

**PROCEEDINGS**  
**OF**  
**GRAND RAPIDS COMMUNITY COLLEGE**  
**BOARD OF TRUSTEES**  
**OFFICIAL**  
**REGULAR MEETING**  
**BOARD CHAMBERS**  
**MONDAY, MAY 16, 2022**

**I. ORDER OF BUSINESS**

Meeting called to order at 4:14 p.m., David Koetje in the chair.

- A. Present: Brame, Bruinsma, Lopez, Lovelady Mitchell, Siegel, Williams & Koetje – 7
- B. Introduction of Guests
  - None at this time.
- C. Review and Approval of Agenda to include additions, deletions, or corrections.
  - Motion by Trustee Lopez, seconded by Trustee Williams to approve the agenda as presented. Motion carries 7-0.
- D. Open Comments
  - None
- E. Special Order of Business (New Business)
  - Michigan New Jobs Training (MNJT) Agreement with Dover Pumps.  
Motion by Trustee Bruinsma, seconded by Trustee Siegel to approve agreement as presented. Motion carries 7-0.

**II. MONITORING REPORTS**

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

**III. UPDATES**

- Student Report - None at this time.
- Foundation Update (Quarterly Report) – None at this time.
- Board Chair Report
  - Chairperson Koetje gave an update in regards to the presidential search process and made a motion to appoint Dr. Juan Olivarez as interim president contingent

on an agreement. Motion was supported by Trustee Bruinsma, seconded by Trustee Williams. Motion carries 7-0.

Chairperson Koteje made a motion to name Trustee Siegel as treasurer. Motion was supported by Trustee Bruinsma, seconded by Trustee Williams. Motion carries 6-0.

- President's Update – Bill Pink, Ph.D.  
Dr. Pink congratulated the board and Dr. Olivarez on the appointment of interim president. He went on to share that the property on 3 Mile and Bristol in Walker township is seriously being considered as the site for the Public Safety Training Center.
- Faculty Association Update – None at this time.

#### **IV. COMMUNITY CONNECTIONS**

- Communications to the Board - None at this time.

#### **V. CONSENT ITEMS**

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

- Minutes from March 21, 2022 Board Work Session & Board Meeting, and May 2, 2022 Board Work Session & Budget Board Meeting
- Grants GRCC received from April 1, 2022 to April 30, 2022

The Michigan Economic Development Corporation awarded a Training Equipment Grant in the amount of \$49,875 for the purchase of a FANUC ER-4iA Robot with R-30iB Mat Plus Controllers and a fenceless cart for safety for the Lakeshore Campus.

The Institute of International Education awarded an IIE Passport grant in the amount of \$4,125 to the TRIO Student Support Services Program. The = funds will be used to cover the cost of purchasing a passport to help students pursue study abroad opportunities.

The U.S. Department of Justice awarded the GRCC Campus Police an SRT Body-Worn Camera Micro-grant in the amount of \$7,200. Funds will support the replacement of body-work cameras.

**PERSONNEL REPORT**  
**(Includes in-process transactions through 5-1-22)**

**WELCOME TO GRCC**

**New Hires:**

Cedrick Spearman Jr  
Custodians, Custodian I  
Effective date: May 2, 2022

Erin Mieskowski  
Office of Diversity, Equity & Inclusion  
Effective date: April 11, 2022

Micaela Larva  
Student Financial Services, Support  
Professional  
Effective date: March 7, 2022

Monica Hudson  
Training Solutions, Educational Training  
Specialist -Job Corp Scholars  
Effective date: March 28, 2022

Anthony Childers  
Custodians, Custodian I  
Effective date: March 14, 2022

Amanda Konwinski  
Student Financial Services, Support  
Professional  
Effective date: March 28, 2022

Alyssa Rickman  
Workforce Development, Educational  
Training Specialist  
Effective date: March 21, 2022

Darren Ho  
Customer Support, Customer Support  
Technician Level 1  
Effective date: April 11, 2022

