

LANSING COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
June 15, 2009

**Regular Meeting**  
Adopted Meeting Minutes

## **Call to Order**

The meeting was called to order at 6:10 p.m.

## **Roll Call**

Present: Lavery, Proctor, Rasmusson, Smith, Canja  
Absent: Hollister, Woods

Trustee Woods arrived at 6:12 p.m.  
Trustee Hollister arrived at 6:25 p.m.

## **Pledge of Allegiance**

Trustee Rasmusson led the Pledge of Allegiance.

## **Approval of Minutes**

IT WAS MOVED by Trustee Smith and supported by Trustee Rasmusson that the minutes of the May 18, 2009 Regular Board of Trustees meeting be adopted.

Roll call vote:

Ayes: Lavery, Proctor, Rasmusson, Smith, Canja  
Nays: None  
Absent: Hollister, Woods

The motion carried.

## **Additions/Deletions to the Agenda**

The following additions were made to the agenda:

- Trustee Smith requested that her NISOD presentation be moved to come after Limited Public Comment.

- President Knight requested that the amended college policies under A.2 be withdrawn.

## Limited Public Comment Regarding Agenda Items

There were no public comments.

Trustee Smith presented the following resolution:

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

WHEREAS, Toni Hughes Glasscoe has exuberantly and selflessly served as Lansing Community College's Director of K-12 Initiatives and Career Preparation; and

WHEREAS, Ms. Glasscoe has played a pivotal role in assisting mid-Michigan K-12 students explore career and academic development through the many programs for which she provides input and oversight; and

WHEREAS, she has provided immeasurable energies to the High School Dropout Completion Initiative Program (HSDCI) to re-connect students with school in order to attain their high school diplomas and begin a future that includes college and career training; and

WHEREAS, in addition to her tireless efforts with the Completion Initiative Program, she provides invaluable leadership to the Helping Other People Excel (H.O.P.E.) Scholarship Program, which, in partnership with the Lansing School District, the City of Lansing, Lansing Community College, Michigan State University, the Lansing Police Department, the YMCA, and local businesses and citizens, offers student opportunities for a college education; and

WHEREAS, her expressed enthusiasm, energy, and passion are evident in all of her efforts; and

WHEREAS, Ms. Glasscoe's endeavors toward helping mid-Michigan youth matriculate and realize a brighter future is appreciated and valued throughout the Lansing Community College family; and

WHEREAS, those endeavors have resulted in the National Institute for Staff and Organizational Development (NISOD) awarding Toni Hughes Glasscoe the 2009 NISOD's Excellence Award;

NOW, THEREFORE, BE IT RESOLVED that the Lansing Community College Board of Trustees honors, commends and thanks Ms. Toni Glasscoe for her outstanding work on behalf of Lansing Community College.

AND BE IT THUS RECORDED THIS 15<sup>th</sup> day of June, 2009.

Trustee Smith presented the following resolution:

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

WHEREAS, Dr. Mary Brown has enthusiastically served Lansing Community College for some 31 years; and

WHEREAS, Dr. Brown has used her talents as a highly respected professor in the Science Department and the Math Skills Department, as a faculty advisor to the Language Skills Division's Education Coordinating Committee, as Director of the Science and Math Elementary Exploration, and advisor to the Student Future Teachers Club; and

WHEREAS, she has served as a well-regarded member of the Sabbatical Committee and advisor to the LCC Sustainability Committee; and

WHEREAS, in addition to her commitment to Lansing Community College students, Dr. Brown has selflessly volunteered her time with the Eaton Rapids Photography Club, local Boy and Girl Scout councils, and the Department's Regional Science Olympiad; and

WHEREAS, Dr. Brown has devoted her career to understanding how people learn science and then effectively teaching to that process; and

WHEREAS, as a result of her efforts, Dr. Brown has earned the respect of students, peers, colleagues and friends, as she made Lansing Community College a more pleasant, efficient and fun place to work and learn; and

WHEREAS, those efforts have resulted in the National Institute for Staff and Organizational Development (NISOD) awarding Dr. Mary Brown the 2009 NISOD Excellence Award;

NOW, THEREFORE, BE IT RESOLVED that the Lansing Community College Board of Trustees honors, commends and thanks Dr. Mary Brown for her outstanding work on behalf of Lansing Community College.

AND BE IT THUS RECORDED THIS 15<sup>th</sup> day of June, 2009.

Chairperson Canja presented the following resolution:

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

WHEREAS, Trustee Robin M. Smith was elected to the Lansing Community College Board of Trustees on May 3, 2005; and

WHEREAS, Trustee Robin M. Smith was elected by the Trustees to the office of Chairperson of the Lansing Community College Board of Trustees on January 20, 2008; and

WHEREAS, Trustee Robin M. Smith, in her leadership role, served the Board and the College with professionalism, dignity and distinction; and

WHEREAS, during her tenure as Board Chair, Trustee Robin M. Smith provided valuable assistance to the Presidential Transition Committee to ensure a smooth transition between administrations; and

WHEREAS, during her tenure as Board Chair, Trustee Robin M. Smith oversaw the successful completion of the implementation of the Banner Informational Technology System; and

WHEREAS, during her tenure as Board Chair, Trustee Robin M. Smith represented the Board on the LCC Foundation Board of Directors, serving as liaison between the Foundation Board and the Board of Trustees; and

WHEREAS, during her tenure, Trustee Robin M. Smith admirably represented Lansing Community College at two commencements, a presidential inauguration, numerous college events, community meetings and various venues; and

WHEREAS, Trustee Robin M. Smith served as a part-time teacher with the Lansing School District; and now serves as Student Parent Coordinator at Eastern High School; and

WHEREAS, Trustee Robin M. Smith has further demonstrated her passion and dedication to her community and to education through a rich history of personal involvement; and

WHEREAS, Trustee Robin M. Smith has expressed that "Life is a balancing act," and that new employment opportunities and family responsibilities weigh into that balance; and

WHEREAS, as a result of those responsibilities, Trustee Robin M. Smith has resigned her role as Board Chair but remains committed to the mission of the College and moving the College forward; and

WHEREAS, Trustee Robin M. Smith has demonstrated this steadfast commitment by expressing her wish to continue to serve on the Lansing Community College Board of Trustees in the position of Vice Chair; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees, in recognition of her service, her dedication, and her sincere commitment to Lansing Community College as Board Chair, on behalf of students, faculty, staff and community, recognize and congratulate Trustee Robin M. Smith as she transitions to a new role with the Lansing Community College Board of Trustees.

AND BE IT THUS RECORDED THIS 15<sup>th</sup> day of June, 2009.

## Public Hearing of Fiscal Year 2010 Proposed Budget

Chairperson Canja stated that the Board of Trustees published a notice on Thursday, June 4, 2009 of this public hearing on the budget for the 2009-2010 fiscal year, for which the College proposes to levy 3.8072 mills. The millage may be reduced by any required Headlee Rollback. This millage amount is referenced in the FY 2010 budget and the approval of this budget by the Board of Trustees will meet the requirements of the truth in budgeting statute for levy of the proposed mills.

