and I am going to try to keep this together. It is so easy to Monday morning quarter back when you have thousands of children on your back. Thousands of parents on your back and when I say on your back, not on your back in a negative sense on your back as a responsibility that you take on as a passion. Not because you have to, not because you need to, but because you want to. You have a family at home that misses you. You have grandparents, you're a grandparent and you don't get to see your grandchild. You have friends that don't understand your mission. And you have people day in and day out who ask you why. Personally and I love the media but my husband and I have this thing about Mariah Carey who my one year-old grandson loves her one song. We can put it on and he just stops crying. And it's called Shake It Off. So, there are mornings that I get up everyday that my husband says this is a Mariah Carey day. And it is hard to live that way. The way that you have to get up to shake it off and walk in and out of places for children and smile say, all is well, you are in good hands because I care that you are an avid reader, an avid carer, and I just hope that people understand that this is a mother, a wife, a grandmother and a friend. And when we talk about folk, we are people too. We have people who love us, who care about us and get perturbed when people mistreat us because they see the hours away from them, the hours that we care about other people. And a lot of people think the money is great, you just aggregate it over your day and your week and your month or when your not able to take a Christmas vacation or you're called back because of a serious vote or a serious this or that. Just keep those things in mind. When we talk about people, regardless who it is because all of us have chosen to do something for somebody else. To whom much is acquired wait...much is given much is required. You have stood the test sister. You have given so much, so much, so much. Stand tall. I am proud of you as a woman. This school is a magnificent place. I am blessed because the Board and this President have partnered with us and given children opportunities that they never would have gotten. Just to be able to be here as a 6th grader, 7th grader and 8th grader in the summer and to know that hope is alive and that the H.O.P.E scholarships will live long beyond a Paula Cunningham, a Board, a community and me. But those

children know that hope was kept alive because of caring folk. I'm proud to have been here in Lansing with a caring President, caring community leaders, caring school officials, caring teachers because as I was just told by a speaker that we brought in from San Diego that we brought in to talk about the Hispanic achievement gap, watch out as I often say, someone may chose you today don't let them catch you with your work undone. So, I told my teachers and my administrators and mostly myself, look yourself in the mirror and be the best that you can be each and every day because some child may want to be like one of us. It is significant that we are at our best. And as Dr. Rudy Castareta told my teachers this morning we must watch ourselves because when we have bad thoughts, our thoughts become our actions. When we have bad actions, our actions become our persona our character. And when our character diminishes that becomes our destiny. That is not where we want children to go because regardless of what we are doing and what we are working on we're about children when we're an educational institution. I'm about kids, I live that. And I'm sure somebody is going to bless me one day, but I often wonder did my children understand the hours that I took from them for others. And my husband says that he understands, but in his eyes I question it. And I don't know if I can tell my grandson will you understand that I give so much to others and all of you in the audience feel the same way and I know that woman does. So, I'm not here representing anything, but a friendship of a person that goes way beyond the call of duty and the caring definitely extends to children beyond this environment. It's the community. In closing, I remember going to President Lou Anna Simon's first big cocktail party dinner and everybody was excited about going and did you get an invitation who's going and we walked in, my husband and I. It was on a Friday night you know you have to go to a game after that and I needed to make a presentation; be there. And we walked in and there was President Cunningham. I said, where is Pete? She said, I needed my students to be able to be in the President's house to be able to go back and tell other students that he was at the President's house. And that is the way she has lived. She has walked the talk everyday. I'm proud of you. Thank you.

Will Coultas – My name is Will Coultas. I was a Trustee here for a while when the job was not nearly as difficult as it is today. The reason being we had a set of governance that didn't allow us to meddle into everything other than to oversee it and make sure everything is going the right way. I enjoyed that period of time. I'm sorry that we decided to make our jobs so much harder than they used to be and I am sure that everyone on the Board feels that they are going to make the proper decision based on the information available. I really came today to get some information because I hate to see this stuff play out in the paper with no real substance. To have innuendos and hearsay. I really don't care for it, it's an embarrassment to the school; again, a school that I love. A school that has a population of people that care for it and love it as well. We're a resilient group, and we will continue to be resilient no matter how this comes out. Good luck.

Willie Davis – I made it just in time. I had to teach a class, but I made it. Dr. Willie Davis, I am an employee here at LCC. It's appropriate that this is occurring, I think, on the eve of Black History Month and I also evoke the name of Malcom X El-Hajj Malik El-Shabazz who died during this month of February as one of our shining black Princes and so I don't know if you may call this I think perhaps a public assassination, but in support of President Cunningham my comment is over the past several years there has been an assault on black women leaders, which go beyond the normal stressors faced by white male leaders and these usually border on the unethical. Dr. Ruby Helton, Dr. Freya Rivers, Dr. Rhodes Reed, Ms. Yvonne Christopher, Ms. Geneva Smith, Judge Nettles Nickerson and now President Cunningham have been and are victims of these underhanded methods. Malicious campaigns have been waged against these individuals similar to the government sponsored campaigns against Dr. Martin Luther King Jr., Malcolm X, Ms. Fanny Lou Hamer and other blacks who had become leaders. These practices need to stop now and in President Cunningham's situation, bring an end to the "good old boy network" which has existed in the 25 years that I have been employed as an adjunct professor at Lansing Community College. Thank you.

CLOSED SESSION

IT WAS MOVED by Trustee Pelleran and supported by Trustee Rasmusson that the Board go into closed session pursuant to Michigan Compiled Law, 15-267, to consider material related to a settlement of potential litigation that is exempt from disclosure under the Michigan Freedom of Information Act, including the exemptions for documents that are protected by the attorney-client privilege and written communications within the LCC's Board which are preliminary to a final Board determination because the public interest in nondisclosure is paramount.

Trustee Smith asked that the record reflect that Paula Cunningham is a giant in our community and her service does speak for itself. She will continue to be a champion in this community. This Board's charge is to deal with a matter in closed session and when they return, there will be an opportunity for public comment once again.

Trustee Rasmusson stated that for him this has never been about President Cunningham. He's supported everything she's wanted the last six years. He's looked at this as fixing some glitches that experts told the Board were there.

Roll call vote:

Ayes: Brannan, Lavery, Pelleran, Proctor, Rasmusson, Smith

Nays: None

Absent: Canady

Motion carried.

The Board entered into closed session at 11:10 a.m.

The Board returned to open session at 12:05 p.m.

ACTION ON ITEMS DISCUSSED IN CLOSED SESSION

IT WAS MOVED by Trustee Rasmusson and supported by Trustee Brannan to approve the Separation Agreement and Mutual Complete Release; to authorize the Chair to sign it on behalf of the Board of Trustees; to accept Paula D. Cunningham's resignation effective February 1, 2007; to accept her vacating the office of President of Lansing Community College effective immediately; and to approve her leave of absence.

Trustee Pelleran asked how long is President Cunningham's leave of absence approved to.

Chairperson Lavery responded the leave absence is approved through February 1, 2007.

Trustee Canady stated that it is unfortunate that we are going to lose a tremendous asset to the College and the community. He offered an amendment to the motion to name the Administration Building after Paula D. Cunningham as a fitting tribute to her faithful years of service to the College and the community.