Isandro Gomez  
Facilities, Facilities Manager  
Effective date: March 28, 2022

Greg Sulisz  
Mathematics, Assistant Professor  
Effective date: August 8, 2022

Conor Bardallis  
Media Technologies, Media Technologies  
Events Coordinator  
Effective date: March 28, 2022

Austin Dent  
Maintenance, Grounds Maintenance  
Effective date: April 18, 2022

Andrew Rust  
Custodians, Custodian I  
Effective date: April 25, 2022

**CONGRATULATIONS ON YOUR NEW POSITION**

**Transfers:**

Tyler Anderson  
Transfer to: Student Life, Student Life Service and Technology Coordinator  
Transfer from: Enrollment Center, Support Professional  
Effective date: May 2, 2022

Joshua Grawburg  
Transfer to: Financial Aid, Support Professional, One Stop Specialist  
Transfer from: Financial Aid, Academic Support & Tutoring Services  
Effective date: May 2, 2022

Jesseca Schippa  
Transfer to: Dental Auxiliary, Assistant Professor  
Transfer from: Dental Auxiliary, Adjunct  
Effective date: May 2, 2022

David Feutz  
Transfer to: Applied Technology, Temporary Assistant Professor  
Transfer from: Applied Technology, Adjunct  
Effective date: August 25, 2022

Daniel Dykstra  
Transfer to: Custodians, Custodian II  
Transfer from: Custodians, Custodian I  
Effective date: May 2, 2022

Terrence Moore  
Transfer to: Student Financial Services, Support Professional  
Transfer from: Enrollment Center, Contingent  
Effective date: March 14, 2022

Erin Busscher  
Transfer to: Academic Advising & Transfer Center, Assistant Professor  
Transfer from: Academic Advising & Transfer Center, Program Director, Assistant Professor  
Effective date: March 7, 2022

Sulari White  
Transfer to: Academic Advising & Transfer Center, Interim Program Director & Assistant Professor  
Transfer from: Academic Advising & Transfer Center, Assistant Professor  
Effective date: March 7, 2022

Mandy Tomlinson  
Transfer to: Customer Support, Information Technology Service Management Analyst  
Transfer from: Customer Support, Information Technology Customer Support  
Effective date: March 21, 2022

Courtney VanderLugt  
Transfer to: Preschool, Assistant to Instructor  
Transfer from: Preschool, Assistant to Instructor (Temporary position)  
Effective date: March 28, 2022

Linden Becker  
Transfer to: Academic Outreach, Middle College Student Navigator  
Transfer from: Academic Outreach, Contingent  
Effective date: March 31, 2022

Traci Grimm  
Transfer to: Radiologic Technology, Assistant Professor  
Transfer from: Radiologic Technology, Adjunct  
Effective date: May 2, 2022

## **THANK YOU FOR YOUR SERVICE**

### **Separations:**

Noah DeSmit

Media Technologies, Video Content

Production Manager

Effective date: March 26, 2022

Kimberly Squiers

Grants Development, Grants Specialist

Effective date: April 9, 2022

Bill Pink

President's Office, President

Effective date: July 1, 2022

David Jost

Custodians, Custodian I

Effective date: March 1, 2022

### **Retirements:**

Mary Rudd

Accounting and Budgets, Support Professional

Effective date: June 1, 2022

Mansfield Matthewson

Purchasing, Director of Purchasing

Effective date: June 30, 2022

David Emelander

Maintenance, Building Manager

Effective date: July 1, 2022

Willie Hurst

Custodians, Custodian II

Effective date: July 1, 2022

Michael Roche

Student Affairs, Athletic Trainer

Effective date: April 30, 2022

William Knapp

Instructional Support, Executive Director

Distance Learning

& Instructional Technologies

Effective date: July 1, 2022

Scott Martin

Facilities, Director of Facilities

Effective date: June 1, 2022

Financial Transactions  
(April 1 - 30, 2022)

1. **Purchases \$25,000-\$100,000**  
a. **General Fund**

- 1) Blanket purchase order change notice issued to provide legal counsel services.  
**Requestor:** Lisa Freiburger – Finance & Administration  
**Expenditure:** \$30,000.00/ \$55,000.00  
**Disposition:** New Purchase  
**Supplier:** Katherine J. Keating, Atty at Law  
Rapid City, MI  
**Bid:** No, exempt purchase.
  
