

LANSING COMMUNITY COLLEGE
BOARD OF TRUSTEES
June 4, 2009

Special Meeting
Adopted Meeting Minutes

Call to Order

The meeting was called to order at 5:37 p.m.

Roll Call

Present: Canja, Laverty, Proctor, Smith
Absent: Hollister, Rasmusson, Woods

Trustee Hollister arrived at 5:51 p.m.
Trustee Woods arrived at 5:47 p.m.
Trustee Rasmusson arrived at 8:13 p.m.

Trustee Smith left at 6:45 p.m. and returned at 9:41 p.m.

Limited Public Comment Regarding Agenda Items

Dr. Knight recognized George Hanley for the Special Tribute he received from the State of Michigan for his outstanding generosity and the talents he has exhibited in helping others. This tribute was signed by Representatives Rick Jones, Joan Bauer, Senator Patricia Birkholz and Governor Granholm.

Dr. Knight: Earlier today I was asked about the meeting tonight and I likened it to a thunderstorm; a collision of the past, the present, and the future. I grew up in Bay City Michigan and recall watching the 1956 Democratic National Convention on television. They called the roll of the states and when they came to Michigan, G. Mennen Williams our great Governor, said "the Great State of Michigan proudly casts its votes." In 1956 the State of Michigan was truly a great state in every way. Historically, Michigan has been among the top ten among the fifty states in earnings per capita. That is no longer the case. Michigan now ranks, among the 50 states, in the 30's and many think that before the bottom is found that Michigan will be in the bottom dozen of states in earnings per capita. Michigan will always be a great state, just in different ways rather than in earnings per capita.

Getting back to the thunderstorm; this is a collision of what things were like when Michigan had money and what things are like when Michigan has less money. From now on, Michigan will generate less sales tax, less property tax, and less income tax because people will earn less money. We will all need to do more with less. LCC revenue is from three sources, State of Michigan, Property Tax and Tuition.

For the second straight year LCC will not increase tuition. Yet our compensation costs will increase 5 ½%. The cost of health insurance paid for by Lansing Community College will increase 11%. We do not anticipate increased revenue for LCC from either property tax or monies from the State of Michigan in the coming fiscal year.

I am a daily consumer of news, especially economic news. About October 1st, I did not like the clouds on the economic horizon. We, in leadership at LCC, began a considerable process to understand, analyze our revenue and expenditures in anticipation of more difficult economic times in Michigan and for our college.

Early in the new year, we retained the Marble consulting firm to help us recommend ways that we might become more efficient and not damage teaching, learning, or customer service. After working with us for several months, after considerable study of the college, after considerable input from the college community, Marble Leadership submitted their report which culminated in a series of recommendations that are included in the budget this evening. There are non-personnel savings and improvements in efficiencies, which will save the college \$3 million to help us narrow our \$9 million dollar deficit.

Along the way, I recommended to the Board that I forgo my raise on July 1st. As a part of the budget presentation tonight, there is no raise for other senior leaders at LCC. In addition, we offered an incentive for all employees here with years of service to retire early. 30 people took advantage of that opportunity and that narrowed our budget deficit by an additional \$1.3 million.

This led us where we are this evening with the necessity to reduce our workforce to finally balance our budget. We worked hard to reduce our workforce by as few as possible. Included in this budget this evening, is a recommendation to reduce our workforce by thirty positions. This is not easy for us. I was the President of a community college just like LCC thirty years ago. I have been thinking about separations that I did thirty years ago for the last thirty years. I think about them almost daily. Should I be blessed with another 30 years of life, I will think about these separations for thirty more years. When I sign the letters, I will have the heaviest heart in Lansing. You might ask, are there other alternatives? Yes, we could raise tuition, but we are not.

For a moment I would like to speak on behalf of those who are not here this evening. As we speak, I think it is safe to say that there are several Moms who are Waitressing right now. They earn their living primarily from tips that they get from waiting tables. Many are going to attend LCC and they are going to write us a check from their tip money. If they were here they would say to us, "Do not charge me anymore than you have to. I work hard for my money and I don't have very much money. Don't charge me more than you have to, to deliver a fine education."

There are laborers in our community. They are working on what was once the BWL building. There are people there who are laborers. They get paid the least of anyone on that job site. Today those laborers carried block, brick, mixed mortar and set-up scaffolding. They worked real hard today. If they were here they would say, "I work hard for my money. I don't make very much money. I need to go to your college to better my life and don't you charge me any more than you have to for my tuition at LCC."

There are former auto workers in our community. They are exhausting their employment benefits. They have savings. Some of them are going to take their savings, the last money they have, and write a check to LCC for their tuition. If they were here they would say to me, "you charge me only what you have to, not a nickel more, to deliver quality education services to me."

LCC is here for everyone. We are the People's College. What if I said to you tonight that we were longer going to admit African American's to Lansing Community College. It would be illegal, immoral and unconscionable. We are here for everyone, regardless of race color, creed, national origin or income. It is unconscionable for us, as the People's College, to deny access to many in the greater Lansing community who don't have enough money. We were founded to serve everyone in the community and we are determined that tuition will not be a barrier to admission.

25% of our students are eligible for food stamps. On Monday, 1200 people went to the welfare office in Lansing. The building was not large enough to accommodate them. I am not going to ask them to pay more in tuition.

In the budget recommendation this evening, we are determined to preserve the excellent teaching and learning that has been a part of LCC since 1957. Yet, another alternative we could do is across-the-board cuts. I don't want to do across-the-board cuts because in my mind I think about science laboratories, biology labs and chemistry labs. In a class of 24, do I want to say to the students, we are sorry, but only 16 of you can engage in this lab because we didn't purchase the supplies and materials that were necessary for you to take part in this lab. So no, we will not do across-the-board cuts. Again, we worked

hard to preserve excellent teaching and learning. That is our core mission. That's important to us. We are painfully reducing our overhead so we can offer a great affordable education.

Chairperson Smith announced that prior to 7:00 pm she will be leaving to attend the Turning Point's rights of passage program for her son.

Trustee Laverty led the Pledge of Allegiance.

Monica M. Del Castillo : Good evening my name is Monica Del Castillo and I am the Lead Counselor here at LCC. President Knight, Chairperson Smith, Trustees and participants, thank you for the opportunity to address you regarding the proposed budget. The LCC story has never been about things coming easy, it's been about rising to the moment when the moment is hard, about rejecting panicked division for purposeful unity; about seeing a mountain top from the deepest valley. I know these things to be true because this is a college that has grieved the tragic murder of one of our own, faced down national tragedies such as Henry Ford, Virginia Tech, and 9/11. This is a college that strives on a daily basis to provide opportunity and hope to the students we teach and serve, despite diminishing resources and in the midst of constant change. The unwavering commitment of our faculty and staff is what makes LCC such a magical place. Behind every great college there are many worker bees that support the core mission and values of the institution quietly but steadfastly. Counselors are amongst that group. The type of work that counselors do is not glamorous or sexy to the market, but critical to the success of the students who come to school with complex issues that inhibit their ability to learn and achieve their goals. Advising, while critical, is just one component in the matrix of services. What a wonderful world this would be if students came to LCC emotionally and academically prepared with direction and purpose. The reality is that students we counsel often don't have a clue as to what they want to do with their lives, making them more vulnerable to drop out or stop out. They suffer from depression anxiety, substance abuse, eating disorders, and the list goes on. Counselors provide in-depth career exploration and planning for undecided students, escort suicidal students to the emergency room, stabilize students who are self-abusive in the classroom, debrief students and staff when a classmate commits suicide, or a colleague is murdered. Counselors support faculty with difficult students, and work closely with the Office of Judicial Affairs and Public Safety by performing mental health risk assessments for students who pose alarming behaviors with the hope of preventing another Virginia Tech or Henry Ford tragedy. The perception of some is that students can obtain counseling services in the community and therefore the college does not need to duplicate a similar benefit. As you listen to the choir of appeals, I challenge you to find your own voice, listen to it and act accordingly. Thank you.

