

THE BOARD OF ILLINOIS COMMUNITY COLLEGE DISTRICT NO. 515

Eight Hundred Thirty First Regular Meeting February 23, 2021

MINUTES

Dr. Ronald White, Vice Chair, convened the 831st Regular Meeting of the Board of Illinois Community College District No. 515 at 5:04 p.m., Tuesday, February 23, 2021, via Conference Call and in the Board Room of the College.

ROLL CALL:

Board Members Present

Dr. Ronald White, Vice Chair
Mr. Christopher Baikauskas, Secretary
Mr. Christian Ponce, Student Trustee

Board Members Present via Conference Call

Mr. Marc Wiley, Chair (*left at 6:00 p.m.*)
Ms. Joelle Mulhearn
Mr. John Stanfa
Ms. Camiella Williams (*left at 6:45 p.m.*)

Board Members Absent

Mr. Jay Readey

Table Participants Present

Dr. Thomas Saban, Interim President
Dr. Michael Anthony, Vice President, Student Affairs and Institutional Effectiveness
Mr. Elighie Wilson, Interim Vice President, Academic Affairs
Mr. Eric Stach, Del Galdo Law Group

Table Participants Present via Conference Call

Mr. Thomas Nicholas, Faculty Representative

Administrators Present

Ms. Jan Bonavia; Ms. Annette Dolph; Dr. Megan Hughes; Ms. Kim Kunce; Mr. Timothy Kosiek;
Dr. Anthony Martin; Dr. Charmaine Sevier; Ms. Deborah Smith Havighorst; Ms. Patricia
Gallagher Trost; Dr. Kisha Wells

Administrators via Conference Call

Ms. Tiffany Brewer; Ms. Carolyn Ciesla; Ms. Janice Kaushal; Ms. Grace McGinnis; Mr. Felix
Simpkins; Ms. Cheri Taylor-Lawton

Faculty Members Present

Ms. Rebecca Buckle; Ms. Kathleen Karwoski; Mr. Michael Massengill; Ms. Kimberly Piña; Ms.
Gail Szewczyk; Dr. Johnson Thomas; Ms. Denita Williams; Ms. Nichelle Williams

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Faculty Members Present via Conference Call

Dr. Christa Adam, Ms. Brianna Abate; Dr. Danielle Coleman; Dr. Cynthia Cornejo; Ms. Carol Fawcett; Ms. Lalinda De La Fuente, Dr. Dianne DeSousa; Mr. Brian Garant; Ms. Laura Guill; Ms. Jessica Hanson; Ms. Shelley Keane; Dr. Craig Mulling; Ms. Valerie Nicholson; Dr. Justin Pariseau; Ms. Desiree Schierholz; Ms. Katharine Sims-Drew; Ms. Sandra Wood

Managers Present

Ms. Crystal Alston-Nobles; Mr. Jay Barriga

Managers Present via Conference Call

Ms. Deanna Burghardt; Ms. Kristen Carrera; Ms. Cindy Brncich-Drew; Ms. Mary Fitzpatrick; Ms. Laura Gill; Ms. Alysse Hansen; Ms. Helen Manley; Mr. Michael Moody; Mr. Lirim Neziroski; Mr. Joel Nightingale; Ms. Jameta Rogers; Ms. Oshunda Williams; Mr. John Woodyatt

Staff Members Present via Conference Call

Ms. Lesia Barnes; Ms. Renee Bickett; Ms. Erin Craven; Ms. Kristin Milligan

Others Present via Conference Call

Ms. Brittany Allen; Rev. Donna Anderson; Ms. Tina Caston; Ms. Pamela Davis; Ms. Monica Gordon; Dr. Nakia Hall; Dr. Marie Hansel; Ms. Mary Johnson; Ms. Beverly Saban; Mr. Edward Schwarz; Ms. Debra Smith; Ms. Lindsay Smith; Ms. Isabelle Thomas; Ms. Rupa Thomas; Ms. Veronica Thomas; Ms. Nichelle Williams; Dr. Barbara Wilson

