

MINUTES OF THE SIX HUNDRED TWENTY-SECOND
MEETING OF THE BOARD OF TRUSTEES
OF THE MONROE COUNTY COMMUNITY COLLEGE DISTRICT

Monroe County Community College
The Board Room, z-203
1555 S. Raisinville Rd.
Monroe, MI 48161
5:30 p.m., March 25, 2024

Present: Lynette M. Dowler, Julie M. Edwards, Nicole R. Goodman, Krista K. Lambrix,
Aaron Mason (chair), Joel A. Spotts, Mary Kay Thayer

Also Present: Jenna Bazzell, Cole Beehn, Scott Behrens, Phillip Borawski, Elizabeth Bradley, Jack Burns Jr., Peter Coomar, Curtis Creagh, Shawna Farley, Candice Ferrell, Sam Francis, Nicole Garner, Sydney Godfrey, Samuel Gonzales, Christopher Gossett, Amanda Gregory, Melissa Grey, Kelly Heinzerling, William Hilliker, Rick Hubbert, Barry Kinsey, Rick Kull, Edmund La Clair, Leon Letter, Spencer Lyke, Sarah Mason, Gerald McCarty, Sharon McNeil, Mark Naber, Katie Navock, Jennifer Schyllander, Sydney Godfrey, Gerald McCarty, Katie Navock, Kojo Quartey, Kayla Richards, Douglas Richter, Jay Schumacher, Jennifer Schyllander, Telia Steele, Helen Stripling, Beverly Tomek, Linda Torbet, Joe Verkennes, Bonnie Webber, Quri Wygonik, John Wyrabkiewicz, Grace Yackee, Penny Dorcey (recording secretary)

1. Chair Aaron Mason called the meeting at 5:33 p.m.

Chair Mason explained that “call for delegations” is called “public comment time” on some boards. Normally, there is a call for public comments, then the call closes and the meeting proceeds as usual. The chair will call the delegates forward to speak in section C.1 of the agenda.

2. There were 10 delegations present.

- B. 2. a. (1) 3. *It was moved by Ms. Thayer and supported by Ms. Edwards that the following items on the Consent Agenda be approved as presented:*

B. 2. a. (1) Approval of minutes of the regular meeting of February 26, 2024

B. 2. a. (2) Resolution to Set College Millage Levy for 2024-25

Recommended Motion: “that the following resolution to set the College millage levy for the 2024-25 fiscal year be adopted subject to Headlee rollback provisions

*Operating 2.1794 mills
Facilities/Infrastructure .85 mills*

THEREFORE, BE IT RESOLVED, that the clerks of the cities and townships of Monroe County be given written notice of this action. Each clerk shall be requested to forward such notice to the appropriate assessing officers of the cities and townships.

BE IT FURTHER RESOLVED, that taxes to be raised against property within any city, any portion of which lies within the community college district boundaries, may be levied and collected in the same manner and at the same time as the city taxes.”

- B. 2. a. (3) Board authorization for the President to Execute Second- and Third-year Probationary Administrative Contracts – Creagh
- B. 2. a. (4) Board Authorization for the President to Execute a Probationary Professional Staff Contract – Blumenauer
- B. 2. a. (5) Board Authorization for the President to Execute a Probationary Professional Staff Contract – Montry
- B. 2. a. (6) Board authorization for the President to Execute a Probationary Faculty Contract - Griswold

The motion carried unanimously.

3. Old Business

None

- B. 4. a. (1) 4. *It was moved by Ms. Dowler and supported by Ms. Thayer That David Larkins be selected as the 2023-24 Alumnus of the Year.*

Trustee Dowler noted that Trustee Thayer, Trustee Edwards and she went over a phenomenal list of Alumnus of the Year Nominations. She said that they appreciated the time and effort put in by the community, staff, and administration for taking the time to submit the nominations. On behalf of selection committee, Ms. Dowler made a recommendation that David Larkin be selected for the 2023-2024 Alumnus of the Year.

Mr. Larkins is an accomplished professional in the automotive industry, as well as a nationally renowned artist, who lives in the Monroe community. He advocates for Monroe County Community College in a tremendous way, personally, donating and investing in the College and also participates in MCCC's study abroad programs and brings back the goodness of those programs.

The motion carried unanimously.

- B. 4. a. (2) 5. Chair Aaron Mason noted that there is a recommended motion in place for the revision of Policy 3.05, Tuition and fees that reads as follows:

“that Policy 3.05, Tuition and Fees, be revised as presented, effective Fall 2024.”

Curtis Creagh, Vice President of Finance and Administration, Creagh announced that the administration has a proposed revision to Policy 3.05, Tuition and Fees. Mr. Creagh gave the Board a handout with three tuition increase scenarios: 3 percent, 4.5 percent and 4 percent. He stated that the administration's proposal is based on the review of the annual cost of attendance for three different tuition amounts for resident, non-resident, and out-of-state tuition. Also considered is the Governor's maximum amount (5 percent) for this period, which is the ceiling for tuition increases. Current tuition rates are resident, \$124.54; non-resident, 221.26; and out-of-state, \$246.48. The administration does take into account what the other 28 community colleges are doing in regard to tuition as well. Of the 28 colleges in the state, 11 have set their tuition for the next academic year. If the Board approves Mr. Creagh's recommendation of 4.5 percent, resident tuition would go up to \$130.25 per billable contact hour. Last year the Board approved a 4 percent increase in tuition across all three residencies and the governor's recommended ceiling was 4.5 percent.