Claude Beavers: Good evening Chairperson Smith, Board Members, Dr. Knight, parents, colleagues, former colleagues. I am happy to be here to speak for this faculty. I am a retired faculty member. For 28 years I worked the counseling department as a license professional counselor. All those things that Monica talked about are things I remember well. There are frightening things to a lot of us. But things that need to be done. During those 28 years, my colleagues and I helped students with a great number of personal concerns. Some personal concerns were generated by their own personal life, some generated by the college community, and some by society. We contributed significantly to the welfare and success of those students and this college. Very soon the current and future students will be facing challenges as they always have. What you need to help them are licensed professional counselors, among other faculty and other people. Counselors are the ones who do career counseling, personal counseling and crisis intervention. They help student's success. These are areas of expertise that academic advising is not capable of doing and is not qualified to do. You need to keep your license professional counselors on your staff. Several years ago I attended a workshop led by a very prestigious Chicago Law Firm. The workshop was the difference between advising and counseling. They gave some of the legal and they gave some of the personal. I was very impressed with that. What I found out is that advising is one thing, but counseling is quite another. I think you need to keep your license professional counselors on your faculty staff. Thank you very much.

Pam Davis: Good evening, I am one of the counselors here. I am actually going to read a letter that I received from a faculty member, Mary Brown who teaches core classes her at LCC in the science department and add a comment here of my own.

Dear Dr. Knight and Board of Trustees.

It seems rather curious that a college which recognizes that students have issues with child care, and invests wisely in a child care facility on campus, fails to recognize the importance of our counselors on this campus. Students have multiple issues, and need assistance of qualified counselors. As and instructor of a CORE course, students often have not only expresses their dislike of the requirements, they have occasionally acted with anger. Their verbal expressions have disrupted the learning of other students and necessitated calls to a counselor. I have relied upon our counselors more than once with students whose anger was inappropriately expressed in a classroom environment. Last semester, I referred a student to counseling services who came to class with a large bruise under her eye. I suspect she was a victim of domestic abuse. Who will counsel our students who suffer from substance abuse or domestic abuse? What support will be given to faculty for students who need assistant with anger management? Aren't we doing our students a disservice by ignoring their mental issues? I have also worked with other departments and public safety with other

counseling staff members and we together have worked to meet the needs of students who are suicidal and place risk management in the classroom. We want to continue to help support the faculty and the staff here on campus. Thank you.

Sandy Kidder: Good evening, my name is Sandy Kidder. I have worked at LCC since 1990, first as an administrator in the Women's Resource Center and then as a counselor for international students. Throughout my tenure, my colleagues and I have concentrated on direct contact with students with the primary goal of increasing student success. Over the last nineteen years, I have worked diligently to increase student retention for both traditional and non-traditional students through a method known as intrusive counseling. I'm sure some students view me as a big pain when I push them about their grades, attendance, homework, sleep patterns, exercise, healthy eating, etc., but to do anything less would be to not do my job as I see it. Yes, now that's intrusive! When it was announced that there was a proposal to lay off LCC counselors, the international students rallied. They wanted to know if the President and the Board of Trustees knew how much international students bring into the College. According to an economic impact statement prepared by NAFSA, Association of International Educators, international students at Lansing Community College in 2004-2005 contributed \$7,637,500 to local economy in Michigan. That is through just their tuition and living expenses. Past and current students from all over the world sent letters to President Knight asking that counseling services at LCC be retained, not only for international students but for all students who need a higher level of support as they embark on their college education. Some excerpts from the emails that I received include:

- Jonas (Denmark): I have recommended many to attend LCC and I have kept in touch with my counselor for the past ten years.
- Ana Luisa (Equatorial Guinea): Many of us owe them (counselors) our academic success; hope that future student's will also be as lucky as we were to receive the help and assistance from counselors at LCC.
- Tim (Germany): I had different needs than domestic students; needs that usually would have been satisfied by parents or family members. I was always alone and could not seek comfort when problems came up. My counselor is the reason I finished my studies and reached my goals without ever thinking about giving up.

In conclusion I would like to say that we do have students from all over the world hear locally and also around the world who have benefited from counseling services at LCC. You will hear more from some students.

Curlada Harris: Good evening Board of Trustees and President Knight. My name is Curlada Eure Harris. I was hired as a counselor advisor and student development instructor at LCC. I am going to share with you a survey that the counseling department conducted this past spring over a 1 – 2 week process

with the employees at LCC. It is a really brief survey. Counselors help keep the community in college. This is a LCC survey conducted by license professional counselors who are also called LCC counselors. On a national web site called "O"NET there is a summery definition of careers in demand and educational counselors is one of them. The sample of job titles that you see listed, like, counselor, career counselor, academic counselor define the kinds of work that license professional counselors and counselors at LCC deliver. Community college counselors both at LCC and across the state and country, combine the personal with the academic. Personally we bring organized helping skills, a repertoire of techniques, and a repertoire of service approaches. We focus on relationship building goals, student development plans, and we bring the inclusive whole person perspective to student services. Academically we have insider knowledge, because we are apart of the campus community. We understand the institution and we have institutional processing skills that we can facilitate to our student population. We have institution networking skills that we help bring to our student population. We help our student focus on course success goals, credential success planning and occupational achievement plans. In the survey that we conducted, just over about two weeks on-line, these were the categories that identified the ways in which our employees benefited from the services the counselors provided to our student population. There were 140 responses from over 180 employees. They were broken into categories for personal, helping students with personal experiences, personal feeling, crisis, personal skills, health issues, helping students with occupationally related assessment and exploration in decision making support. Helping students with awareness of and access to services both on campus and off campus and the processes they experience in the academic arena and helping them with information networking for program and curricula. This is the survey and the Board will have the entire package. There were 130 or 54% instructional faculty, and 134 or 74% said that the services counselors provide are very important. Thank you.

Camille LaGuire: My name is Camille LaGuire, and I am instructional lab faculty in Media Services for the Art Design and Multimedia Program. I'd like to speak to you about the concept of a "non-teaching" position, and classroom support. The State of Michigan and property taxes pay to keep the college open. But the students are paying for a service. When we charge them tuition and fees, we make a contract to provide those services. In Art, Design and Multimedia, our students pay around one hundred and twenty thousand dollars a year over and above the regular fees. Two thirds of those fees, about eighty thousand dollars, were approved by the Board of Trustees to pay for the personnel needed for instructional support, in particular instructional lab faculty. As an ILF, my job is to teach troubleshooting skills to students when problems come up in class or during homework. As you can imagine, when you put artists together with powerful technology, you can get some real interesting problems. Every day is a

learning experience, and it's my job to guide students through this learning experience. We built this into our curriculum because this hands-on learning is critical to turning-out students who are ready for the job market; yet on my paystub it says that my position is "non-teaching." I just want to remind you, while you think about cutting non-teaching positions, that the "non-teaching" learning experience I provide is not some optional extra service. It's something my students explicitly pay for. This is true of a lot of other services at this college. Finally I'd like you to consider that "non-teaching" student services have been cut and cut already over the past few years. ADM students are still paying 80 thousand for ILF support, but we have been cut down to one ILF, me, and I only make about twenty. Please consider that we've already been severely cut. Thank you for listening.

Ed Bryant: My name is Ed Bryant and I am a chemistry faculty person here. I'd like to speak about a number of things. Recently I had a student that had an issue. As part of the people's college, the student had many issues. The student stood there and took out a pen and stabbed it in her arm, pulled it out, stabbed it in her arm again, pulled it out and stabbed it in her arm one more time missing a main artery. I got the pen away from that student. I called counseling services and they sent a counselor over. Once there was a counselor, they spend over 1½ hours deescalating that situation. Had we not had counseling services or someone available to help that student, I don't know what would have happen. To outsource counseling or removing counseling from this campus (pause).....we are the people's college. I think it is ridiculous. What are we going to do for these people, our people? How can we do that? If we are going to be he people's college, how can we not serve the people? How can we make these decisions behind closed doors without taking to the people that deliver the education? I will ask you to please think hard. We do have the money. We don't have to raise tuition. We do have the money. We need to spend it wisely. We need to spend it supporting the people who go here and the people who work here; the few who care about this place and built this place and will sustain this place. Thank you very much.

