



General Library Item

Name Minutes 2015-06-10

Content

Lane Community College
Board of Education Minutes
June 10, 2015

1. Attendance

Board members present: Bob Ackerman, Pat Albright, Gary LeClair, Tony McCown, Rosie Pryor, and Sharon Stiles. Member absent: Matt Keating. Also present were: President Mary Spilde; Vice President Brian Kelly; Interim Vice President Dawn DeWolf; Legal Counsel Meg Kieran; Lane Community College Education Association President Jim Salt; and Lane Community College Employees Federation President Bob Baldwin.

A. Chair Albright called the meeting to order at 5:00 p.m.

B. President's Report

I want to thank everyone for all of the work done this year to serve our students and help them prepare for our 50th Anniversary Commencement this Saturday, June 13, starting at 3 p.m. at the Lane County Fairgrounds. It will be fun to see, once again, our students walk across the stage.

A case in point: LCC student and jazz vocalist Sarah Burkhart, who is completing two years of study at Lane with instructor Siri Vik, has won a \$50,000 scholarship to continue her jazz vocal studies at the prestigious Cornish College of the Arts in Seattle, Washington. She will hold a concert in our Blue Door Theater on Sunday, July 26 at 4:00 p.m. She will be joined by Siri Vik and others who have influenced her accomplishments at Lane. Congratulations to Sarah and to the entire Lane Community College Class of 2015!

We also have other achievements to celebrate this month, including a few I'd like to mention:

- Our ECE-VESL program has received the National Counsel for Workforce Education Exemplary Program Award. This is our Early Childhood Education for English Language Learners. Many people made this happen. One of them, Rosa Lopez, said Lane won this recognition "because so many people had the excitement and the desire to collaborate and contribute across the silos."
- Art student Joslyn Jones won first place in the national Student Art Competition sponsored annually by the League for Innovation in the Community College. She won for her sculpture called "Broken Bones" which she created in a foundry class taught by Andreas Salzman and later assembled in an independent study class with Lee Imonen. The competition included 85 works of art. The competition was coordinated by Lane art instructor Jennifer Salzman.
- Two of our Continuing Education employees were honored at the recent Oregon Association of Community and Continuing Education conference: Kathy Calise was recognized for her outstanding contributions to the field. Kathy spearheaded a workgroup representing 10 of the 17 noncredit divisions of the Oregon community colleges to allow them to give noncredit training certificates. Kathy has worked tenaciously on this effort for the last two years and HB 2410 is now working its way through the current legislative session and has passed both the House and Senate Committees. Nick Chrones, Licensed Massage Therapist and instructor, was honored as Educator of the Year in Professional and Career Training. Nick has taught at Lane since 1990. He has also volunteered many hours to participate on the Oregon Board of Massage Therapists Education Committee and Chaired the Scope of Practice Committee and the multi-discipline task force.
- The President's Circle Awards for Philanthropy were announced by the Foundation. The Individual Award went to Doug McKay of McKay Commercial Properties. Doug has made significant contributions to capital improvements at Lane, and has donated generously to scholarships. The Corporate Award was presented to The Papé Group. They sponsor our annual Harvest Dinner, contribute to scholarships at LCC, and have provided equipment to our Flight Technology, Construction Technology, and Diesel Technology programs. Finally, the Foundation Award was awarded to the Coeta & Donald Barker Foundation which has supported LCC students and programs for more than 30 years. They endowed a scholarship for nursing students in 2010 and recently awarded a grant to create a veteran-specific student handbook and orientation.
- Congratulations to our Faculty Recognition Award winners for spring 2015. They are nursing instructor Doug Iley McCready, and Electronic Technology instructor Terry Dale.
- I also have three Classified Employee of the Month Award winners to announce. Congratulations to Karen Wygle, administrative coordinator for Enrollment & Student Financial Services, Employee of the Month for April; Lori Kramer, degree evaluator for Enrollment & Student Financial Services, Employee of the Month for May; and

Leilani Perez-Mayo, lead department coordinator for English as a Second Language, Employee of the Month for June.

I wanted to note that at your place you have the latest version of Denali. They did a different Denali this year, really focusing on the written word. Many of the Denalis in the past have been on visual images, but it is really focused on writing this time.

