

LANSING COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
October 15, 2007

**Regular Meeting**  
Adopted Meeting Minutes

**Call to Order**

The meeting was called to order at 6:06 p.m.

**Roll Call**

Present: Hollister, Pelleran, Rasmusson, Smith, Laverty  
Absent: Canady, Proctor

Trustee Proctor arrived at 6:11 p.m.

Trustee Pelleran left at 6:44 p.m.  
Trustee Pelleran returned at 8:11 p.m.

**Pledge of Allegiance**

Trustee Hollister led the pledge of allegiance.

**Approval of Minutes**

MOVED by Trustee Smith and supported by Trustee Hollister to adopt the September 17, 2007 Regular meeting minutes.

Roll call vote:

Ayes: Hollister, Pelleran, Rasmusson, Smith, Laverty

Nays: None

Absent: Canady, Proctor

Motion carried.

**Additions/Deletions to the Agenda**

Chairman Laverty requested to add an item of recognition to the agenda on behalf of Trustee Proctor. Trustee Smith and Hollister suggested that the addition be an open item until Trustee Proctor's arrival.

## Limited Public Comment Regarding Agenda Items

### **Bob Smith, Hobbs & Black Architects:**

Bob Smith stated that Hobbs & Black has had the pleasure of being Lansing Community College's architect on several of Lansing Community College's campus buildings. He said that the relationship started out with the Technology Learning Center back in 1994. He stated that they have done several renovations to the Gannon Vocational Building, Arts & Sciences Building and the SPS Building. Mr. Smith reported that in 1999 Hobbs and Black was privilege to be retained to do a Master Plan for Lansing Community College. He stated that the Master Plan identified several new buildings that were needed to improve the efficiency and delivery of services by LCC. Mr. Smith reported that this included the Technology Center at West Campus, the Health Building, Administration Building and several renovation projects. He announced that recently the American Institute of Architects had a design competition and that Hobbs & Black submitted the West Campus Technology Center for that competition. He reported that they won an honor award and presented the Board of Trustees with the honor award plaque. He stated that they are very proud of the building.

## PRESIDENT'S REPORT

### **Strategic Update Report**

#### **Budget Update**

Ms. Catherine Fisher reported that Lansing Community College estimated their enrollment increase for FY 2008 on a program by program level. She stated that the Chairs and Deans worked with the budget staff to develop a consistent model for projecting enrollment. Ms. Fisher stated that this was the first year that LCC has used a decentralized approached in the formulation of LCC's enrollment based revenue.

Ms. Fisher reported that LCC's budget assumptions for FY08 included:

- No payback of delayed payments from FY07, which totaled \$2.6 million
- Reduction to base appropriation of 3.4%, or approximately \$1.0 million
- Last weekend the Legislature passed, and the Governor signed, a tax increase as well as a continuing resolution for the 2007-08 budget

year. The continuing resolution that has passed provides for payback of the delayed payments for FY07.

- Negotiations are ongoing regarding the details of the final FY08 appropriations. At this time, we are unable to predict the exact change from our base appropriation.
- LCC's budget assumptions for FY08 included a 4.2% enrollment increase college wide. Fall 2007 enrollment has not kept up with this level of growth.

In addition, Ms. Fisher reported that current enrollment data indicated that billable hours are approximately 1.6% below this time last year. Ms. Fisher reported that the budget staff has been busy analyzing at a very detailed level the change in enrollment. She stated that based upon their current analysis LCC's projected tuition and fee revenue is estimated to be approximately 1.2 million dollars below budget.

Ms. Fisher reported that they are currently in the process of analyzing expenses related to this enrollment on a course by course basis and plan on presenting a revised budget in November that incorporates this complete analysis and forecast. She also reported that they will come back in November with the impact of the restoration of the delay payments as well as any further settlement of the fiscal year 2008 budget.

Discussion followed.

### **Response to Resolution Regarding Decentralization**

Vice President, Roberta Peterson reported that the advantages and disadvantages of centralized versus decentralized organizational structures may differ depending upon the inherent qualities of the particular organization. She stated that if top managers make the organization's key decisions with no input from below, then the organization is centralized.

