

LANSING COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
December 12, 2011

**Regular Meeting**  
Adopted Meeting Minutes

## **Call to Order**

The meeting was called to order at 6:07 p.m.

## **Roll Call**

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

Trustee Proctor arrived at 6:13 p.m.

## **Pledge of Allegiance**

Trustee Woods led the Pledge of Allegiance.

## **Approval of Minutes**

IT WAS MOVED by Trustee Canja and supported by Trustee Hollister that the minutes of the November 21, 2011 Regular Board of Trustees meeting be adopted.

Roll call vote:

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

The motion carried.

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

There were no additions or deletions to the agenda

## **Limited Public Comment Regarding Agenda Items**

Jeff Janowick: I'm Jeff Janowick and I'm a faculty member at LCC. I teach history. I am here to speak about collaboration. Collaboration is an ideal that is in our contract

and something we all profess to value here at LCC; and that's about working together in the spirit of mutual respect and cooperation to achieve the goals of the college. I am not convinced that the principals of the statement are embodied in the reality of collaboration at LCC. In my mind, sometimes the attitude of the administration is reflected more in the comments I heard from a high-level administrator in a meeting I was at. We were talking about how to get faculty input on a particular matter. This person said that what we really need is the illusion of input. I think too often that's the way collaboration works at LCC; faculty are given the illusion of input. What does the illusion of input look like? It means that the building team meets for months to talk about what the building will look like for the Arts and Sciences renovations, there are plans, drawings and conversations that include faculty offices but at the conclusion of that process, we have a meeting that there will be no faculty offices but instead there will be cubicles. When faculty objects to that for many reasons, we're told we are afraid to change and that we are being obstructionist. So the illusion of input means that we have a PQIP process and receive an email on November 9 telling us that we need to begin the program quality improvement process and this is due on December 9. I am not sure if you are familiar with our academic calendar but December 9 is the end of the last week of classes and the beginning of finals week. As you can imagine, that is the busiest time of the semester for faculty, but I'm suppose to gather my faculty, sort data, and come up with a proposal on quality improvement. I didn't get any detailed instructions on how to do that until December 2. Again, what that says to me is that the administration obviously doesn't value my time and doesn't value my input. The illusion of input means that at the same time PQIP is going on and the building team is going on, I get an email instructing me to redesign my curriculum and that I have three weeks to do that. The proposal for the redesign is actually a good proposal. It is a good idea and something that will make it easier for our students to succeed, but the process matters. There was no faculty input into this process. We were given the opportunity to have input at the end; again in the final three weeks of the semester, over Thanksgiving and during finals week. Again, an ultimatum is not collaboration. I just hope we can work together more in the spirit of collaboration, instead of not valuing what the faculty has to say. Thank you.

Mike McCloud: Hello my name is Mike McCloud, I'm the Body Shop Manager at Berger Chevrolet in Grand Rapids. I'm here to talk about the LCC Auto Collision program. First, I'd like to thank the Board for the opportunity to get up here and speak. It has been brought to my attention that the Board has been debating on rather to get the program in open enrollment or not. I understand that December is the deadline. The collision repair industry is in need of quality hard working technicians that have been taught the basic proper fundamentals by industry professionals. Creating a foundation for success in the field is desperately needed. As an employer of such people, I can't begin to explain how hard it is to hire quality technicians. If there is not a pool of young bright technicians to pick from, I have to resort to locating and luring quality mature technicians away from a good shop that has usually already taken care to make sure their technician stays. If I run an ad or post a listing on the internet for