President Knight welcomed everyone and stated that he wanted to share the following comments about the process:

*"When I came to Lansing, I did so because I believed that LCC was a world class college committed to serving students, all of our partners and the community in the most effective and efficient way possible. Unfortunately during my tenure, the nation and the state of Michigan have suffered severe economic changes and those changes apply to both the private and public sector and force us to make necessary and sometimes painful adjustments. Lansing Community College is no exception. It is during these difficult times that LCC must recommit to a vision of being the people's college and to our goal of providing quality affordable world class education to all who can benefit.*

*If we do nothing, the college would be short \$9.3 million for the fiscal year beginning July 1. This is because of two factors; (1) a decrease in our revenue and (2) projected increases in expenses. LCC is in a difficult economic situation at a time when this community needs us more than ever.*

*The people for whom this college was built to serve, expect and deserve the lowest cost tuition rates possible and to know that we are using our resources as wisely as possible.*

*My job, and the job of the Board, and of all who are involved in the college, is with the thousands of students we serve every year. That is why we are presenting a balanced budget that holds as it's first and foremost priority a commitment to students not to increase tuition.*

*Higher Education tuition across the nation has increased more than any other sector of the economy and yet our Board is committed to keeping LCC education affordable. Last year LCC did not raise tuition and we are not proposing a tuition increase for the upcoming year.*

*These are difficult decisions that college and universities struggle with across the nation. Many times it's easier to raise tuition for masses of unrepresented students than it is to propose difficult decisions in managing our resources. This budget also reflects a commitment to lower operating costs and includes a \$4.7 million reduction in non-personnel expenditures and revenue enhancements. That was achieved through:*

- *minimizing the use of overtime and outside contracted temporary help;*
- *cuts in areas like travel, non instructional supplies, printing and postage;*
- *a two-year wage freeze on high-level, non-union administrators;*
- *and increasing the returns on our investments.*

*An additional \$1.3 million will be saved through our voluntary retirement incentive program. These and other reductions are a result of a collective process with the help of our consultants that solicited the input from everyone: faculty, student, staff; anyone who had any contribution, anything to say about how we could become more efficient.*

*Despite these efforts we still have a \$3.3 million funding gap. To close this gap, we carefully analyzed all college departments and functions, and searched for areas and activities that could be reorganized, reduced or eliminated without a serious negative impact on programs and core services to students.*

*We realize the difficulty and tried to minimize the number of persons adversely affected. We also worked hard to avoid any reduction in instructional activities or programs. We propose fewer than 30 non-teaching positions be eliminated, while preserving the jobs of almost all. We truly recognize these workforce reductions are a tremendous hardship to those affected. These recommendations were made with great deliberations and difficulty. Unfortunately, LCC can not stand separate from its economic environment and is compelled to take the same steps that many other organizations have through other communities throughout Michigan and throughout the nation. We are working hard to refocus on our core commitments: excellence and affordability. I know that many of you are here to support the counselors. We are analyzing how to most effectively and efficiency balance the services in the counseling and advising areas.*

*We will continue to meet with the counseling team, the faculty union leaders and further discuss the desire to increase effort in academic*

*advising, counseling and anything we can do to improve student success. I can assure everyone that we will maintain a core number of counselors to meet the needs of our students, especially those who are disabled and or at-risk.*

*Leadership is often about difficult choices and choices here reflect the utmost concern for the institution, community, and the public good that our community college embodies. We are doing our best to manage in difficult times and to be good stewards of our resources.*

*We are submitting a balance budget that does not compromise excellence in academic programs nor the outstanding faculty whom make our programs possible. We believe this budget will have a minimum impact on college operations. LCC remains steadfast in its commitment to teaching and learning, student success and quality customer service.*

*Thank you.*

**Stephen Vossler:** Good Evening, I am Stephen Vossler, co-chair of the Labor Coalition and I am here tonight to talk to you about the budget you are about to approve. If you approve the budget in the form that is found in the Board packet, you will be eliminating up to 37 positions, as the President and his staff like to call them. However, while some of those positions are empty, the rest have LCC employees in them. Calling them positions is a cop-out. These are loyal LCC employees who have given their heart and soul to this institution, keeping this College running while other boards and presidents fought with each other. When community members would ask me what was going on at LCC, I would tell them not to worry. The people in the trenches, both faculty and staff are still doing the job in the same excellent way that Lansing Community College is known for. Now, I am telling them to start worrying as we are cutting the heart out of LCC. The President has said the layoffs will start as soon as tomorrow. You may notice the red colored shirts in the room and on the informational picket line around the building before this meeting started. We of organized labor are wearing red shirts to indicate that we are the life blood of LCC. Without us, there is no need for trustees, presidents, or anyone else. This budget is making LCC bleed when there is no need. We are financially sound. We can cover the \$3.2 million projected shortfall and still be in good financial shape. Your choice tonight as Trustees is this, "money in the bank or people's lives". The red shirts also indicate that organized labor continues to work collaboratively with each other. This is not the way the upper administration at this College is working. As I have said in previous talks to the Board of Trustees, everything is a secret and there is no collaboration. It seems the President's idea of collaboration is that we meet and he asks for ideas without offering any of his ideas. Then he goes off to meet with his staff, one of which is a consultant that the President wants to hire as another senior level vice president, to decide if our suggestions are meritorious or not. This is not collaboration,

where we work together for a common goal. This is top-down management with lip service paid to collaboration.

The community is depending on us to help them get out of the economic problems that are occurring across the State of Michigan, across the United States and across the world. At a time when the community needs us most, this budget will either cut or decrease services to them. I want to be very clear about one thing. If you vote for this budget, you are voting for layoffs; layoffs of loyal LCC faculty, administrators, and support staff. Don't let anyone tell you differently. Thank you for your time.

Beckie Beard: Hello my name is Beckie Beard, President of the Lansing Community College Administrative Association. Good evening Chairperson Canja, Board of Trustees, and Dr. Knight. I am here tonight to speak about the FY10 Budget. The FY10 budget as presented will layoff 30 LCC employees; 15 from the Administrative Association alone. The Board's direction to college administration was to balance the budget with layoff of employees as a last resort. I do not believe that everything has been done, and there are other methods that could be utilized to avoid the layoff of college employees. Here are just three for your consideration: (1) In fiscal year 08 and 09 the college chose to not increase tuition. In both instances the college created a Tuition Stabilization Fund of \$3.15M from the fund balance. I am recommending to you tonight to do the same for fiscal year 2010. Our fund balance on June 30<sup>th</sup> is projected to be \$17M. College policy requires a 10% fund balance, or for a \$124M budget \$12.4M. This allows for \$3.15 for tuition stabilization and for LCC to carry slightly more than the 10% required in fund balance; (2) This weekend while researching how other organizations are handling budgeting in these challenging economic times I reviewed recommendations from McKinsey on Finance. McKinsey advises organizations to use Scenario Budgeting with Triggering Events. This budget contains assumptions such as reduced property tax, increased expenses, and rise in utilities. McKinsey advises that you create a strategy for each triggering event and only implement if and when the event occurs. Why, because our economy is volatile. We could make decisions based upon a future event that does not occur. What will happen to the lives of those 30 employees once they are laid off, and how much worse if we are wrong! McKinsey also looks at the importance of decentralization and using zero based budgeting to ensure that costs are aligned with the institutions strategic plan. The bottom line is the Board can pass a balance budget tonight without any layoffs and the college can commit to working on these items over the summer and come back to the Board for a budget adjustment if and when necessary as it has in the past; (3) Another way to solve the budget gap might be to take half \$1.65M from the fund balance and recover the other half through course fees. It is my understanding that there are at least 60 new courses in the schedule book without a course fee assigned, and others that require revision. These could be brought to the Board in a Special meeting in order to implement for the fall.

