

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

The Dining Room  
Warrick Student Center  
5:30 p.m., October 28, 2024

Present: Lynette M. Dowler, Julie M. Edwards, Nicole R. Goodman, Krista K. Lambrix, Aaron N. Mason, Joel A. Spotts

Not Present: Krista K. Lambrix, Mary Kay Thayer

Also Present: Scott Behrens, Phillip Borawski, Thadeus Bowerman, Jack Burns, Parmeshwar Coomar, Kevin Cooper, Curtis Creagh, Candice Ferrell, Emily Finley, Samuel Gonzales, Christopher Gossett, Melissa Grey, Elizabeth Hartig, Tom Heck, Rick Hubbert, Janice Hylinski, Peggy Jacob, Edmund La Clair, Barry Kinsey, Gerald McCarty, Tina Pillarelli, Spencer Lyke, Joshua Meyers, Katie Navock, Christina Payne, Kojo Quartey, Brian Sabbadini, Maggie Sandefur, Jay Schumacher, Doug Stevens, Helen Stripling, Kristy Svatek-Whitson, Frank Thomas, Beverly Tomek, Linda Torbet, Mick Valentino, Joe Verkennes, Carl Whitson, Quri Wygonik, John Wyrabkiewicz Grace Yackee, and Penny Dorcey (recording secretary)

1. Chair Aaron Mason called the meeting at 5:36 p.m.
  2. There were two delegations present.
- B. 2. a. (1) 3. *It was moved by Ms. Dowler and supported by Mr. Spotts that the Board approve the following items on the Consent Agenda:*
- B. 2. a. (1) Approval of minutes of the September 23, 2024 regular meeting.
- The motion carried unanimously.
4. Item C. 2. a. (1) was moved forward in the agenda by unanimous consent.
- C. 2. a. (1) 5. Chair Aaron Mason explained that with all the public comments over the course of many months and all of the other activities happening outside of the Board meetings as far as advocacy, he wanted to make sure that everybody has a little bit of training from legal counsel.

Dan Tukel, esquire, from the Butzel Long law firm, explained that he is a shareholder of the law firm of Butzel Long. This firm has been serving as the general counsel to the College for a number of years. Mr. Tukel personally counsel the College on employment, civil rights, and labor matters. He gave an overview of the legal requirements and prohibitions of the legal use of the restrooms on campus. Mr. Tukel noted that, as many of the Trustees and the those in the audience know that there is a state civil rights statute, the Elliot Larson Civil Rights Act, which in many regards is broader than some of the Federal anti-discrimination rights acts. The Elliot Larson Civil Rights Act was recently expanded, to include as protected statuses, sexual orientation, gender identity, and gender expression, and that makes the state's civil rights act explicitly broader than many of the Federal anti-discrimination statutes, some of which have been interpreted the same way but are not worded the same way.

Mr. Tukel said that identity or expression is different from the gender that may have been assigned to an individual at birth. There are single-use restrooms on campus and nobody can be required to use them in lieu of using the general gendered bathrooms that they prefer to use, but they can certainly be told that there are single-use restrooms on campus. That is true for people that may have a gender identity or expression that is different from the gender they were assigned at birth, or alternatively, someone who is concerned about someone who may express their gender differently than the gender identified on the restrooms and they want their privacy; they can be informed of the availability of the single-use restrooms, but they cannot be required to use them. There are a number of people who do not like that but that is the correct state of the law. Just like we are not allowed to discriminate, based on certain protected statuses, whether people agree with that or not that is the state of the law. So, the College needs to be careful not

to preclude people or allow people to be harassed discriminated against, or mistreated in any way because of their gender identity or expression, including in the use of restrooms or facilities. Of course, if somebody acts inappropriately, regardless of their gender identity or gender expression, that is a different matter. If they act inappropriately in their conduct within the bathroom, apart from using the restroom, if their conduct violates any kind of College policy on that conduct, they can be disciplined the same way that any other person would be disciplined for violating the code of conduct, but not simply for their use of the restroom. Many of the Federal laws, including Title IX have been interpreted the same way by some courts, even though their explicit language isn't as broad. Many people may simply not realize that the state's statute is broader and was recently amended specifically to include these broader definitions of what is protected and what is not. That is a summary of where the current state of the law stands in terms of use with restrooms.

