

BOARD OF TRUSTEES MEETING
SUFFOLK COUNTY COMMUNITY COLLEGE
BROOKHAVEN CAMPUS, SELDEN, NEW YORK

THURSDAY, FEBRUARY 20, 2014
4:05 P.M.



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2 RESENT

3 Dafny Irizarry Chairwoman
 4 Walter Hazlitt Trustee/Vice Chair
 5 Brian Lilly Trustee/Secretary -
 Absent

6 Anne D. Shybunko-Moore Trustee - Absent
 Theresa Sanders Trustee - Absent

7 Belinda Alvarez-Groneman Trustee
 Arthur Cliff Trustee

8 Paul Pontieri, Jr. Trustee
 James Morgo Trustee

9 Filipe Espitia-Cetina Trustee
 Shaun L. McKay President
 Mary Lou Araneo V.P. Institutional
 Advancement

10 Louis J. Petrizzo General Counsel
 Gail Vizzini V.P. Business and
 11 Financial Affairs

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3 CHAIRWOMAN: Welcome everybody.

4 Please be seated.

5 We have a number of guests, a
6 lot of our students are here with us
7 today. We are very honored to have
8 you and very pleased to welcome you.
9 Welcome all, welcome.

10 At this time I would like to
11 introduce Dr. Adams.

12 DR. ADAMS: Thank you,
13 Chairwoman Irizzary and members of
14 the Board of Trustees. Good
15 afternoon. It gives me great
16 pleasure to recognize and honor our
17 Speech and Debate Team from the
18 Michael J. Grant Campus who are here
19 with us today. I just want to read a
20 brief bio and also introduce the
21 team, if I may.

22 The Michael J. Grant Speech and
23 Debate Team has mastered the art of
24 speech and debate that on a regional
25 and national competitive level the



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2 training is intense. The team meets
3 several times-a-week, collectively,
4 and individually to practice and
5 perfect their chosen categories. The
6 team competes in tournaments nearly
7 every weekend over the course of the
8 semester, and each trains during the
9 school break. For their efforts the
10 Michael J. Grant Campus Speech and
11 Debate Team has made it to nationals
12 nearly every year since 1999, and
13 have three individual national
14 championships, and two New York State
15 Team Championships to their name.
16 The Grant Team is the only community
17 college to ever win the New York
18 State Team Championship in the 59
19 year history of the event --

20 (Clapping).

21 And they've won it in
22 consecutive years. Alumni consists
23 of seven practicing attorneys and
24 four professors, two of which teach
25 at Suffolk County Community College.



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2 The current Grant Speech and Debate
3 Team for this academic year has seven
4 active members and thus far five
5 attending the National Forensic
6 Association National Tournament on
7 April 10th through the 21st at
8 Eastern Michigan University. At the
9 recent Suffolk University Tournament
10 the team won a collective seven
11 trophies with three members placing
12 first in their categories and others
13 placing a respective third, fourth
14 and fifth. The team members beat out
15 Emerson and Bridgewater Colleges for
16 third overall team, and was the only
17 community college present at the
18 competition. The team will be
19 competing this weekend in Nassau
20 Community College on Saturday and
21 Sunday, and hope that it can advance
22 the rest of its members to nationals
23 as well. I would like to introduce
24 the team.

25 President Jacqueline Pusey,



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2 Vice-President Nick Alleyne,
3 Secretary, Nicholas Kraus s,
4 Treasurer Amanda Yodice, Public
5 Relations Officer Amanda Koscik, Team
6 Member Fuseeha Naeem, Team Member,
7 Sara Urf, and our very own student
8 trustee, Filipe Espitia-Cetina. The
9 team has been lead for the last 15
10 years by professor, coach and advisor
11 Professor Christopher Holfester.

12 President McKay, Chairwoman
13 Irizarry, I would like to invite you
14 up to give the award.

15 PROF. HOLFESTER: Thank you.

16 I would like to begin by
17 thanking the Board of Trustees for
18 allowing us to be here today. It is
19 truly an honor to be at this meeting
20 and to be acknowledged by the Board
21 of Trustees and the Vice-President
22 and the President of the
23 Administration. It's been an honor
24 and a privilege to coach this team
25 for the last 15 years, and I truly



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2 enjoy what I do, because I see the
3 positive effect that it does have on
4 students, and how it is able to
5 transform them, and give them
6 critical thinking skills, and improve
7 their articulation and public
8 address, and just give them a better
9 sense of self confidence. It's truly
10 an enriching activity. When I was a
11 college student at SUNY Plattsburgh I
12 did this for four years, and I can't
13 tell you what an amazing impact it
14 had on my life. So, it is nice to be
15 able to share this with the students
16 on my team. The students on the
17 Speech and Debate Team work
18 tirelessly. I want to mention that
19 they all have full-time jobs, they're
20 all full-time students, but somehow
21 they find the time to meet three to
22 four-times-a-week, and I was truly
23 impressed on President's Day when
24 everyone was off on vacation they
25 came to the college, and we had a



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2 five-hour practice, and no one
3 complained, and no one said anything
4 at all. It just shows the dedication
5 and the commitment that the students
6 are willing to put into this
7 activity.

8 So, I would like to thank all
9 of you for this tremendous honor and
10 I would like to thank you guys for
11 your support throughout the years. I
12 just want to mention when we first
13 started Dean Braxton was our
14 Executive Dean, and she was extremely
15 influential in setting up the team
16 and giving us the support and
17 guidance that we needed to be
18 successful, and that support
19 continued with President McKay when
20 he was Executive Dean, and continues
21 today with Executive Dean Keen as
22 well as Dean Rogers. They have just
23 been so helpful in planning and
24 supporting and guiding the team
25 throughout the years.



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2 So once again, thank you very
3 much. I appreciate everything and
4 the honor.

5 CHAIRWOMAN: Would the Captain
6 of the team please come forward.

7 The Board of Trustees and
8 Suffolk County Community College
9 congratulate the Michael J. Grant
10 Campus Speech and Debate Team for a
11 Successful Achievement at the 2014
12 New England Forensic Championship.
13 We applaud you, and celebrate your
14 accomplishments that have brought
15 acclaim to Suffolk County Community
16 College. Best wishes for continued
17 success at the national
18 championships. You make us all so
19 proud.

20 MR. ESPITIA: It is my pleasure
21 as a member of the Debate team that
22 we would never have accomplished what
23 we did if it wasn't because of our
24 coach. I see a personal achievement
25 in Professor Holfester his



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2 commitment, and I see how he
3 encourages us motivates us. So, I
4 feel that our team would not be that
5 successful if it wasn't for Professor
6 Holfester, so on behalf of the Board
7 of Trustees I want to give this award
8 to Professor Christopher Holfester.
9 The college is grateful for your
10 expertise, leadership, and service to
11 the Michael J. Grant Campus, the
12 Speech and Debate team. We applaud
13 your outstanding success and
14 celebrate your accomplishments that
15 have brought acknowledgement to
16 Suffolk Community College.

17 PROF. HOLFESTER: Just one
18 other thing, President McKay has
19 asked us to have a brief
20 demonstration of one of our students
21 presenting their event to the
22 audience today. You will be hearing
23 from the President of the
24 organization, Jacqueline Pusey.
25 Jacqueline is in her second year at



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2 Suffolk Community College. She is
3 going to be graduating at the end of
4 this semester, and hopefully she'll
5 be attending Barouk College where she
6 plans to do a dual major in Political
7 Science and Spanish.

8 What you're about to see is the
9 first event that qualified for
10 nationals. It qualified early last
11 semester and she made it to finals.
12 Out of about 16 students she was able
13 to make it to finals, and, thus,
14 qualify for the national event. We
15 do a lot of different events in
16 debate and public speaking as well as
17 dramatic interpretation. What you're
18 about to see is an event that is in
19 the public speaking category and it's
20 persuasive speaking. So, I hope she
21 is able to persuade all of you with
22 the following speech. I don't want
23 to give away the topic. I don't want
24 to steel her thunder, but I'd like to
25 introduce once, again, the president



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2 of the team, Jacqueline Pusey.

3 MS. PUSEY: Good evening
4 everyone. It's a privilege to be
5 performing tonight. Thank you very
6 much.

7 Annabelle Cripps began swimming
8 at a very young age and showed great
9 potential. She won about every race
10 setting many state records that still
11 stand today, and by the age of 14 she
12 was world ranked for the first time.
13 While achieving such success she was
14 repeatedly raped and abused by her
15 swim coach throughout her entire
16 swimming career. Unfortunately, this
17 is not an isolated incident.

18 Her tragedy draws our attention
19 to an ongoing issue known as
20 Predatory Coaching. It is the
21 pattern of rampant sex abuse between
22 a coach and his young athletes of all
23 ages. Predatory Coaching has been
24 predominant amongst young athletes
25 for several decades, but has been



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2 ignored.

