

Minutes of the MassBay Community College Board of Trustees Meeting – 8:00 am to 10:00 am Tuesday, December 16, 2025, by Webex

Trustees Present: Ilissa Povich (Chair), Tobey Choate, Alfonso Hidalgo, Mahanaz Jatoi, Matt Kahn, Sandy Lish, Gary Prado, Rebecca Negreli, Reyad Shah, Lili Silva, Karen Williams

Trustee Hidalgo arrived at the meeting at 8:04 am, and Trustee Prado arrived at 8:13 am. Student Trustee Jatoi departed the meeting at 8:45 am, and Trustee Silva departed the meeting at 8:58 am.

Staff Present: Yvonne Anthony, Senior Director of Grants Development; Steve Baccari, Comptroller; Liz Borg, Capital Campaign Director; Liz Blumberg, Vice President for Student Development; Karen Britton, Executive Director and Liaison to the Board, Office of the President; Lauren Curley, Director of Procurement and Business Operations; Lynne Davis, Dean of Health Sciences; Joe DeLisle, Director of Facilities; Phil DiBlasi, Director of Public Safety; Marcus Edward, Vice President for Finance and Administration; Catherine Gildae, Associate Dean for Institutional Effectiveness; Courtney Jackson, Vice President for Academic Affairs and Provost; Nina Keery, Dean of Humanities and Social Sciences; Henry Lopez, Director of End User Services; Mike Lyons, Assistant Vice President and Chief Information Officer; Lisa MacDonald, Associate Dean for Equity Assurance; Sue Maggioni, Assistant Provost; Lynn Moore, Chief Unity Officer; Adam Nelson, Assistant Dean of Athletics and Special Assistant to the President for Community Relations; Dan Pace, Assistant Vice President for Human Resources and Payroll; David Podell, President; David Protano, Dean of Automotive Technology and Dean of STEM; Lisa Slavin, Vice President for Enrollment Management; Jeremy Solomon, Vice President for Institutional Advancement, Marketing, and Communications; Halye Sugarman, Dean of Business and Professional Studies; Richard Williams, Associate Dean for Student Success and Strategic Initiatives

CALL TO ORDER & INTRODUCTIONS

Chair Povich called the meeting to order and declared that a quorum was present.

INTRODUCTION OF NEW TRUSTEE SHAH

Chair Povich introduced new Trustee Reyad Shah, President and CEO of Metrowest Chamber of Commerce and lifelong resident of Framingham. Trustee Shah previously worked in the Framingham Public Schools and is a MassBay alumnus. He is joining the Student Success and Academic Affairs Committee. Trustee Shah is looking forward to being on the MassBay Board of Trustees.

HONORING STUDENT TRUSTEE JATOI

Chair Povich reported that Student Trustee Jatoi is transferring to Wentworth Institute of Technology. Chair Povich thanked Student Trustee for her contributions to the Board and read a citation in her honor.

MOTION: Trustee Silva moved to approve the citation for Student Trustee Jatoi, and Trustee Shah seconded the motion.

The motion passed via the following roll call vote: Trustee Choate – YES; Trustee Hidalgo – YES; Trustee Jatoi - YES; Trustee Kahn – YES; Trustee Lish - YES; Trustee Negreli – YES; Trustee Povich – YES; Trustee Shah – YES; Trustee Silva – YES; Trustee Williams - YES

NOVEMBER 25, 2025, MEETING MINUTES

MOTION: Trustee Choate moved to approve the minutes of the November 25, 2025, meeting, and Trustee Williams seconded the motion.

The motion passed via the following roll call vote: Trustee Choate – YES; Trustee Hidalgo – YES; Trustee Jatoi - YES; Trustee Kahn – YES; Trustee Lish - YES; Trustee Negreli – YES; Trustee Povich – YES; Trustee Shah – ABSTAINED; Trustee Silva – YES; Trustee Williams - YES

EXECUTIVE REPORTS

***Board Chair**

Chair Povich reported the following:

*The Board has received information from Executive Director Britton about the National Legislative Summit run by the Association of Community College Trustees from February 8 to 11 in Washington, DC. This Summit is a great way to learn about possible legislative actions impacting community colleges and their students at the federal level and about what is happening at other community colleges. It is an opportunity to go to Capitol Hill and advocate on behalf of community colleges and our students with MassBay's representatives and senators. Anyone interested and available is encouraged to attend.

