



Board of Trustees Meeting Minutes

Holyoke Community College

May 27, 2025 at 8:00 AM EST

Remote and In Person, Frost 309 Conference Room

Attendance

Trustees Present:

Julius Dixon, Ted Hebert, Todd McGee, and Interim Chair Vanessa Smith

Trustees Remote:

Sonia Dinnall, Charles Epstein, Yolanda Johnson, Nayroby Rosa, and Ivonne Vidal

Trustees Absent:

Evan Plotkin

In Person Guests:

Andrew Baker, Darnella Bland, Mike Blasco, Karen Desjeans, Kermit Dunkelberg, Scot Goulding, Jeffrey Hayden, Michele Mariani, Joel McAuliffe, David Montanez, Narayan Sampath, Amanda Sbriscia, John Sieracki, Michael Siska, Joseph St. Jean, George Timmons, Mary Wagner, and Chris Yurko

Remote Guests:

Mayra Diaz, Vanny Chen, Amy Funk, Anna Marie Hernandez, Christine Janik, Olivia Kynard, Johanna Lebron, Jane Lerner, Lauren LeClair, Lesley LaMarche, Bonnie Mannix, Anne Medina Morales, Paul Sheehan, and Renee Tastad

MEETING

- I. Call to Order: Interim Chair Smith called the 438th meeting of the Holyoke Community College Board of Trustees to order at 8:04 am.

- II. Roll Call

Roll Call Vote:

YES: Charles Epstein, Ted Hebert, Yolanda Johnson, Todd McGee, Nayroby Rosa, Ivonne Vidal, and Interim Chair Vanessa Smith.

Sonia Dinnall entered via Zoom at 8:07 am.

Julius Dixon entered in person at 8:13 am.

- III. Consent Agenda

- A. Consideration of the Minutes for the Board of Trustees Meeting of April 22, 2025.
- B. Report of Personnel Actions dated May 27, 2025 (*See attached*).
- C. Report of Reappointment & Appointment of Department Chairs/Curriculum Coordinator/Program Coordinators for 2025-2026 Academic Year dated May 27, 2025 (*See attached*).
- D. To empower the President of the College to approve all personnel actions prior to the next meeting.

Roll Call Vote for Consent Agenda

A motion was made by Trustee McGee and seconded by Trustee Hebert to accept the Consent Agenda as presented.

YES: Charles Epstein, Ted Hebert, Yolanda Johnson, Todd McGee. Nayroby Rosa, Ivonne Vidal, and Interim Chair Vanessa Smith.

IV. Trustee Spotlight – Ted Hebert

Trustee Hebert talked about his time as a trustee at Holyoke Community College and his life leading up to it. He also shared an article in which he was interviewed before the meeting.

V. Committee Reports

A. Audit & Finance Committee Report

Vice President Sampath reported that there was no report, because the May meeting was cancelled. The committee will be meeting in the first week of June. Trustee Epstein gave an update on the market holding steady with a message that slow and steady earns the race and that last year it was up 21%.

B. By-Laws and Governance

Trustee Vidal stated that the Summer Retreat planning is ongoing with working with the facilitator from ACCT, Charlene Dukes, and the Committee is focusing on finalizing the agenda with an emphasis on fostering board engagement. She stated that the facilitator would be reaching out to each trustee regarding expectations and/or any questions. She also stated that the facilitator would be providing pre-reads a week in advance of the Summer Board Retreat for trustees.

C. Equity Committee

Trustee Johnson stated there is no report, as the committee would be meeting tomorrow, May 28th, 2025.

D. Foundation Board Update

VP Amanda Sbriscia stated they held their annual Scholarship Reception two weeks ago with 260 students and families, and it was a great success. There were a number of donors plus board and foundation board members present. She also stated that at the close of the fiscal year, there was 100% participation from both boards regarding giving.

E. Nominating and Presidential Evaluation Committee

Interim Chair Smith stated that the work continues, and will be working with Liz Denny to prepare the Presidential Evaluation report to be submitted in September. She outlined a timetable in early June and the Committee will be planning to launch a survey to key stakeholders and hoping for 100% participation.

F. Strategic Planning Committee

Trustee Rosa reported that the committee met on May 14th, and there was an update on the Strategic Planning 3.0 kickoff event held April 29, 2025. She stated that Veena Dhankher gave an update on the Strategic Plan and details about what they would be presenting at the Summer Board Retreat focused on the implementation of the Strategic Plan 3.0.

VI. Report of the Interim Chair

- Interim Chair Smith stated that she continues to have regular meetings with Dr. Timmons, and those are going well.
- She attended the following events: The Taste of Gratitude at the CAI on April 23rd; the Strategic Plan Kickoff event on April 29th; the May 5th swearing in of the new Police Chief, Jacqueline Robles; the Scholarship Reception on May 15th; and the nurse pinning on May 22nd. All these events were so important to the community.
- She stated that she resumed meetings with individual trustees in getting to know them.
- She thanked Dr. Timmons for his leadership and his dedication to the students.