These are only three suggestions on how to close the budget gap. The point is that the budget gap can be closed without laying-off staff. If the purpose is to layoff staff we need to be honest and say so, and not say it is due to financial necessity. Finally, by approving this budget it will layoff the two remaining employees in the Hotel Employees Restaurant Employees union on campus. Many years ago, when LCC out sourced its food services, the college made a commitment to let the employees draw down through attrition. There is no reason to layoff these employees as their costs are paid by ARAMARK. I hope that the Board will consider these suggestions and amend the proposed FY10 Budget and not layoff employees. Board members please do not break faith with the employees. Thank You

Monica DelCastillo: Board of Trustees and President Knight, I stand before you tonight to honor a request made by Chairperson Canja and Vice Chair Smith, after the last Board meeting, for input from the counselors. In preparation for this presentation, I requested and received input from the entire Counseling and Advising Department, because we truly understand what impacts one area of the department, impacts us all. President Knight has spoken of the impending perfect storm as a series of monumental and unprecedented events coming together requiring him to take quick and decisive action in order to preserve community access to affordable and quality education. The Counseling and Advising Center knows a thing or two about storms. In the past 10 years, we have weathered 14 directors/co-directors (5 interims), and lost a total of 12 critical positions. These include 7 FT counselors, 1 PT counselor, 1 PT transfer coordinator, 1 FT and 2 PT administrators who served students in the Women's Resource Center. These numbers don't include the 5 impending losses due to retirements and lay-offs. Through benign neglect and/or intentional attrition we have been decimated. You have heard hours of public testimony from students, and faculty and the people of this community, attesting to the need and value of counseling. It is critical that you also understand the decision to decrease counseling services in the context of national accreditation standards, national staffing ratios, the LCC Academic Quality Improvement Process, enrollment trends, and current LCC student success initiatives. First I would like to reference, national standards. The North Central Accreditation Standards for quality schools, standard 5, talks about resources & support systems. It states that the school must have the resources and services necessary to support its vision and purpose and to ensure achievement for all students. It also references quality school indicators. I liked to focus on one, which states schools need to ensure that each student has access to guidance services that include, but are not limited to, counseling, appraisal, mentoring, staff consulting, referral, and educational and career planning. How does this impact LCC? If the college is to adhere to accreditation standards for quality schools, the college must stop hiring advisors to do advising in lieu of counseling. In a medical setting, it could be likened to hiring a nurse to be a surgeon. The reality is that the college is

responsible for ensuring student success of both counseling and advising, and needs to allocate resources to keep both programs viable.

Pamela Davis: I'm Pam Davis, and I am going to continue with the packet we presented to the Board. The Council for Advancement of Standards in Higher Education point out some of the following things: counseling programs and services must be (a) intentional, (b) coherent, (c) based on theories and knowledge of human development, (d) reflective of development and demographic profiles of the student population, and (e) responsive to needs of individuals, special populations, and communities. To effectively fulfill its mission, counseling services must provide directly, through referral, or in collaboration: individual counseling, group interventions, assessments, outreach, psychiatric consultation, emergency crisis intervention coverage, and staff/faculty professional programs. How is LCC impacted by this? By laying-off 3 college funded counselors and not replacing the 2 that are retiring, the college is ignoring the needs of general students. How is this so? The remaining 5 counselors (3 of which are grant funded) can only serve special populations (the students with disabilities, at-risk students, and international students). This is due to either grant requirements or mandates driven by federal legislation. As we address the human services, it is also addressed in the counsel of advancement, which states that counseling services must be staffed adequately by individuals qualified to accomplish its mission and goals. Licensed professional counselors are the only college staff with training and experience to perform career counseling, personal counseling, and emergency crisis interventions. Back to the demographics, how is LCC impacted by this? Between the lay-offs and the retirements, the complement of diversity on the counseling team will be severely compromised. There will be no males on our counseling team or African-Americans. This is most problematic for a multitude of reasons. Most glaring is that the composition of the counseling team will no longer be reflective of the demographic profile of our students and/or our community. According to the International Association of Counseling Services, the staffing ratio recommended on college campuses is 1 counselor to every 1000-1500 students. If we use this formula based on post-retirement and lay-offs, LCC will be understaffed by 8-15 counselors. If we looked at AQIP, the college planning process is rooted in continuous quality improvement, as well as qualitative and quantitative data review. How does this impact the counseling office? Our counseling services have never engaged in a formal and collaborative program review process. Yet despite little to no information, decisions are being made about our strengths and deficiencies of our program. Perhaps this is because 14 directors in 10 years have created our unperfected score.

Curlada Eure-Harris: My name is Curlada Eure-Harris and I read the message from the President on the home page today that said, three counseling employees at LCC have been notified of a potential change in their employment status as a result of a careful analysis of how to most effectively and efficiency

provide services in the student services area. Base on this message excerpt on the home page, I wondered what kind of careful analysis ignores AQIP standards for accessing and continual improvement. What kind of careful analysis doesn't completely follow the LCC MAHE contract with counselor job change notifications? What kind of careful analysis doesn't address the counseling standards and the education requirements for counselors on campus for all students? What kind of careful analysis doesn't address the enrollment trends and the student success initiatives? The case management model initiative is designed to require over \$10,000 students that are in our banner student systems, which have not decided about their major, to be assigned to a counselors. Where are they going to be? Noel-Levitz, a consulting firm hired by LCC, helped us with our enrollment success initiative and effectiveness initiative and to prepare us for a case management model services. In this model, Noel Levitz reports the national average for case management loads to be 300-350 students per counselor. But that is only part of our job. I happen to be the lead counselor for academic career counseling and the only counselor hired by the college to provide that service. I and the other two counselors, who also provide that service, have been notified of a potential job change. Another enrollment standard has to do with Capital Area Michigan Works. Cathy Wilham, who is our LCC advisor, has noted that of the 114,000 people who will lose their unemployment benefits this summer, there is an increased need to refer students to counselors for academic counseling that will support their need for career decisions, for making transition into education, emotional stress of job loss etc. Finally our veteran's staff reports that there has been a 20% increase over the past 5 years of veterans. We now have 500 and in August there will be an educational incentive program not only for them but their immediate families.

Gil Hill: Good evening Board President. Lansing Community College is a world class college. I am very proud to be a member of this great college. I have been an employee here for more than 30 years. How do we meet the demands of a steady increase in enrollment and facilitate student success? It is imperative that we utilize our limited resources to focus on instruction and student services and not to spend money on hiring of consultants to tell us what we already know. Work smarter and harder; nobody on this college campus is going to argue that the work can't be done more effectively and efficiently. As Monica said earlier for over 10 years we haven't had much leadership and we had quite a lot of turnover in that area. Having said that, you would be hard pressed to find a more committed or passionate group of professionals that are driven by the success of their students. Counselors on this campus have been a creative bunch, birthing such programs as orientation, student development courses, freshman experience and centralized advising; just to name a few.

