

MINUTES

North Shore Community College

Board of Trustees

Tuesday, April 27, 2021, 4:45 pm - 6:30 pm

via zoom

Approved 6.15.21

In Attendance

Andrea Gayle-Bennett; Anh Dao Tran-Moseman; Barbara Heinemann; Dr. Dharma Cortes; Dr. J.D. LaRock; Elijah Alouidor; Joseph Riley; Maria Vega-Viera

Not In Attendance

Nicole Bluefort

Additional Attendees

Interim President Nate Bryant; Vice President Jan Forsstrom; Vice President Karen Hynick; Interim Vice President Stephen Creamer; Linda Brantley; Miranda Gualtieri; ;Tim Johnson; Laurie LaChapelle; Lucy Bayard; Walter Stone; Donna Davis; Zahriyannah Karakashian-Jones, members of the public

1. Call to order

Chair LaRock called the meeting to order at 4:46pm.

He congratulated Dr. Karen Hynick on her appointment as CEO of Quinebaug Valley Community College.

2. Public Comments

There were no public comments.

3. Student Trustee Report

Student Trustee Elijah Alouidor reported that the SGA had a successful election and that there will be a smooth transition for the incoming members. The 2021-2022 executive board is as follows:

Zahriyannah Karakashian-Jones, President

Yuleika Lluveres, Student Trustee

Aya Mohamed, Vice President of Culture and Inclusion

Chair LaRock thanked Elijah for all of his hard work as a student trustee.

4. Chair's Report

a. Review of minutes of 3/23/21 and 4/6/21 Doc: 30 FY2021, Doc: 31 FY2021

Chair LaRock asked if there were any edits or corrections to the minutes of 3/3/21 and 4/6/21. Hearing none, he asked for a consensus motion to approve the minutes of 3/23/21 and 4/6/21.

- Consensus Motion 21:18 to accept the minutes of 3/23/21 and 4/6/21

Move: Joseph Riley
Second: Barbara Heinemann
Status: Passed

5. Policy and Planning Committee

a. CP 1205 Gender Pronoun Policy Doc: 32 FY2021

Maria Vega-Viera reported that the Policy and Planning Committee met on 4/26/21 to review CP 1205 Gender Pronoun Policy.

Lucy Bayard read the following statement:

Statement from the Diversity Leadership Council in support of the Gender Pronoun Policy

Thank you for providing time on tonight's agenda for the Diversity Leadership Council (DLC) to present the Gender Pronoun Policy. I'm Lucy Bayard, Chair of the DLC. I'm a Disability Counselor in Accessibility Services at NSCC. I'll be presenting tonight along with two faculty members who serve on the DLC's gender pronoun policy sub-committee, Dr. Laurie Carlson and Dr. Kristin Erbetta. Students from SGA (Student Government Association) have written a letter sharing their thoughts on this policy. We thank you again and welcome your questions after we have presented.

We'd like to provide you the purpose and history of this policy. In fall 2018, two students reported their grades being penalized for using a plural pronoun with a singular subject in a narrative essay. The students' concerns were brought to Accessibility Services and were shared at the DLC's November meeting to discuss next steps. Next steps included Deans sharing with faculty at their respective Division meetings that students can use the gender pronoun that aligns with their gender identity in a narrative essay without being penalized. The student papers were promptly re-graded a week later. The DLC discussed developing a gender pronoun policy to ensure students can use the gender pronoun that aligns with their gender identity in a narrative essay moving forward without penalty, and to ensure students feel supported, welcome, and included at NSCC, which aligns with our mission.

In spring 2019, the DLC developed the gender pronoun policy, which was submitted to the Academic Policy Committee in March 2019. The DLC presented to the this Committee in April 2019 and were asked to present this policy at Division Meetings for faculty feedback. The DLC presented the policy and requested feedback from faculty at all Division meetings in April 2019.

In fall 2019 the DLC revisited the Academic Policy Committee at their December meeting to share faculty feedback from Divisions. The DLC was advised by the Academic Policy Committee to revisit Division Meetings for further faculty feedback. From spring 2020 to fall 2020, the DLC revisited Division meetings to collect feedback and a faculty vote on the policy. All Divisions voted in majority favor for the gender pronoun policy to be implemented at NSCC. Faculty did not express concern or objection to the policy being implemented during interactive discussions at the Academic Division meetings.