There was no support for Trustee Canady's amendment.

Trustee Smith stated that even though this is an agreement President Cunningham has entered into, it greatly disturbed her that the College will lose its president. She felt that the community was served greatly by President Cunningham and as she mentioned earlier, Trustee Smith considers President Cunningham a giant. You cannot be a giant without having had victory over great opposition. President Cunningham has done so in this community and she has served this community well. At the end of the day the only thing you have is your name and it is important that Paula Cunningham's name remain intact in the honorable way that she has served this community. However, she has entered into an agreement for which she seeks to sever her employment with the College and it is a great loss to this community. Trustee Smith felt that in haste the Board should not in any way try to give tribute or do it in the heat of the moment. The Board has the responsibility to govern itself with Policy Governance. She asked that the Board work together with the administration and review the policies with fresh eyes to ensure that they are evoking Policy Governance with the support of the faculty and administration. The students should be first in everything that the Board seeks to move forward.

Trustee Canady felt that there is nothing hasty about giving tribute to Paula Cunningham. He expressed disappointment that there was no support for his amendment.

Trustee Smith responded that she will not support giving tribute hastily. Rather the Board should give tribute with dignity as Paula Cunningham did serving the community.

Trustee Canady responded that there is nothing hasty about giving tribute to someone on the day they leave. He explained that when someone resigns or retires, they are given tribute and that is what's done when things are done the right way.

Trustee Pelleran thanked Paula Cunningham for her many years of service to Lansing Community College.

Roll call vote:

Ayes: Brannan, Lavery, Pelleran, Proctor, Rasmusson

Nays: Canady, Smith

Absent: None

Motion carried.

President Cunningham made the following statement: There are few words that adequately describe my emotions right now. I have had both a professional and emotional relationship with this great institution for more than 25 years. I have learned from each of you what it means to work hard, to strive to do the very best and always stay focused on serving the learning needs of this community. I am very proud, very proud of what the faculty and staff have accomplished during my presidency and I know that our collective accomplishments will continue to speak on our behalf. Our work will continue to be a reflection of our love and our commitment to those that we serve. My departure will only further prove that which we already know, that success is never dependent upon just one individual and it is for that reason that I leave. I care too much about you and the success of this institution to stay. It is my hope that through my departure, the renewal process can begin. Although we have accomplished much, there is still much work to be done. The commitment and service that the 3,000 employees of LCC perform every day continues to humble me. I will be forever grateful and honored to have had the pleasure to serve you. Thank you for your support, personally and professionally, during my presidency. In the words of fellow educator Mary McLeod Bethune, "I leave you love. I leave you hope. I leave you the challenge of developing confidence in one another. I leave you respect for the use of power. I leave you faith. I leave you racial dignity." Thank you.

Chairperson Laverty stated that a process will begin as soon as possible for selecting an interim president within the community. A national search will be conducted for a new president. Today the Lansing Community College Board of Trustees voted to approve a separation agreement in which Paula Cunningham voluntarily agreed to vacate the Office of President immediately. The Board's action today should not overshadow the years of dedicated service that Paula Cunningham has contributed to this college. Paula Cunningham can be proud of the numerous accomplishments during her tenure as president. The Lansing region thanks her for her hard work and success.

Trustee Smith stated that with grace and dignity President Cunningham has gone through this process. The words that she left with us is that a great institution such as this does not rise and fall because of its leader. The employees have created an environment and the Board wants to continue an environment of success. She thanked everyone for their service here and thanked President Cunningham for the service that she's given to the College and to the community.

Trustee Pelleran stated that it's important to note that there was a mutual agreement between the President and the Board. The agreement has a non-disparagement clause and all representatives of Lansing Community College are hereby put on notice not to make any disparaging comments about Paula Cunningham. Questions may be directed to the employee's supervisor or Chairperson Laverty. Trustee Pelleran stated that the Board wishes to honor President Cunningham's right to privacy. The Board's desire is to move forward as an institution.

PUBLIC COMMENT

Annette Parker – I wanted to say this to Paula and I really should have said it before; I'm just going to tell you guys. I started here as a student. My name is Annette Parker, I'm an LCC employee. I started here, I don't want to say how long ago as a student, and then as a student aid, and then as a part-time lab tech, and then as part-time faculty, then as full-time faculty and over the last four years as an administrator. And four years ago almost to date I was at AQIP with Paula when I had found out that I had won or had gotten an administrative job. And many of you that know me know that I have some competitive blood in my system and when I was applying for the job I was very competitive about it. And when I got it, I went into mourning. And I want to say a lot like a mourning today. You know it's like you have a funeral and that's what it feels like and I heard that through this crowd. And then there's a time that you bond with your family and then there's another time that you cry again. And that is sad; this is a sad day for this college. What I said to Paula is that I was mourning about the job. She wanted to know what I thought. I said, I don't know, I mean I hadn't spent a day in administration yet. I was going to start my job within two weeks and I told her, I said, you know I'm in mourning because I chose this profession because I love

it. Many of you heard my story about star fish and throwing them back into the ocean and that's what I feel my students are. And even as an administrator I still think that I'm a teacher and I will always be a teacher at heart and Paula told me to give it a year. It's been four. And there's things that I love about my job. There's the things that I know I'm improving – the classrooms that I serve, the faculty that I serve, then I feel like that teacher and it feels good. And then there's some ugly stuff about administration; it can be so ugly. And this – a day like today is not what I signed up for. I just I want you guys to know that.

Mary Kate Murphy – My name is Mary Kate Murphy and I'm a part-time faculty member here at LCC. And at one time I was embarrassed to say I was a member of the Board of Trustees at this college. I was actually embarrassed one other time a few years ago by the behavior of the Board of Trustees. Speaking as an instructor at that time that group failed Group Dynamics 101. Unfortunately today's Board in my opinion has failed Trusteeship 101, General Management 101, and how to Form Committee Work 101. And those are probably the nicest things I have to say about what has been going on. I don't live in this area any more, which is why I left the Board of Trustees. I moved out of Ingham County and moved to Livingston County; therefore, needed to resign from the Board, so I was not able to fulfill the entire six years of my term. But I haven't known exactly what has been going on until recently I started following the chronology of events in the Lansing State Journal. And reading over the chronology last night one of the words that kind of popped out as a metaphor to me that seemed very appropriate was the word or the phrase "witch hunt". Then I thought about what I was experiencing as I read the chronology in the paper and the word that popped in my mind was "public lynching." And I know that there is a reluctant to use the "r" word in terms of what's been happening here, but my dad, a good Irish Catholic, always told me that if it looks like a duck, if it walks like a duck, if it sounds like a duck, it probably is a duck. And so when I look at what has been going on here and I look at the composition of the committee, the Ad hoc committee appointed by the white Chairman of the committee. And I look at the composition the other members of that committee all of them Caucasian and I look at the Board and the Board has three African-American members. I don't know what the rationale was. I don't know the reason for the composition; I only know what it looks like. So, I think about this metaphor, this metaphor about a public lynching and the metaphor about a witch hunt and it just feels like it's very appropriate. Those of us who are Caucasian I think have learned some very sophisticated ways to manifest our sense of superiority and to let other people know what their place is and again I have to say if it looks like a duck, if it walks like a duck, if it sounds like a duck. I look at the facts of the committee composition. I look at the facts in terms of how the President's authority was taken away from her at some point this fall. This is all in the Lansing State Journal. I'm using the media as my source as the Board did use the media as their source to share information. The committee tactics of having closed secret meetings. Not allowing the President to attend meetings. Inviting people with an axe to grind to kind of grind their axe in front...of course people are going to

