

LANSING COMMUNITY COLLEGE
BOARD OF TRUSTEES
February 28, 2011

Regular Meeting
Adopted Meeting Minutes

Call to Order

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

Roll Call

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

Trustee Meyer arrived at 6:08 p.m.
Trustee Proctor arrived at 6:20 p.m.

Pledge of Allegiance

Trustee Hollister led the Pledge of Allegiance.

Approval of Minutes

IT WAS MOVED by Trustee Smith and supported by Trustee Woods that the minutes of the January 27, 2011 Special Board of Trustees meeting and the January 31, 2011 Regular Board of Trustees meeting be adopted.

Roll call vote:

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

The motion carried.

Additions/Deletions to the Agenda

The following additions were made to the agenda:

- Chairperson Canja moved Public Comment with Limited Public Comment.
- Chairperson Canja moved the Consent Agenda to after Closed Session.

Limited Public Comment Regarding Agenda Items & Public Comment

Chairperson Canja stated that due to the number of people who have signed up to make comments and to allow everyone the opportunity to address the Board, the time limit will be reduced to two minutes.

Trustee Smith requested that due to the shorten time, a copy of their written statement be given to the Board secretary so that they may be entered into the minutes.

Robert Viney: Good evening, my name is Robert Viney, I've been a part of this community since 1962. Relative to Mr. Bob Every, I've known him for well over 25 years and I speak for a loud voice in this community. His honesty and integrity is unquestionable. His loyalty to Lansing Community College is second to none. He has taken this university to a national level; hasn't happened very often in this community. As a citizen of this community from another perspective, I don't understand how this got this far without due process, total and complete investigation and the understanding of everything that transpired. The movement of this team not to move on and play has to be the ultimate sign of solidarity. So I would recommend as a part of this community and speaking for many that this decision be put in to suspense and check out the rest of the story. I appreciate the opportunity to speak here and please hear me because I represent a large contingency of sports fans and people. Thank you very kindly.

Lenore Coscarelli: Good evening, I really appreciate your attention tonight. I am an instructor here in the Department of Communication with the Interpreter Training Program which is a very important part of the State of Michigan. We are the best in the country. How do I know? I travel different states for conferences. When they hear that I am from Michigan they quote you have Lansing Community College interpreters. You people don't realize the impact that LCC and you support the Department of the Interpreter Training Program. You make a difference. We will always need interpreters. Not just for education, medical or legal, but for personal life. You want to buy a new car you need an interpreter, you want to build a house you need an interpreter. We want to do the same things you do but we need an interpreter. How are we going to get qualified interpreters if you close LCC's Interpreter's Training Program? You're not deaf, you are hearing. Do you know only 30% of lip movements are possible. That means deaf people miss 70% of the conversation of the lecture. How are we supposed to survive without interpreters? We have waited for years and now that LCC has the best Interpreter Training Program in the state you want to close it. Please don't do that. I appreciate your time. Thank you very much.

James Hornberger: My name is James Hornberger and I was the Women's Basketball coach from 1987 – 1992. I had a wonderful time and met a lot of great people. I've been a big fan of the Women's Softball program for a number of years. I've gone to 40 or 50 games over the last five years and attended many practices. I really went for the benefit to see the best coaching staff in the State of Michigan in Women's Softball. The four coaches that were terminated by this school are the best coaches in the state; Bob, Jeff, Jerry and Pat. If you want to debate with me, we can do that but let's look at the record before you go too far. I think anybody familiar with this situation whatsoever can see that there has been a real rush to judgment here. This softball program was decimated and dismantled within three weeks. There's a complete lack of due process and not only that I have seen the allegations and they're unfounded. There's no specifics and there are no dates whatsoever on anything. The one positive that has possibly come out of this is the great job these girls have done by declaring they are not going to play anymore. I really admire them for doing the right thing. They talked to the Administration. They talked with the President and sent him letters. They got nothing in return. They talked to the AD and the AD basically said go out and play, keep your mouth shut, it's not your responsibility, you can play for anybody, it doesn't matter who the coach is. Well these girls came here because Bob Every was the coach and the outstanding staff. That is why they came to Lansing Community College. I don't know what the agenda is down here. I don't know if you are trying to phase out sports or cut them out entirely. I really don't know, but I don't think this should be at the expense of Bob Every and the Women's Softball Program and be cast into a negative light on any agenda that you have going. I don't think there is any question that there should be a third independent party to take a look at this complete process from the top right on down. Right now the college doesn't have very little credibility.

Antonio Manning: Good evening community members and members of the Board of Trustees. I'm here as the Student Chair person on Black History Month Committee. I would like to say thank you to the Board of Trustees and the Administration at Lansing Community College for your support during Black History Month, especially from the Office of the President. Dr. Knight, we really appreciate your strong support and encouragement. Originally I wasn't going to say anything, but sitting here as a student leader it concerns me about the tone we have about tonight's meeting; whether it is about Coach Every's job or the possible academic curriculum cuts that are taking place here. I think it is important as students and community members that we allow the process to take its course. We may agree or disagree with the outcomes, whether it's Coach Every or the academic cuts that are possible. We need to allow the process to take its place and conduct ourselves with respect and accordantly.

Joel Ferguson: I'm Joel Ferguson and I'm a proud to say I am a friend of Bob Every's. I read these 25 or 28 charges against Bob Every and the first thing it makes me see is

there must be a lack of institutional control. For things to get this far out of hand and all these things dated back to all though dates, you wonder who's dealing with everything and why they wouldn't head each thing off when it happened. The one that jumps off the first page to me is Bob Every, with a closed fist, struck one of the girls in the face on the team. When you see that charge you understand they are ludicrous, because if Bob Every would have slugged any of the girls on the team in the fall of last September, someone would have dealt with that immediately or there would have been a lack of institutional controls. If there is any parent here today that would have put up with any coach, closed or open fist, hitting one of their girls, they would have dealt with it on the spot. Second, all of these young ladies on the team, no matter how much they like Bob Every, would not have put up with that or been a party to it. So this really shows to me that parts of these charges are frivolous. The second one that jumped off the page is Bob Every bought cake three times for the girls. Now obviously he might have been wrong and broken a rule but he was trying to bond with the girls and it is pretty hard to think someone is getting fired for one of the charges that he bought cake for the girls. All I'm saying to you is when I look at the 27 charges you put down it looks like Bob Every is guilty of guilt by accumulation. I feel that his 38 years here at this college deserves a true due process and not some anonymous complaint. The proof is in the pudding. For them to be here in support of Bob Every says a lot. Out of all these charges only items number 11 and 14 has something to do with his day job. So you have 20-something charges and he gets fired from his day job over two other charges that are really minor charges that really aren't true and he loses his day job and you don't have these kids playing on the field either. Thank you.

Al Schafer: Thank you the Board for listening to us. I come in two capacities, one I'm a parent of a current player and two I'm a travel softball coach for kids from 10 -18 years old. I've been doing it for about 15 years. As a travel coach we understand how much time and effort these girls put in to get to this level. Softball is growing extremely fast and it's all over the country. It's not just in Michigan it is all over the country. This is their ultimate dream. This is it when you make it here. There are five kids off of my travel team that all went on college softball scholarships. Lansing Community College was the top junior college program in the country for Division II recommended to me; in the country guys. That is why my daughter is here. We checked out the coaching staff. I checked out how they do things. I checked out how they follow the rules. I checked out how they treat the kids and I made the recommendation. Now after starting in the fall two weeks before we leave for Florida this comes down and it comes down in this manner. You had a great reputation across the country, I suspect it's changed, but you guys can make it right. You can change it back to the way it was under Coach Every. You can do it and I hope you see fit to do so. Thank you.

Karli Myers: Hi my name is Karli Myers. I am a team player of the Lansing Community College Softball that was misrepresented. I personally wrote a letter and handed one personally to Rashid Robinson and another was walked up and handed to Sada to be

given to Scott Latham. The letter explained emotional stress that was interfering with softball and academics. It also explained serious concerns about the Florida trip. It was signed by eight players. I never received a follow-up, a response, or any form of contact. We felt unheard and didn't feel like Scott Latham, Rashid Robinson, Evan Montague, Lori Willett and Brent Knight wanted to hear what I or anyone else had to say. I would also like to address that the Assistants were never asked back. When we brought the topic up in the last meeting on Tuesday, Scott Latham, Lori Willett, Rashid Robinson and Evan Montague denied they would be asking the Assistants back to carry out the season. When asked why, we were denied any form of response. In the previous meeting the Athletic Director told us to email him telling whether or not we were going to continue the season or be just quitting. The next day seven of us didn't respond to the email hoping to negotiate in getting the Assistant Coaches back to salvage our season. Without getting a chance to explain why we didn't respond, Scott, Evan, Rashid and Lori made our decision for us. Our season was suspended. Without being heard our futures were determined for us. Thank you for your time.

