

Minutes of the MassBay Community College Board of Trustees Meeting – 8:00 am to 10:00 am Tuesday, February 17, 2026, by Webex

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

Trustees Not Present: Tobey Choate

Trustee Silva arrived at 8:15 am. Trustee Kahn departed at 8:57 am, and Trustee Lish departed at 9:00 am.

Staff Present: Yvonne Anthony, Senior Director of Grants Development; Liz Blumberg, Vice President for Student Development; Liz Borg, Capital Campaign Director; Karen Britton, Executive Director and Liaison to the Board, Office of the President; Lauren Curley, Director of Procurement and Business Operations; Joe DeLisle, Director of Facilities; Marcus Edward, Vice President for Finance and Administration; Catherine Gildae, Associate Dean for Institutional Effectiveness; Sue Hamilton, STEM Faculty; Rebecca Heimel, Dean of Teaching and Learning; 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; 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.

DECEMBER 16, 2025, MEETING MINUTES

MOTION: Trustee Williams moved to approve the minutes of the December 16, 2025, meeting, and Trustee Hidalgo seconded the motion.

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

EXECUTIVE REPORTS

***Board Chair**

Chair Povich reported that last week she and President Podell attended the National Legislative Summit organized by the Association of Community College Trustees (ACCT) and the American Association of Community Colleges (AACC). More than 1000 people meet in Washington, DC for three days in early February each year to advocate on Capitol Hill on behalf of community colleges and their students' interests. On Monday, there was a full day of information sessions to learn more about the legislative initiatives that community colleges are encouraged to champion. On Monday night, there was a large group dinner with the 65 Massachusetts community college presidents and trustees attending. On Tuesday, she met with the Senior Counsel to Congresswoman Katherine Clark and she and President Podell met with a senior staffer for Senator

Elizabeth Warren and Congressman Jake Auchincloss. The Massachusetts legislators are very supportive of community colleges and their students but unfortunately at the current time have little power to implement policy. She and President Podell advocated primarily on the availability of Pell grants, and for relief from Pell grants recipients being taxed on the amount they receive in excess of tuition and fees. This is an issue only

applicable to community college students because their tuition and fees are lower than the maximum Pell grant. Chair Povich is happy to share more information about the conference with Trustees who are interested in attending next year.

***President**

President Podell reported the following:

*As Chair Povich indicated, the recent ACCT National Legislative Summit was productive.

*Faculty and staff from all three campuses of the College came together last week for Professional Development Day, consisting of workshops on topics such as AI, disabilities, and finding joy at work, as well as recreational activities. The day closed with the Employee Recognition Ceremony, which took place in the cafeteria, given the construction of the auditorium currently underway.

*The Department of Higher Education has created a committee that was required by the state budget passed in July 2025 to review faculty and staff compensation. This is a critical topic, as pay for community college faculty and professional staff is far below that for state university faculty and community college faculty in many other states, particularly factoring in cost of living in Massachusetts.

*New Student Trustee Pranshu Shah was introduced. Student Trustee Shah reported that he is majoring in Computer Science and looking forward to being a member of the Board. He inquired about a situation where a student needed a pair of pants during her monthly cycle, but none were available. Vice President Blumberg indicated that such supplies are available through Student Development. It was noted that Student Trustee Shah will not be voting at today's meeting as he is waiting to be sworn in.

COMMITTEE REPORTS

***Finance & Administration Committee**

Committee Chair Kahn reported that the financial future looks positive for MassBay. Vice President Edward then reported the following:

Finance Items

-FY2026 Budget vs. Actual Comparison

The Budget-to-Actual Report through the end of the second quarter shows a positive variance of approximately \$849,000. The variance is due to revenues exceeding projections and expenses coming slightly below budget. By the end of the second quarter, MassBay has received 68% of the annual budgeted revenues and spent 44% of the expense budget, which is consistent with expectations. Up to today, the College has received 89% of its revenue.

MOTION: Trustee Shah moved to approve the FY2026 Budget vs. Actual Comparison report, and Trustee Lish seconded the motion.

