

MINUTES OF THE STUDY MEETING
OF THE BOARD OF TRUSTEES
OF THE MONROE COUNTY COMMUNITY COLLEGE DISTRICT

Towne Place Suites by Marriott
Conference Room
1440 N Dixie Hwy, Monroe, MI 48162
9:00 a.m. –3:00 p.m. January 29, 2025

Present: Lynette M. Dowler, Julie M. Edwards, (Nicole R. Goodman 2:00 p.m.), Aaron N. Mason, and Linda M. Roberts (11:15 a.m.), Kristy Svatek-Whitson

Not Present: Mary Kay Thayer

Also Present: Pamila Fisher (ACCT), Kojo Quartey, and Penny Dorsey (recording secretary)

1. Chair Mason called the meeting to order at 9:30 a.m. The purpose of this meeting is to conduct training for the Trustees. The regular meeting agenda is suspended for this meeting.
2. *Retreat Purpose and Outcomes:* Dr. Pamila Fisher thanked the Trustees for attending the board retreat, and commended them for taking the time to be on the board. She said that the Trustees are here because they understand the value of the College and what it means to the community.
3. Dr. Fisher stated that the value of a retreat is that it is very highly recommended by the Higher Learning Commission (HLC), who recommends at least one per year. A retreat is about the Board's role, its mission and its vision for the College, as well as issues that are on the Board's mind. A retreat helps the Board to focus inward on itself and helps build an effective, cohesive team. A retreat should include the process of board self-assessment, and taking time to say, "How are we doing as a board?" This is absolutely essential to take time to do that when adding new board members. The ACCT says one new board member equals a new board. With two new members, that holds even more so, because of some of the basics of being on a higher education board, although somewhat true for other types of boards, but for higher ed, it is absolutely set in stone. The Board is an entity, the board has authority, the board makes decisions, the board provides direction. The board does not operate or run the College, but the decisions that are made on a policy level are very important. Dr. Fisher congratulated new Trustees Kristy Svatek-Whitson and Linda Roberts on their election to the Board and welcome to the Board. No one person has any power or authority except to participate as a member of the Board. Everything a Trustee does as individual is either going to put you in good standing or bad standing, which can get the Board sued. Good standing has two parts, the first is reputation and the second, or formal part, is accreditation.
4. Accreditation is a body that oversees what all colleges do across the country. There are six geographical regions in the country. MCCC is in the HLC, which is the biggest region. They are a volunteer organization recognized by the government. The federal government recognizes the regional divisions, who share responsibilities and commissions to accredit local institutions. Basically, it is a stamp or good standing, that says your college is meeting specific standards.

5. Dr. Fisher stated that she is a representative of the Association of Community College Trustees (ACCT). The ACCT is a volunteer association that represents colleges in Washington DC, by looking out for legislation that affects community colleges, and by lobbying for them. ACCT's mission is to enhance local governing boards. They provide professional development of boards and they also conduct presidential searches for colleges.

The American Association of Community Colleges (AACC) is another huge voluntary organization that represents the whole institution. It is primarily run by CEOs. These two organizations work closely together through different processes. The important thing is that those organizations are run by your peers. They also provide Governance Leadership Institutions (GLI) in various parts of the country to make it easier for people to get training. Dr. Fisher explained that almost all colleges belong to the ACCT and AACC because they want to have a voice, and the ACCT in particular is the voice of community colleges in Washington DC.

Dr. Fisher went back to accreditation, which is recognized by the government as the official sanctioning body of community colleges. For example, if a college loses its accreditation, it stands to lose its privilege to give financial aid to students, which can shut a college down. The commission is made up of presidents and trustees, and some public members. The standards are set through a big collaborative process. Once those standards are set, the commission's job is to make sure colleges are doing what they say they are doing.

Dr. Fisher noted that one of those standards is how the board behaves. The MCCC Board of Trustees has two new trustees, and a fairly young team overall. What a trustee does as an individual reflects on the board. A board must police itself and ensure that the trustees are exhibiting good behavior. The accreditation team can sanction the board for certain behaviors such as micromanaging, and interfering in the day-to-day operations of the college. This true even if only one trustee is doing the micromanaging.

Another area often picked up on by the accreditation team is whether or not a board is participating in meaningful board self-assessment where the board rates itself. Board self-assessment should ideally happen concurrently with the president's evaluation. The president and the board are a team. They should work together to make and achieve goals.