ORAL/WRITTEN PUBLIC COMMUNICATIONS

Dr. Nakia Hall, 607 Kevin Lane, University Park, addressed the Board. Dr. Hall participated in the Divine Nine Black Greek Experience Zoom meeting that was held last week and gave kudos to the staff member who put it together. The conversation was very enlightening and informative and as a member of the Delta Sigma Theta Sorority, she found it very beneficial. Kudos to the college for bringing that forward and allowing that conversation. Dr. Hall happened to see the tuition relief program advertised on the College's website as well as social media and is excited about that because she knows that during this time, tuition has not been affordable for many students and she is glad the College is having the program. According to the site, a decision should be made within two weeks after students apply. Dr. Hall is not sure if the College is aware, but there have been a couple of students who applied for the program and are still waiting for a response and it has been past two weeks, according to them. Dr. Hall just wanted to make everyone aware that some students are saying that are not receiving a response. Also, there is some clarity needed regarding the limit for a certain amount of money that students have to have in regard to their account, and that they had to have had at least \$2,000 worth of tuition. If that can be made clear to students, that would be greatly appreciated. Dr. Hall also asked if this was coming from CARES Act Funding. Dr. Hall inquired if the packets for the Board meeting are available to the public and if they are, where can the public find them.

Mr. Baikauskas responded that only agendas are posted on the website and they are posted 48 hours ahead of time, as required. Board packets are not available for the public at this time. He thanked Dr. Hall for her questions and said the College will look into the other matters.

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INTRODUCTIONS/RECOGNITIONS

Pioneer Award – Jennifer Rietveld, Telecommunications/Computer Technician

Dr. Saban announced that the Pioneer Award was awarded to Jennifer Rietveld, Telecommunications/Computer Technician. In her position, Ms. Rietveld supports the college’s telephone service, among many other duties. She used her expertise and knowledge to analyze the college’s telephone bills and challenged AT&T on several charges and asked for an on-site audit of the college’s physical lines. The end result included eliminating multiple unnecessary or redundant circuits and accounts, saving the college \$22,487 monthly while still retaining AT&T as our service provider. Congratulations to Ms. Rietveld.

Presentation – Strategic Plan Annual Report

Ms. Jan Bonavia, Director of Institutional Effectiveness, planning and accreditation gave an overview of the strategic plan and the annual report.

Mr. Baikauskas asked Dr. Anthony who a company can contact that would like to partner with the College for hiring students. Dr. Anthony said they can work with him and/or work directly with Ms. Mary Fitzpatrick, Manager of Career Services. Mr. Baikauskas will follow up.

CONSENT ITEMS

Ms. Mulhearn moved and Mr. Baikaukaus seconded that the Board of Trustees approves the following items of consent:

Minutes

It is recommended that the Board of Trustees approves the Minutes of the 830th Regular Meeting of January 26, 2021

Full-time Faculty Overloads, Adjunct Faculty Salaries and Compensation for Administrators, Staff and Retired Faculty on Teaching Assignments – Spring 2021, First Eight-Week Classes, Sixteen-Week Classes, and Fourteen-Week Classes (Credit

It is recommended that the Board of Trustees approves the full-time faculty overload compensation in the amount of \$293,879.89, adjunct faculty compensation in the amount of \$543,537.32, and compensation for retired faculty on teaching assignments in the amount of \$3,174.00, for first eight week classes, sixteen-week classes, and fourteen-week classes of the Spring 2021 term (credit courses).

Bills Payable – FY2021

It is recommended that the Board of Trustees approves the FY2021 List of Bills Payable for January 2021 (including trustee and employee travel expenditures), as indicated in the enclosure.

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Wiley	Aye
Ms. Williams	Aye
Mr. Ponce	Advisory (Aye)

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

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ACTION ITEMS

Addendum to Contract of Interim President

Ms. Mulhearn moved and Mr. Wiley seconded that the Board of Trustees approves the Addendum to Agreement Entered into Between the Board of Trustees of Community College District No. 515, Counties of Cook and Will, State of Illinois and Thomas D. Saban, Ph.D. commencing on March 31, 2021 and expiring on June 30, 2021

Ms. Mulhearn asked if the Board was going to start the process for a search for a president. Mr. Wiley stated that Dr. Saban's interim contract was ending and it was agreed to extend it through the end of June. Mr. Wiley stated he emailed both Ms. Mulhearn and Mr. Readey about their questions.

The Board is going forward with looking at doing a search. He has been talking with Pat Trost, and if others want, they can call the office. The cost of a search in 2008 was \$25,000 when the College used ACCT; and in 2013 it was \$10,000. There is a budget. It was mentioned that with the election coming up and with two Board members being up for election, and that is why this is extended for Dr. Saban for another 3 months so a discussion can be had about a search and how everyone feels about going through ACCT or some other type of agency. So as of yet, there has not been a chance to discuss it. There is also a concern that Dr. White brought up pertaining to everyone not being physically in the building; and also calling in and no one really knowing if there is someone else that should not be in that closed session. This is how the addendum came up. Ms. Mulhearn appreciated Mr. Wiley's response. She did not want to vote on something that she had questions on and wanted it verified.