technicians, I usually end up with technicians that are non-desirable to hire or other people who have minimal knowledge hoping for the opportunity of work. The best way for a body shop employer to hire what they want in a technician, is to hire a young beginning technician without any bad habits in a solid education provided by programs such as yours. This allows me to take that basic foundation and grow it in a fashion that fits the structure of my business. It is my understanding that the Board does not believe that the graduates from the Collision Repair Program will earn a viable source of income in this industry. I am here to open your eyes on this assumption. I've been a collision shop manager for 15 years and in that time have had the pleasure to work with many quality technicians. Many of them have completed your program or at least some of your classes. I myself graduated with an Associate from the Ferris State program that is no longer available. Many of these technicians make a very good living. As an example of their earning potential this year, I brought a year-to-date earnings from the employees that work for me. In the eleven month of 2011, my youngest student, which is a Kent Career Center graduate from high school, in his first full year as a technician, had a year-to-date earnings of \$42,000. Several of my mid-level technicians earned \$60,000. I have two that have earned \$90,000 and one technician that has earned \$124,000. Berger Chevrolet's average body technicians pay is \$89,000 a year. Our medium pay is \$91,000. On LCC's website, under the auto body technician listings, the earning ability for an auto body repair employee by the State of Michigan ranged from \$13 to \$19.50 based on the information on the website. Technicians are expected to be 2,000% efficient, which mean for every hour they work, they turn two hours of flat rate. This turns that rate of \$13 and \$19.50 to \$26 and \$39 per hour. I also looked up the medium salaries of some of the LCC graduates on payscale.com; 180 graduates of LCC jobs listed book-keeper, \$40,250, chemical laboratory technician \$33,297, operation manager \$46,250, support technician for information technology \$48,000, computer operations manager \$36,900, security engineer \$84,000 and assistant director of nursing \$56,000. I also look up the salaries of LCC's staff; the average pay scale of the faculty was \$59,601, with a medium of \$62,600 and their highest pay scale was \$92,186. To me these are all fantastic jobs and fantastic opportunities for technical people. I beg you to reconsider. Thank you.

Owen Kilpatrick: My name is Owen Kilpatrick and I'm here from WaverRunners. I've been swimming at LCC's pool for more than half of my life and now you are thinking about turning it into a 3D theater. This is one of the best working pools in Lansing. Lots of people still use it and it's still in very good condition. Just think about. People are getting exercise and great instructions here just about every day and you want to take our pool. Thank you for listening. I hope you take this into consideration.

Kelly Ann Wright: Hello my name is Kelly Ann Wright and I'm with the WaveRunners of Lansing. I believe that when you thought about taking the pool and turning it into a theater, you forgot about us. We swim here because it takes away the stress and the disabilities that we face every day. We go there to swim because we know that when we get in the water we are going to let out stress. Think about the hard times we are

going through. We are facing economic troubles and our parents are hard at work; so we go to the pool to let it all out. Please don't take away our pool.

Brian Shelly: I'm here on behalf of the Paint and Body Repair Program at LCC. My name is Brian Shelly and I'm a sales representative for Finish Master Automotive & Industrial Paint Supplies. I make weekly sale calls to the body shops, collision centers, dealership body shops, and fleet collision centers around the area. Often I'm ask to help fill a need for a paint or body technicians in those shops. The request for such a technician by the body shop manager is usually a person with the skill set that can jump right in and someone who doesn't need a lot of training. Their preference is usually for a younger person that is intending to fulfill a career opportunity, has many years of service to offer, understands the necessity to be fast and efficient yet quality oriented, knows the latest and greatest ways to repair vehicles to pre-accident conditions and understands the workings of most advanced tools, equipment, products and procedures for proper and efficient repair of damage vehicles. To find this type of person is difficult in this day and age. Managers and owner realize that people who possess these qualities are usually walking the streets and have to be stolen from another shop and they are currently employed somewhere else, happy where they are and not willing to make a change to a different employer. Sometimes they are apprentice ready at a shop waiting their chance to become a lead technician or they're here at LCC. A student enrolled here at LCC in the Paint and Body Repair program is the perfect candidate for a manager or owner to fill those employment needs. A person in this program is receiving the absolute best and the most advanced training to repair vehicles today; with this high-tech facility, highly trained instructors and all of the advanced tools made available right here for students to use and understand. This is the ultimate training ground for anyone to become a successful collision repair technician. Without these program classes and facilities, the success rate for an inexperience person to jump right in at a fast past body shop is low. Technicians are working hard to work hours for their own pay checks and don't have time or the patient to train someone from the ground up. LCC provides this training. When that educated person is hired into a shop, all he or she needs is just some fine-tuning. Without this program, I don't know anywhere else where someone is going to receive the proper training for a successful career as a paint or body shop technician. Back in the old days a person could get his or her feet wet by working with their Dad at home in a garage with an automobile restoration project. This doesn't happen anymore. With the laws restricting anyone without the proper equipment of a facility to work in the backyard, I can't think of any other way for someone to jump right in and learn this trade. LCC provides this awesome training. Thank you.