In spring 2021, the DLC revisited the Academic Policy Committee at their February meeting to present the feedback and vote from faculty from all Divisions. The DLC discussed the gender pronoun policy with the Academic Policy committee members, and there were a number of friendly amendments approved and voted on affirmatively to make the policy more inclusive and broaden its scope. This broadening of scope was suggested and led by members of the Academic Policy Committee.

The policy has moved appropriately through the governance system process and the DLC implemented the suggestions from the Academic Policy Committee to revisit the Academic Divisions twice during spring 2019 through fall 2020. The Gender Pronoun Policy was brought to the College Forum in March 2021 for a vote and the attendees, who included faculty, unit professional staff, non-unit professionals, and other staff voted in favor of the policy by 86 percent. Thirteen percent abstained and one percent voted no.

The updated Gender Pronoun Policy states:

In keeping with diversity, inclusion, and equity, students may use the gender pronoun that aligns with their gender identity in any capacity at NSCC. Students may use the gender pronoun that aligns with their gender identity in all forms of communication and course work including but not limited to narrative essay and speech assignments and not be penalized for doing so.

This clear policy on gender pronoun use will help faculty and staff who may not be aware of gender neutral pronoun use to support students in using the gender pronoun that aligns with their identity. To provide additional context and acceptance of using a gender pronoun that aligns with a student's identity, the APA endorses the use of "they" as a singular third-person pronoun in the seventh edition of the *Publication Manual of the American Psychological Association*. The Modern Language Association (MLA) supports the singular they and the use of a person's chosen pronouns as well, advising that these uses are "correct." Finally, The Washington Post has accepted the singular they as acceptable in 2016 and it was added to the Associated Style Book in 2017." Source: Merrill Pearlman Columbia Journalism Review from 2017. The policy will clearly align North Shore

Community College with the latest scholarly and journalistic practice. This clear policy on gender pronoun use will help faculty and staff who may not be aware of gender neutral pronoun use to support students in using the gender pronoun that aligns with their identity. North Shore Community College's adoption of the Gender Pronoun Policy demonstrates its support for a growing population of students. This policy will promote inclusion and provide protection for students to use the gender pronoun that aligns with their gender identity while respecting student's individual identities. It supports the College in its urgent goal to promote diversity, equity, and inclusion for all students.

Zahriannah Karakashian-Jones read the following on behalf of the Student Government:

To The Board of Trustees of North Shore Community College: As the Student Government Association of North Shore Community College, we are writing to stand in favor of the Gender Pronoun Policy that is being presented. We feel that the Gender Pronoun Policy is a positive step forward to help protect our fellow students and help create a climate that will allow our students to feel comfortable as themselves. We feel a pronoun policy will help prevent the act of making assumptions about individuals' pronouns. This helps create an environment that is welcoming and allows students to feel their individual identities and humanity is respected. Students should be treated with respect and equality. When NSCC does not acknowledge the gender identity of students it is disrespecting the integrity of their identity. Using incorrect pronouns can be abusive and offensive. Having this pronoun policy in place helps ensure the safety of our fellow students. Further, as an institution it is important that we set precedence to ensure that NSCC students are explicitly aware that North Shore is a place that takes intentional measures and proactive steps to create a safe setting for students. North Shore Community College has the opportunity to take initiative and lead other institutions by enacting policies that help ensure individuals rights. We want to ensure that we create a classroom setting for students that allows them to do their best work while being most true to themselves. The specifics of this policy allow for students to do so without the fear of any retribution, and we feel it is important for students to have that level of protection and certainty in their academic work. North Shore should set the precedent for our students that as an institution it is ready to accept new and open ideas, changes, and redefine the liberties of its students.

Walter Stone reported whole-hearted support of the policy and support for faculty to have Safe Zone training. Donna Davis echoed the support of the importance of this policy in fostering students' self-esteem, confidence and sense of belonging.

