

Bristol Community College
Fall River, Massachusetts

Board of Trustees
Meeting Minutes

December 5, 2016

A. Convening

The three hundred and forty-sixth regular meeting of the Bristol Community College Board of Trustees was held on Monday, December 5, 2016, in the Ryckebusch Faculty Staff Lounge of the Commonwealth College Center Building, on our Fall River Campus at 777 Elsbree Street. Chair Joseph Marshall called the meeting to order at 4:04 p.m.

Trustees present: Joseph Marshall, Chair; Dr. Patricia Andrade; Keith Hovan; Joan Medeiros; Cynthia Rose; Anthony Sapienza; Sandra Saunders, Esq.; Diane Silvia, Vice Chair; Steven Torres, Esq.; and Max Volterra, Esq., Secretary.

Trustees absent: Samueal Lema

B. Information from the Chair

Chair Joseph Marshall welcomed all to the meeting.

C. Consideration of Minutes of Meeting of November 7, 2016

Upon a Motion made by Trustee Volterra to accept the Minutes of the November 7, 2016, meeting, as submitted, and seconded by Trustee Rose, it was

VOTED to accept the Minutes of the November 7, 2016, meeting as submitted.

D. Consideration of Minutes of Executive Session of November 7, 2016

Upon a Motion made by Trustee Volterra to accept the Minutes of Executive Session of November 7, 2016, as submitted, and seconded by Trustee Rose, it was

VOTED to accept the Minutes of Executive Session of November 7, 2016, as submitted.

E. Auditors' Report

Vice President Steve Kenyon introduced the auditor from O'Connor & Drew P.C., Mr. David DiIulis. The Auditor's Report was distributed and Mr. DiIulis gave the following report.

Mr. DiIulis said they completed the audit, met the October 15 deadline, and were in compliance. He gave a summary of the audit stating it includes "consideration of internal

control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not the for the purpose of expressing an opinion on the effectiveness of the College's internal control over financial reporting." Accordingly, they express no such opinion. Mr. DiIulis said they issued an unmodified opinion on the College's financial statements and "no material weaknesses or significant deficiencies were identified within the Report on Internal Controls over Financial Reporting and on Compliance and Other Matters."

Mr. DiIulis said there was no significant changes in accounting policies. For Significant Transactions:

- The College received approximately \$20 million in capital appropriations for the construction of the new John J. Sbraga Health and Science Building and has been included in construction in progress at June 30, 2016.
- The College's allocation of the state's unfunded pension liability at year end was approximately \$11.8 million. This was a \$5.3 million increase from the prior year.

There were no audit differences, no uncorrected misstatements, and no disagreements with management. They consulted with the auditors for the Massachusetts pension plan and the auditors for the BCC Foundation. There were no major issues with management prior to retention and no difficulties encountered in performing the audit. The significant written communications between the auditor and management included the engagement letter and management representation letter. Mr. DiIulis reviewed the auditing firm's independence from the College, and risks, and no pervasive financial statement fraud risks were identified.

Mr. DiIulis asked if there were any questions from the Board of Trustees regarding the report or the financial statements. There being no questions, Chair Marshall thanked Mr. DiIulis and the auditors for their report.

Upon a Motion made by Trustee Hovan to accept the Auditor's Report, and seconded by Trustee Medeiros, it was

VOTED to accept the Auditor's Report.

F. Presidential Search Update

Chair Marshall gave an update to the Board of Trustees on the Presidential Search. As was stated previously, the Presidential Search Committee conducted interviews of 12 semifinalist candidates and selected the 5 finalist candidates that are currently visiting the Campus and meeting with the Board of Trustees, all College Constituents as well as the Secretary of Education, the Commissioner of Higher Education, and members of the Board of Higher Education. The Board of Trustees will meet in a special open meeting on Campus on December 15, 2016, to select the final candidate for the position of President of Bristol Community College.

Trustee Volterra asked when the Board of Trustees will receive the Candidate Evaluation Forms from the College constituents. Chair Marshall said that the Board will have the forms by the end of the day on Monday, December 12, for the meeting on December 15.

Upon a Motion made by Trustee Torres to accept the Presidential Search Update, and seconded by Trustee Sapienza, it was

VOTED to accept the Presidential Search Update.

G. President's Report

The Employees of the Month for November were Andrew Nasser and Kevin Spirlet from the Office of College Communications; the Employee of the Month for December is Alfred Censorio, adjunct instructor in engineering.

The Capital Campaign has raised \$7.9 million; a recent gift of \$1.9 million, the largest in BCC history, has recently been received.

On November 20, President Sbrega attended a dinner with Astronaut Al Sacco, Jr., Dean of Texas Tech University. The following day, Dean Sacco spoke at the OneBook presentation of "*The Martian*" by Andy Weir.

The State approved funding of the MCCC contract.

On November 9, the day after the U.S. elections, President Sbrega participated in an open forum hosted by the BCC Multicultural Student Center and Director Rob Delaleu regarding the results of the election. Another forum is scheduled for December 7.