Mr. Tukul added that he understands that the College is expanding its physical plan to include some additional single-use restrooms to ensure additional privacy within the broader bathroom facilities, and those are good ideas, but it does not change the state of the law and what is otherwise required. It may alleviate some of the objections the College has been hearing about, but it is simply an accommodation, not a work around or exception of any sort.

Dr. Quartey gave an update on some of the work that has been taking place in the College restrooms. He announced that the College has begun adding privacy partitions in the gendered restrooms adding additional safety and in all of the restrooms on campus. The gaps will be covered. Installation begins this Thursday. The CTC is getting an additional restroom.

In answer to a question from the Board, Mr. Tukul stated that there is nothing specific in the statute with regard to signage. There are two aspects of signage. There is one that brands a restroom for a particular gender, or not, and then there is signage that talks about the College policy. There is no specific language in the statute that requires or prohibits signage in either regard. There are some forms of signage that depict stereotypical images of males or females, and there are some that are a combination of both, that are disfavored, but there is nothing that indicates that you are not allowed to identify a restroom as a women's restroom or a men's restroom. There is also nothing that says you either have to or are precluded from putting a poster or a sign by the restroom, as the College has done, indicating that people can use the restroom according to their gender identity and that people should not discriminate or make anybody leave. While not prohibited or requires, and institution certainly can indicate what the College policy is.

Mr. Tukul stated that he believes there should be signs identify restrooms as men's restrooms or women's restrooms. There are some public accommodation areas as well as some institutions of higher education that have gone to essentially non-gendered restrooms and simply say anybody can use all of them, so that is an option, but that is not what the College is currently doing. It makes sense to brand or label restrooms as male or female, and what that means is people who identify as either male or female or presumably as neither, can use those restrooms. Some people may not understand that somebody who was assigned male gender at birth, but identifies as female, might also be using the women's restroom. They may not understand that from the sign and Mr. Tukul is not sure there is a way to indicate that. The College can do that but it is not required. They could publicize the policy, but that is not necessarily the best way to help people understand that the women's restroom is for people who are biologically woman and are assigned the female gender at birth, and those who identify or express themselves as women even if they might have had a different gender assigned at birth.

Mr. Tukul addressed another concern regarding the Elliot Larson Civil Rights Act possibly conflicting with Title IX. He explained that Title IX is one of those laws that has been interpreted by some courts to include protected categories that are not explicitly listed, and there have been some challenges under Title IX to use of restrooms to people who identify with a gender other than what was assigned to them at birth. There have been losses to various states around the country in that regard. Under Title IX there have been injunctions issued in some states about that, but Elliot Larson is broader than Title IX. So, regardless, even if it were to

be conclusively determined that Title IX does not go as far as allowing people who have gender identities that are different to use the restrooms assigned to the other gender, that does not affect Elliot Larson. Whether or not the College will have issues with it, there is nothing that stops somebody from bringing a lawsuit or a civil rights charge against the College or any other entity challenging the law. That may happen. There have been proposals in the legislature to modify the law to make it broader, or to make it narrower. Those have not passed at this point. There are often challenges when there is a new law, in terms of interpreting it and things like signage. There may be lawsuits about whether certain signage is appropriate and whether it violates the law or not that will shed some light on how these laws will be interpreted. But, right now, that is the state of the law and if anyone wants to engage the Board in a discussion about challenges, the Board is following the law and will continue to follow the law as it evolves. If the law changes, they will follow the law as it is changed.