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

-Investments, Cash, and Student Accounts Receivable Comparison

The investment balance as of the end of December was \$33.4 million. Investments gained .5% in the month of December. The investment balance as of the end of January was \$34.4 million. Investments gained 2.8% in the

month of January. The current investment balance is \$34.7 million, an increase of \$300,000, or 1%, in the month of February.

The cash balance as of the end of December was \$7.9 million, a decrease of \$1.7 million compared to the prior month. The cash balance at the end of January was \$8.1 million. The current cash balance is \$11 million.

The receivable balance as of the end of December was \$11.7 million. Receivables increased by \$2.1 million compared to the prior month. The receivable balance at the end of January was \$11.6 million, a decrease of \$100,000 when compared to the previous month.

-Cash and Investment Position by Month

The chart shows the cash and investment balances over the last five years.

-Audited Financial Statements

At the October 2025 Full Board meeting, the auditors presented a draft audit, which is now finalized. The only change from the draft pertains to the MassBay Foundation audit and involves a \$2.48 million prior year reclassification of investments between short- and long-term categories, resulting in a finding that did not affect the bottom line. Details about the change are on pages 37 and 82 of the audited financial statements.

Trustee Prado asked whether the Foundation finding resulted from a change in accounting standards. The finding is not the result of a change in accounting standards; rather, it has resulted from the transition from a local firm to a national firm which subjects audits to increased review by the firm's national quality control team.

MOTION: Trustee Williams moved to approve the Audited Financial Statements, and Trustee Lish seconded the motion.

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

-Kitchen Renovations

An updated timeline of the kitchen renovations is included in the binder. The new completion date is May 1 and \$549,000 has been spent so far.

-Contracts

There are three MassBay-funded contracts, as follows:

*A wireless mesh installation valued at \$63,000 for a period of two months;

*A three-year contract to deliver network and phone managed services, valued at \$351,000; and,

*A three-year contract to deliver marketing services, valued at \$286,000.

-Cash Balance and Investment Options

The Trustees had asked management to explore the option of reallocating funds from cash to investments. However, given the projected significant expenses coming up and state appropriation running out in the latter half of the fiscal year, management advises against pursuing further investments at this time. It is possible to secure cash if needed.

-Operating Budget Forecast – FY2027 to FY2035

NECHE, our accreditation agency, recommends that colleges periodically perform long-term operating budget forecasts. An operating budget forecast covering fiscal years 2027 to 2035 was presented. According to the forecast, MassBay is expected to stay within budget for the upcoming years, although the College may experience a shortfall during the last two years. It is difficult to predict how much of a shortfall could occur at this point, with many unknown variables, including financial support from the state and free community college. It was noted that MassBay's enrollment is higher than two of the other community colleges, but its state allocation is \$5 million less.

MOTION: Trustee Williams moved to approve the Operating Budget Forecast – FY2027 to FY2035, and Trustee Prado seconded the motion.

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

-NECHE Public Financial Screening

For the first time, NECHE is reviewing the finances of community colleges. According to NECHE, MassBay met a requisite number of the thresholds set, and this means that no further reporting is requested at this time. The highlight of the screening was a 58.1% increase in the three-year change in net student revenue.

The one-year change in net student revenue was negative 23.8%. The negative number shows the positive impact of free community college, as the revenue received from this program is deducted from gross revenue to arrive at net revenue. It is important to note that gross tuition and fees revenue increased by \$4.8 million, or 22.6%, compared to the previous year in fiscal year 2025.

-FY2027 Student Fee Increases

In approving free community college, the state set limits on fee increases. For FY2027, it has limited the fee increase to 2.76%. To address escalating operational expenses, including those resulting from inflation, MassBay is proposing to implement the full 2.76% increase, i.e., a \$7 per credit hour adjustment to the mandatory general fee and a 2.76% increase in individual course fees. Pell grants and free community college programs will continue to support the most financially vulnerable students. MassBay is still among the most affordable community colleges and also did not raise fees during COVID.

MOTION: Trustee Williams moved to approve the FY2027 Fee Increase, and Trustee Lish seconded the motion.

