

**Bristol Community College  
Fall River, Massachusetts**

**Board of Trustees  
Meeting Minutes**

**February 28, 2022**

I. Call to Order

The three hundred and ninety-second regular meeting of the Bristol Community College Board of Trustees was held on Monday, February 28, 2022. Due to the ongoing COVID-19 crisis and Governor Charles Baker's order allowing remote participation, this meeting was conducted remotely via ZOOM. The meeting was called to order at 4:07 p.m.

Trustees present: Joan Medeiros, Chair; Frank Baptista; Valentina Videva Dufresne, Secretary; Pamela Gauvin, Esq.; Jeffrey Karam; Lynn Motta; Diane Silvia; and Steven Torres, Esq., Vice Chair.

Trustees absent: Samir Bhattacharyya and Renee Clark

Kathleen Wordell, Recording Secretary, announced that since all members of the Board of Trustees would be participating remotely at the Board meeting, all votes taken would be by Roll Call Vote. She reminded all present that the meeting would be conducted in Open Session with public access and included members of the President's Leadership Team and others present who may be called upon for additional information. Also in attendance were members of the general public, who would remain silent during the meeting.

Ms. Wordell stated she would take attendance by Roll Call and then hand the meeting over to Chair Joan Medeiros. In attendance at the beginning of the meeting were:

Frank Baptista – Yes  
Samir Bhattacharyya – Absent  
Renee Clark - Yes  
Valentina Videva Dufresne - Yes  
Pamela Gauvin – Absent (*arrived later*)  
Jeffrey Karam - Yes  
Lynn Motta - Yes  
Diane Silvia – Yes  
Steven Torres (Vice Chair) – Yes  
Joan Medeiros (Chair) – Yes

(Trustee Clark signed into the meeting but left immediately afterwards.)

II. Chair's Remarks

Chair Medeiros welcomed all to the meeting.

(Trustee Gauvin joined the meeting at this time.)

Chair Medeiros shared the news with the Board of Trustees that Trustee Samir Bhattacharyya has resigned from the Board effective March 1, 2022, and sends his regrets that he could not be at today's meeting. She said he has provided valuable insight and input to the Board over the past five years.

Chair Medeiros said today's Report of the Awards Committee will be moved up in the agenda to follow the AFSCME Presentation, and the Board of Trustees Self-Assessment will be conducted at the April 4 Board Meeting as today's meeting was not conducted in-person. Chair Medeiros reminded the Board that since the Governor's Executive Order for Zoom Board Meetings expires on April 22, 2022, there can be no further Zoom Board meetings after that date. She also confirmed that the June 6 Board Meeting date has been changed to Thursday, June 2, 2022, instead.

III. Consideration of Consent Agenda Items

Chair Medeiros asked if any consent agenda items needed to be moved to the regular agenda. There were no items to move. She then read the Consent Agenda Items listed and asked for a motion to approve said items.

- Consideration of Minutes of Board of Trustees Meeting for January 31, 2022
- Report of Personnel Actions February 2022
- Report of Workforce and Community Education Contracts February 2022

A motion was made by Trustee Videva Dufresne to approve the consent agenda items and seconded by Trustee Karam. Ms. Wordell conducted a Roll Call Vote:

Frank Baptista – Yes  
Samir Bhattacharyya – Absent  
Renee Clark - Absent  
Valentina Videva Dufresne - Yes  
Pamela Gauvin - Yes  
Jeffrey Karam - Yes  
Lynn Motta - Yes  
Diane Silvia – Yes  
Steven Torres (Vice Chair) – Yes  
Joan Medeiros (Chair) – Yes

The motion was approved.

#### IV. AFSCME Presentation

Chair Medeiros introduced Ms. Melanie Johnson, AFSCME 1067 Unit 1 Steward for Bristol Community College, who gave a presentation to the Board. She shared the following topics with the Board. (Please see the attached full presentation.):

- AFSCME 1067 – Bristol Community College – A Year in Perspective
  - Steward and Campus Role
- What is AFSCME 1067?
- Equity and Shared Governance
- AFSCME Retreat August 20, 2021
- A Year in Retrospect : Equity and Opportunity
- Union and Senate Monthly Meetings
- Town Hall Meetings
- AFSCME Professional Development
- AFSCME Classified Professional Development Series
- Equity and Inclusion
- Making Bristol More Equitable - AFSCME Equity and Inclusion Workshop
- AFSCME and Equity – President Douglas Initiative, President Douglas Statement of Support
- AFSCME Vaccination Mandate
- AFSCME Contract Negotiations
- Future Collaboration