Mary Murphy: Good evening Board of Trustees. I know you work for no pay doing an exceedingly important job and I respect that. I'm thankful for the chance to speak with you and Brent Knight and I'm sure Mr. Knight that you work 10 hours for every 1 hour worth your pay. It's been my privilege to join the retention team at this college, who goal is to get students to come back and actually complete their degrees, so that they can go out and get work. The retention team has been meeting for a couple of years. One accomplishment has been a chart of whom to call for what student need. There are some problems where you need to call a license professional counselor, anything less is irresponsible. The teacher can't do it; the academic advisor can't do it. In my 20 years teaching here, I've had more than one student who confessed to

suicidal thoughts. I've had more than one student who significant other was beating up on him or her. I've had student's who lost a baby. I've had student who were homeless this semester. They have all kinds of problems. Our mission is getting education to people who need to be able to get work. We are going to serve people who have had more than their share of problems and will have more than their share of need for actual counselors. I would like you to keep that in mind as you work on your budget. Thank you.

Beckie Beard: Good evening, I'm Beckie Beard, President of the LCC Administrative Association. Good evening, Madam Chair, President Knight and Board of Trustees and to our colleagues in the overflow room. Let me begin by saying, we are willing to take cuts for economic necessity. We understand how bad the economy is, we see it day in and day out in the faces of our students who have returned to college to obtain new skills and have a new start. We understand our role in the community and how very important our services are during these challenging times. No one wants layoffs, but when people are part of the discussion, and a valid case is made, everyone understands. This has not yet been done. The outrage with the way this is being done is understandable. People do not disagree with necessary cost cutting, just the tactics. We must stop and ask ourselves "Is this process aligned with the values of LCC, with the values of our community?" Tonight you will hear a resounding "No." We are facing 21st century challenges and we are up to solving them. But we must have 21st century leadership. Leadership that is collaborative and inclusive, with diversity of input from all people. We want to be partners and co-create a sustainable LCC for the future. I am asking you, the Board of Trustees, to not allow layoffs until we have exhausted all other cost saving measures. Thank you.

Liz Duhn: Good evening, my name is Liz Duhn. I am AFT field representative from AFT Michigan. I represent the LCCAA unit on campus. I would like to read a letter that was received by us.

While our country is in the midst of one of the most devastating economic crisis in recent history, we at LCC realize that sacrifice and re-adjustments is called for in order to preserve the institution we have come to love. I believe I am speaking for many of my fellow LCC employees when stating that we believe that we are all in this situation together and that together reasonable solutions can be found and implemented in order to weather this financial storm. However what I am concerned and angry about is the lack of solidarity in preserving the integrity of LCC for and by all affected parties at the college. Strength in leadership and successful direction starts at the top. Those that should be making the biggest cuts in unnecessary spending should be setting the example of fiscal responsibility to the lower levels in the management flow chart. Unfortunately, unnecessary and frivolous spending continues to occur at the highest level of management in this institution while talks of laying off staff may soon become a

reality. I lay this accusation at the feet of the President Knight. The prime example of his self-indulgent and unnecessary spending is the restoration of a Reo truck. Tens of thousands of college dollars have been spent on the restoration of this vehicle, approximately five times more than the cost of a fully restored vehicle of the same vintage. Two people were employed by LCC for exclusive labor in restoring this truck for the last seven months. Lower dollar piecemeal purchases were made for this project in order to avoid a major lump sum outlay of cash, thus avoiding any red flags that might come to the attention of those who watch the bottom line. Students did not benefit in the least and were not allowed to come near the truck, much less work on it. The truck is not the end of it. Plans are still in place for a costly restoration of a 1941 Oldsmobile. All this is happening while the college wide staff is in fear of losing their livelihood. Why does LCC, at this time during an economic recession, need one or more parade vehicles? Dr. Knight has used college facilities and monies to satisfy his own personal passions while sacrificing the well-being of the college, the staff and ultimately the students. He has used the Tech Center as a personal Hobby Lobby as storage yard for antique farm equipment and personal vehicles. Either this man is just blind to the imminent peril of the staff or he models himself along the lines of a Marie Antoinette, no bread, let them eat cake. I would not mind sharing my bread but I will not stand to have someone pull it out of the mouths of my children to feed his dogs.

*As you should understand, I must cowardly remain,
An Anonymous LCC Employee*

Sally Pierce: I want to thank you for allowing me to make this statement tonight. Several faculty members are out of state and I've received two letters that were requested that I read them. Good evening, I'm Sally Pierce, member of LCC MAHE. As our unit's Action Chair, I want to thank my friends for coming tonight. As I prepared for this evening's board meeting I thought of many possible points to make and knew I had only a few minutes to speak with all of you, and you quite possibly might be overwhelmed and not able to hear me very well because so many people are talking at you. My personal statement is 209 words. My message is very simple. Stop. Stop and think. Think about priorities. Think about consequences, and think about alternatives. You and we can do better than what we have been doing in this budget process, and threatened RIF process. We owe it to our community, students, and the employees of this institution to do our best. Contractually the LCC Board of Trustees promised to work with the units affected to explore alternatives to lay-offs. At least they made that promise to my unit. Instead you are using the nation's financial crisis as a foil to help you strategize and position yourself for upcoming bargaining. Stop it please; and if you won't, understand that we came today and will keep coming back to demand that you do better for this institution, our colleagues, and students.

Sally Pierce: This statement is from my colleague Leslie Lacy who is a faculty member in the Department of Language Skills and Student Development. She wrote this email to me after she heard what was going on. She's in Houston right now visiting family.

I'm really distressed to hear that the LCC administration is thinking of laying off counselors. We need more, not fewer. Perhaps, Sally, you and I are more sensitized to the need for counselors because we teach developmental students. Our students are more likely to be the ones with an extra load of troubles to deal with in so many areas: domestic, financial, scholastic, cultural, and emotional. Yes, it's great when they receive help from advisors, but advisors are there to deal with academic issues only. Our students need more than that, and it's hard on them and unfair to the advisors to expect an advisor to do a counselor's job. I must say, I'm disappointed to see that LCC can find room in its hiring budget for consultants and people to work on our brand, but not for counselors and faculty, the folks on the front line, dedicated to the success of our students.

Leslie Lacy, Department of Language Skills & Student Development, LCC

Sally Pierce: This is from Fred Clark. When I last spoke to him he was in Knoxville. This is from Fred Clark who is a faculty member in the Art Program.

Tonight LCC Board members have an opportunity to clearly demonstrate what kind of institution they want LCC to be. A few weeks ago, the Faculty Union reached an agreement with the college on the compensation of its members. We agreed to walk away from several million dollars of back pay if the college would honor the contract beginning Fall semester. After running up a bill for three years, we knew the college didn't have the money anyway. A couple of weeks later President Knight startled us by announcing a buyout plan. The following week he announced that layoffs are likely. Throughout this period, President Knight has forwarded to college employees news articles detailing the economic difficulties of the American economy. His projected budget deficit gets larger with each telling. Based on these circumstances one could easily believe that LCC faces a financial crisis. One point that seems to be left out of this grim scenario is that LCC will have the same amount of money it had last year. State revenue is stable due to Federal stimulus funding, and while property tax receipts are likely to be down, increased tuition revenue should more than compensate. Workers across mid-Michigan routinely deal with the necessity of working a year or longer with no pay raise. When prices go up we compensate. We focus on our family priorities and cut back, if we have to, in other areas. We manage. If managers at LCC must resort to the drastic step of laying off faculty and support personnel, because it has not received a revenue increase, I believe an explanation is in order. During President Knight's tenure, the college has spent lavishly on management consultants, landscaping and public relations. The college has budgeted \$500,000 for new signage and redecorated the 3-year old Administration building. Perhaps, rather than retain its high paid consultants,

LCC leaders should call in some retired citizens to teach the school how to live on a fixed income. The issue that confronts us, however, is not really LCC's questionable management skills, but its values. In recent years, LCC has regarded bricks and mortar as an asset and treated personnel as an expense. The decision you make tonight will clearly demonstrate whether you really here for the students or just mouthing politically correct aphorisms. The community awaits your decision.

