

**BOARD OF TRUSTEES  
BUNKER HILL COMMUNITY COLLEGE  
MINUTES OF MEETING**

The Three Hundred and First Meeting of the Bunker Hill Community College Board of Trustees was held on March 21, 2016 in Room E-175 on the Charlestown Campus.

**Present:** William Walczak President Eddinger  
Carmen Vega-Barachowitz Provost/Vice President Canniff  
Sondos Alnamos Vice President/CFO Pitcher  
Cathy Guild Assistant Secretary Ambrose  
James Klocke 20 College employees  
Antoine Junior Melay  
Marita Rivero  
Richard C. Walker, III

**Absent:** Amy Young, Colleen Richards Powell, Hung Goon

**I. CALL TO ORDER**

Chair Walczak called the meeting to order at 6:05 p.m.

At the beginning of each Board meeting, the BHCC Vision, Mission and Values Statement is read. Trustee Melay read the Statement tonight.

**II. PUBLIC COMMENTS**

- None

**III. MINUTES OF PREVIOUS MEETINGS**

**ACTION:** Moved by Melay; Seconded by Walker.

“To accept the minutes of the Board of Trustees meeting held on Monday January 25, 2016.

The Motion Passed Unanimously.

**ACTION:** Moved by Melay; Seconded by Vega-Barachowitz.

“To accept the minutes of the Committee of the Whole meeting held on Monday March 7, 2016.

The Motion Passed Unanimously.

**IV. STUDENT TRUSTEE REPORT**

Student Trustee Alnamos reported that representatives of the Student Government Association (SGA) had attended the 2016 Statewide Community College Student Leadership

Association's Spring Conference in Brockton, MA. The focus of the Conference was workshops dealing with sexual violence and bystander training, decision-making and leadership, as well as networking opportunities.

Representatives of the SGA and student clubs also attended Advocacy Day, which was Monday, March 7<sup>th</sup> at the Massachusetts Statehouse. Although none of our senators and representatives was there and our students could only speak with their aides, they did enjoy hearing Commissioner Santiago address the group.

Student clubs have been very active. The Indie Game Developers Association presented a demo of student-designed games; the Behavioral Sciences Club did a very successful workshop on academic motivation that was very well attended by students and staff; the Music Club presented a show for Women's History Month and the LGBTQA has been doing its annual fundraiser for AIDS Action.

This past weekend, Student Trustee Alamos joined members of Alpha Kappa Mu at the 2106 Spring New England Regional Conference which was held at the Community College of Rhode Island. This Conference recognizes and celebrates the work of chapters throughout the region. This year BHCC's Alpha Kappa Mu won the following:

- Five Star Rating;
- First place in category, Honors in Action Project (Power of the Heart)\*;
- First place overall (tied with another College), Honors in Action Project (Power of the Heart)\*;
- Second place, Distinguished Chapter in the Region;
- Second place, Distinguished Chapter Member, Tori Joyce;
- First place Fine Arts Competition, Lavell Wesley;
- Third place Fine Arts Competition, Sondos Alamos.

## V. **BOARD CHAIR'S REPORT**

Chair Walczak noted that public colleges had been in the news lately; he referenced the issues at Bridgewater State University regarding the sick time and vacation payout to the retiring President as well as his consulting contract. Chair Walczak stated that the Commissioner had asked for an audit of all the Colleges and recommendations for change may follow.

*Association of Community College Trustees (ACCT) National Legislative Summit (February 8-11, 2016)—Report from Participants.*

Chair Walczak asked Trustees who had attended the ACCT) National to comment on their experience. Trustee Guild attended a workshop for new trustees; she enjoyed a session on ways Trustees and the press can work together to further the work of community colleges. Student Trustee Alamos stated that she enjoyed meeting with other student trustees; her only regret was that she was the only Student Trustee from Massachusetts in attendance. Trustee Melay stated that he had attended a session on the need to restore Pell Grant funds for summer terms. As it is now, students have to pay the full cost to attend in the summer or delay their completion by waiting until the fall when Pell funds are available.

*Presidential Evaluation—Summary of Commissioner's Response.*

President Eddinger noted that the evaluation process for 2015 began in October 2015 when the Board sent its evaluation letter and supporting documents to Commissioner Santiago. On January 27, 2016, Commissioner Santiago sent a letter to Board of Trustees Chair William Walczak on the Presidential Evaluation and salary increase approval.