Jodi Parker: Hi I'm Jodi Parker and I am also here to speak on the misrepresentation and miss-handling of Coach Every's allegations. The sole support surrounding Coach Every's suspension and termination was based on two or three individuals with a lack of concrete supporting documentation. His case was handled by LCC officials in a disrespectful and undignified manner. Anytime an individual is accused, they have a right to know what the allegations are and given the opportunity to defend themselves. Coach Every was not handed any of these allegations until he received his termination letter. Lack of due process in this case is of great concern because it was blatantly disregarded and could happen to other employees if processes and procedures are not in place or being adhered to by college officials. Coach Every experienced a lack of proper independent representation. His union representation is an employee of Lansing Community College and also the union representative of Athletic Director Scott Latham, who handled the complaints. It's an obvious conflict of interest when you have an individual representing both sides. A representative of the American Federation of Teachers Union, of which Coach Every is a member, should have been appointed to give impartial and fair representation. Coach Every was also terminated from his Physical Fitness and Wellness position at Lansing Community College, a separate position from his role as softball coach. There was no separation of his full-time job from his part-time coaching duties. Disciplinary action in one was potentially illegally applied to the other. While looking over LCC's policies and procedures, including the Board of Trustees Governance Policies, as they pertain to the handling of Coach Every's suspension and dismissal, I estimate that there are eight potential policies in questioned. I really hope the Board takes the time to look at this case again and make the proper decision.

Jeff Kegler: Good evening I'm Jeff Kegler one of the three Assistant Softball Coaches for Lansing Community College, along with Pat Malloy and Jerry Murphy. I speak to you tonight with mixed emotions, first with a great sense of pride and secondly with an

even greater since of sorrow. The Lansing Community College softball program, under the leadership of Bob Every the last 11 years, has been a model of success unparalleled in the history of not only LCC but also nationally. Athletically our record of 479 and 82 with an .854 winning percentage is the best of any college softball program at any level in the nation. The talented student athletes of LCC are significantly represented in the NJCAA record books in both individual and team statistics. We are equally proud of our commitment to academic success. Several of our teams have received Academic All-American status as have many of our individual student athletes. Just last year the softball team not only had the most Academic All-Conference selections of any sport at LCC but also led all softball programs in academic selections in the Michigan Community College Athletic Association and were second only to Schoolcraft Community College's Women's Soccer team for the most number of selections in any sport, male or female. As coaches we have always understood the balance between athletics and academics and have committed ourselves to be the best at both. Unfortunately it is with great sorrow we have had to witness the events of the past 3½ weeks. As assistant coaches we were ready to lead our team through a very difficult situation. In our accumulated 17 years of experience with the LCC Softball program, our credibility and integrity has never once been called into question by a student athlete, parent or college official. Yet, within a week of taking over the leadership of the softball team, after the administrative leave of Coach Every, our character and integrity was suddenly and unfoundedly questioned by college administrators. We were also placed on administrative leave. Subsequently, we have had to witness firsthand the mismanagement of a very sensitive situation. Our normal lines of communication with the athletic director were shut down and we have had very little, if any, due process. We have been blatantly lied to by a labor relations manager of the college and I have personally been harassed and embarrassed, all in violation to the standards of conduct of Lansing Community College. I stand before you this evening with the hope that given the proper forum, a meaningful and just resolution of all the controversial events surrounding the softball program could come to fruition. I request the guidance of the Board of Trustees and the opportunity to expound on my comments in future constructive dialog. We have a team of student athletes whose image of LCC has been seriously impaired through little or no fault of their own. As leaders it is our responsibility to show them that the pride and respect for Lansing Community College they believed in before they arrived on campus was not misplaced. Thank you.

Scott Hershey: Good evening everyone I'm Scott Hershey, I am a local business owner and have also been an adjunct faculty member in the School of Hospitality program here at LCC for about 14 years. I have some concerns and would like to voice them to the Board with regards to the proposed cuts to our program. With some facts about our industry; the food service industry represents \$580 billion in sales in the U.S. last year. We employ 12.7 million people in our industry. That equates out to be about 9% of the current workforce in our country. We are expected to add about 1.3 million jobs over the next decade. I think that's significant in terms of the training and the programs we can provide students here at LCC. Nearly half of our adults have worked

in the food service industry and one-fourth got their first job experience in the food service industry. 25% of all food service operations are owned by women, 15% are owned by Asians, 8% by Hispanics and 4% by African Americans. The number of food service managers is projected to increase by 8% over the next 9 year period. I think that's significant to the skill set we give to students who choose Lansing Community College for learning about the hospitality industry. We have great community recognition. I think our cooking series programs have always been full and we have a great rapport with tri-county vocational centers. Our program enrollment continues to grow from 250 seats five or six years ago to approximately 1,800 today. I think that speaks for itself. The interest level in food service is at an all time high. Just turn on your TV and look around. We have a passionate faculty and we have demonstrated growth but yet we have been handcuffed to a junior-high home economics style kitchen cooking facility to provide training to our students. I ask that the Board look at this and the potential we have here as a community college, the service we provide and the benefits we can provide to not only students but for everyone in our community. Please give this a strong look before it goes to the wayside. Thank you for your time.

Jordan Skidmore: My name is Jordan Skidmore and I'm a student at LCC. I'm part of the culinary program and on the culinary club that just started recently. As one of the members of the culinary club we are hoping to continue the name of LCC and to further it in the culinary field. The culinary program has great respect within the community. We are trying to do our best but feel upset we will not be able to continue this coming year. Another thing I'd like to talk about is the pool at LCC. I started this year at LCC and I've seen how a lot of people get up early every morning just to be at LCC so they can get some exercise. I participated in the afternoon swim program and even some of the faculty and students would come and participate for two hours a day just to get the extra exercise when they could. Many don't have the time when they are focusing on their studies. I know you have a lot of hard decisions to make so I would like to thank you for your time.

Darren Cammin: Good evening ladies and gentlemen. My name is Darren Cammin and I am a proud parent of Arielle who's a softball player. We've already heard a lot about the wonderful qualities of Bob Every, but I want to touch upon something we have not talked about and that is the decision my daughter and I made when we chose to come to this college. We were very fortunate. We had the opportunity to choose among five different places for her to play softball but we chose this one and we did it not because of the softball program entirely; we did it because Bob Every talked passionately about this university and how great of an institution it is. For me that says a lot about the program and the men behind this program and what they represent because they wanted to talk about this place first and foremost and not softball. Secondly, I have in my hand the press release that was issued regarding the softball program. I encourage all of you to read it. I will say emphatically, it is false. It is full of falsities and it needs to be brought to people's attention. I want to make two points about this press release. First it talks about seven members of the team declined to make a

commitment. Okay, they didn't decline to make a commitment to softball or their team, they declined to make a commitment to a failure of due process. That is what they did. Lastly, and the most important point and I quote, "since this process began I have done everything I could to support the team, the student athletes and prospects for a successful 2011 season and LCC will continue to stand by that", said President Knight. President Knight you have not done everything that you can to stand by these athletes. If anything, what needs to happen here is an investigation into the investigation and how this whole entire calamity of a mess came about. It is wrong. It is wrong and you should be ashamed to put your name on this press release. Thank you.

Gregory Eaton: My name is Gregory Eaton and I'm here because of Coach Every. I've had the privilege of knowing him over 50 years. I've been in Lansing all my life and a third generation. My family has been here since the 1800's. I'm here to speak on his character. You know about his coaching abilities but I know him as a person and shame on anybody to talk about Bob Every like that and put his name out there because I know if he hit a girl.....have you ever seen him fight? He's a boxer and if he hit a girl he'd knock her out and I know he wouldn't do that. So, that is what I'm here about and I hope you take a second look because he loves this school and he loves this community. So that is what I'm here for because when you take a person and you do this to him and his name that he's works so hard and I've been here watching him since he was a teenager. Don't do that. Thank you.

Jeanette Johnson: Hello and good evening Board of Trustees. My name is Jeanette Johnson and I'm a student at GVSU. I came here all the way from Grand Rapids today because this is a very important topic as far as the Interpreter Training Program and this representation helps such. I understand there are some cuts that want to be made for the ITP because of the BEI test is not being currently passed at the moment. However, all of the interpreter training programs in the State of Michigan are having the same exact issues. It is a flaw with the actual exam itself not the ITP's that are involved. Secondly I would like to make the comment that almost all of the ITP students here have passed the EIPA, which is a national test for the educational interpreters and they do not seem to have an issue passing that exam at all. So LCC has provided 51% of our interpreters in the state. Wow that's an astronomically number for our deaf community. That's awesome and if we lose 51% of the interpreters, where's our equality to accessibility for communication. Where is it? Also, Michigan State University has closed their deaf education program. We have no teachers that are doing one-on-one sign communication with their students now because of that. Also, the Michigan School for the Deaf is in the process of something happening. It might close as well. So here we are. Look at all the issues going on at the moment. Everything is happening all at once and I'm asking you please reconsider not closing the ITP program here at LCC.