Although the governor's ceiling is 5 percent, Ms. Thayer advocates for a 3 percent increase. Ms. Thayer added that because we are so close to the Ohio border, she would like to see non-resident and out-of-state rates be the same as resident rates. A 4.5 percent increase would especially hit the students who have clinicals and lab, such as nursing and respiratory therapy students. Ms. Thayer added that if the Board approve a 3 percent increase, she would like to see out -of-state rates be \$228.00. Ms. Lambrix agrees with Ms. Thayer as MCCC has many students who live north and south of the county. She believes it is attractive to see it stay the same, in fact, she would like to see it lower. Students look at affordability when they are looking for a college.

Dr. Quartey, thanked Ms. Thayer and Ms. Lambrix for their comments. The MCCA had a Presidents meeting last week and discussed the governor's recommendation for “free” community college. We also have the Michigan Achievement Scholarship, Michigan Reconnect 21, and a host of other programs. He stated that at MCCC what tends to occur is that tuition has not been our biggest barrier. It is the other costs that are the greater barriers. If MCCC's tuition is low and there is “free” college that is a lower reimbursement rate for the institution. MCCC also has many forms of scholarships and financial aid, some of which are not awarded. Last year only 20 students applied for or received the Michigan Achievement Scholarship, which is almost free college. MCCC also has many forms of scholarships and financial aid, yet there is scholarship money that goes unclaimed every year.

Chair Mason made a point of clarification, there is a whole cascading of events, that depend on the Board defining the tuition rate because there are publications that go out,

and fall enrollment opens soon. The Board needs to approve a set rate because that sets in motion many other things that are needed in time for fall.

Trustee Dowler asked if the governor’s free college plan is approved yet. Dr. Quartey responded that the legislature has not approved the plan yet. The other community college presidents are now discussing whether the plan applies to out-of-state and out-of-county. Some colleges are concerned about institutions with lower tuition rates, siphoning off of their counties. If it’s in-state then anyone can go anywhere they want to. Ms. Dowler asked about where MCCC stands on the affordability scale compared to the other state colleges, noting that the Board has worked very hard to be able to remain one of the most affordable colleges in Michigan. Ms. Dowler explained that she is not necessarily opposed to a 4.5 percent increase unless it starts to push our costs higher than other colleges. Mr. Creagh noted that a 4 percent increase would put MCCC the 16th most affordable of 28 colleges. Both Wayne County Community College and Henry Ford College have lower tuitions but they are subsidized and have other funding sources. Washtenaw Community College is also lower.

Trustee Edwards pointed out that raising out of state tuition is a hurdle to drawing in students from across the Michigan/Ohio border.

Mr. Creagh commented that HEERF is gone and it paid for a lot of software while we had it. The College has found ways to replace some of those funds with current funding. Mr. Creagh’s recommendation to the Board is a 4.5 percent increase in tuition across all residencies and an increase of \$5.00 for the technology fee, per billable contact hour, and a \$2.00 increase for non-credit by clock hour, effective Fall 2024.

Trustee Dowler proposed a modified motion:

It was moved by Trustee Dowler that Policy 3.05, Tuition and fees be approved as presented, with the replacement of “4.5 percent increase” by “4.0 percent increase” in tuition, and a \$4 by billable contact hour increase, and a \$2.00 non-credit by clock hour increase.

The motion failed for lack of support.

Trustee Lambrix proposed the following motion

It was moved by Ms. Lambrix and supported by Mr. Mason that Policy 3.05, tuition and fees be revised to reflect that in-county tuition rates be increased by 4 percent, with no increase for non-resident and out-of-state/international tuition rates, and that Technology fees be increased \$4 by billable contact hours and \$2 by non-credit clock hours.

The motion passed five to two.

<u>Tuition</u>	Beginning <u>Fall 2023</u>	Beginning <u>Fall 2024</u>
*Resident (per billable contact hour)	\$ 124.54	\$ 129.52
Non-Resident (per billable contact hour)	\$ 221.26	\$ 221.26
Out-of-State/International (per billable contact hour)	\$ 246.48	\$ 246.48
Non-Resident Student Apprentices (per billable contact hour)	Rate Resident	Resident Rate
Rate		
<i>Non-Credit Instruction, including Continuing Education Units (C.E.U.'s)</i>	<i>Rates vary</i>	<i>Rates vary</i>
 <u>Miscellaneous Fees</u>		
<i>Technology Fee (per billable contact hour).....</i>		\$29.00
<i>Technology Fee (per non-credit clock hour).....</i>		\$