*Chair Povich encouraged Trustees to attend the holiday party at 3:00 p.m. on Wednesday in Wellesley. She went last year and plans to go again. It is a nice event and chance to talk to faculty and staff in person and thank them for all of their efforts on behalf of the College.

*The report from the Foundation Board is in the binder. Vice President Solomon is available for questions.

***President**

President Podell reported the following:

*The College is in the last week of final exams for the Fall 2025 semester. Enrollment for the Spring 2026 semester is looking positive. There will probably be a similar level of growth (13-15%) in Spring as there was in Fall 2025.

*President Podell and Chair Povich both received the official letter from NECHE re-accrediting the College for the next ten years. At a NECHE conference last week, one of the NECHE Commissioners approached President Podell to compliment MassBay's achievements.

*On November 24, the Boston Globe printed an [editorial](#) concerning a recent Massachusetts Department of Higher Education (DHE) report on the earnings of public college graduates five years after graduation, compared to high school graduates. The data show an approximate \$20,000 difference favoring associate degree graduates and a \$30,000 difference favoring bachelor's degree graduates. A version of these data is available on the state's online [Performance Measurement Reporting System \(PMRS\)](#). Unfortunately, unbeknownst to the college presidents, at the Globe's request, the DHE sent the Globe the data by college, ranked from highest to lowest. The Globe's editorial headline was "Why does a Roxbury Community College graduate earn nearly \$15,000 less than a Bunker Hill grad?", and each college's average earnings were listed in ranked order. MassBay came out fifth among the 15 community colleges. The DHE did not send the Globe the numbers or percents of students for whom data were available. At MassBay, for a given year, the DHE collected data on 22 graduates out of 350 graduates, or 4%, putting into question how accurate the data actually

are. President Podell noted that some of MassBay's programs, such as Early Childhood Education, prepare graduates for jobs that society chooses to pay at a very low level, bringing down its average. Yet, the community (as well as the Department of Early Education and Care) look to the College to graduate students for these jobs. As a result, using earnings as a measure of MassBay's success creates a disincentive for colleges to offer such programs.

*Student Trustee

Student Trustee Jatoi reported the following:

*In the weeks leading up to finals, academic support spaces across campus have experienced high student engagement. The Math Center was consistently full throughout the week, reflecting both the academic rigor of the period and students' reliance on available support. The Academic Achievement Center (AAC) Tutoring Center also saw heavy usage as students sought additional help to prepare for final exams.

*The Wellness Club hosted a Candle Making Event during finals season, providing students with a calming and creative outlet during a high-stress time. The event was well attended and closely aligned with the club's mission to support emotional and mental well-being. Programming of this nature continues to play a role in supporting students beyond academics, particularly during demanding points in the semester. Student Trustee Jatoi is President of the Wellness Club.

*The International Students Club organized a trip to New York City, including a guided United Nations tour. This experience offered students meaningful cultural and educational exposure while strengthening community and belonging among international students.

*The Harvest Gathering, a Thanksgiving-style event, brought students together through food, interactive activities, and shared celebration. Several MassBay students won Boston Celtics game tickets, and the event included icebreaker sheets encouraging conversation and connection among attendees. Events such as this continue to strengthen campus culture and foster a sense of belonging.

*The MassBay Computer Science Club achieved a significant milestone by competing in the NASA Space Apps Challenge, the largest hackathon in the world. Over a 48-hour period, the team built an AI model to detect exoplanets. The team intentionally selected an advanced challenge to push themselves beyond their comfort zone and work with unfamiliar, high-level concepts. They won the Cambridge Local Area Award Along with approximately 1,500 teams worldwide and were selected as Global Nominees across 440 locations. The Cambridge region included teams from MIT and Harvard. As a result of this achievement, the team was invited to Harvard University for formal recognition. The Human Sphere Foundation captured photographs and will be featuring the team in their magazine. This project represents a foundational achievement for the Computer Science Club. The club plans to build upon this work, participate in additional hackathons, and continue representing MassBay on national and global platforms.

Student Trustee Jatoi received a \$27,000 scholarship from Wentworth. She could not have done this without MassBay. The College's motto, Start Here, Go Anywhere, is very true. She has seen and experienced it. Coming to MassBay was one of Student Trustee Jatoi's best life's decisions.

