GREENFIELD COMMUNITY COLLEGE

Board of Trustees Meeting
December 18, 2019 8:00 a.m.
President’s Conference Room – C201

Present: Chair Robert Cohn, Cady Coleman, Chris Donelan, Joanne Marqusee, Isaac Mass, Robyn Provost and Hector Toledo
Absent: Claire Higgins, Orphee Meledje, and Amy Moscaritolo
Others Present: President Yves Salomon-Fernandez, Michelle Barthelemy, Stacy Metzger, Regina Curtis, Mary Ellen Fydenkevez, Michelle Dwyer, Laura García, Carol Aleman, Alex Wiltz, Anna Berry, Brian Kapitulik, Joan Murphy, Leo Hwang, Rees Shad, Marie Breheny, and Judy Raper

Call to Order
The meeting was convened by Chair Cohn at 8:04 a.m.

Minutes
On a motion by Trustee Toledo and seconded by Trustee Provost, the Board of Trustees voted unanimously to approve the draft minutes of the October 15, 2019.

Presentation of the 2019 Distinguished Alumni Award – Presented by Regina Curtis to Michelle Dwyer

“I am pleased to present the Greenfield Community College 2019 Distinguished Alumni Award to Michelle Dwyer, Chief Executive Officer/President of Franklin First Federal Credit Union. Michelle was nominated by GCC Business Department Co-Chair Michelle Barthelemy: Franklin First Federal Credit Union appointed Michelle Dwyer as its chief executive officer/president in 2016. Hers is a remarkable journey - she began at Franklin First in 2007 as a teller, was promoted to lead teller, and then to accounting specialist in 2013.

Michelle graduated from Greenfield High School in 2000, earned an associate’s degree in liberal arts from GCC in 2004, graduated from Leadership Pioneer Valley in 2018 and is completing her Bachelor’s Degree in Business Finance at Southern New Hampshire University.

We’re not the first to honor her, Michelle has been recognized as:

- Franklin County Children’s Advocacy Center 2019 Volunteer of the Year
- Banking New England Magazine 2019 Woman of FIRE
- Credit Union Magazine 2018 CU Rockstar
- BusinessWest 2017 40 Under 40 Awardee
- Cooperative Credit Union Association 2012 Credit Union Rising Star

Her community service activities include serving as Relay For Life team captain for Franklin First, volunteer at the Franklin County Regional Dog Shelter in Turners Falls and as either board member, volunteer, donor or HUGE booster for the Children's Advocacy Center, Franklin County Big Brothers Big Sisters, Franklin County Rotary, Franklin County Young Professionals,
The Entrepreneurial Take the Floor Pitch Competition and, one of our favorites, Greenfield Community College’s developing Ideation & Entrepreneurship Center.

In her nomination of Michelle Dwyer, Michelle Barthelemy described her nominee as someone who “directs everything she does in support of her vision of a better Franklin County. She creates opportunities for her community through events that develop entrepreneurship, raise money for local charities and support the arts.”

On behalf of the GCC Alumni Association and the entire GCC community, I am extremely proud to present this award to you, Michelle. Congratulations!

The Trustees applauded the amazing work Michelle has accomplished and her unwavering commitment to Greenfield Community College.

Committee and Liaison Reports/Updates

Academic Affairs
No Report.

Alumni Liaison
No Report.

Finance Committee
No Report.

Foundation Liaison
The Foundation is currently in the process of developing a Strategic Plan.

Personnel & Policies Committee
No Report.

Student Senate
No Report.

New Business
Chair Cohn reported he is currently looking at the configuration of the Board of Trustee’s various sub-committees and will be making appointments to fill vacancies. He encouraged any Trustees interested in serving on a particular committee to let him know.
President’s Report

President Salomon-Fernandez reported the following updates to the Board:

- Under the role of Judy Raper, Associate Dean for Community Relations, we are building strong collaborations with the YMCA. Their Youth Leadership program meets on campus and are currently working with the Senior Volunteer program to host an intergenerational dance.
- The College is currently working with Newell Companies (Yankee Candle) to create two international internships and a mentoring program with their company.
- The Future of Work Advisory committee has been met and is developing a vision for how Greenfield Community College fits into the Future of Work. They are currently exploring what more we can do to be a catalyst for business and best support current businesses moving forward.