Lousie Rabidoux: Good evening President Knight, Chairperson Smith, Board of Trustees, and members of the campus community. My name is Louise Rabidoux, Counselor for the At-Risk Program Assisting Student Success. Thank you for allowing me to speak in regards to the proposed budget. As a college, our focus is on student success and retention. LCC is where success begins. Unfortunately, many students do not achieve their goals. To help determine the reasons that students drop out or stop out, the college surveys students for the AQUIP Annual Results Inventory each year. When asked why they failed to meet their goals, students give a variety of responses. Consistently, the number one reason students cite for not meeting their academic goals is personal concerns and responsibilities. Some examples of personal concerns and responsibilities that impact students' lives include: juggling the multiple demands of school, work and family, lack of emotional support, depression, stress, homelessness, and military deployment, and more. Counselors are the only group on campus specifically trained to help students cope with these multiple personal concerns and responsibilities. Counseling helps students balance multiple roles, practice time and stress management techniques, access limited community resources, cope with emotional, mental, and physical concerns, and budget their finances wisely. Career, academic, and personal counseling interventions help students choose the right major for their interests and values, develop successful educational plans, and overcome obstacles to achieve their goals. According to LCC Student Success data completed by Dr. Stanley Chase (presented to the Michigan College Counseling Association Conference in 2004), students who met with a counselor were more likely to enroll in subsequent semesters than those who did not. According to this study, a significant benefit can be achieved relative to retentions of at-risk students who meet with a counselor. This Return on Investment data indicates that counseling intervention is not only cost effective, but tuition generating. For example, the data showed that every \$1 spent on counseling service generates between \$1.20 - \$1.70 in tuition revenue. That's 120-170% return on investment. This research advocated for the continuation or preferably increased funding for the expansion of intrusive counseling intervention. Students need comprehensive counseling on campus. Please ensure the continuation of this vital service in support of student success and retention. Thank you.

Melinda Hernandez: Good evening, Dr. Knight, Madame Chair and Board of Trustee Members. My name is Mel Hernandez and I am one of ten full time

writing faculty with the Communication Department. I have taught with the college since 1997 and a LCC graduate. Each semester I teach four WRIT 121 online courses. The writing program is one the largest at LCC, offering approximately 90 core writing courses each semester. Because research skills are essential in an information knowledge driven economy, all our Writing 121 and 122 courses include library sessions. In addition, I refer a majority of my students each semester to tutorial services. Finally, writing courses often provides an outlet for troubled and confused students. Student referrals to counselors, advisors, public safety and other student service professionals are common. Unfortunately, technological support, tutors, librarians, counselors, advisors and others who provide student services are in short supply and the college cannot adequately nor equitably service our growing online and hybrid population as in evident in the alarming retention statistics. Unlike LCC, many colleges and universities, particularly private and for profit are addressing retention issues by extending technological support, library, tutorial, advising and counseling services to its hybrid and online students. Given the reality of our situation, it seems illogical, if not disingenuous, to cut the very services that are necessary for student success, while at the same promoting online and hybrid instruction, especially at a public, open-door institution, in the state with the highest unemployment in the nation. Thank you for your time, consideration and the work you do.

Ted Szymanski: My name is Ted Szymanski. My history at LCC started in 1983 with me as a student enrolling in the excellent Heating and Air program here at LCC. Within a couple months, I hired on as a student employee working for the college's physical plant. Under supervision of a full-time physical plant employee, my duties included, maintaining of all things, the Colleges heating and cooling equipment. What a great place this is. I was able to get training while actually having hands on experience, which proved to be very beneficial to me. Two short educational years later I graduated with my Associates Degree. Today I stand here as a 20+ year employee and also the union representative for a very small group of 18 physical plant employees. I mention small group of employees because we are responsible for maintaining the great LCC campus which covers over 1.8 million square feet. We are American Federation of State County and Municipal Employees. The point of my showing my history, is to say that over the years I've seen what could be achieved through a collaborative effort of labor and management. One prime example is the health care task force. I don't think anyone could argue that the group effort of management and labor saved the college tones of money over the years by bargaining for help together. With this same approach, I and my colleagues believe we can come up with a way to avoid people losing their jobs. Michigan is in enough trouble. More layoffs, more homes foreclosed on, more people leaving Michigan and more lost of tax revenue does nothing to help turn this economy around. I

believe it puts the state in an every deeper hole. Let us be a part of fixing Michigan and the nation's whoa and let's not add to it. Thank you.

**The meeting was turned over to Trustee Canja.*

Cindy Storie: I'm Cindy Storie, President of LCC-MAHE faculty association. I am also a full-time faculty member in the SAS Division. I am also an LCC Alumni and I have two LCC students attending. The labor coalition and the faculty have made cost savings recommendations. We have also offered to speak with the Board individually and try to make comments to you. We have done that in lunches and dinners. We have met with the President. We have tried what we believe is to communicate cost savings for this college that are meaningful and do not imply a reduction in force or layoffs of employees. Many of the recommendations that we have made have not been truly looked at, investigated and implemented. Until that happens, we do not believe a reduction in force should even be a conversation to be had at any level at this college. Some of the frivolous expenditures would include this building this that we are sitting in. We do not have one room of classroom space, yet it is only 3 years old and not only had millions been spent but recently over \$300,000 has been spent in renovations. Wouldn't that have been better spent in a classroom, a lab, and scholarships for our students? What about the employees that you plan on reducing that serve students? We have an 18% increase in enrollment. We have 21 million over that in the fund balance. It is unrestricted. That is at least \$8 million more than required. They say we may have a deficit in as much as \$9 million. I think we are not in dire straights. We should not be looking at reducing the number of employees that serve this community. It is not time to do layoffs. The faculty recently, as mention before, had a compensation grievance. It went on for 3 years and this Board and their President knows we recently settled. We had 3 years with no back pay. We had a savings of at least 7½ million dollars. The faculty have done at least 7½ million in concession. Yet you are asking for reduction in force, a reduction in services, and a reduction in counseling. I don't think so.

Chris Mull: Good evening my name is Chris Mull. I am a student here at LCC. I have been here probably 4 years. I am not a Lansing community citizen. I am a Grand Rapids community citizen. I am taking the interpreter's training program. I am here at LCC because LCC has the best interpreting program. I would not be here today if it were not for the counseling center. Am I still going, yes? I would not be here. If someone told me five years ago that I would still be going 4 more years, I would have laughed in their face. There have been many times that I wanted to quit. There have been many times I wanted to give up. But thank God that I had a counselor that supported me 100% and has put support services there in my place that I can succeed. I would not be able to succeed if it were not for the counselors. I don't know what you all were thinking in cutting

the counseling services because I am not the only student out there that is going to suffer the consequences. We do need counselors. I have one more year. Next year will be my graduating year. I never thought I would ever say the word graduation. But I would not be able to do without the counselors and their support. So, I hope that you will not only hear the staff but I hope you will here us students as well, because we do pay our tuition here. I have to pay out of town tuition and I think LCC's has the best program and that's why I am here.

Susan Maxwell: My name is Susan Maxwell and I am Christine's big sister. I'm here because Christine and I come from a very dysfunctional home with severe sexual abuse and incest. I, by the grace of God, was able to somehow rise above that, get some support and become a successful professional woman. I was the director of the American Cancer Society. I'm the founder of hospice. I'm a retired nurse, teacher and funeral director. I also have metastatic breast cancer that has gone to bone cancer. I take care of my sister. She lives with me. I don't have that much longer to live. I need her to be successful and to be able to use her God given talent of interpreting for the deaf, so that one day soon she can be independent and live by herself, because I am not going to be here to do it. Don't pull the plug on my sister. She is this close. Who thinks an Associates Degree would takes 5 years. She has driven from Grand Rapids through snow storms and sleet and rain. Through the help of the counseling support services, she's working on and she's making it and succeeding. Don't pull the plug on her. I'm not going to be here to support here very much longer and she needs this program to succeed and be a productive person at the age 52. Please be the school of the people as you profess and support theses students. They depend on it. Thank you.