VII. President's Report

- A. President Timmons gave the following updates:

- He stated that he attended end of the year events for graduation season, for El Centro, SAMP, ALANA, TRIO, the PTK celebration, and the Cap & Gown pickup events, and was very humbled by the student stories in such an exciting time. Looking forward to Commencement on May 31.
- He announced that in partnership with Baystate and Holyoke Medical Center, HCC was awarded a \$500,000 grant to train medical assistants. The grant is part of the Healy-Driscoll administration's \$6.8 million workforce development grant. The college will provide training and placement services to 50 unemployed, underemployed, and incumbent participants.
- HCC made the national stage with the Student Innovation team advancing to the national finals on "Green Computer Processing – Reducing Data Energy Consumption," which is a closed-loop, sustainable cooling system for large AI-driven computer processing centers. The team will travel as one of 12 teams from across the country to participate in the Annual Community College Innovation Challenge, which is sponsored by the American Association of Community Colleges in partnership with the National Science Foundation.
- On May 5, 2025, HCC held its first-ever Oath of Office Ceremony for our new chief of Police, Jacqueline Robles. She is the first Latina to lead the department. She has been a member of the HCC Police Department for 22 years.
- He was interviewed by Mychal Connolly, Jr., who is a second-generation HCC student and the author of the magazine, and was honored to be in the first issue of the Realistic CEO Podcast Magazine, a publication for future Founders, CEOs, Presidents, Business owners, Executives, and community leaders.
- He attended the Western Massachusetts Economic Development Council's Annual Meeting on May 22, 2025, where there was a presentation of the State budget and regional data by Doug Howgate, President of the Massachusetts Taxpayers Foundation. There was also an election of the Board of Directors that extended the College membership to the year 2028.
- He mentioned that the Massachusetts Community Colleges applied and were accepted as one of the four new states participating in the next iteration of the Survey of Community College Outcomes (SCCO) administered by the Richmond branch of the Federal Reserve Bank. This survey (SCCO) is a quantitative, consistent system for measuring community college outcomes that provide a fuller view of what success looks like for community college students.
- Community colleges in Massachusetts are facing a fundamental challenge to student success when the US House Education and the Workforce Committee released budget reconciliation language earlier this month that would dramatically change Pell Grant eligibility shifting per-semester enrollment to 7.5 credits and redefining full-time status as 15 credits. College presidents have called on the Massachusetts delegation to oppose these changes, and raised the importance of protecting Pell Grant access here and continue to advocate for additional funding for the program.

- B. Presentation: Clean Energy/Green Jobs Training For and By the Community
Presenter: Jeff Hayden and Kermit Dunkelberg.



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Board of Trustees Meeting 5/27 Clean Energy/Green Jobs Training For & By The Community

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Our Team



Jeffrey Hayden
Vice President of Business &
Community Services



Kermit Dunkelberg
Assistant VP of Adult Education
& Workforce Development



Andrew Baker
Training Manager



Gloria Penagos
Bilingual Outreach Assistant



Mike Blasco
Career Development Counselor



Mary Wagner
Training Manager

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Massachusetts: A Clean Energy Leader



- **7K+ CE Businesses; 100K+ people employed** in CE; Highest percentage of CE workers per capita in US (2.8% of workforce); **80% growth rate** since 2010.
- **\$29.84:** Highest CE median wage in the U.S. **23%** above median
- **7 straight years** on Institute for Local Self-Reliance's CE Community Power Scorecard (2023)
- **Leader in energy efficiency in the U.S.** for the 2nd year in a row by the American Council for an Energy - Efficient Economy (2022)



Source: 2023 Massachusetts Clean Energy Report
www.masscec.com/reports/industry-2023/

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Clean Energy Job Sector Growth & Opportunities



- **Alternative Transportation** saw greatest growth rate at 39%, adding 1,279 jobs, particularly EV jobs.
- **Renewable Energy**, solar sector grew by 3%, adding 506 jobs.

Source: 2023 Massachusetts Clean Energy Report
www.masscec.com/reports/industry-2023/

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Climate Goals & Next Steps



- 50% reduction in greenhouse gas emissions by 2030
- Net zero greenhouse gas emissions by 2050; fully decarbonize the state's electricity generation
- Need for greater equity in workforce and increased support for underserved populations

To meet these goals, MA needs to add approximately 38,100 trained clean energy workers and create a diverse and equitable workforce. In other words, we need to foster clean energy powered by communities for communities.



Source: 2023 Massachusetts Clean Energy Report
www.masscec.com/reports/industry-2023/

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Holyoke: Clean Energy/Tech Leader



"Holyoke's municipal utility has worked hard to achieve 80% of its retail electricity generation through carbonfree sources and continues to work on adding renewable sources and reducing consumption."

Sources: <https://www.holyoke.org/conervation-greencommunities/>

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Meeting Climate Goals: Clean Energy/Green Jobs Workforce Development



MASSACHUSETTS
CLEAN ENERGY
CENTER®



MassCEC, through the Massachusetts Executive Office of Education, has partnered with HCC to expand and diversify the clean energy workforce.

Together with a coalition of local community, state, and national collaborators, we are helping local un/underemployed residents build new skills and embark on fulfilling and financially rewarding clean energy career pathways.

- Green Construction
- Electricity
- Weatherization
- Solar Technology
- Electric Vehicle Charging Technology
- Energy Auditing

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Founding Partner: Coalition for an Equitable Economy (CEE)



Tracye Whitfield, Executive Director

- Springfield City Council Member
- Co-Founder & Co-Chair, Mason Square C3 Police & Community Initiative
- Co-Owner of Property Development Company
- Program Consultant & Champion



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CEE'S Vision & Work

CEE envisions a commonwealth in which the racial wealth gap is closed and that provides a welcoming and fertile environment and sustained investments for Black, Latino, Indigenous, and other underserved small businesses to thrive and grow their capacity, resilience, economic power and impact.



Building Stronger Futures, Together!

Join our small business network today to connect with visionary leaders and magnify our collective impact. Don't miss out!

Become a CEE member now!

PROTECT CDFIs



Creating an Equitable and Inclusive Small Business Ecosystem

To achieve racial and ethnic parity in business ownership by the end of 2030

Read Our New Report!