Amanda Bogart: Hello good evening, I'm not even sure where to start to be honest with you but let's just start here. I wanted to ask you the rationale as to why the

Interpreter Training Program happened. Well let me tell you a story. When I was quite a young girl I was in a main stream program in elementary school without any kind of access to communications and no interpreters available. I couldn't figure out why there weren't any interpreters. There just wasn't enough. So I had a mother who fought for me and my education to provide me with interpreters in a main stream public program. Then I played sports as well. I was in high school and I had interpreters during my high school experience with a mainstream class. With children it was really important to have the proper education in elementary all the way up and now in college. Of course I'd like to go to college and I'd like to get myself a great job. I'm not a stupid deaf person; I'm really not. I don't just sit through the class and graduate with a Special Ed. degree. That's not what I want. That's not what my goals and dreams are. I want to have your quote on quote normal degree like any of you up in the chairs have. I'd like to have the same thing and the only way I can get that is with an interpreter provided. So I'd like to be able to graduate with interpreters. So at the moment if I went to a job interview, I'd need to have the accessibility of communication with an interpreter for an interview. That's how you get a job and I actually work with the State of Michigan. I'm a State of Michigan employee. That's why I got the job. So we really need to thank interpreters because they made my life so much better instead of sitting home collecting welfare like some people do or working in a fast food place. That is not what I want for myself. I want to have something that's good and in order to get that is with good interpreters and the program here provides really great interpreters. That's my question, where's the rational. Thank you.

Kim Morrison: Hello, my name is Kim Morrison and I played softball for Bob at LCC from 2000 – 2002. In only the programs third season we won a national championship under his leadership. After making the All-State softball team in high school I turned down many universities offers so I could stay close to home and be a part of a program I knew was going to do great things. When I heard about my former coach being fired I wondered what possibly could have happened to destroy one of the greatest softball programs in the state and the coach who built it from scratch. I do not know the particulars of what was said or what was done. The one thing I do know is that I have never encountered a coach who was more passionate, dedicated, hard working and caring about the game of softball and those who played it under him. After transferring to a 4 year school to finish my collegiate softball career, I soon realized just how spoiled I was at LCC. Bob ensured we had top-of-the-line equipment, uniforms and ball field. My softball year he even provided everyone on the team with scholarships so we could all have a shot at a college education. He made it so we could solely concentrate on school and softball. The only thing coach ever asked in return was that we worked hard and always give him 100%. To me that's a pretty fair trade. Bob has provided me with opportunity and memories I would not have had with any other softball program. I think all my LCC teammates would agree with me when I say that besides winning the National Championship our greatest memory was getting the chance to meet boxing great Muhammad Ali. Coach Every made arrangements for us to meet Ali at his house and receive a truly once in a life time opportunity. We got to tour his

personal gym, punch his punching bags, watch him perform magic tricks and get priceless pictures and autographs. There is not another coach out there who would have worked so hard to give all his players such an amazing experience. Bob is definitely the most intense coach I have ever known. He was the first to let you know when you were slacking and the first to remind you it was not okay to fail. People always say that winning isn't everything; it's having fun that counts. Players did not come to play at LCC to have fun, they came to win and Bob had a way of making it happen. I truly believe his program can compete with any collegiate program around. If you want to play softball at LCC you need understand that although it is a junior college Bob did not see it that way. Don't come into his program and expect it to be like high school ball, expect it to be as high of caliber as a Division I university. If you are not going to help your team win then you are not going to play. There is no greater example of this than Bob pulling three or four of his starters out of the 2002 National Semi-Final Game because they weren't getting the job done. I know this because I was one of them. No matter how much coach cared for me, I simply wasn't doing my job and he put in someone who could. Although Bob's intensity was tough to handle at times, his former players have nothing but respect and love for him. This is apparent by the many wedding invitations we send him as well as the many visitors and cards he received in the hospital during his bypass surgery. Bob would go to battle for every single one of us and we will do the same for him. Lansing Community College is destroying one of the greatest athletic programs it has ever known and the one man that has worked so hard to build it. You are depriving many young ladies of the chance to fulfill their dream of playing ball at a collegiate level. They will all be missing out on the countless opportunities, members and life lessons I was so lucky to receive. Thank you

Don Willcutt: My name is Don Willcutt. I'm a graduate from the 1973 Truck Driver Training School. Since then I've climbed the ladder. I've had the opportunity opened to me by LCC and I am now the Corporate Director of Safety and Compliance for a large trucking company. I climbed that ladder and could not have done it without truck driver training. I'm an example of what this school can do. I'm here to talk about the notice of possibly closing the truck driver training program. Look around you. Look around you everybody. Except for the flesh sitting next to you, the clothes you're wearing, chairs you're sitting on, the wood that was used to build this room, and steel that was used to develop this building was delivered by a truck. The federal government is this close to mandating mandatory training for entry level truck drivers. They're that close. What does that mean to you or me? Who in here is willing to wait for their oranges to be delivered a week or two? Who is willing to wait for the gasoline that you bought at Meijer's today to be delivered next week? The industry serves our needs and it serves it well. We've been told for the next year over a half million entry level truck drivers are going to be needed in this country. We have two companies here in Michigan, Meijer and Spartan Stores, that will only hire entry level drivers from Lansing Community College. Not the place going on over on west Michigan, not the place down in Detroit, but from Lansing Community College. That says a lot for our

program. I was an instructor here for the Truck Driver Training Program from 1978 – 1990. We turned out many drivers in those years. I don't remember any of their names, just the faces. In that time President Reagan fired all the air traffic controller in the early 80's if you can remember. Well one of the things that happens when you lose a job is the government says we'll help you to be retrained. Out of the dozen or more that came to our program to be trained as truck drivers, I can remember only two or three graduating. Why? They spent the last twenty or thirty years in a closed environment. They had all of these degrees they could do so much with but they could not handle a truck on one of our roads. The infrastructure is over taxed and it takes trained individuals to operate a \$150,000 ridge from point A to B, which could be from California to Michigan to bring you and me our food, our clothes, etc. This is a program that needs to survive for no other reason than for the last 45 years it's given us a great track record. Thank you.

Nancy Lee: Hello my name is Nancy Lee and I'm an Aquatics Instructor at LCC and I've taught for 7 years. I found out like the rest of my department on Thursday that our department and pool is going to be closed. The reason we were given was capital expenditures. Our program does run in the black but our enrollment is full. The service we bring to the community is extraordinary and the teachers we have are extraordinary. One instructor I was speaking with today estimates conservatively that by being able to teach non-swimming adults to be able to swim, he saved 500 lives in his career doing that. There is no other place in the community that addresses a non-swimming adult in the way that LCC does. Also, the reason it is slated on the agenda and the pool is going to be closed is because of capital expenditures. I feel like the best person to address capital expenditures for the pool for LCC would be the person that's been in charge of the maintenance for the past 30 years, Mr. Jeff Montgomery. So what I'm asking the Board to do tonight is to review the capital expenditures for the pool, to give our department time to answer what you said about the capital expenditures for the pool, and to then go ahead and tell the community what you are going to do with this space that's going to be better for the community than this pool has already been for the community. I feel like with a lot of the programs that are being cancelled tonight we are taking the community out of community college. Thank you.

Eli Gaugush: Hi my name is Eli Gaugush, I work as a lifeguard for Lansing Community College. I've worked here for about 8 months and I've also work as a swim coach for both WaveRunners of Lansing and Delphinus Swim Club which practices and rents the pool space from LCC for over 3 years now. I've swam for them, I've worked here and gone to school here for almost 5 years. Right now our community needs a pool. We are in the Great Lakes States, look around us and look at how much water there is. Look at how many kids die due to drowning every year and you want to close down a pool for the reason that it is going to cost \$5 to \$7 million dollars to repair it. That is completely and utterly false. The only repairs that need to be done would be extremely cheap. So all I'm asking is for there to be an actual complete estimate for what the

absolute necessary costs are to fix the pool, what the plan for the space is, and how much it would cost to retro fit the space. It's a large space. To do anything other than having a pool I'd have to imagine would cost a lot of money. Probably close to how much the money is slated to repair the pool? Please be honest in your estimate for the money. Please give the honest reason. If you want to use the space, please tell us that is what you want. Don't make excuses. Thank you.