come with an axe to grind. They're not going to share their positive thoughts about what's going on at the College because they don't need to share those. I'm in classrooms with students. I know how positive they felt about their experience at the Lansing Community College. I know they appreciated what was going on with technology that was being improved continuously. I just left Howell. That's why I was late. I taught a class in Howell this morning at the Livingston Center. I know that there are wonderful things happening in terms of distance education. Who's responsible for these changes and improvements? Paula Cunningham. The President of this institution provided the leadership for these changes. I'm appalled at the way that this individual has been maligned primarily by this Board in terms of the release of information ahead of giving the administration a chance to review it. If I lived in Ingham County, I would be proceeding at break-neck speed to do what I could to remove those members and to begin the process. I can only say that I wish Paula, who is one of the finest leaders I've ever known, has more integrity than any of the rest of us in this room combined. All of the best of luck. She is not only been an excellent president, she spent many years as an excellent educator and excellent administrator at this college before she became President and I'm very, very saddened and sorry at what took place today and the days prior to today. Thank you.

Hassan Jafri – Are you happy now? Trustee Brannan, Trustee Pelleran, Mr. Rasmusson, and can you hear me Trustee Proctor?

Trustee Proctor – Yes.

Hassan Jafri – Okay, are you happy sir?

Chairman Laverty – I don't think anybody is happy here. Continue with your public comment.

Hassan Jafri – This is my comment. You have just taken away our great leader from us today. And I can definitely say that she was way better than what you guys have done. What do you want to do now? Bring your own power now? Maybe Tim Brannan wants to be the CIO now. Is this what the story was, you wanted to be the CIO, but Glenn Cerny got it? Paula hasn't done anything wrong at all. You all know that; we all know that. This is ridiculous what the Board has done. And we're going to come back; students are going to take action. And we'll try to do whatever we can to get together and seriously...Thanks for making it LCC, which is, Last Chance College. Thanks for making it the worst college in the nation.

Colleen Reid – My name is Colleen Reid and I just wanted to say that as an LCC instructor for over 12 years I am embarrassed by the Board's shameful mismanagement of our school's most precious resources, our talented and exceptional leadership, and our community reputation. The Board has clearly

squandered resources and undermined efforts to bring LCC into a new era. I have spent over 12 years promoting and supporting LCC in our community and in one week our Board leadership (inaudible) our leadership has recklessly torn down what I and so many have worked to build. Injuring my morale and the good will of our college. Somebody has indeed dropped the ball here, but I don't think it's our President. Any of the Board's complaints pail in comparison to the cost this college will incur for the bungled manner that the Board has used to address its concerns. Real leaders don't just blame, they don't search for error, they don't uninspire; that's not the mark of real leadership on a board. Real leaders on a board seek to inspire and encourage and call forth the best in the resources that they have to work with. They're problem solvers and solution finders. They should find ways to ensure the staff and the President thrive professionally and personally and in so doing inspire the organization to thrive. Where's the Board's vision? Where's the Board's effective communication with their own team players? How has the Board sought to mitigate potential damage in the face of problems that will invariably rise from time to time in any organization? Has the Board provided tools needed by leadership? The events that have transpired suggest that the Trustees don't really understand their role. I'm deeply saddened to have lost what I think is one of the finest leaders in our community. This school has flourished despite any setbacks that we have had under her leadership. Since her leadership we have embarked on the first ever Capital Campaign in our community to raise needed funds and not rely entirely on the tax payers for funding. We have three new state of the art buildings, two new campuses, new programs, forged new community business liaisons. She has harnessed previously untapped resources in this community for this school. Have we forgotten all that that's been done? I previously requested that you take immediate action to try to work with the leadership that you have, but I guess that's too late. Thank you.

Evelyn Green – Evelyn Green, a retiree of Lansing Community College. This is a sad day for me, but I had to come back to this microphone. I think I make one request to this Board. This community deserves to know why Paula Cunningham was let go. We've heard innuendo, early releases to the press, whispers in the community. I want to know as a tax payer of Lansing Community College. And I know that maybe at this point you can't release it, you're not prepared, but the community needs to know why Paula Cunningham was let go. I know it didn't just have to do with Oracle. There are institutions – I read The Chronicle of Higher Education – there are institutions all over this country that have technology problems. Institutions, government, businesses have technology problems. There is more to it than simply Oracle. We need to know from this Board why Paula Cunningham was let go. And I think that if you do, if you are not able to provide that to this community, you ought to seriously consider resigning.

Murray Hansen – My name is Murray Hansen and I have not ever taken a class at Lansing Community College, I have not ever worked here, but I am extremely

proud of this community college. I've seen young person, old person, so many people get so much here and it has always been a huge source of pride for me. Today I feel a real sense of shame and hopelessness. You can say we ought to have hope and we need to move on and all this stuff. I wish Paula Cunningham well. She deserves it. She deserves not having to work with this Board (inaudible). And I'm sad to say in the last election I sort of saw it coming. I believe that those of you that were elected ran with this in mind. And I am sad that I didn't speak up more. I too am ready jump on recall bandwagon (inaudible).

Larry Meyer – Good afternoon. My name is Larry Meyer, formerly on the Lansing City Council. I now live in Bath. Haslett School District. I think what has happened here is a destruction of a reputation. You can't make it any less than that. I realize you followed a script and I realize that your PR people will tell you what you should say and shouldn't say but so that you can stay on that and the message comes out. But reputations are destroyed. There's a reputation in the wider community. I remember on council 8-0 to close the street; we worked together. All of that is done because of trust. A large sense of holistic communication. That's communication back and forth and work together. We understand in management that nothing works unless there is absolute full and complete communication. That seems to have been lacking having some political (inaudible) I understand fighting it out in the press and release of different documents that come at different times. It's not only reckless, it's sinister. And that is a measure of character that's dangerous. That measure of character will go on as a part of the reputation. You will have an enormous task to rebuild. Bill Milliken said any one can tear down a barn; it's harder to build one. And you have a tough time.

Adrian Bass – My name is Adrian Bass and I am an employee at Lansing Community College. And I am very sad today and I'm also angry, and I think that, I hope that the sadness and the anger that we all have today mellows as opposed to getting worse because if our anger at what's happened gets worse then we will be defeating what Paula has agreed to today. I don't support it, but she has agreed to it. And I believe that Paula agreed to it for only one reason and that is to benefit Lansing Community College not to tear it down more than it is. And so I ask the Board, I ask the rest of the staff here to look at what Paula has sacrificed and make her sacrifice, whatever it is, for the good as opposed to more damage. So we need to grieve, we need to be sad, we need to be angry but if we take from that anger and that sadness and go forward with that instead of making it better, then we are not benefiting the College and we are just as bad as anything that has been done here. Thank you.