Al Rios: Good evening, Dr. Knight and Board members. In closing, President Knight has sited that he strategically did not pursue across the board budget

cuts, as that would have negatively impacted critical services and or classroom instruction. His alternative solution was to hand over the financial decision-making reins to a consultant that is not familiar with our community. They are unaware of the guiding principles such as national accreditation standards, standards of educational excellence, AQIP, and labor contracts. These are the purposes that drive planning and decision-making at LCC. Some of the consequences of this unfortunate shift in fiduciary responsibility include unsubstantiated judgments about programs like counseling and or staff like counselors based on empirical intuition versus hard core evidence. Please be aware that our department has never had a formal program review like others in AQIP. It is not too late to collaborate a process of self-assessment that is methodical, intentional, and transparent. It is not too late to do what is best for our students. Using the analogy of a perfect storm, counseling services is the oasis that helps students not only weathers the storm, but survive it by achieving their academic goals. LCC stands for Lansing Community College not the last chance college. This is where our success begins and not ends.

Joseph Warren: Madame Chairman, Mr. President, members of the Board, I'm Joseph Warren professor from the Humanities and the Performing Arts Department. This is my 40<sup>th</sup> year at the institution. I've been through all of these layoff processes before. I am reading a letter from a fellow attorney who works for the college:

Dear Monica, I am writing to you to discuss the importance of Licensed Counselors to a new system we are developing in S.A.S. It is called the Behavior Intervention Team, also known to other higher educational institutions as BIT. These BITs" have been created in many institutions in response to the Virginia Tech shootings. Here at LCC, we had a less formalized version, however, under the direction of the former Dean, I was asked to create and implement a BIT here at LCC to assist and serve our diverse student population.

The core membership according to the National Behavior Intervention Team Association or NABITA, as well as the National Association for College and University Attorneys, should consist of Judicial Affairs, Campus Police and Counseling. When information comes to the team, the team decides whether or not the situation calls for assistance, and if so, what kind, from the college. This Team is not meant to big brother our students; rather, it is to let the students know that there is help, and where they can find it. In many schools that have such a team, it has been an invaluable tool. Counseling plays a vital role in the BIT because the team relies on a professional who is capable of doing a risk assessment on a student, and has the capability to advise Judicial Affairs and Public Safety regarding possible mental concerns.

As you know, the student population is more diverse than ever. With more non-traditional students entering back into college after leaving jobs in conjunction with traditional students just beginning college careers, and the stresses that both groups and all groups in between may encounter may be overwhelming. I believe that the BIT will serve the new population of students at LCC in many

ways. Counseling is an important part of the BIT. Without a counseling professional, the BIT would be incapable of properly assessing the risk that certain students may pose to the college community. The input that Counseling has had on our BIT process has been invaluable thus far. I hope this information helps. Best regards, Beverly V. Baligad, J.D., Director of Judicial Affairs at the college.

Cheryll Conklin: My name is Cheryll Conklin and I am the MEA representative. I represent three of the units on campus. I am here tonight to read a statement from Zach Hansen who can't be here:

Dear Board of Trustees Member and President Knight, I send you my apologies that I am not able to be with you and my fellow colleagues tonight, as I am out of town at another engagement. Last week at the Labor Coalition's meeting with the administration regarding the budget I was a bit taken back by the proposal to eliminate three positions within the PTCTU. I am extremely concerned about these proposed position eliminations for two reasons. The first reason is that the PTCTU's starting rate is \$9.50 per hour or an annual cost to the college of approximately \$19,000. This is the lowest cost in all of the bargaining units, yet PTCTU positions are in the cross hairs of a layoff. The second reason is the process or lack there of for deciding which positions were being eliminated. When the Labor Coalition asked how the decision was arrived at we were told that it was based upon "the experience of the people in the room, their understanding of the college, and how to make it more efficient and effective." This answer does not provide us with a process that was followed, only words that lead me to believe that there is no process that was followed. I hope that you, the Board, as my elected officials will do your due diligence and make sure that there was a process that was followed before you vote on the budget. If there was no process in place and you approve the budget you could be opening up the flood gates for future litigation against the college.

I am as equally concerned that with the message from the president that the sky is falling and there will be less money for LCC; yet there seems to be additional senior administration being hired, whom I assume are making a six figure salary. Just one of those administrators would equate to more than five PTCTU positions. Where are the moneys coming from to fund these senior administration positions? The answer is quite simple, from the positions that are being eliminated. If the sky had truly fallen then we would not be hiring these additional senior administrators.

In addition to doing your due diligence, I would also ask that you freeze all hiring at the senior administrative level. The remainder of the college's positions is under a hiring freeze, so should these positions. I wish you the best as you move forward with your budget deliberations. Sincerely, Zach Hansen, president, Part-Time Clerical Technical Union

Sally Pierce: Hello, Chairperson Canja, LCC Board members, President Knight, colleagues, friends and community members. I'm Sally Pierce, LCC faculty member and LCC MAHE Action Committee Chair. I've come here tonight to ask

you to rescind the layoffs of counselors. It's the wrong way to save \$175,000. It's the wrong thing to do for the institution, just as it was wrong that I learned that number from the media. Although Thursday I asked your consultant, Hilquist, who is briefing the labor coalition about the projected savings and he couldn't give me a number. Tonight as you review the budget, please vote to pass the balance budget and transfer \$3.2 or \$3.5 million, the number keeps changing. Do whatever you need to do to balance the budget and then please instruct or urge Dr. Knight and his administrators to work with the labor coalition to find the cost savings that we need. One suggestion we have is you might consider cutting some of the consultants. Make this leadership process transparent. It wasn't. Please recognize the hardships of your decisions could potentially create for the students, the counselors, and the LCC community. Thank you for your consideration. We await your decision.

Marc Thomas: Thank you Trustees and Dr. Knight. I'm Marc Thomas, Social Science Professor at Lansing Community College and member of the faculty association executive board. I have two concerns to share about the proposed layoff of your counselors. The first concern is about the process. If the goal is to reorganize and refocus the counseling department, as the Trustees and the administration has told us, sending layoff notices to three long time hard working, competent, dedicated counselors was an extreme over reaction, inappropriate and unnecessary. All you had to do was ask us to come to the table. My second concern is what will happen to these students when counseling services at LCC are diminished? To answer a piece of that question, I am going to read a letter from Bob Sheehan who is the director of our Community Mental Health Services:

To Mr. Marc Thomas, In your role as a representative for the LCC members of the Michigan Association for Higher Education, you have recently informed me that one of the budget balancing options being considered by LCC is the downsizing of the LCC Counseling Office. You indicated that this proposal is being made with the assumption that practitioners in private mental health practices and the public mental health system in this community, the latter being the Community Mental Health Authority of Clinton, Eaton, and Ingham Counties will be able to provide counseling for the LCC students who currently receive counseling services through LCC's Counseling Office. You have asked that I provide you with a sense as to whether CMH can fill this need. As you may know, the mental health services which CMH offers, due to over a decade of budget cuts, are limited to those with serious and persistent mental illnesses, very serious acute mental health needs such as imminent danger to self or others requiring hospitalization or crisis residential services, developmental disabilities, or those with substance use disorders severe enough to require residential treatment. Within that sphere, CMH serves over 9,000 tri-county residents. As a result of this restricted fiscal picture, while CMH has the expertise to serve persons with mild to moderate mental health needs most notably, anxiety, depression, and adjustment disorders, CMH does not have the financial nor staffing capacity to serve persons with this level of mental health need. This restricted capacity would make impossible the absorption of LCC

students without serious mental health needs into the caseloads of CMH practitioners.