Trustee Baptista said that Ms. Johnson's presentation was most positive; it is extremely important that the relationship between AFSCME and administration is a positive one. Trustee Videva Dufresne said it was amazing how much positive change had occurred in one year. Ms. Johnson said the dissent a year ago was because many felt their voices were not heard. President Douglas listened and outreach from the President has elicited much change. She said that President Douglas listens, meets with union leadership, and provides support. It is a culture shift which takes times to implement. There is still a lot of work to do but being a part of college service and governance allows them to have a voice which is beneficial to the entire college community. They are very appreciative of what President Douglas has done.

Chair Medeiros thanked Ms. Johnson for her presentation and said it has been an amazing past year.

#### V. Report of the Awards Committee

Trustee Diane Silvia, Chair of the Awards Committee, gave her report to the Board. She said last November the letter requesting nominations for the awards at Commencement went out to the Trustees and the College Community. The Awards Committee met on January 31, 2022, to review and discuss the nominees. At that meeting, the Committee

chose Dr. Kerry Murphy Benenato as the Honor Degree Award recipient and Ms. Gail Fortes as the Distinguished Citizen Award recipient.

Committee Chair Silvia said Dr. Benenato is a native of Somerset, attended Somerset schools, received her doctorate at Boston College in Organic Chemistry, and completed post-graduate studies at Harvard University before beginning her career as a research chemist. She was also part of the team of researchers at Moderna, Inc. that helped to develop the Moderna vaccine. She presented as a strong candidate for this award as well as had local connections to our area.

Ms. Fortes is the Executive Director of the YWCA Southeastern Massachusetts, since 2006. She has served on many local boards and organizations, and is committee to eliminating racism and empowering women. Some of her accolades include: 2015 Standard Times New Bedford Woman of the Year; Vice Chair of Southcoast Community Foundation, Board Member of One SouthCoast Chamber; Member of the Board of BayCoast Bank. She also is the host of the Dartmouth Cable Television Show “Voices of Women.”

Trustee Baptista asked if the Committee considered both of these candidates for the Honorary Degree Award, as both seem worthy and interchangeable for the awards. Committee Chair Silvia said that they reviewed several nominations and these two were very strong for the awards they were chosen for. She read the criteria for the Honorary Degree Award:

“This honor shall be bestowed upon an individual who has distinguished himself or herself on the National or Eastern Regional level and who is widely recognized for his/her accomplishments in such areas as the humanities, art, business, charity, civil rights, communications, education, government, labor, law, medicine, music, science, sports, or any other similar noteworthy endeavor.”

Committee Chair Silvia then read the criteria for the Distinguished Citizen Award:

“This honor shall be bestowed upon an individual who has distinguished himself or herself within the service area of the College, essentially being Bristol County and its surrounding municipalities, and has made a significant contribution in the field of the arts, business, education, government, health, or labor, and whose character and achievements have enriched the life of the community.”

Committee Chair Silvia said that the Committee chose Dr. Benenato for the Honorary Degree Award as she was a strong candidate who made more of a national as well as a global impact. The Committee also felt that Ms. Fortes best presented herself as a candidate for the Distinguished Citizen Award as she distinguished herself more within the service area of the college and Bristol County.

A motion was made by Trustee Baptista to accept the report and recommendations of the Awards Committee. This was seconded by Trustee Gauvin. Ms. Wordell conducted a Roll Call Vote:

Frank Baptista – Yes  
Samir Bhattacharyya – Absent  
Renee Clark - Absent  
Valentina Videva Dufresne - Yes  
Pamela Gauvin - Yes  
Jeffrey Karam - Yes  
Lynn Motta - Yes  
Diane Silvia – Yes  
Steven Torres (Vice Chair) – Yes  
Joan Medeiros (Chair) – Yes

The motion was approved.

Committee Chair Silvia said at the Awards Committee meeting of January 31, the Committee also approved a motion to rewrite the description of the College Awards Policy for future nominations to state that at the time of nomination for the Honorary Degree and Distinguished Citizen Awards, nominees who are actively serving the college on a board or who are a current employee of the college are not eligible. This recommendation was to be brought before the full Board for review and approval.