On November 22, the International Club held their annual Thanksgiving Dinner. Both President and Mrs. Sbrega attended the event.

Representatives from the Historically Black Colleges and Universities (HBCU) held a panel discussion at BCC on November 16.

On November 9, a Veterans Resource Fair and Educational Benefits Workshop was held hosted by the BCC Veteran Educational Center.

The Board of Trustees Holiday Reception is today after the meeting.

President Sbrega met with the Cape Verdean Minister of Culture, Abraao Vicente, on November 15, 2016, when he visited the LusoCentro on the BCC Fall River Campus.

On December 2, President Sbrega attended a Fireside Chat conducted by Bridgewater State University with former Cape Verdean President, Pedro Pires; the Ambassador of Cape Verde in Washington and former Prime Minister, Carlos Veiga; and former Cape

Verde Prime Minister, Jose Maria Neves, which President Sbrega attended. Then on Saturday, December 3, President Sbrega attended a dinner for the Pedro Pires Institute for Cape Verdean Studies at Bridgewater State University.

On November 5, BCC, Massasoit Community College, and BSU sponsored a breakfast for Ubuntu Scholars. Ubuntu is an African term for the belief in a universal bond that connects all humanity.

On December 1, BCC hosted the Southeast, Cape Cod and the Islands Regional Workshop II for strategic thinking about capital needs on Massachusetts college campuses.

The BCC Annual Legislators' Breakfast was held on Friday, December 2 and was a very successful event.

The Office of College Communications has begun a new marketing campaign, "Your College, Your Future," emphasizing quality, affordability, and access at multiple locations and eLearning. This has been tested with students, faculty, and staff with very positive results.

BCC received Massachusetts Community Colleges "Go Open" grants for three BCC professors (Autumn Alden, Dan Avedikian, and Susan McCourt) to develop open educational resources (OER) for three math courses. By supporting open education, faculty can significantly lower the costs of textbooks for students.

Edmilson Andrade, the freshman soccer player for Bristol Community College, was named to the Division III National Junior College Athletic Association (NJCAA) All-American second team. He is the second leading scorer in the nation with 25 goals. He arrived from Cape Verde at age 15 and learned English by watching television, particularly the cartoon Sponge Bob. Before enrolling at BCC, he had to work to help support his family.

On November 28, President Sbrega participated in a Massachusetts Life Science Center presentation with Paul Vigeant, Anthony Ucci, Jennifer Menard, Meghan Abella-Bowen, and Sarmad Saman.

On November 29, District Attorney Thomas Quinn met with President Sbrega regarding educational alternatives for offenders. Also invited to attend were: Anthony Ucci, Lisa Delano-Botelho, Suzanne Buglione, Heather Harrison, Elizabeth Nowakowski, and Kathleen Pearle.

Chrisanne Souza, English adjunct professor, has been nominated for the distinguished Pushcart Prize, Best of Small Presses for her poem "Scion," one of three published by the University of Missouri in St. Louis in the journal *Natural Bridge*.

Professor Don Kilguss was asked by Providence College School of Continuing Education to deliver an inaugural lecture on the topic of the Presidential Election and historical context of key election issues.

The Honors Student Showcase was held on November 30.

On December 18, from 1:00 – 5:00 p.m. is the President's Dessert Extravaganza at the President's house.

Other Items of Interest

An architect has been hired for renovations to the Rodgers Building for creation of College centers.

On November 14, President Sbraga participated in a meeting at New Bedford Airport for exploring options for a BSU program.

On November 15, the Taunton Area Chamber of Commerce had a business meeting with guest speaker Chairman Cedric Cromwell from the Mashpee Wampanoag Tribe.

The TAACCT 4 site visit for Guided Pathways was held on November 17.

President Sbraga attended the funeral for Dr. Irving Fradkin which was held on November 22.

Other sad news: Harold Katzman passed away on November 27 and Myron Wilner passed away on December 2. Both were strong supporters of BCC.

On November 30, a joint University of Massachusetts and community college meeting was held at UMass Boston that included chancellors, presidents, and chief academic officers.

Criminal Justice Career Day was held on the Fall River Campus on November 30.

Also on November 30, the Academic Series presented a lecture by Dr. Gerald Bednarz on East German Intellectuals and the Unification of Germany.

Today, December 5, was the Wellness Fair and Bone Marrow Drive on the Fall River Campus.

President Sbraga attended the Grimshaw-Gudewicz Art Gallery Opening Reception for the "Faculty Exhibition" on November 2.

Second year Dental Hygiene students conducted table clinics.

Entrepreneurship Day was held recently involving 325 students from six area high schools, 150 BCC students, and 27 vendors.

Upon a Motion made by Trustee Sapienza to accept the President's Report, and seconded by Trustee Silvia, it was

VOTED to accept the President's Report.

