

**HOLYOKE COMMUNITY COLLEGE
BOARD OF TRUSTEES
SEPTEMBER MEETING**

Minutes of September 28, 2021

The 400th meeting of the Holyoke Community College Board of Trustees was held on Tuesday, September 28, 2021, remotely with Chair Robert W. Gilbert, Jr. presiding.

MEMBERS PRESENT	Robert W. Gilbert, Jr., Chair Trustee Cruz Charles Epstein Ted Hebert Yolanda Johnson Suzanne Parker Vanessa Smith Ivonne Vidal Eleanor Williams																											
MEMBERS ABSENT	Evan Plotkin																											
ALSO PRESENT	Michele Cabral, Kris Ricker Choleva, Julissa Colon, Harmony Cross, Karen Desjeans, Veena Dhankher, Mary Dixey, Amy Dopp, Jess Egan, Derek Estrella, Curt Foster, Raúl Gutiérrez, Jeff Hayden, Kim Hicks, Mark Hudgik, Olivia Kynard, Jane Learner, Johanna Lebrón, Lauren LeClair, Irma Medina, Miren Neyra Alcántara, Lea Occhialini, Joanne Rome, Christina Royal, Narayan Sampath, Shannono Sarkisian, Amanda Sbriscia, Adrienne Smith, Idelia Smith, Linda Szalankiewicz, Renee Tastad, Mónica Torregrosa, and Chris Yurko																											
MEETING CALL TO ORDER	<p>At 8:03 am, the meeting was officially called to order by Chair Gilbert.</p> <p>Roll Call Attendance:</p> <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 80%;">Trustee Cruz</td><td style="width: 10%;">Yes</td><td style="width: 10%;"></td></tr> <tr><td>Charles Epstein</td><td>Yes</td><td></td></tr> <tr><td>Ted Hebert</td><td>Yes</td><td></td></tr> <tr><td>Yolanda Johnson</td><td>Yes</td><td></td></tr> <tr><td>Suzanne Parker</td><td></td><td>Joined at 8:08 am</td></tr> <tr><td>Vanessa Smith</td><td>Yes</td><td></td></tr> <tr><td>Ivonne Vidal</td><td>Yes</td><td></td></tr> <tr><td>Eleanor Williams</td><td></td><td>Joined at 8:05 am</td></tr> <tr><td>Chair Gilbert</td><td>Yes</td><td></td></tr> </table> <p>Chair Gilbert welcomed the new Student Trustee, Yannelis Cruz.</p>	Trustee Cruz	Yes		Charles Epstein	Yes		Ted Hebert	Yes		Yolanda Johnson	Yes		Suzanne Parker		Joined at 8:08 am	Vanessa Smith	Yes		Ivonne Vidal	Yes		Eleanor Williams		Joined at 8:05 am	Chair Gilbert	Yes	
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CONSIDERATION OF CONSENT AGENDA ITEMS	<p>Chair Gilbert asked if any consent agenda items needed to be moved to the regular agenda.</p> <p>Chair Gilbert called for a vote of the Consent Agenda.</p> <ul style="list-style-type: none"> ● Consideration of Minutes for Board of Trustee Meeting of August 24, 2021 ● Consideration of Minutes for Board of Trustees Retreat Meeting of 																											

