

**MINUTES**  
**District Board of Trustees**  
**Tallahassee Community College**  
**444 Appleyard Drive**  
**Tallahassee, FL 32304-2815**  
**November 16, 2009**  
**Board Workshop – 2:30 pm**  
**Business Meeting – 4:00 pm**

Chair Moore called the District Board of Trustees workshop and business meeting to order at approximately 2:35 pm.

**Members Present:** Chair Moore, Trustees Callen, Hebrock, Lamb, Messersmith and Moon.

**Absent:** Trustee DeFoor

**Via phone:** None

**Others Present:** President Bill Law, Lee Kitchen, Karinda Barrett, John Chapin, Carol Easley, Harriett Abrams, Barb Gill, Marge Banocy-Payne, Lois Ewen, Monte Finkelstein, Patricia Manning, Teresa Smith, Jerry Schilling, Susie Hall, Sonia Jewell, Amy Allen, Ryan Jones, Mary Wright, Geoffery Linn, Robin Johnston, Alexis Williams, Sharon Jefferson, Sally Search, Frank Brown, Bill Campman, Barbara Sloan, Cherith Walker, Jim Murdaugh, Rick Frazier, Mike Watters, Wayne Cowley, Mike Robeck, Bridget Elwell, Carolyn Cummings, Matthew Hammond, EE Eunice, Beverly Smith, Marissa Mainwood, Tony Stallworth, Holly Lofland, Bill Mabile, Valerie Bahl, Sheri Rowland, Ben Alonzo, Renae Tolson, Betty Jensen, Lori Smith, Kate Stewart, Renee Maples, Darren Mason, Ron Beckett, Aaron Shelfor, Christopher Rich and Lenda Kling

**COMMENTS**

**Board Chair** – Chair Moore asked everyone to stand for a moment of silence and the pledge of allegiance.

**Board Members** – Trustee Moon apologized for her absence last month, indicating she hoped things calmed down in the future.

**President** – Dr. Law indicated we will have one item to add to the agenda at the appropriate time under the Foundation Report. He stated Trustee DeFoor's absence was due to a commitment at a Justice Summit prior to his appointment on the Board.

## **BOARD WORKSHOP**

### **Strategic Plan – Review and Initiation of Process for Next Three-Year Plan**

Dr. Law indicated our goal today was to discuss four of the priority areas of the Strategic Plan and bring back more details later. Our dialogue today will cover Student Success, Enhanced Learning, Community (workforce) and Alternative Delivery (distance learning). Due to new legislation, we have some major changes in some of the priority areas. If there are things you wish us to address, please let us know but we are not making any decisions today.

Trustee Hebrock asked if our goal today would be to discuss the plan through 2013. Dr. Law indicated it would cover fiscal years 2010/2011 through 2012/2013. As it unfolds with the budget, the vote would probably occur at the May or June Board meeting.

Vice President Campman had further discussion about the student portal, known as Passport, indicating last time we had presented the planning aspect for students. VP Campman said this month we will be focusing on the portal's student dashboard progress status indicators. On the dashboard students can see a daily display of how they are doing, such as their GPA, tasks, advising appointments and how far they are in their goal. Along with this there are triggers that alert students to areas of their progress that require action.

Vice President Jefferson indicated these triggers would help TCC monitor and assist students throughout the process, engaging them in an on-time basis. This site will keep information on a student level, almost personal, and allows us to work with the student on their record and their information.

VP Campman thanked everyone who had been involved with this process, including faculty, deans, students and others. He recognized his staff that had completed the programming and design, indicating this was all new technology for them. Dr. Law thanked them for the work they had done. He said for strategic planning this was the centerpiece for our student success engagement, by notifying the student to take certain actions.

VP Jefferson indicated we were having the veteran open house tomorrow beginning at 10am. Trustee Hebrock asked how many veterans we were expecting. VP Jefferson indicated we had about 175 students who were veterans and they were hoping to have a great turnout. Trustee Hebrock indicated that the County Commission was having a ceremony tomorrow at 4pm and there were many veterans scheduled to speak in reference to their concerns. Dr. Law indicated we were working with many of the veteran reentry programs.