Robert McKinnon – I can't believe that I'm doing this. This just is not my style for me to come up and say what I am going to say. My name is Robert McKinnon. I live in Lansing and I have been retired as a State employee a very long time. I have had a long relationship with Lansing Community College. And the reason

I'm getting up is not because of Paula or any other Board members, but because of Ms. Smith over there. She is new to this. And I was interested in the Board members so I decided I wanted to get to know her. And I see a young lady who wants to do the best she can at what she can do. And she, as all of us should have, admired and respected Paula Cunningham for the many, many, many fine qualities that she has in leadership, in philosophy. And I could stand here and talk about her positives for a very long time and I heard you talk about them. And Ms. Smith over there and I'm assuming and I screw up things and people beat me up for being a jackass, but that's alright. I'm going to say what I'm going to say because I feel it. I was sitting over there saying, I see what she's going through. She says that Paula was an icon in many ways and I agree. But did you notice in the final analysis this woman who admires her and is new to this game voted with the majority? No she didn't? Well, she could have. But she did this. She gave us the best that she could. And I admire her for it. And whatever she did it was not easy. She's been pulled this way and that way and the others they've been pulled before. I regard her as a young woman who has not been through this necessarily before. And her effort to struggle through this is what every other Board Member has gone through. And the thing that bothers me the most was that someone said they want to know the why the Board acted as it did. And yet I notice and if you don't, I'm telling you, that there have been many forces at work saying don't tell them why you're doing this. If you do it your wrong and there are things...you don't want to ruin her reputation. Well, a board gets caught in that. One group says tell us why and what you feel the negatives are. And another one is over here saying don't tell the negative because it will hurt her reputation. That Board had to deal with that. And if you notice the Board hasn't thrown any bad things at her or said too many bad things. What they really said is that here is a, a refined lady who has been a lot of pluses in this community and is appreciated, but based upon their responsibility for the oversight of this institution. Given all of the pluses but what the Board members they, have experience with, they, the majority of them made that decision. This is not rightly done I'm sure by those people. But I don't here anybody saying anything bad about her today. What can they say? But the majority voted against her. And can...will the reasons come out? Or will you have to not say why because people don't want her name...that's a trap that they are in. If they say we did it for these reasons, have they broken any kind of agreement and if they don't they will lose a lot of respect by a lot of people. I wanted to say what I had to say and I'll let all the people in town beat up on me because Bobby should have kept his mouth shut. Thank you.

Alex Kerbawy – You'll have to forgive me I don't exactly know about administrative issues. I'm just a student, but I do know about student issues and do know about what I do. My name is Alex Kerbawy. I'm speaking this morning on behalf of the students of the of the unraveling Media Arts department. More specifically the 12 of us that were directly affected by the cancellation of ARTS 253, commonly known as Graphic Design III. As respect to the graphic design students we chose to attend Lansing Community College because of the positive

reviews on the nationally recognized art program. Our goal was to graduate with Associate Degrees and either continue our education at other institutions or apply for jobs as graphic designers once we received those degrees. On January 12th less than 48 hours before the spring semester registration was to conclude a committee decision was made to cancel Graphic Design III. Those of us interested in taking this course were placed an uncertain arrangement that is likely to result in the loss of scholarship, grants, and insurances among other things. It also must be mentioned in the cancellation of ARTS 253 has undoubtedly denied many students the opportunity to graduate on schedule. A schedule recommended and established by the College for the students to follow. It is unfair to come this far in any curriculum and be told by you, the College, that a timely graduation is impossible. It is not only Graphic Design III students that have been affected by your decisions. Cancellations of Graphic Design I and II as well as 25 other arts department classes have already and will continue to disrupt the academic scheduling of numerous aspiring graphic designers in many semesters to come. Specifically if no students are to participate in Graphic Design I or II this semester, it can be adherently assumed that Graphic Design III will not be offered for at least two more semesters. What are we to do until that time? You on the Board of this institution are the only ones that have even given us the opportunity to be heard. On Friday, January 20th just under two weeks ago, a printed statement similar to the one I present you with today along with printed statements from 11 other students were hand delivered to the desk of BMIT Department Dean Judith Berry, MIT Chair John Lightner, and as well as to you the Board. To this day, not one response has been made to us in an effort to remedy this situation. The College's slogan clearly states that Lansing Community College is where success begins. The motto is students come first. If this is in fact true, then surely you can take the time to consider that we are in fact students. Has your motto changed? The canceling of core courses in any major does not reflect an attitude of putting students first. Lansing Community College has provided us with the incentives to pursue careers that we as the students have grown to esteem. And as the students we respect the College and its decision. However, we would appreciate respect and opportunity in return. Thank you for your time.

ADJOURNMENT

IT WAS MOVED by Trustee Pelleran and supported by Trustee Smith for the meeting to adjourn.

Ayes: Brannan, Canady, Laverty, Pelleran, Proctor, Smith, Rasmusson

Nays: None

Absent: None

Motion carried.

The meeting adjourned at 12:46 p.m.

ADMINISTRATIVE APPOINTMENTS FOR BOARD APPROVAL

1. Name: **Catherine Fisher, CPA**
- Position: Director of Accounting and Payroll
- Dept/Div: Accounting and Payroll Department
Administrative Services Division
- Education: B.A., Michigan State University, 1979
- Experience: Accounting and Tax Manager (October-December 2005)
Fortin & Chunko, PC
- Financial Systems and Support Manager (2004-2005)
Accident Fund Insurance Company of America
- Financial Reporting Manager (2003-2004)
Accident Fund Insurance Company of America
- Assistant Controller, Customer Financial Services
(2000-2002)
Accident Fund Insurance Company of America
- Director of Finance (1984-1995)
MEDNA, Inc. (Michigan Education Association)

TERMINATED EMPLOYEES FOR BOARD APPROVAL

1. Name: **Firmesk Silevany**
- Position: Dispatch Police Officer (Part-Time)
Police and Public Safety Department
- Reason: Performance
- Effective Date: February 15, 2006