6. Dr. Fisher paused to say that the Board should gather for a recap of the retreat so that those not present are informed.
7. Dr. Fisher gave a brief background of her experience. She is a community college graduate. She began her career as an elementary school teacher with a backup in psychology. She shifted to adult education, and taught psychology in the social sciences, and worked with displaced workers, among other things. During this time, she has served in many roles; K-12 teacher, college faculty, college administrator, a chancellor, a Board chair/trustee, to name a few. She retired early and then came out of retirement to work for the ACCT. She has 20 years with the ACCT and 50 years of community college experience.
8. Dr. Fisher moved on to the parameter the board must navigate, even though the board has the authority, it does not have total authority. It has most of the authority. There are parameters that the president has to police, in terms of board action. If a trustee isn't sure, that trustee should talk to the president because it is the president's job to know those parameters. A trustee can learn a great deal from the president.

There are also professional associations to help trustees navigate board life and stay in touch with the latest changes, like the Michigan Community College Association (MCCA). These associations can help trustees keep up with the new laws and regulations, such as what President Trump's new executive orders mean for community colleges. Number one, will they survive the course of changes; and number two, what does that mean for your college. Some changes will move forward and some will not. Some are already on pause for the moment. Colleges should look to AACC, ACCT, and their state associations like MCCA. A couple of specifics that are critical to all boards are the open meeting laws. Decisions cannot be made behind closed doors. You have to post your meetings; you have to announce your meetings. Essentially you cannot do the boards business outside of an open meeting. A board meeting is when there is a quorum. It is also true that the board cannot vote unless it has a quorum. They have to post an agenda so that the public knows what the board is going to discuss or act on, so if they have concerns, they can voice them. If a trustee brings up an item that is not on the agenda, the board should let them know that it will be added to the next agenda, or suggest the person can have a private meeting with the president.

Board members should take advantage of the president or their chair whenever they want o if they have questions or concerns. The key is call them, talk to them, but not in the meeting. If there are things on the agenda a trustee wants to talk about, call him ahead of time so that you are prepared for the board meeting and have the background to discuss the item and make a decision. If a trustee needs a substantial amount of information, the professional courtesy is to let them know so that they are prepared for the meeting. Generally, when in social situations where all the trustees plan to attend, be careful, do not discuss board business, and preferably do not sit at the same table at a community event.

Where trustees tend to get into trouble is when they call another trustee and ask questions about an agenda item and then have a conversation with one another. That is not in and of itself a violation; however, if one of the two then call another trustee to discuss the topic, then they could be in trouble. Trustees are not supposed to be discussing those things outside of an open meeting. This is called a serial meeting and the board could then be investigated by the general attorney and be sanctioned. If a trustee comes across something that they would like to share with their colleagues, the best thing to do is to send it to their president or his assistant and have them send it out via blind copy. This protects the board from accidentally hitting the blind copy button which would be an open meetings violation.

Dr. Fisher suggested the trustees all get individual college emails and not use their private emails, to keep business away from private communications. It is also easier for board members to communicate to their constituents. These could be posted on the college website. This is best practice and a good communication protocol. Another option is to just have one Board email that is routed to the Executive Assistant to the President /Secretary to the Board to share with the President for screening before sending it on to the Board Chair, or the entire Board, with the President, copied.

Dr. Fisher moved on to talk about closed (executive) session. Close session is when the board post on their agenda that they will be holding a closed session and then list tone of the approved purposes to call such a session. Closed sessions used to consider the dismissal, suspension, or disciplining of, or to hear complaints or charges brought against, or to consider a periodic personnel evaluation of, a public officer, employee, staff member, or individual agent, if the named person requests a closed hearing; for strategy and negotiation sessions connected with the negotiation of a collective bargaining agreement if either negotiating party

requests a closed hearing; or, to consider the purchase or lease of real property up to the time an option to purchase or lease that real property is obtained.

Where trustees can get into big trouble is if they break the confidentiality of a closed session. This includes talking others about the information discussed in the closed session; and talking to another board member about the information discussed in the closed session. Any physical information disseminated in a closed session, should be collected and given back to the board secretary. All actions as a result of the closed session must take place in the open session of the meeting following the closed session.

