The 400th meeting of the Holyoke Community College Board of Trustees was held on Tuesday, September 28, 2021, remotely with Chair Robert W. Gilbert, Jr. presiding.

| MEMBERS PRESENT          | Robert W. Gilbert, Jr., Chair  
|                         | Trustee Cruz  
|                         | Charles Epstein  
|                         | Ted Hebert  
|                         | Yolanda Johnson  
|                         | Suzanne Parker  
|                         | Vanessa Smith  
|                         | Ivonne Vidal  
|                         | Eleanor Williams  |

| MEMBERS ABSENT           | Evan Plotkin  |


| MEETING CALL TO ORDER    | At 8:03 am, the meeting was officially called to order by Chair Gilbert.  
| Roll Call Attendance:    | Trustee Cruz  Yes  
|                         | Charles Epstein  Yes  
|                         | Ted Hebert  Yes  
|                         | Yolanda Johnson  Yes  
| Suzanne Parker          | Joined at 8:08 am  
| Vanessa Smith           | Yes  
| Ivonne Vidal            | Yes  
| Eleanor Williams        | Joined at 8:05 am  
| Chair Gilbert           | Yes  

Chair Gilbert welcomed the new Student Trustee, Yannelis Cruz.

| CONSIDERATION OF CONSENT AGENDA ITEMS | Chair Gilbert asked if any consent agenda items needed to be moved to the regular agenda.  
|                                     | Chair Gilbert called for a vote of the Consent Agenda.  
|                                     | • Consideration of Minutes for Board of Trustee Meeting of August 24, 2021  
|                                     | • Consideration of Minutes for Board of Trustees Retreat Meeting of  

September 9, 2021

- Report of Personnel Actions dated September 28, 2021
  - To approve the personnel actions
  - To empower the President of the College to approve all personnel actions prior to the next meeting.
- Committee Reports
  - Advocacy
  - Audit and Finance
  - Bylaws and Governance
  - Equity
  - Presidential Evaluation
  - Strategic Planning

A motion was made by Trustee Epstein and seconded by Trustee Williams to approve the Consent Agenda.

Roll Call Vote:

- Trustee Cruz: Yes
- Charles Epstein: Yes
- Ted Hebert: Yes
- Yolanda Johnson: Yes
- Suzanne Parker: Yes
- Vanessa Smith: Yes
- Ivonne Vidal: Yes
- Eleanor Williams: Yes
- Chair Gilbert: Yes

Chair Gilbert shared highlights since the last Board meeting.

- He participated in the HCC Foundation Golf Meeting leading up to the Tournament on September 13, 2021. The day was successful, and one highlight of the evening was the student speaker and scholarship recipient, Angel Vargas. Vice President Sbriscia provided an update on raising $10,000 more than the tournament in 2019. This year, the Foundation raised $44,000 and had a number of new sponsors.
- He participated in the Audit and Finance Committee meeting on September 14, 2021.
- He met with Trustee Vidal regarding the presidential evaluation timeline.
- He asked the Board to consider the idea of forming an Executive Committee, comprised of the Chair, Vice Chair and Secretary to meet with President Royal. As he approaches his fifth year as Chair, there is a chance that the Governor is going to appoint a new person, so the Board needs to take steps toward a succession plan. After discussion, it was suggested that the Bylaws & Governance Committee write up a description to understand the importance and intent of the suggested Committee, and report at the next Board meeting for further conversation.

PRESIDENT’S REPORT

President Royal welcomed Student Trustee Cruz.

After discussion with the 15 community college Presidents, the decision was made to require a COVID 19 Vaccination for employees and students starting January of 2022. Students who choose not to be vaccinated remain eligible to
take online classes offerings. Notice of the vaccination requirement was provided to the unions, with an opportunity to bargain the impact.

President Royal provided a brief update on the Strategic Plan Refresh. The purpose is to refresh the current plan, instead of engaging in a full-scale strategic planning process. There are two Reflection Sessions and a Student Experience Workshop in October and a Summit in November. Karen Desjeans will send an email out with dates and Zoom information.

In honor of Hispanic Heritage Month, we wanted to focus on the great work happening at the College.

