



**Student Success Committee
Board of Trustees
Massachusetts Bay Community College
8:00 – 10:00 a.m.
Tuesday, June 2, 2020
WebEx Meeting**

Minutes

Board Members Present: Pam Lassiter, Chair; Mikael Pyrtel, Sandra Lish, Rodolpho Sanz, Diane Schmalensee, and Lilliana Silva

Staff Members Present: Courtney Jackson, Vice President for Institutional Effectiveness and Strategic Initiatives; Lynne Davis, Dean of Health Sciences; Deborah Georgopoulos, Executive Assistant to the Vice President for Finance & Administration; Lynn Hunter, Vice President for Academic Affairs and Provost; Chitra Javdekar, Dean of STEM; Elizabeth Kinsman-El Khider, Executive Assistant to VP for Academic Affairs & Provost and recording secretary; Nina Keery, Interim Dean of Humanities and Social Sciences; Robert Lilley, Dean of Automotive Technology; Michael Lyons, Chief Information Officer; Susan Maggioni, Dean of Business and Professional Studies; Lisa MacDonald, Director of Equity Compliance; Lynn Moore, Chief Diversity Officer; David Podell, President; Samaria Stallings, Executive Director of Human Resources and Payroll, and Richard Williams, Associate Dean for Student Success

CALL TO ORDER AND INTRODUCTIONS

After establishing a quorum, Chair Lassiter called the meeting to order at 8:02 am. Before starting the agenda, the Committee took a moment of silence to recognize the lives that were recently lost, including George Floyd..

Trustee Lish's motion, seconded by Trustee Schmalensee to approve the April 14, 2020, minutes was adopted.

CORONAVIRUS UPDATE

President Podell reports that the Spring semester has ended. Since we had to switch to online and remote classes so abruptly, the Faculty worked on and voted to pass a Pass/Fail option for students for the Spring semester. He also reported that the Summer classes have begun and all courses are being taught either online or remotely. Fall courses will also be taught either online or remotely to protect students, faculty, and staff, as there is a real possibility of second wave that would force us to switch as we did in the spring.

Announcing that the Fall courses will be taught online and remotely will give faculty a chance to prepare, as well as the students. Automotive, Health Science and Biotech labs will need to meet on campus, however. Faculty will receive a \$500 stipend for each section that their class needs to be broken into for smaller groups because social distancing would be impossible given the size of many of our classes. Currently, the Ashland and Framingham buildings are not accessible. The Wellesley campus is open only for essential staff such as

facilities, public safety some financial personnel. Anyone else who wishes to come to campus must first apply. A committee reviews the application and determines if a visit is truly necessary. This precaution is in place to help protect the staff who are on campus.

The College continues to support faculty, staff and students by offering WebEx and Blackboard trainings. Additionally, the College purchased laptops for students to borrow during the pandemic. Most internet carriers are offering free internet during this time so students are not as impacted. The challenge is for students who are home without study space. To keep in contact, the President has been hosting weekly town halls. The town hall for students is held on Mondays at 1:00 pm and the town hall for faculty and staff is held on Wednesdays at 1:00 pm.

EQUITY AGENDA UPDATE

President Podell introduced Race and Equity Committee members which includes himself, Lynn Hunter, Liz Blumberg, Nina Keery, Samaria Stallings, Lynn Moore, and Lisa MacDonald. President Podell then reviewed the data released by the Commissioner for Higher Education, Carlos Santiago, on the equity gap. The data revealed that Hispanic and black males have the lowest college achievement rates while white females had the highest achievement rate. When MassBay reviewed our own data, the College found that it was similar with the exception that the highest achievement rate was black females.

The College embraced the equity agenda and made it a main focus. The College started in a good position having created the Chief Diversity Officer and Director of Equity Compliance positions. These positions help the College examine how to best serve a diverse population. The College had expanded the already established “Young Men of Color” program to include “Young Women of Color,” and it is now called “Students of Color.” We had already included racial equity goals in the Strategic Plan, 2018-2022, and MassBay was participating in the Race, Justice, and Equity Institute, led by Bridgewater State University. Finally, we had created the Affirmative Action Committee.

When the College began working on the Equity Agenda, President Podell started by creating the Race and Equity Committee. The Committee identified three areas of focus: Colleagues, Classroom and Community. He then held a series of town halls on all of the campuses that focused on the Equity Agenda. The College completed a number of activities as we focused on the Equity Agenda. One initiative was the creation of the diversity ambassadors. Samaria Stallings explains that the diversity ambassador program was created to help ensure that during a search for a position we are recruiting diverse candidates and the best candidates as the ambassadors are trained to have diversity at the front of their minds. Each search committee must have one of the ambassadors. Currently we have seventeen faculty and staff trained as diversity ambassadors and we would like to train another twenty this year with a train-the-trainer program. The Directors of Human Resources and Equity Compliance facilitated eleven training sessions focusing on unconscious bias and hiring for diversity on all three campuses.

Lisa MacDonald discussed some of the presentations she has been offering in her role as Director of Equity Compliance. Lisa has been presenting “Harassment and Discrimination Prevention” at the new employee orientation. She has also presented on the “Unconscious bias: Awareness through Acknowledgement” to multiple classes and “Bystander Intervention in the Classroom” to the Business and Professional Studies Division.

Other Activities:

As a College we read Ijeoma Oluo's *So you Want to Talk about Race?* and had two book clubs, one in Wellesley and one in Framingham, to discuss the book.

The College held a series of Lunch and Learn meetings that focused on race.

The College held two professional days that focused on race.

Activities organized by Lynn Moore; Chief Diversity Officer were:

- The Defamation Project – live-action courtroom drama
- Protect, Serve, & Care Documentary – with panel discussion by filmmakers and Chief of Public Safety
- Black History Month panel discussion
- Hispanic Heritage Month Celebration - with presentations by an entrepreneur, fashion designer and Bachata performance
- Asian American and Pacific Islanders Month social media program

President Podell wrapped up the presentation by discussing next steps which include: Creation of a Diversity Statement and a dedicated webpage; the introduction of divisional Diversity Fellows; use of Professional Development days to focus on the impact of remote and online teaching on students of color; continuation of emphasis on need for diversity, and intervention with Spring 2020 Incompletes.

REVIEW 2020-2021 STUDENT SUCCESS COMMITTEE DATES

The Committee reviewed the proposed 2020-2021 dates. Elizabeth Kinsman- El Khider will send out calendar invites to the Committee members. The next meeting will be held on Tuesday, September 22, 2020.

ADJOURNMENT

Trustee Schmalensee, motioned, seconded by Trustee Silva, to adjourn the meeting. The motion was approved and the meeting was adjourned at 9:42 am.



Pam Lassiter
Chair
MassBay Community College



David Podell
President
MassBay Community College

12.8.2020

Date