A motion was made by Trustee Videva Dufresne to revise the College Awards Policy to state that at the time of nomination for the Honorary Degree and Distinguished Citizen Awards, nominees who are actively serving the college on a board or who are a current employee of the college are not eligible. This was seconded by Trustee Baptista. Ms. Wordell conducted a Roll Call Vote:

Frank Baptista – Yes  
Samir Bhattacharyya – Absent  
Renee Clark - Absent  
Valentina Videva Dufresne - Yes  
Pamela Gauvin - Yes  
Jeffrey Karam - Yes  
Lynn Motta - Yes  
Diane Silvia – Yes  
Steven Torres (Vice Chair) – Yes  
Joan Medeiros (Chair) – Yes

The motion was approved.

VI. President's Report

Trustee Talking Points

President Douglas said the following Trustee Talking Points would be discussed:

- Bridges to College Grant – Jennifer Menard, Vice President, Economic and Business Development
- Bristol Student Accepted to U.S. Naval Academy – Joyce Brennan, Vice President, Marketing and Communications
- Summer CSS at New Bedford High School – Kate O'Hara, Vice President, Student Services and Enrollment Management

Vice President Menard said the Bridges to College Grant is a grant provided by the Department of Higher Education for \$53,000 serving 20 students. The Adult Education Transition to College program provides support to HiSET, GED, and ESOL graduates transitioning into post-secondary education.

Vice President Brennan said that a College Access student and full-time enrollment senior, Victoria Perry, will achieve both her associate degree in Engineering Transfer and her high school diploma at the end of the academic year. Ms. Perry will be Bristol's first United States Naval Academy midshipman and is a prime example of what our students can achieve when they are supported by Bristol and motivated to succeed. Ms. Perry will report for her plebe year in the summer of 2022.

Vice President O'Hara said the college is continuing its partnership with New Bedford High School by teaching our College Success Seminar (CSS) to 1,000 students at the high school this summer. We will be providing 46 sections of a one-credit course on introduction to the college experience that will be supplemented with workshops.

COVID-19 Update

President Douglas gave an update to the Board regarding the pandemic.

- The college is continuing with its surveillance program.
- The college has had no cases for weeks.
- We will be scaling back testing as cases and tests are down.
- The college offered a booster clinic on February 14, 2022.
- Input is ongoing regarding mask-optional. We have met with union leadership, and conducted a forum with employees and the Student Senate.
- Relaxed eating and drinking protocol on campus.

Trustee Torres said there is a statewide mask mandate lifting at schools. Why do we not follow what everyone else in higher education does? At some point we must get back to normal. President Douglas said we have contracts with our unions. Across all 15 community colleges we must go through the proper protocols and accommodate our

unions. There has been good feedback on metrics, but we need to have a procedure in place before we proceed. It is part of shared governance.

Enrollment Update

Kate O’Hara, Vice President, Student Services and Enrollment Management, gave an enrollment update to the Board. She shared the following information:

	<u>SP 2022</u>	<u>SP 2021</u>	<u>% CHANGE</u>
FTE	3021.5	3514.1	-14%
# Credits	45,322	52,711	-14%
Headcount	5153	5855	-12%
# Courses	977	1,002	-2%
Female	66%	66%	-
Part-Time	67%	65%	+2%
Students of Color	30%	26%	+4%
Average Age	26	26	-
<b>FLEX START **</b>			
Headcount (Duplicated)	1744	805	+117%
# Courses	140	53	+164%

V.P. O’Hara said that we are 14% down in full-time enrollment (FTE) and have had 500 applicants that did not enroll in the spring. Other community colleges had more in-person classes and we are looking to increase this. There have been more students of color (+4%). She said the Flex Start program has positively impacted and boosted enrollment. Students are given the additional flexibility of starting later than the traditional start date for the semester.

V.P. O’Hara said they are looking forward to the summer and fall. This summer we have doubled the applications from two years ago. For fall 2022, 800 students have already been admitted.

Trustee Videva Dufresne asked if Flex Start is offered only for certain courses or campuses. V.P. O’Hara said that it is offered for a lot of introductory courses and gateway courses but it is not offered for every course. They are doing more analysis of 200 level courses, but stay away from the more structured curriculums such as Health Sciences.

Legislative Priorities

President Douglas reviewed the following list of the FY23 Community College Budget Priorities with the Board.