Mr. Tukul went on to say that with regard to religious issues, the short answer is “no,” that religious belief would not allow someone to compel the College to provide restrooms that cannot be used by other people. There are religious accommodation requirements that are similar to the accommodations or requirements that are for people with disabilities that are protected by law. So, you do need to reasonably accommodate religious beliefs, but you cannot reasonably accommodate them by violating what the law says you have to do. An accommodation does not have to be the accommodation, even when it is legally required, that somebody requests. It has to be any reasonable accommodation, and there are often more than one reasonable accommodations that would be satisfied. Here, a reasonable accommodation would be to tell someone who says that “my religious beliefs do not allow me to use a restroom where somebody who was assigned a different gender at birth can also use them”, a reasonable accommodation would be to say, “We understand that. There are a variety of single-use restrooms around campus where you can have complete privacy. Here is where they are located. And, if your religious beliefs make you prefer to use one of those you are welcome to do so.” That would likely be proficient if somebody would bring a challenge such as that.

Elliot Larson has at least three different sections it applies to: employment; places of public accommodation; and one that applies to institutions of education. A place of public accommodation is defined to include an educational institution, certainly a public educational institution. An Educational institution is defined to include an educational institution, with the possible exclusion of a religious educational institution. Those various sections apply broadly to a whole range of different types of entities. It may very well be those places like city hall, and other places like that are subject to one or more of those provisions. Any place really that welcomes the public to attend is typically, unless it falls under an exception, a place of public accommodation to which this same rule would apply, and public educational institutions are also places to which it would apply. The prohibited conduct for a place of public accommodation includes prohibiting somebody from the full use of a variety of access of the place of public accommodation, including services and facilities. Facilities certainly would include classrooms, dress rooms, and other physical parts of a campus. So, there are some exceptions to what might constitute a place of public accommodation or educational institution that would not apply to the College as a public institution. Mr. Tukul said that he cannot say that every facility would automatically qualify, but it is clear that the College would fall under one or both of those definitions.

Mr. Tukul indicated that Elliot Larson covers all levels of public school. There is at least one case where the Federal Court of appeals for the sixth circuit which governs the federal courts in Michigan and a number of other states, there was a case like that in an elementary school where there was a transgender student and the court allowed them to use the restroom to which she identified even though it might not have been the gender she was assigned at birth.

Dr. Scott Behrens, Vice President of Enrollment Management and Student Success, commented that Title IX was rewritten and the new rules went into effect, on August 1<sup>st</sup>; however, there have been several injunctions at several colleges to stave off the new Title IX regulations, in which case if the school was mentioned within the injunction, in Kansas City specifically, they must abide by

the old Title IX regulations and we are part of that. Mr. Tukul added that to some extent, whether Title IX reaches this issue or not is irrelevant because of Elliot Larson's broader application than Title IX. Dr. Behrens stated that there is nothing in Title IX that would violate Elliot Larson, or vice versa, as far as he can see. Mr. Tukul added that states are permitted to have laws that are broader in its protections than the federal law. They just can have laws that restrict the federal law. Michigan has done that historically in a number of circumstances. Michigan law prohibits discrimination based on height and weight, which is still not a protected category under federal law, but is enforceable under Michigan law. Michigan has a disability discrimination status that is similar to the Americans with Disabilities Act, before there was an Americans with Disabilities Act. So again, you can be broader in your laws you just cannot restrict federal law or reduce them. Mr. Tukul assured the Board that as the laws are interpreted, he will keep the College informed of any changes.

- B. 4. a. (1) 5. *It was moved by Ms. Dowler and supported by Ms. Edwards that the following resolution of commendation be adopted for Ms. Janice Hylinski:*

*WHEREAS, Janice Hylinski will retire from her position at Monroe County Community College, effective October 31, 2024, and*

*WHEREAS, she diligently served students and the community since she was hired as a digital services assistant in April of 2007, and*

*WHEREAS, she digitized and archived the entire collection of the school newspaper, The Agora, and the fine arts magazine, Images, and,*

*WHEREAS, she organized the entire library collection of books for transport to the newly renovated Library in the Campbell Academic Center in the summer of 2022, and*

*WHEREAS, she engaged in continual professional development during her employment at MCCC, most recently earning the Mental Health First Aid Certification in 2023, and*