Vice President Sloan indicated we are in the fifth year of our Quality Enhancement Plan. Our accreditation was for ten years; however a number of the conditions have changed with SACS requiring submission of certain reports every five years (previously ten years). She indicated one of the new requirements is an abbreviated compliance report, along with a list of other reports that would be required this year, including Student Learning Outcomes and Assessment.

Track A (undergraduate schools but does not include research institutions) results for the class of 2013 (we are 2015) show 44 institutions were reviewed, with only 12 requiring no monitoring. At our last review, we had no required follow-up or monitoring. The reviewed areas most cited were written student complaints, Institutional Effectiveness of Education Programs, Financial Aid requirements, Academic programs, Full Time Faculty (addresses proper qualifications), Qualified Administrative/Academic Officers and Recruitment materials.

Trustee Moon asked if we had a listing of qualifications for faculty members for each course. VP Sloan indicated this information was located on our website and each time we hire faculty we match the credentials to the requirements.

SACS advice to the schools was to update compliance continuously. VP Sloan indicated this would be a big change for us, with data and information available at all times. People expect us to be very public with how we are doing in this area. Trustee Hebrock asked when we were last monitored and VP Sloan indicated we had never been monitored, although we had a visit from SACS five years ago during the accreditation process.

Dr. Law stressed that previously we documented that we had processes in place, but now they want us to document the work involved with those processes. To address what students learn is a much more difficult dialogue to have, although more worthwhile. He just came back from DC and there seems to be a huge fear that if we do not communicate our enthusiasm with the results of that enthusiasm, that the federal government will do so for us by telling us what the outcomes will have to be.

Dr. Sloan indicated we were taking three faculty members to SACS so we can better understand and keep up with the information continually. Trustee Hebrock asked if the State of Florida provided any funds to private institutions that did not have accreditation. Dr. Law could not identify any, indicating that in the State of Florida regional accreditation is still the standard. Trustee Hebrock asked if K-12 was also accredited and was informed they were in another category of the SACS accreditation program.

Dr. Law indicated there are six regional accreditations, which is primarily peer review. The rigor is moving up the ladder quickly and the dialogue appears to be moving toward interstate standards. From a goal standpoint, keeping the information up-to-date continually will take a great deal of energy but we must invest now. We will move this from the Student Success category to the Enhanced Learning Category.

Student Success will focus on the systems that support students. Enhanced Learning will focus on the learning that takes place within the courses and the programs. From a goal standard, this will be one of our highest priorities.

VP Sloan advised that under advanced learning there are other items we will show another day. It is imperative for higher education to understand, prove and document effectiveness. We are doing this because it improves student learning in a diverse population. If our students are not doing well for transfer readiness, we will have the information to make necessary improvements.

We have developed a general education portal where we identify area-level outcomes, course-level outcomes and determine how the outcomes will be assessed. Trustee Moon asked if the syllabi would use the same format and was informed they would. VP Sloan indicated that we would be developing some new programs over the next few years in healthcare professions, engineering, certifications, etc.

Dr. Law indicated despite the hard work to pull the information together and document, we would take the necessary steps to meet the documentation requirements. Chair Moore asked if there was a SACS component that required us to obtain community feedback. Barb Gill indicated it was primarily information available through Academic Affairs. VP Sloan indicated we must obtain and use information from our program advisory committees.

Trustee Hebrock indicated he had previously asked about the types of training we could offer and was informed it was determined by a state list. VP Sloan indicated the state has a list that identifies jobs that are high wage, high need and high skill. Previously we have identified and offered local need classes that do not follow the list, although funding is different for classes not on the list. There has been discussion that future Perkins dollars may not be available for classes not on the state's list.

Trustee Hebrock indicated we had previously stepped in to assist workers in Gadsden County losing their jobs. With the hospital that will be opening there, we should look to see what we can do to help the hospital stay viable. Trustee Lamb indicated they were currently under negotiation with HCA and could not do anything until that negotiation was complete. Trustee Hebrock indicated he meant the same level of assistance we provided to other local hospitals. Dr. Law indicated we have participated in early dialogue about the hospital.