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Community Partners

Our free clean energy/green jobs training programs are made possible by a generous grant from the Massachusetts Clean Energy Center and Executive Office of Education.

We work in partnership with the Coalition for an Equitable Economy, SpringfieldWORKS, William J. Dean Tech High School, MassHire Hampden County Workforce Board, Green Crest Energy, as well as other employers and community organizations.



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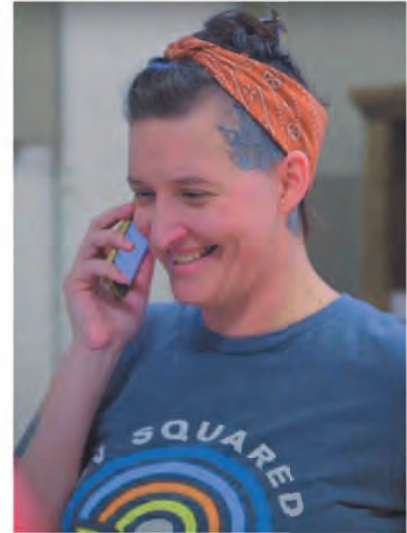
Meeting Employers' Needs

- Early conversations w/ electrical, construction, solar & EV companies
- Discover in-demand skill sets as well as job opportunities
- #1: Reliability & work ethic
- #2: Basic construction & electrical
- #3: Hand & power tools; Safety practices
- Some employers willing to train internally



EVERSOURCE

**GARY ROME
HYUNDAI**



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Consulting With Leaders in Solar & EV



Robert Wallace

Robert Daniel Wallace

- [SHINE Website](#)
- [SHINE Program Brochure](#)
- [SHINE Roxbury Program](#)
- [RARE Initiative](#)
- [RARE Coalition](#)
- [Power52 Program](#)

Powering Nations.
Empowering People.



Shonte Davidson

**Better Together
Brain Trust**



Recharge Boston

- [Energy Allies](#)
- [RechargeBoston](#)
- [Instagram](#)
- [Mass Fleet Advisor](#)

Electrify Better. Together.

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Our Mission

**Clean Energy & Green Jobs:
For the Community. By the community.**

Our program mission is invest in people who are un/underemployed and residing in Hampden County through free hands-on workforce training programs, where they gain the skills needed to earn competitive wages and embark on new career paths with local and regional clean energy/green employers. Together we work towards to the diversification of the clean energy workforce, the growth of minorityowned businesses, and more climate-resilient and healthier communities.



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Tapping Local Ingenuity



**Holyoke High School's 'After Dark' program
offers free evening training for ages 16 and up**



Instructors: Dean Tech Team (Intro, Solar & EV)



Joel McAuliffe
DIRECTOR
Career & Technical
Education



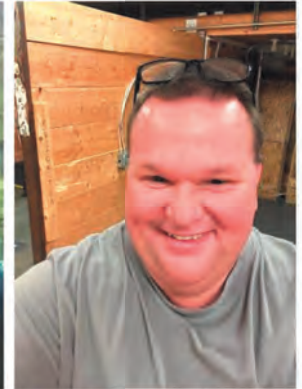
David Montanez
CONSTRUCTION TRAINER
Carpenters Local 336 Union
Executive Board Member &
Continuing Ed Instructor
Journeyman Carpenter



Joseph St. Jean
ELECTRICAL TRAINER
Journeyman Electrician



Scot Goulding
CONSTRUCTION TRAINER
Carpenters Local 108 Union
Executive Board Vice President
Journeyman Carpenter
Fun Fact: Third Generation Carpenter



Michael Siska
ELECTRICAL TRAINER
IBEW Local 7 Union
Master Electrician
*Fun fact: I spend most weekends this
time of year selling Girl Scout cookies
with my daughter & her troop*



Instructors: Job Readiness & Wx



Mike Blasco
CAREER DEVELOPMENT
TRAINER & COUNSELOR



Shawntsi Baret
CAREER DEVELOPMENT
TRAINER



Junio Anthes-Moody
WEATHERIZATION TRAINER
Quality Assurance Inspector
Energy Auditor & Energy Projects Manager
Certified as a BPI Building Analyst
CleaResult Crew Chief

Mentor & Consultant

André King
President, Green Crest Energy
Co-Founder & Managing Partner
QSH Construction
BECMA EV Kickstarter Graduate
Program Mentor













BECMA
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Green Crest Energy (EV Maintenance)

A workforce service provider supporting companies in the energy industry with certified professionals to support short/longterm project contracts.



-  Regular Maintenance 
-  Technical Support 24/7 Assistance 
-  Software Updates 
-  On-Demand Repairs 
-  Consultation and Planning 

QSH Construction

A framing-roofing & siding contractor.



Roofing



Siding



Commercial Roofing

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Training Programs



**Introductory Training in
Green Construction,
Electricity & Clean Energy
Systems**

Spring 25: 7 weeks/85 hrs
Summer 25: 4 weeks/90 hrs



**Solar PV Associate
Training (& NABCEP
Certification)**

Fall 25: 10 weeks/125 hrs



**Weatherization Training
in Green Construction,
Electricity & Clean Energy
Systems**

Summer 25: 4 weeks/120 hrs



Future Programs

- + EV Charger Maintenance (& SAE EVSE Certification)
- + EV Charger Installation for Electricians
- + Energy Auditing
- + HERS Rating

Spring & Summer 26: TBD

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Introduction to Green Construction, Electricity & Clean Energy Systems



SPRING 2025: March 31 - May 23 (7 weeks/85 hrs) SUMMER 2025: July 7 - August 1 (4 weeks/90 hrs)