Proposed Course Fee Changes Effective Summer 2006

| Course Code | Title | Credit | Existing or New Course | Current Fee | New Fee | Fee Change | Projected Revenue |
|-------------|--|--------|------------------------|-------------|----------|------------|-------------------|
| ACCG161 | Accounting with QuickBooks | 2 | New | \$0 | \$12 | \$12 | \$144 |
| APPR220 | Special Topics for Electricians | .25-8 | New | \$0 | 0-300.00 | \$200 | \$1,000 |
| APPR250 | Special Topics in Plumbing & Pipefitting | .25-8 | New | \$0 | 0-300.00 | \$200 | \$1,000 |
| AUTB220 | Collision Repair/Contemporary Vehicles | 5 | New | \$0 | \$210 | \$210 | \$2,520 |
| AUTO131 | Automotive Engines II | 3 | New | \$0 | \$112 | \$112 | \$1,344 |
| AUTO210 | Advanced Auto Electrical/Electronics | 3 | New | \$0 | \$50 | \$50 | \$600 |
| AUTO270 | Race Engine Machining I | 5 | New | \$0 | \$480 | \$480 | \$5,760 |
| AUTO277 | Race Engine Assembly | 5 | New | \$0 | \$390 | \$390 | \$4,680 |
| AVEL203 | Avionics Systems Interconnect I | 3 | New | \$0 | \$255 | \$255 | \$3,060 |
| AVEL211 | Avionics Systems Interconnect II | 3 | New | \$0 | \$225 | \$225 | \$2,700 |
| AVEL223 | Adv Avionics Training & Troubleshooting | 5 | New | \$0 | \$300 | \$300 | \$3,600 |
| AVEL227 | Advanced Avionics Systems | 2 | New | \$0 | \$50 | \$50 | \$600 |
| BIOL120 | Environmental Science | 4 | Existing | \$26 | \$35 | \$9 | \$11,862 |
| CHDV100 | Foundations in Early Childhood Education | 3 | New | \$0 | \$15 | \$15 | \$180 |
| CHDV111 | Child Guidance and Communication | 4 | Existing | \$160 | \$170 | \$10 | \$1,260 |
| CHSE115 | Pharmacology-Allied Health | 2 | Existing | \$16 | \$0 | -\$16 | -\$320 |
| CHSE123 | Medical Insurance Billing & Coding I | 3 | Existing | \$24 | \$19 | -\$5 | -\$500 |
| CHSE124 | Medical Insurance Billing & Coding II | 3 | Existing | \$24 | \$19 | -\$5 | -\$325 |
| CHSE127 | Medical Insurance Billing & Coding III | 3 | New | \$0 | \$35 | \$35 | \$420 |
| CHSE128 | Medical Insurance Billing & Coding IV | 3 | New | \$0 | \$35 | \$35 | \$420 |
| CHSE129 | Computers II-Med Insur Billing & Coding | 1 | New | \$0 | \$8 | \$8 | \$96 |
| CHSE130 | Medical Insur Billing/Coding Externship | 4 | New | \$0 | \$8 | \$8 | \$96 |
| CHSE132 | Health Unit Coordinator | 5 | Existing | \$87 | \$82 | -\$5 | -\$230 |
| CHSE144 | Advanced Phlebotomy | 5 | Existing | \$86 | \$35 | -\$51 | -\$2,652 |
| CHSE201 | Dietary Manager I | 5 | Existing | \$125 | \$25 | -\$100 | -\$500 |
| CHSE202 | Dietary Manager II | 6.5 | Existing | \$125 | \$25 | -\$100 | -\$1,500 |
| CHSE205 | Advanced Dietary Therapy | 5 | Existing | \$125 | \$25 | -\$100 | -\$500 |
| CITA115 | Microsoft PowerPoint | 3 | Existing | \$57 | \$45 | -\$12 | -\$1,380 |
| CITA119 | Microsoft Word | 3 | Existing | \$60 | \$48 | -\$12 | -\$5,064 |
| CITA126 | Excel | 3 | Existing | \$57 | \$45 | -\$12 | -\$3,192 |
| CITA133 | Microsoft Access Database | 3 | Existing | \$57 | \$45 | -\$12 | -\$3,528 |
| CITA140 | Microsoft Outlook | 3 | Existing | \$57 | \$45 | -\$12 | -\$516 |
| CITA219 | Advanced Microsoft Word | 3 | Existing | \$60 | \$48 | -\$12 | -\$372 |
| CITA226 | Excel-Advanced | 3 | Existing | \$57 | \$45 | -\$12 | -\$504 |
| CPSC131 | Technical Problem Solving Using MATLAB | 3 | New | \$0 | \$20 | \$20 | \$240 |
| FASH115 | Wedding Planning | 3 | New | \$0 | \$20 | \$20 | \$240 |
| FASH125 | Apparel Construction I | 4 | New | \$0 | \$50 | \$50 | \$600 |
| FASH127 | Apparel Construction II | 4 | New | \$0 | \$50 | \$50 | \$600 |
| HORT295 | Horticulture Project Lab | 1 | Existing | \$0 | 0-75.00 | \$50 | \$250 |
| HUSE100 | Introduction to Human Services | 3 | Existing | \$0 | \$15 | \$15 | \$2,235 |
| HUSE105 | Personal Dynamics/Interviewing | 4 | Existing | \$0 | \$15 | \$15 | \$855 |
| HUSE110 | Child Abuse and Neglect | 3 | Existing | \$0 | \$15 | \$15 | \$1,230 |
| HUSE112 | Understanding Substance Abuse | 4 | Existing | \$0 | \$15 | \$15 | \$1,305 |
| HUSE242 | The Family: Addiction/Violence | 3 | Existing | \$0 | \$15 | \$15 | \$1,275 |
| IDMS169 | Introduction to Sonographic Scanning | 1 | New | \$0 | \$43 | \$43 | \$516 |
| IRXT111 | Radiographic Positioning I | 5 | Existing | \$88 | \$138 | \$50 | \$1,600 |
| IRXT112 | Radiographic Positioning II | 5 | Existing | \$62 | \$136 | \$74 | \$3,996 |
| IRXT131 | Radiologic Physics | 3 | Existing | \$82 | \$10 | -\$72 | -\$1,944 |
| IRXT132 | Radiobiology and Protection | 2 | Existing | \$66 | \$10 | -\$56 | -\$2,408 |
| IRXT204 | Clinical Practice II-S | 5 | Existing | \$55 | \$67 | \$12 | \$312 |
| IRXT214 | Comprehensive Experience I | 6 | Existing | \$55 | \$67 | \$12 | \$228 |
| IRXT215 | Comprehensive Experience II | 6 | Existing | \$55 | \$67 | \$12 | \$504 |
| LAND101 | Landscape Special Topics | 0.25 | Existing | \$0 | 0-30.00 | \$20 | \$800 |
| LAND289 | Landscape Arch Computer Design/Studio | 3 | Existing | \$0 | 0-75.00 | \$50 | \$600 |