#### Campus Operations

- Community College Operating Line Items - \$327,553,347
- Community College Funding Formula - \$9.5 million

#### College Priorities

- SUCCESS Fund - \$14 million
- Early College Programs - \$10 million
- Dual Enrollment Grants - \$9 million
- TRAIN Initiative - \$1.5 million
- Community College Workforce Training Incentive Grant - \$1.45 million
- STEM Starter Academy - \$4.75 million
- EEC Provider Opportunities - \$10 million
- Higher Education Collaborative & Efficiency (PACE) - \$300,000

#### Risk Management Update

Kathleen Martin, Risk Compliance Officer, gave a Risk Management update to the Board. In this report, Ms. Martin said she would review the following:

1. Risk Summary
2. Action Plan Status
3. Future Risk Monitoring and Reporting
4. Review Status of the Board's Policies

The five highest risks are: Enrollment, Adjunct Appointment Process, Information Technology, High Risk Policy Inventory and Grand Management.

She said substantial progress has been made in all areas and the teams have worked hard.

- Action plans are defined for reviewing and implementing high-risk policies.
- Action plans are defined for reviewing and confirming vendor inventory focusing on vendors sharing Bristol's confidential data.
- Grant management and reporting process has been enhanced.

Ms. Martin reviewed the risk and the risk status of the five highest risks with the Board. She said she could go into more depth regarding these. Chair Medeiros said that would be best served at the Board-level Risk Management Committee.

When the discussion came to the Grant Management topic, Trustee Torres noted that there were four separate areas that handled Grant Management and he asked why not have one centralized grant person responsible for oversight of these four areas. Ms. Martin said that V.P. Menard is responsible for overall grant development. V.P. Kenyon oversees grant accounting. Leadership is responsible for ensuring grant expenditures are on track. Therefore, the risk owner for grants under Academic Affairs is V.P. Suzanne Buglione. Trustee Torres said he still felt it needs to be more centralized. Ms. Martin said she would take it into consideration.



(Trustee Silvia left the meeting at this time.)

Ms. Martin then reviewed policies with the Board that required Board action.

The first policy was the Affirmative Action Equal Opportunity and Diversity Policy (PAA). She reviewed a summary of the changes to this policy that went into effect last year and had been provided to the Board in their meeting material. She said the PAA was revised to comply with a Massachusetts federal court decision and the Massachusetts Campus Sexual Violence Act. The following was a breakdown of the changes:

- Title IX decision-makers may now consider all statements made by all parties and witnesses, even if they do not submit to cross-examination at a live hearing.
- The college will not pursue discipline against a student who reports, witnesses or possesses personal knowledge of an incident of sexual violence unless the college determines that the report was not made in good faith or that the violation was egregious (amnesty provision)
- A person subjected to sexual violence shall be informed of any no-contact or no-trespass orders issued to the respondent by the College and the College's notification procedures, responsibilities, and commitment to honor any court-issued restraining or protective orders, to the extent permitted by law.

Trustee Torres said that he had concerns regarding the first bulleted change noted and requested that this policy be removed from the list and tabled for further discussion at a later date. Others members of the Board expressed similar concerns with this policy. Trustee Gauvin asked if the wording of this policy and the changes came from the state. Ms. Martin explained that this policy was given to the college from our General Counsel who coordinated with the unions and 15 community colleges. It is a Board of Higher Education policy implemented statewide, so no input is required from the Board of Trustees. President Douglas suggested that General Counsel attend a future Board meeting to fully explain the changes to this policy.

Ms. Martins then reviewed the Breach Notification Policy which updated approval was required as part of the annual review cycle. There were no questions on this policy.

The following policies were proposed to retire with no replacement:

- Anti-Idling Policy
- Energy Star Policy
- Incandescent Bulb Ban
- Code of Conduct – Student Loan Programs
- Policy on Free Courses
- Red Flag Policy

Questions were asked regarding the Incandescent Bulb Ban Policy. Trustee Videva Dufresne asked if all the campuses are updated with LED. Trustee Baptista said it should be clear to others the Board's stance on the policy. V.P. Kenyon said that all capital projects have to be

LEED Silver certified which incorporates these minor policies. LEED Silver is a statewide policy and carbon neutral statewide initiative plan. Chair Medeiros suggested to make this a topic for a future Board Facilities Committee Meeting.

Ms. Martins then reviewed the Campus Police Department Firearm Policies and Procedures which was to be retired and replaced with updated policies. This original policy was previously approved by the Board of Trustees in 2013. The Board approved two of the replacement policies in August 2021: Use of Force Policy 1 and Use of Force Policy 2. Other replacement policies have been approved with various dates in 2021 by the President's Leadership Team. The Board had no questions on this policy.