	2.00	
		<i>Registration (per student for each semester registering).....\$40.00</i>
		<i>Graduation Expenses - Cap, Gown, and Tassel</i>
<i>Cost.....</i>		<i>Varies</i>
		<i>Laboratory Fees.....Fees vary according to the</i>
<i>class</i>		
		<i>Special Fees (Required costs for specific materials, rentals, testing, etc.) Fees vary according to the class/program</i>
		<i>Transcript, per copy.....\$</i>
5.00		
		<i>Credit by Exam Fee (Non-refundable) – 1 contact</i>
<i>hour.....</i>		<i>\$35.00</i>
		<i>2 or more contact</i>
<i>hours.....</i>		<i>\$70.00</i>

- B. 4 a. (3) 6. *It was moved by Ms. Edwards and Supported by Ms. Lambrix that the Monroe County Community College Board of Trustees hereby authorizes Mary Kay Thayer to serve in a voluntary role as Michigan’s Coordinator to the Association of Community College Trustees.*

Mary Kay indicated that she would be honored to serve in this role again. She stated that if there is anything that the Trustees need clarified from the state or the ACCT, please let her know.

The motion carried unanimously.

1. Delegations

- C. 1. a. (1) 6. Rick Kull, citizen, addressed the Board on civility. Mr. Kull appreciates the Board’s effort to discuss financial issues. It is never easy to do that. He understands the Board has many decisions to make on the budget and he appreciates the dialogue tonight.

He went on to talk about civil discourse and truth in politics to prevent the erosion of public trust and reduce the polarization and promote constructive dialogue and accountability. The consequences of political polarization divides us and causes us significant harm to democracy in society. When we come together as citizens, we must defend the democracy. When we come together in democracy it empowers democracy and allows diverse conversation in every range of viewpoints and ideas to be considered.

- C. 1. a. (2) 7. Shawna Farley, citizen and MCCC alumni, addressed the Board on policy. Shawna Farley stated that she was really thankful for Penny Dorcey. As a longtime resident of Monroe and an MCCC alumnus, Shawna is advocate for equality. She is deeply concerned about the ongoing discrimination of our transgender community. It takes a leader willing to stand up and say “no more” to the powers that endorse this behavior. The Elliot Larsen Civil Rights Act (ELCRA) expanded by Governor Whitmer, stands as a testament to Michigan’s commitment to fighting discrimination. Yet despite this legislation progress, the transgender community continues to face degradation and targeted intolerance. It is imperative that we as a community demand change and raise our voices against hateful rhetoric that perpetuates such bigotry.

The expansion of the ELCRA was a significant step, but it is not enough without enforcement. We must challenge the “hold it” mentality and advocate for the “restrooms for all” approach that aligns with our values of dignity and equality. History has shown us the damaging effects of bathroom controversies; from women controlling their drinks, to people of color feeling less than stereotypes. We must dismantle these discriminatory practices and ensure that every Michigander, regardless of their gender identity, can live with dignity. Ms. Farley urges the community leaders, legislators and fellow citizens to enforce the penalty of the ELCRA and stand up for the inclusive society. Let us not be intimidated by

fear mongering or religious agenda, but instead work together to build a future where the rights of all are protected and celebrated. And on that note, Ms. Farley said, we are all made up of everything. There might be some people here who are Jewish, there may be people here who are Christian, all beliefs are welcome and we respect all beliefs, and just like that, all of us are different, all of us are individuals, and they too need to be respected and treated with dignity. If anybody is “wishy washy” on this, it does nothing but allow the violence and the targeting to happen.

- C. 1. a. (3) 8. Tom Heck, citizen, addressed the Board regarding the restroom issue. Mr. Heck is speaking on behalf of himself and a few concerned parents. He thanked the MCCC administration for the latest revision of the flyers in the restrooms and locker rooms. While these are not ideal they are a significant step towards addressing student safety and moving away from political correctness.

Mr. Heck stated that since he was made aware of the ongoings of the restroom use and signage by a concerned parent last November, he has noticed what appears to be a lack of transparency and communication by the MCCC administration in the decision process used to handle this issue. Mr. Heck’s perception and that of most of the parents that he has spoken to is that these decisions have been made in back room deals involving a very small group of students, two or three activist instructors, and for some unknown reason, the administration of the MCCC Foundation, which is quite strange to the parent group as to why they are “on pause” and the day-to-day operations appear to be outside of their scope. This appears to be especially true with the distribution of the first and second flyers posted in the restrooms. There does not appear to be any involvement in these decision by parents or community members. Student safety seems to have a lower priority than political correctness in woke fields. The lack of communication on the restroom policies are especially concerning to Mr. Heck and the parents due to the fact that the facilities are utilized by the early middle college students from multiple high schools across the county. Some of those students are as young as 14-years-old. There are also the summer camps that Mr. Heck recently saw advertised. As far as he can tell, from personal experience, none of the local high schools’ parents have been informed of these policies regarding restroom use or the signage. That could affect the safety and well-being of these students at a young age. MCCC should be obligated to inform the local schools and parents of these policies so those parents can make a decision on whether or not their students, whether middle college or Community College, their students participate in middle college or even become a student at MCCC.