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

Personnel Items

Assistant Vice President Pace reported the following:

-Personnel Actions

This month's report shows ten new hires and three employees in new roles.

-Recruitment

The Alumni Relations and Volunteer Coordinator and Campus Police Officer are at various stages of the

recruitment process. The Payroll Practitioner has been hired. Searches for two positions, the Senior Admissions Counselor and Senior Financial Aid Counselor, did not yield viable candidates. The Senior Financial Aid Counselor has been reclassified and is now posted as a Financial Aid Counselor. The faculty positions for Associate Degree in Nursing and Emergency Medical Services are in the early stages of the recruitment process. Searches for Computer Science and Cybersecurity faculty positions did not yield viable candidates and will be reposted in the future. All positions listed are union positions. As mentioned earlier, the salaries of faculty and Massachusetts Community College Council (MCCC) Professional staff are going to be reviewed by the state. If salaries are to be increased, it will take time for research and any adjustments.

NOMINATIONS AND BYLAWS

Committee Chair Prado reported that the Nominations and Bylaws Committee met in January and discussed the current Bylaws. The committee also recommended a pool of potential Trustee candidates for President Podell to send to the Governor's Office.

SPECIAL REPORT – CENTER FOR TEACHING AND LEARNING

Vice President Jackson reported that a Strategic Planning Committee focused on teaching and learning and was headed by Assistant Provost Maggioni and Professor Heidi Getchell-Bastien. The committee recognized the need for faculty professional growth and building pedagogy to ensure that the quality of instruction remains high. A search for a Dean of Teaching and Learning was subsequently launched, and Rebecca Heibel came to MassBay in 2024. Vice President Jackson noted that Dean Heibel has exceeded expectations.

Dean Heibel began a presentation (attached) on the Center for Teaching and Learning (CTL) with a story about an Emergency Medical Technician (EMT) faculty member coming to her with concern about language on an exam that was unclear to a student. Dean Heibel and the professor worked together to find an intervention that helped the student. The mission of the CTL is to “serve all faculty by sharing pedagogical and curricular practices and resources, assisting in development of inclusive assessment practices, and providing opportunities for faculty to collaborate with their peers in order to optimize the educational experience of MassBay students.” Dean Heibel works with Mathematics Professor Susan Hamilton on achieving this mission through workshops, roundtables, lunch and learns, drop-in consultations, brown bag lunches and dinners, and individual appointments. January 2025 was the first Launch Week, a series of workshops before classes began, for which faculty are paid. Faculty Learning Communities are also being created, including a new one with the Institute for Trauma, Adversity, and Resiliency in Higher Education. Dean Heibel works closely with Vice President Jackson, Assistant Provost Maggioni, and the Teaching and Learning Governance

committee on developing initiatives, and there are multiple resources available on the College's Sharepoint site. She is focusing on measurement and actions taken and shared the statistics of “Unduplicated Faculty Participation in CTL Programming in 2024/2025,” showing 33% (66) adjunct and 54% (43) full time participating, along with responses to specific questions about experiences with CTL programming. There are already many appointments scheduled for spring semester. For example, AI is being addressed with an “AI for Beginners” workshop and research on additional resources. It was noted that Dean Heibel and Professor Hamilton are often guided by faculty approaching them.

ENROLLMENT REPORT

Vice President Slavin reported that headcount for spring 2026 increased by 5.3% compared to spring 2025, and FTE rose by 8.7%. MassBay did see fewer new certificate-and degree-seeking students this spring compared to last, a trend also reported by other community colleges and not completely unexpected. Spring traditionally brings fewer brand-new students than fall, and the College also anticipated a leveling-off effect after the initial surge from the launch of free community college. Additionally, when MassReconnect and MassEducate were announced late in the summer of 2023 and 2024 respectively, many students missed the fall deadlines and enrolled in January instead. This year, with ample time to prepare for fall 2025, this pattern did not repeat. Despite the decrease in new students, enrollment is still up substantially. Looking ahead, summer

registration opens on March 2, and fall registration begins April 6.