	<p>September 9, 2021</p> <ul style="list-style-type: none"> ● Report of Personnel Actions dated September 28, 2021 <ul style="list-style-type: none"> • To approve the personnel actions • To empower the President of the College to approve all personnel actions prior to the next meeting. ● Committee Reports <ul style="list-style-type: none"> • Advocacy • Audit and Finance • Bylaws and Governance • Equity • Presidential Evaluation • Strategic Planning <p>A motion was made by Trustee Epstein and seconded by Trustee Williams to approve the Consent Agenda.</p> <p>Roll Call Vote:</p> <table border="0"> <tr><td>Trustee Cruz</td><td>Yes</td></tr> <tr><td>Charles Epstein</td><td>Yes</td></tr> <tr><td>Ted Hebert</td><td>Yes</td></tr> <tr><td>Yolanda Johnson</td><td>Yes</td></tr> <tr><td>Suzanne Parker</td><td>Yes</td></tr> <tr><td>Vanessa Smith</td><td>Yes</td></tr> <tr><td>Ivonne Vidal</td><td>Yes</td></tr> <tr><td>Eleanor Williams</td><td>Yes</td></tr> <tr><td>Chair Gilbert</td><td>Yes</td></tr> </table>	Trustee Cruz	Yes	Charles Epstein	Yes	Ted Hebert	Yes	Yolanda Johnson	Yes	Suzanne Parker	Yes	Vanessa Smith	Yes	Ivonne Vidal	Yes	Eleanor Williams	Yes	Chair Gilbert	Yes
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CHAIR'S REMARKS	<p>Chair Gilbert shared highlights since the last Board meeting.</p> <ul style="list-style-type: none"> ● He participated in the HCC Foundation Golf Meeting leading up to the Tournament on September 13, 2021. The day was successful, and one highlight of the evening was the student speaker and scholarship recipient, Angel Vargas. Vice President Sbriscia provided an update on raising \$10,000 more than the tournament in 2019. This year, the Foundation raised \$44,000 and had a number of new sponsors. ● He participated in the Audit and Finance Committee meeting on September 14, 2021. ● He met with Trustee Vidal regarding the presidential evaluation timeline. ● He asked the Board to consider the idea of forming an Executive Committee, comprised of the Chair, Vice Chair and Secretary to meet with President Royal. As he approaches his fifth year as Chair, there is a chance that the Governor is going to appoint a new person, so the Board needs to take steps toward a succession plan. After discussion, it was suggested that the Bylaws & Governance Committee write up a description to understand the importance and intent of the suggested Committee, and report at the next Board meeting for further conversation. 																		
PRESIDENT'S REPORT	<p>President Royal welcomed Student Trustee Cruz.</p> <p>After discussion with the 15 community college Presidents, the decision was made to require a COVID 19 Vaccination for employees and students starting January of 2022. Students who choose not to be vaccinated remain eligible to</p>																		

take online classes offerings. Notice of the vaccination requirement was provided to the unions, with an opportunity to bargain the impact.

President Royal provided a brief updated on the Strategic Plan Refresh. The purpose is to refresh the current plan, instead of engaging in a full-scale strategic planning process. There are two Reflection Sessions and a Student Experience Workshop in October and a Summit in November. Karen Desjeans will send an email out with dates and Zoom information.

In honor of Hispanic Heritage Month, we wanted to focus on the great work happening at the College.

Presented by Veena Dhankher, Director of Institutional Research



Hispanic Thriving Institution

HCC Board of Trustees

September 28, 2021

Veena Dhankher, Director of Institutional Research

HOLYOKE
COMMUNITY
COLLEGE

Educate. Inspire. Connect.

Overview

- Hispanic Student Enrollment Outlook
- Hispanic Student Success
- Latinx Studies Program Showcase
- Student and Alum Voices
- Hispanic Leadership Committee Update



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Hispanic Population Growth

- Growth of the Hispanic population in Western Massachusetts

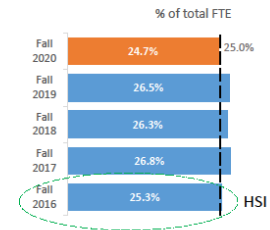
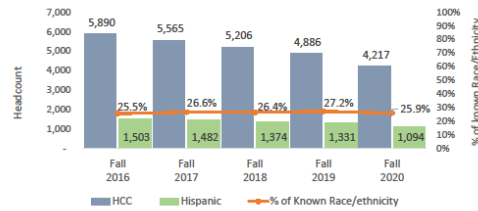
Year	MA	Hampden County	Holyoke	Springfield
2000	7%	15%	41%	27%
2019	13%	26%	54%	46%

- HCC also experienced an increase in Hispanic student enrollment since 2000 and became a Hispanic Serving Institution (HSI) in 2016
 - 148% (from 536 in Fall 2000 to 1,331 in Fall 2019)

Source: Census 2000 and 2015-2019 ACS 5-year estimates, IR Freeze data

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Enrollment and FTE Trends

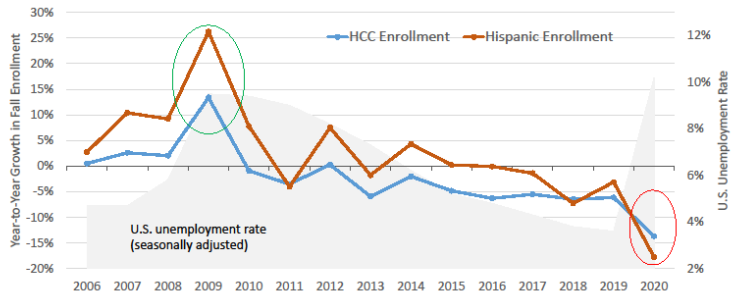


Student Characteristics based on 5-Year averages:

HCC	63% Females	22% First-time Degree Seeking	49% Pell eligible	41% First Generation	58% Part-time students	33% Adult students	Mean age: 25 Median age: 21
Hispanic	66% Females	26% First-time Degree Seeking	69% Pell eligible	52% First Generation	60% Part-time students	29% Adult students	Mean age: 24 Median age: 21

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How Countercyclical are Enrollments?



During high unemployment:

Category	College Benefitted from Countercyclical Enrollment Bump	COVID-19 Cancelled the Countercyclical Boom
HCC	+13.4%	-13.7%
Hispanic	+26.2%	-17.8%

Source: HCC fall enrollment data 2005-2020; Bureau of Labor Statistics unemployment data

Fall-to-Spring and Fall-to-Fall Retention Rates

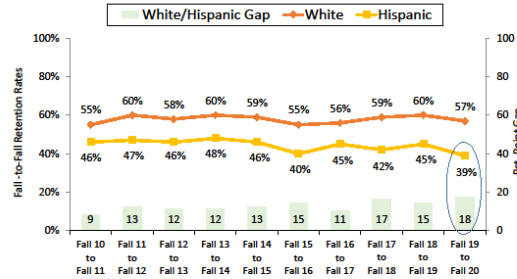
Fall To Spring		Fall 2016 to Spring 2017	Fall 2017 to Spring 2018	Fall 2018 to Spring 2019	Fall 2019 to Spring 2020	Fall 2020 to Spring 2021	5-Yr Average Retention Rate
	All FTDS Students		70%	73%	74%	76%	66%
All FTDS Hispanic Students		62%	65%	66%	68%	58%	64%
Full-time		69%	73%	71%	71%	65%	70%
Part-time		51%	50%	57%	65%	52%	55%

Fall To Fall		Fall 2015 to Fall 2016	Fall 2016 to Fall 2017	Fall 2017 to Fall 2018	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	5-Yr Average Retention Rate
	All FTDS Students		49%	51%	53%	53%	50%
All FTDS Hispanic Students		40%	45%	42%	45%	39%	42%
Full-time		44%	52%	47%	49%	42%	47%
Part-time		32%	33%	33%	36%	36%	34%

FTDS: First-time degree seeking students

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Fall-to-Fall Retention Rate-Equity Gap



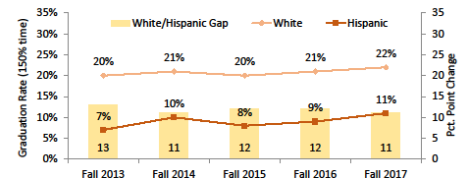
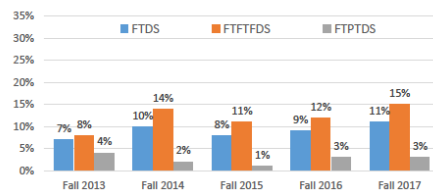
Equity Gaps Between FTDS White and Hispanic Students: Fall 2019

	Total Enrolled	Adjusted Enrolled	Retention Rate	White Student Retention Rate	Equity Gap*	Additional # of students needed to Achieve Equity
White	552	545	57%	57%	0	0
Hispanic	334	333	39%	57%	18	60

*Equity Gap is the difference in retention rates between White students and Hispanic students

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Graduation Rates (150%): Hispanic Student Cohorts



- Hispanic students who enrolled at HCC as *full-time* in the first fall semester are far more likely to graduate in 3 years than students who are enrolled *part-time* in the first fall semester.

- To close the equity gap, 47 more FTDS Hispanic students from Fall 2017 needed to graduate.

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Who is experiencing success?