Chair Walczak distributed a document which summarized the Presidential Evaluation Process for 2015 and included the following summary from Commissioner Santiago's Memorandum of January 27, 2016.

"Commissioner Santiago responded to the 2015 Presidential Evaluation of Dr. Eddinger by the Board of the College. He acknowledged the crucial role of BHCC in the Massachusetts public higher education landscape and noted our leadership in providing access, ensuring success and closing achievement gaps for the diverse student population we serve.

Even as Dr. Santiago pointed to the challenges we face as a large, urban community college, from chronic poverty, academic under-achievement, to first generation College attendees, he noted that BHCC is making great strides in ensuring student success. He praised the considerable institutional progress thus far, and agreed that success rates will show cumulative gains as the reform work fully takes hold.

Dr. Santiago also commented on other positive gains in a number of program initiatives, including strategic planning, promoting innovation and risk-taking, alignment with K-12, and utilizing DHE Data Dashboard to monitor progress of key indicators. He observed in his final evaluation:

*Bunker Hill Community College's approach to institutional change and betterment is to be applauded and serves as a model for other institutions of higher education.*

In his concluding statement, Dr. Santiago and the Board of Higher Education recommended that Dr. Eddinger receive the maximum merit increase allowable at 2%."

Chair Walczak thanked President Eddinger for her good work and stated that it was a pleasure to work with her. President Eddinger asked that her salary increase not be implemented until the MCCC contract had been ratified.

*Ad Hoc Committee for Trustee Scholarship Interviews—Call for Volunteers.* Trustees Guild, Klocke and Rivero volunteered to serve on the Committee. They will meet prior to the April 25, 2016 board meeting.

*April Board Meeting: Executive Session for Selection of Award Recipient*  
Chair Walczak stated that the Board would go into Executive Session at the April meeting to select the recipient of the Trustees' Distinguished Service Award and to be briefed on the recipient of the President's Distinguished Service Award.

## **VI. PRESIDENT'S REPORT**

### **Financial Reports**

#### *Financials for Seven Months, ending January 31, 2016*

Vice President Pitcher reported that the Trustees had approved a budget of \$74 million for fiscal year 2016. Actual revenue plus accounts receivable is \$68.5 million (93% of budget). As of January 31, 2016, the College had actual and encumbered expenses of \$45 million which is 60% of budget.

#### *Plant Fund Activity for seven months ending January 31, 2016*

Vice President Pitcher reported that the College has \$5.4 million in total plant projects and capital adaptations of which \$3.2 million has been expended or encumbered. \$2

million are fixed costs for debt service and lease payments. Of the \$3.2 million budgeted for projects and capital adaptations, \$1.5 million will be expended this year. Plant funds not spent in this fiscal year will be carried over into fiscal year 2017.

In response to a question about the state budget, Vice President Pitcher stated that the College hoped for level funding; it was very unlikely that the College would receive a funding increase for next year.

**ACTION:** Moved by Walker; Seconded by Melay.

“To Approve the Financial Reports for Seven Months and the Plant Fund Expenditures for Seven Months, all ending January 31, 2016, as presented

The Motion Passed Unanimously.

### **Sponsorships**

*Expenditure Approval: Chelsea Chamber of Commerce 2016 Installation of Officers and Reception*

The College requested the approval of the expenditure of \$650 for Silver Level sponsorship which includes a quarter-page ad in the program book and tickets and two additional tickets to the event.

*Expenditure Approval: Bottom Line 11<sup>th</sup> Annual Get In, Graduate and Go Far Dinner*

The College requested the approval of the expenditure of \$2,000 for two tickets to the event and a quarter-page ad in the program book.

*Expenditure Approval: Freedom House Champions of Freedom Dinner*

The College requested the approval of the expenditure of \$500 for two tickets to the event.

*Expenditure Approval: ROCA Annual Breakfast*

The College requested the approval of the expenditure of \$2,500 for five tickets to the event.

*Expenditure Approval: The Home for Little Wanderers Voices & Visions 2016*

The College requested the approval of the expenditure of \$2,500 for four tickets to the event and a quarter page ad in the program book.

*Expenditure Approval: 2016 Boston Public Schools Annual Valedictorians Luncheon*

The College requested the approval of the expenditure of \$500 for two seats at the event.

**ACTION:** Moved by Rivero; Seconded by Klocke.

“To approve the expenditure approvals as requested above and reviewed at the Board of Trustees’ meeting.”