Presented by Veena Dhankher, Director of Institutional Research

Hispanic Thriving Institution

HCC Board of Trustees

September 28, 2021

Veena Dhankher, Director of Institutional Research

Overview

- Hispanic Student Enrollment Outlook
- Hispanic Student Success
- Latinx Studies Program Showcase
- Student and Alum Voices
- Hispanic Leadership Committee Update
Hispanic Population Growth

- Growth of the Hispanic population in Western Massachusetts

<table>
<thead>
<tr>
<th>Year</th>
<th>MA</th>
<th>Hampden County</th>
<th>Holyoke</th>
<th>Springfield</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>7%</td>
<td>15%</td>
<td>41%</td>
<td>27%</td>
</tr>
<tr>
<td>2019</td>
<td>13%</td>
<td>26%</td>
<td>54%</td>
<td>46%</td>
</tr>
</tbody>
</table>

- HCC also experienced an increase in Hispanic student enrollment since 2000 and became a Hispanic Serving Institution (HSI) in 2016
  - 148% (from 536 in Fall 2000 to 1,331 in Fall 2019)

Source: Census 2000 and 2010-2019 ACS 5-year estimates, H. Dixon data

Enrollment and FTE Trends

Student Characteristics based on 5-Year averages:

<table>
<thead>
<tr>
<th></th>
<th>HCC</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>63% Females</td>
<td>66% Females</td>
<td></td>
</tr>
<tr>
<td>23% First-time Degree-Seeking</td>
<td>26% First-time Degree-Seeking</td>
<td></td>
</tr>
<tr>
<td>49% Full-time</td>
<td>60% Full-time</td>
<td></td>
</tr>
<tr>
<td>41% First Generation</td>
<td>52% First Generation</td>
<td></td>
</tr>
<tr>
<td>58% Part-time students</td>
<td>60% Part-time students</td>
<td></td>
</tr>
<tr>
<td>31% Adult students</td>
<td>29% Adult students</td>
<td></td>
</tr>
<tr>
<td>Mean age: 25</td>
<td>Mean age: 24</td>
<td></td>
</tr>
<tr>
<td>Median age: 21</td>
<td>Median age: 21</td>
<td></td>
</tr>
</tbody>
</table>

How Countercyclical are Enrollments?

During high unemployment:
- College Benefitted from Countercyclical Enrollment Bump
  - HCC: +13.4%
  - Hispanic: +26.2%
- COVID-19 Cancelled the Countercyclical Boom
  - HCC: -13.7%
  - Hispanic: -17.8%

### Fall-to-Spring and Fall-to-Fall Retention Rates

<table>
<thead>
<tr>
<th>Fall To Spring</th>
<th>Fall 2016 to Spring 2017</th>
<th>Fall 2017 to Spring 2018</th>
<th>Fall 2018 to Spring 2019</th>
<th>Fall 2019 to Spring 2020</th>
<th>Fall 2020 to Spring 2021</th>
<th>5-Yr Average Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>FTDS Students</td>
<td>80%</td>
<td>75%</td>
<td>74%</td>
<td>78%</td>
<td>68%</td>
<td>72%</td>
</tr>
<tr>
<td>Full time</td>
<td>69%</td>
<td>71%</td>
<td>72%</td>
<td>65%</td>
<td>56%</td>
<td>70%</td>
</tr>
<tr>
<td>Part time</td>
<td>53%</td>
<td>51%</td>
<td>54%</td>
<td>60%</td>
<td>52%</td>
<td>55%</td>
</tr>
<tr>
<td>FTDS Hispanic Students</td>
<td>62%</td>
<td>60%</td>
<td>60%</td>
<td>60%</td>
<td>60%</td>
<td>64%</td>
</tr>
<tr>
<td>Full time</td>
<td>59%</td>
<td>60%</td>
<td>60%</td>
<td>58%</td>
<td>60%</td>
<td>61%</td>
</tr>
<tr>
<td>Part time</td>
<td>45%</td>
<td>42%</td>
<td>46%</td>
<td>45%</td>
<td>44%</td>
<td>48%</td>
</tr>
</tbody>
</table>

FTDS: First-time degree-seeking students

### Fall-to-Fall Retention Rate-Equity Gap

![Equity Gap Graph](image)

- **Equity Gap** is the difference in retention rates between White students and Hispanic students.