Vice President Chapin indicated their previous name change from Economic & Workforce Development to the Center for Workforce Development was intended to give a greater emphasis on their workforce training. They work to be flexible with schedules, offer quick start training which provides certification in a very short timeframe and work with the community at large, camps in the summer for young people and business consulting services for employers. We spend a lot of time with workers and displaced employees. He shared a portion of their organizational chart that identifies who they are and what they do.

We are making some major changes in our Conference & Events area, headed by a Coordinator. Our major goal in this area has been to bring it to self-sufficiency. Although we have made some changes in policies and pricing structure, we still have some improvements to be made. Dr. Chapin further identified the Directors of the various programs in his area.

Harriet Abrams, Coordinator Adult Education Program, indicated they worked with adults at all levels with the ABE, GED and ESOL (English for Speakers of Other Languages) programs. Adult Basic Education (ABE) is for adults with education levels under 9<sup>th</sup> grade and General Education Development (GED) is for those with education levels above 9<sup>th</sup> grade.

The programs are funded through Department of Education grants and currently have programs throughout the community, in addition to our on-campus location. Trustee Hebrock verified that all current programs in Gadsden County were for individuals behind bars. In 2008/2009 we had a total of 756 students, with a fairly even split between male and female. The majority of the students are African American, although Ms. Abrams indicated we are seeing a large influx of younger students.

Trustee Moon asked if a green card was required to participate and was informed that was not currently a requirement. Trustee Hebrock verified the majority of the students were located on our main campus. He further inquired if the ethnicity numbers were skewed since one of our off-campus locations was an African American church and was assured that was not the situation.

Dr. Law indicated the numbers were skewed due to the large drop-out rate of Hispanic and African American high school students. We are also seeing a number of students step out of the K-12 system and come directly into our system so they can finish as quickly as possible. About 40% of the population in this program is reentering the education system and above 25.

Ms. Abrams indicated they now have an on-line application, improved data management, collaboration with the Learning Commons, increase in transitioning students to college degree programs and a focus on professional development of instructors. Trustee Lamb verified that a large number of students wished to go beyond the GED program.

Trustee Hebrock asked how long we have had a relationship with the Correctional Facility in Gadsden County and was told about six/seven years. He further asked about our role at the Federal Prison and was advised they handle their own GED program, but we have a student there pursuing an AA. We primarily offer certificate programs at the Federal Prison, but are limited since they can't use the internet so we send faculty there at night.

We have students from 16 to 60+. The GED Graduation speaker last year was over 60 and a success story. This year's graduation will be Tuesday evening, December 1<sup>st</sup> at 6pm and the Board will receive official invitations. Chair Moore indicated attendance at the program would be the emotional highlight of their month. Dr. Law indicated this was a wonderful program but state funding comes through a grant project and could run out of money for adult education.

Carol Easley indicated we were in negotiation to do some non-credit training in computer and heavy equipment for the women's prison. Another diverse program is the Wakulla Ambassador

Program, where in conjunction with the Wakulla Chamber of Commerce we have served 59 people, with an overall goal of 100 people. We are in the process of trying to duplicate this program in Gadsden County. Our Medical Front Office and Medical Office Specialist programs have trained 46 people, with a Workforce Plus agreement to train another 46.

Our Certified Nursing Assistant program has a contract with TMH and Westminster Oaks. The class prepares the student to sit for the State Certification. Pharmacy Technician program will begin in February. In addition, there are other programs and opportunities for the future.

Rick Frazier talked about projects within the past twelve months, including Quick Job Training, Gadsden Workforce Initiative, First Focus Project, Service Core of Retired Executives, Gadsden Stars, etc. Trustee Hebrock verified that Quick Job training students received certificates. He further asked if this met the SACS process and VP Sloan indicated they were matching all those that meet the SACS requirements to move forward with a degree-seeking program.