Interim President Bryant added that he fully supports the policy, as did Chair LaRock. Trustee Heinemann thanked the team for a thorough presentation.

Trustee Vega-Viera asked for a motion to approve CP 1205 Gender Pronoun Policy.

b. Motion 21:19 to accept CP 1205 Gender Pronoun Policy

Move: Dr. J.D. LaRock
Second: Barbara Heinemann
Status: Passed

6. Vaccination Discussion

A discussion on vaccination was added to the agenda. Chair LaRock reported that the MA Association of Community Colleges put out a statement encouraging, but not requiring, students to be vaccinated this fall and that the position has generated some concern within NSCC, as well as with state higher education leadership and in the press. He asked that trustees provide their perspectives.

Trustees discussed the emergency use status of the vaccine, vaccine hesitancy, equity, enrollment concerns, accessibility and availability, and establishing ground rules for different constituencies.

There was general consensus among the trustees to recommend not mandating the vaccine at this time, but to strongly encourage vaccination as well as to publicize and increase access.

Interim President Bryant and Interim Vice President Creamer reported that construction in Lynn had prevented bringing the vaccine to campus early on. They will reach out to Lynn Public Health again to explore options.

Interim President Bryant will also reach out to the campus community for input.

Administration will come back to the Board with a statement on this matter.

7. Finance Committee

a. FY21 Budget Report Q3 Doc: 33 FY2021

Tim Johnson presented the FY21 Q3 Budget. Expenses are lower than anticipated due to less utilization in buildings. Net operating income is 5.7M, but the number will decrease with three months left of the fiscal year. It is expected that it will reduce to 2.9M. Stimulus funding has kept the college stable in FY21.

- Motion 21:20 to accept FY21 Budget Report Q3

Trustee Tran-Moseman made a motion to accept the FY21 Budget Report Q3.

Move: Anh Dao Tran-Moseman
Second: Dr. J.D. LaRock
Status: Passed

b. FY22 Draft Preliminary Budget Doc: 34, 35 FY2021

Agenda item moved to Budget and Finance Update.

c. Preliminary five-year budget plan Doc: 36 FY2021

Agenda item moved to Budget and Finance Update.

8. Budget and Finance Update Doc: 34 FY2021

a. Preliminary enrollment projections Doc: 37 FY2021

Interim Vice President Creamer presented the enrollment projections. There was discussion about the rapid decline in headcount, more effective technology tools, expanding the remote footprint, forming an action plan with prioritization, quantifying how much revenue is needed to change the trend, and NSCC's relevance.

The Donahue institute is engaged to conduct a deeper dive into the statistics.

b. Preliminary five-year budget plan Doc: 36 FY2021

Vice President Forsstrom and Tim Johnson presented the Preliminary five-Year budget plan. They reported that the stimulus funding provides a cushion that enables time to plan.

There was discussion about the declining core business, reassessing what the basic business model is, and having a stronger strategy.

Trustees discussed establishing actions, investing in a digital direction, and they would like to see a proposal for a reasonable case scenario with strategic targets that will impact revenue.

The FY22 Draft Preliminary Budget was also presented. Some subsidy funds will be used for strategic investments, such as technology tools for students and professional development for faculty. More details on investment strategy, statistical theory, business outcomes, and student outcomes will be presented at the June meeting.

9. Interim President's Report Doc: 38 FY2021

a. Culinary Program

Interim President Bryant reviewed the Culinary Program.

The enrollment in the program declined by 35%. No new students were enrolled for Fall 20 and Spring 21 and the 8 remaining students in the program were taught out.

Additionally, the Middleton property lease was not renewed.

NSCC worked with two faculty members in an effort to provide a soft landing.

- Motion 21:21 to sunset the culinary program

Chair LaRock asked if there were any comments or questions from the trustees regarding the culinary program.

Hearing none, he asked for a motion to sunset the culinary program.

Move: Joseph Riley
Second: Barbara Heinemann
Status: Passed

b. Covid update

This update was covered in the vaccine discussion.

c. Community Project Funding

Trustees were referred to slides in boardpaq.

10. Other business

There was no other business.

11. Adjournment

The meeting was adjourned at 6:40pm.