

# **GRAND RAPIDS COMMUNITY COLLEGE**

## **AGENDA OF BOARD OF TRUSTEES**



**MONDAY, NOVEMBER 21, 2022  
4:15 PM  
BOARD CHAMBERS  
143 BOSTWICK NE  
GRAND RAPIDS, MI**

# GRAND RAPIDS COMMUNITY COLLEGE BOARD OF TRUSTEES



David J. Koetje  
Chairperson  
2022



Kenyatta Brame  
Vice Chairperson  
2022



Sheryl Siegel  
Treasurer  
2024



Kathleen Bruinsma  
Secretary  
2022



Brandy Lovelady Mitchell  
Trustee  
2026



Daniel Williams  
Trustee  
2026



Salvador Lopez  
Trustee  
2022



Juan R. Olivarez, Ph.D.  
Interim 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.

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GRAND RAPIDS COMMUNITY COLLEGE  
REGULAR BOARD OF TRUSTEES MEETING  
MONDAY, NOVEMBER 21, 2022  
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)
  - Property Tax Resolution
  - Michigan New Jobs Training (MNJT) Agreement: Magna Mirrors of America
  - Secchia Brew Pub Operations License, Authorized Officer

**II. MONITORING REPORTS**

- F. Report (s)
  - Finance Update
    - Monitoring Report - Strategic Plan Update

**III. UPDATES**

- G. Student Report
- H. Foundation Update
- I. Board Chair Report
- J. President’s Update
- 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 October 17, 2022 regular board meeting, October 25, 2022 work session, & November 2, 2022 work session.
  - Grants received from October 13 – November 1, 2022

**VI. ACTION ITEMS**

- N. Purchases over \$100,000
- O. Dilebration & Selection of GRCC’s 11<sup>th</sup> President

**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:

- Monday, December 12, 2022, Work Session, Board Conference Room, 3:15 p.m.
- Monday, January 23, 2023, Work Session, Board Conference Room, 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)
  - Property Tax Resolution – Lisa Freiburger to present.
  - Michigan New Jobs Training (MNJT) Agreement: Magna Mirrors of America – Lisa Freiburger to present.
  - Secchia Brewery Pub Operations, Authorized Officer – Lisa Freiburger to present.

## **MONITORING REPORTS**

### F. Report (s)

- Finance Update – Lisa Freiburger to present.
- Monitoring Report, Strategic Plan Update – Brian Knetl & Sheila Jones to present.

## UPDATES

- G. Student Report – None at this time.
- H. Foundation Update - None at this time.
- I. Board Chair Update
- J. President's Update
- Supplier Diversity Report – Paula Gleason-Zeeff
- K. Faculty Association Update – None at this time.

### December 2022

**Event:** Grand Rapids Gold Youth Basketball Clinic

**Date:** Saturday, December 3

**Time:** 9:00 a.m.

**Location:** GRCC Ford Fieldhouse Arena

**Hosted by:** GRCC Athletics and Office of Diversity, Equity, and Inclusion

**Open to the public:** No - Specific to GRPS 6-8th Graders

**Event:** GRCC Men's Basketball vs. Glen Oaks Community College

**Date:** Saturday, December 3

**Time:** 1:00 p.m.

**Location:** GRCC Ford Fieldhouse Arena

**Hosted by:** GRCC Athletics

**Open to the public:** Yes

Admission: General \$5.00, All GRCC Students/Faculty/Staff with current Raider Card ID-FREE

**Event:** GRCC Women's Basketball vs. Aquinas College JV

**Date:** Monday, December 5

**Time:** 5:30pm

**Location:** GRCC Ford Fieldhouse Arena

**Hosted by:** GRCC Athletics

**Open to the public:** Yes

Admission: General \$5.00, All GRCC Students/Faculty/Staff with current Raider Card ID-FREE