Paul Homeniuk: Good evening I'm Paul Homeniuk, I'm Adjunct Faculty in Hospitality, specifically the culinary side of things. I wanted to ask a couple of questions and make a couple of comments here tonight. When we met the Provost, ratios on her analysis stated us as being a strong program but we are asked to eliminate the culinary side because of quote "significant cost to upgrade the facilities". No one has ever said what those costs are and what kind of figures you were working on. I'd love to know the figures you were working on. Secondly on two occasions recently when the divisional changes were announced just before the holidays, and in January at the department kickoff, the Provost was specifically asked will the faculty have a chance to put together a proposal and have input in this decision. We were unequivocally told yes and were even given a timeline to put the proposal together and had begun work on that and suddenly this is announced with our input never being put in. As somebody who has owned multiple businesses over the years, management by lying is never an effective means of working with things and I would certainly love to know how that's suppose to help with the education. The culinary program is a growing program and it's an effective program. It's something where at other community colleges they are actually expanding and adding to them. The data all says culinary is offering good paying jobs now, not ten years from now. The people of Michigan want jobs now not ten years from now and not some imaginary projected jobs. You only have to look at the \$12 or \$13 million you spent on your 3D program, which kind of died, to know you are not the greatest at predicting 10 years out. With that in mind I would just like to ask the Trustees to think about this. We know these are tough financial times all around but you were not begged to take these jobs, you sought it out as a Trustee and you got yourself elected for it and your job is to help see this college educate its people. In tough financial times the trick is not to simply say we are going to stop doing our jobs of educating large numbers of people, the trick is to find ways to make it work. I would encourage you all to actually ask for input of the people in the community and the faculty and staff around here. You could probably find all kinds of solutions but this whole thing is done in the dark and in secret and with misinformation being put forward. So please step in and help reconsider what the priorities are and how it can be made to work. We'd love the answers to those questions? Thank you

Ali Easley: Hello, I'd like to address the Board in regards to the recent firing of softball coach Bob Every. Over the past 21 years Mr. Every has not only been a mentor to me but we have become very close friend, co-workers and even business associates. As a business partner, we have both been very active in a few federal 501c3 nonprofit organizations that assist underprivileged youth and impoverish children. Mr. Every has

spent countless hours servicing these foundations just as he has proudly served LCC over the past 38 years. In discussing his recent release from LCC, Mr. Every's expressed to me that he has never seen nor has he had the opportunity to review or defend himself against the original letter of concern that was presented to the Athletic Director. Mr. Every's doesn't even know who wrote this letter; let alone what it may suggest. I would think that this letter for which Mr. Every has been unjustly fired over should be of public record. I would urge this Board to review this letter and address those issues and to question any subsequent issues the Athletic Director or the Human Resources Department may have added to this letter in an attempt to justify their actions. It would appear that this letter contains no more than vague statements about the softball program and lacks times, dates, names, locations and even more fails to mention specific policies or rules of suggested violations. To fire someone over an alleged violation without proper due process is simply unacceptable. A union is in place to protect LCC employees and this union should intervene on Mr. Every's behalf at which time LCC should reinstate him promptly. I personally know of the work that Mr. Every does and I have never heard anyone ever question his integrity, his commitment, or his values.

Rick Savala: My name is Rick Savala and I am here to speak on behalf of Bob and the softball program. I come in two capacities, as a friend of Bob's and a father of one of the players. Everybody heard people talk about Bob's softball record and about the program at LCC, but nobody has really touched on the impact that Bob has had on these girls, not just as softball players but as women. The lessons they have learned that he teaches them on the field; how to overcome obstacles, how to push through things, and how to understand that things aren't going to be given to you and you will have to work for them. Those are things they have taken with them through the rest of their lives. My daughter has grown in to a very capable woman because of Bob's tutelage. I know there are many girls on the team my daughter played with that I am still in contact with that will go through walls for Bob. I know Bob would go through walls for them too. He loves those girls with all his heart and I don't think there is anything that has been said here that would cause him to be fired from his job. There is nothing he would do to embarrass the LCC program or any girl on that team. I thank you for your time.

Michael Gist: Hello, my name is Michael Gist and I'm currently a student of LCC's Hospitality Club, studying and specializing in culinary arts. Some of you board members and some of you audience members I have had the pleasure of cooking you meals day in and day out. Because of the education and experience I've had at this school, I've been able to work at places like the Kellogg Center and I'm currently still working there. I've had paid internships to Mission Point Resort and Island because of the program. The faculty and the staff that have been here supported me day in and day out and without them I would not be able to do the things I have been able to do in my life and make my life better. Also, we have a facility we need to expand but yet we never have the funding for it and we have a kitchen right next door that we cannot use because it

is contracted out to some other corporation which is just another way of burning money that we need for our program. People in my profession are always over looked and underrated because people say, "you're just cooks, and you just cook food". Yes we love to cook your food and we prepare your food. We love the food that we cook for you more than you love the food; okay. We stay day and night, we huddle in groups, we make recipes, and we find ways to make your food better, healthier and more desirable for you. By cutting out funding from our program is pretty much saying you want to go to McDonalds for the rest of your life. Thank you very much.

Ruza Paripovic: Hi my name is Ruza Paripovic, I'm a license architect in Europe, a real estate agent in Michigan and a part-time faculty from a very little program we have in Interior Design & Fashion. This program is on the list to be eliminated. I can say a few things, I sent my feedback to LCC but received an email on Thursday giving us a packet and you give us only two minutes to talk about this. I don't think that is fair. We need a little bit more time to talk about this. We know that this area faced the hardest time of recession, unemployment, everything. Whenever you turn around you see commercial and residential building in desperate need of improvements. Rebuild and remodel. We're not talking about new construction but we're talking about what we have. Seeing this listed for elimination doesn't make any sense to me; I'm talking about me. The reason why is because every building, commercial and residential, has a kitchen and bathroom correct. We all need those spaces. The Interior Design Program is the only one in mid-Michigan that offers a Kitchen and Bath Program. We are a community college and I'm not talking about MSU or the University of Michigan. We are a community serving a community. I come from Europe were communities build communities and I see here where a community college closes the department that rebuilds the community. Do we expect someone from Utah to rebuild Michigan? No we need to rebuild Michigan. We are a little program but we have big goals to build this community up.

Chris Bergstorm: Good evening Chairperson Canja, members of the Board, President Knight, my name is Chris Bergstorm. I'm a Lansing lawyer and I've been honored to be asked by Bob Every to work with him in connection with the lost of his employment with your college. I've enjoyed many of the people who have spoken and some of the speeches but unfortunately I can't tell you that if you don't follow my advice you will be committed to living and eating at the golden arches for the rest of your lifetime. I can't do that but I do have a couple of comments I'd like to share with you. First of all it has never been my practice to litigate manners in a forum that is inappropriate or try my cases in the media. I don't intend to start now but I can promise you this, Bob looks forward to having his day and his hearing in front of an arbitrator where the rules of evidence, the concepts of due process and the burden of proof will be followed, and he's satisfied and convinced he'll be able to show that those allegations are unfounded and unwarranted. Perhaps more than this troubling me is the manner by which Bob was informed of his termination. I think you are aware that Bob was suspended on February 1 and was interviewed on the February 18. Then on the February 21, after

the girls on the softball team were told he was being terminated, he finally found out he was being terminated and given the ultimatum of resigning by 9:00 a.m. the next morning. Bob's not going to do that and he's entitled to know what the charges are. He's satisfied he can demonstrate that those charges are unwarranted and unsubstantiated and I'm confident that the Board having heard how this was presented to Bob will investigate it and ensure that this type of process is not repeated with respect to future employees. Thank you for your time.

Cindy Storie: Cindy Storie, I'm President of the faculty association speaking on behalf of the faculty in regard to the program analysis that will be brought forward by the Provost this evening. We are concerned about the short timeline everyone has been given. We know that Thursday, the 24th of last week, was the first that we were all made aware of the official standing of the program analysis. At that time it was not only myself as the faculty association president, but other union leaders were present along with Chairs, Deans and other Administrator and we received the news at the same time. One of the key pieces for us is as a faculty we have 30 days to respond and that is something that we will diligently do to make sure we move forward and holistically look at all the recommendations that came out of the program analysis. It's important that we address the needs of our students, the education and the academic needs of our community. We know there are economic considerations that are being done by the college. We also need to look at the economic needs and resources we provide to our community in education and that we're not somehow missing the boat and going over the details of the analysis that came forward. One of the things that has been shared is that press review, an internal process for faculty and administrators to look at programs, was incorporated in to this process. However, in talking with many of the faculty in the programs they do not feel that they have had adequate input or information forth coming from the college. This will be something that will take work on my part, as well as my colleagues, to make sure that we reviewed and analyze this information as well and as best as possible. We have a lot of information that we will be requiring from the college. I have a meeting tomorrow with the Provost, Stephanie Shanblatt and a meeting on Thursday with the President as well. I am planning a meeting with the program faculty on Thursday evening at 6:30 p.m. Thank you.

Russell Earls: My name is Russell Earls and I'm a student of Lansing Community College. I'm here to speak on many different things. Even though there was only a short amount of time for everyone to gather, I'm glad to see so many people showed up and do care about the issues here at hand. Let's just start with the pool. I use the pool. It's a wonderful way to relieve stress and exercise. I believe it was Friday that the Lansing State Journal posted a column saying it was \$5 to \$7 million to renovate the pool so I thought maybe it does need to have a budget cut. Maybe if that's the price maybe times are tough. So I researched it, something I encourage everyone else to do a little more of. I was able to talk to some people that were maintenance and some people that work and are familiar with the area. The sum that they came up with was \$500,000 which is significantly less than \$5 to \$7 million. I'm also aware that they

are always in the black. It is a wonderful opportunity for students to exercise which is so important and you see so many different people down there. Another thing I'm familiar with is the student athletics in here, and I'm familiar with a lot of the coaches. The coaching staff here at LCC is truly second to none. They are all great human beings. They push education as the most important thing. Work hard, stay on top of school and succeed. This is the school, Lansing Community College where success begins and success has begun for so many people. So many people have taken degrees from here like the truck driver training program. I mean why cut a program with so many jobs. If you look at the source, the classifies, you would see truck driver training. That's going to be a huge revenue boost for the college. Please don't abandon us here. Please just take the time to investigate this further.

