

# **GRAND RAPIDS COMMUNITY COLLEGE**

## **AGENDA OF BOARD OF TRUSTEES**



**MONDAY, FEBURARY 19, 2024  
4:15 PM  
BOARD CHAMBERS  
143 BOSTWICK NE**

# GRAND RAPIDS COMMUNITY COLLEGE BOARD OF TRUSTEES



**David J. Koetje, M.A.**  
Chairperson  
2024



**Kenyatta Brame, J.D.**  
Vice Chairperson  
2028



**Sheryl Siegel, B.A.**  
Treasurer  
2024



**Kathleen Bruinsma, J.D.**  
Secretary  
2028



**Brandy Lovelady Mitchell, Ed.D.**  
Trustee  
2026



**Daniel Williams, Ed.D.**  
Trustee  
2026



**Salvador Lopez, M.S.**  
Trustee  
2028



**Charles W. Lepper, Ph.D.**  
President

Minutes of this and all proceedings of the board may be obtained in the office of the Board of Trustees;  
GRCC DeVos Campus, Administration Building, Room 202; 415 Fulton St. E; Grand Rapids, MI 49503; Phone (616) 234-3901.

GRAND RAPIDS, M GRAND RAPIDS COMMUNITY COLLEGE  
REGULAR BOARD OF TRUSTEES MEETING  
MONDAY, FEBRUARY 19, 2024  
BOARD CHAMBERS - 4:15 p.m.

ORDER OF BUSINESS

**I. GENERAL BUSINESS**

- A. Call to Order
- B. Introduction of Guests
- C. Review and Approval of Agenda to include additions, deletions, or corrections.
- D. Open Comments
  - Open comments in this section of the agenda are limited to comments specifically related to today's board agenda.
- E. Special Order of Business (New Business)
  - Michigan New Jobs Training Program Agreement (MNJTP) - Gentex Corporation – Lisa Freiburger
  - Single Audit – Lisa Freiburger
  - 2023-24 Mid-Year Budget Review – Lisa Freiburger/Nate
  - Board Officers – Chairperson Koetje

**II. MONITORING REPORTS**

- F. Report (s)
  - Finance Update – Lisa Freiburger

**III. UPDATES**

- G. Student Report
- H. Foundation Update
- I. Board Chair Report
- J. President's Update – Charles W. Lepper
- K. Faculty Association Update

**IV. COMMUNITY CONNECTIONS**

- L. Communications to the Board

**V. CONSENT ITEMS**

These items will be adopted as a group without specific discussion. When approving the meeting agenda, any board member may request that a consent agenda item be moved to the regular agenda for discussion or questions. *Recommended that the following items be approved as presented:*

- M. Minutes of previous meetings, Grant Awards/Requests, Personnel Transactions, & Financial Transactions
  - Minutes from November 15, 2023 Work Session, November 20, 2023 Board Meeting and January 17, 2024 Work Session
  - No Grants GRCC Received November 1, 2023 – January 31, 2024

**VI. ACTION ITEMS**

- N. Purchases over \$100,000

**VII. OPEN COMMENT** (*Faculty, staff, students, and the Public are invited to address the Board on any matter.*)

**VIII. FINAL BOARD COMMENTS**

**IX. ADJOURNMENT**

Next Meeting of the Board:

- Thursday, March 14, 2024, Work Session, 1:30 p.m.
- Monday, March 18, 2024, Regular Meeting, 4:15 p.m.
- Wednesday, April 17, 2024, Work Session, 1:30 p.m.

## GENERAL BUSINESS

- A. Call to Order
- B. Introduction of Guests
- C. Review and Approval of Agenda to include additions, deletions, or corrections.
- D. Open Comments
  - Open comments in this section of the agenda are limited to comments specifically related to today's board agenda.
- E. Special Order of Business (New Business)
  - Michigan New Jobs Training Program Agreement (MNJTP) - Gentex Corporation – Lisa Freiburger
  - Single Audit – Lisa Freiburger
  - 2023-24 Mid-Year Budget Review – Lisa Freiburger
  - Board Officers – Chairperson Koetje