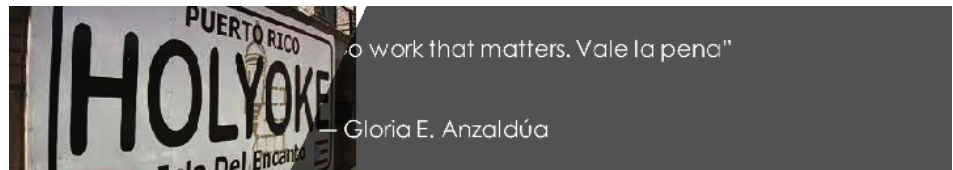
- Hispanic
 - Females
 - Younger students
 - Enrolled full-time
 - Recently graduated from high school

Opportunity Students:

- Hispanic: Part-time, low income students, adult students, students enrolled in a DE course, first generation students

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President Royal introduced Professor Raúl Gutiérrez, who is an Associate Professor of Latinx Students and Spanish; and Professor Mónica Torregrosa, who is a Professor of Spanish and Coordinator of our Liberal Arts and Science program.



LATINX STUDIES

HOLYOKE COMMUNITY COLLEGE

Mónica Torregrosa & Raúl D. Gutiérrez

"Do work that matters. Vale la pena"

— Gloria E. Anzaldúa

Latinx Studies at HCC: How the new option came to be

Fall 2012

The Language Studies chair forms a search committee to hire a replacement for a retired faculty member. Background in Latinx Studies is added to the job description in the desired qualifications.

Spring 2014

Profs. Gutiérrez and Torregrosa, in collaboration with their counterparts at UMass Amherst, secure a \$120,000 grant from NEH entitled Bridging Cultures.

Fall 2013

Prof. Raúl Gutiérrez is hired. He is able to teach both Spanish language and literature and Latinx Studies courses.

Bridging Cultures Grant 2014-2017

BRIDGING CULTURES PARTNER

Center for Latin American Caribbean and Latino Studies at
UMass Amherst



- In collaboration with UMass Amherst and faculty from the Five-College area, 15 full time HCC faculty receive training in Latinx Studies disciplines to enhance their Humanities and Social Sciences courses with Latinx Studies content.
- Under the direction of Profs. Gutiérrez and Torregrosa, the grant work is conducted over three consecutive summers of intensive workshops, plus subsequent fall and spring semesters follow up trainings, assessments and cultural activities.

BRIDGING CULTURES SUMMER SEMINARS PARTICIPANTS

Bridging Cultures is grant funded by the National Endowment for the Humanities

SUMMER 2015

Steve Bello, Poetry - ENG 100 - US Women's Poetry
 James O'Leary, English - ENG 102 - Introduction to Literary Analysis
 Melissa Henry, History - HIS 101 - History of the US
 Ricardo Rivas, English - ENG 100 - Developmental English
 Patricia Sandoval, Theater - THE 102 - The Art of the Actor

SUMMER 2016

Steve Bello, Education - EDUC 100 Education in America
 Frank Wolf, Photography - BASIC 100 PHOTOGRAPHY - ART 100
 Priscilla Hernandez, Science - SCIL 100 Introduction to Sociology
 Mark Gotsky, Political Science - POL 210 - American US Latinx History
 Patricia Sandoval, English - ENG 100 - Developmental English

SUMMER 2017

Patricia Sandoval, English - ENG 100 - Developmental English
 Benjamin Henry, English - ENG 101 - English Composition
 Nancy Chalk, Science - SCIL 101 - Introduction to Meteorology
 José Ben. Oribe, Science - POL 200 - Human Behavior
 Diversity and Ethical Issues
 Mariana Martinez, Art/Workshop - ART 100 - Understanding Diversity and Acting Strategies



- More than 20 Humanities and Social Sciences courses enhanced to better represent the presence of Latinx students at HCC, as well as an improved campus awareness of the discipline of Latinx Studies as viable and attractive to all HCC students, regardless of ethnicity.

Grant products

- The creation of three new courses: Introduction to Latinx Studies (LAX 110), Latinx Politics (POL 210) and Latinx Literature (LAX 208-cross listed with ENG 208)

LATINX STUDIES



What is Latinx Studies?

Latinx Studies is the interdisciplinary study of the historical, social, cultural, political and economic forces that have shaped and continue to shape the development of Americans of Latinx origin and ancestry over the last 500 years.

Why major in Latinx Studies?

The curriculum in Latinx studies provides critical civic engagement, understanding and appreciation of the language, culture, literature, and creative accomplishments of Latinx communities. Latinx studies contributes to many fields and are appropriate for anyone planning to work with diverse communities and cultures.

What can I do after graduation?

Latinx studies draws from and is informed by the humanities and social sciences and prepares students for jobs in a range of fields and for transfer to four-year baccalaureate programs.