Ms. Peterson stated that, under the leadership of Judith Cardenas, the structure of Lansing Community College has become more decentralized.

Ms. Peterson cited the following examples of this strategy.

- The recent Strategic Goals Matrix, adopted by the Lansing Community College Board of Trustees on September 17, 2007, where over 50 college leaders representing all areas of the college were enlisted to develop the goals.

- The expansion of the Executive Leadership Team from seven senior leaders to fifteen members. This included academic deans, administrative services, strategic partnerships and quality planning/corporate college representation.
- The Labor Coalition has been broadened to include key members of the Executive Leadership team, so that labor leaders and key executive leaders meet to discuss common interests and strategic directions on an ongoing basis.
- There are deep sources of literature surrounding centralized versus decentralized approaches to leading organizations.
- Overall the leadership suggest that:
  - 1) Decentralized models work best where innovation is the primary institutional objectives.
  - 2) Centralized models capture efficiencies through economies of scale and scope.
- The organizational literatures, including Katz 2007, suggest that colleges and universities are examples of organizations best suited to mixtures of the two philosophies. Allowing for innovation in areas such as curriculum or partnerships, while capturing economies of scale in large ticket areas such as purchase of equipment or supplies, marketing, IT equipment and or services, maintenance and repair of structure, and student services such a registration and financial aid.
- President Cardenas has supported the continue development of programs that create a “both/and” environment rather than an “either/or” environment.
- LCC has been inline in ways to allow for continue efficiencies that may be built centrally, yet behave locally or capture economies, while providing numerous opportunities for various members to have input into setting priorities for today and tomorrow.
- Examples of the “both/and” environment are:
  - 1) Centralize purchasing of large items, yet allowing P-Cards for small, operational purchases within divisions
  - 2) Centralize IT purchase in management of hardware and software, while offering flexible customer friendly service in the form of user friendly IT techs that response to individual quickly and readily.

Ms. Peterson reported that strategic management requires ongoing scrutiny of strategies and operations; which is the case at LCC. She stated that President Cardenas has allowed open access for all levels of the organization to have input

and to make suggestions. She further stated that the work of balancing centralization and decentralization will be ongoing and very important to the future.

Discussion followed.

### **Action Items – State of Emergency Resolution**

President Cardenas presented the following resolution to the Board.

The Board of Trustees of Lansing Community College resolves as follows:

**WHEREAS**, the President of the United States in Homeland Security Directive (HSPD) 5, directed the Secretary of the Department of Homeland Security to develop and administer a National Incident Management System (NIMS), which would provide a consistent nationwide approach for Federal, State, and local governments to work together more effectively and efficiently to prevent, prepare for, respond to, and recover from domestic incidents, regardless of cause, size, or complexity;

**WHEREAS**, the collective input and guidance from all Federal, State, and local government homeland security partners has been, and will continue to be vital to the development of implementation and use of a comprehensive system of incident management;

**WHEREAS**, it is necessary and desirable that all Federal, State, and local government emergency agencies and personnel coordinate emergency response to effectively and efficiently deliver consistent incident management;

**WHEREAS**, to facilitate the most effective and efficient incident management, it is critical that Federal, State, and local government emergency management agencies utilize standard terminology, standardized organizational structures, uniform personnel qualifications, uniform standards for planning, training, and exercising, a comprehensive system of resource management, and designated incident facilities during emergencies or disasters;

**WHEREAS**, the National Incident Management System provides standardized procedures for coordinating response personnel, communications, and resource management;

**WHEREAS**, Lansing Community College maintains a sworn Police force that interacts with local emergency response agencies, and is developing an emergency management capability to interact with local government

Emergency Operation Centers (EOC) in times of emergency and disasters;

**WHEREAS**, to improve Lansing Community College's ability to receive federal funding to enhance its readiness, maintain first responder safety, and streamline incident management processes;

**THEREFORE BE IT RESOLVED**, that the Lansing Community College Board of Trustees adopts the National Incident Management System as the system for coordinating emergency and disaster response;

**BE IT FURTHER RESOLVED**, the Lansing Community College Board of Trustees empowers the President to move forward in developing an Emergency Management Response System based upon the National Incident Management System to fully utilize federal funding and coordinate emergency and disaster response with local governments.