Heather McAlpin: Hello, my name is Heather McAlpin. I serve LCC students by teaching basic reading and writing in the Language Skills Student Development Department. Both Barack Obama and Governor Granholm have been emphasizing the role of community colleges in retraining laid off workers for our economic recovery. Our student's in the language skills department are often returning to school after the upheaval of losing a job. Many have untreated learning disabilities that contributed to them leaving school in the first place. Just this last semester I had four homeless students. I spent a lot of my own free time helping them. I was able to retain two. I'd like to ask everybody to put yourself in the place of a returning student, laid off from a long term job, single parent, facing homelessness, hasn't faced a teacher, a school book, a blackboard, in 18 years. What would you want? A fancy building, expensive landscaping, a Los Vegas style sign, advertising campaign with models from out of state, or would you want numerous helpful staff, numerous concern counselors and numerous available teachers. It is a question of values. A college isn't about things. It is about people. Thank you.

David St. Amant: I'm David Amant. Many students choose a community college experience for accessibility; especially impaired students. The advantages include small classroom size, good counseling services and many others. To eliminate these advantages would strongly decrease the desire to attend LCC. Thank you.

Ana Mariwoeher: In the spirit of collaboration I will read this letter. It is from Keith Ostien, who is a licensed psychologist and it is in support of counseling services.

I am writing on behalf of the counseling staff at LCC. I have been a psychologist in the greater Lansing area for thirty years and have worked with the counseling staff at LCC throughout that period of time. Each member of the counseling department has demonstrated a high level of professionalism and concern for the well being of LCC students. I believe that the counseling services provided through this department are invaluable to the decision-making and general emotional well being of LCC students.

A reduction in the staffing of the counseling department, and the reduction in the availability of their services, in my opinion, would cause great harm to the student body at LCC. I am certainly aware of the intense fiscal constraints on LCC at this time, and the burden you and the Board of Trustees face in trying to meet budgetary constraints. However, I believe that reducing the counseling department is a short-term solution, which would have many devastating unintended consequences well into the future for many students.

I am writing to urge you and the Board of Trustees to consider other ways to meet your budgetary constraints.

Thank you for taking the time to read my letter.

*Sincerely yours,
J Keith Ostien, Ph.D.*

Stephen Vossler: I am Stephen Vossler, co-chair of the LCC Labor Coalition. I am here tonight to talk about next year's budget. It seems that collaboration has gone out the window at this College as next year's budget was created in secret and the Labor Coalition has little knowledge of what it contains. Personally, what I saw here in the packet tonight is the first stuff that I have seen. However, it is clear that it contains layoffs. The Labor Coalition members have been invited to a meeting tomorrow with Dr. Knight whose title is "reduction in force." While the Coalition recognizes that the Board of Trustees has the exclusive right to determine reductions in personnel and or operations, we are amazed at the head long charge that is happening in regards to this budget, when a financial problem for the College is only predicted, not a reality. Enrollment for summer semester is up 18%. Michigan community colleges have not taken a cut from the state. The amount to be received from property taxes

is more problematic, but I want to state that my property taxes went up this year, even though I had made no changes to my property. We also have many opportunities to get grants from the state and federal governments, which Dr. Chase is working on. The College's unrestricted fund balance, according to the papers we just got, is \$18.6 million, of which \$12.6 million is the rainy-day fund. That leaves \$6 million to help weather problems. In your last meeting, you approved the child-care building remodel and operation. Tonight, you are being asked to approve a new parking lot. Both are items that have been long needed at the college, probably since LCC started in 1957. However, if things are so bad, why are you as a Board approving them? Why is the President recommending them? Please note that the Labor Coalition suggested to the President in December, when I took over as Chair, that we cut back some of our spending on travel, major equipment and supplies purchases for the current year. The President told us that it would not be enough, but I would think that any amount saved would have been helpful. Some employees have asked about taking leaves of absence with continuation of their medical benefits. The employees were told that only taking off an entire year without any benefits was acceptable. No other format would work. It seems that the President is not interested in anything short of getting rid of employees; particularly administrators. Is it any wonder that I am going back to faculty as soon as possible after being an interim administrator for the last nine months? You as Trustees need to have the President come and meet with the Coalition to come to solutions. The lack of collaboration is appalling. We have no idea what the President thinks the College administration should look like. We have no idea how he feels the administration should operate. We do not even know if Dr. Knight supports the College's strategic plan. Everything is a secret. As far as I can determine, other community colleges in Michigan are being prudent about expenditures and working to cut costs, but are not rushing to lay off employees. LCC should not be laying off employees either. Thank you for your time.

Martine Rife: Hi I'm Martin Rife, and I am a LCC MAHE member and a faculty member in the Communication Department. I've worked for LCC for about a decade; 7 years as an adjunct and full-time most recently. I just want to reiterate what has already been said earlier by some of the other commentators. I think the college could definitely do a better job in the decision making process. Budget development is to be done in the light of day. Where have the budget workshops been? Budget workshops will allow input from everyone, but there have been no budget workshops held. The unions have only been told about layoffs and not about sitting down and finding solutions. We are in the 21st century and you think of terms like web 2.0, culture, transparency, collaboration, and user generated content. We, as a community college, need to embrace that this is where the 21st century is taking us. We would like you to be more collaborative and more transparent in the decisions that you make. The other thing is that it states there isn't going to be a tuition raise, but in effect it is a

tuition raise. It is like when I went to the grocery store and bought a box of raisin brand for about \$4.00. I got 12 ounces. Now I go and it is still \$4.00 because they didn't raise the price, but I am only getting 9 ounces. The box is still the same size so I can't really tell. So the students are going to be paying the same dollar, but they are going to get less for their money. So while it isn't a tuition raise, it is a constructive tuition raise that directly impacts the students. Thank you.

Kate Benington: Good evening, my name is Kate Benington. I have been an adjunct faculty member here for 28 years. I have to say I've always supported the community college idea, because I have had to have another job to keep me going. It has been for the most part a labor of love. I am a writing instructor and not a mathematician. It is simple math and I will read it to you. LCC is in good financial shape. We all heard that it's not. So then I looked at the numbers. \$22 million unrestricted fund balance with an annual budget of \$122 million equals 18% in reserves and the policy calls for 10%. Where is that other 8% going? Thank you.

Patricia Purol: I would also personally request to read a very quick email. That I received from a graduate and LCC student. I am Patricia Purol I have been a part-time faculty here at LCC for 17 years. I am involved locally in many ways. I am also the Vice President for 2-year Colleges for the State of Michigan for 2-year Colleges. I received this email from a graduate.

Ms. Purol please read this to your college administrators. Most of you probably don't think about 911 these days. When 911 happened I was in my ESL class at LCC. In our class that day, there were 22 international students. Out of the 22 international students, 5 students in that classroom had family members in the twin towers. Can you imagine my class; the fears and the tears? But LCC advisors came immediately to talk to us and help us make phone calls. None of our classes' family members' were injured, but I'll never forget the LCC's counselors help. Thank you LCC counselors. Maria Gonzales Edison.

When I moved to Lansing in 1979, I had lost a spouse and had three young children under the age of 10. I had quit college. Dr. Knight I was that single Mom on welfare part-time. I was a part-time waitress and I cleaned houses for cash. \$80 dollars in food stamps didn't cut it for four people. Then the displaced homemaker program at LCC and the LCC advisors help me get back in to college. They brought me back into the personal growth program. I went back to Michigan State and finished three degrees. After teaching at Oakland, MSU and LCC, I settled at LCC. It was my choice because of interest and purpose. I'm here because I'm committed. I believe in the potential of community colleges. I believe in our program, our students and our staff. We are often the last step in career and professional development for our students. It is absolutely crucial that we give the best quality guidance and education

possible as we send students out into Lansing, the State and the bigger world; especially today. We cannot cut quality anywhere, but we can cut cost. Here are three suggestions. Use the experts, the faculty, to do some of the part-time administrative work. I work in a department with 8 part-time faculty, 1 full time administrator, and 2 part-time administrators. You do the math. Part-time faculty could do some of the administrative work. Second, use the experts with training, the students, to do the college task that you are hiring people for hundreds of thousands of dollars to do the work. Let our students add these training experiences to their resumes as they go out into the world. Let them do the marketing you are paying money for. They know the market. Third, less work and have student projects work more in the community for credits. This is the third year I've gotten commitments from education students who get community education credits toward their degrees for tutoring every summer in August as they get ready for fall classes. It's a win-win situation all the way around. Let's have our students take ownership and pride in revitalizing Lansing and Michigan. Don't cut quality. Save money by using resources, our staff and our students. Thank you.