AFTER GRADUATION

Latinx Studies Transfer College Majors

Journalism
Public Health
Psychology
Environmental Studies
Ethnic Studies
Latino Studies
Latin American Studies
Education
Political Science
Sociology
Spanish
Anthropology
History
English
Philosophy
Social Work
Human Services

Latinx Studies Careers

Business
Education
Advocacy
Politics
Government
Publishing
Art
Research
Law
Immigrant Rights
Urban Planning
Public Health
Environmental Justice
Counseling
Policy Analysis
Marketing
International Relations
Human Resources
Union Organizing
Grassroots Organizing



HCC
becomes an
HSI in 2016

- Fall 2018: The Latinx Studies Option is created and launched
- Option includes an interdisciplinary curriculum to prepare students for a variety of transfer options as well as career plans.
- Faculty committed to interdisciplinary and collaborative work across HCC as well as with other local four-year institutions.
- Spring 2021: the first Latinx Studies major graduates and transfers to Westfield State University.
- Spring 2021: 4 registered majors
- Fall 2021: 8 registered majors

Internal Partners

- Foundations of Health (LAX 110 is a requirement)
- Gateway to College and Transition to College & Careers at HCC (Credit for prior learning)
 - Internal Articulation Agreement (March 12, 2021)
 - Latinx Studies courses (Fall 2019, Fall 2020 & Spring 2021)



External Partners

Ethnic Studies Program at Holyoke High School

- Dual enrollment Latinx Studies courses (Spring 2019 & Spring 2020)

Pa'lante Restorative Social Justice Program at Holyoke High School

- Latinx Studies Collaborations

Interinstitutional Courses

- Holyoke Community College & Amherst College
Latinx Literature (Fall 2020)
- Holyoke Community College & Westfield State University
Introduction to Latin American Civilizations and Cultures & Race and Ethnicity (Spring 2021)



Articulation agreement with Westfield State University 2020

*2 + 2 + 1 program

- HCC - Associate degree in Latinx Studies
- WSU - Bachelor in Ethnic and Gender Studies with a possible double major in Spanish
- WSU - Master in Public Administration

OTHER TRANSFER OPTIONS



State Colleges

1. Salem State University
2. UMass Amherst
3. UMass Boston
4. Western New England University

Selective Colleges

1. Amherst College
2. Hampshire College
3. Mount Holyoke College
4. Smith College
5. Williams College

Out of State Colleges

1. Rutgers University
2. The City College of New York
3. El Instituto - UCONN
4. University at Albany, SUNY
5. University of Illinois at Chicago

Student Highlights

• Alex Santiago – Graduated 2021 – Transferred to WSU

- Recognized as one of the 29 Who Shine
- Spearheaded the Little Library Project at Kelly School and One Holyoke CDC
- Co-president of the Latinx Empowerment Association
- Participated in several plays at HCC and in the community
- Works as canvasser for Neighbor to Neighbor in Holyoke
- Volunteers in the community



Student Highlights

• Miren Neyra Alcántara – Current Student

- Newman Civic Fellowship Recipient – 2021 Cohort
- Finalist for the Business West People's Choice Young Woman of Impact - 2021
- Named to the 2021 Phi Theta Kappa All-Massachusetts Academic Team for PTK Community College Excellence Week of April 26 -30
- Spearheaded the Little Library Project at Kelly School and One Holyoke CDC
- President of the Latinx Empowerment Association
- President and founder of the Mujeres and Non-binary Alliance
- Volunteers to teach English to immigrant communities



Miren was introduced, and spoke as an international and Pathways student on her path to Holyoke Community College.

Future Plans: Certificate in Community Leadership

- FA 2021 : To enhance the program and provide immediate employment to LAX majors, a proposal to create a Certificate in Community Leadership is underway and currently going through HCC Governance process.
- This certificate will be a stackable option with other HCC programs, such as Human Services and Foundations of Health.
- The certificate will enable students to work as Community Organizers in non-profit agencies and community organizations.

NEH Grant Proposal in collaboration with Holyoke High School and Amherst College

- Co-creating a Place-based curriculum in Latinx and Latin American Studies (Decision in Spring 2022)





President Royal introduced Derek Estrella, who is our Senior Community Outreach Counselor, Career Pathways and LEA (Latinx Empowerment Association) Club Co-Advisor. He will talk about the Hispanic Leadership Committee.