Dr. White clarified that this is simply an extension for three months, and not a renewal. Nothing is changing.

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Wiley	Aye
Ms. Williams	Aye
Mr. Ponce	Advisory (Aye)

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Tenure

Mr. Elighie Wilson, interim vice president of Academic Affairs, gave an overview of the tenure process.

Tenure Recommendation – Ms. Rebecca Buckle, Assistant Professor, Dental Hygiene

Mr. Wilson asked Dr. Megan Hughes, interim dean of allied health and emergency services, to share some highlights of assistant professor of dental hygiene, Ms. Rebecca Buckle's portfolio and recommendation of tenure.

Ms. Mulhearn moved and Mr. Baikauskas seconded that the Board of Trustees awards a faculty tenure appointment to Ms. Rebecca Buckle, Assistant Professor, Dental Hygiene, effective August 2021.

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Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Ms. Williams	Aye
Mr. Ponce	Advisory (Aye)

The vote being five (5) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Tenure Recommendation – Ms. Laura Guill, Assistant Professor and Coordinator, Adult Basic Education and Secondary Education

Mr. Wilson asked Ms. Kim Marisa Kunce, dean of adult education, to share some highlights of assistant professor and coordinator of adult basic education, Ms. Laura Guill's portfolio and recommendation of tenure.

Mr. Stanfa moved and Mr. Baikauskas seconded that the Board of Trustees awards a faculty tenure appointment to Ms. Laura Guill, Assistant Professor and Coordinator, Adult Basic Education and Secondary Education, effective August 2021.

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Wiley	Aye
Ms. Williams	Aye
Mr. Ponce	Advisory (Aye)

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Tenure Recommendation – Mr. Michael Massengill, Assistant Professor, Economics

Mr. Wilson asked Dr. Kisha Wells, interim dean of liberal arts and social sciences, to share some highlights of assistant professor of economics, Mr. Michael Massengill's portfolio and recommendation of tenure.

Mr. Ponce added that he and the other members of the Sustainability Club appreciate Professor Massengill and are happy that he has received tenure.

Mr. Ponce moved and Ms. Mulhearn seconded that the Board of Trustees awards a faculty tenure appointment to Mr. Michael Massengill, Assistant Professor, Economics, effective August 2021.

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Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Wiley	Aye
Ms. Williams	Aye
Mr. Ponce	Advisory (Aye)

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Tenure Recommendation – Dr. Johnson Thomas, Assistant Professor, Biology

Mr. Wilson asked Ms. Annette Dolph, interim dean of mathematics, natural sciences, and academic standards, to share some highlights of assistant professor of biology, Dr. Johnson Thomas' portfolio and recommendation of tenure.

Ms. Mulhearn moved and Mr. Baikauskas seconded that the Board of Trustees awards a faculty tenure appointment to Dr. Johnson Thomas, Assistant Professor, Biology, effective August 2021.

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Ponce	Advisory (Aye)

The vote being four (4) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Tenure Recommendation – Ms. Denita Williams, Assistant Professor, Certified Nursing Assistant and Nursing

Mr. Wilson asked Dr. Megan Hughes, interim dean of allied health and emergency services, to share some highlights of assistant professor of certified nursing assistant and nursing, Ms. Denita Williams' portfolio and recommendation of tenure.

Ms. Mulhearn moved and Dr. White seconded that the Board of Trustees awards a faculty tenure appointment to Ms. Denita Williams, Assistant Professor, Certified Nursing Assistant and Nursing, effective August 2021.

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Ponce	Advisory (Aye)

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

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Award of Annual Contracts for the 2021-2022 Academic Year

Ms. Mulhearn moved and Dr. White seconded that the Board of Trustees approves the continuation of employment and the issuance of annual contracts for the full-time, tenure track faculty members listed below for the 2021-2022 academic year.

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Ponce	Advisory (Aye)

The vote being four (4) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Bid Recommendation – Enrollment Guides, 2021-2022

Mr. Baikauskas moved and Ms. Mulhearn seconded that the Board of Trustees awards the bid for the Summer 2021 Enrollment Guide, Fall 2021 Enrollment Guide, and Spring 2022 Enrollment Guide to the lowest responsible bidder, Woodward Printing Services, in the amount of \$22,223.79 plus \$5,256 for an additional four pages (if needed), \$7,500 for an additional eight pages (if needed), and \$320.88 for an additional 1,000 copies of each (if needed).