Dr. Fisher talked about board officer election. Trustees should not run the elections. Although it is not illegal, a best practice is to have the president run the election. This protects the board against the appearance of impropriety. She suggested the board add officer elections procedures to the board bylaws so that the process is clear to college employees and the community. The trustees discussed several other possible election processes. If nominations are made in the open, the process is much cleaner.

9. Dr. Fisher led a discussion on building a team. Dr. Fisher explained “The Three Ones”; 1. One authority (No one board member has power, only the full Board has power). 2. The Board has only One employee and that is the president. A single (One) trustee has no power to direct the president on what to do on any college-related decision, understanding that direction comes only from the entire Board of Trustees. 3. The Board speaks with One voice. Trustees can debate an issue, discuss, and argue a topic, and then it votes and the majority prevails. Once that happens that is the position of the Board. Ethically, trustees are expected, by accreditation standards and by best practices, to honor that decision. If the Trustees follow the three Ones principals, they avoid many difficulties.

Dr. Fisher said that the MCCC Team is all seven Trustees and the President, which is somewhat of a paradox. Seeing the President as an employee can be hard for the Board because it could not operate without him and he is the expert in the room. That does not mean the Board has to do everything he suggests, but it needs to rely on his expertise and his leadership or the team will not work. On the other hand, the Board is his boss. The Board has the responsibility to hire, to support, to evaluate, an even to fire. So, because that is part of the Boards role, he knows that, and sometimes that is why he is not going to push back when he really should, because that lies in your hands. If he come to feel that the Board does not support him. then he is going to feel even more paranoid about it. That is why it becomes incumbent on the Board and the President to have a good relationship and a strong level of trust. That they need to become a team that knows each other’s strengths and abilities, and quirks. The more they understand and know each other, the better of they are.

Dr. Fisher took some time for the President and the trustees to tell a short story about their childhood and something significant about their childhood to help them get to know each other better. Afterwards, Dr. Fisher noted that, although powerful stories were unique, there were many commonalities that they each bring to the table that make them a good team. She said that they do really change lives and that she hopes the board would be proud for being part of this effort. She asked them to remember that in the times that are tough when they have to make unpopular decisions, because any decision is going to make somebody unhappy. The Board is really in a leadership role, albeit different from the ones they had before. Dr. reflected bake on the stories from the Board and noted that they are all used to getting things done, and taking charge in the sense of making decisions. That is good, but in their role as, Trustees versus the fixer, they get to provide a direction and a vision, and

community colleges need boards to be more visionary and not be overly occupied with operations. Boards must think about what they want the college to be as it matures over five years, what they want its legacy to be. Dr. Fisher commented that she would be giving the Board some practical steps to keep the Board on the visionary road.

The Board broke for lunch at 12:30 p.m.

The meeting resumed at 1:10 p.m.

Dr. Fisher picked back up on the meeting directed the Board to take the handout named the *The Six Essentials of Board/CEO Relations*. They had a discussion about Board behavior, beginning with ethical behavior. Board/President relations begin, continue, and end with ethical behavior. They must communicate with each other openly, appropriately, and even-handedly (openly in the right place, in the right time, and with the right words). The Board and President must each know their separate responsibilities. On one side there are the things a board should do and on the other side are the things a board should not do; in the middle there is a grey area, and that is where conflict can arise. Boards need opportunities as a team to dialog about conflict. The Board and President should be evaluated annually. The Board and President need to encourage each other. Sometimes, Board members need encouragement and some time the President needs encouragement. It is lonely at the top, and it is even more lonely today because the job is so much more complicated. Presidents have no peers on campus and they are not supposed to, so they rely on peers from other campuses with whom they can brainstorm. Professional meetings give presidents a time and a place to interact with their peers and support one another in a safe place, or bring a good idea back to their own campus. It is the Board's responsibility to support the President as much as they can in their role. They do not always have to agree with them, but they have to be supportive of the President, especially in public. If a Board member has a concern about something the President is doing or not doing, that should be discussed in private or as an individual or as a Board, never ever in public (board meeting or the community). The job is so hard already that it only takes a couple of comments to undermine the limited authority he has on the campus. There are no secrets in a bureaucracy. This undermines The President's ability to run the College. Encouragement and support, especially in public, are key.

The sixth essential is facilitating the board process, which refers to how members talk to each other, how they identify and solve problems, and how they make decisions, and how they handle conflict. The characteristics of a mature group includes involvement, responsibility, trust and caring, use of resources, listening, and self-examination.