Strategic Planning Update – Marie Breheny provided an update on the Strategic Planning Process to date and next steps. (Presentation below)
PRE-PLANNING

- Review of national & MA sample of Sp’s
- GCC & ECC listening sessions to inform process
- Creation of Sr Moodle site
- EMIS Program Demand Gap Analysis

Kick-off with Commissioner Santiago & Dr. Winnie Hagen

Pre-planning | Phase I
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April | May | June | July | August | September 9, 2019

Facilitated Discussions across Campus
- Foundation Staff, Grants, Marketing, & President’s Office
- Information Technology
- Humanities, Engineering, Math, and Science
- Student Senate
- Fitness, Veterans, Student Activities, Wellness, Women’s Resource, Peer Tutoring
- Business Information Technology Professional Studies, & Social Sciences
- Public Safety
- Library
- Adjunct Faculty
- Advising, Dual Enrollment, Career Services
- Financial Aid & Business Office
- NECHE Standard co-Chairs at DCPC Meeting
- Admissions, Health, Records, Testing & Registrar

On Deck
- Facilities
- Nursing
- NUPs
- Union Reps
- Pres Staff
Strategic Planning Team Notetaking at Campus & Community Events

- Joint Committee on Higher Education,
- Senior Summit,
- Communities that Care Coalition,
- FRCOG & UMASS Forum on Food Access & Opioid Research Projects
- Select Board Association Meeting
- Foundation’s Building Blocks for a Resilient Community Panel.

FORMATION OF WORKING GROUPS

- Teaching & Learning for Excellence and Innovation
- Diversity, Equity and Inclusion
- Student Success
- Information Technology
- Financial Sustainability
- Healthcare
- Future of Work, Innovation & Entrepreneurship
- The Future of Downtown
- Stakeholders Advisory Committee
MISSION, VISION & CORE VALUES

GOVERNANCE
- All College
- College Council
- Assembly
- SP Team
- Assembly

ALUMNI SURVEY

TRUSTEE SURVEY
**Diversity, Equity, and Inclusion** – Leo Hwang presented current Diversity, Equity, and Inclusion strategic plan and current and future efforts on campus to the Trustees. (Presentation below)

**DEMOGRAPHICS AT GCC**

- In the early 2000s, Franklin County was 5.8% people of color (U.S. Census Bureau, 2018).
  - At that time, the college's student population, as well as the demographics of the faculty and staff, nearly matched that of the surrounding region at 6% (Hardiman, 2008).
- Franklin County has increased to 9% people of color in 2015 (U.S. Census Bureau, 2018).
  - The faculty and staff at the college has stayed around 6% (lots of improvement in the last year) people of color, but the student body has risen to 24% people of color (Greenfield Community College, 2019).

**Achievement Gaps**

- Fall to fall retention 64%
  - Students of Color: 53%
- Graduation Rate Unlimited Time
  - White Female: 28%
  - White Male: 25%
  - Latinx Male: 11%
  - Latinx Female: 17%
  - 2 or more races Male: 9%
- 2 or more races Female: 24%
  - Asian Male: 21%
  - Asian Female: 53%
  - Black Male: 13%
  - Black Female: 12%
  - Gender Unlisted: 26%
Asset Based Community Development

Each community boasts a unique combination of assets upon which to build its future.
(Kretzmann and McKnight, 1993)

Asset Based Community Development

- We are already engaged in practices that make an impact on students.
- We already know what is effective in our own day to day experiences.
- In a time of limited resources it is much easier to share and strengthen what we do well.
- We can learn from one another.
- We need to work to maintain a theory of possibility.
[...]those who are interested in Black male student success have much to learn from Black men who have actually been successful. To increase their educational attainment, the popular one-sided emphasis on failure and low-performing Black male undergraduates must be counterbalanced with insights gathered from those who somehow manage to navigate their way to and through higher education, despite all that is stacked against them—low teacher expectations, insufficient academic preparation for college-level work, racist and culturally unresponsive campus environments, and the debilitating consequences of severe underrepresentation, to name a few.

- Shawn Harper, 2012

DEI Strategic Plan

- We have identified 4 core values to the college’s diversity, equity, and inclusion work:
  - Incorporate and enact evidence-based practices
  - Embrace an ethos of learning
  - Strive for continual improvement
  - Share practices freely
- We have also identified 3 strategic priorities:
  - Support Student Success
  - Diversify Faculty and Staff
  - Increase Cultural Dexterity
Current Activities

• Racial Equity and Justice Team
  • Focus on strategies to reduce achievement gaps
  • Learn about theory and current thinking
  • Create actionable steps that are appropriate to each institution

Current Activities

• Facilitated Dialogues
  • Guided conversations about race and ethnicity in the community and at GCC
    • What are core issues that we identify?
    • What activities can we envision that address these core issues?
Current Activities

• Spanish for Educators at GCC
  • Open to all faculty and staff
  • Free class focused on basic Spanish language skills that can be used on campus

Current Activities

Campus reading group on *White Fragility* by Robin DiAngelo

  • *White Fragility* is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.
Adjournment
On a motion from Trustee Donelan and seconded by Trustee Provost the Board of Trustees unanimously voted to adjourn at 9:06am.

Respectfully submitted by,
Shannon Larange