H. Report of the Facilities Committee

Trustee Anthony Sapienza, Chair of the Facilities Committee, gave his report to the Board on the Committee meeting of November 7, 2016.

The Facilities Committee received an update from management that the lease between the BCC Foundation and STORE Capital was completed. Subleases between the Foundation and UMass Dartmouth, Arpeggios, and the College were being finalized. All significant terms have been resolved.

- The College has received a uniqueness determination from DCAMM which has helped moved the project along.
- We are trying to schedule a meeting with Senator Montigny but that has proven to be challenging to arrange.
- In the meantime, we have assembled several members of management and Trustee Sapienza that will begin to meet.
- The Committee will evaluate our New Bedford Strategic Plan to see what space needs there are and the best way to utilize our space.
- We also have the option to rent space including a short-term (two-year) lease to another state agency.

The Committee discussed at length an upcoming project in the Rodgers Building at the Fall River Campus.

- The College is looking to combine several student centers including the Veterans, Honors, Multicultural, Women's, and Health Services.
- This project includes moving two Anatomy and Physiology Labs to another location in the Rodgers Building. Those labs will be moved into newly renovated space using funds received as a donation to the College.
- This project will free up space in other buildings to accomplish several academic goals including combining all the academic advisors into one location.
- This project will likely be expanded to include the renovation of four additional science labs in this building. We are optimistic about receiving a multimillion dollar grant from the Mass Life Science Center.
- Construction will start this summer.

The Facilities Committee approved the naming of following three facilities on Campus to be recommended for approval by the Board of Trustees:

- The west terrace of the Sbrega Building for a \$15,000 donation from Fall River Municipal Credit Union.
- Room K-103 of the Stoico Business Technology Building which will be the BayCoast Bank Investment Lab. This was a \$10,000 gift from BayCoast Bank.
- An office in the Sbrega building will be named the Blount Fine Foods Dental Hygiene Faculty Office. Todd Blount donated \$25,000 for this naming opportunity.

At this time, upon a Motion made by Trustee Rose to approve the three submitted naming requests, and seconded by Trustee Volterra, it was

VOTED to approve the three submitted naming requests.

Trustee Volterra asked if these three gifts were part of the Capital Campaign. Vice President Elizabeth McCarthy said they were.

Trustee Sapienza said that at the November 7 meeting, the Committee further discussed the Regional Workshops being conducted by the Secretary of Education in collaboration with the Department of Higher Education and DCAMM.

- The goals of the workshop included regional collaboration, workforce and talent development, and capital investment.
- BCC hosted the second and final workshop where the focus was to identify ways to fund the large deferred maintenance backlog at each Campus.

The Committee also discussed the capital campaign, our naming policy, and New Bedford parking as future items for discussion.

Upon a Motion made by Trustee Volterra and seconded by Trustee Medeiros, it was

VOTED to accept the Report of the Facilities Committee:

I. Report of the Alumni Trustee

Alumni Trustee Diane Silvia gave her report to the Board.

The Bristol Paragon Alumni Awards Committee met and reviewed the nominees for the Paragon Award, Alumnus of the Year Award, Distinguished African American Alumnus Award, Maury Kusnitz Volunteer of the Year Award, and Outstanding Service Awards.

Please note that the Bristol Paragon Alumni Awards Ceremony will be held on Thursday, March 23, 2017, at 5:30 p.m. in the Commonwealth College Center (G Building) on the Fall River Campus.

Trustee Silva said that the Paragon Award is conferred to those who by their careers, by their service, and by their community involvement belong in the hall of fame. These nominees are evaluated based on distinction in their chosen field, outstanding service to their community, outstanding service to, and demonstrated loyal interest in, Bristol Community College. Up to three candidates receive the award and will be recognized at the Paragon Award Ceremony in March.

The Alumnus of the Year is recognized at Honors Night and at the Paragon Award Ceremony.

The Distinguished African American Alumnus Award is given at the Dr. Martin Luther King, Jr., Community Breakfast which will be held on January 16, 2017, and recognized at the Paragon Awards Ceremony.

The Maury Kusnitz Volunteer of the Year Award and the Outstanding Service Awards are presented at the Paragon Award Ceremony.

At this time, Trustee Silvia asked Trustee Cynthia Rose to leave the room.

Trustee Silvia distributed a list of the candidates who were selected to receive the Paragon Award and required approval by the Board of Trustees:

- Jo Ann Bentley '80
- William Fitzgerald '79
- Cynthia Rose '70

Trustee Andrade made a motion to approve the selected candidates for awarding of the Paragon Award. This was seconded by Trustee Hovan, and it was

VOTED to approve the selected candidates for the Paragon Award.

Trustee Rose was asked to rejoin the meeting. Trustee Silvia said she was pleased to announce that the Board of Trustees had voted to approve Trustee Rose as one of the awardees of the Bristol Paragon Alumni Award which would be presented at the awards ceremony on Thursday, March 23, 2017, at 5:30 p.m. Trustee Rose thanked the Board of Trustees and the Alumni Awards Committee, and said she was honored to be receiving such an award.

