

MINUTES OF THE FIVE HUNDRED THIRTY-SIXTH MEETING
OF THE BOARD OF TRUSTEES
OF THE MONROE COUNTY COMMUNITY COLLEGE DISTRICT

Board of Trustees Room Z-203
La-Z-Boy Center
7:30 p.m., June 24, 2013

Members present: William J. Bacarella Jr., Joseph N. Bellino Jr., William H. Braunlich, James E. DeVries, Marjorie A. Kreps, Linda S. Lauer, Mary Kay Thayer

Members absent: None

Also present: David Nixon, Randy Daniels, Grace Yackee, Suzanne Wetzel, Deb Beagle, Barbara McNamee, Molly McCutchan, Vinnie Maltese, Joe Verkennes, Jamie DeLeeuw, Jean Ford, Jim Ross, Valerie Culler, Dan Hamman, Denise Lewis, Pat Nedry, Bonnie Boggs, Kim Lindquist, Tracy Vogt, Paul Knollman, John Joy, Josh Myers, Robert Sielski, John Whitman, Danielle Portteus, Agora staff reporter Katie Mullins, and Victoria McIntyre (recording secretary)

1. Chair Bacarella called the meeting to order at 7:30 p.m.
2. Chair Bacarella suspended the regular order of business to conduct the public hearing on the 2013-14 budget and reaffirm the millage rate to be levied for operating purposes for the 2013-14 fiscal year as 2.1794 mills of ad valorem property taxes.

There were no questions or comments from the public. Chair Bacarella declared the public hearing adjourned at 7:31 p.m. and the Board began its regular meeting.

3. *It was moved by Mrs. Thayer and seconded by Ms. Lauer that the minutes of the special meetings (2) of May 20, 2013, regular meeting of May 20, 2013, the special meetings (2) of May 21, 2013, the special meetings (3) of May 22, 2013, and the special meeting of May 30, 2013 be approved with corrections.*

The motion carried.

4. Jon Whitman spoke to the board as a representative of the Whitman family who donated land for the establishment of a college extension center on Lewis Avenue in Temperance. He encouraged the Trustees to do what they felt was best for the entire college district, not just Bedford. "My family wants you to do what's best for all the students with the money you have. We want you to help the most amount of kids and if the Whitman Center closes because you can't support it, then that's okay with us." (Monroe Evening News 6-25-13)

- B. 3. a. (1) 5. *It was moved by Mrs. Thayer and seconded by Mrs. Kreps that the following resolution of commendation be adopted:*

WHEREAS, Mrs. Diana Cramer has decided to retire from her position as Director of the Monroe County Community College Child Care Center effective May 17, 2013, and

WHEREAS, for 33 years, she has been considered an outstanding support staff member, who has helped to provide excellent service for students attending MCCC, and

WHEREAS, Mrs. Cramer attained an Associate of Science degree from Marion College, and has brought a significant level of knowledge in the area of early childhood education, and she has served as an institutional leader for maintaining the standards required for licensed child care in the State of Michigan, and

WHEREAS, her dedication to MCCC has enriched the lives of students by providing a service necessary to their educational success, and

WHEREAS, she has served on several College committees that have contributed to the governance of the institution, and

WHEREAS, she has demonstrated a high level of professionalism and dedication both on and off campus, and

WHEREAS, she has volunteered countless hours to College activities, such as Family Fun Night and the Commencement Ceremony, and

WHEREAS, she has lovingly touched the lives of hundreds of children in this community since August of 1980.

THEREFORE, BE IT RESOLVED, that the Board of Trustees recognize Mrs. Diana Cramer for her dedicated service and contributions to the College, our students, and the children in this community, and

THAT IT BE FURTHER RESOLVED, that the Board of Trustees express its very best wishes for her continued success, well-being, and happiness on this Monday, June 24, 2013.

The motion carried.

- B. 3. a. (2) 6. *It was moved by Mr. Braunlich and seconded by Mrs. Kreps that the following resolution of commendation be adopted:*

WHEREAS, Mr. Mark Spenoso has decided to retire from his position as digital imaging specialist at Monroe County Community College effective June 30, 2013, and

WHEREAS, for 14 years, he has been considered an outstanding member of the MCCC support staff and Institutional Advancement team;

WHEREAS, he has provided excellent service to the faculty and staff of MCCC in the areas of Copy Center operations and photography, and

WHEREAS, Mr. Spenoso has played a lead role in expanding the services of the Copy Center to include custom items like dry-mounting; large-format posters and signage; intricate, tabbed booklets; commemorative programs for special events such as Commencement, Honors Night and more; high-end, black-and-white brochures and fliers; and other promotional materials, and