MCCC is an open campus as are most universities across the state, in Mr. Heck’s perspective that means the security is fairly lax. He has walked through this facility eight or 10 times over the last three months and never ran into a security guard, and was never questioned by anybody why he was in the facilities, and could have walked into any of the restrooms at that time. This issue of security and the restroom policies, creates an environment with potential safety issues for all the students and needs to be communicated to the community and especially to the local public schools.

- C. 1. a. (4) 9. Jay Schumacher, student, addressed the Board, Jay is speaking on their own behalf and does not represent any other group, but does have concerns they would like to bring to the Board about recent events. In the beginning of March there was going to be a speaker at the College who views were harmful and opposed the College’s stated views. The GSA was not asked for input on the speaker, and the speaker was scheduled on the exact same date and time as the GSA’s meeting that week, barely a few rooms away. Jay is grateful that the speaker’s harmful views were not brought to the campus, but the GSA still ended up having security posted outside of the room for safety concerns for students. Just because a person is transgender

does not mean they cannot have harmful views on the trans and gender non-conforming community. Just because you know them from a club or the community does not mean that you should invite them without doing any research on into their views on the topic. To seemingly not research not research a speaker's views is neglecting your job to the students' and the people' safety on this campus.

Jay said that, when they heard about the speaker, they did extensive research and read some of the comments on the speaker's public pages. Jay reports, the speaker states that with the passing of the Elliott Larsen Act, "This bill only forces this issue down the throats of everyone opposing Michigan law." Jay explained that for those unaware, the Elliot Larsen Act reaffirms real protections for sexual orientation and extends coverage to include gender identity and expression. Jay gave several more examples of the speaker's posted have negative effects on students. Jay feels as if the restroom and harassment issue should have been resolved by now, but since it is a millage year it seems like you [administration] are resolved your intent to keep sitting on your hands and talking to these people you meet with.

- C. 1. a. (5) 10. Sam Francis, student, addressed the Board stating that at the Board of Trustees meeting on February [26th] of this year, the president of the college told a story of his experience with racial discrimination and harassment in 1987 at Mississippi State University. This story was told in response to the harassment of gender non-conforming students have been facing at MCCC. So, it can be assumed that Dr. Quartey was using his personal story as an allegory to what has been going on here on campus. Dr. Quartey expressed that Alpha Phi Alpha had every right be on fraternity row, but ultimately had decided to move. LGBTQ+ students at MCCC heard this statement and understandably interpreted it as Dr. Quartey giving them a solution to this recent harassment; moving. If this was not the true moral of the story, then what was? Sam said that if Dr. Quartey believes Sam and her student peers have misinterpreted his statement Sam and students are confused as to how to correctly interpret this story of facing injustice and the ultimate solution was moving. Sam made a promise by stating that, "We will not move, we will not stop, and we will not go.
- C. 1. a. (7) 12. Spencer Lyke, a member of the GSA and MCCC student, addressed the Board. This is Spencer's third time addressing the Board at a Board meeting but not Spencer's first time dealing with people arguing about where they should use the restroom. Spencer spoke about intersex people who are not biologically male or female. An Intersex person's combination of chemicals, chromosomes, and assorted reproductive organs means that they are in between. This gives them a unique perspective on the use of restrooms. There are unisex restrooms around campus in every building and every one of those is a single-user restroom. Spencer will not walk through the cold to go to another building when there are perfectly good restrooms just down the hallway. Spencer will not limit themselves to a single restroom just because people are uncomfortable with their existence, especially when those restrooms are not available in most public spaces. When Spencer goes to Kroger to get groceries or when they are at the mall with their friends, Spencer needs to choose either the men's room or the women's room.

Spencer stated that what is even more important than using the men's or women's restroom is a mandate on the much bigger issue of people harassing others that they think are different. Above all, Spencer is tired of [the harassment and tired of replying to emails from staff members because they were harassed. Something happened last September but it is still being investigated, which Spencer hopes the Board Chair takes seriously as he reads Spencer's multiple reports. Spencer is tired of hearing community members claiming they wish to protect young students on campus from sexual assault. They hang posters showing news reports of young women being assaulted by transgender people, and Spencer does not think anybody should be hanging that kind of material in the restrooms of all places, especially, when as the College pointed out today, regardless of the College's or community's preferences, the Elliot Larsen Act

says that “MCCC cannot and will not legally separate restrooms.”

Spencer remembers College releasing statements saying that they want to affirm the humanity and dignity of everyone on our campus and wish to share the sense of comfort and belonging with every student, while they invite a speaker onto campus who openly speaks out against using the restroom of your choice, directly opposing the recent statements made by the College and Dr. Quartey, after he was told by multiple staff members, the speaker would not be in the College or GSA’s best interests. Then after seeing members of the community hang posters in the restrooms, removed the entire portion of the statement on the posters that came from the GSA’s original signs. Portions of our signs which in the past had been pointed out as a sign of support. This behavior goes directly to the College’s recent statements of support. While Spencer is pleased that the action requested by the GSA’s letter to the Board, such as installing permanent signs, are being carried out, it will take time and effort to prove that this College supports its students. I am tired of the college saying they support LGBTQ+ students, then turning around and communicating with community members who are fighting against us. Thank you for your time.