3 According to Professor Celia
4 Brackenridge, who has been
5 researching sex abuse in sports for
6 more than 15 years, stated:
7 Predatory Coaching is probably the
8 biggest problem confronting sports
9 today. To further support my
10 argument Seattletimes.go.com,
11 September 2012, stated over the past
12 decade 159 coaches in Washington
13 State, alone, were reported for
14 sexual misconduct ranging from
15 harassment to rape.

16 So, in order to fully
17 comprehend the gravity of the problem
18 and remedy it, we must first analyze
19 the harms of coaches violating the
20 boundaries of coach-athlete
21 relationship.

22 Second, identify and explore
23 the causes behind this egregious
24 abuse of power, and finally, propose
25 some practical solutions that can be



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2 implemented at governmental and
3 personal levels.

4 HARMS: Harms #1: The harms
5 associated with Predatory Coaching
6 exists on two main levels. First,
7 the widespread nature of the act, and
8 secondly, perpetrators who are not
9 being held accountable for their
10 actions.

11 First, the physical harm is
12 inflicted by coaches who abuse their
13 power knowing that these young women
14 are vulnerable and blinded by their
15 desire to be the best. Huffington
16 Post (September 27, 2013) stated "If
17 we truly want to address sexual abuse
18 and harassment in sports we need to
19 call it what it is, an abuse of power
20 between the coach and the athlete
21 that occurs at all ages.

22 So, therefore, Predatory
23 Coaching is not only confined to
24 swimming. According to Professor
25 Celia Brackenridge research also



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2 stated there are currently over 100
3 sexual abuse cases under
4 investigation in collegiate football,
5 60 in swimming and 40 in tennis.
6 Moreover, Predatory Coaching is also
7 occurring Olympic sporting events
8 where athletes begin to peak at ages
9 13 or 14 in events such as gymnastics
10 and Tae Kwon Do. For example, Kayla
11 Harrison who was skillful in Judo was
12 also a victim of Predatory Coaching.
13 It commenced at the age of 9 and
14 lasted until she was 16 years of age.

15 Harms #2: Secondly, now put
16 yourselves in these athlete's
17 position after enduring such abuse,
18 both physically and emotionally.
19 Athletes are being victimized a
20 second time by
21 institutions/organizations not
22 holding coaches accountable for their
23 actions.

24 As revealed in the
25 aforementioned Seattle Times out of



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2 the 159 coaches in Washington at
3 least 98 of these coaches continued
4 to coach or teach. According to NPR
5 May 2013 Kelly Currin, a U.S.A.
6 Olympic swimmer, alleges that
7 officials within the U.S. Swimming
8 Organization knew about her abuse and
9 did nothing.

10 April 2011 states "in some
11 cases coaches who were found to be
12 sexual predators were able to move
13 from town to town, and one step ahead
14 of local police, angry victims, and
15 their parents. An example of this
16 scenario is Andrew King, a 52
17 year-old swim coach who had a pattern
18 of sexual abuse that stretched over
19 three decades up and down the West
20 Coast, victimizing more than a dozen
21 female victims without being caught
22 or punished for his horrific actions.

23 CAUSES:

24 Cause #1: Now, having revealed
25 the harms let us explore the causes



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behind this situation which can be traced to first, athletes not coming forward due to shame and fear, and, second, widespread institutional coverup.

Huffington Post reported January 2012: Athletes have coaches who bully and domineer, who abuse them sexually and emotionally. Yes, there are laws that criminalize sexual and physical abuse. However, current and new laws only address this issue up to the age of 18 and not the 24-year-old athlete that we all presumed consented to their inappropriate relationship with their coach. But often, these coaches hold such power and sway, not to mention the keys to a bright, gold-medal-filled future, that athletes are intimidated into silence. This is an act of quid pro quo, which means sexual harassment occurs when submission to such



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2 conduct is explicitly or implicitly
3 made a term, such as WITHHOLDING
4 SCHOLARSHIPS, PREVENTING ATHLETES
5 FROM PARTICIPATING FROM SPORTING
6 EVENT. Because of this it results in
7 the submission to the coach's sexual
8 demands".

9 CAUSE #2: Secondly, many
10 institutions prefer to maintain their
11 prestige and rate of success rather
12 than reporting and following up with
13 these accusations. They are leaving
14 these female athletes to fend for
15 themselves. For example, KPNX
16 uncovered a pervasive problem with
17 predatory coaches within U.S.A.
18 Swimming, an organization accused of
19 not doing enough to help the victims.
20 A confidential memo revealed U.S.A.
21 Swimming recognizes it has a problem,
22 however, for the past three years its
23 strategy has been to decline the
24 majority of interviews related to
25 sexual misconduct.



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2 To add insult to these
3 athlete's emotional injuries
4 according to Safe4athletes.org, even
5 after getting caught many men
6 continued coaching, because school
7 administrators promised to keep their
8 disciplinary records secret, or some
9 districts paid tens of thousands of
10 dollars to get coaches to leave if
11 the coaches simply leave quietly.

12 Other districts hire coaches
13 knowing they had records of sexual
14 misconduct.

15 SOLUTIONS: With the harms and
16 causes being clearly laid out let us
17 step towards the solutions.
18 Solutions exist on both governmental
19 and personal levels.

20 SOLUTION #1: First,
21 organizations and governmental
22 branches, both state and federal need
23 to work hand in hand. As pointed
24 out, Huffington Post stated: Schools
25 require that doors be kept open when



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teachers counsel students and parents are present for medical exams. Any suspicion of abuse be reported. Yet there are no guidelines or laws that dictate appropriate behavior when it comes to coaches.

1: An independent group has been formed. Such an organization was formed by Annabelle Cripps. Her organization is known as Safe4Athletes.

2: It is a nonprofit organization dedicated to ensure a safe and positive environment for young athletes in all sports.

3: Its purpose is to step in to establish policies and procedures that prevent coach misconduct.

4: An outlet for sport's organizations facing issues of harassment or other inappropriate behavior, free from sexual abuse and harassment.

SOLUTION #2: Secondly, we need



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2 to follow the lead of the U.S.
3 Gymnastics.

4 1: According to IRE.ORG
5 10/2013 the United States Association
6 of Independent Gymnastics Clubs,
7 (USAIGC), has announced it will
8 formally adopt mandatory guidelines
9 and policies of safe4athletes
10 association wide.

11 2: Effective immediately the
12 USAIGC has made it mandatory for all
13 member clubs to complete a 100%
14 background check on all employees and
15 club owners by the end of 2013.

16 3: The USAIGC is the first
17 gymnastics organization to
18 proactively take an "athlete first"
19 approach. Now they are taking the
20 important step of protecting every
21 one of their athletes from misconduct
22 as well.

23 SOLUTION #3: The third
24 solution to the problem can be
25 adopted on a personal level. We need



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2 to be aware of the warning signs and
3 by paying attention to these warning
4 signs we can help prevent and ensure
5 the safety of our current and
6 upcoming athletes. Here are some
7 examples of warning signs.

8 Parents need to be aware of
9 coaches showing excessive
10 preferential treatment towards one or
11 more players, making any
12 sexual-related statement about
13 players' physique and the invasion of
14 privacy of athletes.

15 Secondly, both you and I can
16 support an organization that was
17 funded by Annabelle Cripps. Please
18 remember, she, too, was sexually
19 abused by her coach. Visit her
20 website at safer4athletes.org. We
21 all need to support this organization
22 as they fight for the prevention of
23 sexual misconduct for the safety of
24 our youths.

25 Today we opened our eyes to the



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2 extremely critical social situation
3 that transpires amongst young
4 athletes. We looked at how fear of
5 losing the chance of great
6 achievement and educational
7 institution and organizations which
8 contribute to the cause, which
9 intensifies the pain of our young
10 athletes and also how this
11 devastating issue known as Predatory
12 Coaching can be addressed at both
13 governmental and personal levels. We
14 as citizens need to take immediate
15 action so upcoming athletes won't
16 have to endure such pain and agony
17 and loss of innocence inflicted upon
18 athletes such as Annabelle Cripps at
19 the age of 14.

20 (CLAPPING.)

21 CHAIRWOMAN: Thank you. Once
22 again, we are extremely and
23 exceptionally proud of your
24 performance and of your
25 representation of Suffolk Community



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2 College. The Board of Trustees
3 continues to pledge our support to
4 our students and giving you all the
5 opportunities possible, and to the
6 faculty, the support needed to
7 continue doing such a great job. So,
8 thank you, thank you very much.

9 At this time, I would like to
10 request a motion to adjourn the Board
11 of Trustees' meeting and call the
12 Board of Director's meeting to order.

13 All in favor?

14 TRUSTEE ESPITIA: Aye.

15 CHAIRWOMAN: Opposed?

16 Abstentions, motion carries.

17 Next, I would like to request a
18 motion for the minutes of the January
19 16th, 2014 Board of Director's
20 meeting.

21 TRUSTEE ESPITIA: Motion.

22 TRUSTEE HAZLITT: So moved.

23 TRUSTEE PONTIERI: Second.

24 CHAIRWOMAN: All in favor,
25 opposed, abstentions.



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2 Motion carries.