Discussion followed.

### **Action Items – 2007 Campus Master Plan & Capital Outlay Request**

President Cardenas presented the following resolution to the Board.

The Board of Trustees of Lansing Community College resolves as follows:

**WHEREAS**, Lansing Community College exists under authority of the Michigan Community College Act of 1966, and

**WHEREAS**, the State of Michigan requires that all public colleges and universities submit yearly an updated five year capital outlay plan (facilities master plan) to the Office of State Budget, and

**WHEREAS**, the State of Michigan encourages public colleges and universities to submit a capital outlay project request for state cost participation, and

**WHEREAS**, the State of Michigan requires that the governing body of each public college and university approve annually the updated five year capital outlay plan and the capital outlay project request, as appropriate, and

**WHEREAS**, Lansing Community College is governed by an elected body of seven trustees from within the tax district, and

**THEREFORE BE IT RESOLVED**, the Board of Trustees hereby approves Lansing Community College's updated five year capital outlay plan and its

capital outlay project request as submitted, pursuant to requirements of the State of Michigan.

Discussion followed.

### **Action Items – IRS Resolution**

The President presented the following resolution to the Board.

The Board of Trustees of Lansing Community College resolves as follows:

**WHEREAS**, the IRS has audited Lansing Community College’s payroll and related filings, and

**WHEREAS**, the IRS has provided us with a “Notice of Proposed Adjustment” for Form 941, Student FICA Exclusion Adjustment for FY 2005, and

**WHEREAS**, the IRS has provided us with a “Notice of Proposed Adjustment” for Form 941, Student FICA Exclusion Adjustment for FY 2006, and

**WHEREAS**, the IRS has provided us with a “Notice of Proposed Adjustment” for Form 941, Employee Accountable Plan Expenditures for FY 2005, and

**WHEREAS**, the IRS has provided us with a “Notice of Proposed Adjustment” for Form 941, Employee Life Insurance for FY 2005, and

**WHEREAS**, the IRS has provided us with a “Notice of Proposed Adjustment” for Form 1099 Back Up Withholding for FY 2005, and

**WHEREAS**, Board by-law s 1.6.4 states that the President is authorized to pay claims and demands against the Community College up to the amount of \$50,000, and

**WHEREAS**, this claim is expected to exceed that amount, and

**THEREFORE BE IT RESOLVED**, that the Lansing Community College Board of Trustees authorizes the President to settle this claim in an amount not to exceed \$200,000.

President Cardenas requested to amend the amount to **not to exceed \$140,000**.

Discussion followed.

## Action Items – Assuring Diversity of Ownership for FCC Application Resolution

The President presented the following resolution to the Board.

The Board of Trustees of Lansing Community College resolves as follows:

**WHEREAS**, Lansing Community College (“LCC”) is applicant for new noncommercial educational (“NCE”) FM broadcast facilities at Durand and at Nashville, Michigan; and

**WHEREAS**, the Federal Communications Commission (“FCC”) adopted a point system to select among mutually exclusive proposals to build NCE FM stations, and among the factors for awarding points is diversity of the ownership and operation of NCE stations; and

**WHEREAS**, an applicant that claims an award for diversity of ownership must establish that the proposed station’s principal signal coverage contour does not overlap such contours of any other radio station in which the applicant, its parent, subsidiaries, or members of their governing boards, have any attributable interests, and

**WHEREAS**, if an applicant is successful and is awarded a permit to construct and a license to operate such facilities based on diversity of ownership, it must maintain diversity of ownership for a period of four years of on-air operations; and

**WHEREAS**, LCC is committed to maintaining diversity of ownership with respect to its proposed facilities at Durand and at Nashville and will represent to the FCC that it is entitled to an award of points for such diversity because no Member of the Board of Trustees has an attributable interest in a broadcast station the principal signal coverage contour of which overlaps LCC’s proposed facilities at Durand and at Nashville; and

**WHEREAS**, LCC is obligated to maintain such diversity at the present and into the future, but recognizing that a seat on the board is an elective office and that any qualified member of the public may run for election to the board, LCC must demonstrate to the FCC a means for assuring continued diversity.