## MONITORING REPORTS

### F. Report (s)

- Finance Update – Lisa Freiburger

## UPDATES

- G. Student Report –Alex Miranda
- H. Foundation Update – None at this time
- I. Board Chair Update – Chairperson Koetje
- J. President’s Update – Charles W. Lepper
- K. Faculty Association Update – Frank Conner

## GRCC Department Events 2024

### March 2024

**Event:** Social Justice Insight Series: Speaker Tiffany Dionne  
A Voice of Resilience: A Conversation with a Lived Experience Expert on Human Trafficking  
(Engaging students and community with authentic learning experiences using the literature and voice of Lived Experience Experts)  
**Date:** Tuesday, March 12  
**Time:** 6:30-8:30 PM  
**Location:** Sneden Hall, Room 108  
**Hosted by:** GRCC Criminal Justice Department  
**Open to the public:** Yes – contact Rachel Crapo 616-234-4280  
Admission: Free

**Event:** Voice Department Recital  
**Date:** Tuesday, March 12  
**Time:** 7 - 8 PM  
**Location:** 200 Music Center  
**Hosted by:** Music Department  
**Open to the public:** Yes – contact Donovan Rose at (616) 234-3940  
Admission: Adults \$10; Seniors/Veterans \$5; GRCC and GRPS Students with current school ID – FREE

**Event:** Psychology Lecture Series guest speaker Dr. Kandy Patrick, MSU  
**Date:** Wednesday, March 13, 2024  
**Time:** 1:00 -2:30 PM  
**Location:** 168 ATC  
**Hosted by:** Psychology Department  
**Open to the public:** Yes – contact Dr. Kate Christian at 616-234-4405  
Admission: Free

**Event:** Winter Student Honors Recital  
**Date:** Thursday, March 21  
**Time:** 3:15 - 4:15 PM  
**Location:** 200 Music Center  
**Hosted by:** Music Department  
**Open to the public:** Yes – contact Donovan Rose at (616) 234-3940  
Admission: FREE

**Event:** KPO Chamber Concert  
**Date:** Friday, March 22  
**Time:** 7:30 - 9:00 PM  
**Location:** 200 Music Center  
**Hosted by:** Music Department  
**Open to the public:** Yes – contact Donovan Rose at (616) 234-3940  
Admission: Adults \$14; Seniors (55 & Older), Veterans, and Children Over 12 \$7; Children Under 12 - FREE; GRCC and High School Students with Valid ID - FREE

**Event:** Spring Band Concert

**Date:** Friday, March 29

**Time:** 7 - 8 PM

**Location:** Saint Cecilia Music Center (Royce Auditorium)

**Hosted by:** Music Department

**Open to the public:** Yes – contact Donovan Rose at (616) 234-3940

Admission: Adults \$10; Seniors/Veterans \$5; GRCC and GRPS Students with current school ID - FREE



## **COMMUNITY CONNECTIONS**

L. Communications to the Board – None at this time.

## CONSENT ITEMS

M. Minutes of previous meetings, Grant Awards/Requests, Personnel Transactions, & Financial Transactions

- Minutes from November 15, 2023 Work Session, November 20, 2023 Board Meeting and January 17, 2024 Work Session
- No Grants GRCC Received November 1, 2023 – January 31, 2024