3 Next, we'll have Interim
4 Associate Vice-President Dr.
5 Christopher Adams to present the
6 Association Financial Report.

7 Dr. Adams.

8 DR. ADAMS: Chairwoman
9 Irizzary, members of the Board of
10 Trustees, good afternoon once again.
11 I'm happy to report for the financial
12 report September 1st, 2013 to January
13 31st, 2014 that the various funds are
14 in a positive position. You will
15 notice in Column Six that the child
16 care center at the Grant Campus is
17 running a small deficit. This will
18 be cleared up when the SUNY Operating
19 Grant Money is dispersed and will be
20 reflected as positive in the February
21 report that will be given at the
22 March meeting. I also want to bring
23 to your attention that the spring
24 2014 Student Activity's fee
25 disbursement is not reflected in this



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2 report, but will be dispersed to the
3 various accounts and will be
4 reflected in the February report
5 given at the March meeting. Are
6 there any questions?

7 CHAIRWOMAN: Questions?

8 DR. ADAMS: Thank you.

9 CHAIRWOMAN: Thank you Dr.
10 Adams.

11 CHAIRWOMAN: At this time I
12 would like to request a motion to
13 adjourn the Board of Director's
14 meeting and call for the Board of
15 Trustees meeting to order.

16 TRUSTEE MORGO: So moved.

17 TRUSTEE HAZLITT: Second.

18 CHAIRWOMAN: All in favor?

19 ALL: Aye.

20 CHAIRWOMAN: Opposed,
21 abstentions, motion carries.

22 Request a motion for the
23 approval of the minutes of the
24 January 16th, 2014 Board of Trustees
25 meeting.



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2 TRUSTEE HAZLITT: So moved.

3 CHAIRWOMAN: All in favor?

4 ALL: Aye.

5 CHAIRWOMAN: Opposed,
6 abstentions, motion carries.

7 I would like to introduce
8 Vice-President Gail Vizzini to
9 present the college budget and
10 college financial reports.

11 VP VIZZINI: Thank you, Madam
12 Chairwoman. I apologize, you are a
13 tough act to follow. I feel so
14 inadequate talking about dollars and
15 cents, but anyway.

16 As far as our 2013-2014
17 operating budget you have your
18 revenue and expenditure projection in
19 your packet. We are trending very
20 similar to last year. We continue to
21 remain diligent and assert prudent
22 financial management in order to be
23 on target for ending the '13, '14
24 year in the black.

25 My office met with Dr. McKay



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2 today. We will continue to meet to
3 craft the 2014-2015 budget. We will
4 have a tentative document to share
5 with the appropriate executive and
6 budget and audit committees of the
7 board next month. And we hope to
8 have a briefing for the full board in
9 March because you will be adopting
10 our submission to the county in the
11 April meeting.

12 You have in your packet, or you
13 were sent, the capital budget book.
14 Item number eight on your agenda is
15 the adoption of your capital program
16 our 2015, 2017 capital submission to
17 the county. I just want to highlight
18 if you have your document if you
19 refer to page four our only new
20 project for this year is an update to
21 our master plan. Last month there
22 was a few questions in regards to
23 that. As, you know, that plan was
24 last prepared for us by a consultant
25 in 2000. It was designed as a



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2 10-year plan in terms of facilities
3 and facilities as they relate to our
4 programs. Our current plan is at a
5 point where we are actually moving
6 away from it. We have done probably
7 85 to 90 percent of phase one. But
8 it was my recommendation and
9 supported by the president to you
10 that, it's time to have an updated
11 document. Planning is very critical
12 in our process in terms of the
13 allocations of resources. It is
14 critical to demonstrate to our
15 sponsor that, yes, our requests are
16 included in our overall planning
17 document, our master plan for
18 facilities. They do relate to our
19 short-term goals, and it is important
20 to demonstrate that to our sponsor
21 and to the state as well.

22 That's it unless you have any
23 questions.

24 CHAIRWOMAN: Any questions?

25 We look forward to that



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2 updating of the master plan. It's
3 very important.

4 Any questions, concerns? No.
5 We'll proceed.

6 VP VIZZINI: Thank you.

7 CHAIRWOMAN: Before I request a
8 motion to approve the college's
9 resolutions I would like to ask if
10 there are any questions, concerns
11 about any of the 12 items that we
12 have in front of us for consideration
13 of approval?

14 TRUSTEE MORGO: Madam
15 Chairwoman, I don't have any
16 questions. I just want to point out
17 item two and item 10 are followups,
18 and I'm very glad to see there are
19 follow-ups. Number two on the
20 roadwork and the differences of roads
21 being given to the county for road
22 improvement particularly on, well,
23 only on the western campus. I'm
24 trying to think of the name of the
25 road, Crooked Hill Road, and item 10



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2 the smoke-free policy that we
3 discussed last month.

4 CHAIRWOMAN: Any other
5 questions, concerns?

6 TRUSTEE ESPITIA: Yes, for item
7 10 also this resolution approving the
8 support or asking for support of
9 legislature to --

10 CHAIRWOMAN: It is a resolution
11 that we are approving asking for
12 Suffolk Community College to not be
13 held to the same regulations that
14 they have. If our Counsel, Counsel
15 Petrizzo, wants to elaborate on that
16 to clarify?

17 MR. PETRIZZO: That's correct,
18 Madam Chairwoman. This resolution is
19 essentially requesting and advising
20 the Suffolk County Legislature that
21 this board is in support of
22 amendments to the county law which
23 will allow the Board of Trustees to
24 make a determination as to whether or
25 not the campuses go tobacco free. As



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2 you know right now the county law
3 that exists kind of mirrors our
4 policy, and that permits smoking
5 within 50 feet away from the
6 building. So, in order for us to go
7 tobacco free and not be in conflict
8 with the county law we would need to
9 be exempt under that law. That is
10 what this legislation is.

11 CHAIRWOMAN: Thank you, Counsel
12 PETRIZZO.

13 I just want to echo the voice
14 of Trustee Morgo. I'm also very
15 pleased to see action following up to
16 the lengthy conversation that we had
17 and discussion at the last Board of
18 Trustees meeting. Any other
19 concerns? I would like to request a
20 motion for the approval of College
21 Resolutions 2014.11 and 2014.22.

22 MR. PONTIERI: So moved.

23 TRUSTEE HAZLITT: Second.

24 CHAIRWOMAN: All in favor?

25 ALL: Aye.



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2 CHAIRWOMAN: Opposed,
3 abstentions, motion carries.

4 We'll proceed now to the
5 committee reports. Before I call on
6 each committee I just want to remind
7 you that we have five committees,
8 each committee should not be more
9 than five members to avoid a quorum.
10 A quorum if we have six or more that
11 is not permitted as considered a
12 quorum. We do have students of six
13 committees. We have the facilities
14 and technology, finance and budget,
15 and budget and audit, and personnel
16 committee and the advocacy committee.
17 And for the benefit of all of us, and
18 also our guests here, every committee
19 has a chair. The Chair for the
20 Students is Trustee Sanders who is
21 not here with us today. Members are
22 Trustee Espitia, Trustee Groneman and
23 myself. We have the facilities and
24 technology committee. The chair is
25 Trustee Lilly and the members are



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2 Trustee Morgo. Finance, excuse me,
3 budget and finance committee the
4 chair is Trustee Morgo and members,
5 myself. Personnel committee. The
6 chair is Trustee Pontieri, members
7 Trustee Moore, Trustee Groneman,
8 Trustee Espitia and myself, and the
9 advocacy committee, the chair is
10 Trustee Hazlitt, and the members are
11 Trustee Espitia and myself. I ask
12 the Board of Trustees if you're
13 interested in joining any of the
14 committees please feel free to come
15 and help continue the mission.

16 TRUSTEE MORGO: Trustee Cliff
17 is interested in joining the budget
18 and audit committee, right?

19 CHAIRWOMAN: We are
20 volunteering him. Budget and audit
21 committee and facilities and
22 technology, why don't we start with
23 two? All right?

24 TRUSTEE CLIFF: Okay.

25 CHAIRWOMAN: Welcome.



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2 So, at this point I know
3 Trustee Sanders is not here so I will
4 report on her behalf.

5 The committee met last
6 Wednesday, February 12th. One of the
7 items that we discussed was the
8 tobacco resolution that we just
9 considered and approved. We also
10 discussed student trustee's elections
11 that are coming up. We do know that
12 there are at least four candidates
13 interested in running for student
14 trustee positions. Some of them
15 might be here with us today. We wish
16 them all good luck. We're looking
17 forward to working with the
18 successful candidates. We also
19 discussed the Trustees Advocacy Day
20 which Trustee Hazlitt will address
21 later, and we also talked about --
22 preferred action and the important
23 actions that the college is adopting
24 to inform our employees in how to
25 assist our students who might be



1 February 20, 2014
2 eligible for these different actions.
3 Dr. Adams will continue to update us
4 on that progress.

5 I now continue with the
6 facilities and technology committee.

7 Trustee Morgo.

8 TRUSTEE MORGO: It's my
9 pleasure to do this for Trustee
10 Lilly. I'm just wondering -- I'm
11 keeping good hygiene. No one is
12 sitting on this side of the table. I
13 promise, but I promise I will not
14 mention the success of my Alma Mater
15 last night, Boston College. They
16 happened to beat the number one team
17 in the country, but I'm not going to
18 say anything.