Finally, hats off to the many deserving employees we celebrated at our annual Employee Recognition Gala on May 19. These included 52 retirees, one 40-year, five 30-year, thirty 20-year, and forty-six 10-year employees. We really are a "Baby Boomer" college.

The Foundation recently produced a video about the transformation of the Center Building into the Center for Learning and Student Success. The video will help inform the community and donors how this resource will help transform the student learning experience. You can view it online at lanecc.edu/foundation/class-project

Lane has received a prestigious National Endowment for the Humanities grant to host an Advanced Topics in the Digital Humanities Summer Institute July 13-17. Twenty-nine participants, including three from Lane, were chosen from a pool of more than 70 national applicants. Lane English faculty members Lynn Tullis, Drew Viles and Jennifer Von Ammon will join four other Oregon community college faculty at the institute. It is hoped that we can help build a statewide community of practice for digital humanities at community colleges nationwide. Kudos to Anne McGrail who will direct the institute.

Our Culinary and Hospitality Management Program is hosting the Iron Chef Eugene competition this year. The first heat was May 31. The next two heats are June 16 and July 6. Proceeds will help fund our Culinary and Hospitality Management program. I was there to judge the first heat. Our students and staff prepared a great meal. The final meal will be prepared by the chef from Koho Bistro.

We're all looking forward to our summer plans, and I hope you can include the Second Annual Al Fresco dinner in the Learning Garden. It's a fundraiser for the Center for Meeting and Learning. The dinner will be Wednesday, July 29, including cider and food pairings, music, and a silent auction and a family style meal designed by culinary students paired with selections from event sponsor WildCraft Cider.

Registrations for summer term two weeks before classes begin, is down 18.7% compared to the same time last year. I'd like to ask Brett to come to the podium and provide you with an update on what's happening in Salem.

Brett Rowlett, Director of Governmental and Community Relations:

HECC announced on Monday that they hired a new executive director for Community Colleges and Workforce Development. They chose Dr. Daniel Finley who is a Division Dean at PCC. He understands community colleges well. He has his PhD from Oregon State, a Master's from Portland State, and a Bachelor's from Willamette. He has attended all three sectors and he understands education well.

We are hearing good news regarding the budget – good news if you think 550 is a good number – we are fairly confident that we will land at \$550 million. There's talk of a budget note that would require the \$15 million additional will be used for Career Technical, but that won't be difficult for us to do.

Free community college tuition has been in the news quite a bit lately. About half the legislators would like to see this go through. The Oregon Community College Association has done a great job of getting the proponents of this to understand that it wasn't really helping low income students. What they are proposing if this moves forward was a \$1,000 dollar additional waiver for low income students so they would benefit from this program. The talk right now is there are a couple of different possibilities. It looks like if something moves forward it will be in the \$10 million range. The Senate will call this a pilot program. They are very aware that this is not enough money to give free community college tuition to everyone.

You have heard a lot of news regarding a kicker reform effort led by Representative Tobias Reed from the Portland area. He is trying to get the kicker revenue, \$472 million, invested in education and put into the Rainy Day fund. There is a lot of support, but I don't think he will have the super majority vote that is necessary to move something like that forward. It could show up on the ballot next year.

The paid sick leave policy bill advanced today. It passed the Senate and now moves to the House.

The big issue in the Accelerated Learning Bill has been around fifth-year programs for high schools. We have a 4J fifth-year program on the Lane campus, so we are impacted by this conversation. The concern is that as these programs are adopted by more districts, the cost will continue to grow. Right now it is in the tens of millions of dollars as part of the state school fund, but if every district in Portland is considering it, the program would need a lot more money.

That puts us in a tough position to decide whether to support it or not. We would get some of the revenue, but it will come at the expense of the community college support fund in the future if they need to come up with \$200 million to pay for this program.

It was announced on Monday that interest rates for student loans would be lowered next year. Not a lot, but .37 percent, so that does add up for our students. It's based on the value of ten-year treasury notes.

The Department of Education proposed some rule changes for how cash management will be handled on campuses. It's something that we will follow closely. It will mean that it will be more expensive in the future to disperse financial aid to students. Students will have to go through some more steps, but many of the proposed changes that are moving forward benefit students. It's more protection and privacy, but at the same time if students don't ask for their debit card in a timely manner, that can delay how long it takes for them to get their student aid payments at the beginning of the term. We will watch those rules. They should be finalized over the summer and put into place for the following school year. As our contract with our current provider concludes in 2017, Higher One may want to redo our contract once these rules are put in place.