Eric Glohr: Board of Trustees, Dr. Knight, Colleagues, my name is Eric Glohr and I am the Vice Chair of the Labor Coalition. I would like to read a few comments. The LCC leadership is threatening to lay people off when enrollment is up. This is part of the signs that the economy is improving. Most of the college's 3,000 plus employees are represented by the labor coalition; a coalition of seven unions. Members of this coalition have worked tirelessly, or the decade, to solve budgetary issues, increase effectiveness and find efficiencies. We have done this because we are committed to the students of the Greater Lansing Community and understand their needs for access to outstanding educational opportunities at a reasonable cost when pursuing their life long learning goals. Yet layoffs are threatened for June 5th. Members of LCC Labor Coalition presented the following recommendations at the May 18th Board meeting. Eliminate all unnecessary overtime, discontinue all external temporary agency positions and staff, discontinue all professional staffing contracts external to LCC, cease and desist hiring external consulting firms and instead utilize the experts already within LCC providing input and guidance. Revise LCC Board of Trustees approval of purchases from \$100,000 to \$50,000. Prior to this the coalition recommended the current hiring freeze, negotiated a voluntary retirement separation incentive plan and provided substantial cost saving ideals to the external consultants. They were projects that resulted in another \$3 to \$4 million dollars in cost savings. These recommendations do not require a reduction in staff. Reduction in force at LCC won't turn Michigan's economy around. Members of the LCC Labor Coalition understand that providing quality education opportunities to our students is the best way that we can contribute to our communities. Thank you. The LCC Labor Coalition.

Arthur Wohlwill: I appreciate this chance to talk to the Board and to the President and everyone here. My name is Arthur Wohlwill and I am an instructor in biology. I have a lot of questions here today. We were told that the college spent \$300,000 for an out-of-state consultant to help figure out what we need to do. My question is, is this something that we could have done ourselves? If not, why couldn't we have done this? We are told that people in Michigan need to learn to do with less than expected. Well Simon says that you need to do with less. There are things that maybe I would have paid someone else to do, but I can't do that any more. I have to do that myself. The next question is, if we hadn't spent this money on a consultant, how many jobs could we have saved? I have been told we've been talking about possible losing job in counseling. In fact, one of my former student's who is right here in this audience is now one of the members of the counseling department. Knowing him, I know that he is someone that this college would not want to loss. The question is, is this absolutely necessary? Teachers of philosophy always say, show us don't tell us. Well, show us how you can do these decisions. As a teacher, I appreciate all the help I have gotten from the community in helping me with teaching, but there are some things that I absolutely have to do myself. I can't rely on other people to do it. I think the college has to do that do. There are some things you should be able to figure out a way to do it yourself. While these are difficult decisions on how to save money, I think the college should be able to do some of the stuff. Thank you.

Andrea Yokich: Hello I'm Andrea Yokich and I'm a school counselor. I think I am the first person to speak with you tonight that is not an LCC person. I have not taught here. I have served on the special population's advisory council, but have not worked here. I am speaking to you as someone that is actually one of your consumers. Those who I work with are seventeen and eighteen year olds. They are Junior's and Senior's in high school. Think of the times you have driven on campus. Your typical time coming here, you know where you are going, and you feel good about coming here. You know what to expect. I am working with kids from Dansville, Williamston, Leslie and Stockbridge. They pay in district tuition, so it is logical for them to come here. They don't know downtown Lansing and they need to know that when they get here they can trust that there is someone they can talk too. It is me as their counselor who is helping them find that individual. It is a scary thing for parents to send their children here to Lansing Community College, but they really want the best for their kids. I want you to try and put yourself in the shoes of those kids. I need to have someone I can send those students too. I can say listen, I know it is scary but there is a counselor named Christina Deland, she is a warm and friendly person. When you go there and meet her, she will help you. I can say to them, do you know Curlada Harris, she will talk your ear off but she has a heart of gold and she'll stay with you no matter what. I can give them a name and it is a person I know and they trust me. They know me and they trust me. When I tell them you are

going to be able to meet with some advisor, so worry about it. They need a person. You've done a wonderful job Dr. Knight. Thank you very much. You have added to the recruitment staff and I appreciate that. That is an important piece that helps gets students here. Those are tuition dollars that you really need. I want to do my part to help LCC. I believe in LCC. I am strong supporter of LCC and I want these kids here. Once they are here, we need to have support for them.

Rich McKee: Hi I'm Rich McKee and I am a full-time faculty member for the last 20 plus years. When I started, the administrative model of LCC consisted of faculty reporting to a Departmental Chair, the Department Chair reporting to a Dean and the Dean's reporting to the President who had two officers; a Chief Financial Officer and an Education Officer. In those 20 years I've watch the administration swell and grow at the senior level, to the point where it is more than 66% if what we spend our money on. What that means is that for every dollar we spend teaching students; we spend \$2 dollars on overhead in administration. Many of these administrators came from teaching positions. At this point, I think it is time that we start returning them to teaching position and get back to where the primary purpose at LCC is the education of students, not a home for senior administrators. Thank you.

Jim Devries: Board of Trustees, President Knight, I am Jim Devries. This was never a discussion of the fiscal realities. It has been nothing more than fear mongering since September 2008. With each passing month, the Board was notified with continued barrage of negativity and pessimism coming from college leadership and took know action to investigate its validity. They approved \$350,000 in external consultant contracts that repeated back cost saving suggestion that staff were already pursuing independent of their recommendation. The consultant's biggest contribution to reducing the budget is to eliminate the very people who serve the students. How hard is this to come up with?

Linda Koning: Good evening, my name is Linda Koning and I'm a part-time faculty, and a part-time administrator adjunct faculty for the Physical Fitness and Wellness Department. I am actually standing here tonight to show my support for the LCC counselors. I am not a counselor but I know that their value to this college is vital. It is my belief that we have alternatives at our disposable; including the money in the rainy day fund. I believe as Dr. Knight has stated that we are facing a storm. Perhaps dipping into this fund in order to retain our counseling services may be most appropriate. Thank you.

Jennifer Hatt: Good evening my name is Jennifer Hatt. I started here in 2004 as a student. I used the services of counseling and advising. They helped me. After that I became a student employee and now I am support in the Physical

Fitness and Wellness Department office. I'd just like to say that there has been no mention on generation of new revenue or increasing productivity. Instead there has been a constant and pervasive sky is falling mentality. The effect of which has been unproductive and de-motivating to all college employees. I know that the people here who are faculty, who are in support of our counselors, are not in it for the money. It hurts us when you are sending these emails saying the economy is bad and horrible. We know, we hear it, and are helping the students who are going through it. We are going through it ourselves. Just a little more positivity and a little more focus on what we can do to make things better.

Woojin Jung: Good morning my name is Woojin. I'm from Korea and a student. I came here to support counselors. When I first came here I had a lot of barriers. When I have problems I go to the counselors. They help me a lot from where to go to buy groceries for food, to academic courses and my future. For international students, counselors are not just counselors. They are my family, my mentors and my friends. International students are very important to the community college. How can students be exposed to the international culture in this small city? Without international students, success does not begin very well at LCC. Without counselors, international students cannot succeed very well. Thank you.

Xiquiao Chen: Good evening everyone I am Xiquiao Chen, I am an international student and I come from China. I think some of you might recognize me when I spoke here at the same place two months ago presenting the International Club. Sandy Kidder, my counselor was not able to be there that day, but she is always there to support me. Today I am here to support her and all the counselors that have helped us, that have supported us, and have helped to achieve our goals. Dr. Knight, I totally echo your opinion on how Michigan is a great state. I came so far from China to come to Michigan and to come the Lansing to study for a reason, because I know that Lansing Community College is one of the best community colleges in America. I know that for a fact. It is good because of the quality. Not because of the money. I pay \$200 for one billing hour. That is a lot of money, but I get the quality because of counselors like Sandy. When people tell me that accounting class is hard, "Katie you can't do it, it's too hard for you." Guess who stared me in the eye and said "Katie, you are able to do it." It was Sandy. When people tell me that I have to apply to six colleges, prepare for SAT, you are the President of a club in your school and you are taking five classes....."Katie you can't do it." Guess who was there to say that I can do it. It was Sandy. That's what counselors are there for, to tell you that you can achieve. I have been accepted to Stern School of Business at NYU. I am going to be a business major. I know that I am going to face these problems one day about budget cuts and about sacrifices. But there is one thing that I know can

never be down size and it is our spirit and love in people. That help and support can never be downsized. Thank you.