If you, your colleagues, or other parties within LCC would like to discuss the counseling needs of LCC's please call Bob Sheehan.

Cindy Storie: I'm Cindy Storie LCC faculty and president of the faculty association. I have handed out to the Board what they have received as emails. One email was sent to the Board, as well as to the President and our Provost, addressing the counseling. The other was something that was provided by the labor coalition after our meeting on Friday with some points on different savings as well as points that we had questions on and some of the things that we had asked for some follow-up on. I wanted to make sure that you had those in your hands. To follow-up with Marc Thomas's comments on counselors being laid off and that the drive behind that was to get us to the bargaining table, as president of the faculty association, I've had more than one conversation with the administration. We had one during our compensation settlement that went to arbitration. There was discussion at that point that there may be some discussion in the future on what we may need to do in reorganization of the college. We had agreed that we would be willing to come to the table. There were other conversations since that time and those conversations were with David Fernstrum who is the college attorney, as well as the HR representative. We have one as late as Thursday, May 28<sup>th</sup>. There was a meeting where we met with the President, Provost, the consultant David Hilquist, Marc Thomas and I where we specifically talk about the counseling area and that they had received notice to us on the 22<sup>nd</sup> and that was the area of non-teaching personnel that may be affected. We agreed that we needed to look at the strategies of how we should be moving forward. However, within days after that on June 5<sup>th</sup>, we were then receiving layoff notices. That does not meet contractual requirement of 30 days. Not only do we have a concern that you are not meeting contractual requirements, but we thought at that meeting on the 28<sup>th</sup> we had an agreement that we would come to the table and start looking at the department and the strategic needs of the college on how we can better serve our students. We are being asked continually "what are you going to do." We feel like every time we've met, that we keep saying we are willing to come to the table, yet extensive measures from the college of doing layoffs were made in place of that. Today we had a meeting with the President, as we usually do with the labor leaders, to go over the Board agenda. It was again addressed that we could come to the table. So I don't see why these are not rescinded and allow us to do the work we could do at the table within contractual limits.

Ed Bryant: Good evening I'm Ed Bryant. Wednesday I got a call from a member of this community and he asked me, "Ed do you realize that they are laying off the only black man, black women and the only white man in the counseling program at LCC." I'd like to say that his opinion was pretty unambiguous. In

January of this year when I stood in the balcony of the Lorraine Hotel in Memphis I thought about how a man of color took the oath of office for the highest position in this country. I thought about wow, how far we had come and with tears in my eyes when I thought about what might have been. What might have been if Dr. King hadn't chosen to stay in that room? I thought what we'd do in the future five years from now is look back and ask ourselves what might have been had we chosen to be collaborative and make the right choices now. We can make the right choices. We can collaborate, we can work together to find solutions. We can put off laying off people. We can use the money that we have to plan and again to work together. We don't need to do this. We don't need to remove the only black male, the only black female, only white male that we have in our counseling program. We don't need to do this. We don't need to look back in five years with tears in our eyes thinking about what we could have done here. Let's make smart choices and work together.

Steve Manchester: Good evening Madame Chair, members of the Board it's a pleasure to be here. My name is Steve Manchester; I live about a mile west of here in Lansing. I am also a member of the Community Mental Health Board. I was asked to come here and explain to you why it is impossible for the CMH to pick up any slack for the loss in counseling services here. I do want to speak now as an educator. What I know about education is that you can have the best teacher and classroom presentation with a student who has proven too brilliant. But if that student where to show any kinds of emotional stress, such as problems with the family, the teachers not teaching and the learners are not learning. I was rather surprise with the diminishing size of the counseling staff. I believe that LCC is a world class institution. I truly believe that. I think that this institution is diminishing its ability to education because the most brilliant learner can't learn if he or she is under the kind of stress that counselors deal with. I would like you to take that into serious consideration. You could increase the counseling staff.

Shantoria Vance: Good evening, my name is Shantoria Vance and I am one of high school recruiters here at the college. I am here because I wanted to speak on a couple of things. One in regards to the counseling situation and in addition to that I wanted to speak to the Atlanta University Center historical black college transfer program. I realize that all of you have some tough decisions to make. I recognize that it is not easy to be on that side of the line. I am hopeful that as you make your decisions, and I'm sure you will, you'll keep students in the fore front of your thoughts because that is what this place is all about. In light of the fact that we are at risk of losing several counselors; I know personally because I was a student here and know how wonderful and how awesome the counselors are. Each one of them has played a vital role in helping be as a student to develop and keeping me here as a students. I had some difficult times while I was here; some crisis that many of the people spoke about earlier. It was the encouragement and support that they provided for me that helped to keep me

here. I just want to say that it would be sad if we did not have counselors here that were represented all across the spectrum in terms of gender and ethnicity. That is very important that students have someone that they can come and talk too and can relate too on a gender level and on an ethic level. In addition to that in light of the fact that Addie Morrow will be retiring, one of the programs that is at risk is the historically black college and university transfer program. The thought of that program is at risk of being lost is very disappointing because I was a transfer student. I started here at the college and I transferred to Spelman College in Atlanta, Georgia. When I tell you I am so happy that I started right. I didn't have the finances to go straight to Spelman and I didn't have the grades. Because of this program, I was able to go onto Spelman, be successful. The support that was provided to me while I was here was so pivotal because I had a semester where I didn't do well at all. Ms. Morrow really pushed me. She said "you can do it, stayed on course. Don't give up. I know you had some things come up, but you can do this." I listened to her and I listened to the other counselors like Craig Prether, Monica DelCastillo, and Pam Davis. I listened to them and I stayed on course and so I was retained. This program about historically black colleges and universities is not bringing minorities in; it's not about minority recruitment. It is about minority retention. It is about getting these students here and giving them a hope and letting them know that they can be successful; that there is a door that is opportunity open. When I go into the high schools and talk to students and talk with students about the HBCU transfer program. They are excited to hear about that fact that they can transfer to Morehouse College, Spelman College, Clark Atlanta University, Morgan State University. In fact MLK Jr. graduated from Morehouse College in Atlanta, Ga. What I want to point out is that these institutions are not just for students of color. In fact for the first time last year we had the first white male valedictorian at Morehouse College. They are open to everyone. It attracts student's here when they find out wow, I can attend this institution, wow I can transfer. If you don't have a counselor to support this program, I would hope that you would continue to support it because it is vital part of the institution; it is a vital piece in this community. I am very passionate about it because I know what it can do and I have experienced it. You are looking at an example of a historically black college student transfer student. Thank you.