CAPITAL CAMPAIGN REPORT

Campaign Director Borg reported that the Capital Campaign Team continues to build momentum for the Cybersecurity Education, Health and Wellness Center campaign. Former donors to the Center for Health Sciences, Early Childhood, and Human Services \are enthusiastic. Two new donors will be hosting events soon. Director Borg thanked Trustee Hidalgo for his introductions.

ADJOURNMENT

MOTION: Trustee Williams moved to adjourn the meeting, and Trustee Hidalgo seconded the motion.

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

The meeting adjourned at 9:07 am.



3/10/26



3/10/26

David Podell, President
MassBay Community College

Date

Ilissa Povich, Chair
MassBay Board of Trustees

Date

Center for Teaching and Learning

Presentation to the Board of Trustees

February 17, 2026

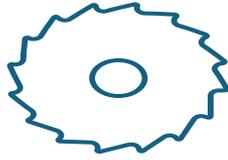
Rebecca Heimel, Dean of Teaching and Learning





The Center for Teaching and Learning (CTL) serves all faculty by sharing pedagogical and curricular practices and resources, assisting in development of inclusive assessment practices, and providing opportunities for faculty to collaborate with their peers in order to optimize the educational experience of MassBay students.

Center for Teaching and Learning, Wellesley Campus, room 242L



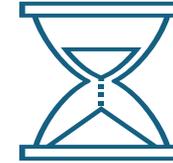
Workshops



Roundtables



Lunch and Learns



Drop-in Consultations



Brown bag lunches/dinners



Appointment Consultations



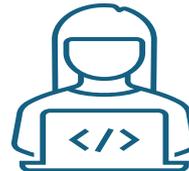
Faculty Learning Communities



Curated Resources/Bulletins



(Support of) Assessment



(Support of) Online Learning



AI Collaboration Across MassBay

	Monday August 25	Tuesday August 26	Wednesday August 27	Thursday August 28	Friday August 29
9:00 – 10:00 AM	Syllabus Co-Working		Understanding and Implementing Accommodations Part II	Engaging Students with Your Syllabus	Inclusive Attendance Policies
10:00 – 11:00 AM					
11:00 – 12:00 PM	Understanding and Implementing Accommodations Part I	Syllabus Co-Working	Bb Gradebook for In-Seat Courses	Active Learning Using Polling	Using Kaltura Effectively in All Classes
12:00 – 1:00 PM					
1:00 – 2:00 PM	Swiss Cheese, Academic Integrity, and AI	Syllabus Co-Working		Bb Gradebook for In-Seat Courses	Supporting Student Mental Health... with Confidence
2:00 – 3:00 PM					
3:00 – 4:00 PM	Supporting Student Mental Health... with Confidence	Understanding and Implementing Accommodations Part I	Using Kaltura Effectively in All Classes	Swiss Cheese, Academic Integrity, and AI	Active Learning Using Polling
4:00 – 5:00 PM					
5:00 – 6:00 PM	Engaging Students with Your Syllabus	Swiss Cheese, Academic Integrity, and AI	Inclusive Attendance Policies	Understanding and Implementing Accommodations Part II	
6:00 – 7:00 PM					