Tom Klever: Hi my name is Thomas Klever and I'm Chair of the Department of Language Skills and Student Development. I am here to give my 100% support to the Counseling Department. The three years that I have been here working with our students, I have come to learn the counselors. They are a tool of mine to be able to do my job effectively. I have IM on my computer screen with counselors listed there and we in our department have worked with the Counseling Department. Rather than cut them, I would say we need to add counselors to our college. I see students every single day with concerns and problems that are interfering with their education. I have to have some place where I can send these students. I would like to tell you that they have served this college well and we need to keep them. Thank you.

Keith Foote: Good evening Board members, Dr. Knight, I would like to thank you for the opportunity to address this Board. My name is Keith Foote and I am a 20 year faculty employee here at the college. I became a student here in 1972. I am very proud to announce tonight that my daughter is now a student beginning this semester. I came here not to speak as an employee but rather speak on behalf of my daughter. I would hope very much that you strongly consider the decision that you are making here with your budget. I'm very grateful for the kinds of opportunities that LCC provided for me back in my beginning days. I hope you will do the same for my daughter. Thank you.

Silvana Altro: Good evening, I am many things. I am a women and I am a international student. I could have been dead. I could have killed myself four years ago. I found a way. I am a single mother and I owed it to that child. I decided to go on and I found that I wanted to be a writer and I found a place where I could start studying. I understand when there are money problems. I understand it very well. I had to do a lot of cuts in my budget. When I had to make a cut in my budget, I never thought about cutting on education, on food or things that are very important to me and my children. I thought about other things. I didn't buy makeup or three pair of shoe and just bought one. So there are other things. I don't know what you are going to do. I am begging you, don't take away quality from us. The reason why I'm here today is because there were people like Sandy that believed I could do it. I am a 3.95 GPA student.

Sue Colegrove: Good evening, my name is Sue Colegrove. I'd like to thank the counseling staff for all their time, their energy and their support for by son's success. If it wasn't for them, I don't believe my son would succeed. I believe that the counselors are the back bone of this college. My question to you is, if we cut our counselors, what are you going to cut next. What other services are

you going to cut that I pay for with my tax dollars. I am a single mother but I still manage to pay my son's tuition for college. We pay the college through our taxes and our tuition. When I look here tonight, instead of paying for our counselors you would rather pay for a parking ramp. I think you need to restructure your priorities and keep quality. Thank you.

Charles Colegrove: Good evening, I'm a student here at LCC. It has come to my attention that the Board wants to spend the money on parking ramps and other stuff that is useless. I am going to look at the Board and say, you take away the counselors from us you are cutting our legs from under us. I have one question for you. What about us.

Dan Hamilton: Good evening and thank you for allowing me to speak. My name is Dan Hamilton. I was a long time union activist so I made up my sign for the rally earlier. I wrote penny wise and pound foolish. I was looking at it through the lens of the maintenance and the custodial group that I represent. I look around at this beautiful building and facilities campus wide and I said it would be penny wise and pound foolish not to maintain them. I look at my own house which is considerably smaller than the 1.8 million square feet that Ted described with 18 people and the ratio of people I have in my house working. It doesn't really compare for the amount of people you have here. I wanted to raise the priority a little bit about service. I saw a guy setting up for a meeting either later tonight or tomorrow in a building were I was waiting. They were making sure that people had water when they came in. Like the maintenance and custodial service workers, work is invisible to us as user but it's not magic people doing it. They provide a service. I don't want to say that I come to only speak on behalf of the people that I represent. I thought about the buildings that have been criticized by some about where is the priority. Are they ego palaces to people egos or are they useful functions that make this an attractive place to represent what this school is about for an environment that people deserve to work in and to study in. I would like to think that it is not an ego trip to have these beautiful buildings. At the same time I asked about the staffing levels of the counselors and the instructors and the other people. I don't think that they were added at the current levels just as somebody's whim and were consider needed. I say that it is a time of rising enrollment and that it is not a good time to start cutting staff. I would characterize that as penny wise and pound foolish.

Perry Godwin: Good evening my name is Perry Godwin. I am a part time support staff person and a member of the PTCTU. I am currently employed as the Head Physics Lab Technician in the Science Department. I am also a non-traditional part-time student at LCC majoring in Physics. I am a member of the LCC student group People for Positive Social Change, whose primary focus is to take action on political, social, and environmental issues involving peace, justice, equality, fairness, and sustainability that affect ourselves and the communities in

which we live. In addition, I am an active member of the LCC Sustainability Advisory Committee, whose responsibility is to facilitate the implementation of the American College & University Presidents Climate Commitment contract that the President of LCC has signed. So, as you can see, I am familiar with many different areas of operation of this college. First, I want to speak about the roles that full-time faculty play at LCC. In the Science Department, full-time faculty serve a number of very important functions in addition to their teaching roles. Each science course has a full-time faculty member who is the course coordinator. It is the course coordinator's responsibility to work with the faculty to ensure that the overall course objectives are being met for each class section. In addition, in each science discipline, one full-time faculty person serves as lead faculty, working with the chair and operations coordinator of the department and with the course coordinators to ensure that the program is meeting its goals and learning objectives. It is my understanding that the Board of Trustees is seriously considering layoffs of full-time faculty. I find this very disturbing. LCC already has one of the highest part-time faculty to full-time faculty ratios in the State of Michigan. If I remember correctly, one of the recommended improvements in the last AQIP accreditation was to increase the number of full time faculty so that the ratio of part-time faculty to full-time faculty was more in line with the national standards. I would hope that the Board of Trustees does not want LCC to become the Wal-Mart of community colleges, where we offer the lowest price, i.e. tuition, for the cheapest product, i.e. low educational standards, all while treating our employees poorly. Wal-Mart employees, as a matter of course, often have to rely on government assistance to live on the wages and benefits that Wal-Mart provides. Is that what LCC wants for its employees? As it is, many employees like me cannot afford the health care plan offered by LCC.

Sharon Letson: My name is Sharon Letson and I am a student support specialist. I work with limited English proficient students. Most of my students are immigrants and refugees. This is a population that continues to grow. I can't imagine doing my job without having the counselors there to collaborate with and to help me meet my student very unique needs as refugees and immigrants. I have a letter from a community member that is unable to be here.

Dear Mr. Knight

It has come to my attention that the College Leadership at Lansing Community College will present the Board of Trustees on Thursday, June 4th at a special meeting a proposal to reduce the workforce for the Counseling Area at the college. Let me introduce myself and present several arguments that you should seriously consider before making a drastic cut in valuable resources that will significantly impact the quality and appeal of this community college to the community at large.

My name is Mangala Sadasivan and I am a Neurocognitive specialist working with a wide range of individuals presenting a myriad of cognitive and emotional challenges for the past 20 years. I can honestly tell you and I know I speak for my colleagues in rehabilitation that LCC's counseling services is one of the main appeals of the college. Let me give you several points to consider before you move on this proposal. (1) LCC is a community college which means that you serve a community of non-traditional students. These individuals could range from students with disabilities, older students who may be returning for a career change by choice or forced by layoffs or the individual interested in enrichment courses. All these individuals have one thing in common and that is they expect learning to be a challenge for a variety of reasons. LCC's vocational counselors make this transition to LCC less intimidating and from my prospective as a referral source to the college; it is comforting for me to know that my clients will be successful because of the guidance provided by your counselors. If you look at it from this prospective your counselors are really a marketing tool for the college. We are faced with tough economic times that are expected to continue for the next several months and realistically for the next several years. However, an establishment such as LCC is in a great position to grow since there will be a drastic shift in the way students approach their educational plans as they graduate from high school. The traditional student who typically would have gone straight to an four-year institution is now going to consider a two-part plan with LCC satisfying the first two-year requirements with students then transferring to a four-year college. This will provide LCC with a new market and if this transition plan becomes full blown, your counselors will be invaluable in making this transition seamless. I can also tell you as a parent of a graduating senior that in our college search these kinds of counseling resources at a college were most important to us. Your vocational counselors actually add to the economic savings of your college. Consider this line of thinking; every student who stays in the college because of good advising, counseling or guidance on accommodations provided by your counselors decreases the loss of revenue to the college because of potential student failures. These are just some of the main reasons why you should re-consider your proposal to cut counseling services at Lansing Community College. I fully appreciate the economic bind the college is facing with the need to reduce the budget but I urge you to take a visionary approach to this problem. Let me give you one example of an expansion plan where you can add revenue to the college. I know for a fact that there are so many returning veterans from Iraq who need vocational retraining which could potentially mean a return to college. I believe LCC would be the right place for these veterans especially if they are given counseling services to consider this option and not give up. I hope you will take all of my points into consideration and take a pro-active approach that looks at growth and stream lining of resources rather than complete cuts of valuable and necessary resources at your college. Thank you.