DESIGNATION OF DIANE SCHMALENSEE AS CHAIR EMERITA

Chair Povich reported that Diane Schmalensee served as a Trustee for ten years and Chair for almost four years. The Bylaws were amended last spring to allow the Board to designate a Chair Emerita, so the College could continue to benefit from the deep knowledge of someone like Diane. Trustees, other than the Elected Alumni Trustee, are appointed by the Governor, so this role would not have voting rights or count toward quorum at any meeting. The Chair Emerita would have the opportunity to share comments at meetings about the matters that we consider. MassBay's legal counsel, Gina Yarborough, provided information about the

position that the designation should be for the current academic year and can be renewed each year afterwards.

MOTION: Trustee Lish moved to designate Diane Schmalensee as Chair Emerita on the MassBay Board without voting rights on matters considered for the remainder of the 2025-2026 academic year, and Trustee

Choate seconded the motion.

The motion passed via the following roll call vote: Trustee Choate – YES; Trustee Hidalgo – YES; Trustee

Jatoi - YES; Trustee Kahn – YES; Trustee Lish - YES; Trustee Negreli – YES; Trustee Povich – YES; Trustee Prado – YES; Trustee Shah – YES; Trustee Silva – YES; Trustee Williams - YES

COMMITTEE REPORTS

***Finance & Administration Committee**

Committee Chair Kahn reported that this month’s finance report will be brief. Vice President Edward then reported the following:

Finance Items

Investments, Cash, & Student Accounts Receivable Comparison

***Investments**

The investment balance as of the end of November was \$33.3 million. Investments gained .7% in the month of November. The current investment balance remains unchanged.

***Cash**

The cash balance as of the end of November was \$9.6 million, an increase of \$2.7 million compared to the prior month. The current cash balance is \$8.4 million.

***Student Accounts Receivable**

The receivable balance as of the end of November was \$9.4 million. Receivables increased by \$6.3 million compared to the prior month due to spring semester registration receivables.

-Cash and Investment Position by Month

The chart shows the cash and investment balances over the last five years. The combined cash and investment balance as of the end of November was \$42.8 million.

-Kitchen Renovations Update

So far, \$387,000 has been spent on the kitchen renovation.

-Contracts

There is one contract to report. ACM Group, Inc. was awarded a contract for \$124,000 to demolish a chimney.

This project is funded by the state.

Personnel Items

Assistant Vice President Pace reported the following:

-Personnel Actions

This month’s report shows two new hires and two employees in new roles.

-Recruitment

This month's report shows 19 open positions, six of which are new positions. The offers for the positions of Research Analyst, Assistant Director of Special Events, Career Pathways Grant Director, and Business faculty have been accepted, and all new employees will be starting in January. Three faculty positions have been re-posted.

President Podell reported that Dean Protano joined as Dean of Automotive Technology several years ago and has acted as Interim Dean of STEM twice. Both times he was very successful, and Provost Jackson has decided to appoint him to the Dean of STEM position.

NOMINATIONS AND BYLAWS

Committee Chair Prado reported that since the committee met last Spring, the Trustee demographic spreadsheet has been updated and a meeting to discuss potential candidates for the two open seats is in the process of being scheduled. He asked Trustees to send any recommendations for potential Trustees. The committee will also be amending the Bylaws, which are currently being reviewed by MassBay's legal counsel.

STUDENT SUCCESS AND ACADEMIC AFFAIRS

Trustee Negreli reported that the Student Success and Academic Affairs Committee met in November. The committee welcomed new Trustee Reyad Shah to the committee. There were two presentations. First, Assistant Dean of Athletics Adam Nelson, Assistant Director of Athletics Chantel Jordan, and Radiologic Technology student Maria Guimaraes presented on the growth and impact of MassBay's athletics and wellness programming. Highlights included varsity athletics, Unified Sports, Esports, wellness coaching, and recreational programming that supports student engagement, belonging, and retention. The Recreation and Wellness Center now averages 80–100 daily check-ins. Student testimony reinforced the positive impact of these programs on confidence, academic balance, and community connection. Second, STEM Tech Academy Program Manager Jen McAndrew also presented on the STEM Tech Academy, a grant-funded dual-enrollment program with Natick High School that supports underrepresented students through early college STEM coursework. Students can earn up to 23 transferable college credits while receiving embedded academic and peer support. While the program has demonstrated strong outcomes, state funding has been discontinued, and the College is exploring sustainability and partnership opportunities. The committee expressed strong appreciation for both initiatives and emphasized their importance to student success, equity, and workforce pathways.