Sandra Philpott-Burke: Good evening to the President and distinguished members of the Board of directives. I did not know that I was going to follow Santoria. It is very important that you maintain counselors in the program that Santoria talked about. I've been involved with LCC as a member of the Greater Lansing community for many years. I recall when this program begun as the 2+2 program. You spend 2 years and then you transferred to a historically black college. With the retirement of Addie Morrow I certainly hope that the college will continue to have this program as one of its vital program. As a member of the community it is very important to us that this program is maintained. I'm a product of a historically institution. I went to Bennett College

in Greensboro, NC. I am currently working with Dr. Julianne Malveaux, who is the new President of Bennett on an articulation agreement between LCC and Bennett College in Greensboro. It is very important that you have the counselors in the programs who can advise student's of what their options are and Shantoria gave you a very good explanation of what it is all about and first hand experience. I can also give you the first hand experience of what it is like attending a HBCU institution. I think that I don't need to tell you about all of the people who have graduated from HBCU's and made an impact on our society. As a matter of fact, your former Director of the LCC Foundation, Hortense Canady, was a graduate of Fisk University. Historically black institutions have produced many members of society who have made very important contributions. To have LCC to be apart of a program that encourages student who may not otherwise end up with a four year degree is very important to the Lansing Community. As a member of the Greater Lansing Community I just urge you to take a very careful look at and hopefully you will fill Addie's position and make sure that the center is well stacked. Thank you.

Camille LaGuire: My name is Camille LaGuire and I am an instructional lab faculty for Media Services in the Arts Design and Multi Media Program. Two points came to me while listening. First at an earlier meeting Dr. Knight described a typical student, a waitress struggling to get her education on her tips. He didn't want to raise her tuition. Just consider though how many of these struggling students have to drop out of class when they don't have the counseling they need. We know these students will keep trying and keep paying. To lay off counselors is a tuition increase and a large one. I'd also like to point out that the life of that waitress describes the life of many of our staff and even faculty. Did you know that some of these long time employees, both faculty and staff are on public assistance? The staff has already made their contributions to LCC's health and they did it last year while college budget was being spent on things like consultants and country clubs. We've given already. Thank you.

Patricia Purol: Patricia Purol, faculty member in the International English Language Center. Good evening Board of Trustees and President Knight. I was here last week. I was that waitress. I was the Mom that came here after losing a spouse with three children. The counselors did help me. They told me about child care grants. They told me about ways that I could go back to college and finish the degrees I had started. I'm looking at a page in this budget where vendor payments over \$10,000 need to be listed as mandated by the College. This is from April 2009. I have questions about the fact that ARAMARK Vender Services the college paid \$10,000 and \$16,000 plus dollars on the same date for two different things. That is a lot of food, wow. I have concerns about the house keeping supplies. This is Michigan, let's go green and I don't mean Spartan green. I am a true Spartan but I mean let's go Michigan green. Why aren't we part of the solution? Why aren't we creating programs to save

environmental cost rather than spending \$103,000 on house keeping supplies twice in the month in April. I am just looking at a lot of thing that are raising a lot of questions to me. I think of accountability; consulting fees, federal lobbyist \$10,000 every month. Oh no, four \$10,000 fees on the same date, April 9<sup>th</sup>. Then I look at credit cards, National City Bank, \$564,000. I'd like to see a break down. I don't know if everyone needs to see that. I don't understand why we aren't the solution. We are a community college. We are the Capital City. Why aren't we finding solution that show that we can work together and make it right rather than eliminate more positions and cause more grief? Thank you.

Craig Prether: I am really proud to be a counselor tonight. It has made me feel really good to have all the support. I think it is absolutely incredible. I had no idea of the impact. I've probably talked to \$30,000 students in my office since I've come to LCC. Santoria was one of those students. I am so proud to see what she has become. I want to thank people. I am not a good public speaker. I am 1-1 with students in my office. I try to make them feel good about themselves and try to give them directions. You guys have a tough job and I was fortunate to be able to talk with Trustee Robin Smith on the phone and I did most of the talking, sorry. I didn't listen to her as much. There is a right decision here. I really don't think it is budget. I think it is more than budget. I think there are other things going on. I think the college needs to determine what those issues are. I firmly don't believe it is just budget. So, I am available for question. If any Board member wants to come into my office, feel free to do so. I am a honest and straight forward person. I tell the truth. I try not to lie; I try to be who I am. So thank you very much. I have never been in a brochure before and this is very cool.

Jack Rothman: I'm Jack Rothman, I teach math here and have for 36 years. President Knight and Board of Trustees, I have a couple of simple things to say to you. One is that people have been talking about the counselors, which is important to me too. No one has talked about the other people. The PT CPU got mentioned. It might comes as a surprise to some of you but administrators occasionally have a positive impact on what happens on this campus. The other thing that I would like to point out is that normally when you do a balanced budget you look at where things are going to come from and you need to borrow or cash in an insurance policy. You are honest about it. What you are doing with this budget is you are cancelling in some positions and some people. It would be good if that was known and not part of the rumor mill that is going on around campus. There are people that have said that so-and-so is being laid off. Did you know? That is not a good way to communicate layoffs on campus. You should be honest about this process and tell us who is being cashed in so you can balance the budget. Thank you.

Chairperson Canja called for a brief recess at 7:30 p.m. The meeting returned back to session at 7:50 p.m.

## **Closed Session**

There was no closed session.

## **PRESIDENT'S REPORT**

### **Strategic Update Report – Michigan New Job Training Program**

Bo Garcia gave a presentation on the Michigan New Job Training Program. This presentation is on file with the official Board meeting materials.

Discussion followed.

### **Strategic Update Report – FY 2010 Budget Update**

David Hilquist and Catherine Fisher presented the FY 2010 Budget Update. This update is on file with the official Board meeting materials.

Ms. Fisher requested approval for the 2010 Budget that is included in the packet.

Discussion followed.

### **Strategic Update Report – Monthly Financial Statements**

The following Financial Statements were presented for information and are detailed in the Board Packet:

1. Statement & Summary as of April 30, 2009 includes:
  - a. Operating and Capital Budgets
  - b. Operating Detail Budgets
  - c. Statement of Revenue, Expenses and Changes in Net Assets
  - d. Balance Sheet
  - e. Plant Funds Statement of Resources and Allocations
  - f. Capital Projects Monthly Reporting
2. Purchasing Report(s) including:
  - a. Sole Source Purchases for May, 2009
  - b. After-the-Fact Requisitions Purchasing Policy Violations for May, 2009
3. Miscellaneous
  - a. Vendor Payments > \$10,000 for April, 2009

4. Fifth Third Bank report of LCC Holdings as of April 30, 2009

### Action Items – Consent Agenda

The following items were presented under the consent agenda:

1. Fiscal Year 2010 Budget Proposal
2. Approval of Appointment of Interim Senior Vice President of Administration
3. Resolution Authorizing Preliminary actions Regarding MI New Job Training Program
4. Change Order for SIG Employee Benefits, Inc.
5. Approval of Amended Policies from Audit Committee
  - a. Capital Project Budgeting Policy
  - b. College Investment Policy
  - c. Conflict of Interest with Vendors
  - d. Financial Oversight and Monitoring
  - e. Purchasing
  - f. Purchasing Card Policy
  - g. Travel and Business Related
6. Request for Proposals
  - a. Cisco Smartnet Maintenance in the amount of \$155,011 per year for a total of \$465,034 for three years. The recommendation was to award the bid to Netarx, Inc.
  - b. Design Services for Maintenance and Replacement and Replacement Projects 09" in the amount of \$263,300.64 over two year period. The recommendation was to award the bid to DLZ Michigan, Inc.
  - c. It was recommended to award the Food Services for Management to ARAMARK for a one-year initial term with six (1) year renewal options for a total of seven year, July 1, 2009 to June 30, 2016.
  - d. Grounds Maintenance in the amount of \$311,576.88 for a total amount for four years of \$1,246,307.52.
  - e. It was recommended to award the Real Estate Broker to CB Richard Ellis.

