

**Minutes of the MassBay Community College Board of Trustees Meeting  
Tuesday, April 11, 2023, by Webex and Facebook livestream from 8:00 to 10:00 am**

**Board Members Present:** Katarina Cipriano, Matt Kahn, Ilissa Povich, Rod Sanz, Lili Silva, Dune Thorne, Wendy Vincent

Board Members Not Present: Tobey Choate, Sandy Lish, Mikael Pyrtel, Diane Schmalensee

**Staff Present:** Yvonne Anthony, Director of Grants Development; Steve Baccari, Comptroller; Elizabeth Blumberg, Vice President for Student Development and Dean of Students; Liz Borg, Capital Campaign Director and Special Assistant to the President; Karen Britton, Executive Director, Office of the President; Lauren Curley, Director of Procurement and Business Operations; Lynne Davis, Dean of Health Sciences; Mishawn Davis-Eyene, Executive Director of Development; Joe DeLisle, Director of Facilities; Phil DiBlasi, Director of Public Safety; Marcus Edward, Vice President for Finance and Administration; Catherine Gildae, Assistant Dean for Institutional Effectiveness; Courtney Jackson, Vice President for Academic Affairs and Provost; Chitra Javdekar, Dean of STEM; Nina Keery, Dean of Humanities and Social Sciences; Chris LaBarbera, Assistant Provost; Sue Maggioni, Dean of Business and Professional Studies; Lynn Moore, Chief Diversity Officer; David Podell, President; David Protano, Dean of Automotive Technology; Lisa Slavin, Associate Vice President for Enrollment Management; Jeremy Solomon, Associate Vice President for Institutional Advancement, Marketing, and Communications; Samaria Stallings, Assistant Vice President for Human Resources

Trustee Kahn opened the meeting and declared that a quorum was present.

**REVIEW AND APPROVAL OF MARCH 14, 2023, MEETING MINUTES**

MOTION: Trustee Kahn moved to approve the minutes of the March 14, 2023, meeting, and Trustee Povich seconded the motion.

The motion passed via the following roll call vote: Trustee Cipriano – YES; Trustee Kahn – YES; Trustee Povich – YES; Trustee Sanz – YES; Trustee Silva – YES; Trustee Vincent – YES

**BOARD COMMITTEE REPORTS**

**FINANCE AND ADMINISTRATION**

Committee Chair Kahn turned over the report to Vice President Edward.

**Finance Items**

Vice President Edward reported that MassBay is doing better than projected by \$2.3 million overall.

**FY2023 Budget vs. Actual Comparison Report**

Revenue

Revenue through the end of February is higher than projected by \$544,000. Enrollment came in better than the 5% decline budgeted, resulting in a positive variance of \$254,000 in Tuition and Fees. In Contracts and Commissions and Other Revenue, there is a positive variance of \$255,000, driven by

interest revenue of \$118,000 from Massachusetts Municipal Depository Trust (MMDT), which pays an interest rate of 4.93%.

### Expenses

On the expense side, there is a favorable variance of approximately \$1.7 million, with positive variances recognized on all personnel related lines except Adjunct Faculty. There is also savings on the Permanent Staff line due to not yet paying out the \$307,000 budgeted for the MCCC union increases. The payout amount will likely total \$554,000, and it appears the state will cover the difference. There is an unfavorable variance on the Adjunct Faculty line, given better enrollment and salary increases. Favorable variances on the Part-Time Faculty and other personnel lines have resulted in a positive variance on the Local Fringe line of \$42,000. There are also positive variances on the Employee Related Payments, Operational Services, and Maintenance and Construction lines. In terms of Capital Budget, it is anticipated that MassBay will spend the entire \$800,000 budget by the end of the fiscal year.

MOTION: Trustee Kahn moved to approve the Budget vs. Actual Comparison Report, and Trustee Thorne seconded the motion.

The motion passed via the following roll call vote: Trustee Cipriano – YES; Trustee Kahn – YES; Trustee Povich – YES; Trustee Sanz – YES; Trustee Silva – YES; Trustee Thorne – YES; Trustee Vincent – YES

### **Student Accounts Receivable and Cash Comparison Report**

The Student Accounts Receivable report as of the end of February shows that MassBay is doing better year over year, due to the timing of financial aid disbursements. The report as of the end of March is back to where expected, lagging by \$130,000 year over year. The Cash Comparison Report shows a decrease in cash of approximately \$480,000 year over year. MassBay is earning 4.93% at MMDT and had been earning 3% at Bank of America. There is \$31.8 million in cash and investments as of the end of February, with 65% of the balance in investments, 19% at MMDT, 10% at Bank of America, and 6% at the State to cover payroll. Discussion of MassBay's investments ensued. The College's investment goal is preservation of capital, daily liquidity, and highest prudent yield, and its investments are well protected.