## **GRCC Employees on the Move from December 1, 2023 – January 1, 2024**

Please congratulate those who have moved and been promoted

### **WELCOME TO GRCC**

#### **New Hires:**

Andrew Schut

Business, Assistant Professor

Effective date: January 2, 2024

### **CONGRATULATIONS ON YOUR NEW POSITION**

#### **Transfers:**

Robin Graves

Transfer to: Campus Police, Clery Compliance Specialist

Transfer from: Campus Police, Police Officer

Effective date: January 8, 2024

Carol Sepanik

Transfer to: Financial Aid, Support Professional

Transfer from: Student Records, Student Employee

Effective date: January 8, 2024

David Feutz

Transfer to: Applied Technology, Assistant Professor

Transfer from: Applied Technology, Temporary Assistant Professor

Effective date: January 2, 2024

Thomas McGinnis

Transfer to: Computer Information Systems, Temporary Assistant Professor

Transfer from: Computer Information Systems, Adjunct Faculty

Effective date: January 2, 2024

Madeline Dyer

Transfer to: Human Resources, Coordinator & Recruiter

Transfer from: Ford Fieldhouse, Aquatics Facility Manager

Effective date: January 2, 2024

Tina Watson

Transfer to: Custodian, Head Custodian, Calkins Science Center, 3rd Shift

Transfer from: Custodian, Ford Fieldhouse, 3rd Shift

Effective date: January 2, 2024

Katelyn Vandyke

Transfer to: Early Childhood Learning Lab, Assistant to Preschool Instructor

Transfer from: Early Childhood Learning Lab, Temporary Preschool Instructor

Effective date: December 18, 2023

Antonia Garcia  
Transfer to: Mathematics, Support Professional  
Transfer from: Student Financial Services, Support Professional  
Effective date: December 18, 2023

Sydney Morris  
Transfer to: Financial Aid, Assistant Director for State Aid Programs and Compliance  
Transfer from: Financial Aid, Technical Specialist  
Effective date: December 11, 2023

Erin VanEgmond  
Transfer to: College Advancement, Interim Vice President  
Transfer from: College Advancement, Executive Director  
Effective date: December 4, 2023

## **THANK YOU FOR YOUR SERVICE**

### **Separations:**

Mona Wilson  
Custodians, Custodian  
Effective date: December 21, 2023

Mario Jimenez  
Position title: Campus Police, Police Officer  
Effective date: December 8, 2023

### **Retirement:**

Timmy Johnson  
Ford Fieldhouse, Coordinator Ford Fieldhouse  
Effective date: February 3, 2024

Financial Transactions  
(January 1 – 31, 2024)

**1. Purchases \$25,000-\$100,000**

**a. General Fund**

No items to report for January 2024

**b. Other Special Funds**

- 1) Purchase order issued to provide payment for ATC first floor hallway lighting.

**Requestor:** Jim Vandokkumburg - Facilities  
**Expenditure:** \$26,350.00 (2330-42-GENERAL)  
**Disposition:** Additional Purchase  
**Supplier:** Circuit Electric  
Byron Center, MI  
Source of Funds: Plant Fund  
Bid: Yes, RFP #2122-1202F

- 2) Purchase order issued to provide payment for software and hardware to refresh the Code Blue devices on DeVos Campus.

**Requestor:** Donovan Wallace – Information Technologies  
**Expenditure:** \$70,175.22 (2822-42-GENADMIN)  
**Disposition:** Replacement Purchase  
**Supplier:** Graybar Electric Co  
Walker, MI  
Source of Funds: Plant Fund  
Bid: Yes, RFP #2324-12347

- 3) Purchase order issued to purchase Fire Curtain for the Spectrum Theater.

**Requestor:** Jim VanDokkumburg - Facilities  
**Expenditure:** \$40,000.00 (2330-42-GENERAL)  
**Disposition:** Replacement Purchase  
**Supplier:** Stagecraft Industries, Inc  
Portland, OR  
Source of Funds: Plant Fund  
Bid: Yes, RFP #2324-12342

**ACCOUNTS:**

11 – General Fund  
14 – Auxiliary Fund  
15 – Designated Fund  
42 – Bonds, Plant Fund  
51 – Grants  
91 – Agency Funds

**KEY:**

\* MBE  
\*\* WBE  
\*\*\* M/WBE  
\*\*\*\* MLBE  
\*\*\*\*\*VET  
# - Non Responsive Bid  
NTE - Not to exceed