- C. 1. a. (8) 13. Elizabeth Bradley, student and co-chair of the GSA, is representing the MCCC GSA Club. Miss Bradley addressed the Board about the GSA meeting with Dr. Quartey. She announced that, in regard to having a meeting with Dr. Quartey, the GSA has finished its deliberation and has decided they would like to continue with having a meeting. Communication and understanding are the only way everyone is going to get through this.

Not all of the members of the GSA wish to attend. There were multiple reasons cited, but the general consensus is that previously documented issues may warrant safety concerns for certain students. Miss Bradley quoted a GSA member, “I don’t think there is a way for me to feel safe in a meeting with him, and if we do, I won’t be participating.” As a result of this, we have decided that we also think it is a good idea to have a third-party mediator to help facilitate sound communication within this meeting.

Miss Bradley said that the GSA will be in with contact to iron out details, that can be discussed later. She would also like to add that she does think communication and transparency are going to be the only way we are going to figure this out with all of the opposing views. Miss Bradley said that she would also like to see some transparency.

- C. 1. a. (9) 14. Telia Steele, student, addressed the Board. They spoke to voice support for every queer student on campus who feels they have no voice, and as a queer person, who does not feel heard or seen or safe at Monroe County Community College. Telia reported that, in 2024, nearly 400 anti-LGBTQ+ bills were proposed in January alone. Telia said that, that is the only statistic the Board will hear from them tonight, because they are not going to spew facts that are easily Googled.

Telia implored the Board, saying, “Listen to us, stand with us, and choose us!” Because as members of this Board, it is your duty to do so. As members of the LGBTQ+ community, and all of our allies, we make that choice every day. We choose each other, and now you get to make that choice. The question is, do you choose us? And if you do not, I can promise you this, what happened to Nex Benedict and so many other LGBTQ+ people worldwide, will happen here at Monroe County Community College. It is not a question of what if, but when and where. So, make that choice and choose us. When we walked through the doors on this campus for the very first time, you promised to enrich our lives. So do what is right and keep that promise. Telia made a promise to the Board as well, “We will not stop, we will not leave, and we will not go. We will continue to stand and fight for what we know is right.” Telia left the Board with the following quote from Harvey Milk, saying, ‘Hope will never be silent and neither will we.’ Telia added that, as a person who identifies as a cisgender woman, they have never once felt uncomfortable in the presence of a transgender or non-conforming gender person, but Telia does feel scared “when people who lack knowledge and understanding are making decisions.”

- C. 1. a. (6) 11. Sydney Godfrey student, read the following statement to the Board criticizing them for “the actions the College has taken to mitigate the hostile environment that has permeated the campus, including harassment against other students, stigmatism and ignorance perpetuated by college administration and faculty, and also, the College’s reaction to students’ calls for attention to these situations, and an inappropriate response, lack of professionalism, and lack of meaningful action to create an environment at ‘*a higher education facility dedicated to enriching lives*’ safe and welcoming for the students [who] attend it.”

Ms. Godfrey stated that “the College has taken actions to try and remediate the general hostile behavior that presents itself towards attempts at inclusiveness on campus, such as sign removal, posting of disinformation articles, and harassment of students trying to go to the bathroom. This is a problem because of a lack of communication between the College and its students, specifically LGBTQ students and victims of harassment on campus.”

Miss Godfrey noted that “students have called attention to grave mistakes ~~faculty~~ administrators and faculty has continued to respond with band-aids in the form of meaningless words. The only actions that have been taken by the administration, have been taken with an undertone of ignorance and active hostility.

Which includes:

1. Disallowing signs recently posted by GSA, that were previously approved in 2019, consequently getting called out by GSA for removal of these signs, and then to essentially plagiarize those very signs. This shows changing the sign wasn’t what the GSA need to be approved. We needed to poke and prod the [National] LGBTQ resources, undermining the GSA dedication to students’ safety for what – in the interest of keeping their authority?
2. A lack of response from the College upon discovery of printed news article placed in retaliation to the inclusive signs posted by the College shows a lack of care. These articles are part of the disinformation campaign that intends to mislead people believing that transgender people pose a threat to others when that is factually untrue. Transgender students are more at risk of being sexually assaulted and harassed in bathrooms without the necessary support and resources.

Another action taken...

3. Inviting a guest speaker without consulting the GSA first despite specific requests from the GSA that we be included in any organizing of events to help expand faculty knowledge on LGBT subjects, promote support resources and community, and foster an environment of respect and kindness on campus. This would’ve also kept an open line of communication between students and faculty.
4. Inviting a guest speaker who hold views that are actively hostile to a welcoming and inclusive space on campus, which directly contradicts the College’s policy on discrimination on campus.
5. Inviting a guest speaker into student space with the knowledge of the speaker’s views, and the knowledge of the hostility this act holds against students that attend this College. The guest speaker was scheduled to speak across the hall from and active GSA meeting on Thursday, March 14, from 12:30 to 1:30. One might be able to see this is a directly hostile act to particularly vulnerable students who are already in a disadvantaged position, with social stigma, lack of support, and being harassed by others, having their curated time and space disturbed and invaded by such an inappropriate act by the College.”