Chair Joan Medeiros requested a motion to table the Affirmative Action Equal Opportunity and Diversity Policy to a later date for further review and discussion.

A motion was made by Trustee Torres to table the Affirmative Action Equal Opportunity and Diversity Policy to a later date for further review and discussion. This was seconded by Trustee Gauvin. Ms. Wordell conducted a Roll Call Vote:

Frank Baptista – Yes  
Samir Bhattacharyya – Absent  
Renee Clark - Absent  
Valentina Videva Dufresne - Yes  
Pamela Gauvin - Yes  
Jeffrey Karam - Yes  
Lynn Motta - Yes  
Diane Silvia – Absent  
Steven Torres (Vice Chair) – Yes  
Joan Medeiros (Chair) – Yes

The motion was approved.

Chair Medeiros requested a motion to approve the following policy changes as outlined previously:

- Breach Notification Policy – Updated approval as part of annual review cycle
- Anti-Idling Policy – Retire with no replacement
- Energy Star Policy – Retire with no replacement
- Incandescent Bulb Ban – Retire with no replacement
- Code of Conduct – Student Loan Programs – Retire with no replacement
- Policy on Free Courses – Retire with no replacement
- Red Flag Policy – Retire with no replacement
- Campus Police Department Firearm Policies and Procedures – Retire 2013 policy and replace with updated policies.

A motion was made by Trustee Torres to approve the policy changes as outlined previously. This was seconded by Trustee Karam. Ms. Wordell conducted a Roll Call Vote:

Frank Baptista – Yes  
Samir Bhattacharyya – Absent  
Renee Clark - Absent  
Valentina Videva Dufresne - Yes  
Pamela Gauvin - Yes  
Jeffrey Karam - Yes  
Lynn Motta - Yes  
Diane Silvia – Absent  
Steven Torres (Vice Chair) – Yes  
Joan Medeiros (Chair) – Yes

The motion was approved.

#### President’s Goals Update

President Douglas reviewed her Approved Key Goals for 2021-22 with the Board that included the following strategies:

- Strategy #1 Academic Innovation
- Strategy #2 Identify Diversity, Equity and Inclusion
- Strategy #3 Organizational Excellence
- Strategy #4 Partnerships

President Douglas asked if there were any questions. There were no questions.

#### VII. Financial Update

Vice President Steve Kenyon gave a Financial Update to the Board. The following are some of the highlights of his report.

- As expected and noted previously by V.P. O’Hara, FY22 enrollment was down 14%.
- Unrealized losses of \$880,000.
- Expect a \$2.2 million FY22 projected surplus –a yield increase in cash for three years in a row, which is a direct result of CARES funds.
- Will be presenting the FY23 budget for approval to the Board at the April 4 Board meeting along with a request for a fee increase.
- CARES Funds of \$6 million will roll into the FY23 budget.
- Have received Chapter 91 approval for NOWI with the final license to be issued in 21 days, and have received the approvals as well as the demo permit.

(Trustee Motta left the meeting at this time.)

VIII. Report of the Student Delegate

Student Delegate Raffia Saleem gave her report to the Board. The following are some of the highlights of her report.

Student Senate:

- Last meeting was held in Senate Office.
- Resolved Proposals.
- Commencement.

Student Orientation:

- New Student Orientation moved to a virtual experience Spring 2020. We plan to keep it as a virtual experience due to its success, and accessible format.
- In-person components have been added and will continue to be added, to compliment this virtual onboarding.

Student and Family Engagement:

- Student Ambassadors
- Trips: Providence Bruins and Easton Children's Museum.
- SFE Banner
- 1000<sup>th</sup> Student Log In
- Spring Program Box
  - 130 Students registered.
  - Box includes DIT projects, Trivia Nights, Virtual Tours, Workshops, Wellness and many other activities planned.
  - Every month includes different activities.

Student Delegate Saleem ended her report.

IX. Request for Approval of Sabbatical

President Douglas reviewed the sabbatical request from Anthony Ucci, Professor of Engineering for the Fall Semester of Academic Year 2022-2023. He intends to develop an Engineers Without Borders (EWB) organization at Bristol Community College to serve disadvantaged communities and people through engineering projects, and plans to partner with the EWB-USA Chapter at UMass Dartmouth on these projects.