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Ponce	Advisory (Aye)

The vote being four (4) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Bid Recommendation – Nature Preserve Trail Project

Mr. Baikauskas moved and Ms. Mulhearn seconded that the Board of Trustees awards the Nature Preserve Trail Project to the lowest responsible bidder, Matthew Paving Inc., in the amount of \$228,900 for base bid plus a 10% construction contingency of \$22,890 for a total construction price not to exceed \$251,790.

Mr. Baikauskas asked if this included bicycle use as well. Mr. Joel Nightingale, Sustainability Coordinator, responded and said the primary use will be for foot traffic and with secondary use for bicycles and other non-motorized vehicles. Mr. Baikauskas asked how it was going to connect. Dr. Saban replied that it goes over the creek. Mr. Kosiek added that the starting point is right where the outdoor gym equipment is located, a bridge will be added that will go into the open area, before the tree line and then circle back. Mr. Nightingale said it is a about a one-half mile, a full loop, from start to finish. Mr. Baikauskas asked about the curb appeal and if it is going to be easy access to get on the path. Mr. Kosiek said it is a contiguous loop. Mr. Kosiek said people are able to park in the parking lot versus the street and those who are walking do not need to use the bridge; they'll probably walk along the grass to the path.

Ms. Mulhearn said the project was approved in August and asked about the increase. Dr. Saban said the area was evaluated. The Board approved \$205,000. Mr. Kosiek said since this project was originally

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approved, there was a slight increase. Based on the cost estimates, they were trying to get a longer path, but after budget estimates, it was decided to do at least one-half mile. Mr. Nightingale said he believes the \$205,000 from the August project was based on the architect of record's estimate of what the project would likely cost. The current cost is the bid cost of \$228,000. That's the difference. Dr. Saban added that the Illinois Department of National Resources is paying up to \$135,000 of the cost. Since the Board approved \$205,000, it is still within cost. Dr. White added that the College's cost will come from bonds.

Mr. Baikauskas is excited to have this on campus not only for the students, staff and faculty, but for the community also. He would like to see it expanded more. It is a great step in the right direction with the possibility of adding on in the future. Ms. Mulhearn agrees with Mr. Baikauskas

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Ponce	Advisory (Aye)

The vote being four (4) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Purchase Recommendation – Hybrid Vehicle Trainer and Used Electric Vehicle

Mr. Stanfa moved and Mr. Baikauskas seconded that the Board of Trustees approve expenses supporting the creation of a new hybrid and electric vehicles course, including a hybrid vehicle trainer, and a used electric vehicle to provide state of the art instruction to students in the Prairie State College Automotive Technology program, not to exceed \$72,625.00.

Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Ponce	Advisory (Aye)

The vote being four (4) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Mr. Baikauskas added that at the last Board meeting, Mr. Stanfa was talking about GM and everything going on with hybrid technology. Mr. Baikauskas just wants to applaud the College, the administration, and the faculty, for being forward thinking on getting this car in order to prepare students for this technology. He added he talked to someone who lives in his neighborhood who recently retired from the Ford plant and he was explaining how this technology is going to be the future. Mr. Baikauskas said it will be a good way to attract more students to the College.

Budget Transfers – January 2021

Ms. Mulhearn moved and Dr. White seconded that the Board of Trustees approves the budget transfers for January 2021, as indicated in the enclosure.

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Upon the call of roll, the vote was as follows:

Mr. Baikauskas	Aye
Ms. Mulhearn	Aye
Mr. Stanfa	Aye
Dr. White	Aye
Mr. Ponce	Advisory (Aye)

The vote being four (4) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

REPORTS

President's Cabinet Monthly Reports

Dr. White said he knows it has been difficult and that everyone is still dealing with the COVID issue. Everyone has been able to make adjustments and are looking to rebound even as there is talk of getting closer to getting this pandemic under control. He thanked the administration, faculty and staff for a great job that everyone has been doing. This has not been easy. The Board appreciates what everyone is doing and thanked everyone.

Dr. Saban, Dr. Anthony and Mr. Wilson were available to answer questions on their reports.

Staff COVID Survey Results/Actions to be Taken

Dr. Anthony explained that the survey came out in the fall. Cabinet took up the survey issues to see what can be done to address the issues that came up.

Mr. Baikauskas asked if the college is thinking of re-opening in fall 2021. Dr. Anthony responded that the College is exploring various options. There is a COVID Task Force that meets regularly to discuss a number of issues and makes recommendations to Cabinet. Academic Affairs has been meeting with the Deans and with their faculty. There have been meetings with union groups. What does that look like? It is out of the College's control. Everyone talks with the counterparts and there are no solid answers, but everyone is anxious to get people back to campus. Students do not like online learning and want to come back. They prefer the interaction of being on campus. The conversation will continue at the upcoming College Leadership Team meeting on Thursday.