One week before classes start

Two workshops per faculty

Paid opportunity

Webex

LAUNCH Week Schedule-at-a-Glance, Fall 2025

Spring
2025

Effectively
Managing
Neurodiverse
Classrooms

Generative Artificial
Intelligence in
Teaching and
Learning

Experiential
Learning: Work-
based Learning

Reimagining Our
Graduation
Competencies

Spring
2026

Authentic
Classroom
Assessments

Teaching with
Purpose in
Challenging Times

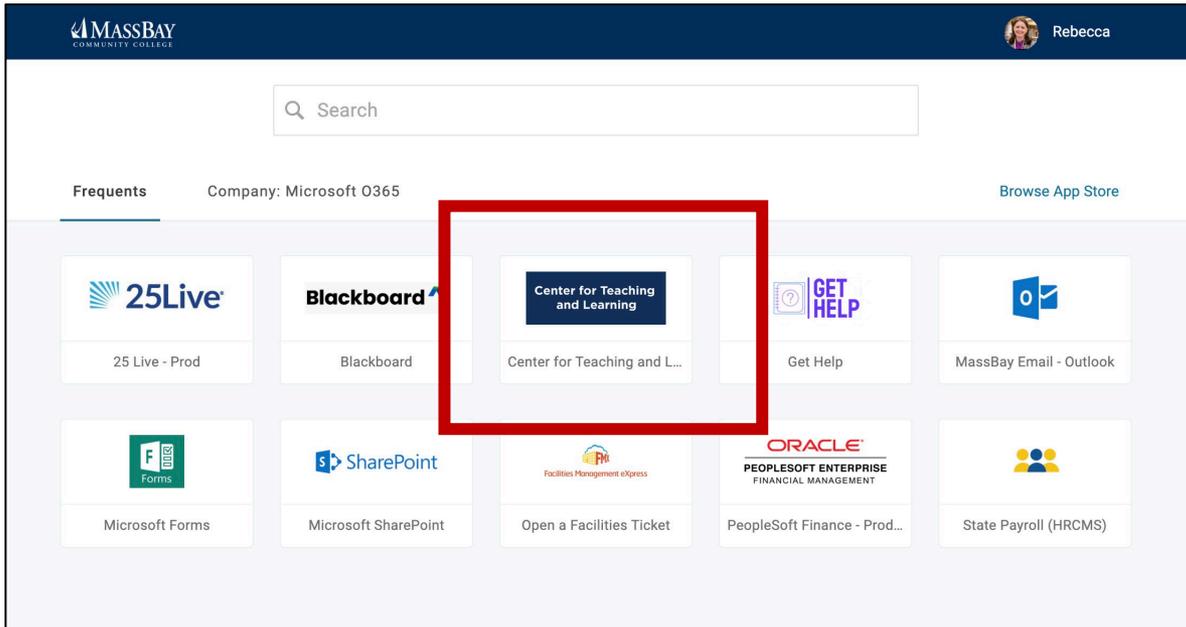
Navigating AI in
Online Learning:
Pedagogy and
Integrity

**New Faculty Learning
Community**

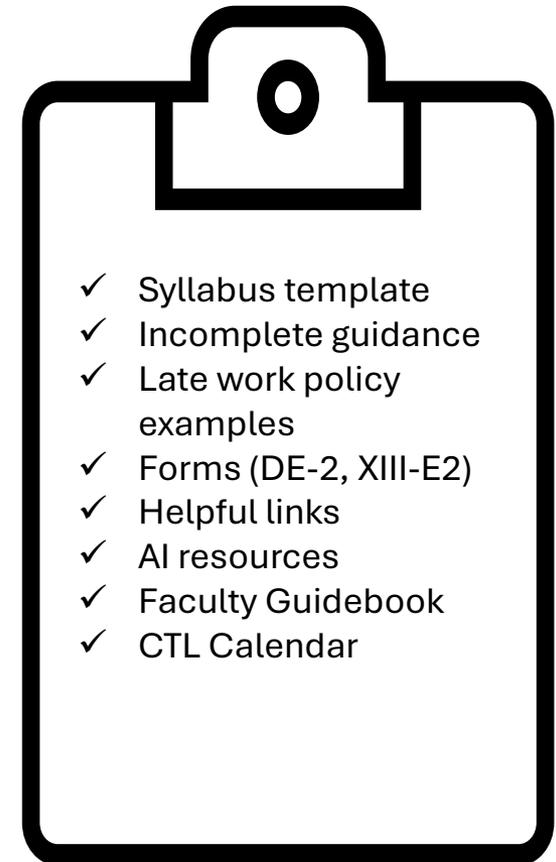
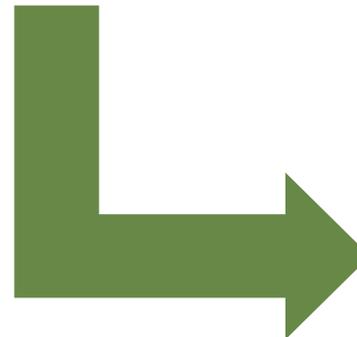
every semester