**Event:** GRCC Women's and Men's Basketball vs. Hope College JV

**Date:** Thursday, December 8

**Time:** 5:30 p.m. and 7:30 p.m.

**Location:** GRCC Ford Fieldhouse Arena

**Hosted by:** GRCC Athletics

**Open to the public:** Yes

Admission: General \$5.00, All GRCC Students/Faculty/Staff with current Raider Card ID-FREE

**Event:** GRCC Women's and Men's Basketball vs. Lake Michigan College

**Date:** Saturday, December 10

**Time:** 1:00 p.m. and 3:00 p.m.

**Location:** GRCC Ford Fieldhouse Arena

**Hosted by:** GRCC Athletics

**Open to the public:** Yes

Admission: General \$5.00, All GRCC Students/Faculty/Staff with current Raider Card ID-FREE

**Event:** GRCC annual employee holiday breakfast

**Date:** Friday December 16, 2022

**Time:** 7:45 a.m. - 10:00 a.m.

**Location:** Raider Grill, 2nd floor Student Center

**Hosted by:** GRCC Human Resources

**Open to the public:** No

## **COMMUNITY CONNECTIONS**

### **L. Communications to the Board**



## **CONSENT ITEMS**

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

- Minutes from October 17, 2022 regular board meeting, October 25, 2022 work session & November 2, 2022 work sessions.
- No grants received from October 13 – November 1, 2022

## **GRCC Employees on the Move from October 1, 2021 - November 1, 2022**

Please congratulate those who have moved and been promoted

### **WELCOME TO GRCC**

#### **New Hire:**

Mason Norasing  
Accounting/Budgets, Support Professional  
Effective date: October 24, 2022

Carl Merchant  
Maintenance, Building Maintenance  
Effective date: October 17, 2022

Brian Haynes  
Custodian, Custodian I  
Effective date: October 31, 2022

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

#### **Transfers:**

Terrence Moore  
Transfer to: Student Records, Student Records and School Certifying Official, Support Professional  
Transfer from: Student Financial Services, Support Professional  
Effective date: October 31, 2022

Sulari White  
Transfer to: Academic Advising and Transfer Center, Assistant Professor  
Transfer from: Academic Advising and Transfer Center, Interim Director and Assistant Professor  
Effective date: October 5, 2022

Kaelee Steffens  
Transfer to: Academic Advising and Transfer Center, Program Director and Assistant Professor  
Transfer from: Academic Advising and Transfer Center, Assistant Professor  
Effective date: October 5, 2022

Elizabeth Vanportfliet  
Transfer to: Academic Advising and Transfer Center, Temporary Assistant Professor  
Transfer from: Academic Advising and Transfer Center, Temporary Assistant Professor  
Effective date: October 5, 2022

Riley Brooket  
Transfer to: College Advancement, Foundation Scholarship & Event Coordinator  
Transfer from: College Advancement, Contingency  
Effective date: October 31, 2022

Douglas Heintzleman  
Transfer to: Career Program Operations, Technical Operations Technician  
Transfer from: Maintenance, Building Maintenance  
Effective date: November 14, 2022

Benjamin Thompson  
Transfer to: Information Technology, Automation Network & Lab Administrator  
Transfer from: Information Technology, Computer Tech Level 1  
Effective date: November 7, 2022

Chiquital Clay  
Transfer to: Financial Aid, Associate Director of Financial Aid, Student Engagement & Eligibility  
Transfer from: Financial Aid, Support Professional  
Effective date: October 31, 2022

## **THANK YOU FOR YOUR SERVICE**

### **Retirements:**

Kathleen Schoen  
Library & Learning Commons, Support Professional  
Effective date: January 21, 2023

Judith Bezile  
Computer Information Systems, Professor  
Effective date: December 21, 2022

Pamela Miller  
Business & Industry, Associate Dean Business & Industry  
Effective date: November 12, 2022

Janice Holton  
Student Records, Support Professional  
Effective date: November 5, 2022

## Financial Transactions

(October 1 - 31, 2022)