3) Personnel

The college's current personnel appointments were presented.

C. Board Agenda Review/Changes

No changes were made to the agenda.

D. Statements from Audience

Adrienne Mitchell, Faculty Professional Development Coordinator and Academic Learning Skills Instructor, noted that integrity means standing up for what is right, even if you stand alone. She asked each of the board members to do that. The college is broken. The fissure is so wide and the chasm so deep, that to many the damage seems irreparable. There is an alternative – to build a bridge. She asked the board members to begin construction of that bridge. It requires taking an expansive view that considers disparate perspectives and incorporates seemingly opposing viewpoints. She asked the board to recognize the industry need for the programs Lane has cut, and the effort that the instructors have put into the programs as their life work, to provide the opportunity for our students and fulfilling our mission. It's about making a commitment and initiating construction of a bridge. She suggested taking the programs off the books for a year to undergo a program review process.

Dean Bergen, Auto Collision instructor, noted that the decision the board reached to cut the program was based on misleading information. One of the factors was low enrollment. Enrollment is down, but Auto Collision is approximately 25% down when enrollment across campus is down double that amount. One of the other factors was the secret survey where three people were interviewed. Two of them had never been inside the building. One of them didn't know that Lane had a program, and the third was in the building 25 years ago when he attended an ICAR class Bergen had taught. None of them had seen the curriculum yet they were criticizing the program. The other factor was that there are no jobs. Right now, Bergen could put six people to work if they were ready. That does not include the seventeen technicians that Kadell's was looking for. Bergen has been receiving calls from around the state looking for graduates. The last factor was that they programs needed to be cut to help with the college deficit, but the faculty figures show that cutting programs will actually increase the deficit.

Benjamin Rivas, Electronic Technology student, stated that he was unhappy that second year Electronics Technology classes will be watered down. It is not what he signed up for when considering this program. He asked the board to reconsider their decision to eliminate the program and distributed a letter signed by students.

Melissa Gadwell, student, wished to understand the board's decision to close programs and wondered what will be gained. She asked the board to consider honesty, integrity, and logical process and asked them to reconsider their decision.

Dennis Gilbert, Physics instructor, asked the board to consider (1) that a lot is at stake in the dispute over the three programs identified to be cut; (2) that if we more fully considered what is at stake for the college and our district, we would create more room for agreement and collaboration; (3) that failing to fully realize what is at stake will result in unnecessary damage to the college, our relationship to the community, and our ability to meet future challenges; (4) that this is the time to pause the decision making for a mid-course correction to strengthen our ability to work together constructively to collectively and successfully meet the challenges facing the college and creating access to quality education for our community.

Terry Dale, Electronic Technology faculty, expressed his concern that the second-year students will not receive the quality of instruction that previous students have received. Self-study and labs will not be enough. He has received job offers for graduates.

Dale Green, Math Instructor, stated that he has been at Lane for over 22 years. He expressed disappointment with the board's decision to close programs. He attended the budget forum and hoped to hear a good analysis of the union's budget numbers. President Spilde has demonstrated that she does not have the desire, confidence or competence to work with the rest of campus.

BUDGET HEARING

A. The board meeting recessed, and the Budget Hearing was called to order at 5:45 p.m.

B. Statements from the Audience

No statements from the audience were offered.

C. Resolution 600, 2015-16 Budget Adoption and Appropriation

LeClair moved to adopt Resolution 600, 2015-16 Budget Adoption and Appropriation. Stiles seconded.

Motion passed 4-1. Ackerman dissented.

D. Resolution 601, Imposing and Categorizing Taxes for 2015-16

McCown moved to adopt Resolution 601, Imposing and Categorizing Taxes for 2015-16. LeClair seconded.

Motion passed unanimously.

The budget hearing adjourned, and the board meeting reconvened at 6:00 p.m.

2A. Consent Agenda

Pryor moved, seconded by LeClair, to approve the Consent Agenda consisting of:

- The approval of the May 13, 2015 meeting minutes
- Resolution No. 602 Authorizing Budget Transfers for 2014-15
- CLASS Sole Source – Furniture
- New Program: Public Health Education Promotion Specialist
- Achievement Compacts
- Review of Board Policies:
 - Security of Personal Information, BP 645

- Expanded Options Program, BP 710

Motion passed unanimously.