A motion was made by Trustee Videva Dufresne to approve the Sabbatical Leave Request for Anthony Ucci, Professor of Engineering. This was seconded by Trustee Baptista. Ms. Wordell conducted a Roll Call Vote:

Frank Baptista – Yes  
Samir Bhattacharyya – Absent  
Renee Clark - Absent  
Valentina Videva Dufresne - Yes

Pamela Gauvin - Yes  
Jeffrey Karam - Yes  
Lynn Motta - Absent  
Diane Silvia – Absent  
Steven Torres (Vice Chair) – Yes  
Joan Medeiros (Chair) – Yes

The motion was approved.

X. Old Business

There was no Old Business to come before the Board.

XI. New Business

As noted previously, the Board’s Self-Assessment will be done at the April Board meeting as today’s meeting was conducted virtually.

Ms. Wordell mentioned some upcoming events as well as the 2022 Commencement which will be held in-person on Saturday, May 21, 2022; all Trustees are expected to attend.

XII. Adjournment

There being no further business to come before the Board, Chair Medeiros declared the meeting adjourned. The time was 6:28 p.m.

Respectfully submitted,

*Valentina Videva Dufresne*

\_\_\_\_\_  
Valentina Videva Dufresne, Secretary

4/4/22\_\_\_\_\_  
Date Approved

\_\_\_\_\_  
Initials

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## AFSCME 1067 – BRISTOL COMMUNITY COLLEGE

A YEAR IN PERSPECTIVE



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## AFSCME 1067 – STEWARD AND CAMPUS ROLE



- My name is Melanie Johnson and I am the AFSCME 1067 Unit I Steward for Bristol Community College. I represent Unit I employees, and have also been covering Unit II employees in the absence of a Unit II representative.
- Unit I are the Clerks, Admins, Lab assistants, EDP and Librarians. Unit II are the Trades workers, Maintainers, Plumbers, HVAC, Electricians and Campus Police.
- I have been the employee elected steward representing the members since 2002. I have worked for the college as a librarian since 1999, and am a proud alum.

## WHAT IS AFSCME 1067?

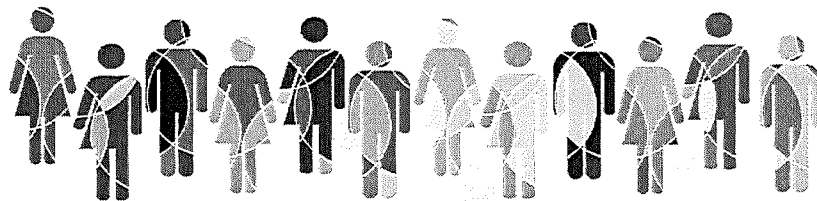
- AFSCME 1067 is the union that represents and is the sole and exclusive bargaining agent for the purposes of establishing wages, hours, standards of productivity and performance and other terms and conditions for the full and part time employees.
- Full and part time employees are referred to as the “bargaining unit”. The status was certified January 20, 1976.
- AFSCME 1067 has a legislative and bargaining agent with AFSCME Council 93 who works directly with the Board of Higher Education (BHE) to negotiate such terms and conditions.
- AFSCME participation in shared governance has been limited or non-existent as contract does not focus on work outside of the duties of the job description.

Salaries Employment Health Grievance Protection Law  
 Representative Employees COLLECTIVE BARGAINING  
 Issues at Workplace Process Negotiation  
 Health Care Employees Agreement Productive  
 Cost Working Hours Terms Rules  
 Employer Union Wages Group  
 Overtime Safety Establish Cost

Limits Work Time Salary  
 Regulate Contract  
 Participate

## EQUITY AND SHARED GOVERNANCE

- President Douglas has consistently referred to the concept of shared governance and transparency, and has been tireless in striving to create an environment in which the process occurs organically.
- Two key strategies from the 2020-24 strategic plan, Equity and Student Success and Organizational Excellence encourage a structure that supports and honors its workforce while providing rich opportunity through academic and faculty/staff support to its students.
- The strengths of the college, according to the CampusWorks Environmental Scan of 2019, include a strong commitment by faculty and staff to ensure student success, but also the fact the students recognized that commitment. Academic support services was also a key strength. Clearly the staff and faculty at Bristol have made an impact and contribute to the success of the college and should be a part of the decision making process.
- An employer who invests in their employees invests in their continued success...