The Gadsden Workforce Initiative, funded by the Board of Trustees as a result of the Quincy Farms layoff, addressed adult education, basic computer literacy and short term occupational skills training for English and Spanish speaking workers. We successfully exceeded our goal of 100 by training 116 workers.

With the First Focus project, funded by Leon County Board of County Commissioners, we have trained 58 displaced workers. Under this project we are also working on a Transition Center for individuals seeking employment and interested in attending school. Trustee Moon asked how they reached out to the people. Rick said they did a lot of advertising and work with partners to get the message out to people. Trustee Moon verified this service is offered at no cost to the individual seeking assistance.

Dr. Law indicated the Commission funded this project a couple of years back as a means to provide support for local businesses. This was an effort to grow local businesses before the economic challenges. With the economic change, the money was redirected to train local people impacted by the economic downturn. Trustee Lamb asked if the Workforce Initiative had ended and was informed the last of the workers was currently in training.

Rick Frasier spoke briefly about the 23 high school girls who completed a welding course during the hottest part of the summer. Carol Easley indicated we do Tech@Night (one night stand alone classes) where we have trained more than almost 1,100 people in 5 locations over the past twelve months.

Florida's Great Northwest grant sponsored project, Microsoft Certified Applications Specialist, had 131 participants with 51 completed certifications. This program is open to all public employees. Dr. Law indicated we have a variety of opportunities, with the workforce piece really starting to take hold.

VP Sloan indicated we were headed into a new era of education and we need to think differently about how we share information. Students are interested in learning on their telephones, with texting and instant messaging, and in on-line communities, such as Facebook and others. While basic skills remain the same, we are adding new skills dealing with technology and complex systems to the list.

Many organizations are building on the belief you can get quality education on-line. Although we have been discussing and venturing into this area, we must set goals within the next 3-5 years that include on-line options and maintain our quality of education. Our ultimate goal must be student success, with demonstrated academic outcomes. Over the next few years we will develop our Virtual College Leadership.

## **BUSINESS MEETING**

Chair Moore called the Board meeting to order at approximately 4:11 pm.

## **COMMENTS**

**Chair** – Chair Moore asked for comments.

**Board Members** – None

**President** – None

## **APPROVAL OF MINUTES**

Chair Moore asked if there were any comments and requested a motion to approve the minutes of the October 19, 2009 Workshop and Board Meeting.

**MOTION:** Trustee Lamb

**SECOND:** Trustee Moon

Motion passed unanimously.

## **INFORMATION AND NEWS ITEMS**

Susie Hall introduced news clips about Police Training at FPSI, community learning center for Shanks Middle School and Air Force Veteran/TCC student Bernard James.

## **UNFINISHED BUSINESS**

Betty Jensen shared the International Calendars with Board Members and invited them to submit photos next year in the competition. Dr. Law indicated Steve Uhfelder, Chairman of the Fulbright Commission, was on campus today to speak at the International Week Kickoff. Dr. Law thanked Betty for all she did and Chair Moore congratulated her on a beautiful piece.

## **PUBLIC COMMENT OR PRESENTATIONS**

None

## **NEW BUSINESS**

### **Approval of Consent Agenda**

Chair Moore asked if there were any comments or requests for the Consent Agenda.

**MOTION:** Trustee Lamb  
**SECOND:** Trustee Moon  
Motion passed unanimously.

### **Academic Affairs**

#### Affiliation Agreements - Dr. Ron Saff and Desloge Home Oxygen and Medical Equipment (Action)

Dr. Law indicated we have a growing number of these, however these are local.

**MOTION:** Trustee Callen  
**SECOND:** Trustee Moon  
Motion passed unanimously.

### **Administrative Services**

#### Construction Status Report (Information)

Dr. Law indicated the Ghazvini Center was moving forward and we are at the final approval stage for the Advanced Manufacturing Center. CRA has the plans and making a few last minute changes to meet our needs. The water line is the only piece remaining at FPSI.