Trustee Canja asked if any Trustee would like to remove any item from the Consent Agenda for the purpose of discussion.

- Trustee Smith requested that the FY 2010 Budget be removed from the Consent Agenda.
- Trustee Laverty requested that the approval of Appointment of Interim Senior Vice President of Administration be removed from the Consent Agenda.

MOVED by Trustee Hollister and supported by Trustee Smith to approve the President's Consent Agenda items, with the removal of item 1 and 2.

Roll call vote:

Ayes: Hollister, Lavery, Proctor, Rasmusson, Smith, Woods, Canja

Nays: None

Absent: None

The motion carried.

IT WAS MOVED by Trustee Smith and supported by Trustee Rasmusson to table the approval of the FY 2010 Budget until June 22, 2009.

Roll call vote:

Ayes: Rasmusson, Smith

Nays: Hollister, Lavery, Proctor, Woods, Canja

Absent: None

The motion failed.

IT WAS MOVED by Trustee Hollister and supported by Trustee Canja to approve the FY 2010 budget.

Roll call vote:

Ayes: Hollister, Proctor, Rasmusson, Smith, Woods, Canja

Nays: Lavery

Absent: None

The motion carried.

IT WAS MOVED by Trustee Woods and supported by Trustee Hollister to approve the Appointment of Interim Senior Vice President of Administration.

Roll call vote:

Ayes: Hollister, Lavery, Proctor, Rasmusson, Smith, Woods, Canja

Nays: None

Absent: None

The motion carried.

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

### **Chairman's Report**

Chairperson Canja made the following announcements:

- Announced the MCCA Summer Workshop and asked Trustees to let the Board Administrative Assistant know if they will be attending.

### **Committee Reports – Audit Committee**

- Trustee Lavery presented a revised Audit Committee calendar for the remainder of the year.

IT WAS MOVED by Trustee Hollister and supported by Trustee Woods to approve the amended Audit Committee Calendar.

Roll call vote:

Ayes: Hollister, Lavery, Proctor, Rasmusson, Smith, Woods, Canja

Nays: None

Absent: None

The motion carried.

IT WAS MOVED by Trustee Hollister and supported by Trustee Rasmusson to approve Trustee Robin Smith's travel expenses from the NISOD conference.

Roll call vote:

Ayes: Hollister, Lavery, Proctor, Rasmusson, Smith, Woods, Canja

Nays: None

Absent: None

The motion carried.

### **Committee Reports – Foundation Board Report**

Trustee Canja gave the following Foundation Board Report:

- A thank you was given to out-going Board members Dave Elliott and Art Luna and Bob Anderson was presented with a gift for chairing the Board for 3 years.
- 9 new Scholarship Funds have been set up with the Foundation between March and May
- Over \$53,000 for scholarship needs was collected as a result of canceling the Spring Gala.
- New Foundation Board members will begin their term in September 2010 including Linda Demmer, Tim Haggert and Kathy O'Leary. One seat is yet to be filled with a representative from GM.

- June 28, 2009 is the Alumni Day at the Zoo event. This is our annual event for Alumni, LCC employees and retirees. Free admission to the Potter Park Zoo from noon – 4 pm.

IT WAS MOVED by Trustee Lavery and supported by Trustee Hollister that the Board honor former Foundation Chair Bob Anderson with a resolution.

Roll call vote:

Ayes: Hollister, Lavery, Proctor, Rasmusson, Smith, Woods, Canja

Nays: None

Absent: None

The motion carried.

### **Committee Report – Workforce Development Board Report**

Trustee Proctor gave the following Workforce Development Board Report:

- At the last Workforce Development meeting Lou Glazer, President of Michigan Future Inc., reported on a study about Michigan's future.
  - ✓ In 2000 Michigan ranked 16<sup>th</sup> in per capita income.
  - ✓ In 2007 Michigan ranked 11% below the national average in per capita income.
- Strong correlation between income rank and college attainment rank.
- Michigan is not fairing well with regards to the education attainment level of its citizenry.

### **Board Member Reports – Trustee Robin Smith**

Trustee Smith spoke on the presentation she gave at the NISOD Conference on Board relations. This presentation is on file with the official Board meeting materials.

### **Public Comment**

Beckie Beard: My name is Beckie Beard, President Lansing Community College Administrative Association.

At some point in time LCC will have acknowledge it had a flawed budget process a second year in a row, and I think we heard some Trustees acknowledge this tonight. This year though it was more expensive with the help of Marble Consulting and the services of Mr. David Hilquist.

The general consensus of the college staff is that the budget process was not transparent, collaborative, and lacked communication. It also failed on adhering to the requirement of using layoffs as a last resort. I have no doubt we will have layoffs again next year.

On Tuesday, June 16<sup>th</sup>, 19 loyal, hard working, LCC employees who put their full faith and trust in you, the LCC Board of Trustees, their elected officials, will learn they are laid off; the result of a second flawed budget process that could not close the gap.

At some point in time we will admit the error of our ways. For the 19 employees laid off tomorrow it will be too late. For that I am personally deeply very sorry; our employees and community deserved better from us tonight.

Curlada Eura-Harris: I came to LCC when counselors were not enough to serve students, similar to today. We served students as instructors of SDEV courses and outside program areas similar to today by advising them about curriculum, by helping them to decide on curriculum, by connecting them to academic programs, by addressing their retention and persistence needs with various effective programmatic focuses. This hasn't changed. We take our direction from LCC's vision, mission, principles and strategic initiatives. So I look forward to those for 2009-10 and I look forward to a respectful process for change that honors new 2009 -10 accreditation standards and, or their new message for change that also honors the contractual agreement process between our administration and our union representatives. As an incoming lead counselor, I will appreciate my involvement in a map and plan for counselors at LCC, being that for the last tens years I've heard the opposite. I am looking forward to that plan being one to serve more students better, to become part of a more stabilized department. I look forward to our application of the President's and the Board's values for sound rationale criteria and for 97% confidence and for a thorough, comprehensive and inclusive decision making that serves our students best.

Stephen Vossler: I am deeply disappointed in the Board's decision to approve this budget, which lays off at least 19 more LCC employees and then rehires a consultant and makes him a Senior level VP. We are now up to a least three Senior level VP's and there is another thought wandering around in the paperwork if you look at it that might be filled. Are you as a Board going to direct the President and his staff to work collaboratively with labor? The Labor coalition still has no idea what parts of the college are considered inefficient. We have no idea what people are considered to be inefficient. Will we now have discussions or will the President continue to act as our father and tell us what is best? You should direct the President to inform the appropriate union Presidents tonight who is to be laid off in their units so they can prepare those members.