## AFSCME RETREAT AUGUST 20, 2021

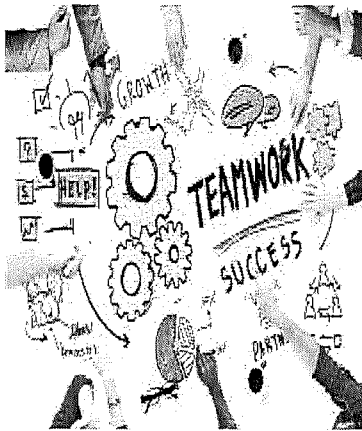
- President Douglas invited me as AFSCME leader to a retreat to meet with herself and other college leaders. This was the first retreat that had a specific focus on AFSCME.
- **Casual Focus:** What has worked well for us over the past year – What can we celebrate? How to continue the positive relationship? Future Goals?
- Continued focus on Professional Development in line with the strategic plan
- Required support for supervisor buy in – for professional development, attending council meetings, or other college initiated service.
- Request AFSCME presents to Board of Trustees once per year
- **Retreat Very Positive** – AFSCME members front line workers and was clear there was understanding that attendance was a challenge.

## A YEAR IN RETROSPECT : EQUITY AND OPPORTUNITY





## UNION AND SENATE MONTHLY MEETINGS

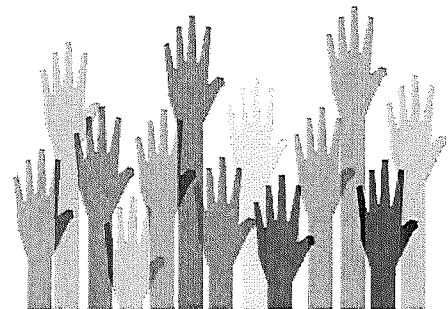


- In the spirit of shared governance, President Douglas invited union and senate leadership to discuss items of importance through attendance at monthly meetings.
- These meetings are beneficial not only to AFSCME members, but to the other leaders as well. Collaborating on problem solving while having difficult conversations has provided equity and an appreciation for the inclusion.
- These meetings are new to Bristol, and represent a commitment by the college to be inclusive. This promotes open communication and a shared governance process to problem solving.

## TOWN HALL MEETINGS

- The unions and the senates have worked with President Douglas to organize a number of Town Halls, each similar in structure, with a series of questions submitted via link.
- Each question is posed to President Douglas with the ability for those attending to ask follow up questions, as well as being able to ask new questions in the chat. These events were well attending and very successful.
- Town Hall meetings took place on: August 19, November 2, and December 16 and another one is planned for the end of February.

## TOWN HALL MEETINGS



## AFSCME PROFESSIONAL DEVELOPMENT



- The AFSCME contract provides funding for professional development for AFSCME is typically by application or by through a single event with attendance specific to AFSCME members.
- This year due to pandemic I requested and was approved to rollover the 2020 AFSCME Classified Professional Development Funds to support two Professional Development Initiatives.
- The first initiative was a “Summer Series Event”. The goal was to increase staff moral and provide a selection of professional development options that supported staff development as well as encouraging members to participate due to low AFSCME staff participation The series were presented by LEAD Advisory Group whose workshops focus on developing and advancing dynamic leaders.

## AFSCME CLASSIFIED PROFESSIONAL DEVELOPMENT SERIES

### TOPICS/DATES

- • Leading From Where You Are - Wednesday, June 16th, 1-2pm
- • Introduction to Emotional Intelligence - Wednesday, June 30th, 1-2pm
- • How Smart People Handle Difficult People - Wednesday, July 14th, 1-2pm
- • Developing Your Presentation Skills - Wednesday, July 28th, 2-3pm
- • Leading Effective Meetings - Wednesday, August 11th, 1-2pm
- • Develop Personal Sustainability and Thrive – Wednesday, August 25th, 1-2pm



## EQUITY AND INCLUSION

**Diversity** is a fact.  
**Equity** is a choice.  
**Inclusion** is an  
action.  
**Belonging** is an  
outcome.

- April Chan

## MAKING BRISTOL MORE EQUITABLE AFSCME EQUITY AND INCLUSION WORKSHOP

- 10:00 AM
- Bristol's Mission
  - Foundations of Higher Education
  - Activity
  - Equity vs. Equality
  - Break - 5 Minutes
- 11:00 AM
- Inclusion vs. Exclusion
  - Activity
  - Final Thoughts
  - Academic Innovation
  - Break/Closing - 5 Minutes

- AFSCME Members Only
- 12:00 pm
- Leadership in Higher Education
  - Final Thoughts
  - Questions