3. Discussion/Action Items

A. Spotlight on Student Success: Science

Maurice Hamington, Executive Dean, introduced Science Division Dean Sarah Ulerick, who presented a video showcasing students and faculty in Science and the division's undergraduate research activities. The division instructors bring their passion and expertise to the learning experience for students. Science is moving forward with a broad vision for undergraduate research and scholarships across the school for Arts and Science. Students have been doing research in many of the classes for years. This year the Science Division celebrated the first Undergraduate Research Day.

The division consists of 15 contracted faculty, 31 adjuncts, 10 support staff, and over 40 student employees. The Student Research Center meets students where they are to help them succeed; the center is open six days a week with many evening hours to serve students.

The disciplines included in the Science Division are:

Anatomy and Physiology

Biology

Chemistry

Earth and Environmental Sciences

Physics and Astronomy

Watershed Science Technician Program

The division also offers honors courses and honors options. It is a large transfer division but also offers career technical programs. Science represents 8 to 9½% of Lane's FTE.

Lane brings science to the community. For 36 years, Lane's Botany faculty and science students have worked with Mt. Pisgah Arboretum to support the fall mushroom festival and the spring wildflower festival.

The native landscape around Building 16 was planted in 2002, and the full-fledged forest should be there by 2030.

Students are out there year round studying the seasonal development and life cycle of the plants and animals in that area.

Ulerick shared the vision for the next 50 years for Science in terms of interdisciplinary goals. The three themes of these goals are:

- Expanding Opportunities for Undergraduate Research
- Bringing Science Literacy and the Core Learning Outcomes Clearly into the Curriculum
- Science and the Global Community: Engaging Science Students in Global Issues

B. Core Themes

DeWolf reported that Lane's Core Themes are required for accreditation, and she described how the core themes fulfill our mission. An Institutional Effectiveness committee has been formed to propose themes. The committee has gathered feedback via multiple avenues, and the five titles and descriptors were provided to the board for review and direction and are as follows:

1. Responsive Community Engagement. As an engaged member of the Lane community, the college provides programs that serve our diverse community's educational and workforce needs.
2. Quality Educational Environment. A quality educational environment enriches student life. It embraces academic and instructional integrity, relevancy, rigor, innovation, and transparency.
3. Transformative Student Achievement. Students progress towards and complete their goals; they are prepared to engage with a complex and diverse world.
4. Comprehensive Educational Opportunities. Lane offers a comprehensive set of programs, services, and co-curricular options in support of student achievement, accessibility, and community needs. This includes a breadth of options in career technical education, preparation for academic transfer, workforce development, foundational skills, and personal enrichment.
5. Accessible and Equitable Learning. Lane strives to minimize barriers and increase opportunities for learning

C. Election Canvass

Ackerman moved to accept the official abstracts from the May 19, 2015, Special Election, Lane Community College Board, and declare the winners as Susie Johnston, Zone 2, Phil Carrasco, Zone 5, Rosie Pryor, At Large 6, and Tony McCown, At Large 7. McCown seconded.

Motion passed unanimously.

D. Naming Policy

Stiles moved to recommend that, regarding the Naming of Buildings and Facilities policy for distinction, the board suspend the rule requiring separation from the college for three years in this instance and further recommend that the board name Tutor Central in the Class Project the Robert L Ackerman Tutor Central. McCown seconded.

Motion passed unanimously.

4. Accountability/Reports

A. Facilities Update

An update on the status of bond and facility projects was presented to the board.

5. Reports

LCCEF President Bob Baldwin reported that he has been reading The Torch and has been having more fun with it recently. He finds the reporting on the complete and utter failure of the budget process to be spot on. With respect to

the editorial op ed that ran in the Register Guard, he noted the reference to the sense of futility and fear that staff have with respect to bringing their concerns and opinions to the administration. This is consistent with his experience and with what he has been reporting for year. He added that he sees no evidence that this board cares.