19 The committee met on February
20 6th. It really was in two parts.
21 There was a walking tour of this
22 campus as well as a scheduled meeting
23 following it. First of all, the
24 Chairwoman Trustee Cliff and several
25 members of the administration, the



1 February 20, 2014
2 president, a couple of
3 vice-presidents, so if I leave
4 anything out please let me know
5 because I'm pinch hitting here. The
6 highlight of the tour was the life
7 science building that is under
8 construction, and in spite of the
9 really miserable weather this year
10 the construction is progressing. It
11 is framed, it's all structurally
12 sealed. It is going to be an
13 incredible place. It's been done in
14 thirds and is expected that it will
15 be open, that the C.O. will be there,
16 the Certificate of Occupancy will be
17 there by August of next year, and
18 classes will begin in the spring. I
19 don't know if anyone else wants to
20 say anything about the life science
21 building, anybody that was there.
22 The high point that I thought, too,
23 was the impressive work of the
24 upgrades of the heating systems and
25 the general environmental



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1
2 improvements being made at the
3 different buildings. The heat and
4 cooling systems are all state of the
5 art that are now being put in. We're
6 getting rid of some delapidated,
7 inefficient boilers, and that's a
8 very effective thing. Not only is it
9 more efficient, but it is going to be
10 saving us money over the years. We
11 had a preview of the observatory, and
12 I know there is going to be a tour on
13 March 3rd, but that was quite
14 impressive although it wasn't optimum
15 because it was in the daytime and we
16 couldn't see very much. I would say
17 if there was a low point it was the
18 Kreiling (phonetic spelling) Building
19 which is the oldest building on
20 campus and in really antiquated
21 shape. Some renovations have started
22 but have not gone along and what
23 struck me, although Mr. Cliff is much
24 younger than me, maybe him as well,
25 walking into the chem labs was like



1 February 20, 2014
2 1940's vintage, and I was in the high
3 school in the 1940's, but I don't
4 have very good memories of chemistry
5 class and these brought them back.
6 There has been money set aside for
7 design. But the actual design has
8 not been submitted. So, I've never
9 been in the Kreiling Building before,
10 and it really does need significant
11 maintenance and renovation.

12 Following the tour we came back
13 to the president's conference room
14 and we had a committee meeting, and
15 Vice-President Vizzini went over the
16 capital program which she mentioned
17 there were only two. But there was a
18 discussion about the state's
19 approach, you know, all our capital
20 programs. It's 50 counties, 50
21 states and the county has been
22 supportive of all ours, but Governor
23 Cuomo's budget cuts out many of our
24 capitol programs. I think the one
25 that was mentioned, that I remember



1 February 20, 2014
2 being mentioned, is the stem building
3 on the western campus. The
4 chairwoman at the meeting asked for a
5 letter from the Board of Trustees
6 asking our state reps to do something
7 to resubmit our capital program. The
8 energy stem center on the Grant
9 Campus was probably our highest
10 priority. Also discussed was the
11 performance space, financing, where
12 colleges, both community colleges and
13 four-year colleges are judged, and
14 they're able to access funds based on
15 the performance of their graduates,
16 specifically their graduates getting
17 employment and the pay of that
18 employment. This is through the
19 state level. There is a Job Links
20 Program, I think the name of the
21 program is, and it's true on the
22 federal. The federal department of
23 education is looking at the same
24 thing. I know it's of concern
25 particularly for our community



1 February 20, 2014
2 college here, because many of our
3 students are transferring to a
4 four-year college, but that would not
5 be judged as success under the job
6 links. So, that is something that we
7 have to worry about. I'm also aware
8 that Stony Brook is concerned about
9 the same thing about trying to base
10 funding on a one size fits all. So,
11 that was something we should be aware
12 of. It was a very good long day on
13 February 6th. But I think both the
14 walking tour and committee meeting
15 were worthwhile.

16 CHAIRWOMAN: Thank you, Trustee
17 Morgo. Indeed it was a worthwhile
18 initiative to be able to see what's
19 going on, what is happening in our
20 campus especially here, and for us to
21 recommit ourselves to provide our
22 students and faculty and everybody
23 who comes to these campuses with safe
24 buildings, safe facilities and
25 facilities that can provide and go



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along with the type of education that we are providing to our students. That is a commitment from the board to our constituents.

I also want to follow-up with a letter that Trustee Morgo mentioned, indeed. I received a draft from Vice-President Mary Araneo. The letter has been drafted. It will be sent by Dr. McKay and myself on behalf of the Board of Trustees asking for an increase of state aid for our upcoming budget along with the construction, you know, support for the construction of the all energy stem center system on our Michael J. Grant campus. The completion of the 500 update additional installments, \$10.3,000,000 for college construction projects, and finally urging them to support the restoration of 653,000 to the community college child care center.



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2 Those are our priorities.

3 We will continue to advocate in
4 any way shape or form as we can for
5 these priorities to be heard in
6 Albany.

7 Are there any questions about
8 the committees?

9 Let's continue now with the
10 finance and budget report by Trustee
11 Morgo.

12 TRUSTEE MORGO: No report at
13 this time.

14 CHAIRWOMAN: Personnel
15 committee, Trustee Pontieri.

16 TRUSTEE PONTIERI: No report.

17 CHAIRWOMAN: No report at this
18 time.

19 Finally, but not least, Trustee
20 Hazlitt with the Advocacy Committee.

21 TRUSTEE HAZLITT: Thank you,
22 Madam Chair.

23 We were talking about advocacy
24 and the perfect opportunity is on
25 March the 5th. Now I have been



1 February 20, 2014
2 involved in politics for 55 years. I
3 don't like it, but I have. And I
4 have over the course of my tenure
5 have noted what motivated elected
6 officials, and March the 5th is
7 Advocacy Community College Day at the
8 State Legislature in Albany and a
9 perfect opportunity for not only the
10 Board of Trustees but the students
11 and really not confined to the
12 education system. Anybody who has an
13 interest in the success of this
14 organization, civic associations, any
15 group, parent's organizations, should
16 make an effort to go there.

17 Now, the bus leaves at 5:00 in
18 the morning, and I'm taking tickets,
19 so, I expect everybody to be there,
20 and it is, I shouldn't kid around,
21 because this is serious. We are very
22 fortunate that over the last 10
23 years, or so, that the county
24 legislature really has a herculean
25 effort on our behalf to keep us



1 February 20, 2014
2 afloat. Every time we had a problem
3 with the county executive they came
4 through and they continue to come
5 through. They're a great bunch, and
6 I'm sorry you're not still there.

7 TRUSTEE MORGO: I'm not.

8 TRUSTEE HAZLITT: Make an
9 effort, faculty, I don't care who.
10 They understand people. And the more
11 people of a diverse group, not just
12 one group, any organization that can
13 avail themselves and attend the
14 session in Albany. That's what gets
15 their attention, and that's what gets
16 results. So, please March the 5th,
17 5:00 in the morning from the Grant
18 Campus.

19 CHAIRWOMAN: I'll be there.

20 TRUSTEE HAZLITT: Good for you.
21 Please make an effort to be
22 there.

23 CHAIRWOMAN: Thank you, Trustee
24 Hazlitt, and again, I know from the
25 board Trustee Hazlitt and myself and



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2 Trustee Espitia will be joining the
3 delegation. I also know that the
4 faculty association is joining us in
5 their efforts. They will be going
6 another day. President Peterman gave
7 me a fact sheet that pretty much
8 outlines, more or less, the same
9 priorities that we have. Although we
10 might not go the same day we are
11 giving the same message. I'm going
12 to pass around the fact sheet, and
13 President Peterman if you want to
14 share any thoughts with us?

15 PRESIDENT PETERMAN: Next
16 Wednesday, the 26th of February, is
17 New York State United Teacher's
18 Higher Ed Lobby Day. So, all the
19 higher institutions that belong to
20 NYSA, the CUNY, UUP which is the
21 state ops and the community college
22 leaders will be there. We have --
23 our local has made appointments with
24 every senator and assembly person
25 from Suffolk County. We have



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2 appointments already scheduled. This
3 is the fact sheet we'll be dealing
4 with. One of the things that we try
5 to do is talk about how the budget
6 effects Suffolk. We don't talk about
7 the globals operation, and we really
8 want to point out one of the things
9 that's effective, we think, is the
10 pie chart. It shows the funding the
11 way it is right now. We lobby very
12 hard to make sure the state gives us
13 a little bit more. I would like to
14 see them give us a lot more. So,
15 we'll be up on Wednesday, you'll be
16 up on the following Wednesday, and we
17 will have followup in the local
18 offices as well. But I believe the
19 budget will be an on-time budget.