Miss Godfrey said that “We are students that go here. We deserve respect and courtesy [from] you., the administration and other faculty, to not consider us as *dumb enough* to not notice these acts of hostility. You are our educators. Do you think we won’t see how you treat us and how you continue to undermine our words asking you to support us and understand what you think of us? We are asking for your support, not your words, *which have included nothing but bathroom signs and emails at this point*, but with your meaningful actions. What you do is more significant than what you say. You can speak on the policies and the laws for weeks and months but the fact of the matter will not

change. The law will not help us if you do not help us. The law will not support us if you do not support us.

Here's a relevant quote from the National Center for Transgender Equality,

‘Transgender people may have some legal protections, but still need strong and comprehensive nondiscrimination laws and cultural acceptance to truly thrive. Laws alone won't protect transgender people without increased public awareness, outspoken allies, and a society that values the dignity of transgender people.’

This college is run by adults, so why are these issues not being handled in a lacking in that regard. But I thought it was worth mentioning the fact that despite being the president and a major representative for our college, President Kojo [Quartey] has continuously tried to band-aid these issues, and yet the condition continues to worsen. There is a serious lack of professionalism that makes me as a student question whether I want to attend a school run by an individual who is so bothered by calls for attention to issues at his college that he cannot properly respond to them in a prompt, meaningful, and mature way.

In conclusion, do not think yourselves better than us because you are older, or work here, or have a degree. Respect us as equals, as we respect you. Communicate with us as equals and do not get upset when your actions do not meet our expectations. Collaborate with us as equals to build a campus that is inclusive and welcoming to everyone that champions intelligent and respectful behavior, and that enriches the lives of everyone who attends here.”

- C. 1. a. (10) 15. Cole Beehn, community member, addressed the Board. They encouraged the Board to learn the language of the LGBTQ community so that they could have meaningful conversations about the topic. Cole said that they sent a letter to [Dr. Quartey] and Ms. Dorcey on behalf of the LGBTQ+A Caucus of the Michigan Democratic, of which they are first vice chair, to the MCCC Board of Trustees and they hope it was sent to them. The Board affirmed the letter was received. Cole went on to express some concern, and noted that in the past Dr. Quartey, Ms. Dorcey and Cole had discussed including LGBTQ+ topics in various seminars and community education programs that the College holds for diversity and “Honest Conversations,” which they do not believe have come to fruition at this point. Cole believes the College should be doing a little bit more to educate the community and its students and staff about LGBTQ+ issues, which they think would help circumvent some fear mongering that they hear.

Cole is frequently a person who runs into the issue of having no bathroom to go to. They need a unisex bathroom, a bathroom that will make them feel comfortable and safe when they are using it. They do not align themselves with male or female bathroom uses. Cole said that, for a trans person, living in a society that is in a more conservative county, it is exhausting to live an everyday life. Microaggressions, for anyone who has experienced them, whether you are female, black, or a religious minority, have experienced microaggressions, which is very exhausting. Having to talk about yourself every single day and explain yourself and make yourself feel valid to other people is exhausting. Cole believes that what the College could do best is have some deep and meaningful conversations and actually follow through with the promises being made to the students and staff. Follow through is key. Cole also wanted to mention that on the topic of fear mongering. Most incidents or attacks happen in your home by someone you know. They are not happening in public restrooms by random strangers who walk into your building. There were similar situations in the past where people were afraid to let their children swim with black children or go to integrated schools. Why, because they may have cared about their children and thought this is what my child needs to be safe, but it was based on fear mongering. We are seeing the same thing now just a different topic.

- C. 3. a. (1) 16. Dr. Quartey announced the following promotion, staff appointment, professional staff appointments, third-year probationary administrative contract, first-year probationary faculty contract, and resignation

Promotion:

Michael Neaves, Power Systems Chief, effective March 6, 2024 (Previously, Power Systems Operator (replacing Jeff Harbaugh)

Staff Appointment:

Madelynn Outen, Financial Aid Assistant, effective February 6, 2024,
(replacing Kim Letasse who was promoted to Financial Aid Specialist)

Professional Staff (effective March 25, 2024 – March 24, 2025):

Michael Blumenauer, Assistant Registrar (replacing Linda Roberts)
Francis Montry, Network and Communications Administrator (replacing
Rick Hubbert)

2nd Year Probationary Administrative Contract

Curtis Creagh, Vice President of Finance and Administration, effective
July 1, 2023 through June 30, 2024

3rd Year Probationary Administrative Contract

Curtis Creagh, Vice President of Finance and Administration, effective
July 1, 2024 through June 30, 2025

1st Year Probationary Faculty Contract:

Selina Griswold, Associate Professor of Business Management, effective
August 19, 2024 through May 8, 2025 (replacing David Reiman)

Resignation:

Kayla Richards, Technical Services Assistant, effective April 4, 2024

- C. 3. a. (2) 21. Curtis Creagh, Vice President of Finance and Administration, gave the Board an update on the General Fund Revenues and Expenses and other changes for the period ending February 29, 2023.