Introductory Training: Skills

- + 85+ Hours of Training
- + OSHA 10 Construction Safety Credentials
- + Hand & Power Tool Use
- + Tape Measuring, Marking & Cutting
- + Reading/Analyzing Diagrams
- + Calculations
- + Wiring & Installing Switch & Light Boxes
- + Framing Basics
- + Drywall Installation & Repair
- + Energy Efficiency & Materials Recycling
- + Introduction to Solar PV & EV Chargers
- + Job Readiness (Communication, Cultural Awareness, Collaboration)



FREE Introductory Training in
Green Construction, Electricity
and Clean Energy Systems

A 4-WEEK, HANDS-ON WORKFORCE TRAINING PROGRAM

POWER BY WALLACHOWSKI'S CLASS, ELECTRICITY COURSE, AND DRYWALL/INSULATION COURSE
YOUR MAJOR/RELEVANT COURSES, PRINCIPAL WORK, AND PLANT KNOWLEDGE, APPLICATION



*Are you a hands-on learner?
Do you want to upskill & earn more in a new career?
Apply today & be part of MA's transition toward clean energy & healthier communities!*

SPRING 2025: March 31 - May 23 (7 weeks/85 hrs)

SUMMER 2025: July 7 - August 1 (4 weeks/90 hrs)

Application Process

- SpringfieldWORKS - Recruitment & Program Promotion
- Initial phone screening for all applicants to verify correct application information
 - Verify they meet the minimum requirements for the program
- Intake Meeting then scheduled inperson at HCC to complete preliminary assessment quizzes (Math & Reading)



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Spring 2025 Intro Application Process

The intake meeting is where we learn about the applicant's experiences, what motivates them, and their career aspirations.

- # of total applicants: **56**
- # enrolled: **19** (Originally scheduled to be 15)
- # failed WorkKeys: **3**
- # of no response: **6**
- # directed to ESOL: **5**
- # waitlist: **5**
- # directed to summer program: **10**



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Barrier Support

Application asks if the applicant will require any assistance with any of the following:

- Childcare
 - Itsy Bitsy
- Transportation
 - Free UBER Service (2 students use every evening)
 - Public Transportation Information
- Academic Support
 - Office for Students with Disabilities & Deaf Services
- Language Assistance
 - English for Speakers of Other Languages (5 applicants directed here for additional support)
 - Pesho Black



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Spring 2025 Cohort Demographics

- Male: 9 - Female: 4 - Transgender: 1
- Age Range: 21-51 years old
- Race:
 - Black or African American: 64%
 - White: 29%
 - Undisclosed: 7%
- Ethnicity:
 - Hispanic or Latino: 29%
 - Non-Hispanic or Non-Latino: 57%
 - Undisclosed: 14%
- Employed Status:
 - Employed: 56% (Parttime & Full-time)
 - Unemployed: 36%
 - Temporary Employment: 7%



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Career Development

Every Friday evening of the program we work on building their life and job readiness skills

- Self understanding: goals and expectations
- What's your why? Discussed why they are here and what they want to get out of the program
- Resume workshops
- Mock interviews with job postings they found and are interested in applying for
- Effective Communication in the workplace
- Weekly team building

EXPECTATIONS

Expectations of YOURSELF

- Work hard
- Complete the course
- Acquire new skills and knowledge
- Do not be afraid to ask for help
- Be confident
- Be motivated
- Get out of own comfort zone
- Understand financial independence

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Expectations of EACH OTHER

- Support
- Be honest
- Respect one another
- Challenge one another respectfully
- Hold each other accountable
- Be open minded
- Positive supportive energy
- No "I" bombs
- Consistency

- Teamwork
- Open Communication
- Contribute knowledge and skills gained personally
- Work together & grow as a team
- Support in networking
- Lead a helping hand when needed
- Have fun
- Get out of comfort zone

Expectations of INSTRUCTORS

- Recognize we are all human with unique experiences
- Work together
- Consistency
- Absorb as much knowledge as possible

- Pass on their knowledge & experience
- Be supportive & understanding
- Hold students accountable
- Provide additional support in math

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Feedback Loop

After every class the students are asked to complete a short questionnaire to provide feedback on that weeks classes.

- 4 Learning outcomes for every class
- Dean Tech Instructors
- HCC Instructors
- Additional support needed
- Most exciting thing they learned



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A Learning Community

- 1:1 Counseling- Continued for a year after the program
 - Bi-weekly zoom discussions
- Bonds with instructors
 - Resources and connections
- Personal Development
 - Individual goals met throughout the program
- Finding their way
 - Multiple students have shared that this has helped them find direction
- Peer Collaboration:
 - Students with experience supporting and teaching
- Women: Tool Belt Divas
 - Women of the class supporting one another; entrepreneurship



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Spring & Summer 2025: Snapshot

Spring 2025 Intro Training Cohort

- 14 Graduates as of 5/23
- 85% attendance rate throughout program
- Multiple students pre-enrolled in future programs
- All students have applied to jobs, some with potential on-the-job employer partners; interview process
- All students received tool belts with Dewalt tools, Lenovo Laptops & Continuing Support Funds: \$857

Summer 2025 Intro & Weatherization Cohorts

- Intro: 20 spots for enrolled students have been filled; 5 waitlist spots will be offered to applicants
- Weatherization: Intake interviews in progress



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Building Career Pathways

- Ongoing Support for Graduates: Counseling, Job Posts, Training Resources
- Field Trips / Job Site Visits / Alumni Events
- On-the-Job Training Partnerships & Funding
- Employer Outreach: Round Tables, Open Houses & Job Fairs
- Networking: Partners, [MassCEC Internships](#), GreenWorkforce
- Dean Tech Instructors: Union & Non -Union Apprenticeships
- Entrepreneur Support: CEC, Emerald Cities, BECMA, MassMEP/New Approach