20 Thank you.

21 PRES. MCKAY: Madam, Chair, if
22 I can just have Ben Zwern also
23 address what we're doing on the
24 following week.

25 MR. ZWERN: Thank you. I have



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1
2 been up in Albany meeting with our
3 state delegation particularly Senator
4 Lavallo who is the Chair of the
5 Higher Education Committee in the
6 State Senate. He is a powerful ally
7 for this college and education, in
8 general. Dr. McKay met with him
9 yesterday, with Kevin Peterman,
10 talking about getting additional aid,
11 so we can try to hold tuition steady,
12 and also try to get our renewable
13 energy stem building back in the
14 capital budget. The county
15 legislature has been a powerful ally
16 of this college as Trustee Hazlitt
17 has pointed out. They have advanced
18 our capital program when the county
19 executive chose to delay it, move it
20 back or ignore it. We continue to
21 advocate with them as well, and with
22 Dwayne Gregory as the presiding
23 officer I think things are very
24 optimistic on the local level. But
25 this will be a heavy lift on the



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1 state level. We will be up there on
2 March 5th. Again, everybody is
3 welcome. We will be setting up
4 appointments with our delegation so
5 everybody can meet with them. We're
6 trying to get room for lunch so all
7 the delegates can meet us, instead of
8 us having to go office to office,
9 which can be very trying, especially
10 when there's a big crowd up there.
11

12 For those of you who have never
13 been up to the state capital and see
14 how our state legislature works this
15 is a great opportunity to do so.

16 It's a great educational experience,
17 and our local officials up there are
18 not used to seeing a lot of people
19 from back home up in Albany. So, it
20 will have an impact. So, I hope you
21 will be able to make it on the bus.

22 Walter is going to be doing some
23 entertainment on the bus.

24 TRUSTEE: We can probably use
25 some of the debaters.



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2 CHAIRWOMAN: We have a lovely
3 crowd of students here, student
4 leaders, so it would be great to see
5 you on that day and advocating for
6 yourself.

7 We'll move now to the
8 Chairwoman's report.

9 My first item is, I hope to
10 receive from the Board of Trustees
11 the self-assessment forms. I'll be
12 collecting it, like a good teacher,
13 and we'll be discussing it at the
14 next board meeting in March.

15 I also want to share with you
16 on behalf of the Board of Trustees I
17 had the privilege to attend the
18 nursing graduation last January 17th.
19 It was lovely. It was very emotional
20 as well as the ESL graduation on
21 January 24th. Trustee Espitia and
22 myself were in attendance. I would
23 also like to remind the Trustees
24 March 3rd, as Trustee Morgo
25 mentioned, we'll have here at this



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2 campus a ceremony called First Light
3 Ceremony to unveil our new
4 observatory in the public and
5 demonstrate to the community at large
6 the wonderful new science and
7 research tool we have right here on
8 our college Ammerman Campus in
9 Selden. We'll meet at five p.m. with
10 elected officials and others to have
11 a walkthrough tour of the observatory
12 in the Smithtown Sciences Building.
13 I hope to see as many of our trustees
14 in attendance. On March 19 at three
15 p.m. there will be a public hearing
16 notice in Albany. I did send an
17 e-mail to all trustees. The purpose
18 of this public hearing is for
19 trustees to share testimony on
20 statements from concerned individuals
21 about university issues. I know
22 Trustee Espitia is considering
23 attending that meeting.
24 A reminder that ACCT, American
25 Community College Leadership



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2 Institute is on March 20th to the
3 22nd in Salt Lake City, Utah. I
4 won't be in attendance. It has
5 nothing to do with the weather.

6 I also would like to share we
7 had scheduled the board retreat last
8 November. The presenter Donna
9 Bullock (phonetic spelling) who is a
10 SUNY Acting Counselor for Community
11 Colleges had a family emergency and
12 she had to cancel. As a result of
13 that we decided to postpone our
14 retreat, and perhaps by next meeting
15 we can come up with a new date. We
16 have a meeting from now all the way
17 into June, meetings that have to do
18 with the budget and graduation and
19 all the things that are related to
20 the college. So, perhaps sometime in
21 the summer, July, when we don't have
22 a meeting might be a good time and
23 opportunity to get that retreat. We
24 had a retreat last July. So, it
25 might be something to consider, so



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2 I'm sharing it with you. I don't
3 need an answer now, but hopefully by
4 the next meeting we can start
5 deciding on that retreat. At this
6 point that is my report.

7 President, your report?

8 DR. McKAY: Madam, Chair, and
9 the Board of Trustees, I'm delighted
10 to say that you voted on a resolution
11 today that advanced the Middle States
12 Report. That is a document that took
13 a lot of work, it involved the entire
14 college community. You were equally
15 involved in this process. Faculty,
16 staff, governing students, the entire
17 community, was involved in this
18 process I'll say since I've been here
19 in 2005, and I have never seen the
20 college galvanize in such a manner to
21 present itself in the best possible
22 light. When the team was here last
23 we did not have that many articles
24 that we can present as evidence. As
25 of today, Jeff, you will hear some



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1
2 more from Jeff in a few minutes, and
3 I want to commend Jeff and the entire
4 team, Frank Zwern and those folks
5 that are working in the department
6 who went across the college
7 community. I know some members of
8 the team here who were
9 coaches assigned at seven and
10 fourteen. When they first came it
11 was two, three, seven and fourteen.
12 When we reported back those two
13 standards met the requirements.
14 Seven and fourteen took a lot of
15 work. The entire college community
16 rose to the occasion. And I'm proud
17 to say the document that we will
18 present in a day or two to meet the
19 deadline is a document that will make
20 us all feel proud of this
21 institution. If you read the
22 document and look at all the evidence
23 that we submitted it's very thorough.
24 We collected more than 80 pieces of
25 evidence. It's probably up to a



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2 hundred now. We did not do that
3 before. But now the entire college
4 community understands what the value
5 of assessment is to this institution
6 and how we use that evidence to
7 inform and enhance what we do every
8 single day. At this point Dr.
9 Peterman, who I gave the charge to,
10 he was the college dean of
11 instruction I drafted him into this
12 position and he has done a remarkable
13 job. Let's give him a round of
14 applause.

15 DR. PETERMAN: The monitoring
16 report is 16 and a half pages long
17 with almost 90 pieces of evidence
18 attached to it at this point. We
19 tried to keep the narrative portion
20 of the report streamlined to
21 highlight the evidence. Middle
22 States had made clear they were
23 interested primarily in evidence of
24 compliance. The small team visiting
25 in October was clear about their



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2 expectations. The plans we outlined

3 were good, but we needed to show that

4 we could perform them systematically

5 in a timely fashion. They suggested

6 that we front load our assessment

7 activities in the fall '13 semester.

8 In response to this expectation over

9 70 academic programs performed

10 assessments and submitted assessment

11 reports. All 35 AES units engaged in

12 assessment activities with many

13 already submitting action plans. The

14 team asked about coordination of

15 assessment activities among the

16 campuses. In response we described

17 the structure in place to assure

18 coordination including administrative

19 personnel, committees designed for

20 oversight, and gave examples of how

21 these processes work. The committee

22 was concerned with reporting out the

23 procedures. In response we described

24 that more members of the college

25 community are being trained and



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2 tracked. However, while this
3 training is happening and in order to
4 further develop the culture of
5 assessment we created two assessment
6 web sites; one for academic
7 assessment, and the other for
8 administrative and educational
9 support unit assessment. These web
10 sites allow for various state holders
11 across the college to view the
12 assessment activities we have been
13 engaged in.

14 The committee expressed concern
15 about academic program review. In
16 response we provided evidence of the
17 streamlined program review template,
18 enhanced administrative oversight,
19 the completion of all program reviews
20 that had been in process, and the
21 revitalization of the external review
22 process. We also demonstrated our
23 engagement in the AES unit review
24 program.