### Purchases \$25,000-\$100,000

#### a. General Fund

- 1) Purchase order issued to provide annual audit for the college.  
**Requestor:** Todd Hurley – Finance Services  
**Expenditure:** \$70,000.00 (11-2213)  
**Disposition:** Recurring Purchase  
**Supplier:** Plante and Moran PLLC  
Grand Rapids, MI  
Source of Funds: General Fund  
Bid: Yes, RFP # 1920-2322
  
- 2) Purchase order issued to provide VMWare ESX Host licenses running our virtual infrastructure and VDI & Horizon Licensing.  
**Requestor:** Donovan Wallace – IT  
**Expenditure:** \$52,800.00 (11-2271)  
**Disposition:** Recurring Purchase  
**Supplier:** Trace3  
Charlotte, NC  
Source of Funds: General Funds  
Bid: No, sole source (Quilt Contract Pricing)
  
- 3) Purchase order issued to provide deposit to pay sports officials.  
**Requestor:** Lauren Ferullo - Athletics  
**Expenditure:** \$20,000.00 (11-2272)  
**Disposition:** Recurring Purchase  
**Supplier:** Arbiter  
Salt Lake City, UT  
Source of Funds: General Funds  
Bid: No, sole source
  
- 4) Purchase order issued to provide 2-PowerEdge R650 – ESXi Host and 1-PowerEdge R650 – Oracle Server.  
**Requestor:** Jeff VanderVeen - IT  
**Expenditure:** \$49,034.57 (11-2822)  
**Disposition:** Replacement Purchase  
**Supplier:** Dell Marketing  
Round Rock, TX  
Source of Funds: General Funds  
Bid: Yes, MHEC-04152022

**b. Other Special Funds**

- 1) Purchase order issued to provide 16 precision towers and 24” monitors for the Dell/Intel artificial intelligence incubator lab grant.

**Requestor:** Jeff VanderVeen - IT  
**Expenditure:** \$25,742.08 (51-2359-AAIN)  
**Disposition:** New Purchase  
**Supplier:** Dell Marketing  
Round Rock, TX  
Source of Funds: Grants  
Bid: Yes, MHEC-04152022

- 2) Purchase order issued to provide venue for the 39<sup>th</sup> Annual GIANT Awards.

**Requestor:** B. Afeni McNeely-Cobham – Equity and Inclusion  
**Expenditure:** \$44,478.38 (91-2359)  
**Disposition:** Recurring Purchase  
**Supplier:** J W Marriott Grand Rapids  
Grand Rapids, MI  
Source of Funds: Agency Funds  
Bid: No, sole source

GRAND RAPIDS COMMUNITY COLLEGE  
 2022-2023 GENERAL OPERATING FUND BUDGET REPORT  
 FOR THE PERIOD ENDED OCTOBER 31, 2022