WHEREAS, in the early 2000s, he took photography classes and purchased his own digital camera equipment to develop his skills, later accommodating some of the college's photographic responsibilities as a result of a resignation; and

WHEREAS, Mr. Spenoso was promoted in 2004 to take over all of the college's photographic responsibilities, which were woven in with his full-time Copy Center duties into a new position entitled "digital imaging specialist," and

WHEREAS, he has left a tremendous impression on employees and the community with his excellent photography, the breadth and depth of which can be seen throughout all of MCCC's promotional efforts, and

WHEREAS, Mr. Spenoso attained a bachelor's degree in sociology from the University of Akron, bringing with him to the college more than 10 years of experience in picture framing and many more years of experience from his initial career path of employee training and retraining – all of which contributed to his high-level of customer service and solid project management skills for MCCC, and

WHEREAS, he has demonstrated a high level of professionalism and dedication both on and off campus, and

WHEREAS, he has shown great passion for the MCCC mission, and through his work and volunteerism has enriched the lives of many since his arrival on campus in August 1999.

THEREFORE, BE IT RESOLVED, that the Board of Trustees recognize Mr. Mark Spenoso for his dedicated service and contributions to the college, our students, and the community, and

THAT IT BE FURTHER RESOLVED, that the Board of Trustees express its very best wishes for his continued success, well-being, and happiness on this Monday, June 24, 2013.

The motion carried.

- B. 3. a. (3) 7. *It was moved by Mrs. Thayer and seconded by Ms. Lauer that the following resolution of commendation be adopted:*

WHEREAS, Mr. Dennis Bezeau, has decided to retire from his position as General Maintenance Worker with Monroe County Community College, effective July 26, 2013.

WHEREAS, for 16 years, he has been considered an outstanding employee who has helped to foster an excellent maintenance program in the Physical Plant, and

WHEREAS, he has served as a mentor, role model and trainer for his co-workers and has helped foster a high level of professionalism within the maintenance staff, and

WHEREAS, he has continually demonstrated his commitment to the College mission and dedication to our faculty, staff, and students both on- and off-campus.

THEREFORE, BE IT RESOLVED, that the Board of Trustees recognize Mr. Dennis Bezeau, for his dedicated service and contributions to the college, our students, and the community, and

THAT IT BE FURTHER RESOLVED, that the Board of Trustees expresses its very best wishes for his continued success, well being, and happiness on this Monday, June 24, 2013.

The motion carried.

- B. 3. a. (4) 8. *It was moved by Mrs. Thayer and seconded by Mr. Braunlich that the 2013-14 MCCC budget be approved as presented and that the millage rate to be levied for operating purposes for the 2013-14 fiscal year be reaffirmed as 2.1794 mills of ad valorem property tax.*

Trustee DeVries opened the discussion on the 2013-14 budget with the following which was read in its entirety:

“Over the course of the last six months I have learned a great deal as a Trustee. Most of our decisions, including those associated with the Presidential search, I have wholeheartedly agreed with. The budget, or more precisely the ‘process’ of constructing a final product, I find troublesome. As a Trustee, I find the timing problematic: A public session in May and finalization in June are much too fast for careful deliberation. I was taken aback by the ‘framing’ of the Whitman Campus question (no Director?) and the moves to privatize Printing, and the Child Care Center. These decisions were complete surprises to me. Each has not only fiscal ramifications but also profound implications for our college community.

We all know that with the depletion of our reserves, there is little “wiggle room” in the budget. However, all stakeholders, internal and external, have not been honored by the Board’s actions or recommendations. The goodwill of the Bedford community has been affronted by the elimination of the 2013 Spring and Summer sessions at Whitman and the privatization moves have had a “chilling effect” on the internal community—for the campus stakeholders, the obvious question is what area and who is next?

A major goal in finding a new President was to find a ‘bridge builder’ and ‘unifier’, yet “the budget “process has only served to fragment and divide. The process is non-inclusive – with major stakeholders having no input. Decisions are being made which have a dramatic impact on their lives – it is as if they do not count.

