

*Board of Trustees*

June 4, 2020

Dear President Brown:

Thank you for your letter and your interest in improving the college atmosphere for students, faculty, staff and the community. We would like to congratulate you and the other officers on your new leadership roles.

The Bristol Community College Board of Trustees respects the faculty and staff, supports their right to voice their opinions and we are open to listening to your concerns. There is no question that since President Douglas joined Bristol there has been a positive impact at the college and in our communities. The college has been able to quickly pivot to meet the sharp decline in enrollment, close achievement gaps and work to view the college's practices through an equity lens.

We have read all of the information that you sent to us and would like to offer some information and direction for the future.

The role of the Bristol Community College Board of Trustees is to establish policies in support of the college mission, represent the community and serve the public good, inform college strategy and goals, monitor institutional performance, employ the president and evaluate her ability to achieve college goals.

The role of the president is to manage the administrative functions of the college. We support the president and unions working together in a transparent manner. The president has demonstrated commitment by convening the leadership of the unions and senates to meet regularly to address morale and other issues facing the college. Together, you have developed and implemented plans to build community. The Board would like to see this work continue and we encourage you to build stronger relations so that together, with the administration, you can further the mission of the college and serve students.

We agree to your request to speak at our June 8, 2020, meeting. Per policy as outlined in the Bristol Board of Trustees Bylaws, you will have five minutes to deliver your remarks. In addition, we would like to invite you to return to our Board Meeting in Fall 2020 to report on the goals that you have mutually set with the administration, the efforts you have taken and the progress you have made.

We respect the faculty, staff and president as thoughtful, capable leaders, who can work together to make Bristol Community College the best it can be. Over the last three years, tremendous work has been done by our leadership, faculty and staff to accomplish the goals set forth in the strategic plan. We are aware that Bristol has done better than many other colleges in the state stabilizing enrollment and closing the achievement gaps of our students. The number of full-time MCCC positions and AFSCME positions have grown. An adjunct advisory board has been established with funds designated for professional development. A new Staff Senate has been established to give voice and leadership to support and professional staff. A new, employee-led shared governance model has been developed to foster better, more inclusive decision-making.

We believe that it is in the best interest of our students for all employees to work together, find solutions that will move the college forward and build a work environment that is supportive and respectful for all. We encourage you to collaborate with administration as it will benefit all concerned.

Sincerely,

  
Joan M. Medeiros  
Chair, Board of Trustees