**Increasing Trauma-Informed
Literacies and Building
Trauma-Informed Practices**

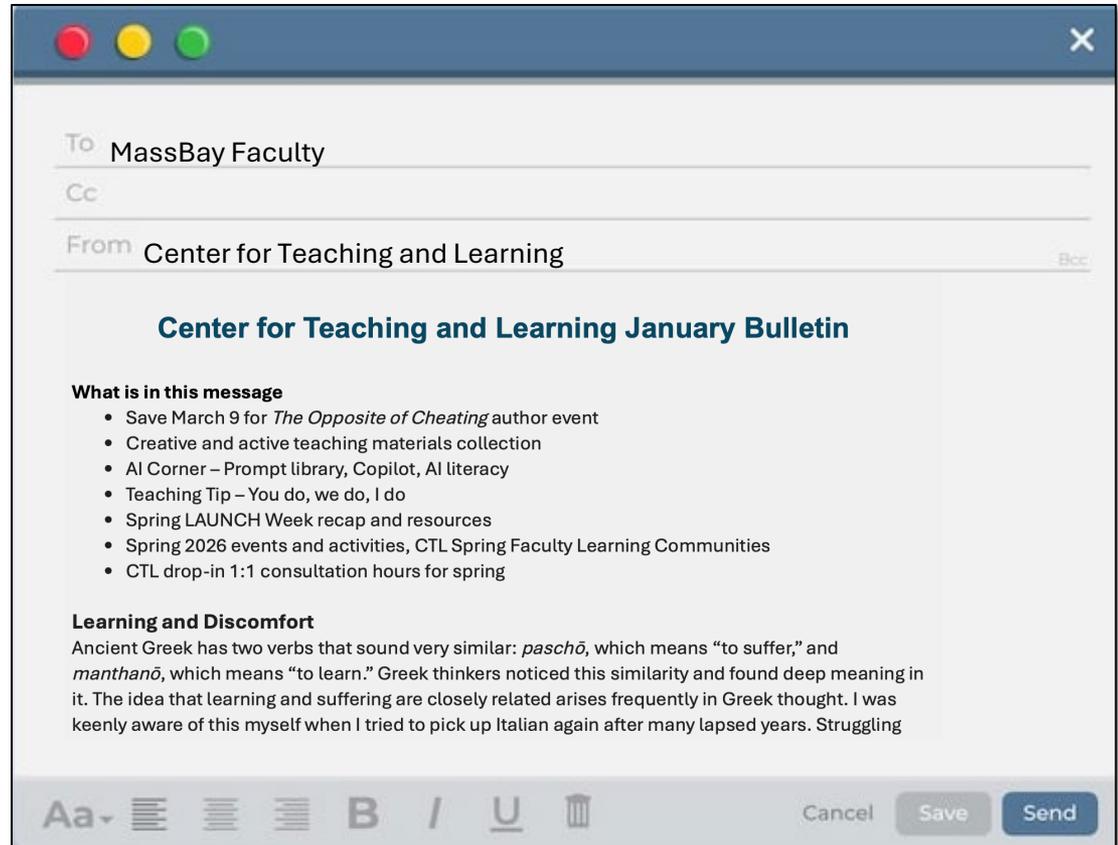
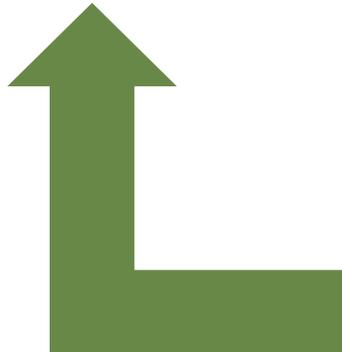
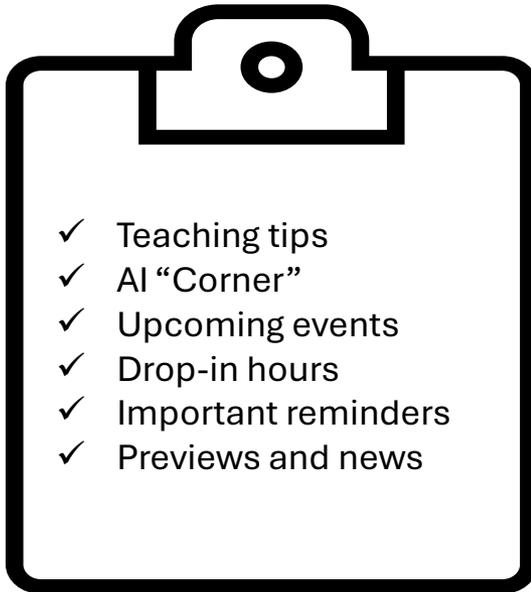
Special opportunity AY25-26