Hispanic Leadership Committee

History

- Hurricane María devastated Puerto Rico (9/20/17)
- Puerto Rico Relief Ad Hoc Committee (11/17)
 - Tasked with preparing to serve the incoming Hurricane victims from Puerto Rico
- Hispanic Leadership Committee (5/16/19)
 - The purpose is to provide a nurturing environment that fosters creative thinking, leadership development and cultural awareness while further promoting Holyoke Community College's status as a Hispanic Serving Institution.

Current

78 % of the HLC identifies as Hispanic/LatinX

Serve as an advisory committee for subjects surrounding the LatinX community



VENI DOS

Saturday, August 28

9:45 am Welcome (Bienvenidos): Check-in Campus Center
 9:15 am Introduction: HCC President Christina Royal
 9:30 am Scholarship Ceremony

SCHOLARSHIP RECIPIENTS

Bianca Shea	Aida Lema Portes
Miren Neyra Alcantara	Brenda Conde
Cristobal Rodriguez	Mackensie Lara
Angel Vargas	Jamil Omar Razo Jr

Latinx Scholarship

- Collaboration with the HCC Foundation
- Over 110 application submissions
- 20 award recipients

Hispanic Heritage Month 2021

EVENTS

WEEK OF 9/27 – 10/01

9/27 **Afrolatinidad Across the Americas**
11am Zoom (sign up at hcc.edu/hhm)

9/29 **Loteria: Spanish Bingo**
2pm Zoom (sign up at hcc.edu/hhm)

9/30 **Paint & Snack**
6pm Zoom (sign up at hcc.edu/hhm)

LEARN MORE AT HCC.EDU/HHM

EVENTS

9/15 Community Summer Book 214 Hvala SL, Hialeah, FL
10:30pm

9/15 Welcome Back BBQ HCC Campus

9/16 Hispanic Heritage Month Kick-Off City/Val
Dough Street, Hialeah, FL

9/17 Castañeda Harla Masabon @ Centro HCC
7PM and 10PM Carwan Y&R Casa

9/18 Supporting Latinx students 2021
in the classroom (Zoom meeting for faculty)

9/20 Commemoration of Heroic Acts
Hialeah Street, Hialeah, FL

9/23 Beyond the Music: A Musical Geography
2:30pm Through Mexico ZOOM

9/27 Afrolatinidad Across the Americas ZOOM
Jack O'Connell Alcazar Cultural Center at HCC, Hialeah

9/29 Loteria: Spanish Bingo ZOOM
2pm

9/30 Paint & Snack Campus Center/Cafeteria
6pm

10/6 Warrior, Guerrera: Sayings and Affirmations
Para Las Guerreras ZOOM
10:30-11pm An author read by the author, HCC, Hialeah

10/7 Presente, Proud y Simpatizante: The Activism
of the Young Lords through Organized Change
Dr. Wilson Ramirez's Family's Political Legacy in Hialeah, FL ZOOM
11:30-12:30pm

10/13 Children as Solidaries ZOOM
9:00-9:30am Hialeah's leading lab on immigration
LatinX Studies HCC, Hialeah

10/15 50 Years of PIR Resistance in Hialeah: Museo Experiencia
Walking Tour by Hialeah, Hialeah, FL
3:00-4:00pm

LEARN MORE AT HCC.EDU/HHM

Bienvenidos event



El Centro proposal



- Provide a centralized bilingual and culturally responsive space
- Create a drop-in service center environment that provides a culturally responsive team-based case management approach
- Build community based organizational partnerships
- Establishment new alignments between the credit and non-credit to be targeted at Latinx adults

ADJOURNMENT

On a motion by Trustee Williams and seconded by Trustee Johnson it was **VOTED** to adjourn today's meeting.

Roll Call Vote:

	Trustee Cruz	Left at 9:25 am
	Charles Epstein	Left at 8:56 am
	Ted Hebert	Left at 9:29 am
	Yolanda Johnson	Yes
	Suzanne Parker	Left at 9:20 am
	Vanessa Smith	Left at 8:59 am
	Ivonne Vidal	Yes
	Eleanor Williams	Yes
	Chair Gilbert	Yes
	The meeting was adjourned at 9:35 am.	

Respectfully submitted,

Vacant

Secretary
Board of Trustees

DocuSigned by:

Robert Gilbert

10/31/2021

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Approved: Robert W. Gilbert, Jr., Chair