Candace Reid: Hello everybody I'm Candace Reid, I'm part of the hospitality program, primarily the culinary program that they are trying to cut. I'm a mom and I'm 33 years old. I drive 30 miles one-way 4 days a week to come here because it is the best program in west Michigan. To close it and not produce any more chefs out of this area is absurd to me because there are people graduating here starting businesses. Aggie Mae's has a bakery around here and she is very popular now. She goes to school here. You can't shut down the culinary. We are producing some of the best chefs in this area. I changed from pre-med to do culinary. That's how much I believe in the program and I think we should keep it. Thank you.

Martha Williams: Hello my name is Martha Williams and I am a culinary student at LCC. I came to this program because people from the community who were connected to LCC told me amazing things about the program. They heard of the LCC's culinary program, they heard of the chefs here and they knew of my love and passion for cooking and learning. They knew I would get a good education here in this field. They were right. The chefs here, the teachers here, I leave class everyday with more knowledge and information than I'd ever thought I could possibly learn. They not only have the knowledge to teach, but the work experience to show me how I'm suppose to apply this to my life. If you get rid of the cooking aspect of the culinary program, you're not going to have the chefs. You're not going to have the community that knows your name, the community that knows LCC as a great place to learn to cook; also at the expense. I work fulltime and I also go to school fulltime and I know that I'd never be able to afford nor travel anywhere to get this degree. I would never have the opportunity to do the amazing things that we do in class every single day or create amazing dishes that I'd never be able to teach myself. If you get rid of this program, you are going to get rid of people that need things to believe in, need things to know outside of what they can just teach themselves. The kitchen is a great place to learn, a great place to build teamwork, and a great place to be able to go and start your own business and to have the confidence knowing that you are going to make a difference.

Craig Foster: Good evening, I'm standing before you as a disabled American who sought out LCC for rehabilitation and retraining. My passion and my life's work has always been in cooking and baking. When I came to LCC and what I've experienced was the top of the line chefs in their field. They are all great. They are professional and have done everything for us as students to see us succeed in our careers. Now everybody's been around to the theaters and seen the commercials of LCC to follow your dreams and get your career and succeed. The cutting of the program shuts that down. Shutting of the culinary program cuts out everybody else, who like myself, couldn't afford to go out to Grand Rapids, Detroit or outer area for culinary training. We wanted to stay within the city because we believe in the City of Lansing and we've lived here our whole lives. We want to see the program continue, we want to see it grow and given a chance. Giving proper facilities we would be able to make this field grow. In that end, I'd hope to return to LCC later on to follow behind our fellow chefs, the masters in their field, and become a part of the LCC staff to be able to carry that through. If this were to happen in the cuts, then that hope is gone. It is our goal to really see the culinary department take off. Thank you.

Gloria Kaminski: Hi my name is Gloria Kaminski. My fellow classmates and I are here from Oakland Community College in the interpreter training program. We are here to support our brothers and sisters in the LCC interpreter training program. We would like to encourage the Board to continue with this program. It is very important. Why, because the State of Michigan needs skilled and well trained interpreters. Our group is getting smaller as time goes by. We need to have those interpreters who've been trained well and LCC does a wonderful job with its program. We would just like to encourage the Board to just not stop the program but to continue it. Thank you very much.

Lou Ebare: My name is Lou Ebare, I work at Shaheen Chevrolet, and I'm a manager there. I just want to address the Automotive Repair Program that you are looking to cut. It says here that you mainly will have electric hybrid and computer diagnostics. That is all well and good, but without the basic knowledge of the mechanical aspect of a vehicle, car or truck, it is really going to put a big burden on technicians that come in now. So I feel that if you don't have the basics mechanical wise, the advance electronics and computer diagnostics is really not any good. Thank you.

The Chair called for a brief recess.

The recessed began at 7:34 p.m. and ended at 7:48 p.m.

Ron O'Connor: My name is Ron O'Connor and I'm in the Automotive Technology Program. The things that you want to make, I can see adding the added certification like the hybrid, electrical and the computer diagnostic. Those are good additions but that is not going to get our foot in the door at a job. Automotive repair, automotive auto body those are highly skilled jobs. You start out with lower pay, but as your

experience grows you make real good money, so I think to eliminate the program you have now would be disastrous. The people in my classes drive from Grand Rapids, Kalamazoo and Battlecreek. Why they do that is because LCC is the best in the state for these programs? You know their employers are willing to pay the out of district tuition reimbursement for them to come here instead of going to Grand Rapids Community College and they're willing to drive an hour each way to learn from what your teachers teach because they are the best. That is all I have to say.

Phillip West: My name is Phillip West and I'm here to speak about softball. My daughter was on the softball team. This has been a difficult time for Coach Every and the assistant coaches but all these girls too. I think that some of that has been lost in the rush. Rush to judgment maybe. It's unfortunate that there wasn't more due process in the beginning, but I'll leave that to Mr. Bergstrom and the process. I hope that the Board will take the time in the very near future, in the immediate future, to look at what happened to these coaches and the team who have had their season ripped out of their hands. The opportunity to play ball is gone for some, maybe just this year, but it would be nice if they could salvage this season and have an opportunity to play. I think there are certainly coaches who are willing to step back on that field. I know there are players who are willing to step back on that field, and to have them to lose what they appear to be losing now without any notice, without any wrong doing, without any opportunity to be heard doesn't seem fair. I tell my kids that life's not fair, but I would have expect more than what they've gotten. Thank you.

Rebecca Kegler: Hi, my name is Rebecca Kegler. I'm here to speak about the softball issues this evening. From my perspective there are just not enough winners in softball issues brought before the Board tonight. There is clear lack of day, date and time documentations in the allegations and in the processes. Investigate them. This smacks of shallowness, one sidedness and lack of impartiality in the systems. As an example there is an allegation of an encounter between a coach and a player in the fall 2011 game. Well in my calendar fall 2011 hasn't happened yet. In which case if this one bullet point can't even get a date right, why should we even believe anything else that has been but together in the file of allegations? There are problems with how the assistant coaches were handled. They were kind of thrown under the bus and their issues were not separated from the head coach's issues. It seems to be guilt by association and one player's comments after a team meeting was taken as gospel without input from the other 12 players. One player's comments manage to convict three more coaches and no due process. So far as I can see there are not enough winners here. We have a head coach who has been fired from his fulltime job for issues that are encountered in his part time job. We have three coaches that have been dismissed without cause, without a hearing and without due process. We have players who have been handed lies and of dashed hopes of playing the sport that they came here to LCC to play. We have an AD who changes the rules of the game in handling the processes. He writes out written documents, sends them out and doesn't even follow his own written documents. We have a Human Resources staff person,

who in meeting the request of an employee, is ordered to cut off that employee's access to records. We have a public relations person not allowed to talk to the public. We have a replacement coach who has a questionable record of player misconduct from the past.

Tom Hernly Jr.: Good evening, Tom Hernly Jr., Service Manager at Shaheen Chevrolet. I've been in the automotive business 22 years and high performance car business 30 years. Currently at Shaheen Chevrolet we have four furnace mechanics, all earned bachelor's degrees at the west campus. Currently at Shaheen Chevrolet, we have two graduates at the LCC West Campus program all making very good livings. I'm very proud of these young men and women. I think the automotive field, especially in Lansing, is something that LCC has invested a great deal of time and money in the facility they have on the west campus. It is state of the art and much like Shaheen Chevrolet. I think it provides a good feel and a good atmosphere for these young men to learn and to stay out of trouble. I don't understand it. My goodness, you can make a great living especially if they're doing what they love. I think with the hybrid and the electric and all these things, they're really technologically advanced. That's the wave of the future. However without the basics, without the foundation there is nothing there. It won't matter. I think especially in the City of Lansing, we need this and it would be a shame to see that program go to waste. It gives less fortunate individuals a terrific chance to earn a living and advance in the trials and tribulation of life. On a side note, I was actually a high performance instructor for LCC on the west campus. I have got four students that are currently working for high profile race teams that went through my program. LCC spent over \$10 thousand in equipment that is now sitting in storage, because they felt there wasn't a need anymore. I had a waiting list of students, some of them are here, the graduates, and they dropped it and the equipment is going to waste. So in closing, it is my opinion not only to me but to Shaheen Chevrolet, and the young men and women in the City of Lansing that it is very important.