- The second workshop was directly supporting the colleges strategic plan. We hosted a collaborative workshop on August 18, 2021. For the first half of the event, all were welcome to attend.
- The workshop focused specifically on Bristol with an outcome focus: "How do we ensure Equality and Equity for everyone while advancing the Mission of Bristol Community College and the Four-Year Strategic Plan?"
- I worked with April Lynch, Katie Mello and Gary Convertino as this Workshop was approached much differently than other AFSCME Classified Development opportunities.
- I felt that this topic and the presenter April and I had chosen was something the entire college community would resonate with. The sessions were facilitated by Dr. Tamika N. Jacques, Ed.D.



## AFSCME AND EQUITY – PRESIDENT DOUGLAS STATEMENT OF SUPPORT

At Bristol Community College, we believe that shared governance enables the college community to focus on our mission and assist stakeholders in making decisions that foster both student and employee success. Shared governance requires engagement from all members of the college community, allowing them to weigh in, share diverse perspectives, and make recommendations about initiatives that align with the work of our councils and our strategic plan.

Shared governance is about taking ownership of the governance process and realizing that for progress to take place, all constituents must be engaged in the work of the college. It is the intent of the Central Governance Council (CGC) and the administration that we provide a governance system that engages and empowers our members, strengthens our bonds as colleagues, and builds an exceptional experience for students.

As a result of our commitment, AFSCME members can and are encouraged to:

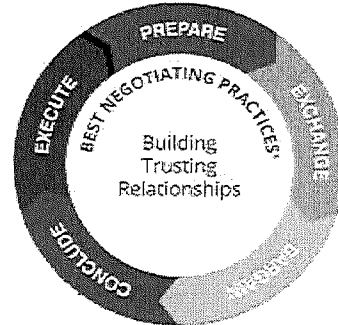
- **Participate in college service as part of their regular workload.** It is expected that their supervisors find coverage and adjust workloads as needed to support engagement in this important work. Participation is not in addition to existing responsibilities; it is to be considered part of the regular workload of AFSCME employees.
- **Hold council chair positions and pursue leadership positions (subgroup leads, co-chairs, etc.).** Leadership roles will be documented in employee files and considered in times of re-classification or when applying for other jobs within the college. Council chairs require project and human relations skills. It is an opportunity for members to broaden their skill sets, demonstrate initiative, and expand their career opportunities. Those assuming leadership positions must have approval of their supervisor or dean as applicable.

## AFSCME VACCINATION MANDATE

- As part of the shared governance process, I was invited to be a part of two working groups regarding a vaccination policy for the college.
  - Vaccination Strategy Work Group - focus on the development of the process/protocol of instituting a Vaccination Policy
  - Vaccination Implementation Work Group - take the information provided by the Vaccination Strategy Work Group and implement the process to administer the vaccine to our staff, faculty and students
- AFSCME 1067 impact bargained with the BHE to implement a vaccination mandate as a condition of employment for all AFSCME 1067 members. Given the complexity of the mandate, AFSCME was able to ensure that accommodations for religious and medical would be reviewed and considered.
- This mandate enabled us to work towards reopening safely and keep the cases of covid on the campuses at a minimum.

## AFSCME CONTRACT NEGOTIATIONS

- Represented Bristol Community College as the AFSCME Chief Steward in AFSCME 1067 contract negotiations with the Board of Higher Education
- Contract included funding for those members who worked on campus during the pandemic and kept the college running while most employees worked from home.
- Governor Baker has filed the necessary legislation to fund the contracts. The process now moves to the legislature starting with the House of Representatives and then the Senate. Council 93 will be working in coalition with other public-sector unions to urge quick passage in the legislature in an efforts to put these hard-earned, and well deserved pay increases into the pockets of our members as quickly as possible.
- Any support for this process would be welcome and appreciated.



## FUTURE COLLABORATION

The future has many names: For the weak, it means the unattainable;  
 For the fearful, it means the unknown;  
 For the courageous, it means opportunity.

*Walter Raleigh*  
 1591

- President Douglas is managing a culture shift, which is difficult for any leader of a institution, but handling during a pandemic is extraordinary,
  - There are plans to develop further professional development opportunities, to support the strategic plan either directly or indirectly.
  - Increase AFSCME participation.
  - Currently working to another AFSCME PD day.
  - Continue collaborating with President Douglas on inclusion of AFSCME members
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- Thank you for your time. Questions?