However, it is certain that everyone does “count.” The Literature is clear: all those affected by an organization’s policies must be involved from the start. Several recent community college studies address this issue. J. Noah Brown in his book, First in the World (Rowman and Littlefield, 2012), states unequivocally that trustees must “integrate multiple perspectives into board decision making.” (p. 43) More to the point, Cindra J. Smith in her work, Trusteeship in Community Colleges (ACCT, 2000), in discussing the political dimension of policymaking advises that “policies that address institutional direction and goals or that guide the public spending of public funds affect many people and must be responsive to the interests of ownership. Therefore, policy development in these areas is often lengthy and requires consultation with many interested parties. Being inclusive helps identify all alternatives, needs, barriers, and also garners support for new policies.” (pp. 98-99)

At the very least, for the best results, MCCC must integrate members of our internal community into the policymaking process. The principle of ‘servant leadership’ would be observed if representatives of our various councils (administrator, faculty, staff and student) and the Foundation were invited into our upcoming (not scheduled yet) strategic planning meetings with our

new President, Dr. Quarthey. Our budget priorities will follow from our strategic vision. Next, a final budget would take form before the end of the calendar year (December). A collaborative approach would educate all stakeholders to understand the issues; all deliberations would be transparent; and there would be more 'buy in' and less fear from the results. We will all be on the 'same page.' Ideas would come forth to identify new and more efficient ways of operation and perhaps new revenue streams would be found. While in the end only the Board votes, such an approach would be a 'win win' for all involved.

We all understand the requirement of balancing the budget, but a "business model" is surely not the only framework on which to operate. The College is not just a business. It is an educational institution that provides not only instruction but a myriad of support services that were never intended to be profit centers. No "business model" organization receives millions of dollars in property taxes, state aid, federal aid, tuition, and contact hour revenues. These dollars are allocated to provide services such as financial aid expertise, academic advising, and childcare opportunities. Our founders, while conservative, never intended that our finances be framed into a business model. As an educational institution, MCCC should not be viewed as a "profit and loss" center. MCCC provides a service to the community and not all aspects of our operation will be self-sustaining.

Collaborative strategic planning would help illuminate our priorities and aid us in deciding what is essential to our mission, and what is not. I suspect that some functions would be retained even though they appear to be fiscally losing propositions. We really need to have this conversation where everyone vested has representation at the table. Let's send a message of hope to our stakeholders and include them in our processes. A quote from Donald Rumsfeld seems appropriate here: "If you expect people to be in on the landing, include them in the take off."

I vote NO on the 2013-2014 MCCC budget."

Trustee Braunlich responded by reading the following entitled "My rebuttal to the Position Paper of MCCC Trustee James Devries dated June 24th" in its entirety:

- *"Monroe County Community College **is a corporate entity** under Michigan law and is specifically denominated as a corporate body in Section 389.103 of the Community College Act of 1966. Thus, MCCC has all the rights and all the responsibilities of Michigan corporations, in concert with all the specific rights and responsibilities of community colleges identified in Michigan's community college act.*

- *Additionally, MCCC functions within an even larger legal and accreditation matrix which involves the state of Michigan, the federal government, the HLC, and numerous non-governmental grant making bodies. For example, to ensure standing and approval of discretionary state funding requests MCCC must comply fully with the Manual for Uniform Financial reporting for Michigan Public Community colleges. Why is this important? Because everything within this legal and funding matrix stands in support of the simple proposition that MCCC must have a detailed, accurate, verifiable, fiscally responsible and sustainable business model. There is no alternative model available under Michigan law, federal law, or the HLC to the business model.*
- *The fact that MCCC's core mission is providing a variety of higher education opportunities does not afford us an escape hatch from difficult decisions, nor does it provide refuge from the requirements, sometime agonizing, of the business model. MCCC is corporate entity, and must act, like a responsible corporate entity to sustain that core mission.*
- *Operating a Child Care center, operating a copy center, and employing a full time director for an extension center are not core components of the college mission---and they never have been. The president of this college and the senior administrators would be derelict in their duties if they had not identified these areas where the college could realize cost savings or deliver services in a superior and more cost efficient manner.*
- *This leads immediately to discussion of the directorship position at Whitman. Our VP of Instruction, Dr. Grace Yackee provided a detailed report on the overall success and the improvements of the "Collaborative Team Model" to staffing the Whitman Center. I asked Dr Yackee specifically at an earlier meeting, and she confirmed that even if MCCC was projecting millions in surplus revenues over expenses---in other words if money was no longer a concern whatsoever---she would NOT recommend returning to the former single directorship approach to Whitman, as the team approach, which was implemented for one year as a pilot project, was superior from every dimension.*
- *Trustee Devries--- you were at the meeting when this detailed report by Dr. Yackee was given. You now claim that the goodwill of the Bedford community has been affronted. Instead, I challenge you---you have affronted the good will of many members of this board, the college administration, and the integrity of Dr. Yackee. You have affronted me as a member of the strategic finance committee.*
- *So what do I say in conclusion? I vote yes on this budget. I affirm the process as inclusive and transparent and collaborative and timely. Further, I think the 1% raises are very well deserved to our employee groups who have shouldered the sacrifices longer than anyone else. I reject Trustees Devries*