| Course Code | Title | Credit | Existing or New Course | Current Fee | New Fee | Fee Change | Projected Revenue |
|-------------|---|--------|------------------------|-------------|----------|------------|-------------------|
| LAND295 | Landscape Project Lab | 1-4 | Existing | \$0 | 0-75.00 | \$50 | \$250 |
| MASG131 | Therapeutic Massage I | 4 | Existing | \$71 | \$91 | \$20 | \$1,620 |
| MASG161 | Massage Practicum I | 0.5 | Existing | \$80 | \$65 | -\$15 | -\$150 |
| MASG162 | Massage Practicum II | 0.5 | Existing | \$80 | \$65 | -\$15 | -\$150 |
| MASG241 | Massage Clinic II | 1 | Existing | \$80 | \$145 | \$65 | \$1,560 |
| MASG242 | Massage Clinic III | 1 | Existing | \$80 | \$145 | \$65 | \$1,560 |
| NURS150 | Fundamentals in Nursing Care I & II | 9 | Existing | \$341 | \$543 | \$202 | \$37,976 |
| NURS151 | Fundamentals in Nursing Care I | 5 | Existing | \$163 | \$196 | \$33 | \$990 |
| NURS152 | Fundamentals in Nursing Care II | 4 | Existing | \$79 | \$140 | \$61 | \$3,355 |
| NURS160 | Acute Nursing Care | 6 | Existing | \$223 | \$340 | \$117 | \$25,038 |
| NURS165 | Maternity Nursing Care | 5 | Existing | \$102 | \$170 | \$68 | \$12,716 |
| NURS210 | LPN/Paramedic to RN Transition | 5 | Existing | \$283 | \$304 | \$21 | \$252 |
| NURS260 | Mental Health & Leadership Nursing Care | 6 | Existing | \$240 | \$308 | \$68 | \$16,864 |
| NURS265 | Pediatric Nursing Care | 5 | Existing | \$109 | \$209 | \$100 | \$18,800 |
| NURS280 | Advanced Chronic Nursing Care | 5 | Existing | \$200 | \$390 | \$190 | \$36,290 |
| NURS285 | Advanced Acute Nursing Care | 5 | Existing | \$200 | \$390 | \$190 | \$38,760 |
| OADM119 | Business Document Production/MS Office | 4 | New | \$0 | \$20 | \$20 | \$240 |
| OADM299 | Special Topics in Office Administration | 1-3 | New | \$0 | 0-100.00 | \$50 | \$250 |
| PHOT111 | Photographic Technology I | 4 | Existing | \$83 | \$100 | \$17 | \$3,859 |
| PHOT112 | Digital Imaging for Photographers | 4 | New | \$0 | \$120 | \$120 | \$7,200 |
| PHOT113 | Lighting Concepts and Applications | 3 | Existing | \$72 | \$100 | \$28 | \$2,744 |
| PHOT114 | Photographic Color Technology | 3 | Existing | \$46 | \$100 | \$54 | \$3,402 |
| PHOT117 | Photographic Technology II | 4 | Existing | \$87 | \$125 | \$38 | \$2,774 |
| PHOT118 | Visual Literacy | 2 | New | \$0 | \$50 | \$50 | \$600 |
| PHOT119 | Intermediate Lighting | 4 | Existing | \$80 | \$100 | \$20 | \$1,320 |
| PHOT191 | Photo Imaging Special Topics | 1-3 | Existing | 0-118.00 | \$125 | \$7 | \$280 |
| PHOT212 | Commercial Illustration Photography | 2 | Existing | \$86 | \$115 | \$29 | \$1,189 |
| PHOT213 | Portrait Photography | 2 | Existing | \$86 | \$100 | \$14 | \$532 |
| PHOT214 | Photojournalism | 2 | Existing | \$73 | \$100 | \$27 | \$945 |
| PHOT215 | Digital Color Prepress and Printing | 3 | Existing | \$74 | \$125 | \$51 | \$2,958 |
| PHOT228 | Independent Study | 1-3 | Existing | \$0 | \$125 | \$125 | \$1,250 |
| PHOT270 | Business Issues for Photography | 3 | Existing | \$10 | \$50 | \$40 | \$1,160 |
| PHOT280 | Advanced Projects | 2 | New | \$0 | \$125 | \$125 | \$625 |
| PHOT290 | Portfolio Assembly | 3 | Existing | \$138 | \$50 | -\$88 | -\$1,496 |
| SURG108 | Surgical Pharmacology | 2 | Existing | \$30 | \$60 | \$30 | \$660 |
| SURG109 | Basic Operative Procedures | 2 | Existing | \$83 | \$113 | \$30 | \$660 |
| SURG110 | Advanced Surgical Procedures | 6 | Existing | \$110 | \$140 | \$30 | \$660 |
| SURG121 | Applied Surgical Techniques I | 2 | Existing | \$280 | \$310 | \$30 | \$660 |
| SURG122 | Applied Surgical Techniques II | 2 | Existing | \$412 | \$480 | \$68 | \$1,496 |
| | | | | | | | \$262,992 |

Summary of Tentative Agreement

Between

Board of Trustees of Lansing Community College

And

And LCC Association of Educational Support Personnel

On December 22, 2005, LCC ESP signed a tentative agreement including the following items:

1. A change in the wage and class structure to reflect the same changes made in the administrator's contract.
2. Wage increases averaging 4.92%, retroactive to December 4, 2005, costing 2.89% in the current fiscal year.
3. Increase in Life Insurance Benefit from \$35,000 to \$50,000.
4. Increase in LTD maximum pay out to \$5,000 per month.
5. Increase sick leave accumulation limit to 1200 hours.
6. Non-economic changes include: clarification of layoff language, clarification of employee records language, notification of vacancies, clarification of hiring process, changes in process for determining rate of pay in new classifications, changes in temporary position language, changes in notification for the use of employment agencies, changes in "reduction in staff" language, and changes in language on adjustments to work schedules.
7. This agreement expires June 30, 2006.

| 2005 - 2006 | | | | |
|-------------------------------------|------------|-----------------------|---------------------|-------------------|
| Cost to Implement effective 12/4/05 | No. | | | |
| | | Total Payroll | \$ Increase | % Increase |
| LCC ESP Members | 115 | \$4,572,862.88 | \$229,167.89 | 2.89% |
| Non-Bargaining | 35 | \$1,550,471.02 | \$72,638.08 | 2.70% |
| | | | | |
| Combined | 150 | \$6,123,333.90 | \$301,805.97 | 2.84% |

Note: Percentage increases will be different for each individual based on their step and level within the salary schedule.

**LANSING COMMUNITY COLLEGE
STATE OF MICHIGAN
JOINT CAPITAL OUTLAY COMMITTEE RESOLUTION**

A regular meeting of the Board of Trustees of Lansing Community College was held in the Administration Building Board Room, 610 North Capitol Avenue, Lansing, Michigan 48933, in the Community College district, on **February 20, 2006**, at 6:00 o'clock p.m., prevailing Eastern Time.

PRESENT: _____

ABSENT: _____

The following preamble and resolution were offered by Trustee _____ and supported by Trustee _____.

WHEREAS, the Joint Capital Outlay Committee of the Senate of the State of Michigan has requested Michigan Community Colleges adopt a resolution acknowledging review and acceptance of the Use and Finance process; and

WHEREAS, Lansing Community College identifies and describes its most critical capital outlay projects in excess of \$1,000,000 in the Capital Outlay Plan submitted annually to the State of Michigan Department of Management and Budget; and

WHEREAS, Lansing Community College has established policies and procedures to assure compliance with these and other laws and policies of the state, including but not limited to use of the 2001 Manual for Uniform Financial Reporting, timely submission of the College's audited financial statements, of each year, timely changes in approved tuition and, provision of required enrollment information, and compliance with the Crime Awareness and Campus Security Act of 1990.

NOW, THEREFORE, BE IT RESOLVED that Lansing Community College has reviewed and accepts the Joint Capital Outlay Subcommittee Use and Finance process established in policy and law.

AYES: _____

NAYES:

RESOLUTION DECLARED ADOPTED.

Secretary, Board of Trustees
Lansing Community College

I hereby certify that the attached is a true and complete copy of a resolution adopted by the Board of Trustees of Lansing Community College, State of Michigan, at a Regular Meeting on February 20, 2006, and that public notice of said meeting was given pursuant to and in full compliance with Act. No. 267, Public Acts of Michigan, 1976, and that minutes of the meeting were kept and will be or have been made available as required by said Act 267.