LCCEA President Jim Salt complimented Penny Scott and The Torch team for turning it into a college newspaper of high journalistic standards. Those of you that have read Penny's work know that she is a great editor and has a strong, smart, wise voice. Next year's crew will have a challenge to meet that standard. Regarding the program cuts, Salt was disappointed that the many calls to the board and administration to find a way to bridge the chasm has not gotten any official response. This is not something that is going to go away because the school year is ending. What the board and administration have done has had a serious effect on the college. Faculty members completed a survey of administrators and the board and provided copies to the board and have provided copies to the board. This college needs fundamental change. The board can accuse the unions of misrepresentation or they can read the results of the survey and look at the patterns of the responses and conclude that there are changes that need to take place at the college. He offered the association's participation in efforts to address them, or the chasm will continue to grow. He hoped the board would choose the bridge.

Interim Vice President Dawn DeWolf reported that Willamette University received a National Science Foundation Grant. Northwest BioScience Consortium implementation of vision and change in the introductory biology curriculum. Within this they sent a complimentary letter on the accomplishments and contributions of Dr. Stacy Kiser who served as our representative on this effort. She was instrumental in leading curriculum reform for introductory biology courses and was very successful in those workshops.

Vice President Brian Kelly reported that the President and Vice Presidents hosted a drop in session last week to answer any lingering questions folks might have had. Several faculty members came and asked questions. He encouraged more to come in the future and take advantage of those opportunities when there is an open time to talk about things that might be on people's mind. The CLASS project is moving along at an amazing pace. We are gaining ground. The project is on time and on schedule. We are in the home stretch looking at September dates for many of the areas to open. He thanked Bob Ackerman for his service on the board. He would watch and listen to Ackerman during his early time at Lane during board meetings watching the way he analyzed situations helped Kelly think about the college in different ways. Ackerman is the essence of an individual who has transformed lives through learning through participation – by showing up and being active. He set a great example.

Board Reports

Stiles commented that everyone will miss Ackerman. She thanked Albright for his service on the board. She responded to one of Salt's comments at the last board meeting. He indicated that because of the decision this board made to cut two programs that the board had broken the college. Stiles disagreed and contended that this was neither an easy decision nor a decision made in a vacuum. This board took all of the information provided to them, both internal and external, and made the tough decision to cut programs. To say that the board didn't listen to others or do their own investigation on the figures was an assumption on his part. Salt's accusation that the board had broken the school is absurd and unjustified. If he takes a look around other institutions, both K12 and community colleges, both within Oregon and outside, he will see that Lane is one of the last to make this kind of decision. The past several years, the recession has been difficult to manage. Many other institutions have cut programs, lowered health costs, and not given steps or raises. Lane held out longer than most. It was no longer feasible to continue in that direction. The decision wasn't made because the board liked doing it; it was made because the budget needs to be balanced, business needs to move forward in a healthy manner. Stiles' message is: the decision has been made; join us instead of disagreeing with us and vilifying the President - who, by the way, did what we asked her to do - the administration, and the board, and move forward to get the tough work done.

McCown reported that he had the opportunity to speak at the induction ceremony for the National Society for Leadership and Success this past month, which is a new honor society on campus for students involved in leadership opportunities. He looks forward to these types of opportunities in his board service and meeting students who are committed to their studies, their communities, and Lane. This work on the board isn't always easy – unpaid, long hours, research, and a lot of work away from the board table – but coming in contact with enthusiastic students who are excited about their education and their ability to change the world is invigorating and makes McCown able to continue to do the hard work that needs to be done. He encouraged everyone to attend the upcoming graduation ceremony, one of his favorite events of the year.

LeClair responded to Baldwin's comments that the board members do not care. LeClair found that insulting, degrading and not at all helpful to the cause of unification and working together. It is simply not true that he did not care because he disagrees. Where is the ability to disagree in civil discourse without a constant parade of people coming and saying the same things from the same speakers every month. He votes his conscience, and what you are asking the board to do is to continue to run programs and discount the state data. The emails from Salt imply that those who disagree with his numbers must be wrong hateful people and bad, out of touch board members that disrespect faculty and staff. The board won't attack union leaders like they have attacked Spilde and administration. If the faculty and classified have great ideas, present them to the board – not in an email 24 hours before the board meeting, but something that comes ahead of time in a rational reasoned approach he can study. It is easy to snipe at administration, but that is not helpful. He is tired of negativity of the college and the implications that that board doesn't care. He is here because he cares, not because he doesn't. He will continue to vote for what he thinks is in the best interest of the school.