### **Cash Position by Month**

This report shows MassBay's monthly cash position over five years.

### **Investment Update**

The market value of investments at the end of February was \$20.7 million, with an unrealized loss of \$607 million, or 2.9%, during the month of February. Since inception, the portfolio has gained 10.2 %.

### **Contracts Report**

One contract for recruiting software with Intersect by PowerSchool is being paid for with local funds.

### **Fee Increase Modification**

President Podell reported that, after the Trustees approved an increase in the general college fee at the March meeting, Governor Healy proposed the State pay for any fee increases that Community Colleges implement for FY2024. He pointed out that the Governor's Budget is not final until it goes through the Senate and the House, and the process could take until July.

Community College General Counsel Gina Yarbrough advised that Boards that have passed resolutions to increase fees should pass another resolution indicating the College will not apply the fee increase if the state budget ultimately does cover the fee increase. The language pertains only to the general fee, and not the course fees that were approved at the previous meeting.

**MOTION:** Trustee Kahn moved to approve the following motion: *Should the final General Appropriations Act for Fiscal Year 2024 contain appropriations for Massachusetts Bay Community College at or above the levels recommended in the Governor's House 1 budget filed on March 1, 2023, and these appropriations are not otherwise reduced mid-year, the Board shall not implement the increases for per-credit mandatory general college fees through FY24 previously approved by the Board on March 14, 2023. This Board action does not apply to increases in other fees that are specific to courses, programs, labs, technology, or facilities,* and Trustee Vincent seconded the motion.

The motion passed via the following roll call vote: Trustee Cipriano – YES; Trustee Kahn – YES; Trustee Povich – YES; Trustee Silva – YES; Trustee Thorne – YES; Trustee Vincent – YES

### **Personnel Items**

Assistant Vice President Stallings reported the following:

### **Personnel Actions Report**

Three new employees have been hired:

\*Maria Fitzpatrick, Administrative Assistant II to the Assistant Dean of Health Sciences

\*Francine Alger – Senior Technical Admissions Coordinator

\*Simone Kerr - Administrative Assistant II to the Dean of Nursing

Sean Fortney has been promoted to Senior Assistant Director of Academic Advising, Coaching, and Transfer, and Keith Lanagan, Campus Police Officer I, left the College.

### **Recruitment Report**

The final candidate for the Assistant Dean of Nursing has accepted the position. Faculty positions in Automotive Technology, Business and Accounting, Cybersecurity, Early Childhood Education, Nursing, and Practical Nursing have been posted.

### **ENROLLMENT REPORT**

Associate Vice President Slavin reported that summer semester begins May 22. Enrollment is up just under 2%. Fall registration just opened, and admissions applications are up 17%, due in part to interest in Nursing, an easy online application, and “on the spot” admissions into Automotive Technology. Open House is in person in Wellesley on April 29. Much is happening on campus with tours, placement tests, and guidance and college counselor visits. Mayor Wu has expanded the free community college program starting this Fall to cover tuition and fees for students of any age residing in Boston for six colleges, including four community colleges, one of which is MassBay. Currently, just under 400 MassBay students currently live in Boston.

### **FOUNDATION AND CAMPAIGN REPORTS**

Executive Director Eyene-Davis reported the following:

- \*The quarterly newsletter was distributed yesterday, highlighting donations to Syria, Turkey, and Ukraine; the Trauma Center; and Care for Canine officers.
- \*The Evening of Appreciation event is tonight.
- \*The Boston Marathon will be held on April 17. Liz Cooper is running the marathon to raise funds for MassBay students. The link to support her run is:  
[https://www.givengain.com/discover?query=liz%20cooper&all\\_status=true](https://www.givengain.com/discover?query=liz%20cooper&all_status=true)
- \*A Personal Finance event for Alumni/ae will be held in April.

Campaign Director Borg reported the following:

- \*\$4.6 million of the \$5.7 million needed to complete the Campaign has been raised.
- \*The deadline to meet state and federal match deadlines is June 30.
- \*A \$1.2 million proposal has been submitted to Fidelity.
- \*Connections have been made with Bank of America and the Yawkey Foundation.
- \*An Alumni Appeal, including an email with videos focusing on EMS and Nursing, is going out shortly.
- \*Trustee Lish was acknowledged for the many connections she has made for the College.