Mr. Creagh reported that the College started with \$28.7 million in revenues and expenses and a balanced budget. There is \$500,000 in transfers. Mr. Creagh stated that we are in perfect shape for this period of time.

Mr. Creagh announced that we have \$23.6 million in revenues recorded compared to \$20.6 the prior year at the same time. State appropriations are at 61 percent compared to 48 percent last year. The College received additional revenues this year in ITEMS funding for infrastructure, technology, equipment, and maintenance (\$761,000). Those monies are going to be transferred to the Maintenance and Repair Fund. Mr. Creagh mentions that the College received an additional \$400,000 property taxes from the Village of Dundee. The money was due to excess monies they collected over multiple years. So, after they concluded on those properties what they collected, they liquidated the funds and paid those monies out to Monroe and several other places.

Mr. Creagh moved onto Other Revenues which are mostly from interest. In January 2023, the College moved those monies to an interest-bearing account. This is why the amount is recorded as 112 percent on the statement. That budget was not there last year but it is budgeted for this year.

For Expenses, Mr. Creagh reported 54 percent as compared to 55 percent, so we are on track for Expenses. In Public Service, units that take care of our community events, shows a lot more for technical assistance to help us support those community. Total expenses are at \$15.5 million compared to \$15 million about same as last year.

- C. 3. a. (3) 22. Katie Navock, Director of Enrollment Management, reported that March 14, 2024, that her area held “Pi Day” for Monroe High School 9th graders. Pi is an infinite number whose first three digits are 3.14, and Pi Day was originated as a way to bring more interest in math and science. Ms. Navock said she had the pleasure of working with Monroe County Middle College (MCMC) instructor back in December who suggested they bring all the freshmen (300) to MCCC. While visiting the campus, the students heard about dual enrollment opportunities, they participated in some interactive activities with MCCC faculty, like Jenna Bazzell, Associate Professor of English, and Edmund La Clair Associate Professor of History, as well as with the deans. The Students were able to get into a classroom and experience a college class. Ms. Navock also said the students participated in a simulated high school lecture With over 100 students attending, thanks to Dean Letter. While there, they learned about contracts. The students also enjoyed pizza pie for Pi Day and had a student panel among other activities.

Ms. Navock showed a PowerPoint of pictures of the students participating in the various activities. All of the students received sports packs which included information about MCCC. There was a card in the pack that Ms. Navock collected, so she has each student's contact information. The students had sessions in the Career Technology Center and the Health Education Building. They were excited to do simulated shooting and driving as part of the Public Safety program with Dan Wood, Associate Professor of Criminal Justice. The students also visited the Math Den and the Academic Support Center, and the Writing Fellows. At the end of the day, because it was Pi Day, four students' names were drawn from the cards they filled out and were able to throw pies at Dr. Scott Behrens, Superintendent Andy Shaw, and two high school counselors. At the end of her report, Ms. Navock shared a Tik Tok made by several of the Monroe High School students telling what they enjoyed most about their visit to MCCC that day.

- C. 3. a. (4) 23. Dr. Quartey announced that the National Council for Marketing Communications and Public Relations (NCMPR) 2024 national conference March 14-16 in Seattle, Monroe County Community College's Office of Marketing and Communications took home two national Paragon Awards on behalf of MCCC – the Silver in the E-Publications Category for the “Online MCCC Viewbook” and the Bronze in the Print Ad Single/Series for the “A Pathway for Every Dreamer Print Ad.”

NCMPR is the is the only organization of its kind that exclusively represents marketing and public relations professionals at community and technical colleges, and its prestigious Paragon Awards recognize the very best in the country in design and communication at community and technical colleges.

There were 47 categories and more than 1,500 entries from 210 community and technical colleges across the country.

In October, MCCC won six District 3 Medallion Awards for outstanding achievement in community college marketing communications at the NCMPR District 3 and 5 Conference in St. Louis, Missouri, including three Gold awards for Television/Video Paid Advertisement (Single), Television/Video Paid Advertisement (Series) and Print Advertisement. These ads are all part of the college's new “Every Passion has a Pathway” Campaign. MCCC is a member of District 3, which encompasses Michigan, Ohio, Indiana, Wisconsin, Illinois and Ontario.

President Quartey formally presented the awards to the MCCC Marketing Department. Doug Richter graciously accepted the awards on behalf of his team, which includes Joe Verkennes and Michelle Gaynier.

- C. 3. a. (5) 24. President Quartey summarized his reports to the Trustees, which he sends every other week.

Dr. Quartey reported to the Board that some employees and community members are requesting that the Board have college email addresses where they can easily be contacted. He asked the Board to consider the request and get back to him with their feedback. President Quartey will take the question to the MCCA and AACC and ask about best practices.