We will provide additional Facilities information at a workshop after the first of the year. The major projects are underway, however there are some important renovation projects to come. Trustee Lamb verified they were still working on the road at the Ghazvini Center.

#### October Fund Analysis (Information)

We are tracking about where we should be at this time with personnel costs under, which is a good sign. Dr. Law indicated the team was doing a really good job managing the budget in tough times.

#### Amendment #2 - TCC Educational Plant Survey (Action)

This is probably technical as we repurpose space on campus and report to the state any space which has moved from non-instructional to instructional status. Trustee Hebrock asked about Hughes West and was advised this project was still on schedule although it may not be the end of January. Hughes East is still uncommitted, although the façade will be completed.

**MOTION:** Trustee Lamb



**SECOND:** Trustee Messersmith  
Motion passed unanimously.

Amendment #2 - Preferred Customer Electric Service Agreement with City of Tallahassee (Action)

Tony Stallworth indicated this was to obtain a decrease in their standard rate and this action would bring the paperwork up-to-date.

**MOTION:** Trustee Messersmith  
**SECOND:** Trustee Callen  
Motion passed unanimously.

Architect Contract Renewals - DAG and Clemons Rutherford & Associates (Action)

Dr. Law indicated there were some items Trustee Hebrock wished to address regarding sequencing and timing. Trustee Hebrock indicated we have a great finance operation; however this item is to approve contracts that started July 1, 2009. He would like to see us approve contracts prior to the effective date, since we approved expenditures under these contracts earlier in the year.

He stated in April 2008 we approved a proposal outlining an annual renewal in May each year and would like us to stay within that plan for the future. Trustee Hebrock indicated he would like to get everyone on a three year contract during the next bidding process, so it is an equal playing field.

Dr. Law indicated the comments were well received and our intention is to recalibrate everything in the spring. The selection of the architects and attorneys must be brought to the Board for approval and does not believe the authority can be delegated. We let some of the timing details get away from us and thank you for the comments.

**MOTION:** Trustee Hebrock  
**SECOND:** Trustee Callen  
Motion passed unanimously.

Direct Support Organizations-Audit Reports (Information)

Annually the Board must receive this report and believe you will the audit quite clean. Trustee Hebrock verified that the Board did not have to vote on these reports and asked if the reports went further. Dr. Law indicated the reports were supported to Department of Education.

Approved Grants and Contracts – TCC as Fiscal Agent (Information)

After the previous months with many contracts, these are minor contracts and no action is required.

Policy Revision – Purchasing and Bidding (Action)

Dr. Law indicated this was to conform to additional authority per state statute, allowing the President to authorize approval from \$25,000 to \$50,000. Trustee Hebrock asked for a future summary of what the President can approve and what the Board must approve.

**MOTION:** Trustee Hebrock  
**SECOND:** Trustee Messersmith  
Motion passed unanimously.

**TCC Foundation**

First Generation Matching

Dr. Law added this item during the meeting, indicating it was a certification we must give to the Department of Education. We raise funds in a variety of areas, such as the dependency scholarship and Youth Start, and were successful in identifying \$11,000 that can be matched for first time college students.

**MOTION:** Trustee Lamb  
**SECOND:** Trustee Moon  
Motion passed unanimously.

TCC Foundation Update (Information)

Vice President Johnston indicated in November we begin to get an idea of what the fund-raising will be for the year. Our goal for the year is \$1 million for the period July 1<sup>st</sup> – June 30<sup>th</sup>. We are now beginning to see that number is tracking lower than last year. In the early part of next year, we will begin a campaign with a target of \$3-5 million over an estimated eighteen month period to outfit the new Ghazvini Center with state-of-the-art equipment.

We also offer a Foster Fellowship program created for foster youth to come to TCC and make the transition from in-care to living an independent life. This program has caught the attention of the Glen Cummings, Deputy Assistant Secretary, DOE in DC. VP Johnston, along with the TCC Foundation Board President, was invited to DC to share information on what we are doing and this may get some attention in the next few months.