Gloria Penagos
Bilingual Outreach Assistant



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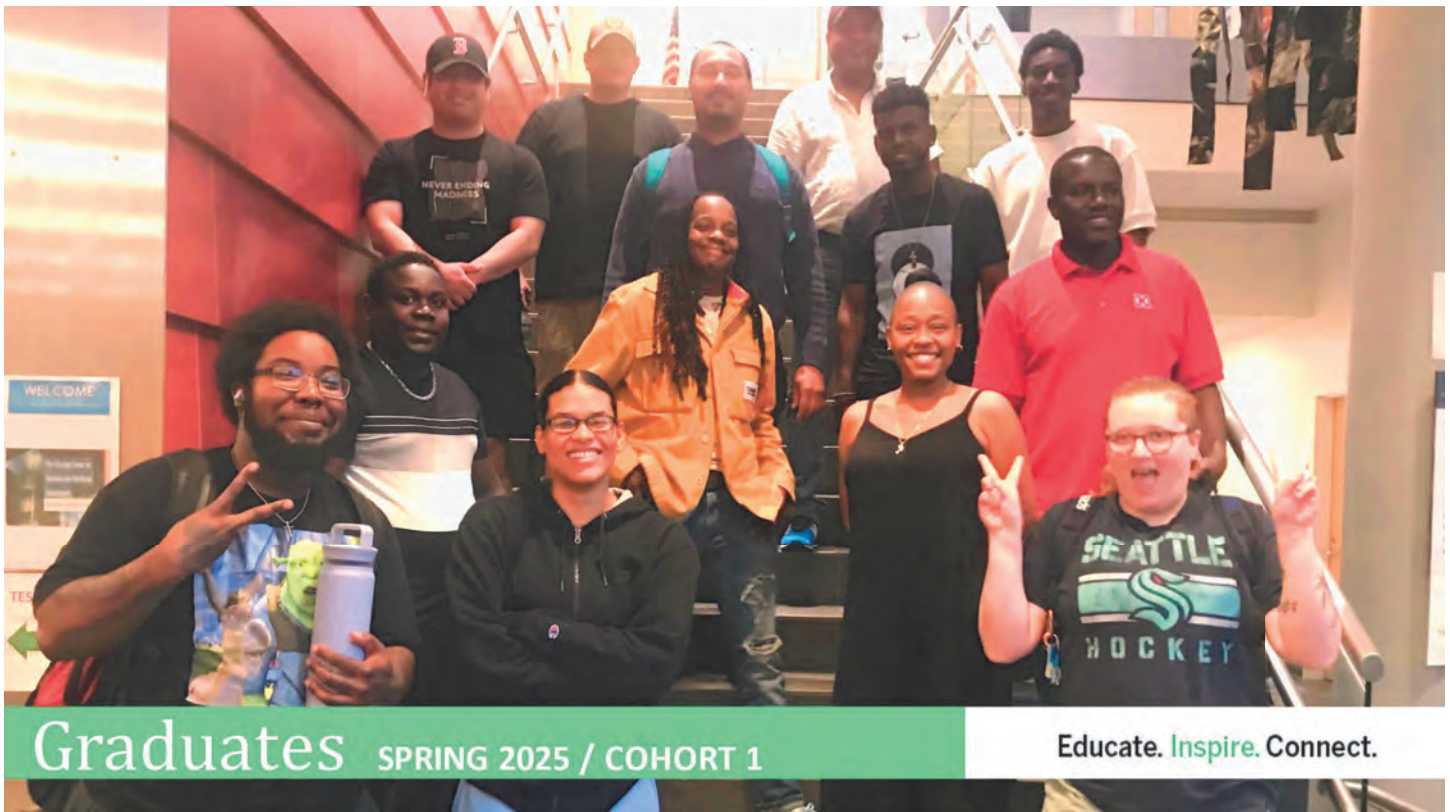
Measuring, Sustaining & Growing Impact

How do we make this sector more accessible?
How do we connect trainees with meaningful work?
How does that work translate into rewarding careers?
How do we meet employers' needs?
How do we sustain and grow our programs?

- Sustaining Jobs → Rewarding Careers
- Offer a variety of hands-on training programs
- Partners involved early on in the design process
- Iterations based on community feedback
- Starting sooner with High School: [MassCEC K12](#)
- Graduates' continuing PD opportunities, 1:1 career counseling, and alumni events; Peerto-peer mentoring
- [MassCEC Climate Critical Workforce Training Equipment & Infrastructure Grant 6/20/25](#)
- [MassCEC Climate Tech Careers Fund](#) with [Social Finance](#); **Funding for trainees**
- [Google will fund the training of 100K new U.S. electricians](#) through hybrid learning platform on [Electrical Training Alliance](#) IBEW/NECA



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Testimony: Darnella (D) Bland

- + *What brought you to this program?*
- + *What have you gotten out of it?*
- + *What are your next steps/goals? How has the training impacted your career vision & path?*



- 10+ Years in Hospitality & Food Service; Systems Management
- Certified in OSHA 10, Culinary Arts, Personal/Home Care Aide & Criminal Justice
- Program Leadership: management, work ethic, inclusivity (alumni group), advocacy, team organizing and guidance, curiosity, quick study, DRIVE & PASSION

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Testimony: Lolitta (Lo) Trueheart

- + *What brought you to this program?*
- + *What have you gotten out of it?*
- + *What are your next steps/goals? How has the training impacted your career vision & path?*



- Co-Owner & Regional Manager, Liberty Tax
- 10+ Years of Leadership
- Program Leadership: inclusivity, team organizing, work ethic, quick study, quality work, entrepreneurship, VISION

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Testimony: Sherlian (Sherli) Correa

- + *What brought you to this program?*
- + *What have you gotten out of it?*
- + *What are your next steps/goals? How has the training impacted your career vision & path?*



- US Army Veteran
- Certified in OSHA 10
- Program Leadership: work ethic, drive, quality work, quick study, entrepreneurship

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Partner With Us!