**NOW THEREFORE, BE IT RESOLVED**, that LCC will maintain diversity of ownership with respect to its facilities at Durand and Nashville through the means of the insulation of any board member who has an attributable interest in a radio broadcast station the principal community contour of which overlaps the principal community contour of LCC’s proposed facilities at Durand and at Nashville, from matters arising before the board

concerning such facilities, and such board member shall be recused from decisions respecting the management or operation of such facilities; and

**BE IT FURTHER RESOLVED**, that the determination whether insulation and recusal need to be implemented with respect to any board member shall be made within 30 days after the close of nominations for office; if it is determined that insulation and recusal would need to be implemented as to any candidate, and if such candidate wins the election, then at the next regular meeting of the board following the election, the board shall consider and act upon an appropriate implementing resolution in form similar to the attached.

Discussion followed.

MOVED by Trustee Pelleran and supported by Trustee Smith to approve the four resolutions presented by the President.

Roll call vote:

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

Nays: None

Absent: Canady

Motion carried.

## **Chairman, Committee and Board Member Reports**

### **Chairman's Report – President's Evaluation**

Trustee Smith requested to receive the President's Evaluation that was given and that the Board conducts a formal evaluation at the next Board meeting.

MOVED by Trustee Smith and supported by Trustee Hollister to receive the President's Evaluation.

Roll call vote:

Ayes: Hollister, Proctor, Rasmusson, Smith, Lavery

Nays: None

Absent: Canady, Pelleran

Motion carried.

## **Chairman's Report – Scholarship Resolution**

The Chair presented the following resolution to the Board. He stated that this resolution would be to rescind the resolution adopted on June 18, 2007.

The Board of Trustees of Lansing Community College resolves as follows:

**WHEREAS**, on January 16, 2007, the Board approved the transfer of funds from an available fund balance to cover the cost of correcting Federal Student Financial Aid errors and approved the College's payment of errors in such aid, and

**WHEREAS**, on June 18, 2007, the Board approved a resolution directing the College to seek to recover tuition owed, including student aid repaid to levels of government within the statute of limitations and authorizing the Audit Committee from the date of the resolution and up until August 31, 2007, to determine accounting treatment for the cost of correcting Federal Student Financial Aid errors, and

**WHEREAS**, the Board has heard from its counsel with respect to the collectibility of Federal Student Aid errors, from accounting experts as to the appropriateness of the accounting treatment of the College's payment of said errors and from the Administration with respect to its interpretation of the June 18, 2007 resolution referenced above, and

### **THEREFORE BE IT RESOLVED,**

1. That so much of the June 18, 2007 resolution referenced above which calls for the collecting of paid Federal Student Financial Aid errors from students is rescinded with respect to any paid errors made from the transfer of funds authorized by the January 16, 2007 resolution referenced above;
2. That the accounting treatment for the paid errors as scholarships which have been expensed shall remain the treatment.
3. That the Administration shall, within 8 months of this Resolution, propose and seek this Board's approval of a comprehensive plan, process and procedure for determining the issuance of College scholarships, the loaning of College funds to students, the collecting of unpaid or overdue tuition, the collecting of overpayments to students, the collecting of delinquent loans to students and for the accounting treatment of due and unpaid tuition, loans, or overpayments to students.

4. That all resolutions or parts of resolutions in conflict with this Resolution shall be and are rescinded.

MOVED by Trustee Proctor and supported by Trustee Hollister to approve the Scholarship Resolution.

Roll call vote:

Ayes: Hollister, Proctor, Rasmusson, Smith, Lavery

Nays: None

Absent: Canady, Pelleran

Motion carried.