Mr. Baikauskas added that many of the K-12 districts are beginning to return and that will filter to higher education. He is speaking from his school district and K-5 students are returning to full days starting March 8, the junior high will be on a hybrid schedule. The district partnered with Jewel Osco and provided vaccinations for staff that elected to do so on February 4. His district encompasses 600 employees, and 400 received vaccinations. Some of the staff did not want to come back until they were vaccinated which is probably similar to the College. That was how his district resolved that issue. It is a suggestion for the College.

Monthly Financial Report

Dr. Saban reviewed the monthly financial report. He noted that 58% of the year is gone and the College has collected 57% of the budget and that is a little light. At this time, it should be two-thirds. With regard to expenses, the College has only spent 49% of the budget. In previous years, the College has spent close to \$1.5 million more than that. Dr. Saban said the College is chasing, but keeping up with it and eventually it will turn around. He is looking to provide a different method of communication, including budget information in the near future. With regard to cash, the College has \$29.7 million in general cash and \$1.3 million in the working cash for total cash of \$31 million compared to \$16.9 the prior year.

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Schedule for Future Board/College Events

Dr. White highlighted upcoming board meetings and events.

ICCTA/ACCT Report

No report.

Dr. White asked Ms. Mulhearn if she was planning to attend the next meeting. She will attend, depending on the day. If she is not able to attend, Ms. Mulhearn will ask Ms. Williams, who is her back-up.

Community Service Awards (Nomination Process)

The community service awards are the Dr. James H. Griffith Community Service Award for 2021 Prairie State College graduates and the Michael R. Monteleone Community Service Award for members of Community College District 515. Dr. White asked for two Board members to volunteer to review the nominations. Please let Ms. Trost know if you are interested.

Prairie State College Foundation Report

Ms. Havighorst announced the Economic Forecast Breakfast will be held on Wednesday, April 7. The president and CEO of the Federal Reserve Bank of Chicago, Mr. Charles Evans, will be the guest speaker.

Faculty Report

Mr. Nicholas said this is a big celebration for tenures. The tenure process is always vigorous, but they did the last year of their tenure process during a full blown pandemic. He congratulated them on everything they accomplished. The hiring process at Prairie State ensures that the best candidates are considered for positions. That process ensures that hiring is fair and equitable and more important, it promotes equity and inclusion. Holding open searches makes positions available to diverse candidates and that was obvious tonight with the tenured candidates. He glad the Board is considering a search for the presidential position. Dr. Saban has done an excellent job and served the College really well and the faculty are grateful that he stepped up at the beginning of the pandemic. Likewise, the faculty are excited about supporting and taking part in the process for a permanent president. He reminded the Board that time is really of the essence to have a president in place at the beginning of fall. Faculty recommend the Board begin their search as soon as possible. He echoed Mr. Baikauskas' suggestion about partnering with a pharmacy to get all the staff and faculty vaccinated. They have been advocating for that and would like to suggest that the College investigate that as a possibility.

Support Staff Report

No report.

Student Government Association Report

No report.

Dr. Saban announced that both Chad Vlietstra, associate professor/coordinator of HVAC and coordinator of fire science, and Gail Szewczyk, associate professor/CDHC coordinator of dental hygiene, were recognized by the Illinois Community College Board during Career and Technical Education Month.

Mr. Wilson added that there have been a number of exciting things going on here on campus for Black History month. This week on Thursday, there is the African American Read-in and a Conversation with Dr. Vay. Despite being in a pandemic and in a virtual environment, the College is still able to offer some outstanding co-curricular and curricular activities for students. Also, when the packet includes information on the Center for Teaching and Learning because there are some very exciting initiatives that

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are taking place and the College is looking at focusing on equity and inclusion and diversity. Some exciting work is happening in the Center for Teaching and Learning.

Dr. White said everyone is still dealing with COVID and asked that everyone take care of themselves and each other. He added that you do what you need to do to take precautions. Anyone can find the dirt in others. Be the one who looks for and finds the inner gold in others. When the focus is on the good, the good gets better.

ADJOURNMENT

*Dr. White moved and Ms. Williams seconded that the Board of Trustees adjourn the meeting. **All members present voted Aye, and the meeting adjourned at 7:06 p.m.***

Dr. Ronald J. White, Vice Chair

Christopher Baikauskas, Secretary

Patricia Gallagher Trost, Chief of Staff