25 The committee had concerns



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2 about how faculty and staff would be
3 educated or trained in the nature of
4 assessment. In response the report
5 documents the workshops given for
6 instance, admission and goal's
7 creation and curriculum mapping,
8 individual's problematic assistance
9 through the office of Academic and
10 Student Affairs, and the Office of
11 Planning and Institutional
12 Effectiveness, and informational
13 sessions done with the Assessment
14 Advisory Council, Strategic Planning
15 Council, and the Joint Planning and
16 Assessment Council. The committee
17 asked for an explicit description of
18 how assessment is part of planning
19 and how both figure into budgeting
20 and resource allocation. The
21 monitoring report detailed the
22 connections among assessment,
23 planning and budgeting. It gives
24 examples that include assessment
25 information used in the process of



1 February 20, 2014
2 resource allocation. It demonstrates
3 how budget requests are explicitly
4 tied back to the strategic plan to
5 associating requests to our
6 institutional goals. In addition it
7 demonstrates evaluation of the
8 planning process by providing
9 evidence of reports made to the
10 president concerning progress made on
11 achieving goals in the operational
12 plan, and we are coming right now to
13 the second quarter of that, and the
14 president will be receiving reports,
15 that will be due next week. Reports
16 give examples of closing the loop
17 activities and makes the case for
18 more robust closing the loop
19 activities in the future. It also
20 demonstrates how engaging in our
21 assessment plans has lead to
22 adjustments in assessment and
23 planning templates, timelines and
24 schedules and -- itself. We will
25 make adjustments to the report based



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2 on recommendations by SUNY
3 Vice-Chancellor Deborah Meckel
4 (phonetic spelling). These are minor
5 adjustments. To make a couple of
6 items more explicit we had engaged
7 Deborah Meckel, who works with SUNY
8 as Vice Chancellor, to look at our
9 report and make any kind of
10 suggestions. Unfortunately, she was
11 out of the country for two weeks and
12 on the west coast and she just got
13 back to us. In view of what she
14 asked us to do, because two of our
15 reviewers are not going to be from
16 New York State, they're not going to
17 be SUNY people, that she felt that a
18 little bit more explicit information
19 about SUNY requirements would be
20 helpful in the report. So, we're
21 going to add a couple of sentences
22 about that.

23 In addition we will continue to
24 add any evidence that is submitted in
25 the next 10 days. In fact, two



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2 assessments came in today, a few
3 yesterday. Those will all be put on
4 our assessment template for review by
5 the committee. After that we will
6 compile any additional information
7 for the small team visit in April,
8 and in the meantime we will continue
9 working with the faculty and work
10 with staff so they really understand
11 what the small team is going to have
12 as expectations, so that when they
13 come to meet with the small team they
14 will be well versed in what the team
15 is looking for.

16 Any questions?

17 CHAIRWOMAN: Questions,
18 concerns? I know that we received
19 already the report that is 16 pages.
20 I took a look at it. I took a look
21 at my notes when I met with Middle
22 States representatives. I think we
23 have exceeded their expectations. We
24 have prepared and gone beyond what
25 they expect. I think we are ready.



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2 I think we are in good shape, and I'm
3 looking forward to taking this
4 college to where we belong, to a good
5 standing.

6 Thank you for your hard work
7 and for the faculty and
8 administration and all the people who
9 have collaborated because, like I
10 said, you have given us a new way of
11 thinking and Middle States way more
12 than they expected.

13 Trustee Espitia.

14 TRUSTEE ESPITIA: Thank you,
15 Chairwoman. On behalf of the
16 students I would add that I want to
17 say thank you to the administration
18 because, as you said, they have
19 exceeded their expectations. I was a
20 bit worried on the first visit and it
21 was a little bit, you know, stress in
22 that. But I felt that the college
23 took the right road and they put
24 their effort, and I just wanted to
25 say thank you.



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2 CHAIRWOMAN: Dr. McKay?

3 DR. MCKAY: On behalf of the
4 faculty and staff and all that was
5 involved here we thank you for your
6 confidence in us and for allowing us
7 to take our time to respond to the
8 Small Team, and Madam Chair, as you
9 said before, I'm very confident in
10 the amount of work and material that
11 we put together to present to the
12 Small Team.

13 At this point, Madam Chair, you
14 had asked us, and members of the
15 Board, one of IG6 which is on
16 diversity, you've asked us to look at
17 IG6 and report back to this board.
18 As you know, we did not have an
19 affirmative action officer, and after
20 this board told us that we needed to
21 insert IG6 into the documents. That
22 was a critical part of us, you know,
23 evaluating IG6 which is diversity.
24 We have hired Ms. Vargas. She has a
25 wide array of experience in this



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2 field, many, many, many years and has
3 joined many organizations, you know,
4 have written and have been sort after
5 as a major speaker. Fortunate for us
6 she is a member of the family, and
7 she is here with us this afternoon.
8 She is going to be presenting to you
9 some results that we have in looking
10 at some of the areas we have. She'll
11 talk to you a little bit about what
12 she's been engaged with since her
13 arrival at the college and no
14 pressure, Ms. Vargas, but certainly
15 if you can speak, and she will have a
16 handout for you, and she'll pass it
17 around, and she'll take you through a
18 presentation.

19 CHAIRWOMAN: Thank you very
20 much. When you have in front of you
21 this beautiful group of diverse
22 students it makes us very proud of
23 adopting that institutional goal
24 number six, very proud.

25 MS. VARGAS: Thank you so much,



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2 Chairwoman Irizzary, Members of the
3 Board of Trustees, guests and, of
4 course, our campus administration.

5 I'm very grateful to be a part of the
6 campus family, the college community
7 here, and as you said diversity is
8 really an important priority for the
9 college and something that I think
10 that we've all shown a great deal of
11 commitment to. This is a reminder of
12 the college's diversity goals that is
13 in the Strategic Plan. It is to
14 reflect the ethnic, demographic and
15 economic composition of Suffolk
16 County, and the first objective in
17 that plan is around the hiring and
18 increasing the numbers around the
19 faculty and the staff and all levels
20 of the college.

21 What we have done in the time
22 that I've joined the college is to
23 first talk about what diversity
24 means, what we define diversity as,
25 and this is one of the examples that



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1
2 we use as we hand out information to
3 members of our faculty and staff as
4 we meet with our search committee. I
5 just want to point out that we refer
6 to diversity as individual
7 differences such as personalities,
8 learning styles and experiences --
9 and social differences including
10 things that we're familiar with in
11 the traditional sense, race, gender,
12 ethnicity, national origin, culture,
13 affiliations, et cetera, and I'd also
14 like to add also inclusion because we
15 can have lots of representation at
16 all levels, but inclusion is really
17 about a sense of belonging, feeling
18 respected and being valued. So, that
19 is really the culture shift we have
20 been talking about. Even though it
21 is present in many, many areas in all
22 of the college I have seen it
23 firsthand. Our goal is to really
24 make sure that it becomes integrated
25 in every priority that we have. So,



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1
2 the area that we focused on to start
3 with here is to really think about
4 every single opportunity that we
5 have, every opportunity to hire, and
6 establishing the mission that will
7 help us achieve these goals. So,
8 this includes advertising and
9 outreach. For example, we need to
10 network within communities, academic
11 disciplines, and create pipelines of
12 opportunity for different types of
13 position. We're talking about
14 strengthening the interview process
15 and how we select our candidates.
16 That includes ensuring that there is
17 equity at every single stage of the
18 hiring process and to be welcomed and
19 included as we bring guests to our
20 campus as we are interviewing them
21 and thinking about considering them
22 for opportunity here. We are an
23 attractive place. We all joined this
24 organization for very good reason,
25 and so we want to make sure we send



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2 that message across every
3 opportunity.

4 And, lastly, we also want to
5 make sure we provide an ongoing
6 education and training to everyone
7 involved in the selection process,
8 and that's been my primary focus
9 right now. I have been a resource
10 and working with faculty and staff
11 and making phone calls and making
12 visit to different offices to make
13 sure that everyone has the resources
14 and tools that they need, and they
15 can ask any questions regarding the
16 hiring process.

17 Lastly, I want to recap the
18 strategy that we have been engaged in
19 over the last couple of months, and
20 we want to be continuously improving
21 this process.

22 Things that we have already
23 implemented included an opening
24 meeting that I attended with the AVP
25 for human resources for every single



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1 search committee. Our process here,
2 for those who aren't familiar, is
3 that members of the faculty and staff
4 join together in those hiring
5 decisions. So, what we do is try to
6 really go through specific things in
7 that search process. One is that
8 everyone receives our diversity
9 goals. We have given good
10 information to everyone what our
11 goals are, and why this is important
12 to the college. We have also talked
13 about the emphasis on the procedures,
14 the logistics. There are so many
15 things that people want to know what
16 they can and can't do. We make sure
17 they have the appropriate resources.
18 We also want to make sure we dispel
19 the myths and educate on the facts
20 around diversity and affirmative
21 action, and that people understand
22 the priority and the legal
23 responsibilities that they have as
24 well as our commitment. I have been
25



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working to ensure that we have good information and data on the applicant pool that we have for every single position. So, every search committee at the beginning of the search receives a report that includes the gender, the ethnicity of the applicant, where they received information about the advertising opportunity, how they heard about us, and we provide guidelines on interviewing, feedback on the questions that people are asking our candidates, and we really talk about best practices throughout the process.

We have all received a positive reception. I have to tell you there's been a genuine interest, a great deal of engagement from our faculty and staff. I have felt very welcome throughout this whole process. You should be ensured by that. It starts with personal



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relationships. There are some other pieces like our advertising plans, making sure that we're really putting the opportunity out to the public, and where we place our ads, and who sees our publications. The piece here that we want to follow where you talk about closing the loop, well, closing the loop for us is also to see where the profiles of our applicants are coming from, and where we can make incremental changes over time to see if we can be more effective with every single next opportunity to hire.

So, the good news is as of today nearly 20 percent of the new hires in 2013 were from underrepresented groups and cover all three campuses and various disciplines at the college.