### **Chairman's Report – Information and Announcements**

Chairman Lavery made the following announcements:

- Chairman Lavery thanked Dr. Cardenas and the college for the hard work that was done on the 50<sup>th</sup> Anniversary events.
- He also stated that he had a great time at LipSync.
- He thanked everyone for material and content of information that the Board has been receiving lately.
- Trustee Hollister was appointed to the Audit Committee until the reorganization meeting in January. Chairman Lavery appointed himself as the Chair until the reorganization meeting as well.
- There will be an Audit meeting before November Board meeting. This meeting will include Bruce Dunn, president of Maner, Costerisan and Ellis.
- The Board of Trustees had a workshop on Saturday, October 13, 2007 with Greenwood & Associates.

### **Chairman's Report – Other**

Trustee Proctor reported that there has been a transition of presidential search staffing. He extended thanks and appreciation on behalf of the Board to Ms. Bev Baligad and Ms. Ava Mills for all the work they have done for the presidential search committee. They were each presented with a token of appreciation.

### **Board Member Reports – 2007 ACCT Leadership Congress**

Trustee Proctor asked to submit a report at the next meeting.

Trustee Smith reported that she attended several sessions and announced that she serves as a committee member on the National Diversity Committee.

Trustee Smith presented the following packets of information that was presented at the conference to the Trustees:

- (1) Expectation of Trustees
- (2) Trustee Leadership through a holistic approach
- (3) Getting on Board with Succession planning.
- (4) Trustees should be in the know
- (5) Building the Entrepreneurial College

These packets are on file with the official Board meeting materials.

Trustee Smith commended the college for being on the cutting edge with what is happening.

### **Board Member Reports – Presidential Search Update**

Trustee Proctor reported that the closure date of the applications is December 1, 2007. He stated that Greenwood & Associates will make an initial screening of those who applied and then the screening committee would become involved in interviewing.

Trustee Proctor presented the following timeline:

<p><b>Date: January 14, 15, 2008 (Monday and Tuesday)</b></p> <p><i>May begin evening of 13<sup>th</sup></i></p>	<p><b>Round-One of Interviews:</b> President's Search Committee will conduct interviews of leading candidates and select 3-5 candidates for referencing; Discuss referencing strategies</p>
<p><b>Date: January 24, 2008 (Thursday)</b></p> <ul style="list-style-type: none"> <li>• <i>Time 8:00 am-10 am</i></li> </ul>	<p><b>Reference Feedback Meeting and Determination of Candidates to Move Forward</b></p>
<p><b>Date: February 4, 2008 (Monday)</b></p>	<p><b>Board Interviews of Candidates</b></p>
<p><b>Date: February 18-22, 2008 (Monday-Friday)</b></p> <p><i>Will depend on number being interviewed and campus schedule</i></p>	<p><b>Round Two of Interviews with Campus Discussion and Recommendation</b></p>
<p><b>Date: February 25, 2008 (Monday)</b></p> <ul style="list-style-type: none"> <li>• <i>Time 8:00 am-10:00 am</i></li> </ul>	<p><b>G &amp; A and Search Committee Discussion and Recommendation</b></p>

Trustee Proctor stated that he does not know how many people have responded to the ad. He said that he has received an email from someone in the community making a recommendation for someone and that he will pass on to Greenwood and Associates.

Trustee Proctor stated that as the Board proceeds they face a couple of dynamics. He stated that in the past 14% of community college presidents were 60 years of age or older. He said that currently more than 50% are 60 years of age or older. He also stated that there are a lot more vacancies and fewer candidates.

Trustee Proctor stated that the other dynamic is that the state budget situation has become a critical factor and they don't know what impact the budget would play on the LCC presidential candidates.

Trustee Proctor also stated that the Board's reputation is also a factor that might affect the quality of candidates who might consider applying for the position of president of Lansing Community College. He reported that they have had two workshops with the presidential search consultants and that the Board is well beyond and prudent from where they use to be. He stated that he came away from Saturday's session believing that the Board understands and knows what their role is as Trustees and that the Board creates a culture that suggests they function cooperatively, have differences and disagree agreeably.