Paul Phillips: Good evening ladies and gentleman, may name is Paul Phillips and I work for BASF, The Chemical Company. I travel throughout our state, calling collision centers and training centers teaching automotive refinish. One of the great things I have seen here at Lansing Community College is that it is a full training program. There is a deficit right now in our country and the average technician is about 49 years

of age. We are very excited to see young students carrying us into the future. Dale Franks and his group have the best technicians training our people today; so when you step into a collision center they know how to put a door on or straighten a front end. If we stop training people in the State of Michigan, where will they go? How will we drive safely in our vehicle? Please save this industry. This isn't a plug for BASF, this is a plug for safety in this community. Don't give up on our students.

Dontae Beyers: Hello everyone my name is Dontae Beyers. I'm a student here in the Collision Program and have an Associate Degree in Auto Technology. I'm an intern away from a Management Degree in Automotive. I came here to further my education in auto collision. Before I made that decision, I looked at a lot of different programs and opportunities. I came to the conclusion to come here, which was not an easy one because I drive 60 miles one-way. I picked LCC because it was one of the best programs offered and No one can match the certificates. There are different things you get with the curriculum that is asset here. I have really enjoyed my time here at school and it is a great program. I am close to being complete. There are great professors who I believe do a wonderful job. I really would hope that you would keep this program going. I believe there are facts from that state that show repairs have went up and there is a lot more damage involved in vehicles today because of the way vehicle are built today; they are built to keep people in them safer and the vehicles are damaged more because of that. Also, bag deployment damages the vehicle a lot more than they use to. With these two facts, we have a lot more need for repairs in the collision repair field. I am from Grand Rapids and there are no schools in the area. I drive quite a ways to come to this program because there is no other program that supports this degree. I really wish you would keep that in mind. Thank you for your time.

Catherine Filpatrick: My name is Catherine Filpatrick, I'm both a swim parent and serve on the board of the WaveRunners of Lansing. My high school son started swimming with WaveRunners in first grade. He now swims at Eastern High School. My younger son spoke a few minutes ago. I just want to tell you some of the things that I have observed with the swimmers in the club. We have kids who have a few years to wait but they are exposed to a college and what goes on at the college and they talk about how someday they are going to come here and take classes. We have some of our high school swimmers already taking classes here. I think it is a neat partnership. I don't know officially, what the goals of the community college are, but it sure seems like a great resource for a community to come here and participate. Many of our former swimmers are serving the college in other ways. They are taking a class or working here. We would definitely like to see the pool stay here for the community. This is a very central location. The kids that swim in this club together sometimes end up at Grand Ledge High School, St. Johns and Dewitt. Although they are from different high schools, they come to swim club here in the middle of Lansing because it is very central and it just helps them to have relationships across all of the communities, which is something special. Thank you.

Tom Thelen: I am Tom Thelen, I'm the manager at Cooper Body Shop in Lansing. I've been there 12 years. I'm here to talk about the Collision Repair Program. I've been in the business for about 20 years. I'm a graduate of Ferris State University. I have a Bachelors Degree in Automotive Management and value the need for education. It is important and helps you build in your career and give you something to work with. We have two people who graduated from LCC's program with their degrees and we have others who have taken numerous classes for what they needed for their job. We do continuing education here with the programs that they offer. We appreciate the college having the facility. It is important when you are hiring people to have that degree and know they have the basic knowledge and they've done the work. You have a state-of-the-art facility. Some body shops don't have the equipment that you have here. These students are training on it, so if they go to a place that has that equipment they already know how to use it. You have all the latest and good stuff, which I know is expensive but that is what is needed to train in this day and age. When we are hiring and somebody has a degree or has the classes, that is important to us. That brings them up on our level of hiring. Training is very expensive and it gets expensive on our end. If they get pre-trained that helps us out. Saying the pay is \$10 an hour is not a good representation of what they make. Mick McCloud spelled it out and that is about where an experienced technician is. I just want to thank you for your time. This needs good consideration. You got a good thing going. Thank you.