One other example in terms of you can't just place an add and expect people to find us. The good



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2 news is that we have been working
3 very hard on partnerships with the
4 community, that includes a forum that
5 we just recently held, that was
6 extremely successful around talking
7 about, for example, the college's
8 successes, case-based organizations,
9 civic groups, and community-based
10 organizations, school districts.
11 They all represent our diversity
12 constituents who can network with us,
13 help make appropriate referrals of
14 opportunity, and really the idea of
15 partnership is really the most
16 important piece to help us to find
17 individuals who would like to join
18 our college.

19 So, I want to thank you. It's
20 been a really wonderful opportunity
21 to help the college progress in this
22 area, and I look forward to talk to
23 you in the future.

24 Thank you.

25 DR. McKAY: Madam Chair, this



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2 is a glimpse at what Christina will
3 be involved with.

4 Jeff, would you mind speaking
5 about the web-based training that we
6 have just initiated?

7 MR. TEMPERA: Good afternoon.

8 I told you in the past we'd be
9 training all of the employees of the
10 college, 3,000 plus employees. We
11 have signed a contract. We moved
12 forward to provide online training.
13 Seven categories we're starting off,
14 Christina, with affirmative action?

15 MS. VARGAS: Two different
16 courses; one is on harassment and
17 discrimination prevention. The other
18 is on Title 9 Gender Discrimination
19 Prevention for faculty and staff.

20 MR. TEMPERA: And that's
21 starting. A college brief went out
22 notifying all of the faculty and
23 staff. We are actually engaging all
24 the unions, giving them a preview,
25 they don't know this yet, we've given



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1 their information to the sites
2 because when questions come in,
3 although Chris and Lisa are getting a
4 lot of the questions, the faculty,
5 AME, the guild, they get the bulk of
6 the questions. So, we would like to
7 educate the faculty and the officers
8 of the three organizations to what
9 the training is that we're rolling
10 out, and this way when they get the
11 questions, because there is always
12 concern when you roll out a new
13 product, it has the support of all
14 three organizations. And this way
15 they can alleviate some of the fears
16 of the members. We're going to do it
17 over the next three semesters. The
18 first two segments will be about 75
19 minutes, in total, that individuals
20 can take over an extended period of
21 time. As long as they get it done
22 within the semester they will be able
23 to complete it.

24
25 CHAIRWOMAN: We received the



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college brief, the Board. I was very happy to see that we are exploring other ways of training and educating our faculty and staff such as an online training. So, that was very helpful, and I'm sure it will be appreciated by many.

DR. MCKAY: The most difficult part, as well as you know, we had the snow events recently, and we had to make up days, and that was a very difficult thing. In the calendar we only have two days set aside for makeup dates. We called the calendar committee together, and we were able to come up with four days now which is the push professional development day. I believe it's after the commencement, and that way the faculty will still be here, school will be out, so we pick up a third day, and we have a Saturday that was in the calendar before for Saturday-Sunday makeup. Hopefully,



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2 Phil will see his shadow and there
3 won't be many more snow events, but
4 we already have four days built into
5 the calendar. That was a collective
6 group of folks that work on them. It
7 was not easy to make up the time
8 block. Going forward I've asked the
9 committee to take a look at the next
10 cycle because the catalog is almost
11 in place, I believe, at this point.
12 We are hoping to take a look at the
13 next year to see exactly if we can do
14 something different. I have asked
15 Lou PETRIZZO, and others, to look
16 around the state to see what others
17 are doing. We have got 14 schools
18 that came back that said they don't
19 do makeup days, but they have a study
20 week or something like just in case
21 they need that week for the semester.

22 So, we're exploring things
23 right now. We'll report back to you
24 in regards to those elements. As you
25 can see, Madam Chair, Members of the



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2 Board of Trustees you can see there's
3 a lot happening here at the college
4 including all the construction work,
5 as Jim mentioned, and the tour.

6 So, that's my report, Madam
7 Chair, for the board. Any questions
8 for us?

9 CHAIRWOMAN: Any questions?

10 DR. McKAY: That's our report,
11 Madam Chair.

12 CHAIRWOMAN: At this time I
13 would like to move to roundtable.

14 I just wanted to mention during
15 my report that I had asked general
16 Counsel's office, General Counsel
17 Petrizzo to explore issues regarding
18 members who have served as board of
19 trustees or foundation board members
20 also in the process of applying for a
21 job within the college in an effort
22 to see there is no conflict of
23 interest and any kind of concerns, if
24 any, so we can address it
25 appropriately as a board with the



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2 college, if need be. So, we will be
3 receiving a memo with information
4 from the General Counsel's office at
5 the appropriate time. Thank you.

6 Trustee Espitia.

7 TRUSTEE ESPITIA: Thank you,
8 Madam Chairwoman.

9 Last week I had the privilege
10 to travel to Washington D.C. to
11 advocate for community colleges. I
12 was representing Suffolk County
13 Community College. I would like to
14 give a little bit update. I did a
15 ACC which is an organization that
16 promotes community colleges for the
17 nation. We advocate for principle
18 things that I would like to share
19 with my fellow trustees. I'm going
20 to pass this out so you can have a
21 little bit of understanding of what
22 we did. During the opportunity I had
23 the honor to meet Senator Schumer who
24 advocates for Pell Grants. Pell
25 Grants represent around 3.35 -- for



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2 students, and there is going to be a
3 reduction in the next two years, so I
4 felt that was something that should
5 be a priority, for advocating for the
6 federal aid with the student's needs.

7 I also advocated for enhanced
8 federal funds for community college
9 students and re -- those were the
10 three things that I felt were more
11 important to talk to Senator Schumer.

12 The next thing that I had was
13 with NYCC Chair where he and I spoke
14 about the importance of accreditation
15 -- that were being used to look at
16 the colleges. So, he told us he
17 might be able to visit us. He is
18 very interested in knowing about this
19 college.

20 I also met with the CC Chairman
21 and he suggested that the presidents
22 of the colleges should get together
23 because there is a resolution that is
24 trying to be passed to get the same
25 measurement for four-year schools to



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2 community colleges. So, basically
3 what they're trying to do is compare
4 Harvard College, or Columbia College,
5 with a community college. So, we
6 felt that is something that we should
7 be aware of.

8 During the conference we also
9 had other senators join us, Senator
10 Michael Rubia, there was Senator
11 Lamar Alexander (phonetic spellings),
12 although they were -- democrats
13 committed for the community colleges.
14 The conference went great. I got to
15 go to Washington, D.C. There was a
16 snow storm and everything collapsed.
17 It was a pleasure to advocate for the
18 college. We were 1200 trustees from
19 all over the nation. It was
20 fantastic.

21 CHAIRWOMAN: We want to thank
22 you on behalf of our Board of
23 Trustees that you were able to
24 represent Suffolk Community College
25 and our board and advocate for our



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2 students in getting more resources.
3 So, thank you very much, Trustee
4 Espitia. I'm sure it will be an
5 experience that will serve you well
6 in the future.

7 Any other items? Trustee
8 Morgo.

9 TRUSTEE MORGO: Madam
10 Chairwoman, I have two questions,
11 both are followups.

12 Dr. McKay, is there anything
13 new on the 60 acres that the college
14 has requested from the county for
15 Start Up New York? I know there is
16 no real deadline for Start Up New
17 York, it doesn't have a deadline.
18 You just want to get the applications
19 in whenever you get them in.

20 Is anything new happening on
21 that?

22 DR. MCKAY: We're constantly
23 working on that, and I have Drew
24 Gander and I have Ben Zwern, but
25 right now we are going back and forth



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2 with a proposal. Because on the
3 county side they're making edits to
4 the proposal itself and it comes back
5 to us, myself, Drew, Ben, Lou and
6 we're adding language in that
7 document. The most recent update
8 that we have had was some activity in
9 Wyandanch should be included in the
10 Start of New York. Also, there was
11 mention potentially of some property
12 next to Gabreski Airport that the
13 county owns. The discussion, as you
14 remember, we are at Kevin Law's
15 (phonetic spelling) LIE headquarters,
16 and the commissioner was there and we
17 asked a question. Even if it's one
18 mile out but the land is held in
19 trust for the college can it qualify?
20 And she said, yes.

21 So, that now has become part of
22 the discussion and that proposal. I
23 believe we have gotten about maybe
24 four inquiries so far from
25 organizations that are looking to see



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2 what we are doing here.

3 TRUSTEE MORGO: Businesses?

4 DR. MCKAY: Yes. We are going
5 to be appearing before the education
6 subcommittee, I believe, Tuesday
7 where we'll be talking about a couple
8 of things, not just that item but
9 also on our capitol program on that
10 Tuesday. So, we haven't advanced as
11 fast as we should but we are
12 exchanging the proposal back and
13 forth. You know how that goes.
14 Sometimes there's a lot of back and
15 forth.