Jerry Swartz: My name is Jerry Swartz and I am the President of the Lansing teachers. It is a pleasure to be here this evening and listen to such fine speakers and to be back with friends. I wanted to greet each of you this evening and President Knight we have not met, but it is a pleasure to meet you. Friendship and neighbors is what the community college is all about. We are in it together. I represent 1,100 teachers in a school district based in your location. We are

going through the same consternations in the tune of \$15 million dollars in budget deficits. I go over to East Lansing, Okemos, and Waverly and we are all hunkering down. We are all in dire financial straights because of the economy and the stimulus funds not caring us all the way through. We are trying to figure out in our on little vestibules how we do it better. I was here years ago with a different Board and a different President and we had conversation about regionalization. What can we do smarter. What can we do more efficiently and still maintain friendships and relationships with one another. Bring this to the table. We may disagree but a least we will be part of those discussions. That is a unison statement across the region and across the state. Bring us to the table so we understand the problem and you understand our insight. We are in it together. Safety and trust is developed by working together. So my community college, my president, I ask that you open the doors and bring people to the table.

Aaron Allen: My name is Aaron Allen I have been attending LCC on and off for over 20 years now. I have flipped flopped in many different courses. I have study everything from Art to Vehicle Maintenance and Repairs. It has only been within the last few years that I have been able to focus. It is only because of my interaction with the international students that I have been able to develop a broader more globally minded view of everything. Because of that, I am going to be attending a four year university this fall. I know that if it was not for staff members such as Sandy Kidder, who helps the international student body so much and promotes it for the international students to come, I would probably still be flip flopping throughout the rest of my life. I am so happy that I am now focus and that I am going to be studying education so that I can further teach children in the future. It is important that people know how important these counselors are to people that they are not even necessarily interacting with but promotes so much for the students. Thank you.

Trustee Canja called for a brief recess at 8:03 p.m.
The Board returned to open session at 8:08 p.m.

President Report

Strategic Update Report – FY 2010 Budget Update

Ms. Catherine Fisher and Mr. David Hilquist gave an update on the FY2010 Budget. This presentation is on file with the official Board meeting materials.

Discussion followed.

Trustee Woods stated that it would be helpful to know at the June 15th meeting, how many ideas generated by the employees here at LCC were used in putting

the budget update together. He stated that he knew there was a comprehensive process that solicited feedback and took those ideas as a part of the development of the budget. Trustee Woods stated that the process seemed to be much more inclusive than it was last year and would like to know this answer for his own comparison.

Action Item – Capital Project – University Center Parking Lot U

Dr. Knight clarified that the parking lot expenditure does not come out of the regular college operating budget. He stated that it is not done at the expense of teaching and learning and has no relationship with the employee and jobs. He stated that this is funded by our funding revenue and that it is vital and important and needs to be completed prior to the start of classes in the fall.

IT WAS MOVED by Trustee Lavery and supported by Trustee Hollister to approve the Capital Project for the University Center Parking Lot U.

Roll call vote:

Ayes: Canja, Hollister, Lavery, Proctor, Rasmusson, Woods

Nays: None

Absent: Smith

The motion carried.

Closed Session

IT WAS MOVED by Trustee Hollister and supported by Trustee Woods that the Board go into closed session to consider the purchase or lease of real property.

Roll call vote:

Ayes: Canja, Hollister, Lavery, Proctor, Rasmusson, Woods

Nays: None

Absent: Smith

The motion carried.

The Board entered into closed session at 8:35 p.m.

The Board returned to open session at 9:27 p.m.

Roll call:

Present: Canja, Hollister, Lavery, Proctor, Rasmusson, Woods

Absent: Smith

IT WAS MOVED by Trustee Laverty and supported by Trustee Proctor that the Board go into closed session to discuss collective bargaining.

Roll call vote:

Ayes: Canja, Hollister, Laverty, Proctor, Rasmusson, Woods

Nays: None

Absent: Smith

The motion carried.

The Board entered into closed session at 9:29 p.m.

The Board returned to open session at 10:13 p.m.

The meeting was turned backed over to Chairperson Robin Smith.

Roll call:

Present: Canja, Hollister, Laverty, Proctor, Rasmusson, Woods, Smith

Absent: None

IT WAS MOVED by Trustee Hollister and supported by Trustee Canja to authorize the President and the CFO to pursue parking options as discussed in closed session.

Roll call vote:

Ayes: Canja, Hollister, Laverty, Proctor, Rasmusson, Woods, Smith

Nays: None

Absent: None

The motion carried.

Board Reorganization

Chairperson Smith read the following statement:

Good evening, it has been my pleasure to serve as Chair of the Board of Trustees for Lansing Community College. During this time at the college we have completed our presidential search and hired our 5th President of the College Dr. Brent Knight and the College is moving forward in a positive direction. College wide surveys have shown that LCC is seen in the community as a valued asset and truly the place where student success begins.

In November of 2008 I accepted the position of Student Parent Coordinator for Lansing School District at Everett High School of which I enjoy thoroughly by helping parents with their students to achieving student success.

Life is a balancing act. My oldest son Cameron Smith is a Graduating Senior from the class of 2009 and my youngest son will join his older sister in the fall at Everett High School, and my youngest will enter into middle school; and I do not see things slowing down for my husband and my family and I look forward to the adventures for the days ahead to come.

It is my desire to remain as an officer of the Board of Trustees should the Board choose to do so, however I am unable to continue to serve as Chair of the Board for Lansing Community College Board of Trustees.

Please accept my resignation as Chair of the Board of Trustees. I will continue to serve as a Trustee for the Board.

IT WAS MOVED by Trustee Rasmusson and supported by Trustee Hollister to accept the resignation as Chair of the Board from Trustee Robin Smith.

Roll call vote:

Ayes: Canja, Hollister, Lavery, Proctor, Rasmusson, Woods, Smith

Nays: None

Absent: None

The motion carried.

IT WAS MOVED by Trustee Hollister and supported by Trustee Woods for the President to produce a resolution of thanks for Trustee Smith's service.

Roll call vote:

Ayes: Canja, Hollister, Lavery, Proctor, Rasmusson, Woods, Smith

Nays: None

Absent: None

The motion carried.

Trustee Smith stated that according to the Board's bylaws, as soon as possible, a Board vacancy should be filled.

IT WAS MOVED by Trustee Proctor and supported by Trustee Hollister to nominate Trustee Deb Canja as Chair of the Board.

Roll call vote:

Ayes: Canja, Hollister, Proctor, Rasmusson, Woods, Smith

Nays: Lavery

Absent: None

The motion carried.

IT WAS MOVED by Trustee Rasmusson and supported by Trustee Hollister to nominate Trustee Robin Smith as Vice Chair of the Board.

Roll call vote:

Ayes: Canja, Hollister, Proctor, Rasmusson, Woods, Smith

Nays: Lavery

Absent: None

The motion carried.

Public Comment

There were no public comments.

Adjournment

IT WAS MOVED by Trustee Proctor and supported by Trustee Hollister that the meeting adjourn.

Ayes: Canja, Hollister, Lavery, Proctor, Rasmusson, Woods, Smith

Nays: None

Absent: None

The motion carried.

The meeting adjourned at 10:21 p.m.