GRAND RAPIDS COMMUNITY COLLEGE  
2023-2024 GENERAL OPERATING FUND BUDGET REPORT  
FOR THE PERIOD ENDED JANUARY 31, 2024

GENERAL OPERATING	ADOPTED BUDGET	2023/2024 ACTUAL 1/31/2024	PERCENTAGE
REVENUE:			
TUITION	41,486,000	38,150,733	91.96%
FEES	7,425,000	6,537,150	88.04%
PROPERTY TAX	40,494,000	39,950,077	98.66%
STATE AID	31,467,000	12,998,259	41.31%
INTEREST	800,000	546,609	68.33%
MISCELLANEOUS	1,650,000	531,642	32.22%
<b>TOTAL REVENUE</b>	<b>123,322,000</b>	<b>98,714,470</b>	<b>80.05%</b>
EXPENSE:			
SALARIES:			
INSTRUCTION	32,935,000	15,873,393	48.20%
COUNSELING	2,010,000	987,949	49.15%
LIBRARIAN	620,000	290,437	46.84%
ADMINISTRATION	5,910,000	2,997,506	50.72%
ADMINISTRATIVE SUPPORT	1,300,000	717,986	55.23%
TECHNICAL SUPPORT	9,710,000	5,130,655	52.84%
SECRETARIAL	5,210,000	2,745,288	52.69%
BLDG OPERATIONS	4,980,000	2,562,046	51.45%
STUDENT ASSISTANT	1,350,000	635,791	47.10%
EST SAVINGS ON OPEN POSITIONS	(500,000)		
<b>TOTAL SALARIES</b>	<b>63,525,000</b>	<b>31,941,051</b>	<b>50.28%</b>
NON-SALARY:			
FRINGE BENEFITS	37,784,000	18,891,926	50.00%
CONTRACTED SERVICE	5,073,671	2,777,665	54.75%
SUPPLIES & REPAIRS	5,257,763	2,852,611	54.26%
UTILITIES & RENT	4,638,000	2,079,066	44.83%
TRANSFERS	2,484,875	107,618	4.33%
OTHER COSTS	3,140,957	987,954	31.45%
EQUIPMENT	324,863	180,805	55.66%
CONTINGENCY	300,000	-	0.00%
EST SAVINGS ON CONTROLLABLES	(500,000)		
<b>TOTAL NON-SALARY</b>	<b>58,504,129</b>	<b>27,877,645</b>	<b>47.65%</b>
<b>TOTAL EXPENSE</b>	<b>122,029,129</b>	<b>59,818,696</b>	<b>49.02%</b>
<b>NET REVENUE (EXPENSE)</b>	<b>1,292,871</b>	<b>38,895,774</b>	

GRAND RAPIDS COMMUNITY COLLEGE  
 2023-2024 GENERAL OPERATING FUND BUDGET REPORT  
 FOR THE PERIOD ENDED JANUARY 31, 2024

	MONTHLY ACTIVITY 1/31/24	MONTHLY ACTIVITY 1/31/23	YEAR-TO- DATE 1/31/24	YEAR-TO- DATE 1/31/23
<b>REVENUE:</b>				
TUITION	227,372	405,645	38,150,733	35,852,175
FEES	137,871	78,899	6,537,150	6,065,878
PROPERTY TAX	761,003	810,471	39,950,077	36,910,780
STATE AID	2,695,437	2,525,693	12,998,259	11,494,823
INTEREST	113,159	46,243	546,609	539,869
MISCELLANEOUS	30,713	34,088	531,642	505,383
<b>TOTAL REVENUE</b>	<b>3,965,555</b>	<b>3,901,039</b>	<b>98,714,470</b>	<b>91,368,908</b>
<b>EXPENSE:</b>				
<b>SALARIES:</b>				
INSTRUCTION	3,381,253	2,083,886	15,873,393	14,536,442
COUNSELING	229,224	118,571	987,949	701,045
LIBRARIAN	63,117	39,744	290,437	253,609
ADMINISTRATION	610,729	385,527	2,997,506	2,812,709
ADMINISTRATIVE SUPPORT	149,938	98,192	717,986	680,786
TECHNICAL SUPPORT	1,063,688	662,372	5,130,655	4,497,892
SECRETARIAL	561,507	305,873	2,745,288	2,258,586
BLDG OPERATIONS	524,896	342,457	2,562,046	2,342,780
STUDENT ASSISTANT	91,277	48,717	635,791	485,524
<b>TOTAL SALARIES</b>	<b>6,675,629</b>	<b>4,085,339</b>	<b>31,941,051</b>	<b>28,569,373</b>
<b>NON-SALARY:</b>				
FRINGE BENEFITS	4,934,113	2,859,916	18,891,926	16,193,347
CONTRACTED SERVICES	492,099	532,986	2,777,665	2,796,907
SUPPLIES & REPAIRS	428,747	399,971	2,852,611	2,609,203
UTILITIES & RENT	353,209	291,424	2,079,066	2,159,303
TRANSFERS	14,573	86,819	107,618	586,039
OTHER COSTS	85,806	113,296	987,954	980,359
EQUIPMENT	4,651	35,722	180,805	194,004
CONTINGENCY	-	-	-	-
<b>TOTAL NON-SALARY</b>	<b>6,313,198</b>	<b>4,320,134</b>	<b>27,877,645</b>	<b>25,519,162</b>
<b>TOTAL EXPENSE</b>	<b>12,988,827</b>	<b>8,405,473</b>	<b>59,818,696</b>	<b>54,088,535</b>
<b>NET REVENUE (EXPENSE)</b>	<b>(9,023,272)</b>	<b>(4,504,434)</b>	<b>38,895,774</b>	<b>37,280,373</b>