MassBay OneLogin: Center for Teaching and Learning



- ✓ Syllabus template
- ✓ Incomplete guidance
- ✓ Late work policy examples
- ✓ Forms (DE-2, XIII-E2)
- ✓ Helpful links
- ✓ AI resources
- ✓ Faculty Guidebook
- ✓ CTL Calendar



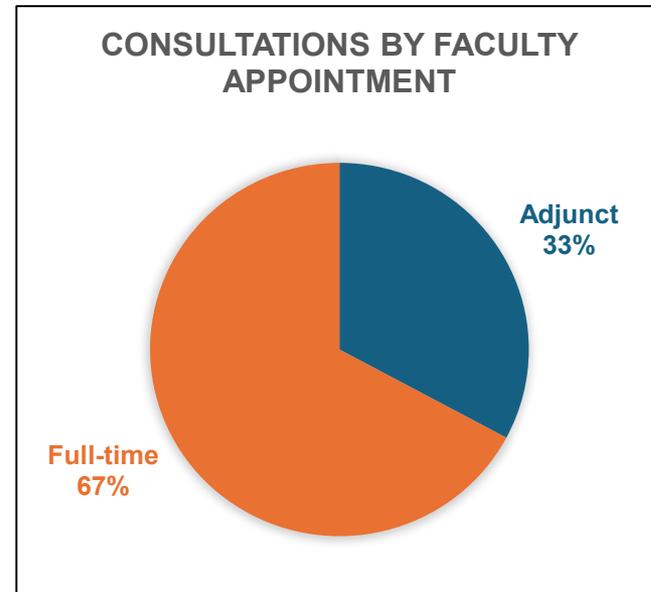
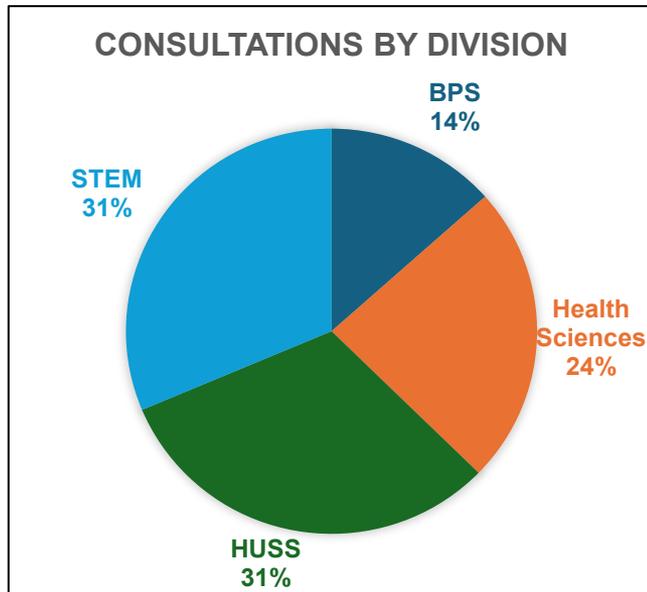
Unduplicated Faculty Participation in CTL Programming AY24-25