Tom Hernly Sr.: Tom Hernly, I work for a local GM dealership for 42 years as a service director and I hired many students from the LCC automotive class. I can't imagine this class closing down under any circumstances. With the hybrid, the electrics and everything coming out, they are going to need the base in order to be able to do it. I speak from experience. I've been on the advisory board for Baker College's automotive class, the advisory board for Delta College's automotive class for several years and I'm currently on the advisory board for LCC, so I have a lot of experience in this field. I saw one of the comments made on the news that there were 466 students and only 32 of them got degrees. You know in the automotive class they are learning how to repair vehicles to further their education and to further their job skills. They don't necessarily need the degree; they need the education in order to further their job skill on the job, which I thought that's what junior colleges were for; for technical training. I thought that was what LCC was for and years ago it was. I don't know how it could have got away from it. At the west campus there is a single building built pretty much for automotive. I don't know what you would use it for. It's a large area for the hoist and

the automotive repair facility and all of the equipment. It just blows my mind and you have 466 students they said on the news. It certainly has to be paying for itself. I cannot imagine it not paying for itself and they cancelled some of the high performance classes, which there were students waiting to get into the high performance class when they cancelled it. I don't understand the rationale behind it. The only thing that I can end with is if you don't have the feeder class, who is going to repair the vehicles for the future? We need that class. Capital Area Career Center has a feeder class for the automotive program and they do a real good job. General Motors even backs the automotive program at Capital Area Career Center. Where are those students going to go? LCC was the main purpose they planned on going. Local college is where everybody pays taxes for.

Bill McKim: Hello, my name is Bill McKim and I'm here to support ITP Program. Me, myself I'm hard of hearing. One thing I wanted to say is that the deaf people in our community really rely on interpreters. They work so hard, and put in so much of their time in the work with the deaf community. They want to make the deaf people feel a part of a community because if you were in my shoes and other deaf people shoes you would not be a part of the public hearing world. I don't understand why you are doing this to close the program. You guys are more concerned about the money and that's wrong. So I just want to say, please don't close it. The ITP program and the interpreters over the years...you guys have the best program in the state of Michigan I can guarantee you that. I've heard stories about other colleges and they are not as good as here. So I am just asking, please don't close or suspend the program because we deaf people cannot be without very talented interpreters. So, please don't close it. If you did, you guys will be sorry and you will regret it.

Justin Johnson: Hi my name is Justin Johnson and I'm a first year aviation student here at LCC, something that hasn't been touched on tonight. I first want to start out by saying my instructor's here tonight, and she has helped me through thick and thin, she's bent over backwards for me. This aviation program I started out as a little kid looking up in the sky saying hey that is what I want to do when I get older. For the last four years I've been an armed guard carrying liability around. That wasn't my thing and I didn't want to do it anymore. So I stopped and I'm going back to school doing what I want to do now and now as a first time student, you guys are taking that away from me. That is my dream to be a pilot. Do you guys not understand that if you shut down the aviation program here at LCC, you are also taking away many jobs at that Lansing airport? People don't realize that. You know the industry projects a shortage of pilots over the next 20 years. Within this current number of training center in the US the industry will be short. They are going to be short 5,000 pilots per year. People don't realize this. There is going to be a demand for pilots within the next couple of years and you guys are taking away my dream. This is what I want to do. With these budget cuts I don't know where you guys are coming up with these numbers? When you guys want to come up with a more realistic number let me know, I'm pretty good

at punching the plus button and I'll help you guys out with that because youe numbers are absolutely insane.

Richard Mull: My name is Richard Mull, I was here the first day the pool opened and I hope I'm not here the last day that it closes. I'm not a transient; I'm a graduate of Lansing Eastern High School, as I know one of the Board members is. From my perspective the concern I have is that unless you live Okemos, unless you live in Haslett, unless you live in East Lansing you have access to pools and you have access to a number of pools at different times. People from Lansing don't have that luxury. If you live in Okemos you have three pools, more than the whole of Lansing. LCC provides access for the learn-to-swim for adults. If we eliminate the learn-to-swim program and aquatics courses for adults, it a travesty and you should be held accountable. I can brag and say that I probably save thousand live in courses that I taught because the first day of class I say "I thought that these people would drown", and quite honestly they probably would but they took a course at Lansing Community College. They could have taken it somewhere else, but they took it here because it was close. So I ask you to reconsider the pool and I probably shouldn't even mention the \$5 to \$7 million. I've been around pool since 1906. I coach at MSU and can honestly tell you that they refurbish their pool and their pool is a lot nicer than ours and it cost nowhere near to \$5 or \$7 million. Not even half. So I stood in class today and said where would we put \$5 million? Where would we put \$7 million in this pool? I don't know the particulars on this, but Bob Every is one of my very close friend and I do know that he is entitled to due process and I hope you consider that.

Cheryl Bliss: I graduated from the program and guess what I didn't get my state qualification, my QA1, but I kept on studying. It doesn't matter. Now I'm nationally certified. To close down a program or suspend a program because the State is messed up, that's silly. There's other testing that students can take, the EIPA to do K-12 interpreting and the national certification test too. There is nothing wrong with the program going ahead; there is no reason for it to close down. I have more than just my job to think about, but my husband is deaf. He depends on the interpreters. He's had almost all LCC graduate interpreters when he goes to his doctor appointments, for his job meeting which happens every week. All of the interpreters that work here interpreting for the deaf students, are graduates of LCC. They are not all from one year that graduated. We recently hired two years ago more people that graduated from LCC. What happens when others move or retire? Where are we going to find interpreters qualified enough to be able to replace them? I know you are not talking about cancellation yet, but suspension, that doesn't need to happen. The state will figure out whatever they're doing. Other states don't have state certification. They say go get nationally certified. So why can't we focus on that or the EIPA. You just need to think about the other options.

Jill Vega: Hi I'm Jill Vega and I was in the ITP in 2009. I'm currently a working interpreter in an education setting. I have taken my EIPA, which is the Education

Interpreter Performance Assessment. I received a 3.5 which is equivalent to our old state qualifications the QA2. I took my BEI already and I'm waiting for my results. I am a fulltime working interpreter down in southern Michigan every day. They call me; I work for an agency. Every day I get called down to a school system where they need somebody. I know that deafness is a low incident disorder and I am also a teacher of the deaf. I taught for three years. My skills weren't good enough to teach our deaf students. I came to LCC, Brenda Cartwright and her team, the ITP people, were the ones who brought me to where I am today. Our deaf people are deaf members of our community, of this state, of the nation who are going to suffer if you take LCC's program away, the ITP. They rely on us to communicate for them. He's a graduate of ITP and he is here today for the deaf members in our community; not only in this building but also in Dart auditorium. So I just wanted to say....hey, I'm working, I just graduated and I'm working. Thank you very much.

Jennifer Libiran: Hello, my name is Jennifer Libiran and I'm a graduate from the Lansing Community College Interpreter Training Program and I have my national interpreter certification, thanks largely due to the outstanding program that LCC offers. I am a former instructor in the Sign Language Department and currently interpret in the Interpreting Department for the deaf and hard of hearing student here on campus. I understand about the reason the ITP is being suspended is due to issues with the state certification, the DPI test has been suspended and perhaps there are concerns about what our graduates are going to do when they leave the program. To answer that, as already stated, there are other testing options for our graduates; the BEI is one option, the QA before that was an option, however that wasn't the only option on the table. You can take an EIPA or you can take the National Interpreters Certification and those two exams once passed will satisfy state law, requiring an interpreter to have certification. So the BEI is not the only option. I'd like to know if that's really what's driving the suspension of the program or there something else. State law requires interpreters to have certification that is a new amendment. Since that time I can tell you I have been a lot busier. The demand for qualified interpreter is growing and this is a terrible time for us to limit the growth of the profession by closing a program. LCC is going to be losing out on perspective students who would be coming here and spending their money instead of going to Mott Community College. So we are losing out on potential students. But more than that, there are students on campus that use interpreter services. You have faculty on campus who use interpreter services. The common idea is that interpreters are here for the deaf and hard of hearing people, but that is not the full story. We are here for the hearing community. You cannot communicate with the deaf and hard of hearing sign language user without the interpreter. So we're here for you. If you eliminate this program, what message are you sending to your deaf and hard of hearing faculty member and students who are spending their money here on campus to earn their degree?

Cody Mathis: I graduated from LCC's ITP in 2003. I tested a QA3 level a month after graduation and kept that until the QA was suspended in the state of Michigan. I have

worked in four different states. In every state I was hired immediately and can attest that it was only because of the skill that I learned through the program here. I have also worked in five different counties in the state. All of them knew of LCC's program and that was one of the first reasons I got an interview and one of the top reasons they knew I'd be qualified interpreter to hire for their school system. I think it is a travesty that our state is in. The fact of the matter is the DPI is a brand new test for us and that needs to be taken into consideration when you look at the numbers of how you're evaluating pass/fail and who comes out of this program. LCC is very successful and it would be a shame to close down a program that produces such incredible people.