Jack Rotman: I am Jack Rotman, and I have taught math at Lansing Community College since 1973. A few years ago, I received a teaching excellence award that I am proud of. I am also leading a national effort to revitalize developmental mathematics at community colleges. I am here tonight to tell you about two of my students that I am very proud of. The first student, Steven, is a returning student. He came to class quite nervous and anxious. Although he sat in the front, he was not participating very much. He had trouble keeping focus with what was going on in class. However, Steven worked hard and had a good attitude. By the end of the semester, he was doing quite well and he would do a victory dance after getting good test grades. The second student is Rebecca, is a younger student. Unlike Steven, she sat in the back row of class hoping that I would not notice her. Unfortunately, I did notice her because she had a seizure the first day of class. I called 911 and the medics came over. Everyone did their job. She was fine and everything went on. She never did really well in the class at the start. She had a hard time with math but she also kept up with it and was willing to work. She was also willing to come to my office and talk with me. In the process, she got a little better. Although she didn't pass the class, she made many improvements. We have been talking since last year. She came to my office last month and talk for a few minutes like she often does. After a few minutes of chatting, she asked me if I would like to see something she wrote. She handed me a paper she wrote in her writing class about the most influential person in her life. To my surprise, she said that I was the most influential person in her life. She said the reason was that I believed in her when nobody else would. I am very proud of these students and I

think these students show what LCC is really about. It is not about you or me. It's about our students. I would encourage you to work just as hard as these students did and have just as good of an attitude as they did; especially in your relationship to the most important resource that you have at the college, the faculty and staff.

Ben Ramble: Hi, my name is Ben Ramble and I'm a technical representative with Finished Masters Automotive Industrial Paint Supplier. I cover all of West Michigan, including Lansing and Northern Indiana. I have a wide territory and go in and out of body shops regularly. I started in the business by getting a good education and worked my way from an apprenticeship to a full fledge technician in the paint shop. My experience proves that I am a good example that without the education that LCC provides, it would be very difficult to get started in the business and to work your way up. Many people that have spoken tonight are not only techs like me, but also work from management positions, to sales and many different broad spectrums. The ideal of what you are considering impacts more people than just the techs on the floor. I appreciate your time tonight and listening to everybody here and I hope you reconsider keeping the program on.

Phil Thelen: First, I'd like to thank the Board for this opportunity to express my opinions on the Auto Body Program. I know you have a difficult decision to make and I do appreciate you listening to my opinion. My name is Phil Thelen and I've been an automotive refinisher in Lansing for 25 years at the same repair facility. In those 25 years I've seen our shop grow to three times the number of employees. The majority have had some sort of relationship with LCC's auto body program. We currently have two employees that have completed all the auto body classes offered at LCC. Others have taken selected classes and others technical classes held at LCC. We are strongly represented by LCC's auto body program. Outside of being an auto body refinisher, I'm also one of your auto body instructors at LCC. I taught my first class back in 1989 and more recently rehired back in 2003 to teach the advanced refinishing class. When I was rehired back in 2003, we were still located in the old facility downtown. We had a lack of equipment, dated and worn out equipment, a small lab and very dated teaching materials. Upon moving out to West Campus to our new facility, we spent a lot of time updating our teaching curriculum and expanding and updating our tools and equipment to top-notch status. We have paint booths that will duplicate painted on factory finishes. We have a water-based paint mixing bank with a computerize formulation data to mix most any color. Our recycle all of our cleaning and some of our mixing materials for reuse. Our spray stations are 98% effective in collecting hazardous materials from the environment. This makes us very green to the environment. Our welding class covers every aspect of welding use in automotive applications. In my opinion, our enrollment has been good. With the closing of other programs in the state, we had the opportunity to build this program into something very strong. Our restructure plan has a more streamline approach for our students to complete the program, get the needed certifications and gain employment. We don't need to spend more money on updating our program. It is in top-notch status right now and the

equipment we have is in a good situation. The money we need to spend is to maintain what we have and to run our classes effectively; which will make us cost effective in the future. In closing, I would like to say that I talked with the Ferris State faculty when they were down and they said their reason for closing was solely on enrollment. Mott said they were closing because it was going to cost them too much money to get updated to the status of where we are now. This is my opinion. In this economic time, people are keeping their cars longer, owing on their cars longer and have to keep full coverage on their cars longer, which is a recipe for body shops to be busier. Once again thank you for your time and consideration.

