



**Student Success and Academic Affairs Committee
Board of Trustees
Massachusetts Bay Community College
8:00 – 10:00 a.m.
Tuesday, June 22, 2021
WebEx Meeting**

Minutes

Board Members Present: Mikael Pyrtel (Chair), Thomas Peisch, Sandra Lish, Diane Schmalensee, Rodolpho Sanz, Lilianna Silva and Wendy Vincent

Staff Members Present: David Podell, President; Lynne Davis, Dean of Health Sciences; Courtney Jackson, Vice President for Institutional Effectiveness and Strategic Initiatives; 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; Christopher La Barbera, Assistant Provost; Nina Keery, Dean of Humanities and Social Sciences; Susan Maggioni, Dean of Business and Professional Studies; Jeremy Solomon, Assistant Vice President for Institutional Advancement, Marketing, and Communications; Richard Williams, Associate Dean for Student Success; Elizabeth Blumberg, Vice President for Student Development and Dean of Students; Jon Edwards, Director of Counseling; and David Protano, Dean of Automotive Technology Academy

CALL TO ORDER, INTRODUCTIONS AND MINUTES OF PREVIOUS MEETING

After a quorum had been declared, Chair Pyrtel called the meeting to order at 8:02 am. The motion to approve the minutes was proposed by Trustee Lish and seconded by Trustee Peisch.

The motion to approve and accept the April 13, 2021, minutes was passed with the following roll call vote; Chair Pyrtel – YES; Trustee Peisch – YES; Trustee Schmalensee – YES; Trustee Lish – YES; and Trustee Sanz – ABSTAINED

DISCUSSION CONCERNING “GROWTH MINDSET” AT MASS BAY

President Podell introduced the presentation and provided the background and context for the discussion on identifying, understanding, and utilizing the ‘growth mindset’.

Richard Williams (Associate Dean for Student Success) and Jon Edwards (Director of Counseling) introduced themselves. The Associate Dean for Student Success set out a PowerPoint presentation and the following key points were considered as part of the discussions:

- Understanding the concept of ‘mindset’ and the ‘growth mindset’ would help inform Mass Bay’s overlapping approaches to teaching, learning and thinking, trauma informed practices, equity focused pedagogy, and mindfulness.
- ‘Growth’ and ‘fixed’ mindsets were identified with the former being more associated with achieving success. Measuring a teacher, student and institution’s attitude and behavior towards ‘growth’ and ‘fixed’ mindsets were helpful for attuning approaches to teaching and learning and problem solving. A ‘growth’ mindset (unlike fixed mindsets) persists

despite setbacks, embraces challenges, learns from failures, and is inspired by the success of others.

- A 'Mind at Work' publication had identified the critical elements of a productive academic mindset to help guide teachers and students towards academic success. Other recent studies were outlined, particularly the 2019 STEM and 2013 Feedback Studies, which had helped to define 'mindset practice' and would inform on-going teaching and learning approaches to develop the growth mindset. The studies demonstrated key benefits particularly for under-represented groups in higher education.
- Another program involving 'Strength Finder' had helped staff and students to identify and assess their strengths in a workshop format; this was finding new audiences throughout the institution.
- The concept of mindset practice had been adopted, researched and implemented in the classroom and via workshops and seminars by some staff at Mass Bay College including John Doria. The Associate Dean for Student Success would provide specific examples/results to Trustees of some recent mindset practice interventions undertaken by staff.
- The Director of Counseling outlined how the department had infused the mindset practice concept into its program of workshops (since February 2019) which was helping to alleviate student anxiety feelings (particularly for math) and maximize student engagement and attendance.

The Trustees welcomed the presentations and noted Counseling's current approach using the mindset practice concept.

The meeting went into recess for a five-minute refreshment break

DISCUSSION CONCERNING THE STUDENTS OF COLOR INITIATIVE

President Podell introduced the presentation and provided the background to the discussion on the Students of Color initiative.

Lynn Moore (Chief Diversity Officer) introduced his role and outlined how Student of Color initiatives had evolved over the past few years. Arising from the Chief Diversity Officer's presentation the following key points were noted:

- The first men of color initiative commenced in 2008 and the two separate initiatives for men and women subsequently merged to become students of color.
- There are currently around 50 enthusiastic students including some Latinxs (but not Asian) students participating in the initiative.
- The initiative is largely focused on workshop, one-to-one mentoring, and coaching activity to hone personal development and ambition. Cultural programs were also scheduled throughout the year alongside community development support.
- Additional research and data collection could be undertaken to demonstrate the effectiveness of the Student of Color initiative. The Chief Diversity Officer reported that the latest available completion rates for students undertaking the initiative were up to 72% higher than students of color not participating in the program. In future reports, the different categories of students used in the charts would be clearly delineated.
- The initiative also encouraged participants (including some white students) to search and understand history to forge new approaches to celebrating diversity and inclusion which involved Black History celebrations, visiting museums and welcoming guest speakers.

- There may be some additional marketing opportunities to promote the Students of Color initiative to prospective students.
- The Chair also set out an additional chart demonstrating the academic benefits and achievements of Mass Bay students of color participating in the program.

The Trustees thanked the Vice President for Institutional Effectiveness & Strategic Initiatives and the Chief Diversity Officer for their on-going work.

ADJOURNMENT

Trustee Silva proposed the motion, seconded by Trustee Piesch, to adjourn the meeting. The motion was approved, and the meeting adjourned at 9:52 am after the following roll call vote: Chair Pyrtel – YES; Trustee Peisch – YES; Trustee Schmalensee – YES; Trustee Lish – YES

The next meeting was scheduled for Thursday, September 23, 2021.

Mikael M. Pyrtel 10/22/2021

Mikael Pyrtel
Chair
MassBay Community College

David Podell 10/22/2021

David Podell
President
MassBay Community College