Trustee Silvia also distributed the list of Alumni award recipients that the Alumni Association had approved previously.

J. Report of the Foundation Relations Committee

Trustee Diane Silvia, Chair of the Foundations Relations Committee, said that the BCC Foundation has not met since October 12; they are expected to meet next on December 14. Therefore, there is nothing for her to report at this time.

K. Report of the Student Trustee

There was no report from the Student Trustee as Trustee Samuel Lema was not in attendance.

L. Financial Update – Vice President Steve Kenyon

Vice President Steve Kenyon said for Fiscal Year 2017 there will be a light rebound in the next six to seven weeks. The good news is that BCC received appropriation of \$206,000; this represents a 1 percent across-the-board appropriation for all community colleges. MCCC also received \$156,000. The Department of Higher Education's Fiscal Year 2018 budget request is recommending a 2 percent increase. Of note is increases for Dual Enrollment and STEM as well as the bond for deferred maintenance.

Upon a Motion made by Trustee Volterra and seconded by Trustee Silvia, it was

VOTED to accept the Financial Update.

M. Report of Personnel Actions

Upon a Motion made by Trustee Rose and seconded by Trustee Silvia, it was

VOTED to accept the Report of the Personnel Actions.

N. Report of Workforce and Community Education Contracts

Upon a Motion made by Trustee Rose and seconded by Trustee Volterra, it was

VOTED to accept the Report of Workforce and Community Education Contracts.

O. Old Business - Continued Action Items from Retreat

Trustee Rose said that under the topic *Plan to Solicit More Veterans to BCC*, the first item regarding launching a specific media campaign focusing on Veterans can be removed as this has been initiated by the new Vice President of College Communications Joyce Brennan.

Trustee Torres said that in the future he would like an invitation to speak to the Board to be extended to Thomas Linhares '77, the Alumnus Speaker at the Legislators' Breakfast who spoke on Veterans issues.

Trustee Torres said that he would like the Board to concentrate on the topic under *Growth of the New Bedford Campus* focusing on the development of the full program of the New Bedford Campus. This is important for matriculation to graduation program for students; reduced student costs; less time for students spent commuting; an increased opportunity for young as well as older students to complete their education; and for skilled workforce needs in the New Bedford area. He suggested that the Board's Ad Hoc Committee consider meeting regarding this matter.

P. New Business

Chair Marshall said that last week he received a letter from the MCCC presenting the results of a survey completed by some MCCC and AFSCME unit members. He had forwarded the materials to Board members and advised them that he was intending to place the letter and survey on the Board's agenda for discussion at the next regularly scheduled Board meeting. He also informed the MCCC and AFSCME that a representative from each organization would be provided five minutes to address the Board on behalf of their membership concerning the letter and survey. Thereafter, the Board may discuss any of the issues or take them under advisement.

Chair Marshall said to be clear, the Board has no intentions of discussing or permitting public comment concerning any aspect of a lawsuit filed against the College by a former campus police officer or the recent jury decision issued in that case. Presently, that matter remains active and the Board will not comment on the litigation.

Further, the Board has no intentions of discussing any personnel matters concerning current or former employees of the College. The authority to handle all College personnel matters has been delegated by the Board of Trustees to President Sbrega and this meeting is not intended to be a forum to address personnel matters. Further, all personnel matters are confidential.

Chair Marshall said he also wanted to be clear that the decision to cancel the All Campus Meeting scheduled for November 9, was made by the Board after discussions with President Sbrega. We determined that a more productive approach would be to schedule a series of educational sessions where the College's policies and procedures concerning discrimination and harassment in the workplace could be addressed in detail.

Chair Marshall then invited a representative from the MCCC to address the Board; the representative would be given five minutes. Susan McCourt, President of BrCCC Bristol Chapter of MCCC distributed and verbally recited the attached statement (Statement A) to the Board of Trustees.

After Ms. McCourt concluded her statement, Chair Marshall invited a representative from AFSCME to address the Board; the representative would also be given five minutes. Ms. Melanie Johnson said that both she and Mr. Alty Hickey would speak splitting the allotted five minutes. Ms. Johnson distributed and verbally recited the attached statement

(Statement B) to the Board of Trustees. After Ms. Johnson concluded her statement, Mr. Alty Hickey addressed the Board. He said he would provide the Board with a copy of his statement the day following the meeting. He did however distribute copies of emails he received from AFSCME members regarding the vote that took place. He then verbally recited the attached statement (Statement C) to the Board of Trustees.

After all representatives had spoken, Chair Marshall thanked them for their comments. Chair Marshall said that he wanted to underscore that the Board takes their concerns seriously and that there is no tolerance by this Board or this administration for discrimination, harassment, or retaliation in the workplace or the classroom. He then asked the Board for any discussion on these matters.