## EXECUTIVE REPORTS

### Student Trustee

Student Trustee Cipriano reported the following on behalf of Student Government Association (SGA):

- \*Students are happy it is spring.
- \*The SGA Vice President of Academic Affairs has done outreach related to increasing honors courses and creating an on-campus chapter of the honor society Phi Theta Kappa (PTK).
- \*A Spring Dance and bowling event will be taking place later this semester.
- \*An Open Minds forum was held last week.
- \*The *What does safety at MassBay mean to you?* conversations have meant a great deal to students. Safety concerns include lower funding allocations to public universities.

Student Trustee Cipriano followed her report with a presentation ([attached](#)) on her experience as a Research Intern for Professor Jeanie Tietjen for the past three years. She announced the upcoming *Trauma and Resilience in Higher Education* Conference, led by product Professor Tietjen. The link is as follows: <https://traumainstitutehighered.org/trauma-resilience-in-higher-education-conference/>

Right now the Center does not have a physical space, but there is hope one will be developed soon.

Student Trustee Cipriano stressed the need for moving forward and making MassBay a place for transformation. One example is larger chairs for the classrooms in the new Framingham campus, something that does not exist on the Wellesley campus. The conference is good opportunity to highlight MassBay's positive efforts in this regard.

### President

President Podell reported the following:

- \*Construction on the new building is on time for move-in this Fall before classes begin in January 2024.

This has been a big job, and thanks were given to many, including Facilities, IT, Procurement, Health Sciences, and Academic Affairs.

\*The state budget will be finalized in July. There are many positives in the Governor's budget, such as MassReconnect, which would make community college free for Massachusetts residents who are 25 years old and older and who do not already have a degree. (Senator Spilka has proposed tuition free for all community college students.) MassBay is considering adjustments that will need to be made for an influx of adult students, as it could be up to 700 more.

\*Community College presidents are meeting with the Senate President and Chair of the Ways and Means Committee today at their invitation. We hope they will support the Governor's proposals.

\*MassBay faculty are currently on Work to Rule, in protest about the union contract, which has been settled but they have not yet received their contractual increases for the past two years. The new Commissioner of Higher Education, Noe Ortega, informed the community college presidents that no one had been made aware that the first year of the next contract only affords a 2% increase, following the past two years of also only 2%. The contract was negotiated for two years with a lack of awareness about a third year, these percentages having been set by the Baker administration. The bargaining teams were only recently told about the 2% increase in the first year of the next contract. The Community College Presidents are outraged that both sides of the negotiating team were unaware of the third 2%, particularly given the relatively low pay (and high workload) of the faculty. MCCC Union President Dennis Walsh and President Podell sent joint letter to faculty laying out their view on the situation. There is a faint possibility that Governor Healey may retract the decision. The Presidents will write directly to the Governor in hopes that she may do so.

\*Several years ago the Board of Trustees voted to arm MassBay police officers, though this did not occur at the time because of complications with AFSCME, the union that represents the police officers. Subsequent to the murder of George Floyd, the Board asked President Podell to take the temperature anew of the MassBay community. A variety of conversations related to safety on campus have been taking place this semester, the findings of which will be reported at the June meeting.

\*Everyone is gearing up for end of semester, with a number of events, including Academic Excellence, IMPACT, Pinning Ceremonies, and Commencement. Commissioner Ortega is this year's Commencement speaker. It was noted that Maura Healey was a former Commencement speaker.

\*A Legislative Breakfast will be held on the Wellesley campus on June 7.

## ADJOURNMENT

Trustee Kahn moved to adjourn the meeting, and Trustee Silva seconded the motion.

The motion passed via the following roll call vote: Trustee Cipriano – YES; Trustee Kahn – YES; Trustee Povich – YES; Trustee Sanz – YES; Trustee Silva – YES; Trustee Thorne – YES; Trustee Vincent – YES

The meeting adjourned at 9:33 am.




5/23/23

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David Podell, President  
MassBay Community College

Date



5/23/23

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Diane Schmalensee, Chair  
MassBay Board of Trustees





Institute for Trauma,  
Adversity, & Resilience  
in Higher Education

# Transforming a Community College Classroom into a Restorative Landscape

Katerina Cipriano  
[k\\_cipriano@massbay.edu](mailto:k_cipriano@massbay.edu)  
April 11, 2023

“The first piece of furniture I broke was a chair...”

-FTB host Marquiesle Mercedes, Chair Breaker

- Tamara: and a lot of their um classrooms are arranged so that they're um - they're filled with those desks where the chair is attached to the desk and so - like there are some - I've had classes where like - my - the entire hour that I would be in there I would just be so self conscious that I was like squeezed in here and could barely move and I felt like really embarrassed and stuff...
- (Taken from Corey Stevens, *Fat on Campus: Students' Experiences of Size Discrimination on College Campus*)



Is Sitting Lethal? - New York Times

Lizzy: How can you not think that people are noticing those things? Its such a source of anxiety! I would tell the college administration that my GPA would have been so much higher than it was if they had bigger desks.