Trustee Hebrock asked if this would be organized like a capitol campaign and was advised it would be with a chairman. Dr. Law indicated we have not yet finalized the plan, but we will share more information at a later date.

**Personnel Action Appeal (Action)**

As allowed by Board Policy, Mary Wright and her attorney are present. The President and Ms. Wright, with attorney, will have up to ten minutes each to address the issue. There will be a two minute notice given so the parties can begin wrapping up their comments. Dr. Law provided copies of the documents he was sharing with the Board to Ms. Wright and her attorney, Carolyn Cummings.

Dr. Law indicated Ms. Wright had a position as Learning Commons Specialist until she was terminated for threatening or abusive language on September 22<sup>nd</sup> as reported at the October 19<sup>th</sup> Board Meeting. The action of the college reflected an interchange between Ms. Wright and a colleague regarding failure of Ms. Wright to perform certain functions of her job duties escalated to name-calling and demeaning characterization by Ms. Wright of her colleague.

Ms. Wright refused the colleagues request to take this to a supervisor, although subsequently a meeting was called by the Supervisor to address the situation. At the meeting, Ms. Wright admitted to the name calling and escalated the language by warning the other employee to be careful and that she should not mess with other people's job. Ms. Wright further stated that such situations caused people to do unexpected things, like bringing a gun to the workplace.

Ms. Wright had been counseled by the supervisor previously and other employees had requested not to be scheduled at the same time as Ms. Wright. At the meeting with the supervisor, Ms. Wright admitted she was angry about the interaction and that was why she did not want to meet on Friday when the incident occurred. She stated there was bad blood between her and the colleague. Of concern was the statement by Ms. Wright that the colleague was a Scorpio, that Scorpios are evil people and that she doesn't trust any of them.

The supervisor notified the College Director of Human Resources, who in-turn notified the College Attorney. We placed Ms. Wright on suspension while we investigated the range of incidents. Director Tolson & Dean Search interacted with Ms. Wright and confirmed the dialogue, although Ms. Wright indicated she felt the interaction was a mentoring experience.

Based upon review by the College Attorney and subsequent consultation with Mr. Mabile, Dr. Law authorized the termination of Ms. Wright as outlined in Board of Trustee policy. Pursuant to college procedure, Dr. Law met with Ms. Wright to allow her to appeal the decision. Ms. Tolson participated in this meeting where Ms. Wright disavowed the content of previous conversations with Ms. Tolson and Dean Search.

Dr. Law concluded by saying Ms. Wright denied that previous interactions had taken place and that the language, terminology or other specific reference had occurred. She indicated her interactions with colleagues and the supervisor were informative and professional, that no language used could be misinterpreted. He asked her how the versions of the story could be so different, but Ms. Wright could offer any guidance on the disparity. He further inquired if there appeared to be any racial motive, but she declined to make an allegation.

Ms. Wright presented an affidavit and asked if someone else read. Chair Moore indicated her attorney could read it for her. Ms. Wright asked if she could have the rest of Dr. Law's time, but Chair Moore indicated her ten minutes started now.

Ms. Wright indicated she had a very heavy heart and weary spirit today. She was hired in August 2008 as an Adjunct Professor in the English Department and a month later hired full-time as a Learning Commons Specialist. She held both positions until she was terminated in September 2009.

She said she was attracted to TCC because of her vast background in education. She listed her qualifications and some accomplishments, including some with previous employers. She used this knowledge and experience to create similar programs here.

She indicated a week before she was suspended she received accolades from her supervisor, Sandy Sampson, about the program she had just completed. She indicated she is here because she loves her job and wants it back. She wishes to share some inconsistencies.

She indicated that on September 1, 2009 Dr. Sally Search asked her to walk to HR with her and was totally shocked by the suspension and the charges. She said the memorandum she received indicated she was being suspended due to threatening or abusive language; violence, fighting, sexual battery/assault; and use or threatening use of firearms. She stated none of this ever happened - period.

Ms. Wright stated Sandy Sampson and Melissa (the other colleague) have prepared affidavits, much of which was incorrect and the affidavits do not support the charges. She stated the charges they are including were criminal charges and she should have been escorted from the area. She indicated TCC also violated our own policies since a predetermination conference hearing was never scheduled.