*WHEREAS, as the college dealt with the institutional impact of the COVID-19 pandemic, she was instrumental in maintaining excellent student service by learning new software, assisting Disability Services, contacting students and reminding them to register, registering students for classes and maintaining the computer lab in Founders Hall. There were certain people whose work went largely unnoticed as they helped maintain the institution by taking on more quietly behind the scenes and ensuring that operations continued to operate at a high standard, and Janice Hylinski was one of these unspoken heroes, and*

*WHEREAS, her direct supervisor once wrote, "Janice has a wonderful work ethic she is always willing to help others and treats everyone with dignity and respect. Janice's knowledge of the Monroe County Community College Library and all the policies and procedures is exemplary. Janice is so valuable to the library; I am truly blessed for work with her," and*

*WHEREAS, she is a true testament to the student and community focus of Monroe County Community College, and her dedication to serving students, employees and the community for so many years has made her a true ambassador for MCCC's mission of enriching lives in Monroe County through student-focused higher education.*

*THEREFORE, BE IT RESOLVED that the Board of Trustees recognize Janice Hylinski for her many years of dedicated service to Monroe County Community College, and*

*THEREFORE, BE IT RECORDED that the Board of Trustees expresses its very best wishes for her continued success, well-being, and happiness on this Monday, October 28, 2024.*

- B. 4. a. (2) 6. The Capital Outlay Plan was postponed until a special meeting to be held on October 29, 2024 at 4:30 p.m., in the Cabinet Conference Room.
- B. 4. a. (3) 7. *It was moved by Mr. Spotts and supported by Ms. Edwards that the Board adopt Policy 6.48, Governance Data Board, as presented.*

Grace Yackee, Vice President of Instruction, stated that the Governance Data Board reports directly to the President. The procedures will identify members based on their position at the college, they are primarily data overseers: registrar, human resources, institutional research, admissions, and information systems. The board's purpose is to oversee quality and access to data to make sure there is a central point. They review and release and to ensure that if there is any issue with quality and acquisition, the team comes together and addresses those issues.

The motion carried unanimously.

- C. 2. a. (1) 8. Community member, Candice Ferrell, addressed her concerns regarding the bathroom policy, Ms. Ferrell stated she believes that installing the privacy panels is a great step in the right direction. She asked, "Where should young girls use the bathroom? So, if a girl is scared or uncomfortable with a man being in the bathroom, they have to suck it up and deal with it. When will the apathy at the College stop? When will the hate-filled language stop if someone disagrees with those things? Some people have been threatened. What is their next course of action, call the police, call a lawyer? There are effective ways to communicate without mean language. The loudest and most extreme on both sides are getting their voices heard. The majority, 80 percent if not more, are the ones who are silent and scared. So, we should have equal rights, but one group is getting more rights than everyone else. The Elliot Larson "bill" also protects women, but it forces us to have no rights for our voices to be heard. The girls need a safe place to use the bathroom. So, we do not have equal rights in this school. Why would a man want to enter a bathroom with a child knowing that he is going to scare her? This is not a trans issue. Anybody can say, I feel like a man today and enter that bathroom with the girls. This is making the girls uncomfortable with the school and they're talking amongst themselves. They are afraid but they are not speaking out and parents are afraid to speak because they are afraid that the girls' teachers are going to give [the girls] bad grades. This has created a classic fearful environment."
- C. 2. a. (2) 9. Community member, Kristy Svatek-Whitson, spoke about the bathroom policy. Ms. Swack-Whitson read an excerpt from State of Michigan website, about the Elliot Larson "bill". "The opportunity to obtain employment, housing and other real estate, and the full and equal utilization of public accommodations, public service, and educational facilities without discrimination because of religion, race, color, national origin, age, sex, sexual orientation, gender identity or expression, height, weight, familial status, or marital status as prohibited by the ELRCA, is recognized and declared to be a civil right." Ms. Svatek-Whitson pointed out the Act say "equal" not "same." This College caters to the minority. They [the college] have grade school children here, we have ISD kids here. We have people here who do not understand this mentality. Ms. Svatek-Whitson acknowledged that ELRCA is a state law, and she agrees, s equal, we need to have equal accommodations, but we also have to protections for the innocent. She is here to protect the innocent. She noted that there are signs on the walls of the bathrooms. She has talked to Trustee Spotts and asked if those are the signs from the state. She has not found any and asked that if she is wrong, that the Board send her some. She said that we do not have to do this as "equal" under the law.