Joseph Warren: Mr. President, members of the board my name is Joseph Warren and I teach in the History and Humanities Program. I've been here for 45 years and in those 4 ½ decades, every time we have a change in administration, we reorganize and it gets more expensive every time we reorganize. Last week the Dean laid out the plan for the reorganization of the Arts and Sciences Building. Absolutely a disaster in my opinion. We are now moving from offices to open cubicles. Where can you possibly securely store any of your stuff for the class, exams, books and prep? The only problem this organization solves is the parking problem because faculty will come in, teach their class, and disappear. You can't get any work done here in an open space like that with no security, nor can you deal with students in a confidential manner where they desperately need to have a closed door. Again, I beg and pled with the Board to put this on hold until it can be rationally handled. If you don't, then I ask you to set aside some money, to undo the damage that this is going to do. Thank you.

Mike Crowner: Hello my name is Mike Crowner, I work at Eaton Auto Body in Charlotte, Michigan. I'm here in regards to the automotive refinish and the auto body classes they have here at LCC. I went through the classes, worked at a shop, and worked my way up to purchase my own shop eight years ago. If it weren't for the training that LCC provided, I probably wouldn't have gotten to where I'm at now. I know that in terms of interviewing, anybody that has any kind of LCC or technical training pays off and works well for us. I think it would be a shame if the program were no longer available. I think it's definitely a good program. When I trained, I trained in the old building. I have been to the new building and it is state-of-the-art and has everything. They are dealing with water-based paints, all the technical welding and are up-to-date on everything. There are different things that you have to do with many of the cars we are working on today and things are changing daily. I hope you reconsider anything you decide to do on the auto body repair program. Thank you.

Gary Miller: Hi, my name is Gary Miller and I am an Auto Body tech for Crippen Auto Mall. I've been in the body repair business for over 30 years. I'm an instructor now at the collision lab. I just want to say that I started at LCC in 1975. I have three years at LCC and strongly believe that Where Success Begins means something and think we should keep doing that. Thank you.

Curlada Eure-Harris: Good evening President Knight and the Board of Trustees. My name is Curlada Eure-Harris and I'm a licensed Career and General Counselor for LCC. I'd like to speak tonight as a LCC MAHE Senator, elected State Board MAHE member and as one who has attended many LCC Board meetings before and during our current President's years of service with us. I feel it's timely to publicly acknowledge an appreciation for our LCC-MAHE leadership and negotiation's team as we conclude another semester of shared mission teamwork. They, our LCC-MAHE leadership and negotiation's team have behaved with professional commitment and with appropriate flexibility for service to their members while functioning in their diverse faculty roles. Because of them, we have been able to deliver faculty contract work while we continue collaborative union business through biweekly Senate meetings. We have been kept updated via our LCC-MAHE website and emails. We have maintained MEA service through ongoing dedicated and knowledgeable uni-serve support. We have coordinated for MEA orientations and related professional development of our members. They, the LCC MAHE elected volunteers, remain dedicated to the work that requires our diverse faculty voice and input at our LCC Board's administrative negotiations and decisions table. Much of this work is more than I can take time to mention but it is an addition to our paid service to LCC. Higher Education is known for individuals who are motivated and able to self-advocate. It takes special people to advocate for others, namely, to advocate for what is in the best interest of our students, their learning and their succeeding in life. We know that while advocacy is an important ethic for their teamwork, they are not perfect, and cannot please all of us all of the time, but we know they are still always available to listen and to try. On behalf of all our LCC MAHE Senators and 1,300 or so members who feel like I do, we thank them and wish for abundant good win-win outcomes of mutual benefit. You, our administrative leadership are key participants in this kind of an outcome.

Trustee Deb Canja: We don't usually comment after public comment, but I would like to say a few words. The Collision Program is not on our agenda, so I would like to thank those who came tonight and say how much I appreciate hearing your comments. To the faculty that put together the PowerPoint we received, I truly appreciate the work you have done. I think that it is an example of what we encourage and what we like to see. It is my understanding that the discontinuation of the Collision Repair Program is not currently on our agenda. It is not something we are going to be pursuing at this time, and I think your efforts have been a big part of that decision. I appreciate everyone that came tonight and spoke to us and I value your time, insights and comments. I also wanted to say that cubicles are also not on our agenda. As I have shared with my colleagues, most of my life I've worked in an office. For the past three years, I've worked in a cubicle and personally have found it over time a more negative experience. I am very interested in which areas we are considering for cubicle world and what types of functions they will have. I understand that there are ways of making cubicles livable and habitable, but I personally have not found it to be an exceptionally wonderful experience. I appreciate your concerns brought to our attention. I have

already informed the college that I would like more information on what functions are slated for the cubicles.