Ms. Wright indicated she was not provided with any information or facts to support the charges, stating that Dr. Search told her she could present her information to Dr. Sloan even though she was already on suspension without pay. She requested an appeal with Dr. Sloan which was scheduled for September 15<sup>th</sup>. Subsequently she was contact by HR indicating Dr. Sloan wanted to meet with her on September 8<sup>th</sup>, which she understood would be a conversation about the investigation.

At the meeting, she indicated she was provided with a letter of termination written by Dr. Law. She stated she did get a few snippets of information from her supervisor and colleagues because she requested copies of her personnel file.

Ms. Cummings indicated the affidavit was sixteen paragraphs long, but believes the gist of the affidavit is that Ms. Wright did not have an opportunity for due process and face her accusers prior to the termination. The affidavit references a discussion (not sure it rises to an altercation) with another individual in her work area and Ms. Cummings believes there was an exchange of words, but in terms of what was said – it was misinterpreted. We believe if anything said had risen to the level of a threat, the police would have been called. They are therefore requesting due process for Ms. Wright.

Trustee Moon asked Dr. Law if Ms. Wright was given due process and Dr. Law indicated there were a number of opportunities and interactions. Trustee Hebrock asked our attorney if there was a current lawsuit filed or pending, with Mr. Mabile indicating there was not. Trustee Hebrock then asked if the expectation would be that there would be litigation, with Mr. Mabile indicating he would be speculating since he had not had any conversation but would not be surprised by it.

Trustee Hebrock asked about the process if litigation was filed. Mr. Mabile said the charge would probably be filed with FCHR and EEOC. FCHR will conduct an investigation, we will be indicted to participate and then render a decision. Trustee Hebrock asked if he would expect to be the college attorney and Mr. Mabile indicated he would. Trustee Hebrock further asked if there would be any mediation required or available. Mr. Mabile indicated mediation was encouraged but not required.

Trustee Hebrock inquired about our liability for legal fees, should we not prevail at the litigation. Mr. Mabile indicated this was merely speculation, however if there is a negative finding it is possible we could be liable for the fees. Trustee Hebrock asked about closed session and was advised that resolution was discussed during closed session.

Trustee Lamb asked if there were any witnesses around when Ms. Wright met with the supervisor and was advised the meeting included the supervisor, Ms. Wright and the other employee. He further asked if she admitted making the comments. Dr. Law indicated all the people involved confirmed the words, but when he met with Ms. Wright she denied the comments were made.

Trustee Moon told Ms. Wright that personally as a professor at a college if something of this nature happened to her she didn't know if she would want to work with them again. She then asked Ms. Wright if she could or would really want to work with the people who brought these allegations. Ms. Wright indicated it would bother her more financially than working with the people.

Trustee Callen asked that presenting in front of the Board was just another step in the process. Chair Moore indicated we have a motion and second stating the Board supports the President's decision. Trustee Hebrock indicated this would be the last of it for the Board, although Ms. Wright could certainly continue to pursue.

Trustee Hebrock asked if we could give Ms. Wright an additional five minutes, as well as, Dr. Law if he so desired. He understood it was at the Chair's discretion, but realized it would be a courtesy. Trustee Lamb concurred with Trustee Hebrock. Trustee Moon indicated that a precedent was set at the last meeting. Chair Moore upheld the process established.

**MOTION:** Trustee Messersmith to support Dr. Law's decision

**SECOND:** Trustee Callen  
Motion passed unanimously.

**PRESIDENT'S REPORT**

None

**FUTURE AGENDA ITEMS**

None

**NEXT MEETING DATE**

**Tuesday**, January 19, 2009

**ADJOURMENT**

Meeting adjourned at approximately 5:11 pm.

Minutes approved at regular meeting of the District Board of Trustees on January 19, 2009.

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**Karen B. Moore**  
**Chair**

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**William D. Law, Jr.**  
**President**