GENERAL OPERATING	ADOPTED BUDGET	2022/2023 ACTUAL 10/31/2022	PERCENTAGE
REVENUE:			
TUITION	42,445,000	30,601,068	72.10%
FEES	7,425,000	4,870,887	65.60%
PROPERTY TAX	38,070,000	34,887,194	91.64%
STATE AID	29,220,000	2,764,174	9.46%
INTEREST	600,000	237,079	39.51%
MISCELLANEOUS	1,800,000	134,247	7.46%
<b>TOTAL REVENUE</b>	<b>119,560,000</b>	<b>73,494,649</b>	<b>61.47%</b>
EXPENSE:			
SALARIES:			
INSTRUCTION	33,706,000	7,254,071	21.52%
COUNSELING	1,500,000	335,313	22.35%
LIBRARIAN	640,000	126,821	19.82%
ADMINISTRATION	5,800,000	1,637,136	28.23%
ADMINISTRATIVE SUPPORT	1,350,000	382,096	28.30%
TECHNICAL SUPPORT	8,880,000	2,503,353	28.19%
SECRETARIAL	4,850,000	1,239,947	25.57%
BLDG OPERATIONS	4,540,000	1,299,556	28.62%
STUDENT ASSISTANT	1,290,000	277,462	21.51%
EST SAVINGS ON OPEN POSITIONS	(500,000)		
<b>TOTAL SALARIES</b>	<b>62,056,000</b>	<b>15,055,755</b>	<b>24.26%</b>
NON-SALARY:			
FRINGE BENEFITS	37,025,000	7,411,824	20.02%
CONTRACTED SERVICE	4,925,315	1,593,494	32.35%
SUPPLIES & REPAIRS	5,300,212	1,333,813	25.17%
UTILITIES & RENT	4,384,768	1,278,261	29.15%
TRANSFERS	2,599,600	294,888	11.34%
OTHER COSTS	3,121,442	525,043	16.82%
EQUIPMENT	297,863	92,671	31.11%
CONTINGENCY	300,000	-	0.00%
EST SAVINGS ON CONTROLLABLES	(500,000)		
<b>TOTAL NON-SALARY</b>	<b>57,454,200</b>	<b>12,529,994</b>	<b>21.81%</b>
<b>TOTAL EXPENSE</b>	<b>119,510,200</b>	<b>27,585,749</b>	<b>23.08%</b>
<b>NET REVENUE (EXPENSE)</b>	<b>49,800</b>	<b>45,908,900</b>	

**GRAND RAPIDS COMMUNITY COLLEGE  
2022-2023 GENERAL OPERATING FUND BUDGET REPORT  
FOR THE PERIOD ENDED OCTOBER 31, 2022**

	MONTHLY ACTIVITY 10/31/22	MONTHLY ACTIVITY 10/31/21	YEAR-TO- DATE 10/31/22	YEAR-TO- DATE 10/31/21
<b>REVENUE:</b>				
TUITION	10,512,555	8,566,208	30,601,068	30,677,962
FEES	1,446,024	1,272,667	4,870,887	4,437,534
PROPERTY TAX	4,697,357	5,571,501	34,887,194	32,647,009
STATE AID	2,598,015	3,244,991	2,764,174	3,357,252
INTEREST	104,802	19,203	237,079	71,755
MISCELLANEOUS	28,885	35,290	134,247	173,784
<b>TOTAL REVENUE</b>	<b>19,387,638</b>	<b>18,085,722</b>	<b>73,494,649</b>	<b>70,628,897</b>
<b>EXPENSE:</b>				
<b>SALARIES:</b>				
INSTRUCTION	2,599,564	3,915,703	7,254,071	7,509,372
COUNSELING	112,371	123,423	335,313	249,993
LIBRARIAN	43,822	66,362	126,821	123,941
ADMINISTRATION	388,079	641,002	1,637,136	1,682,236
ADMINISTRATIVE SUPPORT	100,250	132,503	382,096	352,334
TECHNICAL SUPPORT	657,493	1,019,475	2,503,353	2,526,789
SECRETARIAL	332,967	451,284	1,239,947	1,257,640
BLDG OPERATIONS	352,018	474,204	1,299,556	1,278,177
STUDENT ASSISTANT	71,972	61,636	277,462	165,220
<b>TOTAL SALARIES</b>	<b>4,658,536</b>	<b>6,885,592</b>	<b>15,055,755</b>	<b>15,145,702</b>
<b>NON-SALARY:</b>				
FRINGE BENEFITS	2,162,065	2,770,900	7,411,824	7,429,747
CONTRACTED SERVICES	487,890	323,669	1,593,494	1,320,950
SUPPLIES & REPAIRS	337,310	392,474	1,333,813	1,631,524
UTILITIES & RENT	257,629	292,598	1,278,261	1,208,284
TRANSFERS	61,119	57,938	294,888	212,275
OTHER COSTS	156,846	167,188	525,043	458,325
EQUIPMENT	53,460	24,372	92,671	85,169
CONTINGENCY	-	-	-	-
<b>TOTAL NON-SALARY</b>	<b>3,516,319</b>	<b>4,029,139</b>	<b>12,529,994</b>	<b>12,346,274</b>
<b>TOTAL EXPENSE</b>	<b>8,174,855</b>	<b>10,914,731</b>	<b>27,585,749</b>	<b>27,491,976</b>
<b>NET REVENUE (EXPENSE)</b>	<b>11,212,783</b>	<b>7,170,991</b>	<b>45,908,900</b>	<b>43,136,921</b>