Pryor thanked Ackerman for his years of service and Albright for his leadership. She echoed other board members' comments regarding the messages to Baldwin and Salt that their comments about lack of collaboration ring hollow. Pryor has served on the board for four years and every month has heard the union presidents denigrate the college president. Until Pryor sees evidence that the unions wish to work with the board, she will not believe that they want to help through proposals and collaboration; she pays more attention to the actions than the words.

Ackerman reported that he has stayed out of the discussion between the labor leaders and the board and staff because it was worthless to parse through what was being said. It comes down to basic principles. He has worked with five of the six Lane community college presidents and can say that we are tremendously well-served by President Spilde. It is not a good strategy to attack the president, who is the board's employee. Logic should say that if the president is attacked the board will form a defense perimeter. It is bad politics and economics. It illustrates that the union presidents are some of the smartest people at the board meetings with the worst judgment. It is a failed strategy to attack the president. If there is going to be any cooperation, each much have respect for the other. Can expect to go into a meeting, as board members have, after being trashed and then expect to look favorably upon what the union has brought forth, the message has been destroyed by the tactics. To start a new process of collaboration, we must go back to the beginning to the first decision and make those with mutual respect and can have process. Discourse has increased over the last couple of years, but he asked that the unions give it a try.

Albright reported that he appreciated the comments that Adrienne Mitchell made when she asked that the board start building the bridge. In February, the chair and vice chair put together a plan to have a "friend-raiser" golf tournament. They sent out invitations, and two of those went to the union presidents to be forwarded to the membership. In that attempt to build that bridge, the leadership burned the bridges – they refused to forward the message or even acknowledge the receipt of the message. Albright has seen in the Torch that the administration is undemocratic.

Albright believes in the democracy and found that comment to be disconcerting, and he reflected on that. He reminded the room how democracy works. The decision-making process involves making choices. For fifty years, the taxpayers have voted to support Lane Community College. They have elected a seven-member board of directors to make decisions for the college that are appropriate for the community and the college. In his national travels, he has been convinced that there is a quality board representing Lane – it is a diverse group, well-qualified. Albright has spent 40 years in the classroom. Many of the board members understand the relationship between the teachers, the classroom, and the educational process. Board members come with considerable experience and knowledge about their community and the college. Board members are unpaid and subjected to a set of regulations not enjoyed by others. By rule, their job is limited to setting and observing college policy and adopting a budget. His experience has shown that members have been responsible and function without animus or caprice. Often there has been disagreement, but democracy has prevailed. Decisions have been made according to the rules and in accordance with what members felt was in the best interest of the college. Those who disagree and their representatives have had ample opportunity to redress grievances according to proper and legal processes. The decisions are finalized by those elected by the public. That is democracy in action, and the board has supported that level of democracy beyond its own policies. To charge the board with not being democratic is absurd. Albright respects the decisions of the board, democracy, and each board member for acting according to their understanding and their conscience. He respects the faculty and the staff for their knowledge and professionalism. That the board does not listen to the faculty is wrong. To be clear, they do not just listen to those that come to the board meetings. There are conversations with faculty that do not come to the meetings and a variety of opinions regarding how the college should proceed. Had he been in a position to vote, he would have voted according to those communications, not just those that came to the board. He respects the president and the administration. He reminded everyone that the board moved the meeting to a different room to accommodate wishes. It is the board chair's responsibility to accommodate the board members and to accommodate a meeting that can be conducted in a respectful and appropriate environment. He is always willing to talk about disagreements. He mentioned that, based on his observations here and across the nation, President Spilde is a respected, proven, national leader. Because of that, Lane has reaped millions of dollars that it would probably not have received. She understands better than most the role of the community college and is often called upon to express her opinions in national publications. The notion that there are better community college presidents is unfounded. She is the best president Albright has observed in this environment and state and is recognized as one of the top administrators in the nation. Albright also respects Lane Community College. He is thankful for the time he has been allowed to serve, and if the college is to move forward, all members of the Lane community will need to work together positively and for the common good.

7. Date, Place, and Proposed Agenda Items for the Next Regular Meeting

Wednesday, July 8, 6:30 pm, Boardroom, Building 3, Lane Community College

8. The board meeting unanimously adjourned at 7:30 p.m.

Mary Spilde, President/District Clerk

Pat Albright, Board Chair

Prepared by:

Donna Zmolek, Executive Assistant to the President