SPECIAL REPORT – KITCHEN RENOVATION

Director DeLisle gave a presentation (attached) on the College's kitchen renovation, including the work being completed and eventual outcome. He noted that the current kitchen was built in 1984 on a slab, which has

meant a complete renovation, such as converting from gas to electric, rebuilding parts that are no longer code compliant, and replacing all pipes. A temporary wall in the cafeteria keeps out dust. Much of the work has to be done by hand, and workers are finding unexpected items. The project is still under budget and right now remains within the March timeframe. A "House Doctor," a Project Manager, is overseeing the electrical, mechanical, and all other aspects of the project.

ENROLLMENT REPORT

Vice President Slavin reported that spring enrollment numbers continue to show strong growth. As of this morning, full-time equivalent (FTE) enrollment is up 18%, and headcount is up 15% compared to the same time last year. Admissions applications from new students are tracking closely with last year, with a slight increase of 3%. Ready-to-Register sessions for new students are regularly scheduled, and advising staff is meeting with current students as they finalize their spring course selections. All student-serving offices will be busy over the next several weeks as they work to register students to ensure they are prepared for the January semester beginning Tuesday, January 20.

DASHBOARD

Assistant Dean Gildae reported the following:

Admissions

Figure 1.1 shows that approximately 7000 applications and 6700 applicants were verified for Fall 2025. Of those, 1,803 enrolled resulting in an admissions yield of 27%, an increase of approximately 0.5% over the prior year. Yield data are shown visually in Figure 1.3, and disaggregated yield rates are available in Figures 1.2 and 1.4. Similar to recent years, Figure 1.5 shows that the largest number of applicants were from Boston (845) and Framingham (600). Figure 1.6 shows that the towns with the highest admission yield rates are Newton (48%), Natick (46%), Framingham (40%), Ashland (37%), and Milford (37%).

Enrollment

Most of the figures in section 2 are also updated to show Fall 2025 enrollment data. Figures 2.1, 2.2, and 2.3 show the continued increase in fall enrollment over prior terms. Figure 2.4 provides disaggregated enrollment data showing that MassBay's Hispanic/Latina/Latino students comprise 28% of the population in Fall 2025.

Retention and Student Success

Figure 3.2 has been updated to include Fall 2024 to Fall 2025 retention. The rates increased for both full- and part-time students when compared to prior years. The most recent three fall-to-fall retention rates have remained above 60% overall.

Outcomes

Figures 4.8 and 4.9 reflect new outcome and earnings metrics produced by the Massachusetts Department of Higher Education (DHE). Figure 4.8 compares earnings of MassBay graduates who enrolled immediately after high school with those who have a high school diploma only. At every year post-completion (1, 3, and 5), MassBay graduates have median wages above their high school-only peers. MassBay awarded a total of 540 associate degrees in FY2017, and therefore Year 1 data represent 4-6% of the graduates. The Performance Measurement Reporting System (PMRS) shows that attendees who did not complete also do better than their counterparts.

President Podell noted that Boston students report that they come from the city to MassBay for its programs.

The College has to be careful not to actively recruit students from the city since Boston is not in the College's service area. Before the pandemic, MassBay introduced a bus for Boston students because it was challenging to get to the College with multiple transfers. We now offer Uber service. MassBay has now surpassed the threshold to qualify for federal Title V grants for Hispanic-serving institutions; however, the federal government has now stopped such grants. Nevertheless, MassBay will seek other ways to better serve its growing Hispanic and Latino student population.

CAPITAL CAMPAIGN REPORT

Campaign Director Borg reported that the campaign team continues to lay the foundation for a second campaign, connecting with existing major donors, new major prospects, volunteers, and various community partners to expand the prospect pool, deepen relationships, and plan awareness events. Trustees Choate and Hidalgo have kindly agreed to serve on the campaign steering committee. The team is grateful to have their ideas and insights.

COMMUNICATIONS

Chief DiBlasi reported that the September, October, and November 2025, Clery and National Incident Based Reporting System (NIBRS) reports showed all zeros.

ADJOURNMENT

Chair Povich wished everyone a happy holiday season.

MOTION: Trustee Choate moved to adjourn the meeting, and Trustee Shah seconded the motion.

The motion passed via the following roll call vote: Trustee Choate – YES; Trustee Hidalgo – YES; Trustee Kahn – YES; Trustee Lish - YES; Trustee Negreli – YES; Trustee Povich – YES; Trustee Prado – YES; Trustee Shah – YES; Trustee Williams - YES

The meeting adjourned at 9:17 am.



2/17/26



2/17/26

David Podell, President
MassBay Community College

Date

Ilissa Povich, Chair
MassBay Board of Trustees

Date