GRAND RAPIDS COMMUNITY COLLEGE  
 2022 - 2023 DESIGNATED FUND BUDGET REPORT  
 FOR PERIOD ENDING OCTOBER 31, 2022

DESIGNATED	2022 - 2023		PERCENTAGE
	ADOPTED BUDGET	ACTUAL 10/31/22	
<b>REVENUE:</b>			
CONTRACTED TRAINING	1,659,585	402,867	24.28%
OTHER MISCELLANEOUS LOCAL	909,894	40,222	4.42%
<b>TOTAL REVENUE</b>	<b>2,569,479</b>	<b>443,089</b>	<b>17.24%</b>
<b>EXPENSES:</b>			
<b>SALARIES</b>			
INSTRUCTION	437,187	155,163	35.49%
ADMINISTRATION	324,892	133,641	41.13%
CUSTODIANS & SECURITY	25,500	6,828	26.77%
SECRETARIAL	21,564	5,154	23.90%
STUDENT ASSISTANTS	10,605	956	9.01%
<b>TOTAL SALARIES</b>	<b>819,748</b>	<b>301,742</b>	<b>36.81%</b>
<b>NON-SALARY</b>			
FRINGE BENEFITS	291,272	87,346	29.99%
CONTRACTED SERVICES	914,580	186,544	20.40%
SUPPLIES & REPAIRS	745,153	136,357	18.30%
UTILITIES & RENTALS	1,650	0	0.00%
CAPITAL OUTLAY	92,830	959	1.03%
TRANSFERS	(349,600)	(116,533)	33.33%
OTHER	93,507	12,145	12.99%
<b>TOTAL NON-SALARY</b>	<b>1,789,392</b>	<b>306,817</b>	<b>17.15%</b>
<b>TOTAL EXPENSE</b>	<b>2,609,140</b>	<b>608,559</b>	<b>23.32%</b>
<b>NET REVENUE (EXPENSE)</b>	<b>(39,661)</b>	<b>(165,470)</b>	



GRAND RAPIDS COMMUNITY COLLEGE  
 BUILDING & SITE FUND - GENERAL  
 FOR PERIOD ENDED Oct 31, 2022

	ADOPTED BUDGET	ACTUAL 10/31/22	PERCENTAGE
REVENUE:			
PROPERTY TAXES	10,150,000	9,282,170	91.45%
TRANSFER FROM GENERAL FUND	1,250,000	0	0.00%
FACILITIES FEE	1,900,000	1,450,890	76.36%
TOTAL REVENUE	13,300,000	10,733,060	80.70%
EXPENSES:			
MAINTENANCE & OTHER	3,800,000	1,238,159	32.58%
PUBLIC SAFETY CENTER	7,000,000	0	0.00%
OTHER PROJECTS	1,010,000	958,411	94.89%
TRANSFERS TO DEBT FUND	3,135,000	0	0.00%
TOTAL EXPENSES	14,945,000	2,196,570	14.70%
NET REVENUE (EXPENSE)	(1,645,000)	8,536,490	