Trustee Torres made a motion that the Board requires the administration to present to the Board of Trustees by their next meeting on January 30, 2017, a proposed schedule for educational sessions to be conducted as well as suggestions for additional training.

This motion was seconded by Trustee Volterra, and it was

VOTED to accept the motion.


Chair Marshall asked if there was any other New Business to discuss.

Trustee Volterra said that he would like to bring to the attention of the Board the item in the Board Folders from Vice President McCarthy regarding *BCC's Strategic Initiatives: New Bedford, Attleboro, Taunton and Fall River*. He recommends that the Board of Trustees reads this important document.

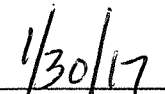
Q. Adjournment

There being no further business to come before the Board, Chair Marshall declared the meeting adjourned. The time was 5:01 p.m.

Respectfully submitted,



Max Volterra, Esq., Secretary



Date Approved



Initials

BRISTOL COMMUNITY COLLEGE

December 5, 2016



Required Communications

AUDITORS' RESPONSIBILITY UNDER GAAS

- We have a responsibility to conduct our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States.
- In carrying out this responsibility, we planned and performed the audit to obtain reasonable – not absolute – assurance about whether the basic financial statements are free of material misstatement, whether caused by error or fraud.
- An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control over financial reporting. Accordingly, we express no such opinion.
- We issued an unmodified opinion on the College's financial statements.
- No material weaknesses or significant deficiencies were identified within the Report on Internal Controls over Financial Reporting and on Compliance and Other Matters.

Required Communications, continued

SIGNIFICANT ACCOUNTING POLICIES AND TRANSACTIONS

Initial Selection of or Changes in Policies

- There were no significant changes in accounting policies. All accounting policies are discussed in Note 1 of the financial statements.

Significant Transactions

- The College received approximately \$20 million in capital appropriations for the construction of the new John J. Sbrrega, Ph.D. Health and Science Building and has been included in construction in progress at June 30, 2016.
- The College's allocation of the state's unfunded pension liability at year end was approximately \$11.8 million. This was a \$5.3 million increase from the prior year.

Audit Adjustments and Uncorrected Misstatements

- There were no audit differences recorded as a result of the audit that are required to be communicated to the Committee.
- There were no uncorrected misstatements that are required to be communicated to the Committee.

Required Communications, continued

MANAGEMENT'S JUDGMENTS AND ACCOUNTING ESTIMATES

- Allowance for doubtful accounts
- Net position classifications
- Fringe benefits
- Depreciable lives of capital assets
- Net pension liability

OTHER COMMUNICATIONS

- Disagreements with management – None
- Consultation with other accountants
 - Consulted with the auditors for the Massachusetts pension plan
 - Bristol Community College Foundation, Inc.'s auditor
- Major issues discussed with management prior to retention – None
- Difficulties encountered in performing the audit – None
 - Significant written communications between the auditor and management:
 - Engagement letter
 - Management representation letter

Required Communications, continued

INDEPENDENCE

- We are not aware of any relationships between O'Connor & Drew and the College that in our professional judgment may reasonably impact our independence.
- Related to our 2016 audit, we are independent with respect to the College within the meaning of the pronouncements of the Independence Standards Board, Government Auditing Standards, and under Rule 101 of the AICPA Code of Professional Conduct.

MANAGEMENT ADVISORY SERVICES / TAX SERVICES

- No management advisory services were performed by O'Connor & Drew during 2016.
- O'Connor & Drew was engaged to perform a Single Audit under the guidelines of OMB Uniform Guidance for Federal Financial Assistance.



Required Communications, continued

SPECIFIC RISKS PRESUMED BY AUDITING STANDARDS

- Risk of misstatement relating to revenue recognition
- Risk of management override of controls
 - Journal entries and adjustments
 - Significant accounting estimates
 - Significant unusual transactions

PERVASIVE RISK

- No pervasive financial statement fraud risks were identified.

SPECIFIC RISKS OF THE COLLEGE

- Current state of economy for governmental units (i.e. appropriations)

Financial Highlights

- See financial statements

Bristol Community College Paragon Candidates

Jo Ann Bentley '80

President, Jo Ann Bentley Architect

Jo Ann Bentley grew up in Southeastern Massachusetts and attended Bristol Community College earning a degree in Civil Engineering Tech. After BCC, Jo Ann attended Rhode Island School of design, graduating in 1986. Jo Ann is president of Jo Ann Bentley Architect and is very involved in community relations in the Fall River area. She serves as a board member for the Fall River Salvation Army, the Fall River Redevelopment Authority, the Fall River Rotary club, and the Fall River Chamber of Commerce. In addition, Jo Ann supports BCC attending many of our community events and was the 2015 Alumnus of the Year.

