

**ROXBURY COMMUNITY COLLEGE  
BOARD OF TRUSTEES**

**BOARD OF TRUSTEE MEETING MINUTES – NOVEMBER 30, 2021**

**BOARD OF TRUSTEES IN ATTENDANCE:** Chair Steven Tompkins, Secretary Betty Francisco, Treasurer Mark Culliton, and Trustees Omari Aarons, Izzy Marrero, Jeff Greenberg, Sheriece Perry, Amanda Schaefer

**RCC CABINET:** Valerie Roberson, President; Pamela Lomax, Executive Vice President, Compliance & Administration; Cecile Regner, Executive Vice President for Institutional Effectiveness; Andy Vidal, VP for Finance and Facilities

**RECORDING SECRETARY:** Mia Hazlett, Executive Assistant to the President

**CALL TO ORDER**

At 6:04 PM the meeting was called to order in open session by Chair Tompkins.

Chair Tompkins stated the Board would go into executive session as outlined in Massachusetts General Law Chapter 30A, § 21(a)(1) to discuss the reputation and character, physical, rather than professional competence, of an individual.

Upon unanimous roll call agreement, the meeting moved into executive session.

On the motion of Treasurer Culliton, the executive session meeting adjourned at 6:34 PM.

Upon unanimous roll call agreement, the Board returned to open session at 6:35 PM.

**ANNOUNCEMENT**

Chair Tompkins announced he had spoken with President Roberson and stated she will be resigning her position as President of the College.

**BOARD REPORTS**

**Effectiveness Report**

Executive Vice President Regner opened by acknowledging the passing of two beloved professors of the College, Dr. Nikolaus Sucher and Professor Janet Rafuse. EVP Regner then reviewed Exhibit A1 and went into detail about the requirements of the COVID vaccinations.

She discussed the current enrollment and where we currently stand as stated in the Exhibit.

**Finance and Operations Report**

*Human Resources Report*

Executive Vice President Lomax reviewed the statistics presented in Exhibit B2 in detail. Trustee Francisco asked if EVP Lomax knew what the driver was for turnover. EVP Lomax responded with the lag in replacing key positions, many departments have become overwhelmed with the workload. Trustee Francisco asked if the Board can do anything to help. EVP Lomax said helping with the Comptroller would assist the College, but currently there is a large range of positions open.

*Finance Report*

Treasurer Culliton gave the floor to Vice President Vidal to discuss the proposed FY 2022 Budget as presented



Many opened their statements by recognizing Chair Tompkins' announcement that President Roberson would be stepping down as President. Some stated that she was the beginning, but also felt Executive Vice President Regner also needed to resign. Many addressed the high turnover at the College had little to do with the "Great Resignation" that Executive Vice President Lomax mentioned in her report, but had more to do with the toxic and negligent work environment created by administration.

There were comments regarding the impact of the high turnover, which causes inconsistency with the students, which ultimately hurts them, because we are not getting to the root of why employees are leaving. A commenter noted that many of the grievances filed have gone unanswered within the contractual time granted to respond. They followed up stating there have been numerous instances when employees have not been paid. They felt this w

There was a comment addressing the concern over the required vaccination and the new due date, but they were happy to find the website had updated information and guidelines.

Some commented on the Reggie Lewis Center (RLC) audit and expressed, their concerns were brought to administration, but they weren't listened to. There was a comment surrounding legislation support for the operation of the RLC, but others who spoke felt that the RLC did not need anyone else to manage it and wanted to keep the current control.

Throughout the public comment, the Board listened and made no remarks. At the end, Chair Tompkins thanked everyone who spoke and told them the Board heard them and would continue to work with them. He also asked that they work with them. He expressed the vitriol constantly surrounding the College would contribute to the decline in the College's enrollment.

#### **ADJOURNMENT**

On the motion of Trustee Marrero, the meeting adjourned at 8:09 PM.

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Betty Francisco, Secretary  
RCC Board of Trustees

Date