

**HOLYOKE COMMUNITY COLLEGE BOARD
OF TRUSTEES**

Tuesday, March 22, 2022 – 8:00 a.m. - 9:30 a.m.

Join Zoom Meeting: <https://hcc-edu.zoom.us/j/98745836577>

Meeting ID: 987 4583 6577

Passcode: 173005

One tap mobile: +13017158592,,98745836577#,,, *173005# US (Washington DC)

AGENDA

- Call to Order
- Roll Call
- Consent Agenda
 - Consideration of Minutes for Board of Trustees Meeting of February 22, 2022 (separate attachment)
 - Report of Personnel Actions dated March 22, 2022
 - To approve the personnel actions listed for the Non-Unit Professional Staff, MCCC Unit Professional Staff and Faculty
 - To empower the President of the College to approve all personal actions prior to the next meeting
 - Committee Reports
 - Advocacy
 - Audit and Finance
 - By-Laws and Governance
 - Nominating
 - Presidential Evaluation Committee
 - Strategic Planning
- Equity Committee
 - MOTION - Approve the Board Statement of Anti-Racism, as presented
- Report of the Chair
- President's Report
 - Shared Governance Update
 - Mask Requirements
 - Commencement
 - Student Proposal: Columbus Day to Indigenous People's Day
 - Discussion on Policies
 - Other Updates
- Upcoming Events
 - HCC Board Equity Training Series – EAB Anti and Systemic Racism – Tuesday, April 5, 2022 at 8 am
 - 75th Anniversary Celebration Day – Thursday, May 5, 2022
 - Commencement Class of 2022 – June 4, 2022 at 10 am
- Adjournment

NEXT SCHEDULED MEETING – TUESDAY, April 26, 2022

**HOLYOKE COMMUNITY COLLEGE
OFFICE OF THE PRESIDENT**

MEMORANDUM

TO: Board of Trustees

FROM: Dr. Christina Royal, President

DATE: March 22, 2022

SUBJECT: Personnel Updates

Non-Unit Professional Appointment (State Funded)

Name	Title/Area/Funding	Date of Hire
Leslie Pilder	Director of Itsy Bitsy Child Watch Program (temporary/ 6-months)	March 18, 2022

MCCC Unit Professional Appointments (Grant Funded)

Name	Title/Area	Date of Hire
Marangely La Santa	Senior Community Outreach Counselor/Early Childhood Education Grant Initiative	March 6, 2022
Catie Sirois	Special Program Coordinator/Student Development	April 3, 2022

MCCC Faculty Reappointments (based on Article 11.02 of the MCCC Collective Bargaining Agreement) 2022-2023 Academic Year – State Funded

Name	Title/Area
Natalie Alexander	Assistant Professor of Nursing (ASN)
Sofia Bilgrami	Instructor of Culinary/Baking & Pastry Arts
Karyn Briand	Instructor of Nursing (ASN)
Mary Buckley	Assistant Professor of Radiologic Technology
Juan Burwell	Assistant Professor of Astronomy
Michele Cabral	Assistant Professor of Accounting
Eric Carreira	Assistant Professor of Mathematics
Mary Cornell	Assistant Professor of Nursing (ASN)
Adina Giannelli	Assistant Professor of Criminal Justice
Benjamin Gleeksman	Instructor of Visual Arts/Graphics
Allison Hrovat	Assistant Professor of Human Services
Klara Karol	Assistant Professor of Business Administration
Dawn Lovegrove	Assistant Professor of Communications
Jason Maurice	Associate Professor of Psychology
Aaron Palko	Instructor of Nursing (ASN)
Donna Rowe	Associate Professor of Human Services
Dorothy Shannon	Instructor of Nursing (ASN)
Gordon Snyder	Assistant Professor of Engineering
Wendi Tatro	Instructor of Medical Assisting Certificate Program/Coordinator

Amy Toulson	Assistant Professor of Biology
Matthew Whiton	Assistant Professor of Theater (Scenic & Lighting Designer)
Charlotte Wilinsky	Assistant Professor of Psychology
Jennifer York	Assistant Professor of Veterinary & Animal Science

**MCCC Unit Professional Reappointments - July 1, 2022 – June 30, 2023 – state funded
(based on Article 11.02 of the MCCC Collective Bargaining Agreement)**

Name	Title/Area
Nancy Bazanchuk	Learning Specialist, Office for Student with Disabilities & Deaf Service
Jessica Egan	Coordinator of Instructional Design, Curriculum, Planning & Assessment
Eric Farrell	Senior Special Program Coordinator, Student Records
Rosemary Fiedler	Senior Special Program Coordinator, THRIVE Center
Harry Hill	Special Program Coordinator, Public Relations
Lauren LeClair	Senior Special Program Coordinator, Student Services
Stephanie Marcotte	Nursing Resource Coordinator, Nursing (10-month)
Megan Pereira	Grants Writer, Resource Development
Diana Rosado	Senior Financial Aid Counselor, Financial Aid
Maylene Rodriguez Scott	Financial Aid Counselor, Financial Aid
Denise Roy	Learning Specialist, Office for Student with Disabilities & Deaf Services
Shannon Sarkisian	Academic Counselor, Admissions & Onboarding
Michael Suckau	Patient Simulation Technician, Health Sciences (trust funded)
Lori Wayson	Senior Special Program Coordinator, Student Services
Kristopher Wiemer	Coordinator of Instructional Technology, IT

**MCCC Unit Professional Reappointments - July 1, 2022 – June 30, 2023 – grant funded
(based on Article 11.02 of the MCCC Collective Bargaining Agreement)**

Name	Title/Area
Margaret Downing	Senior Special Program Coordinator, Foundations of Health
Andrea Hojnacki	Learning Disability Specialist/Transition, Office for Student with Disabilities & Deaf Services

SUGGESTED MOTION: To approve the personnel actions listed above for the above Non-Unit Professional Staff, MCCC Unit Professional Staff and Faculty.