The Motion Passed unanimously

## **Presentations:**

*Summary Report—Campus Meetings and Survey on the Question of Arming Campus Police*

### **Background**

At the Committee of the Whole meeting of the Bunker Hill Community College Board of Trustees on January 11, 2016, the College President proposed a process to study the issue of arming the Bunker Hill Community College Campus Police. Prompted by a growing safety concern on open campuses, particularly at state colleges and universities, the College commissioned the creation of a comprehensive Emergency Operations Plan that outlines effective protocols for emergency incidence management including prevention, training, and mitigation and operation recovery. The arming of Campus Police is one possible strategy among the range of protocols within the Emergency Operations Plan being put in place.

The College recognizes that the issue of arming of Campus Police is complex: the deliberations and decision-making would balance the need to provide appropriate equipment for law enforcement and defense with the need to create the optimal environment for teaching and learning. To determine the community's opinions on the issue, as well as the community's level of knowledge regarding the training and policy provisions that arming the police entails, the College undertook a multiple-step process to gather from the community input necessary to reach an informed decision.

### **Process**

#### **Listening Sessions**

The College held five information and listening sessions. The college-wide sessions were conducted in consultation with the two collective bargaining units (AFSCME and MCCC) and student leadership:

- January 11, 2016: Board of Trustees Committee of the Whole
- January 21, 2016: AFSCME and MCCC Members, Charlestown
- January 27, 2016: AFSCME and MCCC Members, Charlestown
- February 1, 2016: Open Forum for Students, Faculty and Staff, Chelsea
- February 12, 2016: Open Forum for Students, Faculty and Staff, Charlestown

The college community sessions were structured as follows:

- Presentation by Chief Bobby Barrows and Executive Director Karen Norton on the Emergency Operations Plan , including a review of the background and current data on the arming of campus police within the State Colleges and Universities of the Commonwealth. (15 minutes)
- Questions and Answers from the Audience (15 minutes)
- Public Comments (30 minutes)

#### **College-Wide Survey**

The College conducted an “all users” survey of faculty, staff and student leadership via Qualtrics survey tool. The survey asked respondents: 1) to rate along a seven point scale their agreement or disagreement with the arming of campus police, 2) to provide written comments and 3) whether they have attended one of the four public sessions on the issue.

### **Results**

#### **Total Participants at Open Sessions**

Participants were invited via an “all users” email on January 13, 2016. The four sessions were well-attended on both campuses. The questions were free-flowing, and discussions vibrant and collegial.

- 86 Faculty
- 54 Staff
- 21 Students

As observed in the sessions, a majority of attendees favored arming. The key reasons cited included:

- police safety.
- timeliness of armed response in case of emergencies.
- familiarity of Campus Police with College personnel in an emergency.

Primary concerns regarding arming noted in the sessions included:

- appropriate training of armed personnel in firearms safety, de-escalation and anti-bias.
- psychological testing of armed personnel.

#### Survey Results

Survey sent to all faculty/staff (approximately 1200) via email on February 12, 2016.

Survey sent to 64 student leaders via email on February 16, 2016.

234 individuals responded to the survey.

195 (83%) agreed that Campus Police should be armed.

30 (13%) disagreed that Campus Police should be armed.

9 (4%) neither agreed nor disagreed that Campus Police should be armed.

Top reasons cited in favor of arming:

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- The Campus Police are equipped for a faster response time than an outside agency.
- Campus Police should have appropriate equipment to respond to immediate threats to protect themselves and the community.
- Campus Police possess a familiarity with the College campus and community.
- Information received at the public sessions reassured college community that training and psychological testing of officers will take place.

Top reasons cited against arming:

- The presence of armed Campus Police could negatively affect the teaching and learning environment.
- Campus Police may not be well-prepared for handling firearms under stress.
- Campus Police may have a lack of training and possible bias.

President Eddinger stated that there would be a Study Session on the question of arming the Campus Police at the Committee of the Whole meeting on April 4, 2016. Trustees were provided with a selection of articles on this topic for their review prior to the meeting. A vote will be taken at the April 25, 2016 meeting of the Board of Trustees.

*Campus Works—Information Technology Update (Liz Murphy, CEO, Campus Works)*

This presentation will be rescheduled.

## **VII. ADJOURNMENT**

**ACTION:** Moved by Walker; Seconded by Alamos

“To adjourn the meeting.”

The Motion Passed Unanimously.

The Board of Trustees' meeting adjourned at 6:50 p.m.

Respectfully submitted,

Carmen Vega Barachowitz  
Secretary

Molly B. Ambrose  
Assistant Secretary