Dr. Fisher pointed the Board to the *Roles and Responsibilities* handout. She explained that in order to achieve optimal board effectiveness, the board and the president must be clear on expect from each other. She asked the Board to fill out that he needs from the Board, and the Board to fill out what they expect from the President, then they reviewed the answers.

Dr. Fisher led a discussion on Board challenges and processes and how to overcome them. If the Board has questions or concerns, they should communicate them to the President as soon as possible so that he can give them the information that they need.

Dr. Fisher shared information on communication. She directed the Board to several handouts, asking to read them and then to bring their questions to tomorrow's retreat session, or to contact her by email, phone, or text with their questions: *Policy Development: A Joint Effort*; and *Accreditation Rules of Engagement*. The Board moved on to *Top Twenty Truths for*

Effective Leadership, and read through them before letting Dr. Fisher know if they had any questions. Dr. Fisher explained that the “twenty Truths were included because these are the items that are most likely to get boards into trouble. Some of the items relate to what good boards are supposed to do, others are things expected of boards, and some are things boards want to do. Small boards have a little more leeway than large boards. All Boards share the same values of their respective colleges and should check their personal agendas at the door.

Dr. Fisher spoke a little more about communication protocols. In your role as public official, not as a friend or an individual, you need to know for sure what you can and cannot say in public conversations. When a community member stops you at your church, the grocery store, community meeting, and brings up college issues, you can say, that “you can share that suggestion with the President, or would like me to do that?” If they tell you they want the conversation kept confidential, then you need to let them know not to share it with you, because you cannot promise you that. There are legal parameters if they complain to you about sexual harassment, discrimination, etc., you are required by law to report it. You can tell them to report the incident to the person in charge of those complaints on your campus (Linda Torbet, Executive Director of Human Resources, or Scott Behrens, Vice President of Enrollment Management and Student Success. You also need to tell the President. Sometimes you can ask community members if they want the President to get back to them. Try to keep yourself out of the discussion. Whatever you are talking about could very well be in litigation, and they are going to quote you and then you could find yourself in the middle of that litigation, and you’ll have to recuse yourself and not be able to be a part of it. The other thing, is that anything a Board member does that is a violation of the law, or a violation of Board policy, can get you in trouble. If somebody files a grievance, against you because of what you said, you did it on your own, not with the Board, and it is not a Board decision, so the College is not obligated to defend you. The College carries insurance that covers the Board when somebody wants to sue the College and the Board, so the College will cover your legal defense, but if you broke the policy, then you are on your own. Breaking the code of Closed Session could also land a Trustee in court. So, there is a financial reason for you not to break policy. Community members you refer to the President. Do not make any promises. Employee conversations are the most difficult because you may have a relationship with them. Refer them to Human Resources or the President, but not confidentially. If the complaint that you get is about the President, then you take that to the Board Chair. You have to be very careful about employee complaints. You want to be available, and employees are constituents, but they are employees of the College and they have Policies and Procedures to follow. You have to make decisions that are best for the College. Dr. Fisher also cautioned the Board about climate surveys as they are usually never good. Take your concerns to the President for some clarification. The primary issues with communication are with the community, your constituents, and employees, and Trustee to Trustee. Above all, Dr. Fisher encouraged communication with the Board Chair and the President of the College.

Dr. Fisher told the Board they would get some follow-up after tomorrow’s session. She asked the Trustees to read chapter 6 in the “*Trusteeship*” book, if they have not already done so. She would like those who are returning for tomorrow’s session to read the chapter because there will be an assignment. She is going to ask them to share with the group one particular section in chapter 6 that really struck them. Dr. Fisher suggested That Cahir Mason schedule a study session in four to six weeks as a follow-up to the two-day retreat. The focus of the day could be Chapter six of the “*Trusteeship*” book, and any of the things decided in the retreat that they would like to follow up on, such as goals. Schedule a Board study session for the second Monday of each month. Check with the College attorney to see if it is necessary to have public comments at study sessions. The Board needs to be clear on what they want the

topic of the study sessions to cover and be precise; no presentations longer than five minutes; raw data, not graphs. It is the Board's meeting and they should be talking to each other or the President making sure to steer clear of operations. All questions and requests should be directed to the President and he will contact the appropriate staff, and then get that information back to the Board.