66 adjunct faculty

33%

43 full-time faculty

54%



n = 67

Top Faculty Consultation Topics

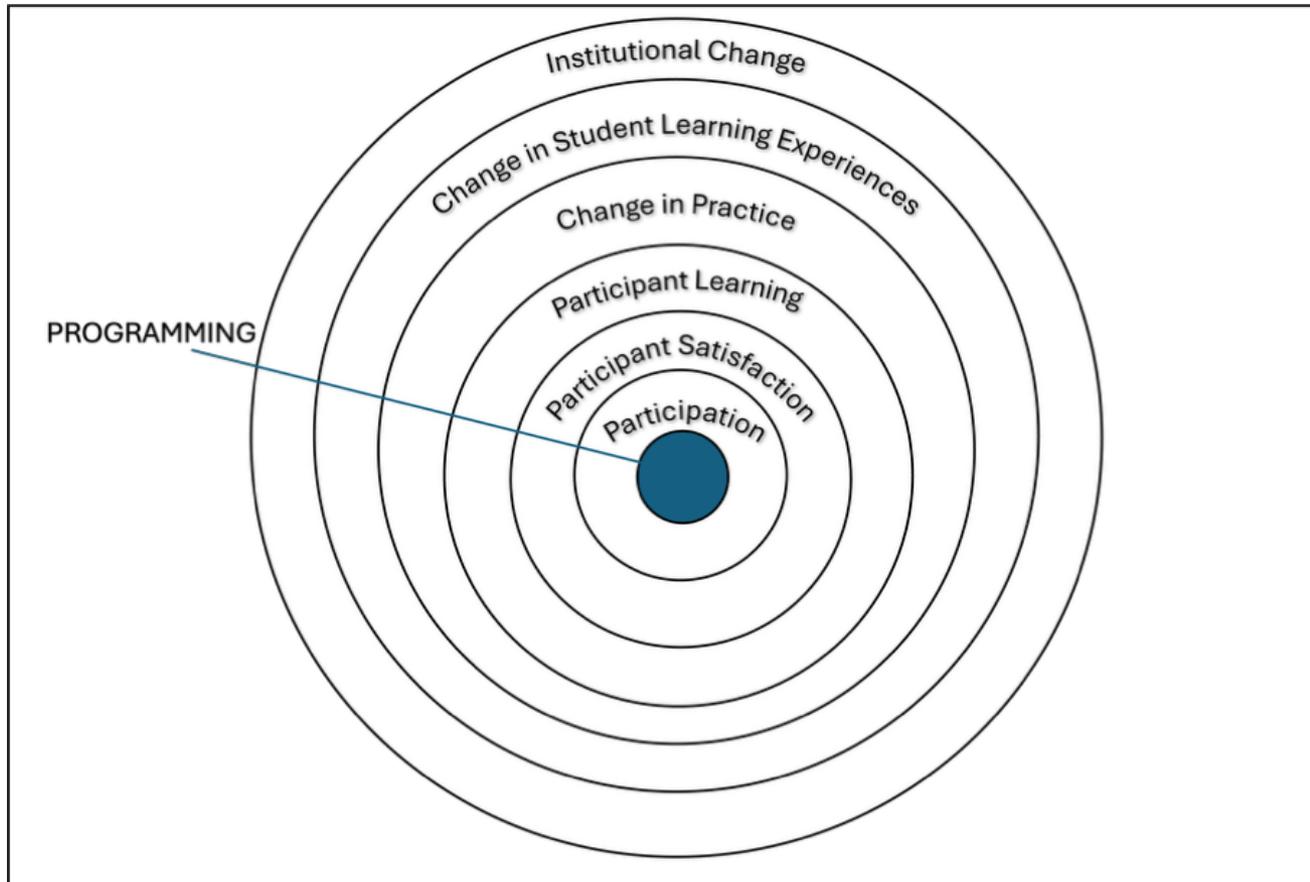
1. Artificial Intelligence and students
2. Effective Blackboard use
3. General listening or debriefing a difficult day
4. Student success (Issues of failure, withdrawal, excessive absence)
5. Onboarding for new faculty



LAUNCH Week

AI Programming

Faculty Learning
Communities



Hines and Ford (2025) CTL Evaluation Model

**Center for Teaching
and Learning**