Trustee Spotts noted that they just heard from the College lawyer that there is signage all over the State. What each individual institution is going to do is going to vary. Institutions can have signage or not have signage, but they do run a risk that without signage of having someone who does not understand the law to do something to get themselves in trouble, such as something that violates the civil rights law, especially if it is prosecuted at the Federal level, that is very serious a serious issue. He knows there are people who do not like it, he is not sure he necessarily likes it, but there certainly are other institutions dealing with the same issues MCCC has.

- C. 3. b. (1) 9. Dr. Quartey announced the following staff appointments, position transfer, and retirement:

Staff Appointments:

Dana Phipps, Administrative Assistant for Upward Bound, effective October 14, 2024 (replacing Cheryl Prenkert)

Sarah Rorke, Facilities Event Coordinator, effective October 29, 2024 (replacing Mary Lyons)

Position Transfer:

Erika Hunt, Digital Media Coordinator, effective October 7, 2024 (replacing Beth Waldvogel)

Retirement:

Dean Kerste, Professor Mechanical Design, effective December 12, 2024

- C. 3. a. (3) 10. Curtis Creagh, Vice President of Finance and Administration, gave the Board an update on the General Fund Revenues and Expenses for the period ending September 30, 2024.

Mr. Creagh, reported recorded Revenues and Expenses of \$31.2 million. Expenses are at 4.9 million (17.29 percent). Revenues are at \$4.1 million (14.4 percent). The budget is on track with last year. Expenses are at \$5.9 million as compared to \$5.3 million last year (17 percent: 17.2 percent).

Mr. Creagh presented a snapshot of the revenues. State Appropriations show a decrease year over year, due to the Point in the budget year. State Appropriations do not start picking up until October. Tuition and Fees are in line with last year, year-over-year (53 percent: 51.1 percent). This is due to the increase in Tuition and Fees for in-state students. Property Taxes normally begin coming in at the end of December and then make a big jump in January and February. In the Other category includes \$594,000 of investment income. The College has accrued about \$269,000.

- C. 3. b. (1) 11. The Board received a Fall 2024 Enrollment Management, Student Success, Student Profile Update from Katie Navock Director of Student Success, and Quri Wygonik, Director of Institutional Research, Evaluation and Assessment.

Dr. Quri Wygonik explained that from this point forward, she and Ms. Navock will be co-presenting this item from. The profile is best explained by the person who can explain the fluctuations and the numbers and Dr. Wygonik's office deals with the dashboard which is the way we view and access the information. Dr. Wygonik reminded the Board how to access the dashboard information. She noted that enrollment and specific statistics to include the 2024 data.

Ms. Navock, announced that enrollment is slightly up in duplicated headcount for the Fall 2024 semester. Looking at unduplicated headcount, by division, some divisions are going up in terms of enrollment. Humanities and Social Sciences is the only Division that has decreased slightly. Overall, the divisions are going strong. Ms. Wygonik used the dashboard to give the Board a visual of what these statistics look like. Dr. Wygonik pointed out the College's fulltime enrollment (FTE) has increased, which is why there is an increase in billable contact hours. She explained that FTE is the best point of comparison between colleges. The increase in FTE is why there is an increase in billable contact hours. This brings more revenue into the College. Student are also taking larger class loads, so students are closer to making their completion goals.

Ms. Wygonik presented a dashboard on utilization which speaks to registration activity and the cutoff date, which is calculated by enrollment out of capacity. Classes are more utilized, which means we are more efficient at scheduling, which is a benefit to students. This shows the great increasing collaboration of admissions, student services, and the instructional side.