Dr. Fisher and the Board discussed Board meeting protocols. Only the Board should be sitting at the table. Dr. Fisher offered to do some follow-up with the President and the Board virtually in two months. Penny will send the results of the Board self-assessment to Dr. Fisher. Chair Mason will recap the retreat at the next Board meeting.

5. *It was moved by Ms. Edwards and supported by Ms. Dowler that the meeting be suspended until tomorrow at 9:00 a.m.*

The motion carried and the meeting adjourned at 3:33 p.m.

Respectfully submitted,

Aaron N. Mason
Chair

Lynette M. Dowler
Secretary

pdn/

These minutes were approved at the February 24, 2025 regular meeting of the Board of Trustees.

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Present: Lynette M. Dowler, Aaron N. Mason, Kristy Svatek-Whitson

Not Present: Julie M. Edwards, Nicole R. Goodman, Linda M. Roberts, Mary Kay Thayer

Also Present: Pamila Fisher (ACCT), Kojo Quartey, and Penny Dorcey (recording secretary)

Chair Mason opened the meeting at 9:10 a.m., noting that there were not enough Trustees present for a quorum. The regular agenda is suspended for this meeting.

1. Dr. Fisher gave a brief recap of the previous day's session. She suggested that the Board Chair present a follow-up of the retreat to the rest of the Board as early as possible to go over Board information they may have missed. This is good information for new Trustees and a reminder to veteran Trustees as well.

There are many good reasons for Trustees to be visible on campus, it is part of their role as a Board member. They may visit to meet with the President, to attend Board meetings, and to support campus events; however, checking on things and making personal visits to employees is inappropriate for the Board and can lead to issues.

2. Dr. Fisher briefly spoke about shared governance, which is now call participatory governance by many other colleges to avoid the misunderstanding that everybody gets to make decisions. Participatory governance clearly indicates that everybody gets to have their voice heard, but they do not make the decisions. Additionally, accreditation teams look for a clean and clear delineation between unions and faculty councils or senates. Higher education can be a complicated entity to navigate at times as sometimes the Board is viewed as the hero, and other times as the villain. The MCCC Board receives updates from the three councils and Student Government at least once during the academic year, usually in April and May.

Dr. Fisher stated that monitoring the behavior of the Board is the job of the Chair, not the President, especially when something unethical is happening. The number one premise is to be sure as a chair that you know the Board policies, and apply them. Dr. Fisher handed out a sample a Board Ethics document. There are several other things that should be included in MCCC's code of ethics such as come to the Board prepared, Board responsibilities, discipline, and several others. A Board can get into trouble if it takes action that is not covered specifically in the Code of Ethics. Developing a Code of Ethics is about the Board behaving professionally and setting its own Board standards.

Dr. Fisher explained that there are policies that the Board helps develop, reviews, then enacts them. Every policy is to be reviewed by the Board every three years. Policies are written by the President and should be approved by the Board, whether they are revised or not. Dr. Fisher suggested that policies should be Board policies should be marked BP and administrative policies marked AP to make it clear to whom they apply. All procedures are developed by the administration except for Board procedures. The Board reserves the right to review those procedures if they do not align with their corresponding policies. This should be stated in the Board Bylaws. Board policies are developed by the Board. The College still needs to create a policy on policies. This policy should say that administrative policies and procedures are developed by the President and Board policy and procedures are developed by the Board. Additionally, it should state that the Board reserves the right to review administrative procedures if they feel they do not align with their respective policies. The secretary and the Treasurer positions should read "appointment" rather than "trustee" in the Board Bylaws.

Dr. Fisher reviewed the Board's current Code of Ethics and Conduct, stating that it could use more development with more detail. The Board should also create a policy review schedule

that rotates every two years. They can break policies down into smaller groups each year for review and then cycle through them.