Stevens summarizes that both Lizzy and Tamara firmly expressed that they were less likely to go to classes in rooms where they knew the desks were uncomfortable.



# Size Stigma & Cognitive Bandwidth

Stevens's participants demonstrate and identify a paralyzing truth – because of the innate design of classrooms and their furniture, their success in higher education is at stake.

How does hyperconsciousness surrounding body-size and perception of such affect a student's ability to engage in their learning environment?

# Visceral Trauma

A student, who suffers from size/weight stigma may experience “flooding of sensation that the individual makes meaning of by attempting to link the emotions to present experience.”

-Dr. Laura Lee Douglass, *Trauma in Adult and Higher Education: Conversations and Critical Reflections*.

“Weight stigma elicits a physiological stress response, so that has increases in cardiovascular reactivity, increases in the production of the stress hormone cortisol, and some evidence to suggest an increase in inflammation.”

Unlike discrimination, which is often suffered by those with higher body-weight, this visceral experience is instead defined as social identity threat – “this psychological state in which an individual anxiously anticipates or is concerned about being devalued, rejected, or discriminated against because of their weight.”

-Dr. Jeffrey Hunger, director of the Stigma and Health Lab at Miami University, Ohio.

# The “Hidden Curriculum”

Illustrated in both the creation and maintenance of spaces where students with marginalized identities and/or adverse childhood experiences cannot comfortably exist is the idea that students’ bodies must be a **certain size** in order to fulfill the role of the ideal student.

This allows for “fat people to be “filtered out of elite spaces”.

“It’s an astounding thing to work through everyone else around you is not considering your well-being, not considering whether or not you’ll be able to be a part of social functions, you’ll be able to engage with community the way you’re supposed to, becomes a deeper conversation with ways that fat people are unintentionally pushed out of community, and taught that our bodies are unworthy as things being a part of community.”

-FTB Podcast Host Brian Guffey and Da Shaun Harrison

# Accessibility denial is a disability justice issue

"Fat is a disability justice issue, not because fat is a disease, but because anti-fat bigotry is disabling. "people try to forget we exist, even though we are three quarters of the population."

– FTB host Brian Guffey

"Furniture malfunctions when you're fat."

"Furniture broke underneath *us*."

**This illuminates both the cause and tangible solution by revealing the fault lies in the both the precarious and reactive physical and pedagogical structure of the learning environment.**

The World Health Organization defines 'health' as a state of complete physical, mental, and social well-being and not just the absence of disease or infirmity.

In his book, *Belly of the Beast: The Politics of Anti-Fatness as Anti-Blackness*, Da Shaun Harrison argues that "for one to be healthy, they must not only be non-disabled but must also be in an environment that allows them to feel mentally secure, physically safe and socially well."

He concludes that those with marginalized identities, are "already unhealthy because they are already unsafe."

Dr. Leah Lessard and Dr. Jaana Juoven assess the responsibility of a learning environment to its students in creating a safe and comfortable space which inspires academic achievement and discourages the heaviness of harmful shame and exclusion placed instead upon the students themselves.



## TRAUMA-INFORMED TEACHING AND LEARNING PRINCIPLES

Janice Carello, PhD, LMSW

<https://traumainformedteaching.blog/resources/>

<b>Physical, Emotional, Social, &amp; Academic Safety</b>	Efforts are made to create an atmosphere that is respectful of the need for safety, respect, and acceptance for all class members in both individual and group interactions, including feeling safe to make and learn from mistakes.
<b>Trustworthiness &amp; Transparency</b>	Trust and transparency are enhanced by making course expectations clear, ensuring consistency in practice, maintaining appropriate boundaries, and minimizing disappointment.
<b>Support &amp; Connection</b>	All class members are connected with appropriate peer and professional resources to help them succeed academically, personally, and professionally.
<b>Collaboration &amp; Mutuality</b>	All class members act as allies rather than as adversaries to help ensure one another's success. Opportunities exist for all class members to provide input, share power, and make decisions.
<b>Empowerment, Voice, &amp; Choice</b>	All class members emphasize strengths and resilience over deficiencies and pathology; they empower one another to make choices and to develop confidence and competence.
<b>Social Justice</b>	All class members strive to be aware of and responsive to forms of privilege and oppression and to respect one another's diverse experiences and identities.
<b>Resilience, Growth, &amp; Change</b>	All class members recognize each other's strengths and resilience, and they provide feedback to help each other grow and change.