Ms. Navock reported on enrollment for the fall. This year, 2024, enrollment is slightly down from last year by 14 students, but that equals out with billable contact hours. Of MCCC's students, 38 percent are males, 62 percent are female, a large portion of our student are Caucasian, and the average age of our students is 23.4. Ms. Wygonik added, that when looking at the revenue driver, FTE is the best statistic to track that information. Reconnect 21-14 has helped enrollment small percentage and Reconnect 25 and up has also helped. Dr. Wygonik noted

that Ms. Navock and Dr. Behrens have suggested have suggested is hard coding into the dashboard the total size of the graduation classes of Monroe County high schools. This will enable us to see the total number of graduates available and we can also track the trends over time.

Ms. Navock noted that enrollment from Summerfield high school has declined due to a lower number of students available from that school. Ms. Navock spoke with a counselor from Summerfield who told her that not that many students choose to go to college. Those who did choose to go went elsewhere because the schools had programs that MCCC does not offer. Ms. Navock is working on that, as four or five students who went to four-year universities are coming back and student services will be reaching out to them. Ms. Navock's office continually monitors these situations through communication with the guidance counselors in the high schools. Dr. Behrens commented that even though we were down 14 student's this fall, we have a very hard count day and there was a school who provided their dual enrolled student late. Ms. Navock explained that many of the high schools started later than MCCC so the high schools did not start their count until after Labor Day and the College count is before then. Those schools had an opportunity to register their students right up to the Monday after Labor Day. There were about 20 student who were not included in our count. The Census date is the point of the no refund date, which is the seventh day after the first day of classes. This is a recognized standard for all Michigan colleges.

Dr. Wygonik stated that MCCC houses its non-credit registration data in a separate system from the College's full credit registration system. Enrollment has increased significantly in the non-credit area. One area of focus is to using the non-credit classes as a recruitment pool for credit classes. So, we also monitor non-credit and credit current enrollment. The Fall 2020 was a true zero, so enrollment is slightly down year-over-year. We are going to continue the work that we do on the non-credit to encourage credit enrollment.

Ms. Navock showed the Board a slide comparing MCCC's enrollment Year-over-year. Dr. Behrens uses these reports daily to track how enrollment is doing daily. This information is converted to a report and an excel document. The IR office has added features so that the information is updated daily so that the admissions team can see where enrollment is at and compare it to past years' data. She thanked the IR office for their work on this, which helps them to see enrollment progress along the way.

Dr. Wygonik announced that she and her colleagues are presenting at the local conference in Frankenmuth soon. She believes they will be shocked by what the IT team has to share with them. She will share how that presentation goes when she meets back with the Board. Having access to live data allows the College to do robust filtering.

Dr. Quartey added that just a week before last he was approached by an individual at the MCCA at a conference and they were very impressed with the labor market data that we have. Dr. Quartey asked if any other institution in the state has that and was told, no. So, they will be presenting MCCC's information at a President's conference. MCCC is being touted as the institution in Michigan that is leading the pack in that area.

Ms. Navock commented that as MCCC pushed forward to the fall of 2025, there are some new initiatives her team will be implementing, such as the Husky Quick Start Direct Admissions Program, with Monroe, Erie Mason, Ida, and Jefferson high schools. MCCC will automatically get a list from those schools and those students are automatically accepted to MCCC. Those students will receive their letters next week, welcoming them to the community college and getting them ready for their orientation. We will. A Husky Quick Start Celebration is scheduled for November 20<sup>th</sup> from 6-8:00 p.m. This celebration includes the four schools who have proxied into this program as well.

The other new addition that is coming in is an Immigrant Program for high school students who are immigrants or first-generation immigrants in Monroe County. Nancy Lucero, Director of Multicultural and Community Engagement, is the lead on this program. Ms. Lucero will be doing weekly session with these students about college preparations and academics. There are about 35 students

in the program. A program celebration is also scheduled for them one week before Thanksgiving on November 21<sup>st</sup>, in the La-Z-Boy Center atrium.

Admissions is focusing on building a pipeline to MCCC for Monroe County Students. They are trying to get younger students on campus so that they know who we are and so we can get them into our CRM system to begin communication earlier.