<table>
<thead>
<tr>
<th>Fall 2019</th>
<th>White</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrolled</td>
<td>582</td>
<td>334</td>
</tr>
<tr>
<td>Adjusted</td>
<td>545</td>
<td>333</td>
</tr>
<tr>
<td>Retention Rate</td>
<td>57%</td>
<td>57%</td>
</tr>
<tr>
<td>White Student Retention Rate</td>
<td>57%</td>
<td>57%</td>
</tr>
<tr>
<td>Hispanic Student Retention Rate</td>
<td>57%</td>
<td>57%</td>
</tr>
<tr>
<td>White Equity Gap</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Hispanic Equity Gap</td>
<td>18%</td>
<td>60%</td>
</tr>
</tbody>
</table>

### Graduation Rates (150%): Hispanic Student Cohorts

- **Hispanic students who enrolled at HCC as full-time in the first fall semester are far more likely to graduate in 3 years than students who are enrolled part-time in the first fall semester.**

- To close the equity gap, 47 more FTDS Hispanic students from Fall 2017 needed to graduate.
President Royal introduced Professor Raúl Gutiérrez, who is an Associate Professor of Latinx Students and Spanish; and Professor Mónica Torregrosa, who is a Professor of Spanish and Coordinator of our Liberal Arts and Science program.
Bridging Cultures Grant 2014-2017

Center for Latin American Caribbean and Latino Studies at UMass Amherst

BRIDGING CULTURES PARTNER

In collaboration with UMass Amherst and faculty from the Five-College area, 15 full time HCC faculty receive training in Latinx Studies disciplines to enhance their Humanities and Social Sciences courses with Latinx Studies content.

Under the direction of Profs. Guidelines and Instructions, the grant work is conducted over three consecutive summers of intensive workshops, plus subsequent fall and spring semesters follow up trainings, assessments and cultural activities.

BRIDGING CULTURES SUMMER SEMINARS PARTICIPANTS

More than 20 Humanities and Social Sciences courses enhanced to better represent the presence of Latinx students at HCC, as well as an improved campus awareness of the discipline of Latinx Studies as viable and attractive to all HCC students, regardless of ethnicity.

The creation of three new courses: Introduction to Latinx Studies (LAX 110), Latinx Politics (POL 210) and Latinx Literature (LAX 250) cross listed with ENVS 208

Grant products

LATINX STUDIES

What is Latinx Studies?

Latinx Studies is the interdisciplinary study of the historical, social, cultural, political and economic forces that have shaped and continue to shape the development of Americans of Latino origin and ancestry over the last 500 years.

Why major in Latinx Studies?

The curriculum in Latinx studies provides critical civic engagement, understanding and appreciation of the language, culture, literature, and creative accomplishments of Latinx communities. Latinx studies contributes to many fields and is appropriate for anyone planning to work with diverse communities and cultures.

What can I do after graduation?

Latinx studies draws from and is interested by the humanities and social sciences and prepares students for jobs in a range of fields and for transfer to four-year baccalaureate programs.
### After Graduation

<table>
<thead>
<tr>
<th>Transfer College Majors</th>
<th>Careers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journalism</td>
<td>Business</td>
</tr>
<tr>
<td>Public Health</td>
<td>Education</td>
</tr>
<tr>
<td>Psychology</td>
<td>Advocacy</td>
</tr>
<tr>
<td>Environmental Studies</td>
<td>Politics</td>
</tr>
<tr>
<td>Ethnic Studies</td>
<td>Government</td>
</tr>
<tr>
<td>Latino Studies</td>
<td>Publishing</td>
</tr>
<tr>
<td>Latin American Studies</td>
<td>Art</td>
</tr>
<tr>
<td>Education</td>
<td>Research</td>
</tr>
<tr>
<td>Political Science</td>
<td>Law</td>
</tr>
<tr>
<td>Sociology</td>
<td>Immigrant Rights</td>
</tr>
<tr>
<td>Spanish</td>
<td>Urban Planning</td>
</tr>
<tr>
<td>Anthropology</td>
<td>Public Health</td>
</tr>
<tr>
<td>History</td>
<td>Environmental Justice</td>
</tr>
<tr>
<td>English</td>
<td>Counseling</td>
</tr>
<tr>
<td>Philosophy</td>
<td>Policy Analysis</td>
</tr>
<tr>
<td>Social Work</td>
<td>Marketing</td>
</tr>
<tr>
<td>Human Services</td>
<td>International Relations</td>
</tr>
</tbody>
</table>