letter of June 24th in its entirety as factually inaccurate, politically motivated to satisfy his campaign platform, irresponsible and loaded with leadership/ stakeholder/ inclusiveness/collaboration psycho-babble all designed to obscure the fact that he has no new ideas whatsoever on cost-containment, nor does he have a single idea on generating any additional revenues.

- *The Michigan community College act and the matrix of organizations and governmental units I referred to earlier **all require a business model.***
- *One final note. Dr. Devries does not speak for the founders of this college--- that's because there were thousands and thousands of them and they were the Monroe County citizens who voted yes on June 29th, 1964 to create the Community College District of Monroe County. They are the true citizen founders of this college. They approved a college to run in conformity and compliance with Michigan law and the Michigan community college act. And that requires a business model, pure and simple. If Trustee Devries ever succeeds in his revisionism and the rejection of the sound and principled business model required by law, this college is clearly headed for financial disaster."*

Vice President of Administration, Suzanne Wetzel, presented a detailed review of the proposed budget for fiscal year 2013-2014. The review included an overview of General Fund revenues and expenses including rationale for recommendations being made by the budget team, as well as a review of the designated fund, auxiliary activities fund, restricted fund, unexpended plant fund, maintenance and replacement fund, and other funds (student loan fund, endowment fund, and physical properties fund). Trustee Braunlich noted that although the budget is balanced, it does not necessarily mean all financial needs have been met.

A roll call vote was taken as follows:

Yes: Bellino, Lauer, Kreps, Thayer, Braunlich, Bacarella
No: DeVries

The motion carried 6-1.

- B. 3. a. (5) 9. *It was moved by Mr. Braunlich and seconded by Mrs. Thayer that the schedule of meetings of the Board of Trustees for the fiscal year 2013-14 be adopted as follows:*

Time: 7:30 p.m.

*Place: Board of Trustees Room, Z 203**

La-Z-Boy Center

**The April 28, 2014 meeting will be held at the MCCC Whitman Center, 7777 Lewis Avenue, Temperance, Michigan.*

Monday, September 23, 2013
Monday, October 28, 2013
Monday, November 25, 2013
Monday, January 27, 2014

Monday, February 24, 2014
Monday, March 24, 2014
Monday, April 28, 2014 (Whitman)
Monday, May 19, 2014
Monday, June 23, 2014.

The motion carried.

- B. 3. a. (6) 10. *It was moved by Mr. Braunlich and seconded by Mr. Bellino that the following individuals be designated to represent the Board before the Michigan Community College Association Board of Directors for the year 2013-14:*

<i>Trustee Director</i>	<i>Mary Kay Thayer, Trustee</i>
<i>Alternate Trustee Director</i>	<i>Marge Kreps, Trustee</i>
<i>President Director</i>	<i>Dr. Kojo A. Quartey.</i>

The motion carried.

- B. 3. a. (7) 11. *It was moved by Mrs. Kreps and seconded by Mr. Bellino that Policy 2.19, Management Salary Schedule be revised to reflect the recommendations of the budget committee.*

The motion carried.

- B. 3. a. (8) 12. *It was moved by Ms. Lauer and seconded by Mrs. Thayer that Policy 8.08, Support Staff Salary Schedule be revised to reflect the recommendations of the budget committee.*

The motion carried.

- B. 3. a. (9) 13. *It was moved by Mrs. Thayer and seconded by Mrs. Kreps that Policy 11.00, Adjunct Faculty Salary Schedule be revised to reflect the recommendations of the budget committee.*

The motion carried.

- B. 3. a. (10) 14. *It was moved by Mr. Bellino and seconded by Mr. Braunlich that Policy 11.01, Part-Time Support Staff Salary Schedule be revised to reflect the recommendations of the budget committee.*

The motion carried.

- B. 3. a. (11) 15. *It was moved by Mrs. Thayer and seconded by Mr. Braunlich that Policy 12.05, Professional Staff Salary Schedule be revised to reflect the recommendations of the budget committee.*

The motion carried.

- B. 3. a. (12) 16. *It was moved by Mr. Braunlich and seconded by Mrs. Kreps that Policy 4.02, College Parallel and Career Programs be approved as presented.*

This policy was approved by each of the three governance councils.