- Can we help grow **your** workforce?
- We welcome warm introductions to potential employers.
- Share our training programs with your communities: hcc.edu/cleanenergy
- Invite us to speak at your event or come speak at ours.
- Visit our programs and experience hands-on workshop training
- Share your feedback!



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Thank You!

Partnerships >
Workforce Development >
Clean Energy Career Pathways >
Good Livelihoods >
Strong Local Economy >
Climate Mitigation >
Resilient Communities



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Questions?

Mary Wagner

Clean Energy Training Manager

mwagner@hcc.edu or 413-552-2802

Mike Blasco

Career Development Counselor

mblasco@hcc.edu or 413-552-2802

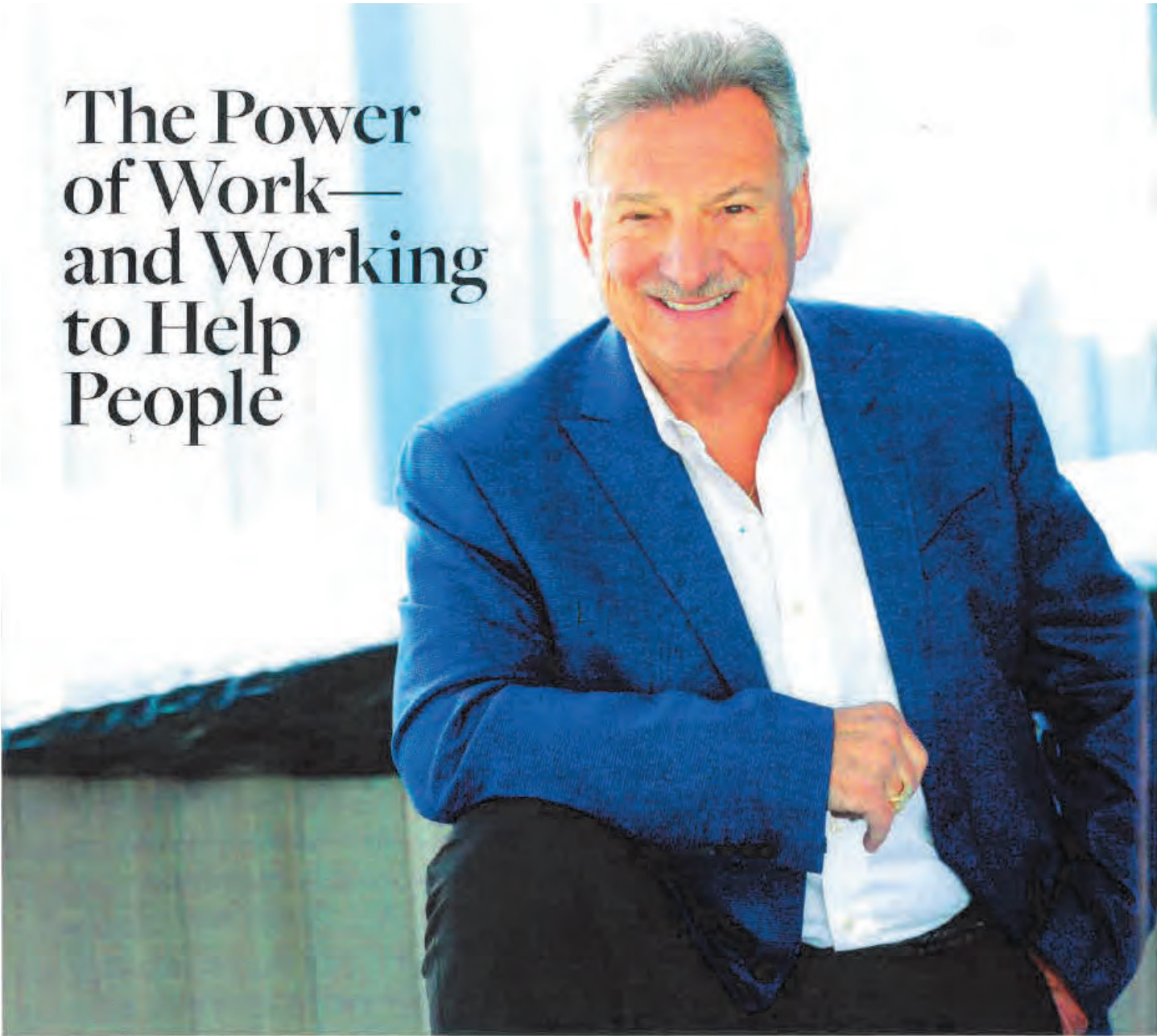
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VISIT US ONLINE: hcc.edu/cleanenergy

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The Power of Work— and Working to Help People



Ted Hebert '74 started as a gopher at a swimming pool company at age 14. Today, he owns his own pool company and is a respected community philanthropist. **By Alyssa Haywoode** | PHOTO BY JOHN LENIS

Ted Hebert '74 is made of stories. There was the time he had the jitters during a hot air balloon ride and couldn't find the ring he was sure he had. Running out of flight time, he finally found the ring, mustered his courage, and proposed to his girlfriend, Barbara. There was the priest he met in Mexico who turned out to be a long-lost relative. There was

the time, decades ago, when his mother said she wouldn't be able to spend much on Christmas, and then she turned around and gave money to someone asking for a donation. "There are other people," Hebert recalls her saying, "who need money more than we do."

