

REVISED MEETING MINUTES

College Council

February 19, 2021 8:30 – 11:00 a.m. via Zoom

Attendance of Voting Members: Laura Pantano, Melanie Martel, Cynthia Lucero, Susan Diener, Barbara Stowers, Sheri Gonthier, Melanie Kirby, Debbie Remillard, Stu Wallace, Kenneth Gitlitz, Andrew Fisher, Laura Morgan, Kate Sawal, Jay Wovkanech, Jennifer Eggers, Maryanne Adams, and Aidan Hastings. **Absent:** Rebecca Dean, Rob Bowen, Todd Bedell, Laura Scott

Call to Order: The meeting was called to order at 8:30 a.m. by Ms. Martel.

Roll Call: A roll call was taken for the purpose of attendance and meeting minutes.

Review/Approval of Minutes: Ms. Gonthier made a motion to approve the minutes of February 5th as written, the motion was seconded and following a discussion about the paragraph related to the IRES subcommittee's rubric measuring effectiveness, it was requested that two words ("shared governance") be added in front of "effectiveness" for clarity. A vote followed for including the addition of these two words for clarity. The vote was 16 in favor, with 1 abstention. Motion passed.

Ms. Martel opened the meeting with a point of order stating that someone had an issue to be brought forward.

Ms. Morgan followed and stated there are some people not comfortable having their voting known and wondered if voting could be done anonymously.

Ms. Martel stated that many faculty and a few staff have come to her stating they do not feel comfortable voting, and that after meeting they have received written and verbal reprimands for their votes; and, as a result people don't feel comfortable voting their conscience. She also stated that people who assign the work to other people are in the room and some people feel very intimidated to vote against their boss or someone in connection with their boss. She also stated that she checked and ballot voting is not against Robert's Rules and that she had found a mechanism for it.

Dr. Fisher stated that NHTI should take these allegations very seriously and asked that Ms. Martel bring these issues to him because the college has firm policies in place to address them.

Ms. Martel stated she was speaking for people who have come to her and who are fearful knowing that layoffs and program realignments are coming. She did not wish to reveal anyone so as not to betray their confidence.

Ms. Morgan stated that it's not just administrators but other people throughout the campus who try to twist people's arms and contact them to ask why they voted the way they voted or to try to change their vote.

Mr. Gitlitz commented that he knows the retaliation is real because he has heard of it in some cases firsthand and some secondhand.

Ms. Diener made a motion that the Council move to ballot voting in secret. The motion was seconded.

Ms. Martel stated that she has witnessed in other meetings that she is able to attend that without the privacy, people just abstain from voting, and that in some meetings only a handful of people who are brave enough go forward and vote, and the rest who have seen the letters and comments just don't vote.

Dr. Pantano stated she was unaware of any bullying or retaliation and that these matters should be brought to her or another Vice President to be addressed at the College level; and, that if they haven't been addressed, they've been brought to the wrong person.

Ms. Martel stated that her concerns had been brought to very high levels.

Dr. Eggers requested clarity on whether the motion for ballot voting was for just this meeting or all College Council meetings. She also stated that this vote cannot be made for the subcommittees but for the College Council only.

Dr. Pantano suggested the Council have a deadline for reviewing the bylaws and voting procedures. She also recommended that bylaws and amendments go through the IRES subcommittee for review and for IRES to submit a proposal to College Council as they also assess the effectiveness of shared governance.

Ms. Diener suggested the deadline be until the bylaws are re-evaluated. Ms. Diener also suggested to Dr. Pantano that she review the minutes of Curriculum Committee meetings so that she can see how many people abstain from voting because the numbers are quite high.

Dr. Fisher stated he thought it unwise to conjecture about the reasons for people's abstentions and that if there is any direct influence or retaliation placed on individuals, the college has policies in place to protect them from this. He also stated that the institution has a responsibility to investigate these claims and to protect all employees; and, if employees don't feel comfortable bringing these issues to him, he urged that these issues be brought to Susan Makee in HR or to Dr. Mullin-Sawicki.

Ms. Diener called the question to vote by ballot, it was seconded, and a vote of 14 in favor, 0 opposed and 3 abstentions followed. The motion passed in favor of ballot voting. Dr. Fisher asks that it be noted in the minutes that he opposed this motion but is unclear whether his vote was mistakenly counted as in favor or abstention.

Ms. Martel stated that in anticipation of voting by ballot, she had researched and found a website called Easy Polls and was fully prepared with all agenda items already entered to be voted on via a link to be sent in the Zoom chat feature for voting members to vote in ballot.

Since guests are present during these meetings, and to keep voting limited to only voting members, Zoom breakout rooms were utilized for each vote.

Curriculum Proposals:

2021-21 and 2021-22: Hospitality & Tourism Management (Professor/Chair Conn)

Ms. Remillard made a motion to approve both Proposal 2021-21 and Proposal 2021-22 eliminating courses, it was seconded, and after a vote of 8 in favor, 8 opposed, and 1 abstention resulted in a tie. Dr. Fisher made a motion to table the vote until there was full voting representation at the next

meeting and his motion was seconded. A vote was taken to table these two proposals with 16 in favor and 1 abstention. Motion passed.

2021-25 – 2021-32: Computed Tomography (Professor/Chair Vonkadich)

Ms. Remillard made a motion to approve Proposal 2021-25 which eliminates a certificate program in Computed Tomography. The motion was seconded, a unanimous vote in favor followed. Motion passed.

Ms. Remillard made a motion to approve Proposals 2021-26 through 2021-32 which eliminates all the individual courses for the Computed Tomography certificate program. The motion was seconded, and a vote of 16 in favor with 1 abstention followed. Motion passed.

2021-33 – 2021-40: Dental Hygiene (Professor/Chair Albrecht)

Ms. Remillard made a motion to approve Proposals 2021-33 through 2021-39 which update the language in the course catalog to align with current syllabi. The motion was seconded and was followed by a unanimous vote in favor. Motion passed.

Ms. Remillard made a motion to approve Proposal 2021-40 which updates language to align with current syllabi and adds a prerequisite. The motion was seconded and a unanimous vote in favor followed. Motion passed.

2021-41: Math (Professor/Chair Cook)

Ms. Remillard made a motion to approve Proposal 2021-41 which eliminates prerequisites. The motion was seconded and was followed by a vote of 15 in favor and 2 opposed. Motion passed.

Ms. Remillard made a motion to approve Proposal 2021-42 which eliminates prerequisites. The motion was seconded and was followed by a unanimous vote in favor. Motion passed.

At 10:33 a.m. it was suggested that due to time constraints no further curriculum proposals would be reviewed. Ms. Diener made a motion to adjourn, it was seconded, and was followed by an additional 20-minute discussion about agenda items, meeting protocol, the need for additional meetings as needed, the importance of conversation and discussing curriculum changes, and consistent voting methods including the vote to adjourn the meeting. The vote to adjourn was then taken in ballot and was unanimously in favor of adjournment. Motion passed. The meeting adjourned at 11:00 a.m.

Submitted by,

Amy Proctor
College Council Secretary