The motion carried.

- B. 3. a. (13) 17. *It was moved by Mr. Braunlich and seconded by Mrs. Thayer that Policy 4.09, Policy for Awarding Credit be adopted as presented.*

Vice President Yackee explained that federal policies mandate how the college awards credit and that the college be in compliance at the state level. It is an HLC requirement. Accompanying Procedure 4.09(a) provides details on how the policy will be executed. The policy and the procedure have been approved by each of the three governance councils.

The motion carried.

- B. 3. a. (14) 18. *It was moved by Mr. Braunlich and supported by Mrs. Thayer that Monroe County Community College, in accordance with MCCC Policy 6.21 and Procedure 6.21(a), apply for a Special License from the Michigan Liquor Control Commission (MLCC) to serve alcohol in conjunction with the following special events which will be held in the La-Z-Boy Center:*

*Nixon Farewell Reception – July 19, 2013
1964 – September 28, 2013
Heywood Banks – October 11, 2013
Crystal Bowersox – October 19, 2013
Hot August Nights – November 16, 2013
Late Nite Catechism – December 7, 2013
Hotel California – January 18, 2014
Elvis Presley Jr. – March 8, 2014
Livingston Taylor – March 21, 2014.*

The motion carried.

- C. 3. a. (1) 19. President Nixon reported on the following staff appointments, retirements, and resignation.

Staff Appointment:

Robert Stawkey, Maintenance Trainee – Power Systems Operator, effective May 28, 2013

Kojo A. Quartey, President, effective July 8, 2013

Retirement:

Diana Cramer, Child Care Center Coordinator, effective May 17, 2103

Mark Spenoso, Digital Imagine Specialist, effective June 30, 2013

Dennis Bezeau, General Maintenance Worker, effective July 26, 2013

Resignation:

David E. Nixon, President, effective July 31, 2013

- C. 3. a. (2) 20. The Board received the Statement of General Fund Revenues and Expenditures for the period ending May 31, 2013. Director of Finance, Deb Beagle reported that the general fund revenues are more favorable than this time last year.
- C. 3. a. (3) 21. Vice President explained Procedure 4.09(a) earlier in the meeting.
- C. 3. b. (1) 22. Vice President Suzanne Wetzel presented The Foundation quarterly update report. With the establishment of the Irv Locketz Culinary Scholarship, the college now has 42 endowed scholarships. The Alumni Golf Outing will be September 6. DTE Energy has received the CRD College Benefactor of the Year award for its contribution to the Career Technology Center. The Foundation is inviting in-house guests to make presentations at The Foundation which may open ideas for funding sources. The 2013 Annual Fund Appeal raised about \$35,000. The Strikes, Spares, and Scholarships event raised \$4,800. The Fourth Annual Pumpkin Pursuit will be held October 5 which has helped endow the Marilyn Schroeder scholarship.
- C. 3. b. (2) 23. Vice President Wetzel presented an update on the Career Technology Center. The moving plan is finished. Equipment and furniture is being delivered on schedule. A ribbon cutting ceremony is being planned for August.
- C. 3. b. (3) 24. Josh Myers reported on the Career Technology Center Capital Campaign. The internal campaign has closed, and it raised over \$200,000. Overall, 189 donors have contributed about \$1.9 million. The team continues to meet with donors and contributions are expected to exceed \$2 million.
- C. 3. b. (4) 25. Vice President Yackee reported that funding for the Learning Bank has ended. The Learning Bank may continue to operate with volunteers and donations for rent and utilities by Monroe Bank & Trust. The work done at the Learning Bank started as a grass roots effort to engage the community in the much-needed services provided by it.

26. Chair Bacarella acknowledged the work and dedication of Dr. David E. Nixon, President of Monroe County Community College who is retiring as of July 31, 2013. This was his last board meeting as president of the college. Dr. Nixon thanked Chair Bacarella and said that he was looking forward to the future of MCCC. He noted the solid support group already in place to assist the incoming president. He said he was honored to be able to introduce Dr. Kojo Quartey to the community.
- C. 4. b. (2) 27. Upcoming events were noted.
28. *It was moved by Mr. Braunlich and seconded by Mr. Bellino that the meeting be adjourned.*

The motion carried, and the meeting was adjourned at 9:34 p.m.

Respectfully submitted,

William J. Bacarella Jr.
Chair

Linda S. Lauer
Secretary

vdm

These minutes were approved at the September 23, 2013 Board of Trustees meeting.