And then there's the professional story that

Ted Hebert '74 lives a life full of hard work, service, and stories.

starts with 14-year-old Hebert getting a job as a gofer at a swimming pool company and slowly learning the business. In the middle of this story, Hebert is a kid who's worried about the world's tolerance for him. He didn't have a lot of money, and he had a speech disability.

"I always had dreams," Hebert said, recalling his childhood, "but when you stutter, and you can't talk right, when you're scared and insecure ..." Then it seems like dreams are all you have.

And while Cinderella had a fairy godmother, the magic that made all the difference for Hebert was working. He delivered newspapers. He washed neighbors' cars. He mowed lawns and shoveled driveways. At a local diner, he washed dishes and baked muffins. He learned to install pools and earned money doing this work. He saved up \$1,600 to buy the car he wanted, a Mustang. But the real payoff was that work was where he could see and feel his own value.

"Work," Hebert said, "is health." It's an affinity that runs in the family. During the 1950s, Hebert had seen his mother work two jobs.

Hebert wanted to be a doctor. He started out at Holyoke Community College and Springfield Technical Community College before transferring to Worcester State University to take pre-med courses. Having access to a public university was crucial, Hebert said, because even as hard as he was working, he couldn't have earned enough to pay a private college's tuition. Worcester State offered him strong professors who provided the flexibility Hebert needed to keep installing pools on the weekend.

Add up Hebert's education and hard work, mix in the connections he made along the way, stir in the fact that he grew out of his stutter, and the result was a young man with a big personality and a swimming pool's worth of empathy for other people.

During his final year in college, Hebert applied to 15 medical schools. He was accepted by only one: the University of Southern California. He'd saved \$10,000 to pay for the education, but he was scared of leaving the life he'd built. Then, six days before he was supposed to fly to California, he got a phone call with bad news. His mother had been getting groceries at Stop & Shop when she'd had a mild aneurysm.

"My mom was home the next day. I said,

"You know what, I can't go, I can't." So I got a hardship leave for a year, and I never went to medical school."

Instead, Hebert kept living a life full of stories. He traveled, learned to ski, played hockey, kept installing pools, ventured into commercial real estate, and got involved with car racing. "I was even in a play," he said. "Thirty-six shows of *The Graduate*. Hardest thing I ever did in my life."

On the professional front, he committed to pools, launching Teddy Bear Pools & Spas in 1975 in his parents' carport in East Springfield,

"I always tell people the most important thing is your happiness—and doing something to make the world better."

—Ted Hebert '74

Mass. The name was his mother's idea: She said *Ted Hebert*, pronounced as it would be in French (Hebert's father's family is French Canadian), sounded like *teddy bear*. Today, Teddy Bear Pools has a bigger home—and a reputation that attracts customers from Western Massachusetts, Connecticut, and Vermont.

"The blessing of it all is that by keeping my business alive, I've been able to accumulate money and give back to my family—who are my employees—by giving them good jobs."

But that's an understatement: He and Barbara, his wife, who said yes to his proposal on that hot air balloon ride, are also busy giving back to their community. And when he tells stories about philanthropy, the ending is mostly the same: Helping is a great way to connect with people, and connecting with people is the best reward.

Take the story about how the Heberts supported Camp Words Unspoken, a camp in Pittsfield, Mass., for kids who stutter. That was personal. Both Hebert and his wife had stuttered when they were young. So they visited the camp and met the students, then Hebert got up to deliver a speech. He told the kids about his childhood: his stuttering, his low self-esteem,

how he didn't feel good enough. He told them that visiting the camp now made him feel like he was home.

The unexpected happy ending: "Somehow or another, I almost started bawling. I got my wife to speak," Hebert said. "And I told the kids that Barbara would never speak publicly, that her words were unspoken. But she spoke, and I was totally proud of her."

The Heberts have also sponsored golf tournaments and sports teams. They are involved with Rotary International. They have supported the Make-a-Wish Foundation; the Chicopee, Ludlow, and West Springfield, Mass., Boys and Girls Clubs; and Junior Achievement of Western Massachusetts. And Hebert's board service includes being a trustee on the board of Holyoke Community College.

"We love animals, so we sponsor the Second Chance shelter," Hebert added. "They run clinics for people who can't afford to pay for things like rabies shots. We've supported a couple of clinics." The Heberts have also donated to the Thomas J. O'Connor Animal Control and Adoption Center and to the Zoo in Forest Park, both in Springfield.

In 2022, Roca, a violence intervention and behavioral health program for young people in Chelsea, Mass., named Hebert one of its Difference Makers. The award brought up old feelings of not being worthy enough. But he accepted the award, went to the event, and did what he loves: forged connections with people, in this case Stefan Davis, CEO of I Found Light Against All Odds, an organization that supports at-risk youth—and that Hebert now supports.

Hebert is also a history buff and a local cheerleader who wants Western Massachusetts and its residents to be better known, so he tells stories about how George Washington made the Springfield Armory the nation's first national armory. Ask him why history is so important, and he says:

"As human beings, if we look back at what others did—or did not do—we can make it a better world. But somehow or another, people think that this is the first time things have ever happened. If they knew history, we would not be making the same mistakes day in and day out. We're making the same mistakes, but people don't want to be bothered with the past. History is so important to human fundamentals."