- Fall 2018: The Latino Studies Option is created and launched
- Option includes an interdisciplinary curriculum to prepare students for a variety of transfer options as well as career plans.
- Faculty committed to interdisciplinary and collaborative work across HCC as well as with other local four-year institutions.
- Spring 2021: the first Latino Studies major graduates and transfers to Westfield State University.
- Spring 2021: 4 registered majors
- Fall 2021: 8 registered majors

---

### Internal Partners

- Foundations of Health (LAX 110 is a requirement)
- Gateway to College and Transition to College & Careers at HCC (Credit for prior learning)
  - Internal Articulation Agreement (March 12, 2021)
  - Latinx Studies courses (Fall 2019, Fall 2020 & Spring 2021)
External Partners

Ethnic Studies Program at Holyoke High School

- Dual enrollment Latinx Studies courses (Spring 2019 & Spring 2020)
- Pa Tante Restorative Social Justice Program at Holyoke High School
- Latinx Studies Collaborations

Interinstitutional Courses:

- Holyoke Community College & Amherst College
  - Latinx Literature (Fall 2020)
- Holyoke Community College & Westfield State University
  - Introduction to Latinx American Cultures and Identities
  - Race and Ethnicity (Spring 2022)

Articulation agreement with Westfield State University

*2 + 2 + 1 program

- HCC - Associate degree in Latinx Studies
- WSU - Bachelor in Latinx and Gender Studies with a possible double major in Spanish
- WSU - Master in Public Administration

OTHER TRANSFER OPTIONS

State Colleges
1. Salem State University
2. UMass Amherst
3. UMass Boston
4. Western New England University

Selective Colleges
1. Amherst College
2. Hampshire College
3. Mount Holyoke College
4. Smith College
5. Williams College

Out of State Colleges
1. Rutgers University
2. The City College of New York
3. El Instituto - UCONN
4. University of Albany, SUNY
5. University of Illinois of Chicago
Miren was introduced, and spoke as an international and Pathways student on her path to Holyoke Community College.
President Royal introduced Derek Estrella, who is our Senior Community Outreach Counselor, Career Pathways and LEA (Latinx Empowerment Association) Club Co-Advisor. He will talk about the Hispanic Leadership Committee.
78% of the HLC identifies as Hispanic/LatinX

Serve as an advisory committee for subjects surrounding the LatinX community

Latinx Scholarship

- Collaboration with the HCC Foundation
- Over 110 application submissions
- 20 award recipients

Hispanic Heritage Month 2021

Events

WEEK OF 9/27 – 10/1

9/27
1pm
Acrelindidad Across the Americas
Zoom (sign up at hcc.edu/hhm)

9/28
3pm
Lotteria: Spanish Bingo
Zoom (sign up at hcc.edu/hhm)

9/30
6pm
Paint & Snack
Zoom (sign up at hcc.edu/hhm)

Learn more at hcc.edu/hhm
ADJOURNMENT

On a motion by Trustee Williams and seconded by Trustee Johnson it was VOTED to adjourn today’s meeting.

Roll Call Vote:
<table>
<thead>
<tr>
<th>Name</th>
<th>Left at</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trustee Cruz</td>
<td>9:25 am</td>
</tr>
<tr>
<td>Charles Epstein</td>
<td>8:56 am</td>
</tr>
<tr>
<td>Ted Hebert</td>
<td>9:29 am</td>
</tr>
<tr>
<td>Yolanda Johnson</td>
<td>Yes</td>
</tr>
<tr>
<td>Suzanne Parker</td>
<td>9:20 am</td>
</tr>
<tr>
<td>Vanessa Smith</td>
<td>8:59 am</td>
</tr>
<tr>
<td>Ivonne Vidal</td>
<td>Yes</td>
</tr>
<tr>
<td>Eleanor Williams</td>
<td>Yes</td>
</tr>
<tr>
<td>Chair Gilbert</td>
<td>Yes</td>
</tr>
</tbody>
</table>

The meeting was adjourned at 9:35 am.

Respectfully submitted,

Vacant

Secretary

Board of Trustees

Approved: Robert W. Gilbert, Jr., Chair