GRAND RAPIDS COMMUNITY COLLEGE  
 2023 - 2024 DESIGNATED FUND BUDGET REPORT  
 FOR PERIOD ENDING JANUARY 31, 2024

DESIGNATED	2023 - 2024		PERCENTAGE
	ADOPTED BUDGET	ACTUAL 1/31/2024	
<b>REVENUE:</b>			
CONTRACTED TRAINING	1,986,179	1,281,791	64.54%
OTHER MISCELLANEOUS LOCAL	1,322,536	189,139	14.30%
<b>TOTAL REVENUE</b>	<b>3,308,715</b>	<b>1,470,930</b>	<b>44.46%</b>
<b>EXPENSES:</b>			
SALARIES			
INSTRUCTION	350,580	261,855	74.69%
ADMINISTRATION	817,327	385,259	47.14%
CUSTODIANS & SECURITY	34,100	13,445	39.43%
SECRETARIAL	13,795	8,172	59.24%
STUDENT ASSISTANTS	32,025	5,477	17.10%
<b>TOTAL SALARIES</b>	<b>1,247,827</b>	<b>674,209</b>	<b>54.03%</b>
NON-SALARY			
FRINGE BENEFITS	401,797	276,899	68.92%
CONTRACTED SERVICES	920,680	661,600	71.86%
SUPPLIES & REPAIRS	727,254	220,130	30.27%
UTILITIES & RENTALS	1,650	0	0.00%
CAPITAL OUTLAY	19,100	0	0.00%
TRANSFERS	(174,875)	(102,010)	58.33%
OTHER	69,523	28,012	40.29%
<b>TOTAL NON-SALARY</b>	<b>1,965,129</b>	<b>1,084,632</b>	<b>55.19%</b>
<b>TOTAL EXPENSE</b>	<b>3,212,956</b>	<b>1,758,840</b>	<b>54.74%</b>
<b>NET REVENUE (EXPENSE)</b>	<b>95,759</b>	<b>(287,911)</b>	



GRAND RAPIDS COMMUNITY COLLEGE  
 BUILDING & SITE FUND - GENERAL  
 FOR PERIOD ENDED Jan 31, 2024

	ADOPTED BUDGET	ACTUAL 1/31/24	PERCENTAGE
<b>REVENUE:</b>			
PROPERTY TAXES	10,800,000	10,634,214	98.46%
INVESTMENT INTEREST	1,300,000	955,238	73.48%
TRANSFER FROM GENERAL FUND	1,500,000	0	0.00%
DONATIONS	1,900,000	1,720,491	90.55%
FACILITIES FEE	1,900,000	1,832,980	96.47%
<b>TOTAL REVENUE</b>	<b>17,400,000</b>	<b>15,142,922</b>	<b>87.03%</b>
<b>EXPENSES:</b>			
MAINTENANCE & OTHER	7,285,000	2,856,967	39.22%
FORD NATATORIUM	12,500,000	46,660	0.37%
OTHER PROJECTS	170,000	127,629	75.08%
TRANSFERS TO DEBT FUND	2,915,000	0	0.00%
<b>TOTAL EXPENSES</b>	<b>22,870,000</b>	<b>3,031,255</b>	<b>13.25%</b>
<b>NET REVENUE (EXPENSE)</b>	<b>(5,470,000)</b>	<b>12,111,667</b>	