Secretary, Board of Trustees
Lansing Community College

PRE-AWARD TRANSMITTAL DOCUMENT

Requested by: Receiving & Inventory

Request Date: February 10, 2006

Project Title: Upgrade to AAFS and Delivery Tracking System

Buyer: Beckie Beard

1. Statement of Need:

This upgrade is necessary as there were table structure changes in the last upgrade to the Oracle database that affected the Active Asset Fulfillment System (AAFS) and Delivery Tracking System interface. This has required manual workarounds.

The Active Asset Fulfillment System (AAFS) is an interface between the Oracle financial system and the FAMIS Space Management System that records equipment and fixed assets using Symbol Technologies scanning devices for three components:

- o Acknowledgement of Delivery slip based on items ordered and received in Oracle.
- o Bar code tag for assets based on items ordered and received in Oracle financial system by scanning model and serial numbers from the items received and creation of an equipment record in FAMIS.
- o Uploading of scanned bar codes of LCC tagged items for the purpose of conducting physical inventory and/or moves of equipment. Matching scanned bar codes against the equipment record in FAMIS. Produce a Missing Items report and/or updating the location data for the equipment record.

The Delivery Tracking System utilizes an Access database to store data collected through a handheld electronic device for items passing through Receiving & Inventory that do not go through the Active Asset Fulfillment System but are delivered to areas on campus.

Both systems were originally developed specifically for LCC to be in compliance with GASB 34 and 35 to inventory and record depreciation. The firm is no longer in business and LCC will provide the source code to the selected supplier.

2. Description of supply or service:

- Services to include:
 - a. Review current systems and determine whether modifications are possible or whether new systems should be developed.
 - b. Modify or develop application as necessary to bring both systems into acceptable working status.
 - c. Reconfigure and update scanner application.
 - d. Review reporting function and assess areas of improvement.
 - e. Program the two Symbol handheld scanners.
 - f. Review the current system with Access database and assess if current database is the base solution for the application.
- Results or outcomes of Tasks:
 - a. Seamless integration between Oracle financial module and FAMIS Space Management and AAFS and Delivery Tracking System.
- Completion schedule:
 - a. Estimated time for completion is 40 hours.
- Place of Performance:
 - a. Development work will be performed off site.

3. Bids Received:

| Supplier | Location | MBE/WBE | LCC Tax District | Request Amount |
|---------------------|-------------------|---------|------------------|----------------------------------|
| BAM 1, Inc. | Adrian, MI | No | No | \$3,600 (\$90 p/hr x 40 hrs.) |
| Efficient Computing | San Francisco, CA | No | No | \$7,500 (\$100 x 75 hrs.) |

The evaluation committee consisted of staff members from Purchasing, Receiving & Inventory, and ISCD. The evaluation committee recommends award to BAM 1, Inc. which met all required specifications, and was deemed the most advantageous to the College.

4. Reviewed By:

Rebecca G. Beard, C.P.M.
Director, Purchasing & Materials Management

Date

Barbara A Larson, Vice President
Administrative Services/CFO

Date

5. Board of Trustee Review:

Approve/Disapprove

Date

PRE-AWARD TRANSMITTAL DOCUMENT

Requested by Media Services
 Project Title: Apple Training Services

Request Date: February 8, 2006
 Buyer: Caroline Duda

1. Statement of Need:

The purpose of this statement is to integrate DVD authoring and video editing software within an Apple Final Cut Pro software/hardware package. This will result in immediate workflow improvements over stand-alone workstations running independent software packages. Using the MAC OS platform will allow the workstation to be connected to our existing Fibre Channel storage network.

2. Description of supply or service:

| | |
|--|--------------------|
| (1.) Provide Power Mac G5 hardware and software. | |
| Power Mac G5 Quad-core | \$5,367.26 |
| Apple Cinema Display 23" | \$2,022.16 |
| Production Suite Academic | \$459.08 |
| AppleCare Protection plan for power | \$183.08 |
| AppleCare Protection video support | \$587.88 |
| Professional Services | <u>\$14,035.00</u> |
| Total | \$22,654.46* |

*Discounted price. The regular price would have been \$23,525.00

- (2.) Workstation Installation
 - a. Unbox and set up workstation
 - i. Power Mac G5
 - ii. Apple Cinema Displays (2)
 - iii. AJA IO Description
 - 1. Work with customer to connect to customer's video inputs
 - b. Install and configure software
 - i. Production Suite Academic
 - c. Power on and test all components
- (3.) Training
 - d. Apple will provide up to 4 hours of a basic overview of Production Suite components (Final Cut Pro HD, DVD Studio Pro, Motion) for up to three members of customer's staff on site during the initial installation.
 - e. Customer may send up to 3 individuals for the following training workshops at *insert provider facility here* within one year of purchase.
 - i. FCP 250: Final Cut Pro for Avid Editors
 - ii. DVDS 301: Advanced Authoring Techniques in DVD Studio Pro 3

| Supplier | Location | LCC Tax District | MBE/WBE | Request Amount |
|----------------|------------|------------------|---------|----------------|
| Apple Computer | Austin, TX | No | No | \$22,654.00 |

3. Reviewed By:

Rebecca G. Beard, C.P.M.
Director, Purchasing & Materials Management

Date

Barbara A Larson, Vice President
Administrative Services/CFO

Date

5. Board of Trustee Review:

Approve/Disapprove

Date

PRE-AWARD TRANSMITTAL DOCUMENT

Proposal No.: 7231-232-05EL
 Project Title: Fire Fighter Training Center

Proposal Opening Date: January 12, 2006
 Buyer: Evelyn Lynn

1. Statement of Need:

The Lansing Community College Fire Fighter Training Center will provide the Mid-Michigan regional fire services with a physical location to complete live fire training in fire growth recognition, development, and extinguishment; auto extrication; Liquid Propane fire control and extinguishment; laddering; hose lays; fire streams; apparatus pumping; ventilation; water supply; and fire company team fire suppression strategies and tactics. This facility will provide State of Michigan certification training for fire fighters, as well as, nationally accredited fire service training programs at the college level. The Fire Fighter Training Center will be a valuable asset to fire service training throughout the State of Michigan.

2. Description of Supply or Service:

The Contractor shall provide all labor, materials, tools, equipment and supervision necessary to complete all field engineering, site preparation, concrete, masonry, metal fabrications, fencing, thermal and moisture protection, doors, windows and furnishings, electrical, and mechanical work per plans and specifications.