## **PRESIDENT'S REPORT**

### **Informational**

Jean Morciglio and Evan Montague gave the following highlights:

- CAMW Alumni of the Year Award: William McMillan was the recipient of the Alumni of the Year Award at the December Capital Area Michigan Works! Annual Awards Dinner. William received a degree in Surgical Technology after being laid off from a company that produced automotive parts and was subsequently hired by Ingham Regional.
- Accolades Continue for Cross Country Teams: The LCC Stars cross-country program has had another stellar season. Both the men and women teams competed at the NJCAA National Cross Country Championships in New Mexico with a 6th place finish for the women and an 8th place finish for the men. The following runners were recognized as MCCA All-Conference: Austin Alcalá, Ashley Hamilton, Ryan Konen, Michael Lahner, Lexi Row, and Briana Wiles. Alcalá, Hamilton, Konen and Lahner were also recognized on the All Region team for NJCAA Region XII. Coach Chuck Block was named the MCCA Men's Coach of the Year for 2011.

President Knight gave the following updates:

- Spring Enrollment: Spring 2012 enrollment began on November 15 and to date there are 15,059 students registered. There has been a lag in our enrollment of continuing students (those enrolled this semester). We are sending targeted communication, using multiple channels.
- Staff, Faculty, and Students Making a Difference This Holiday Season: There are efforts underway throughout campus to help make the holidays a little brighter for community members. Some of the highlights are:
  1. Food Drives - A student organized food drive raised \$1,777 for the Greater Lansing Food Bank.
  2. The Health and Human Services Division has an on-going cold weather collection.
  3. Toys for Tots collection is going on across campus.
  4. The student Future Teachers' Club has been very active. They donated nearly \$400 of books to RIF for Lansing School District children, provided \$125 of astronomy books to a local classroom.

5. The Science Department and its students have provided the following this fall: students donated time in classrooms, faculty staff and students volunteered for the Science and Math Elementary Exploration event, the Department provided items for the Foundation's Silent Auction to raise funds for student scholarships.

### **Action Items – Consent Agenda**

The following items were presented under the consent agenda:

1. Revised Acceptable Use Policy
2. Student Success
3. High School Success Scholarship
4. Finance
  - a. Change Order  
(1) Mika, Meyer, Beckett & Jones

IT WAS MOVED by Trustee Canja and supported by Trustee Woods that the President's consent agenda be approved.

Roll call vote:

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

Nays: None

Absent: Smith

The motion carried.

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

### **Chairman's Report – Proposed 2012 Board of Trustee Meeting Calendar**

The following proposed 2012 Board of Trustee Meeting Calendar was presented to the Board.

January 23, 2012

(4th Monday, due to MLK Holiday)

February 20, 2012

March 19, 2012

April 16, 2012

May 21, 2012

June 18, 2012

September 17, 2012

October 15, 2012

November 19, 2012  
December 10, 2012  
(2<sup>nd</sup> Monday, due to Holiday)

Due to President's Day being on February 20, 2012, Trustee Woods requested the meeting date be moved to February 27, 2012. There were no objections.

IT WAS MOVED by Trustee Woods and supported by Trustee Canja that the proposed 2012 Board of Trustee meeting calendar, moving the February 20, 2012 meeting date to February 27, 2012 be approved.

Roll call vote:

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

Nays: None

Absent: Smith

The motion carried.

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

Trustee Proctor gave the following Audit Committee Update:

- The Audit Committee approved the change order forwarded to the board.
- The committee adopted the 2012 Audit Committee meeting calendar. The Audit Committee meeting times have moved to 12:00 p.m.

### **Committee Reports – Career Connections**

Trustee Meyer gave the following Career Connections Update:

- The committee discussed with the three county vocational education leaders, the lack of participation in those programs. All three counties have noticed a large decrease in enrollment.