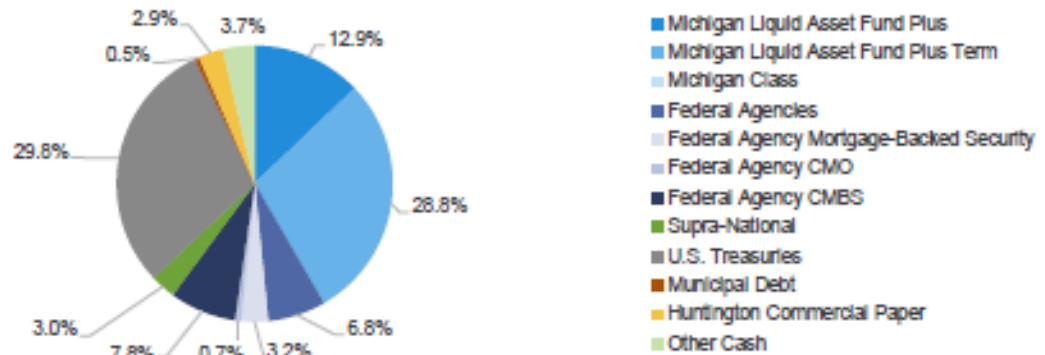
**GRAND RAPIDS COMMUNITY COLLEGE  
BUILDING & SITE FUND - DEBT RETIREMENT  
FOR PERIOD ENDED Jan 31, 2024**

	<b>ADOPTED BUDGET</b>	<b>ACTUAL 1/31/24</b>
<b>REVENUE:</b>		
TRANSFER FROM PLANT - FACILITIES FEE	1,981,622	0
TRANSFER FROM PLANT - GENERAL	933,378	0
<b>TOTAL REVENUE</b>	<b>2,915,000</b>	<b>0</b>
<b>EXPENSES:</b>		
<b>2019 ISSUE (2009 REFUNDING)</b>		
PRINCIPAL	700,000	0
INTEREST	230,250	115,125
OTHER EXPENSE	500	0
<b>SUBTOTAL</b>	<b>930,750</b>	<b>115,125</b>
<b>2020 ISSUE (2012 REFUNDING)</b>		
PRINCIPAL	1,760,000	0
INTEREST	221,122	110,561
OTHER EXPENSE	500	0
<b>SUBTOTAL</b>	<b>1,981,622</b>	<b>110,561</b>
<b>TOTAL EXPENSES</b>	<b>2,912,372</b>	<b>221,122</b>
<b>NET REVENUE (EXPENSE)</b>	<b>2,628</b>	<b>(221,122)</b>

# Aggregate Cash and Investments

Period Ended  
January 31, 2024

Security Type	Market Value	% of Total
Michigan Liquid Asset Fund Plus	\$18,377,164	12.9%
Michigan Liquid Asset Fund Plus Term	\$41,000,000	28.8%
Federal Agencies	\$9,657,022	6.8%
Federal Agency Mortgage-Backed Security	\$4,490,425	3.2%
Federal Agency CMO	\$1,021,915	0.7%
Federal Agency CMBS	\$11,124,676	7.8%
Supra-National	\$4,212,011	3.0%
U.S. Treasuries	\$42,492,446	29.8%
Municipal Debt	\$755,967	0.5%
Huntington Commercial Paper	\$4,098,385	2.9%
Other Cash	\$5,294,013	3.7%
<b>Total</b>	<b>\$142,524,024</b>	<b>100.0%</b>



The above information includes all the College's cash and investments.

## ACTION ITEMS

### N. Purchasing Items over \$100,000

#### **a. General Fund**

No items to report for General Fund for January 2024.

#### **b. Other Special Funds**

- 1) Request permission to issue purchase order to provide Scope of Work for GRCC 1<sup>st</sup> floor Sneden Hall Acoustical Ceilings and Lighting Upgrade.

**Requestor:** Jim Vandokkumburg - Facilities  
**Expenditure:** \$211,177.00 (2330-42-GENERAL)  
**Disposition:** New Purchase  
**Supplier:** JKB Construction  
Jension, MI  
Source of Funds: Plant Fund  
Bid: Yes, RFP #1920-5226

- 2) Request permission to issue purchase order to provide payment for retroactive elevator modernizations across campus.

**Requestor:** Jim Vandokkumburg - Facilities  
**Expenditure:** \$403,100.00 (2810-42-ELEVATORS)  
**Disposition:** New Purchase  
**Supplier:** Granger  
Lansing, MI  
Source of Funds: Plant Fund  
Bid: Yes, RFP #1920-5226

*NOTE: Below purchases are for reporting only as they were previously approved by Chairperson Koetje and President Lepper in the absence of a December & January board meetings.*

Request permission to issue purchase order to provide payment for Spectrum Theater passenger elevator modernization.