President Quartey announced that he, Dr. Yackee, Dr. Behrens, Peter Coomar, Dean of the ASET Division, and Miranda Snyder, Career and Technical Education (CTE) Coordinator, met with Dr. Steve McNew, Superintendent Monroe County Intermediate School District (ISD), and his team about the CTE Hub collaboration. It was a very good meeting. It was decided that at this time, MCCC would collaborate with the K-12 schools in the areas of Electricals (we have an ongoing program in this area), Automotive Services, and Welding. These would be high school classes taught by high school instructors on our Campus.

MCCC was somehow left out of LINK plan. Dr. Quartey and his team are having discussions with external partners to ensure MCCC gets back into the plan.

Dr. Quartey announced that so far, there have been two community meetings concerning the Whitman Center – the Blue-Ribbon Committee meeting and the Community Conversation/Input meeting. The next meeting will involve a SWOT analysis, and we are attempting to find an expert to conduct that.

Dr. Quartey talked about Governor Whitmer’s free tuition proposal/Community College Guarantee. MCCA presidents are still discussing the initiative. Colleges are divided as to whether this should apply to in-district and out-of-district tuition. Colleges are united that the language needs to change; the word “free” could create additional challenges for some districts.

Regarding the restroom signs, Dr. Quartey relayed that the administration has given the GSA an opportunity to provide input. They have until March 29th to provide feedback. The current signs in the restrooms have been temporarily replaced and more functional outside signs will be ordered for the campus.

The Single Audit is due on March 30th, but we will have it ready to go tomorrow.

Congressman Walburg has assisted MCCC in receiving an earmark of \$2.45 million from the federal government for the Whitman Center. These funds would be used for structural remediation and upgrading the facility with a geothermal system. Dr. Quartey thanked Congressman Walburg.

27. Chair Aaron Mason commented that at the last meeting, the Board received a request from the GSA, but it crossed paths and if you go back to the minutes of that meeting, Mr. Mason went through a long statement of things on which he interacted with Dr. Quartey, and he opened it up to the Board for discussion. It appeared that President Quartey and the administration were already on a course of improved or corrected action that addressed many of the issues that were cited in the letter. He referred people back to the letter, which is included in the minutes and asked people to please work with Dr. Quartey going forward.

Chair Mason stated that another comment that came out this evening was pointing to the expansion of the Elliott Larsen Act as the primary reason behind the administration’s action. That is not correct. When you have differences of opinion, and policy, and such a wide divide, as he referred to at the last meeting, if there is a law or a policy in place that most people can agree to, that is a beginning. That is the law, so let us at least agree on that and then you work on solving the rest of the problem more broadly. That is the easiest point to get into an environment that is safe from harassment for all students. It is not pointing to the law as the sole reason nor the primary reason for action. Mr. Mason invited the Board to express any differing opinions on that they might have on the topic. We have the president that is navigating that with staff. He invited President Quartey to make additional comments.

Dr. Quartey stated that he wanted to be very clear the LGBTQ+ rights are human rights, as he communicated to the GSA and to the entire campus. The GSA also has the opportunity to look at that letter and provide additional input on the letter.

Mr. Mason told President Quartey, that the Board will rely on him to navigate the resolution process. He thinks the Board would like some clarity on what is really the end solution that is the acceptable to the most from the LGBTQ+ end, because we had the original situation of certain signs being posted against policy. While this original sign posting might have been with good intentions, they seemed to call for no gendered bathrooms. As one example, it said “this bathroom is for everyone.” In a clear and distinctly separate statement on it. When posting signs, we all need to follow policy and go to the administration first so administration can actually figure out what is a good balance for all students and how to get to that objective in the most clear and beneficial way to all students. When you don’t follow policy, disruption can happen, and then what winds up happening is you have signs and posters posted that are not policy and then you have other people like most recently trying to do the same which just causes more disruption.

Chair Mason said that the Board looks forward to Kojo and administration working more with the groups to address everybody's needs. Mr. Mason stated, “As I said in a prior session, I think you (Kojo) have the right heart when approaching this, which is what I said to the Board. I just hope everyone can come to a mutual understanding of what is really wanted, and then navigate to a place that is most acceptable to all.”

- C. 4. b. (2) 28. The date for the Board Study meeting is set for June 3, 2024 at 5:30 p.m. in the Board Room, Z-203. The purpose of the meeting is for select update presentations from the President and Vice Presidents on the 2024-2025 budget. The regular agenda is suspended for this meeting and no votes will be taken.
- C. 4. b. (4) 29. Chair Mason noted the upcoming events.
- C. 4. b. (5) 30. *It was moved by Ms. Dowler and supported by Ms. Lambrix that the meeting be adjourned.*

The motion carried and the meeting adjourned at 7:30 p.m.

Respectfully submitted,

Aaron N. Mason
Chair

Nicole R. Goodman
Secretary

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These minutes were approved at the April 22, 2024 regular meeting of the Board of Trustees.