Trustee Proctor provided the following update to what was discussed at the Saturday workshop.

- Reviewed the Ethics and Conduct Policy that the Board adopted.
  - Each identified which items under III A. of the policy they had the opportunity to implement since the adoption of the policy.
- Reviewed the Mutual Commitments that the Board adopted.
  - Each identified one of the commitments that they had implemented since the adoption of the mutual commitments.
- There was discussion on the why the Board is having difficulty living out their commitments and what will they need to do to live up to them.
- Review and discussion of factors that destroy trust and respect on boards.
- Review and discussion of competencies required of board members to obtain trust and respect in the views of others.
- Review and discussion of the concept of disagreeing agreeably.
- Review and discussion of the elements of managing conflict.

Trustee Proctor reported that the most significant item discussed was what the Board could do to change, in a positive manner, the culture of the Board.

He stated that the following is the listing of items presented by board members for the purpose of discussing and adopting at this meeting as an expression and commitment of the board to change the culture of the board.

1. The board commits to schedule regular board development sessions to enhance the ability of the board to stay focused on policy development.
2. The board commits to develop and follow a communications plan/strategy that facilitates effective communication between board members and assures that communications and information provided to the board is directed to all board members timely and equally.
3. Each trustee commits to preparing for, attending and participating in board meetings.
4. The board commits to scheduling dinner prior to board meetings and each trustee commits to making every reasonable effort to attend.
5. The trustees commit to scheduling social events to enhance relationships between trustees. There shall be no agendas established for such events.
6. The board commits to acknowledging and affirming the mutual commitments at each board meeting.
7. The board commits to discussing during each board meeting (nearing the beginning) one of the mutual commitments.
8. Each trustee commits to avoiding non-verbal communication that conveys or connotes disrespect for others.
9. Each trustee commits to making only positive comments about fellow trustees.
10. The board and each trustee commit to avoiding actions or conduct that undermines the administration.
11. The board commits to developing a board culture that fosters the curiosity of trustees and avoidance of criticism.
12. The board commits to adopting a format for the disposition of all action items on the board's agenda.

13. The board commits to reviewing its committee and staffing structure.

The following resolution was presented by Trustee Proctor.

The Board of Trustees of Lansing Community College resolves as follows:

**WHEREAS**, the Board has committed to a search and selection process for the position of president of Lansing Community College, and

**WHEREAS**, the Board is desirous of entering into an agreement with the person selected to fill the position of president of Lansing Community College that provides for that person to commence service as president no later than July 1, 2008, and

**WHEREAS**, the Board has recognized that the Board's reputation is a significant factor considered by persons who might consider applying for the position of president of Lansing Community College, and

**WHEREAS**, the Board has taken actions to assure that Board has a very positive reputation that would attract the best qualified applicants for the position of president of Lansing Community College, and those actions have included participation by board members in board development workshops conducted by highly qualified individuals including members of the firm hired by the Board to assist with the search, and

**WHEREAS**, the workshops have resulted in the desired outcomes of (1) improving and enhancing the relationships between board members and (2) enhancing the board members knowledge of their roles as trustees, and

**WHEREAS**, the Board has identified specific actions that will create a positive culture change on the Board, and

**THEREFORE BE IT RESOLVED,**

That the Board adopts the items listed below as commitments by the Board and each Trustee to create a positive culture change on the Board.

1. The board commits to schedule regular board development sessions to enhance the ability of the board to stay focused on policy development.
2. The board commits to develop and follow a communications plan/strategy that facilitates effective communication between board members and assures that communications and information provided

to the board is directed to all board members timely and equally.