**Requestor:** Jim Vandokkumburg - Facilities  
**Expenditure:** \$308,046.00 (2330-42-GENERAL)  
**Disposition:** New Purchase  
**Supplier:** Elevator Services  
Grand Rapids, MI  
Source of Funds: Plant Fund  
Bid: Yes, RFP #2122-125010B

Request permission to issue purchase order to provide payment for critical response mapping.

**Requestor:** Rebecca Whitman – GRCC Police  
**Expenditure:** \$259,000.00 (2271-51-CM)  
**Disposition:** New Purchase  
**Supplier:** CRG  
Township, NJ  
**Source of Funds:** New Purchase  
**Bid:** No, Sole Source

**ACCOUNTS:**

11 – General Fund  
14 – Auxiliary Fund  
15 – Designated Fund  
42 – Bonds, Plant Fund  
51 – Grants  
91 – Agency Funds

**KEY:**

\* MBE  
\*\* WBE  
\*\*\* M/WBE  
\*\*\*\*MLBE  
# - Non Responsive Bid  
NTE - Not to exceed

**Sole Source:** A single supplier that controls the supply of products or services in a defined market. Typically, the product of market conditions such as: technology leadership, patent protection, limited or exclusive distributorship, etc.

**Single Source:** Supplier selection is determined by objective business decisions such as: leveraged volume purchase contracts, standardization programs, OEM (original equipment manufacturer) parts/service, just in time delivery requirements, etc.

**Vision:** GRCC provides relevant educational opportunities that are responsive to the needs of the community and inspires students to meet economic, social and environmental challenges to become active participants in shaping the world of the future.

**Mission:** GRCC is an open access college that prepares individuals to attain their goals and contribute to the community.

**Values:**

**Excellence** – We commit to the highest standards in our learning and working environment.

**Diversity** – We create an inclusive, welcoming, and respectful environment that recognizes the value, diversity, and dignity of each person.

**Responsiveness** – We anticipate and address the needs of students, colleagues, and community.

**Innovation** – We seek creative solutions through collaboration, experimentation, and adaptation.

**Accountability** – We set benchmarks and outcomes to frame our decision-making, measure our performance, and evaluate our results.

**Sustainability** – We use resources in responsible ways to achieve balance among our social, economic, and environmental practices and policies.

**Respect** – We treat others with courtesy, consideration, and civility.

**Integrity** – We commit to GRCC values and take personal responsibility for our words and actions.

**Strategic Goals:**

**Strategic Goal #1: Teaching and Learning**– The College develops curriculum and curriculum delivery, and supports instruction that measurably improves student learning.

**Strategic Goal #2: Completion and Transfer** – The College sustains and continuously improves our focus on successful student goal achievement whether that be completion of a degree/ credential, transfer to another college, or personal interest/skill attainment

**Strategic Goal #3:** The College works to create and support equitable practices across the institution to remove barriers and ensure high comparable outcomes for all identifiable groups.

**Strategic Goal #4:** The College seeks to positively impact the community by educating and training students with relevant skills so that they are retained in the service region holding living-wage jobs, as well as through collaborations/ events with education and community partners.

**Strategic Goal #5:** The College effectively plans for and uses our resources to preserve and enhance the institution.

#### Equal Opportunity and Non-discrimination Statement

Grand Rapids Community College is an equal opportunity institution and does not discriminate on the basis of gender, race, color, national origin, religion, height, weight, age, marital status, disability, sexual orientation, status as a disabled veteran or Vietnam Era veteran, and/or any other legally protected class not heretofore mentioned, in any of its educational programs and activities, including admissions and employment.

The above measures, in conjunction with other related state laws and the College's policies and procedures, will assure all individuals opportunity for consideration or redress of complaints of illegal discrimination. Equal Employment Opportunity and Americans with Disabilities Act information may be obtained from the Director of Human Resources/Labor Relations & EEO, 404B CPP, 143 Bostwick Avenue NE, Grand Rapids, Michigan 49503-3295. Telephone (616) 234-3972.

GRCC is a tobacco free campus.

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