Doretta Fowler: Just want you to know there is nothing wrong with the microphone. I was just giving you an example of what it's like for our deaf students in high schools, elementary schools and colleges. What it's like for the deaf community when they're at the doctor's office and they don't have an interpreter. What am I saying? You don't know? That is what interpreters do. We provide that communication between silence and sound. I was a graduate in 2005 in the Lansing interpreter training program here at Lansing Community College. I love this program. It was the first time I felt I had something to offer. But it was only because they showed me I had something to offer; through excellent training. I love this program. I'm here to support this program. I graduated in 2005. August 8 I took my QA and I passed. September of 2005, I was working in the Lansing School District for the Lansing Everett High School. I am still there. I notice interpreters going through that program, going into the schools and how it has changed the educational setting within the Lansing School District, and it was because interpreters were being brought in from this program. It wasn't just people who knew sign anymore, it was people who actually went to an accredited college and an accredited program and this is what this interpreter program has provided for me. Within one month I went from graduating, taking my test, passing my test, to a job. I don't know about any of you, but who doesn't want a job. I just want to let you know, we really need this program. We need voices and that's what we are. We are the voice of the deaf community for them in times of need so please just consider it.

Eric Hafner: Good evening, thank you for taking the time to listen to all of us. I know that hard decisions have to be made, but I'd like to give you a couple thoughts on the Truck Driver Training Program. I am probably one of the newest faculty members that you have here. I've been a faculty member of the truck driving program for about five months now. It is just part time for me, I don't get many hours. I offer something to them that I don't think they have had before and I want to expand on that. I've been an officer for almost 13 years. I thank these gentlemen over here who are doing a great job of getting us all seated and yet keeping everything calm. In the last five or six years I've been a national truck inspector and conservatively stop over 2,500 trucks. During that I've dealt with primarily steering wheel holders. There is a difference between a steering wheel holder and a professional truck driver. The LCC truck driving school graduates professional truck drivers. Hands down, that is just what we do. I

had an opportunity to take a job here and did a lot of research. I had looked at all the different truck driving schools. The one that I thought was the best was Lansing Community College. It's the oldest in the state, 46 years this May. We have had one contact with an LCC truck while I was working. He was a victim of an accident. Everything on the truck was fine. The driver was fine, the student was fine. Another truck pulled out in front of that truck. They had nowhere to go but to be involved in that accident. I agreed to teach here based on everything that I learned and I wanted a chance to give back. My family, our family, we deserve a professional truck driver out there. We do not deserve a professional steering wheel holder because that driver does not know regulations; he's over hours or is unable to maintain his vehicle. When that tire blows because he hasn't done his job, it damages your vehicle, your family or a motorcyclist that's a pretty big issue. 98.5% of all our students graduate and are placed. Starting salary may be a little lower from \$35 to \$40, but you have to have that to get hired in. Team drivers are making \$75,000 a year. Come take a ride with any of the instructors. It won't be me but I'd love to see you out there. Thank you.

Travis Morgan: Hi my name is Travis Morgan and I'm a program student of the automotive high performance program and the automotive repair program. I'm currently working for a high dollar race team right now. We also have another kid working for us who's still in the program here at the school and two other guys have gone through the program that works for us. I have other friends in the field that have gone through the program. One is working for another race team in Detroit and another guy is working for GM proving grounds. I have six other friends that are working in shops here in town that have been through the program so there are jobs here in the Lansing area and around the world. Cutting the automotive program is not the way to go and to just go for the electric hybrid vehicles. I mean that's the future yes, but that's not right now. We need to prepare students for the future and now. The electric and hybrid are ten years down the road. Right now there are always jobs out there for students who want to work in the field. I mean every cars has to have a drive line, every car has to have suspension to steering. I mean we need this program more than anything and that's what I want to say. Thank you.

Bram Rigterink: Good evening I'm Bram Rigterink. I'm a current student in the automotive technology program and I will be graduating this spring with an Associate's Degree in Automotive Technologies. I've already been giving a job in the field that fuels my passion. I happen to work with Travis Morgan at a local race shop here in East Lansing. There are many other jobs and opportunities for students out there. LCC built an amazing program and facility for unique individuals such as myself to explore their passions. Me, as well as, many students who are watching right now over in the Dart Auditorium are thankful for this one of a kind facility and opportunity. We all feel that eliminating the automotive technologies program would be a grave mistake. Please don't take this away from the kids and the dream that they have to fulfill and get out there in the world and get a good job. Thank you.

Bill Peloquin: Good evening. I'm here to talk about the high performance program. Obviously I received my degrees a long time ago but I'm one of the gray hairs that is in the program. This is a program that really has nothing to do with repair or collision; it is primarily high performance engine building. This is a career for many of these students that can be very high paying. There is an old saying in racing, speed costs money. How much do you want to buy? So there are high paying jobs. There are a lot of major employers in this field; Roush is a very large company out of Livonia. There are a lot of small businesses around here that are in it too. There's a lot of money in it and it isn't just racing. This program as I understand it, one of the major purposes of it was to provide trained high performance machinist and engine builders for General Motors Tech Center. Although I wasn't actually involved, I heard after the program was up and running for awhile a GM representative came here wanting to hire 32 students for the engine program at the tech center and the college could only furnish them with three. This is a program in other areas, that has been very successful. Individuals in the program can make a great deal of money. It's not unusual for good talents machinist to make over \$100,000 for the NASCAR teams. In addition, General Motors and companies like that do need these people. They both have small racing programs; probably not quite so small, but also they need them for prototype, experimental etc. There are jobs there. I think you should continue this program. It's one of the few areas where somebody who is not going to get a college degree can get the training to get a good paying job. Thank you.

Rex Really: Hi I'm Rex Really and I've been an instructor at the west campus body shop for about 10 years. I really appreciate that job and enjoy it very much. I was quite surprised when I got that email about what's going on here. In one of your points here, focusing on the high skilled, high wage, high demand careers, I kind of question just what that is. What is that high wage, what are those high demand jobs? What kind of money figure, \$150,000, \$250,000 a year? That's not automotive, but there are high skilled high demand jobs. Probably everybody in here drives a car and it is going to break sometime. You are going to get fender benders and it's just going too happened. It's provided a big service to the Lansing community for a long time. I've had students that came from the Detroit area. In the class I teach, I have five people from the Detroit area that looked at the community colleges down there and came here to investigate and see the equipment and the facility that LCC has and this is where they came. One student from Iron Mountain has come down to go through the whole program and others off by Lake Michigan. Students have come from a long distance and enjoy the program. So I'm wondering what's really driving this whole thing To be a little blunt, whoever started this program analysi, I wonder if they had a death grip on the blue-collar middleclass people. Everything that I have heard in here so far is the medium wage people. This is a community college and the community needs that.

Mary Klein: Hello to everyone. Please pay attention to me while my interpreters are voicing for me. My name is Mary Klein and I am here because I am an instructor; in fact a very long term instructor for the last 29 years in the sign language program.

These alumni are sitting in the seats with you and I give a big round of applause to each one of them. As I said I've been teaching here for 29 years. Michigan School for the Deaf is where I went to school. I went to the National Technical Institute out in Rochester, New York. I've been teaching in the interpreter training program and it provides the absolute best education of the hearing students who plan to become future interpreters for those in this room and beyond. One of the reasons why we have such an outstanding program is because of the Director, Brenda Cartwright. She knows how to teach. She's very well known on a national, and in fact, on an international level. The staff here is trained to teach the students interpreting and our program is nationally and internationally renowned. A deaf person must have satisfactory needs for communication. ASL is my first language and I am fluent in ASL. In my life when I have gone to the doctor office, gone to a meeting, or wherever I go, I request an interpreter for accommodations. When I look at that interpreter I need to know everything that is being said in that meeting. If I don't, I'm left out and I lose it all if I don't have an interpreter there with me. Lansing Community College's interpreters are the best. It is my strong belief that we need to support and continue to support for second and the third year courses in this program because we are training these interpreters who work in this area and beyond. We need more interpreters, there is a national shortage. There are not enough interpreters in the United States and we need more. There is a famous quote from George Veditz that I'd like to close with. He was the President of the National Association for the Deaf in the year 1904 – 1910. "As long as we have deaf people on the planet, we will have sign language". Thank you for your time.

Harold Leemand Jr: Harold Leemand, Jr., I'm here tonight to ask you to bring this whole issue with Bob Every to a head and reinstate him into the program. If you are going to have lawyers involved, this isn't going to get settled for a year or so. Bob is a friend and lives down the street. I got to know him when I was on the Lansing City Council for 12 years. He is known to me as Mr. LCC, just like Mr. Gannon was when I attended here in the 70's. Bob has done a lot for this community. The Lansing City Council, and Larry Meyer was on the council at that time, probably put close to a million dollars into that ballpark. I for one wouldn't have done it if it weren't for Bob lobbying me and my colleagues to see what could happen there. Bob even mows the darn lawn. Something you wouldn't think the manager would have to do, but you have an investment by this city of a lot of money. Bob has taken the initiative to build this program to where it is today and what I understood over the past two hours is that there is a due process issue going on here. For somebody to not be given due process and the way he was treated is wrong. I appreciate all of you volunteering your time. I know to some degree what you are going through on discussing this issue. I hope you are getting all sides, but to let the lawyers deal with it over a years' time is ridiculous; to have Bob just sit there and not be given a chance to come back. From what I understand you have had a lot of athletic directors over the years. You can hear the sports reporters around talk about "well who's in charge down there". I think that you should have a clean slate. President Knight is here, he's been here for approximately

two years to my understanding. You have a new athletic director. Let's just start anew. If there are issues, then deal with them, but don't just fire a person who has put his entire life into this community and LCC.