BOARD STATEMENT OF ANTI-RACISM

As members of the Board of Trustees, we are committed, both individually and collectively, to creating an anti-racist community at Holyoke Community College (HCC). As fiduciaries, we are responsible for ensuring that the College fulfills its mission and lives up to its promise of equity for our students and all members of the College community. We pledge to lead the way in taking a bold stand to live up to this commitment as we work to build a truly just and equitable society.

We acknowledge that structural and institutional systems of oppression have harmed—and continue to harm—many members of our community. It is the responsibility of each one of us to educate ourselves and others, to engage in difficult conversations, and to listen to and engage with our students, faculty, staff, donors, community partners, and alumni of color. The core of our work in equity, diversity, and inclusion must center around viewing our practices and policies through an anti-racism lens.

As a Board, we have taken the following steps while continuing to work towards becoming an anti-racist institution:

- Approved the College's first Strategic Plan, focused on diversity, equity, and inclusion
- Established the Board of Trustees Equity Committee which includes Trustees and College leaders who serve as advisors to the Committee and ensure alignment with the College's Strategic Plan
- Participated in a series of Board Equity Trainings, with workshops centered on microaggression, implicit biases, equity, anti-racism, and systemic racism in higher education
- Conducted a Board Self-Assessment Survey to evaluate our progress toward strategic goals
- Prioritize equity within the Audit & Finance Committee of the College's Board of Trustees as it relates to financial decision-making in order to best retain students and support their success
- Continued our commitment to BIPOC representation on the HCC Board of Trustees

We fully support President Royal and the College administration, whose anti-racism efforts we acknowledge and embrace, including:

- Developed culturally responsive pedagogies with special emphasis on the College's status as a Hispanic Serving Institution, as part of [HCC's Strategic Plan Strategy #1](#)
- Collaborated with the communities we serve to increase equity, as part of HCC's [Strategic Plan Strategy #2](#)
- Diversified our faculty and staff to better reflect the students we serve
- Created a Vice President for Equity, Diversity and Inclusion position
- Formed a Campus Safety Task Force, consisting of students, faculty, and staff, with membership from the BIPOC community, to review current events involving police agencies, provide opportunities for dialogue and community feedback, and advise the Director of Public Safety
- Launched the [Itsy Bitsy Child Watch](#), a free drop-in childcare program that provides short term care for children while their parents are learning on campus
- Maintain an agreement with the Holyoke Housing Authority that allows the College to provide housing options to students
- Continued to provide all students with a PVTa bus pass that can be used across the Pioneer Valley
- Provide all students who need one with a laptop and/or wifi hotspot
- Opened the Homestead Market, a campus store providing students with access to fresh produce, pantry essentials and quick meals. The market is the first at any public college or university in Massachusetts to accept federal SNAP benefits
- Dismissed more than \$1 million in student debt using some of the institutional portion of the Higher Education Emergency Relief Funds

- Established the Bienvenidos Latinx Scholarship and President's Student Emergency Fund through the HCC Foundation to help students overcome barriers to academic success, and further address students' financial needs through initiatives led by the college's division of Administration & Finance
- Eliminated holds on registration for students with unpaid balances
- Secured funding from Supporting Urgent Community College Equity through Student Services (SUCCESS) grants program providing wraparound supports and services to improve outcomes for low-income, first-generation, minority, and disabled students, and LGBTQ+ students.
- Expanded the work of ALANA, a program providing men of color with personalized support with academics, financial aid, and academic/career planning through specialized orientation, one-on-one mentoring, field trips, and workshops
- Established mental health support services for students through a collaboration with Center for Human Development
- Launched the [Student Ambassador & Mentorship Program \(SAMP\)](#), which provides academic support to women, nonbinary and transgender students, as well as book stipends and CougarCash to be used while on the HCC campus
- Enhanced the work and services provided through El Centro in order to create a more welcoming and inclusive environment for HCC's Latinx students

The road to creating an anti-racist community is long and challenging. It requires an ongoing commitment to listening, self-reflection, and thoughtful action. By taking the measures listed here, allocating resources, and changing the way we at HCC go about our work, we hope we have taken the first steps on that road. We remain committed to this vital work, and look forward to updating you on our progress.

Robert W. Gilbert, Jr.
Chair, HCC Board of Trustees

COMMITTEE REPORTS

Advocacy

No Report.

Audit and Finance Committee

The Committee met on March 15th to discuss tuition fees for fiscal year 2023. As part of the discussion, the Committee was provided a five-year financial projection.

By-Laws and Governance

The Committee will be meeting on March 17th to discuss the results and next steps from the Board Assessment Survey that was recently completed by all Trustees.

Equity

The Committee has been working on revising the Board Statement of Anti-Racism, and provides the final statement for the Board's approval (see page 3).

- **MOTION** - Approve the Board Statement of Anti-Racism, as presented

Nominating

No Report.

Presidential Evaluation

No Report.

Strategic Planning

The Committee met on February 18th to review the Strategic Plan Refresh plan with Kris Ricker Choleva, in preparation for the February Board meeting.