3. The took a break at 11:15 a.m.
4. The meeting resumed at 11:35 a.m.
5. Dr. Fisher talked about micromanaging. When a trustee or a board member micromanages, he/she/they are stepping out of their role and attempting to do the president's job. This is inappropriate and can create significant problems for the institution. It sends the message to the rest of the world that the Board does not trust the president. Boards cannot use College resources for their own benefit. Trustees have to take it upon themselves to be clear. Micromanagement is rarely done by the board it is typically done by a single Trustee.
6. Dr. Fisher asked Dr. Quartey about local Board orientation for the new Trustees. He told her that he has met one-on-one with both Trustees, and took Ms. Svatek-Whitson on a tour of the campus. They spent two hours together and President Quartey took her into a Cabinet meeting and introduced Ms. Svatek-Whitson to them Official Board orientation will take place as soon a date is locked in for the new Trustees, the College leadership, and the deans. This is the first time that Ms. Svatek-Whitson has seen the campus since 1987. When conducting onboarding, each Trustee gets a large binder full of College information, including all of the policies and procedures, as well as information on the ACCT and MCCA, among other things. Lunch is also served. The Board Chair is usually not involved if the official orientation. Trustees are not expected to memorize all the information they receive. The President and the Executive Assistant are always available as a resource, as are the veteran members of the Board.
7. Dr. Fisher explained that accreditation teams conduct policy and procedure audits. They will also check to make sure the Board is participating in professional development, behaving professionally in meetings, has minutes of its meetings, and is supporting participatory governance, as well as all the other things for which a board is responsible. The Board needs to produce evidence of these things to prove it is adhering to accreditation standards. A more detailed discussion followed. The Trustees should read the accreditation report and possibly the self-study report to get more insight into accreditation.
8. Chair Mason talked about cross border dual enrollment that allows students who are adjacent to a bordering state to take state dual enrollment funds and attend a college in the bordering state. Lourdes College offers the students lower tuition and book prices that MCCC cannot match; however, the credits from Lourdes do not transfer to Michigan universities unless the students transfer back to MCCC to have their transcripts cleaned before the transfer to another institution. Dr. Fisher suggested a study session to talk about where MCCC's students come from and how well are we serving them. Dr. Fisher also suggested adding to the end of the agenda a section for future agenda or study session items where Trustees can add topics they would like on the agenda or discuss in a study session. The Board Chair can determine whether to make it an agenda item or to schedule a study session.

MCCC also has a partnership with Spring Arbor, who conducts classes at the Whitman Center.
9. Dr. Fisher asked for comments on Chapter six of the "Trusteeship" book. Trustee Svatek-Whitson commented that on page 139 the book had a section titled, "What is ethical?" Ms. Svatek-Whitson asked about what was meant by deliberate in public. Dr. Fisher said that that refers to the board meeting. Boards must deliberate in the open portion of the meeting. They are not allowed to deliberate in closed session or anywhere outside of the meeting. The whole process of moving toward a decision must take place in public.
10. Dr. Fisher took a few minutes to talk about the Presidents goals for the next year. The Board approved the goals on July 15, 2025. The President is on a schedule for June 30 through July 1st of the next year. The President's evaluation and the Board self-assessment should happen concurrently. Dr. Fisher suggested the President and Board stay on the same calendar for the same time each year so they discuss the President and Board's evaluation, Presidents goals. The Board approved adding the millage to the May ballot
11. In terms of the future, the College plans to have the millage on the ballot in the May of 2025 special election. May is the most desirable time for school millages because of the dedicated turnout. If the millage does not pass in May, the College will try again in August, and again in November if necessary. The local MCOP has offered to help the College talk about the millage in the community.

12. The Board took a brief break to get their lunch at 12:15 p.m.
13. The meeting continued with a working lunch at 12:30.
14. Dr. Quartey added that the College has received quite a few grants in the Applied Science and Engineering Technology area, as well as a \$600,000 grant as part of the D3C3. President Quartey announced that the College has also received some additional funds for immigrants, and a National Science Foundation grant that is focused primarily on the welding area. That is all part of the fundraising and engagement.

Dr. Quartey also mention that the College also has a comprehensive Master Plan in development. Trustee Dowler serves on that committee. That is ongoing. Another ongoing project is a Strategic Plan review. The Board members will be receiving an email about a special meeting to discuss the Strategic Plan.

President Quartey state that MCCC's Equity and Inclusion (DEI) plan (Belonging Plan) is also under review because of President Trump's recent executive orders. Some colleges are concerned and are renaming their programs empowerment plans, some are using belonging, which is what MCCC uses. Many businesses and institutions are stepping away from diversity endeavors, including Walmart, Starbucks, and the University of Michigan is eliminating it diversity office. Chair Mason suggested that this might be a good topic for a study session. Dr. Fisher stated that Boards are struggling with this all over the country. Boards have varying political affiliations, but that should not matter. The Boards role is to support the College's mission, vision, and values, and the students. Every decision should connect to the College's vision. Dr. Quartey also noted that the DEI plan is going to be rolled into the Strategic Plan.