In our focus to get students on campus, we have two senior preview days planned, one in October and one on November 8<sup>th</sup>. Half of the senior class from Monroe will be here in October, and the other half is coming in November. An entire freshman classes from Tecumseh and Monroe are coming in this month. The 8<sup>th</sup> grade class from Jefferson is also coming in this month. The Student Success team also has several commitments from other schools to bring their students to campus as well. The success Team is also doing some recruitment in Monroe, Eastern Lenawee and southern Wayne Counties.

- C. 3. b. (2) 12. The Student Government update was pulled from the agenda.
- C. 3. b. (3) 13. Joshua Myers, Executive Director of The Foundation, presented a summary of The Foundation 2023-2024 Annual report. Dr. Myers explained that The Foundation board met for the Board of Directors meeting, and per the bylaws, he reports to The Foundations the state of the previous fiscal year. In the report he highlights some strategic updates, financial updates, and operating updates to help keep them focused on some of the areas The Foundation works on. This year as in previous years, the primary focus continues to be on eliminating barriers projects for students and addressing their concerns, and also identifying new services that Foundation can provide them. They expanded some of their basic needs security services and are in the process of aligning some of the work in messaging and the programs they offer in The Foundation with some of the work the College is doing for the 60 x 30 goal that was set by the State of Michigan. Hopefully, in the next year, launching the comprehensive campaign that will focus fundraising initiatives on that critical goal of 60 percent of the team by 2030.

The Foundation's investments still represent a major proportion of its portfolio composition and that will be the case going forward, so their revenues every year are disproportionately affected not by the contributions they receive but by what is happening in the market. Dr. Myers noted that those are things they don't control; however, they have two very good wealth managers who manage different portions of the funds. They have a net worth of \$1 million and they exceed assets of \$11 million. Dr. Myers said that he continues to make some internal changes with his board to both fundraising capacity and with the governance of the board members.

One of the good outcomes of last year's fundraising is that the Foundation has doubled its restricted gifts from previous fiscal year. This is somewhat of an episodic number as we have \$20,000 gift that comes in. Unrestricted gifts are the lifeblood of The Foundation as they give them maximum agility to respond to different needs that pop up throughout the year. The number of donors remain consistent for us. Dr. Myers said that it is one concerning area he has because the donors tend to be older in age, so it's really important to build a pipeline of donors. Overall, the financial performance continues to have an upward trajectory, with the exception of 2022 when there was a significant sell off in the market. The markets have since recovered and we are seeing a growth in net position. The more money The Foundation has in investments, the more money they have to award out for the directors to use that money for.

Dr. Myers noted that The Foundation continues to recruit for the Husky Shuttle through the winter semester. They are reaching out to students and the City of Monroe and Monroe Township to provide free transportation for those students on Monday and Wednesday. If they are in the service area they can still qualify for assistance from The Foundation. They typically offer bus passes about once a semester. The nice thing for those students who are usually very asset limited, is that they do not just use their bus pass for Transportation to the College, but they can also use it to get to the grocery store, to get their prescriptions, and wherever else they need to go, which is a great service to them. Lake Erie Transits give The Foundation a discount so they are very appreciative for that partnership.

Dr. Myers mentioned that one of the things that is not well understood like things like scholarships or capital projects, are all of the projects The Foundation funds across



campus in some limited or major way. This year the group awarded over \$130,000 to different projects across the campus. Some of these projects are partially funded by the areas themselves and then The Foundation acts as their fiduciary. This year some of those projects include One

Book, One Community, a student play, violence prevention training videos, CNC tools, Care Closet, Career Academy, VEX Robotics, NUET recruitment, and Respiratory Therapy vents. This year Medtronic was eliminating their state-of-the-art vents, that whole product line, and The Foundation had opportunity to purchase five of them for about 50 percent off. Dr. Meyers was able to find a donor, found some internal funds, and then purchased the VENTS. The current vents were in bad shape.