16 You want to add anything to
17 that?

18 MR. ZWERN: Sure.

19 The Start Up New York Program
20 is one they use on college campuses.
21 It was originally designed for
22 upstate New York to get their economy
23 moving, Start Up New York. I think
24 that originally was that. But to get
25 support statewide they had to include



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2 downstate schools as well. We are
3 very limited in what we can do. Our
4 college does not have any office
5 space really that is available for
6 anybody to start right away. The 62
7 acres were in discussions with the
8 County's economic development group
9 working very closely with Joanne
10 Muneri (phonetic spelling) who's the
11 commissioner. I expect that within a
12 day or so, beginning of next week, we
13 will be able to file our plan. It is
14 such a new program. They just came
15 out with sort of a template. I think
16 there's been only 12 schools that
17 have filed. There are 30 community
18 colleges alone. It's a program that
19 is going in dribs and drabs as they
20 try to figure out how this thing is
21 going to go.

22 TRUSTEE MORGO: Stony Brook
23 filed, but the good thing is that the
24 state is saying, don't rush, get a
25 good plan, and there is no deadline.



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2 So, they want you to get your ducks
3 in a row.

4 MR. ZWERN: We will have to
5 work with the county because the IDA
6 Economic Development, the property
7 that is adjacent to this campus is
8 owned by the county. I think the
9 county has some ideas how they want
10 to steer something towards the
11 college and get Start Up New York
12 going for them as well for economic
13 development. And we're a willing
14 partner. We have been very
15 cooperative and --

16 TRUSTEE MORGO: Do we have the
17 sole capacity --

18 DR. McKAY: Well, it depends on
19 what comes in. We do have capacity,
20 but it all depends on how we build
21 out. We have the light, power, all
22 the access points are there. The
23 sewer capacity now is not at maximum,
24 but it depends on how much you add to
25 that sewer district and then that



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2 comes into play. So, you're correct.

3 The other part with our plan is

4 this. We were advised that you just

5 have to file a plan and make it as

6 generic as possible and as broad as

7 possible because it gives you the

8 ability to come back later and add

9 something into it. The governor had

10 listed about 20 areas by which we

11 should focus on for Long Island, and

12 that is the whole IT, technology, all

13 of that stuff. That is inside of a

14 broader scope without limiting what

15 we can do. We don't have anything

16 planned or detailed at this point,

17 but we were filing a plan because we

18 want to see the site whether you have

19 sewers, in topographical areas,

20 whether you have access to power and

21 we do those things. That's what

22 we're going to file. So, that plan

23 will go forward very shortly. But

24 before we move forward on any

25 development first we have to acquire



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2 the land if held in trust, and then
3 we have a firm that we have to make
4 sure it's a right because they send a
5 proposal to my office, I review it, I
6 come to you as the Board of Trustees,
7 and make that presentation, then you
8 have to vote and accept, and then
9 once that's done it goes to the SUNY
10 Chancellor, and then I believe it's
11 Empire. It's a long process here,
12 and we were told that we have to 2020
13 to get to that. Once we put forward
14 a plan for a corporation then the
15 plan starts from that point forward
16 with that partnership.

17 TRUSTEE MORGO: It's a very
18 complicated process but I'm glad it
19 is being pursued, because it would be
20 an opportunity lost both for our
21 students, for employment, for
22 economic development in the county.
23 So, I'm really glad that you're
24 pursuing it.

25 I have a second followup.



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2 About a, it was last April there was
3 a resolution dealing with the Board
4 of Trustees having our own Counsel,
5 and then they were qualifications,
6 and it was pointed out to us by
7 Counsel Petrizzo that that would only
8 be appropriate in a time of an
9 occasion of a perceived conflict of
10 interest, and that would be an
11 isolated and unusual circumstance,
12 and also if a special kind of
13 expertise was needed that is not
14 available here. So, there were
15 discussions. I think it was the
16 board's conclusion that with that
17 understanding, with that
18 qualification and clarification, only
19 in times of perceived conflicts of
20 interest, or a special expertise,
21 that is not available that we would
22 still want to pursue or request a
23 proposal to see if we could get a
24 counsel, that would be our counsel,
25 under those isolated circumstances,



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2 and we wanted to see if there would
3 be any response to it. That's how I
4 thought we concluded our discussion.

5 DR. McKAY: General Counsel
6 Petrizzo?

7 MR. PETRIZZO: Thank you for
8 clarifying that, because we have been
9 waiting for that clarification from
10 the board. If you recall in late
11 spring or early summer Deputy General
12 Counsel Lisa O'Connor wrote a letter
13 to the board outlining several of the
14 issues that are involved in this
15 process. I believe at the June 2013
16 Board of Trustees's meeting in
17 Executive Session, so I went go into
18 it, there was a discussion of the
19 various issues and some
20 misunderstanding was involved in
21 that. It was our understanding going
22 out of that meeting we were to await
23 further action from the board
24 members, and if that is the action
25 that you want to implement then I



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2 think it's good that we put that on
3 the record as a direction to us, that
4 we were awaiting further direction.

5 TRUSTEE MORGO: That was my
6 understanding. If anybody --

7 CHAIRWOMAN: Yes, my
8 recollection is that at that point we
9 did agree that obviously after it was
10 clarified to us in my conversation
11 with Donna Bullock, and also by the
12 memo received by Counsel Alicia
13 O'Connor and with that understanding
14 we were going to pursue the RSP.

15 MR. PETRIZZO: Unfortunately,
16 there are no minutes of that meeting,
17 so our understanding was a little
18 different, that we were awaiting that
19 direction from you based on the
20 issues that were raised both in the
21 Deputy General Counsel's memo and in
22 the discussion that followed.

23 TRUSTEE MORGO: Would you want,
24 it was Trustee Pontieri who made the
25 original motion because of the memo



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2 where we got the language of conflict
3 of interest, would you want Paul to
4 amend his motion with that
5 clarification?

6 MR. PETRIZZO: That would be
7 great, or you could move to amend his
8 motion with the language that you
9 used that was stated rather clearly.

10 TRUSTEE MORGO: All right, I'm
11 not going to say it again, though. I
12 would move to amend Trustee
13 Pontieri's motion on the board's
14 counsel with the two qualifications
15 that I had made.

16 CHAIRWOMAN: Which are?

17 TRUSTEE MORGO: Which are in
18 cases of a perceived conflict of
19 interest, and in cases of a need for
20 special expertise. So moved.

21 TRUSTEE PONTIERI: Second.

22 CHAIRWOMAN: All in favor?

23 TRUSTEE ESPITIA: Aye.

24 TRUSTEE GRONEMAN: Aye.

25 CHAIRWOMAN: Opposed,



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2 abstentions. Motion carries.

3 Anything else for round stable?

4 At this point I would like to
5 request a motion to enter into
6 Executive Session to discuss the
7 employment contract of a particular
8 employee.

9 TRUSTEE MORGO: So moved.

10 CHAIRWOMAN: All in favor?

11 TRUSTEE PONTIERI: Aye.

12 CHAIRWOMAN: Opposed,
13 abstentions. Motion carries.

14 Thank you so very much.

15 (Time ended: 5:35 p.m.)

16 (Time began: 6:05 p.m.)

17 CHAIRWOMAN: We are back on the
18 record. We need to finalize the
19 evaluation. We came out of executive
20 session. We adjourned, but I think
21 for the purpose of the complete
22 evaluation I think it is important
23 that we put that in the record, the
24 public minutes. That we have
25 completed as a board the President's



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2 evaluation for 2013, and that as per
3 evaluation of recommendations the
4 president is to receive contractually
5 what he's entitled to in salary and
6 allowances for housing and vehicle,
7 and that the board is deeply
8 appreciative and grateful for the
9 services of the hard work and
10 dedication of President McKay, and we
11 look forward in the years to come,
12 and we thank you very much.

13 DR. MCKAY: Also for the
14 record, I thank the Board of
15 Trustees, Madam Chairwoman, Members
16 of the Board, for your confidence in
17 me and my work and my staff, and all
18 the work that we do here at the
19 college, and look forward also
20 working with you in the years to come
21 to advance the mission and vision of
22 this institution.

23 CHAIRWOMAN: Thank you.

24 Motion to adjourn.

25 TRUSTEE HAZLITT: So moved.



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TRUSTEE GRONEMAN: Second.

CHAIRWOMAN: All in favor?

TRUSTEE PONTIERI: Aye.

TRUSTEE HAZLITT: Aye.

CHAIRWOMAN: Motion carries.

(Time noted: 6:10 p.m.)



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C E R T I F I C A T E

I, KATHY J. DROSSEL, a
shorthand reporter and Notary Public within
and for the State of New York, do hereby
certify:

That the minutes of this meeting
hereinbefore set forth, and the foregoing
transcript is a true record of the meeting.

I further certify that I am not
related to any of the parties to this action
by blood or marriage, and that I am in no way
interested in the outcome of this matter.

Kathy J. Droschel

KATHY J. DROSSEL



* E R R A T A *

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WITNESS SIGNATURE

SUBSCRIBED AND SWORN TO BEFORE

ME THIS ___ DAY OF _____, 20__

NOTARY PUBLIC MY COMMISSION EXPIRES _____



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