Dr. Fisher asked what the College is doing about moral. President Quartey mentioned that the College hosts, chili cook-offs, ice cream social, cornhole tournaments, euchre tournaments, food trucks on campus, pizza for football with football squares, and holiday decorating contests, to name a few of the activities. He noted that the accreditation team chair said that MCCC is a "good, solid institution."

President Quartey reported that last fall, the College held several community conversations about the Whitman Center. The Whitman Center now has a full-time coordinator to staff the office, and a new EMS program there with Bedford High School. MCCC continues to embrace the "South County." The College has also received \$2.3 million to renovate that facility. The Whitman Center is a vital part of the institution in "South County." Even though MCCC lost the last millage in "South County," It did win in some precincts. In 2014, MCCC had a millage on the ballot that lost, with only 28 percent of "South County" voting yes. In 2016, the millage was back on the Ballot, and received yes votes from 41 percent of "South County." In 2020, the College ran a renewal and received 57 percent of "South County."

In terms of the cross border dual enrollment issue, Dr. Quartey mentioned that about three months ago, He and Gracey Yackee, Vice President of Instruction, visited Lourdes College to talk about some articulations with them.

President Quartey mentioned that community wise, some of the various organizations like Rotary and the Exchange Club, and the Historical Society will hold meetings at the College once or twice a year. The College has established many partnerships throughout the College as well. There are some challenges, negotiations are coming up again. In all, MCCC is a solid institution where good things are happening. Most of these things the Board sees in President Quartey's monthly reports that he sends them. He summarizes those reports at every Board meeting. He makes notations next to items that apply to his goals. Ms. Dowler mentioned that the President's goals have evolved over the last five years. He has less goals that are more precise, and he gives regular updates and holds monthly one-on-one meetings with the Trustees where they can talk about whatever is on their minds.

Dr. Quartey will be making his rounds to all 20 municipalities this year. The College also meets with the High School Principals and counselors, as well as the superintendents regularly. In the past, Dr. Quartey and the superintends have talked about a joint meeting between the College Board and the Intermediate School District (ISD) board as well. The College also has over 300 Monroe County Middle College (MCMC) students on the campus. They are talking constructing their own building on the College farm. The MCMC includes all nine area high schools. The College also has a high school electrical class that meets from 7:30 a.m. to 9:00 a.m., Monday through Friday in the Career Technology Building (CTC). A Monroe Public Schools teacher is instructing the class.

As far as the senior population goes, Dr. Quartey commented that the College did try to offer classes at the some of the senior facilities in town, but there were only three people who enrolled. He plans to try this plan again sometime in the future. He also mentioned that the College's pickleball classes are maxed out by seniors. The seniors are asking for more classes so more people can register for them.

15. Dr. Fisher thanked the trustees and the President for being at the retreat today. She said they had some great dialog.
16. The meeting adjourned at 1:24 p.m.

Respectfully submitted,

Aaron N. Mason
Chair

Lynette M. Dowler
Secretary

pdn/

These minutes were approved at the February 24, 2025 regular meeting of the Board of Trustees.

For Further Discussion

<i>Item</i>	<i>Responsibility</i>	<i>Status</i>	<i>Date</i>
Revise Code of Conduct to include more detail	President & Executive Assistant		
Create Policy Review Schedule on a two-year cycle	Board Chair & President		
Create Board Procedure on officer election process	Board Chair & President		
Administrative Policies; The Board reserves the right to review a procedure if it believes the procedure does not align with the policy	Developed by the President		
Board Procedures Clean up officer section of the by-laws; Add section at the end of the agenda called "Future Agenda Items"	Developed by the Board		
Open all meetings with the Pledge of Allegiance at the beginning of each board meeting.	Board Chair		
Follow up study session every second Monday of the month. No action taken, only discussion. Check with attorney to see if public comment is required at a study session.	President and Board Chair		
Print/Post agendas only after Board Chair has approved them	Executive Assistant/Secretary & Board Chair		
Set Official Board Orientation date.	President and Executive Assistant		
Develop Policy on Policies	President & Executive Assistant		
Study session on where MCCC's students come from and how well are we serving them	President and Board Chair		
Study session on President Trumps executive orders	Board Chair & President		