Dr. Myers reported that they have five new endowments. The first is in recognition of one of the Trustees. The scholarships are the Lynette Lavigne Dowler Scholarship; Traci T. Calkins Miss Monroe Pageant Scholarship; Frances A. Mandel Scholarship; Amy and Judge Joe Costello Scholarship; and the William and Kathleen Bacarella Emergency Scholarship.

Several cultural projects funded by the Endowment funds this year include the Holocaust survivor speaker, the Meyer Theater stair treads, La-Z-Boy curtains, the MCCC archives, Cultural events, and the Great Lakes Symphony.

Dr. Myers share two new tools with the Board. Fundraising is becoming incredibly complex. It's no longer about placing ads and stories in the Monroe Evening News. Direct mail is still a very effective method. The Foundation launched the first Husky giving day, a day that we focus on giving to the community. One of the ways we did this is to purchase a platform that allows us to choose challenges and matches and highlight the stories of some of our students. Dr. Myers showed one of the videos highlighting a student's stories. This video story help to find the student the support that she needs to come to college and work on her degree. Many of MCCC's students are on a knife edge and there are things that pop up and they need help. This tool allows us to give them the support that they need to be successful.

A second tool is the use of technology, specifically, podcasts. Dr. Myers used AI to help him prepare his part, with the help of Joe Verkennes, Director of Marketing and Communications, and Douglas Richter, Graphic Designer. He played two minutes of the podcast for the Board. Dr. Myers says that leveraging free resources to make our writing more succinct, we'll be able to tell those stories indifferent ways, and then share that output, is exciting. He said that he would edit the recording down and then share the podcast with others.

- C. 3. b. (4) 14. President Quartey summarized his reports to the Trustees, which he sends every other week.

Dr. Quartey reported that the State of the College he gave last week at the 60<sup>th</sup> anniversary event, thanks to Mr. Verkennes and Dr. Myers, Janel Boss, Assistant to the Director of The Foundation, Michelle Gaynier, Communications Specialist, and Penny Dorcey, Executive Assistant to the President, all goes to help educate. He also thanked the Board members who were present at the event. Dr. Quartey noted that the new History book was also revealed at the event, that was featured on the front page of the Monroe Evening News today.

President Quartey announced that the student refund issue caused by the technology fee reduction has been rectified and all student refunds have been loaded.

He also noted that a full-time coordinator, Rebecca Fournier, has been hired for the Whitman Center, and the EMT Program has begun with Bedford High School. This is just the beginning of the revitalization effort for that campus.

We heard an explanation of the Elliot Larson Civil Rights Act earlier from our College attorney, Dan Tukul. ELCRA is the law. Not everybody will accept that, but it is the law.

Lt. Governor Gilchrist was on campus for the Welch Health Education Building Groundbreaking event, which was very well attended. In other news, there are some exciting new partnerships with high schools, as we heard earlier for Ms. Navock and Dr. Wygonik. New privacy strips have been added to the

Bathrooms. Then the ASET Division held its annual XTECH event last week. This is the open house for the technology program. This unions were present and have been supportive of this program. The construction program recently participated in an event at Eastern Michigan University. Over 1500 high school students were in attendance. In the summer of 2024, the ASET Division worked with a research center that specializes in EV. MCCC is leading the charge here. If not us, then who?

- C. 4. b. (1) 12. Mr. Curtis Creagh announced that the auditors are planning to meet with the Board Audit Committee at 4:30 p.m. on November 25<sup>th</sup>, before the Board meeting.
- C. 4. b. (2) 13. The 2024 Fall MCCA Board of Directors Meeting update was pulled from the agenda.
- C. 4. b. (3) 14. The 2024 ACCT Leadership Conference update was pulled from the agenda.
- C. 4. b. (4) 15. Chair Mason noted the upcoming events.
- 16. *It was moved by Mr. Spotts and supported by Ms. Goodman that the meeting be adjourned.*

The motion carried unanimously and the meeting adjourned at 7:40 p.m.

Respectfully submitted,

Aaron N. Mason  
Chair

Nicole R. Goodman  
Secretary

pd/

These minutes were approved at the November 25, 2024 regular meeting of the Board of Trustees.