William Fitzgerald '79

Chief of Police, Winchester Connecticut Police Department

William Fitzgerald grew up in Newport and attended Bristol Community College earning a degree in Criminal Justice. After BCC, William attended Salve Regina University, graduating in 1981. William spent much of his career in the Newport Police Department serving as the Lieutenant until moving to the role he now serves in Winchester Connecticut. William serves as board member of the Newport Community School, was appointed baseball manager by the Newport School Committee and served at the Underwood School President of the Parent Teach Organization. William continues to support his alma mater and serves as a guest lecture to students in the BCC Criminal Justice Program.

Cynthia Rose '70

Magistrate at 3rd District Court, Asst. Clerk Magistrate (Retired)

Cynthia Rose grew up in New Bedford and attended Bristol Community College earning a degree in Accounting. Cynthia was just as active as a BCC student as she is now as a proud graduate of BCC. After BCC, Cynthia attended Salve Regina University, graduating in 1980. Cynthia had a long career in public service and retired in 2010 as the Assistant Clerk Magistrate for the New Bedford District Court. Cynthia serves as the Commissioner for the MA Hall of Black Achievement, and also serves on the Ambassador's Council for the Global Learning Charter Public School. Cynthia continues to be involved with her alma mater. She attends various alumni and foundation events and currently serves on the BCC Board of Trustees.

Bristol Community College Alumni Awardees

Alumnus of the Year Awardee

Elaine Emond '80

President, Almost Home Nursery and Daycare

Distinguished African American Alumnus Awardee

Christopher Oyenuga '12

Construction Task Supervisor, Bechtel

Maury Kusnitz Volunteer of the Year Awardee

Erwin Apaza '10

Manager, Threads, Screen Printing and Alterations

Outstanding Service Awardees

Ann M. Borges '88

President, Ann M Borges LLC

Christopher R. Carreiro '10

Attorney at Law, Partner Attorney. Carreiro Phillis, PLLC - Attorneys at Law

John DaLuz '68

Retired Commander, Aurora (CO) Police Department

Sari Fonseca '91

Clinical Laboratory Scientist/Medical Technologist
Beth Israel Deaconess Hospital, Plymouth

Marcus J. Gesner '97

Vice President Post Market Quality Assurance, Boston Scientific Corp.

Philip Oliveira '83

Director of Global Procurement, Dell Corporation

Melissa M. Pacheco '94

Assistant Dean, Graduate Programs, Charlton College of Business at University of
Massachusetts Dartmouth

David Ragsdale 1991 – 1993

Executive Producer / Director / Owner, Hot Buttered Content Inc.

John Sousa '77

Retired Chief of Police, Fall River

Martha F. Wiggins '09

Executive Chef, Sylvain Restaurant

Susan McCourt
President of BrCCC
Bristol Chapter of MCCC
Statement to the Board of Trustees
December 5, 2016

Thank you for inviting me to speak before you today.

People look to their leaders in times of crisis. We are asking for you, as our leaders, to hear us and take action.

On Wednesday, November 9, 2016 more than 85 members of the BCC faculty and staff met to discuss the actions of the President and Board in light of the recent ruling in the Superior Court. This was a collaborative meeting where everyone in the room had equal ability to speak and be heard.

Those present thanked me for having a space where people could gather and tell their stories and ask questions.

They spoke of being disappointed in President Sbrega and the Board for cancelling the original meeting and the tone of his email, which implied the entire college community would need to be trained in sexual harassment before we would be offered an opportunity to heal.

Those at the meeting also spoke of feeling unsafe to report incidents to HR because they did not expect they would be addressed. Several Non-Unit Professionals (Deans and higher) also indicated they were glad we were meeting because they had similar experiences. Repeatedly, colleagues said a full investigation would show that this is not an isolated incident.

The participants wanted to allow those not in the room to also be heard, so we agreed to post the survey you have seen in the letter with the information we had about the case. They wanted it to be electronic so it could be voted by a wider audience that had time to read and reflect and respond anonymously.

The results show the overwhelming need for action by our leaders to investigate and change the current system.

As this Presidential search continues, we need to ensure our policies and procedures are appropriate for the times and identify a leader that will be able to lead us through a time of crisis.

Good afternoon. My name is Melanie Johnson and I am the Chief Steward for Unit 1 employees. I have been asked to address the board due to the results of the survey sent to the AFSCME membership. The survey in part came about from the decision to cancel the all college meeting that was set to discuss this case and its impact on the college and its employees. An open dialogue that I think many had been looking forward to - not only having their say in a very significant manner that impacts this campus, but also in creating a safe space where members could have their concerns addressed.

There was a lot of anger and upset that the meeting was cancelled -- how could their concerns be met and addressed if Administration had taken away their avenue of open dialogue -- and to not have this swept away in the hopes it would go away. MCCC called a meeting and invited AFSCME members -- an opportunity many took advantage of.

I was not able to attend the meeting. I have been dealing with the unexpected loss of my mother in law. The meeting, survey, and the resulting letter to the board of trustees were the results of the publishing in a well-known local paper an article that highlighted the lawsuit and it brought a lot of attention to those who feel they have been discriminated against and how it was handled. I met with my membership after the survey once results were sent out. While I understand what the survey asked, I would like to bring to your attention what this survey represents. AFSCME is the clerical support as well as campus police and maintainers on our 4 campuses.