(Principles adapted from [Fallot & Harris, 2009](#); [SAMHSA, 2014](#))

Updated March 2020



Desk-chairs of MBCC

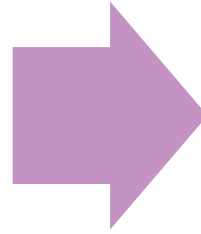
Does this look  
like a safe and  
comfortable  
space for all  
body-types and  
identities?

Alongside all other protected classes of identity, recognizing that fatness, itself, is an identity that must be catered to, seen, understood and made space for deconstructs the accessibility denied within the built-environment.

This is an example of *institutional betrayal*.



Institutional Betrayal is a phenomenon that occurs when students who believe that their institutions will protect them from harm (as they are required to do) end up experiencing harm at the hands of their institution.



This betrayal will be detrimental to any student who experiences it but exacerbates the well-documented disparities in health and well-being between students who suffer from size-stigma and those who do not.

Most importantly, experiencing institutional betrayal is associated with worsened academic (i.e. lower GPA, increased dropouts) and mental health (i.e. depression, anxiety, PTSD) outcomes.

## What happens when we remove a classroom full of current desk-chairs and replace them with a trauma-informed model?

We are designing a space with trauma-informed education principles (TIEP) in mind, which work to preserve the integrity of community because all feel comfortable inhabiting it.

More importantly, we are embracing *Universal Design* - building "physical, learning and work environments so that they are usable by a wide range of people, regardless of age, size or disability status."

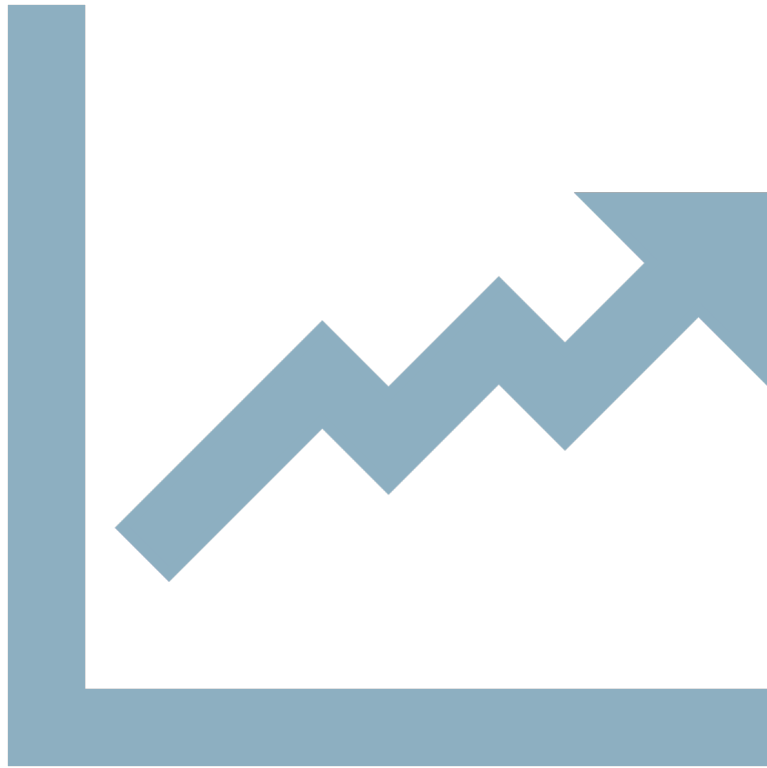




- Ultimately, whether we are talking about learning strategies or physical space, Universal Design operates by a set of principles designed to maximize access by **everyone**.
- The University of Buffalo concludes “appropriate size and space is allotted for approach, reach and manipulation regardless of physical characteristics such as size or mobility. For example, a classroom includes a range of seating options, including a table for someone who uses a wheelchair or wider chairs for individuals who are taller and/or larger.

## But what does this change?

# Improved Student Outcomes and Engagement



What we know: attendance is the primary contributing factor to continuity and success in higher education.

Thus, creating a restorative landscape fortified by furniture and principle, would stabilize attendance rates and encourage direct rising trends in the participation, engagement, and learning outcomes of **all** students.

# Restorative Landscape and Sanctuary

**The first implemented trauma-informed clinical model originated in the 1980's under the brilliant mind of Sandra Bloom. Bloom insists that "because of this unresolved legacy of trauma, all of our social systems are "trauma-organized," producing institutions which are unresponsive to and often directly counter to human needs. It is in understanding the legacy of trauma which allows for social reconstruction in the form of sanctuary.**