### **Committee Reports - Workforce Development Board**

Trustee Proctor gave the following Workforce Development Board Update:

- LCC is the recipient of additional funding of \$1,650 for the JET program.

### **Board Reports**

Trustee Deb Canja stated that the Board had a retreat on student success and received a proposed dashboard they might use. She stated the goal is for LCC to focus more

mindfully on student success, what that means, what the different factors are and the different ways LCC might look at student success. She further stated they talked about different methods LCC might use to target and bring up the success rate. Trustee Canja stated it was a very fruitful discussion. She said she appreciated the time spent and looks forward to continuing discussion about student success.

## **Closed Session**

IT WAS MOVED by Trustee Canja and supported by Trustee Proctor that the Board go into closed session for the purpose of discussing collective bargaining and the President's evaluation.

Roll call vote:

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

Nays: None

Absent: Smith

The motion carried.

The Board entered into closed session at 7:13 p.m.

The Board returned to open session at 8:22 p.m.

Roll call:

Present: Canja, Hollister, Proctor, Rasmusson, Woods, Meyer

Absent: Smith

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

Trustee Rasmusson: I've worked over twelve years with a number of Presidents and Dr. Knight is the best that I have seen. He is very capable and on top of everything. I am very satisfied with the way that things have been managed.

Trustee Proctor: All of you know that I was the only Trustee that did not vote to hire Dr. Knight. The only person on this Board who has served longer than I have is Trustee Rasmusson. There have been three Presidents that have served while I've been a member of this Board. There is no doubt in my mind that his performance sets a standard for all the others with whom I have served as a member of the Board of Trustees at LCC. I can go on to talk about the kind of conversations that we have had to lead me to conclude that I made a mistake when I voted. Over the course of his service here, he has impressed the heck out of me, with not only his thoughtfulness, but with the role of a community college and his vision about where the college ought to be going. He is always coming up with great ideas about things. We might not always agree on those ideas, but certainly, he is offering us something to think about.

When he is given a task of achieving something, it is done. I am sure, when the evaluation process is over, my other colleagues will be echoing our comments. Thank you.

## Public Comment

Ed Bryant: I'm Ed Bryant. I want to clarify a few things mentioned earlier and maybe make some observations. I went on the trip to view some of the open office arrangements at Hayworth and Hermann Miller on Friday. We left at 7:30 am and got back some time after 5:00 p.m. They are both working laboratories for open offices and have been at this game for approximately 10 years and still exploring it. There were some anxieties because people were defining themselves by their space and not by what they were producing or by what the product was. This is my space, my corner office, this is my view and this is who I am. It is not what I make, it is not who I supervise, it is not the result of what my productivity is, but it's my space. I think that is somewhat of a concern; how we define ourselves. Rather we define ourselves by our space and I think that is a little bit unfortunate to define ourselves by our space. As faculty members, as teachers, as person who serve support and educate LCC students, I think we define ourselves by our students. I noticed billboards we are promoting about getting from there to here all over. That is a little bit of a concern to me. We have examples of people who have made it here, from there. I think that's how we define ourselves as a community college; people who make it from there to here. One of the things that I have concerns about with these billboards, is the definition of student success. If you say you got from there to here and never come back, what does that say about student success? We've had comments from people who have made it here from there and stayed here. I think that's part of the community college mission that we've lost sight of. One of the things that is lacking on all of these billboards is what degree did that student leave here with. Again, please consider my comments as observations. We'd really liked to work with you but we feel somewhat of a disconnect. I don't bite, so work with us for crying out loud. We are intelligent people, devoted and defined ourselves by our students and by our student success. Thank you.

Trustee Rasmusson: Could you clarify if you are in support of the cubicles?

Ed Bryant: It's called an open office. The nice thing about it is, as we toured those facilities, we were able to speak with people who actually work in the open offices and some that were part of the transition. They were really candid. There were things they liked and there were things they didn't like about it.

Trustee Hollister: So are you supportive of the idea?

Ed Bryant: Absolutely, I believe it is going to lead to a great amount of collaboration and I think it is ultimately what we need to do for student success.

## **Adjournment**

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

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

Nays: None

Absent: Smith

The motion carried.

The meeting adjourned at 8:31 p.m.