According to the numbers, AFSCME has 118 members. For the first question, out of 118 members, 57% voted. They responded in various ways to the questions. A majority lacked confidence in the VP of Human Resources, while the numbers regarding lack of confidence in the college president actually showed more support for abstaining or simply answering no to the matter. These are the numbers you have seen. But what do they mean?

I asked my members and they told me in no uncertain terms that they did not feel they had a safe place to report -- in other words the membership was not comfortable going to administration to have their concerns heard. They were worried they would not be handled appropriately and they most certainly would not be handled in a timely fashion.

Let me repeat -- the AFSCME members did not feel they had a safe place on campus to voice their concerns, and if their concerns were heard, they had little confidence it would be resolved in a timely fashion if at all.

This case has had a lot of impact on this campus. For me, discovering my members had little confidence in having their issues resolved, is the most significant and should be the main concern of this board. This case is dividing this campus, and we need unity. We need to break down the walls of discrimination -- just because I am a woman does not mean my only contribution is my ability to type or make the coffee. We need to stop demeaning those who come forward and make sure they feel safe, represented and that their voices are heard. I stand here before you today and ask you to listen and make sure that the set of circumstances that set forth the Sue Ledoux case are not able to be duplicated on any of the BCC campuses. This is not what BCC is about, this is not what AFSCME is about. Thank you for your time today.

I am here today as a representative of the AFSCME Union and because, in my role as Union Steward, it is my obligation to represent the interests and concerns of the Union members. However, please let me be very clear. The results of the survey does not reflect how I personally feel with regards to this matter, nor does it necessarily represent the majority of the Union membership.

I knew Sue Ledoux as a friend...and I feel and respect that she chose to keep this matter private and handle it through the court. I came into this matter as Union Steward during the final quarter of the proceedings and I can honestly say that I never witnessed any impropriety by Tafa or President Sbrega while I was present.

This survey has sparked considerable ^{regretful anger from} indignation by other Union members who refused to even dignify it by participating in it. Some members have approached me expressing that they are horrified that this action has been taken. This in no way reflects how these members feel about the seriousness of the sexual harassment charges or the resulting proceedings and the eventual ruling. However, many members feel that this is a private matter which ~~has been settled~~ ^{will be} by the justice system and that it is not our call to make.

It saddens me personally to see this contingency of our membership so ~~eager~~ ^(poison) to weigh in and lay blame on a matter which ~~has been settled~~ ^{is being} in court. I also want to say that the anger and bad feelings that this action has caused has had a seriously damaging effect on the morale of the College Community and the college climate in general.

Sent from my iPad

Begin forwarded message:

From: "Hickey, Alty" <Alty.Hickey@bristolcc.edu>
Date: December 1, 2016 at 8:41:21 AM EST
To: "altyhickey@icloud.com" <altyhickey@icloud.com>
Subject: Fwd: AFSCME Voting Re: Ledoux Sexual Harassment Case

Sent from my iPad

Begin forwarded message:

From: "Trepanier, Connie"
<Connie.Trepanier@bristolcc.edu<<mailto:Connie.Trepanier@bristolcc.edu>>>
Date: November 14, 2016 at 1:52:40 PM EST
To: "Hickey, Alty" <Alty.Hickey@bristolcc.edu<<mailto:Alty.Hickey@bristolcc.edu>>>
Subject: FW: AFSCME Voting Re: Ledoux Sexual Harassment Case

Hi Alty,

As promised...this is how I responded to this so-called 'survey' from Susan McCourt.

Connie

From: Trepanier, Connie
Sent: Thursday, November 10, 2016 3:20 PM
To: McCourt, Susan <Susan.McCourt@bristolcc.edu<<mailto:Susan.McCourt@bristolcc.edu>>>
Subject: RE: AFSCME Voting Re: Ledoux Sexual Harassment Case

I strongly object to being asked to weigh in on a personal matter which clearly does not involve me. I think it is ludicrous to ask individuals who have no knowledge of the inter-actions involved in this long lawsuit. This is none of anybody's business besides the specific parties involved in this suit and this survey should not be used to influence this matter one way or the other.