Cindy Storie: Speaking on behalf of the faculty association. What I am deeply disappointed is this Board voted on a budget. There was discussion about more information about what happened historically. I can tell you historically nothing has happened when it comes to the counselors. What has now happened is that those three counselors will be held hostage in order to get us to the table. That is the process that you have now approved. We did not need that process to go forward. Trustees Smith asked for the process. If you get that information, MAHE would appreciate that information as well. We've been asking for it. There has also been discussion that there is an organizational chart that was shared with the Board last week. The labor coalition and MAHE has asked for that. We have not seen that. There is information that was shared from Marble Leadership at least with high level executives. I don't know if it has been shared with the Board. We do know that there are more 170 improvement opportunities. There is no list of more than 43. The labor coalition has asked for those and those have not been produced. We were told that there was never a list. Apparently at least 43 showed up from somewhere. This is not an open an inclusive process. It is not what is asked for collaboratively and cooperate ways of planning and making decisions at this college; which is in our contract; he collective bargaining agreement that this Board approved and signed. As far as the layoffs, we will be filing a grievance in any other legal matter that we will take forward because that was not a process that was done correctly or timely. This is not the way that we need to do business. This is not how I want to do business at LCC. It needs to change.

Mel Hernandez: Hi my name is Mel Hernandez and I am a full time faculty and I just wanted to take this opportunity to thank Gill Hill, a counselor here. Back when I was just a kid, he was the first person who ever suggested that I go to college. Thank you.

Sally Pierce: I want to echo what Steve and Cindy said and say you that you are sitting there saying "well you have two semesters and a couple of months to work things out for the counselors." I guess we do. I hope you are watching and I you help us. The Administrator's union doesn't have as much time as we do. They have 60 days if people are notified in their unit. In some of the other units there are only 30 days and we don't know what is going too happened to the unrepresented; some of who do very important work here and are important colleagues of ours. You are talking about efficiencies but we haven't heard about inefficiencies. You haven't demonstrated that anybody isn't doing their job well. Nobody's done that. At least I haven't heard anything about that. In my own unit we would hear about due process issues if someone hadn't been doing their job. I hope that we can figure out a way to do better tomorrow and the next day and the next day. Time is ticking. You've set that clock in motion by what you did tonight. I am particularly concerned about the units were there is only 30 days to gather information and respond or only 60 days. But of course I'm concerned about MAHE also. I help negotiate the contract that Cindy was

talking about. It's got my signature on it so it is personal for me and I don't believe that contract was followed. Thank you.

Ed Bryant: I don't want to minimize the concern or whatever personal trauma by the unit as you had to make a decision. I'd like to give you a few things to think about. We look at the economic situation and it increased the stress on people and the need for help. We had a process of intentional fear. I think we can't categorize it any other way. We talked about the failures of GM and we blame it on unions. We never talked about the arrogance of the administration and the leadership that believed that is was infallible. We never looked at that. We talked about course fees. Course fees are designed to cover the actual cost of open instruction for students who take those courses to gain the higher salary when they leave; which makes it an investment. So to construe course fees as being an additional set of tuition cost I think is a little bit disingenuous. We talked about a comprehensive organizational plan. We have not seen one. Have you identified every employee on this campus and decided whether they are an invaluable part of this campus or their contributions were significant enough? Should we kick them to the curb? Had we had time to think that process through? It would take a couple months. Have we done that? I mean who do we ask? Again we are essentially taking people who gave their adult careers to make this the people's college. Who believed in it. We all did, that is because we believe in the value and vision of this college. Now we are just kicking people to the curb. We talked about a reserve ration of 40% and a fund balance of 10% or 13% but we haven't really talked about being collaborative and using some of that reserve money to tie us over or really consider how to have this college organize and how we can find those efficiencies. I haven't seen it. Have you? Have you? Am I making eye contact or what? I don't know what else to say other than I don't want to look around after five years with tears in our eyes saying we didn't really do what we could. Right now I have tears in my eyes this moment thinking about the people we kicked to the curb. I'm sorry.

Trustee Smith: It was with great contemplation and reluctance that I approved this budget and the reason that I was willing to approve the budget is that I know that the President as well as the administration has agree to continue the discussion and that discussions will take place. The budget is an on-going process. Further talks will continue. Collaboration will continue. Budget amendments have become common place as it becomes necessary to make the adjustments as we move forward. I don't think anyone sitting out hear in this room or anyone out in the community doesn't believe that this Board didn't take pain staking efforts to make the necessary modifications. To make the necessary changes that we believe are going to be necessary for our college to move forward. I believe that Dr. Knight as well as the rest of the staff will be very open and will work very hard during this time to come to a peaceful resolve with many of the labor forces that we speak of tonight. Everyone knows what

their timeframe is. It is time to work hard and work fast and it is not too late to work hard and work fast. That's what we should be doing. Thank you.

Trustee Woods: I hope that we use some of the challenges in the existing process that we used to approve the budget to improve upon as we contemplate whatever negotiations for agreements are can come forth as a result of the action taken tonight. I am concerned about the process and I am confident that we will have a better process. There were things that were done that should not have been done and I was clear that I was not happy about those and we have discussed those and I don't expect those to be repeated. I believe you will get a honest and fair shake in this process. I believe every proposal will be sincerely considered and I am fully confident that a communications will work both ways as we move forward. I hope we what happened in the past, we let that go so that we can get to President is our President and I am happy to have Dr. Knight here and I know he will be leading the effort because he is responsibility for the day to day operation as well as the external face of college. That is why we selected him. I support him and I feel fully confident that we will get through this as a result of his leadership.

Trustee Laverty: I do want to thank the administration for putting the \$250,000 in scholarship back. I do appreciate you putting that back in.

Trustee Woods: Just to make sure that I am clear, Dr. Knight, you will be leading the negotiations with the unions?

President Knight: I won't be leading, but I will have a key role in working with everyone. President's typically don't negotiate at the table and there are reasons for that and is not advised.

Trustee Woods: Will Dave Fernstrum be your point person.

President Knight: Yes

Trustee Woods: That's fine, thank you.

Chairperson Canja: Beckie Beard and I had the pleasure of listening to Margaret Wheatly last month. She spoke of community and building a community and the steps that it takes to build a community and the things that you do to build a community. I think that is possible and Beckie and I talked about ways in which that might be possible and we might be able to do that. I think we have the ability to do that. I know that she and I are both liked mind about how positive that would be and I know there are other people who are like mind and how positive that would be. I believe that we can do that. It will take all of us working together and all of us doing things differently than what has been done.

So I confident that we can meet that challenge and I am looking forward to us doing that.

President Knight: We heard a lot about process in term of the budget. I would like to suggest and assure everyone that I am very interested in working with Beckie and Cindy and others at outlining in how we might do well the next time we go forth and build a budget. I'd like to collaborate with my colleagues and making a plan, provide the plan to the Board for discussion and that we benefit from our experience this year. Things we can do better and try to improve on all of it in the next year and I will continue to work at that. I'm not proud of nor please with the notion that the process was disappointing to some. I'll try harder to do better, work with the Board and Labor Coalition to make a better plan.

## **Adjournment**

IT WAS MOVED by Trustee Woods and supported by Trustee Smith that the meeting adjourn.

Ayes: Hollister, Lavery, Proctor, Rasmusson, Smith, Woods, Canja  
Nays: None  
Absent: None

The motion carried.

The meeting adjourned at 10:21 p.m.