Chairperson Canja received a phone call from Mr. Ron Reed who wanted to express his support for Mr. Every and asked that the Board relay his message that he was not able to be here tonight.

Labor Coalition Presentation

The Labor Coalition requested that their presentation be postponed until the next Board meeting.

PRESIDENT'S REPORT

Informational – Monthly Financial Statements

Lisa Webb-Sharpe presented the following monthly financial statements:

1. Statement & Summary as of January 31, 2011 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. Miscellaneous
 - a. Vendor Payments > \$10,000 for the month ended January 31, 2011
 - b. LCC Card Vendor Payments > \$10,000 for the month of January
3. Investment Accounts Market Value as of January 31, 2011

Informational – Program Analysis

Dr. Knight made the following statement regarding Program Analysis:

"Community colleges were formed across the nation in the 1960's and in the 1970's. Michigan was a leader among the states. Community colleges were meant to be affordable to all. The funding of community colleges was designed so tuition could be low. Community colleges were formed to enable two primary functions; university transfer studies the first two years of college and career programs. It was

thought that most people would earn an associate's degree and transfer or earn an associate's degree in a career field and join the workforce. The associate's degree was to be a commonly held degree between a high school diploma and a bachelor's degree, but it didn't turn out that way. The associate's degree did not become what the founders had envisioned, instead all too many people have taken several courses and did not earn a degree or a credential when they attended a community college. Three courses do not constitute success; it is not helpful to local economy nor is it sufficient to compete for a job. My message to the community is all are invited to attend Lansing Community College and that access is essential. We are determined that LCC continues to be affordable and that our tuition remains low. Should one attend Lansing Community College, it is important that you study, persist, earn a degree, a certificate or a competency and complete a goal so that you can successfully compete in the workplace, for a good job, at a good wage. We are committed to student success at Lansing Community College. Dr. Shanblatt, our Chief Academic Officer and our Deans have worked for more than a year at reviewing our courses and programs to better align us with pathways to student success. I am proud of the work of Dr. Shanblatt and the Deans. Her presentation tonight, I think, will be among one of the most important presentations at Lansing Community College that have occurred in this Boardroom".

Dr. Shanblatt addressed the comments raised by the Sign Language Interpreters. She stated the problem is with the exam and not the program and is what the administration is trying to fix. She further stated that three years ago the state changed the exam. Although there are other exams, if you want to do certain things in the state as an interpreter, the BEI exam will be required in Michigan. Dr. Shanblatt stated the college is trying to make sure the curriculum is aligned with the new examination and that students are able to pass the exam and get certified upon graduation from this three year long program. She stated that although they can transfer to a four year school, get a bachelors degree and sit for the national exam, they can't do this straight out of LCC's program. She further stated that LCC is hoping to help the program and the state finalize the rules to make it very clear what LCC students need to know upon graduation. Dr. Shanblatt stated that LCC values this program greatly and have no plans to eliminate it. She said the current students will be permitted to finish and that LCC wants to do right by the student and the deaf community.

Dr. Shanblatt presented a PowerPoint presentation which is on file with the office Board meeting materials.

Discussion followed.

Trustee Woods stated he wants to make sure the Board has a clear understanding of the process that is going to take place, especially enlight of the comments that the Board has received. He thanked all of the hard work and effort given by the President,

Provost and Deans. He further stated it was a tough task, but something that had to be done. Trustee Woods stated the Board wants to make sure they get input from MAHE, students and the broader business community. He stated that with regards to some of the programs, it could mean non renewals, layoffs or other personnel transactions as a result of decisions that are made. Trustee Woods wants to affirm and support the administration, but thinks as a Board they should see the final decisions and approve it as a Board that represents the constituency of Lansing Community College.

IT WAS MOVED by Trustee Woods and supported by Trustee Smith to authorize the President to proceed with contractually specified procedures relating to program changes and program eliminations and, after due consideration of any recommendation made by MAHE or any of the labor coalition, or employers of the community, as well as LCC's students, to make such transfers, reassignments, non-renewal, layoffs and other personnel transactions as necessary to fully implement the administration's decisions concerning Program Analysis after Board of Trustees approval.

Roll call vote:

Ayes: Hollister, Meyer, 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:

- She noted that the Trustees are trying to do more outreach and bring more information to the community. She commended the college for giving the Trustees a brochure to hand out when they do outreach. She stated that the Early College Program's deadline for applying is March 11 and the Trustees will be going out to promote this program.

Committee Reports – Foundation Board

Trustee Smith asked that the following Foundation Board notes be entered into the record:

- I.** Planning and Goal Setting Update
 - We will vote on and develop further, the two or three most viable proposed committees at the next meeting:

- Marketing Committee: write to community newspapers about scholarship recipients to build some advertising and marketing for the Foundation
 - Planned Giving Committee: Stan and Pat would like to get it running again; build our legacy donors.
 - Internships Committee: work with the LCC Development Office to explore building the program
 - Professional Grant Writer: needs more development; maybe we can work in conjunction with President Knight.
 - Feasibility Study for an Endowment Campaign
- II.** Foundation is moving forward on the Year End Appeal
- Financial Update: Made a transition in early September, transferring the bulk of the money to the Charles Schwabb account from Merrill-Lynch; all of the accounts will be empty by the end of this month.
- III.** Lisa Webb-Sharpe gave an update on the search for a new director, reporting they have received some good candidates and will be forming a committee soon. Dr. Chase has agreed to stay on until the right candidate is found.
- IV.** *Holiday Open House & Silent Auction Review:* The food was delicious, the silent auction was successful (all items sold), and Aramark did a great job.
- V.** *Foundation's 30th & Alumni Association's 20th Anniversary Celebration*
- The Foundation was chartered in June 1981; Alumni Assoc. December 1991
 - Want to brand the LCC Foundation as a household word; we will be focusing especially on media exposure, as well as branding the Foundation Building with banners, lights, and signage.
 - We want Board Members on the Anniversary Celebrations Committee. Other members will be from the college's 50th celebration team. This team will develop a strong plan for the new director.
 - The Distinguished Alumni Award applications will be available soon and are due March 25. We want a lot of applicants for our 30th and 20th year celebration!
- VI.** Alumni Committee
- We are in the middle of our Social Media Blast, which has greatly increased our followers. We are number one on Facebook for Alumni Associations
 - Upcoming initiatives including:
 1. A Lifetime Membership Campaign
 2. The 2012 Lifetime Membership Social
 3. Re-launching Star Water with the Splash character

4. A redesigned e-newsletter which includes importing over 90,000 emails into the CRM email system.

VII. *Dr. Chase reviewed the past year:*

- The Focus Magazine brought in approximately \$3,000 (from mostly retirees);
- Year-end appeal money is still coming in;
- Restricted scholarship appeal has also gone really well;
- We are currently receiving scholarship applications.
- Andrew has lifted the Alumni Association to national levels based on their existence at a community college and their Facebook fan-base.

Committee Reports – Audit Committee

Trustee Meyer gave the following Audit Committee Update:

- The Audit Committee is following the college three year internal audit plan. An internal audit of human resources, benefits and payrolls was added to the three year plan.

Board Members Reports – ACCT Legislative Summit

Trustee Woods thanked Dr. Knight, Lisa Webb-Sharpe, Elva Revilla and team for putting together an excellent package for the ACCT Legislative Summit. He thanked George Berghorn for coming and making LCC's pitch on utilities.

Closed Session

IT WAS MOVED by Trustee Proctor and supported by Trustee Smith that the Board go into closed session for the purpose of discussing a written legal opinion, purchase sale or lease of real property and collective bargaining.

Roll call vote:

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

Nays: None

Absent: None

The motion carried.

The Board entered into closed session at 9:51 p.m.

The Board returned to open session at 11:13 p.m.

Roll call:

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

Absent: None

IT WAS MOVED by Trustee Meyer and supported by Trustee Proctor that Lansing Community College Board of Trustees ratifies and approves that Lansing Community College enter into a Lease and Operating agreement with the Capital Region Airport Authority at Mason Jewett Field effective March 1, 2011.

Roll call vote:

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

Nays: None

Absent: None

The motion carried.

IT WAS MOVED by Trustee Hollister and supported by Trustee Smith that the proposed course fees be approved.

Roll call vote:

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

Nays: None

Absent: None

The motion carried.

Adjournment

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

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

Nays: None

Absent: None

The motion carried.

The meeting adjourned at 11:17 p.m.