Connie Trepanier

<Karen.Medeiros@bristolcc.edu>, "Mello, Carol" <Carol.Mello@bristolcc.edu>, "Mello, Cathleen" <Cathleen.Mello@bristolcc.edu>, "Mello, Melissa" <Melissa.Mello@bristolcc.edu>, "Mourato, Paula" <Paula.Mourato@bristolcc.edu>, "Nicholson, Ernest" <Ernest.Nicholson@bristolcc.edu>, "Noel, Lisa" <Lisa.Noel@bristolcc.edu>, "Norman, Dana" <Dana.Norman@bristolcc.edu>, "Novo, Kenneth" <Kenneth.Novo@bristolcc.edu>, "Oldford, Eric" <Eric.Oldford@bristolcc.edu>, "Oliveira, Monique" <Monique.Oliveira@bristolcc.edu>, "Ozug, Michael" <Michael.Ozug@bristolcc.edu>, "Pacheco, Philicia" <Philicia.Pacheco@bristolcc.edu>, "Pacheco, Sheilah" <Sheilah.Pacheco@bristolcc.edu>, "Pao, Damra" <Damra.Pao@bristolcc.edu>, "Paquette, Scott" <Scott.Paquette@bristolcc.edu>, "Patenaude, Jane" <Jane.Patenaude@bristolcc.edu>, "Payongsith, Kiartichai" <Kiartichai.Payongsith@bristolcc.edu>, "Pereira, Carlos" <Carlos.Pereira@bristolcc.edu>, "Pereira, Joe" <Joe.Pereira@bristolcc.edu>, "Pereira, Jose" <Jose.Pereira@bristolcc.edu>, "Perry, Eugenia" <Eugenia.Perry@bristolcc.edu>, "Petrasso, Joanne" <Joanne.Petrasso@bristolcc.edu>, "Phillips, Paul" <Paul.Phillips@bristolcc.edu>, "Phillips, Raymond" <Raymond.Phillips@bristolcc.edu>, "Pieroni, Laurie" <Laurie.Pieroni@bristolcc.edu>, "Pires, Brian" <Brian.Pires@bristolcc.edu>, "Plummer, Robert" <Robert.Plummer@bristolcc.edu>, "Ramos, Ana" <Ana.Ramos@bristolcc.edu>, "Ramos, Roxanne" <Roxanne.Ramos@bristolcc.edu>, "Raposo, Susan" <Susan.Raposo@bristolcc.edu>, "Reed, AnneMarie" <AnneMarie.Reed@bristolcc.edu>, "Renaud, Nancy" <Nancy.Renaud@bristolcc.edu>, "Resendes, Lucie" <Lucie.Resendes@bristolcc.edu>, "Roberts, Linda" <Linda.Roberts@bristolcc.edu>, "Salve, Gayle" <Gayle.Salve@bristolcc.edu>, "Santana, Elizabeth" <Elizabeth.Santana@bristolcc.edu>, "Seale, Jackie" <Jackie.Seale@bristolcc.edu>, "Shannon, Susan" <Susan.Shannon@bristolcc.edu>, "Silva, Maria" <Maria.Silva@bristolcc.edu>, "Smith, Baxter" <Baxter.Smith@bristolcc.edu>, "Sousa, Jennifer" <Jennifer.Sousa@bristolcc.edu>, "Souza, Cynthia" <Cynthia.Souza@bristolcc.edu>, "Strycharz, Mark" <Mark.Strycharz@bristolcc.edu>, "Tavares, Lisa" <loliveira38@bristolcc.edu>, "Teixeira, Jenna" <Jenna.Teixeira@bristolcc.edu>, "Trepanier, Connie" <Connie.Trepanier@bristolcc.edu>, "Tucker, Carol" <Carol.Tucker@bristolcc.edu>, "Vaughan, Nathan" <Nathan.Vaughan@bristolcc.edu>, "Vickery, Colleen" <Colleen.Vickery@bristolcc.edu>, "Vickery, Thomas" <Thomas.Vickery@bristolcc.edu>, "Viveiros, Linda" <Linda.Viveiros@bristolcc.edu>, "Walsh, John" <John.Walsh@bristolcc.edu>, "Wampler, Carlene" <Carlene.Wampler@bristolcc.edu>, "White, Donna" <Donna.White@bristolcc.edu>, "Wicherski, Jennifer" <Jennifer.Wicherski@bristolcc.edu>, "Amaral, Lois" <Lois.Amaral@bristolcc.edu>, "Menard, Ryan" <ryan.menard@bristolcc.edu>, "Paquette, Stephanie" <Stephanie.Paquette@bristolcc.edu>, "Pelton, Diane" <Diane.Pelton@bristolcc.edu>, "Say, Rana" <Rana.Sav@bristolcc.edu>, "Almeida, John" <John.Almeida@bristolcc.edu>

Subject: RE: Results of the Vote

If there is any possible way please do not include me on these emails going forward.

Thank you

Nicole Rondeau
EDP Data Entry III

Bristol Community College
New Bedford Campus - Enrollment Center
800 Purchase Street
New Bedford, MA 02740

(P) 508-678-2811 ext. 4002
Email: Nicole.rondeau@bristolcc.edu

"Bristol Community College changes the world by changing lives, learner by learner"

I am appalled that AFSCME joined MCCC in this witch hunt. Jack has accomplished a lot of good things for the college and I feel that a few rogue individuals from MCCC have pushed AFSCME into joining these proceedings. I ask that you hold any decision or judgment in this matter until everything has been finalized.