3. Each trustee commits to preparing for, attending and participating in board meetings.
4. The board commits to scheduling dinner prior to board meetings and each trustee commits to making every reasonable effort to attend.
5. The trustees commit to scheduling social events to enhance relationships between trustees. There shall be no agendas established for such events.
6. The board commits to acknowledging and affirming the mutual commitments at each board meeting.
7. The board commits to discussing during each board meeting (nearing the beginning) one of the mutual commitments.
8. Each trustee commits to avoiding non-verbal communication that conveys or connotes disrespect for others.
9. Each trustee commits to making only positive comments about fellow trustees.
10. The board and each trustee commit to avoiding actions or conduct that undermines the administration.
11. The board commits to developing a board culture that fosters the curiosity of trustees and avoidance of criticism.
12. The board commits to adopting a format for the disposition of all action items on the board's agenda.
13. The board commits to reviewing its committee and staffing structure.

Trustee Smith stated that she feels the Board has made huge strides.

Chairman Lavery thanked Trustee Proctor for all of the work he has put in to the presidential search process and the work he has done on putting together the materials presented on tonight.

Chairman Lavery requested to have all of the Trustee sign the resolution.

MOVED by Trustee Proctor and supported by Trustee Smith to adopt the Board Culture Commitments resolution.

Roll call vote:

Ayes: Hollister, Proctor, Rasmusson, Smith, Lavery

Nays: None

Absent: Canady, Pelleran

Motion carried.

## Closed Session

MOVED by Trustee Hollister and supported by Trustee Smith that the Board go into closed session for the purpose of discussing a matter of attorney client privilege and labor negotiations.

Roll call vote:

Ayes: Hollister, Proctor, Rasmusson, Smith, Lavery

Nays: None

Absent: Canady, Pelleran

Motion carried.

The Board entered into closed session at 7:26 p.m.

The Board returned to open session at 9:22 p.m.

Ms. Queen McMiller presented the following resolution to the Board for approval:

The Board of Trustees of Lansing Community College resolves as follows:

**WHEREAS**, in November 2004, Michigan voters approved Proposal 2, amending the Michigan State Constitution to include the following language in Article I, Section 25:

To secure and preserve the benefits of marriage for our society and for future generations of children, the union of one man and one woman in marriage shall be the only agreement recognized as a marriage or similar union for any purpose;

**WHEREAS**, the Michigan Court of Appeals has interpreted this language to prohibit public entities from providing employment benefits to employees based on domestic partnership relationships;

**WHEREAS**, the Michigan Court of Appeals decision applies to all employees not covered by a collective bargaining agreement that was valid when ratified; and

**WHEREAS**, as a result of the Michigan Court of Appeals ruling, Lansing Community College may not continue to offer employment benefits based on domestic partnership relationships to employees not covered by a current collective bargaining agreement.

**NOW, THEREFORE, BE IT RESOLVED:**

1. References to Domestic Partnership benefits in all LCC policies and documents (other than current collective bargaining agreements) are no longer valid or applicable.
2. Lansing Community College shall issue a disclaimer, notifying all employees of the change in benefits and the reason for the change.

MOVED by Trustee Smith and supported by Trustee Rasmusson to approve the Domestic Partners Benefits college resolution.

Roll call vote:

Ayes: Pelleran, Proctor, Rasmusson, Smith, Laverty

Nays: Hollister

Absent: Canady

Motion carried.

## **Public Comment**

Trustee Pelleran stated that Domestic Partners Benefits resolution in no way eliminates the benefits currently offered to the employees through their contract period, which is up on 2010.

## **Board Evaluation**

Trustee Smith commended the Board for remaining true to the new culture agreement. She also stated that the conduct has also been in compliance with the Board's Mutual Commitments.

Trustee Proctor stated that Sue Fisher was thankful to the Board on behalf of the Foundation and others about the Board resolution that was adopted on this

evening pertaining to the Board's Mutual Commitments toward each other. He stated that Ms. Fisher believes this will have a significant impact on the ability of the Foundation to raise money and encourage others to be donors to the Foundation and to the College.

## **Adjournment**

MOVED by Trustee Hollister and supported by Trustee Smith for the meeting to adjourn.

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

Nays: None

Absent: Canady

Motion carried.

The meeting adjourned at 9:27 p.m.