What advice does he give to young people? "I always tell people the most important thing is your happiness—and doing something to make the world better." 🍌

- VIII. Board Engagement Opportunities
Interim Chair Smith gave a reminder regarding Commencement on May 31st, 2025.
- IX. Adjournment

Roll Call Vote for Adjournment

A motion to adjourn was made by Trustee Hebert and seconded by Trustee Dixon to adjourn the 438th meeting of the Holyoke Community College Board of Trustees at 9:29 am.

YES: Julius Dixon, Charles Epstein, Ted Hebert, Yolanda Johnson, Nayroby Rosa, Ivonne Vidal, and Interim Chair Vanessa Smith.

**HOLYOKE COMMUNITY COLLEGE
OFFICE OF THE PRESIDENT**

MEMORANDUM

TO: Board of Trustees

FROM: Dr. George Timmons, President

DATE: May 27, 2025

SUBJECT: Personnel Updates

Non-Unit Professional Appointments

Name	Title/Area/Funding	Date of Hire
Natalia Castagno	Assistant Director of Alumni Relations/Institution Advancement State Funded	06/10/2025
Linda Chavers	Director of Restorative Practices and Mediation/ People, Culture & Equity/State Funded	07/09/2025
Jacqueline Robles	Executive Director of Community Safety/Chief of Police Campus Safety/State Funded	05/04/2025
Megan Pereira	Assistant Director of Foundation & Government Grants/ Resource Development/State Funded	04/07/2025

Non-Unit Professional Appointment

Name	Title/Area/Funding	Period of Appointment
Bonnie Mannix	Acting Associate Dean for Business, Science, Technology, Engineering, and Math/State Funded	05/11/2025 - 05/10/2026

Non-Unit Professionals – Discontinuation of Appointments

Name	Title/Area/Funding	Appointment End Date
Leynisha Shoemaker	Director of Labor Relations/People and Talent/ State Funded	04/25/2025
Rejoyce Owusu	Assistant Vice President of People and Talent / People and Talent/State Funded	01/31/2025

MCCC Faculty Appointment – Academic Year 2025-2026 – State Funded

Name	Title/Area
Monica Vega-Gonzalez	Assistant Professor of Spanish/Social Sciences, Arts & Humanities

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

HOLYOKE COMMUNITY COLLEGE OFFICE OF THE PRESIDENT

MEMORANDUM

TO: The Board of Trustees

FROM: George Timmons, President

DATE: May 27, 2025

SUBJECT: Reappointment & Appointment of Department Chairs/Curriculum Coordinator/Program Coordinators for 2025-2026 Academic Year

In accordance with the terms of Article XX of the Collective Bargaining Agreement between the Board of Higher Education and the MCCC/MTA, I am recommending that the following faculty be reappointed/ appointed as department chairs/curriculum coordinator/program coordinators for the 2025-2026 academic year:

Appointments:

Language & Latinx Studies – Raul Gutierrez (Chair)	
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Reappointments:

Academic ESL – Unyierie Idem (Chair)	English- Sarah Gilleman (DE ENG Coordinator)
ADN/RN- Karyn Briand	Environmental Science– Laurel Carpenter (Chair)
ASN- Karyn Briand (Chair)	Foundations of Health – Elizabeth Hayward-Jansen (Chair)
Biology – Greg Toulson (Course Coordinator)	Honors Program –Jessica Hill (Program Coordinator)
Biology – Kevin Wentworth (Chair)	Human Services – Donna Rowe (Chair)
Biotech – Emily Rabinsky (Program Coordinator)	Learning Communities – Raul Gutierrez (Program Coordinator)
Business Administration – Klara Karol (Chair)	Mathematics – Nathan Mercer (Associate Chair)
Communication, Media & Theatre Arts – Tim Cochran (Chair)	Mathematics – Cathy Dillard (Developmental Math Coordinator)
Community-Based Learning Program – Vanessa Martinez (Program Coordinator)	Mathematics – Rebecca Targove (Chair)
Critical Social Thought – Maura Henry (Chair) & Tracy Ross - Sociology (Program Coordinator)	Music – Elissa Brill Pashkin (Chair)
Criminal Justice – Adina Giannelli (Chair)	Physical Sciences – Juan Burwell (Chair)
Culinary Arts – Tracy Carter (Chair)	Practical Nursing – Tina Jacques (Chair)
Deaf Studies – Claire Sanders (Chair)	Psychology – Michelle Williams (Chair)
Education – Charlene Cross (Chair and Early Childhood Education Program Curriculum Coordinator)	Psychology – Terri Kinstle (Program Coordinator)
Education – April Graziano (Elementary & Secondary Education Program Coordinator)	Radiologic Technology – Mary Beth Buckley (Chair)
Engineering – Thomas Barrup (Chair)	Veterinary Science – Jennifer “Kip” York (Chair)
English – Jane Burkhardt (Co-Chair & Curriculum Coordinator)	Visual Art – Felice Caivano (Chair)
English – Elizabeth Trobaugh (Chair)	

SUGGESTED MOTION:

To approve the recommendations for reappointments and appointments of program/work area department chairs.

BOARD OF TRUSTEES BOARD ENGAGEMENT OPPORTUNITIES - FY 2024/2025

MAY 2025

● **May 31, 2025 HCC Commencement at MassMutual Center 10-12 pm**

JUNE 2025

BOT Summer Retreat-June 25 and 26, 2025

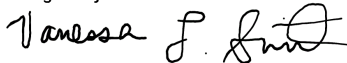
D-Hotel and Delaney House, Holyoke, MA

Respectfully submitted,

Did not attend meeting

Ivonne Vidal
Secretary, Board of Trustees

Signed by:

 7/17/2025
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Approved: Vanessa L. Smith
Interim Board Chair, Board of Trustees