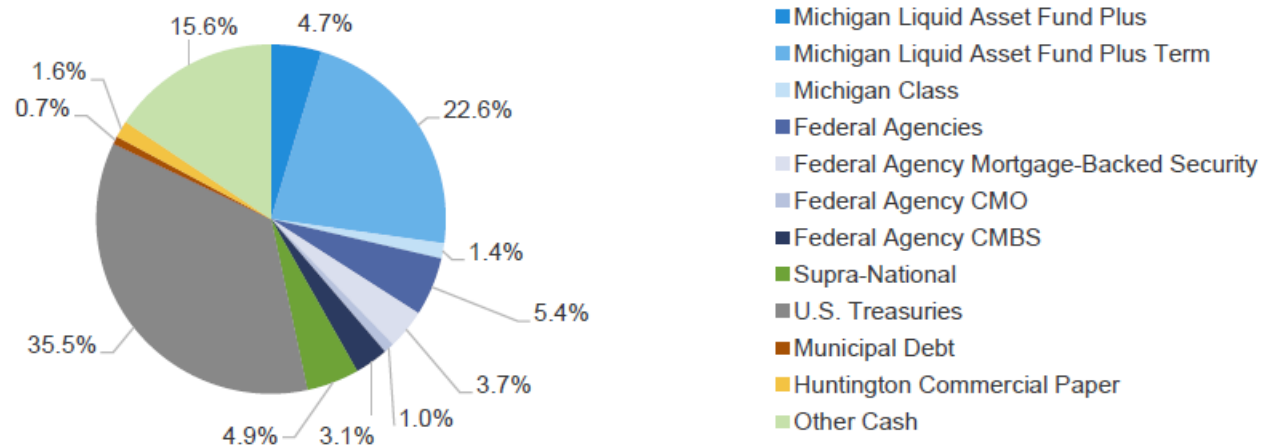
PLANT FUND - DEBT RETIREMENT FUND  
2022-23 FISCAL YEAR

	BUDGET	ACTUAL 10/31/2022
<b>REVENUE</b>		
TRANSFER FROM PLANT - FACILITIES FEE	1,983,976	0
TRANSFER FROM PLANT - GENERAL	1,151,024	0
<b>TOTAL REVENUE</b>	<b>3,135,000</b>	<b>0</b>
 <b>EXPENSE</b>		
2012 ISSUE - REFUNDING		
PRINCIPAL	205,000	0
INTEREST	6,406	3,203
OTHER EXPENSE	100	100
<b>TOTAL EXPENSE</b>	211,506	3,303
 2019 ISSUE - 2009 REFUNDING		
PRINCIPAL	680,000	0
INTEREST	257,450	128,725
OTHER EXPENSE	500	0
<b>TOTAL EXPENSE</b>	937,950	128,725
 2020 ISSUE - 2012 REFUNDING		
PRINCIPAL	1,755,000	0
INTEREST	228,476	114,238
OTHER EXPENSE	500	500
<b>TOTAL EXPENSE</b>	1,983,976	114,738
<b>GRAND TOTAL EXPENSE</b>	<b>3,133,432</b>	<b>246,766</b>

# Aggregate Cash and Investments

Period Ended  
October 31, 2022

Security Type	Market Value	% of Total
Michigan Liquid Asset Fund Plus	\$5,983,087	4.7%
Michigan Liquid Asset Fund Plus Term	\$29,000,000	22.6%
Michigan Class	\$1,811,184	1.4%
Federal Agencies	\$6,966,345	5.4%
Federal Agency Mortgage-Backed Security	\$4,736,077	3.7%
Federal Agency CMO	\$1,247,047	1.0%
Federal Agency CMBS	\$3,957,675	3.1%
Supra-National	\$6,238,447	4.9%
U.S. Treasuries	\$45,548,927	35.5%
Municipal Debt	\$935,490	0.7%
Huntington Commercial Paper	\$2,005,124	1.6%
Other Cash	\$20,049,039	15.6%
<b>Total</b>	<b>\$128,478,442</b>	<b>100.0%</b>



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



## **ACTION ITEMS**

N. Purchases over \$100,000

**a. General Fund**

No general fund requests for October 2022.

**a. Other Special Funds**

No special fund requests for October 2022.

**ACCOUNT:**

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.

O. Deliberation & Selection of GRCC's 11<sup>th</sup> President

**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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