3. Proposals Received:

Proposals were sent to eight suppliers. Eight suppliers attended the Mandatory Pre-Bid meeting. Proposals were received from seven suppliers.

| Supplier | Location | MBE/WBE | LCC Tax District | Bid/Proposal Amount |
|-------------------------------------|------------------|-----------|------------------|---------------------|
| Aggregate Industries | Mason, MI | No | Yes | \$299,971.00 |
| B & V Construction | Wixom, MI | No | No | \$254,685.00 |
| Bailey Excavating, Inc | Jackson, MI | No | No | No Bid |
| Carol's Excavating | Fowler, MI | WBE | No | \$192,166.00 |
| CL Trucking & Excavating | Ionia, MI | No | No | \$231,450.45 |
| Genesee Bay Constructors, Inc. | Haslett, MI | No | Yes | No Bid |
| Irish Construction Company | Howell, MI | No | No | \$248,000.00 |
| Mackenzie, E.T. | Grand Ledge, MI | No | Yes | \$195,931.50 |
| Sandborn Construction, Inc. | Portland, MI | WBE | No | No Bid |
| T.C.I., Inc. of Michigan | Eaton Rapids, MI | No | No | No Bid |
| W.P.M., Inc. | Grand Blanc, MI | No | No | No Bid |
| Youngstrom Contracting, Inc. | Ionia, MI | No | No | \$170,000.00 |

No minority owned business enterprises were identified for this solicitation. Two woman-owned business enterprises were identified. There were no responses from a minority owned business enterprise.

The solicitation was posted on-line at <http://www.epaconline.com> and at the following locations:

- Michigan Minority Business Development Center
- Lansing Builders Exchange
- Tri-City Builders and Traders Exchange
- Dodge Reports
- Reed Construction Data
- Builders Exchange of Grand Rapids
- Associated Builders and Contractors of Central Michigan
- Construction Association of Michigan
- Kalamazoo Builders Exchange

4. Award Recommendation:

Closing Example:

The evaluation committee consisted of staff members from Purchasing, Facilities Planning, and Hobbs & Black Associates. Supplier's proposals and presentations were evaluated based upon expertise, qualifications, training, certifications or licenses, and their pricing proposal for the entire project. The evaluation committee recommends award to Youngstrom Contracting, Inc. which was deemed the most advantageous to the College.

5. Reviewed By:

Rebecca G. Beard, C.P.M.
Director, Purchasing & Materials Management

Date

Barbara A Larson, Vice President
Administrative Services/CFO

Date

6. Board of Trustee Review:

Approve/Disapprove

Date

PRE-AWARD TRANSMITTAL DOCUMENT

Proposal No.: 7231-233-06EL

Proposal Opening Date: January 31, 2006

Project Title: Arts & Sciences Building

Buyer: Evelyn Lynn

First Floor-Vacated Spaces Renovation
Travel & Tourism and Mixology Labs

1. Statement of Need:

In the summer of 2005, the Lansing Community College Radiology Program moved into their new home in the Health and Human Services Building. The space the program formally occupied in the Arts & Sciences building is being renovated to provide laboratory and classroom space for the Travel & Tourism Program and the Hospitality Department's Mixology Program. These programs currently reside in Old Central. The renovations in Arts & Sciences need to be completed by mid-May 2006 to facilitate moving the programs out of Old Central because Old Central will be demolished after Spring Semester in May 2006.

2. Description of Supply or Service:

The Contractor shall provide all labor, materials, tools, equipment and supervision necessary to complete all selective demolition, concrete, masonry, structural steel framing, steel decking, interior architectural woodwork, thermal and moisture protection, access doors and frames, finishes, visual display surfaces, food service equipment, furnishings, special construction, conveying equipment, mechanical, electrical, fire suppression, plumbing, heating, ventilating and air conditioning, communications, electronic safety and security, earthwork, exterior improvements and utilities work per plans and specifications.

3. Proposals Received:

Proposals were sent to six suppliers. Five suppliers attended the Mandatory Pre-Bid meeting. Proposals were received from five suppliers.

| Supplier | Location | MBE/WBE | LCC Tax District | Bid/Proposal Amount |
|---|---------------------|-----------|------------------|---------------------|
| Carrier Construction Company | Hickory Corners, MI | WBE | No | \$393,000.00 |
| Christman Constructors, Inc. | Lansing, MI | No | Yes | No Bid |
| Granger Construction Company | Lansing, MI | No | Yes | No Bid |
| HBC Contracting | Lansing, MI | No | Yes | \$405,420.00 |
| Irish Construction Company | Howell, MI | No | No | \$406,000.00 |
| Kares Construction | Charlotte, MI | No | No | No Bid |
| Moore Trospen Construction | Holt, MI | No | Yes | \$361,900.00 |
| Nielsen Commercial Construction Company | Holt, MI | WBE | Yes | \$371,000.00 |

No minority owned business enterprises were identified for this solicitation. Two woman-owned business enterprises were identified. There were no responses from a minority owned business enterprise.

The solicitation was posted on-line at <http://www.epaconline.com> and at the following locations:

- Michigan Minority Business Development Center
- Lansing Builders Exchange
- Tri-City Builders and Traders Exchange
- Dodge Reports
- Reed Construction Data
- Builders Exchange of Grand Rapids
- Associated Builders and Contractors of Central Michigan
- Construction Association of Michigan
- Kalamazoo Builders Exchange

4. Award Recommendation:

Closing Example:

The evaluation committee consisted of staff members from Purchasing, Facilities Planning, and Hobbs & Black Associates. Supplier's proposals and presentations were evaluated based upon expertise, qualifications, training, certifications or licenses, and their pricing proposal for the entire project. The evaluation committee recommends award to Moore Trospen Construction Company, which was deemed the most advantageous to the College.

5. Reviewed By:

Rebecca G. Beard, C.P.M.
Director, Purchasing & Materials Management

Date

Barbara A Larson, Vice President
Administrative Services/CFO

Date

6. Board of Trustee Review:

Approve/Disapprove

Date

PRE-AWARD TRANSMITTAL DOCUMENT

Requested by Mathematical Skills Department
Project Title: Math Lab Consulting Services

Request Date: February 8, 2006
Buyer: Evelyn Lynn

1. Statement of Need:

The purpose of this statement is to review and recommend changes to existing Lansing Community College Custom Course Packets, primarily with our student Journals. To meet one of the pre-determined conditions of our Custom Textbook Agreement in that we use some of our "external revenue source" to Review and evaluate our Custom Course Packets. This will not require any Departmental budgeted dollars

2. Description of supply or service:

To review, analyze, and recommend possible changes with respect to "Reading to Learn", "Writing across the Curriculum" as well as the math content of our custom Course Packets for the Math 050, 107 & 112 courses. Said review will focus on our need to evaluate student Journals and how they do/do not meet our *Writing Across the Curriculum* needs. Ms. Denise Griffey is a former mathematics educator who consults on "Reading to Learn" activities and "Kagan Cooperative Learning" instructional strategies.

Outcome of task: Written report, analyzing our custom work, including, but not limited to, recommendations of change to our student Journals.

Completion schedule

and location of work: Spring-06 semester with a May 1, 2006 due date.

Number of Hours

or unit Rate of pay: \$150 per Course Packet, \$450 total compensation.

| Supplier | Location | MBE/WBE | LCC Tax District | Request Amount |
|--------------------|-------------------------|---------|------------------|----------------|
| Ms. Denise Griffey | Shawnee Mission, Kansas | MBE | No | \$450.00 |

3. Reviewed By:

Rebecca G. Beard, C.P.M.
Director, Purchasing & Materials Management

Date

Barbara A Larson, Vice President
Administrative Services/CFO

Date

5. Board of Trustee Review:

Approve/Disapprove

Date