- 2) Purchase order issued to provide assessment and remediation placement test tools for students.  
**Requestor:** Lori Cook – Enrollment Center  
**Expenditure:** \$31,600.00  
**Disposition:** Recurring Purchase  
**Supplier:** McGraw Hill Co.  
Philadelphia, PA  
**Bid:** No, single source purchase.
  
- 3) Purchase order issued to provide renewal for advocate student conduct software and behavioral intervention system (comprehensive campus safety solution).  
**Requestor:** Jeff Vanderveen – Information Technology  
**Expenditure:** \$32,112.08  
**Disposition:** Recurring Purchase  
**Supplier:** Symplicity Corporation  
Arlington, VA  
**Bid:** No, single source purchase.
  
- 4) Purchase order issued to provide annual licensing renewal for the Appspan Application Security Platform, as required for PeopleSoft security and SSO integration.  
**Requestor:** Jeff Vanderveen – Information Technology  
**Expenditure:** \$55,000.00  
**Disposition:** Recurring Purchase  
**Supplier:** Zones Government & Education\*  
Auburn, WA  
**Bid:** No, single source purchase.

**b. Other Special Funds**

- 1) Purchase order issued to provide annual licensing renewal for Continuity Spectrum, non-credit enterprise system, used for non-credit enrollment and course management.

**Requestor:** Julie Parks – Workforce Development

**Expenditure:** \$27,071.00 (15-2271)

**Disposition:** Recurring Purchase

**Supplier:** Plexus Systems  
Lake Forest, CA

Source of Funds: Designated Funds

Bid: No, single source purchase.

- 2) Purchase order issued to provide NaBITA (National Behavioral Intervention Team Association) training for the GRCC Behavioral Intervention Team.

**Requestor:** Lina Blair – Student Life

**Expenditure:** \$27,500.00 (15-2271)

**Disposition:** New Purchase

**Supplier:** The NCHERM Group  
King of Prussia, PA

Source of Funds: Designated Funds

Bid: No, sole source purchase.

- 3) Purchase order issued to provide Title III external evaluation reports and services.

**Requestor:** David Lovell – Title III

**Expenditure:** \$29,821.00 (51-2273)

**Disposition:** Recurring Purchase

**Supplier:** Pacific Research and Evaluation, LLC  
Portland, OR

Source of Funds: Strengthening Institutional Programming (SIP) Grant

Bid: Yes, RFP 1920-5226B.

- 4) Purchase order issued to provide Calkins Science Center/Ford Fieldhouse stair-tower roof replacement.

**Requestor:** Jim VanDokkumburg - Facilities

**Expenditure:** \$33,450.00 (42-2330)

**Disposition:** Replacement Purchase

**Supplier:** BCI Construction  
Grand Rapids, MI

Source of Funds: Plant Fund

Bid: Yes, RFP 1920-5226, previously reported.

- 5) Purchase order issued to provide new speakers for the Secchia Piazza and replacement speakers for the Heritage restaurant.

**Requestor:** Jim VanDokkumburg - Facilities

**Expenditure:** \$34,300.00 (42-2810)

**Disposition:** New & Replacement Purchase

**Supplier:** BCI Construction  
Grand Rapids, MI

Source of Funds: Plant Fund

Bid: Yes, RFP 1920-5226, previously reported.

- 6) Purchase order issued to provide a replacement water heater for the Spectrum Theater.
- Requestor:** Jim VanDokkumburg - Facilities  
**Expenditure:** \$40,335.00 (42-2330)  
**Disposition:** Replacement Purchase  
**Supplier:** Galloup  
Wyoming, MI  
Source of Funds: Plant Fund  
Bid: No, single source purchase.
- 7) Purchase order issued to provide (100) DELL CTO 3120 laptop computers for the Bridges to College (graduating high school seniors) program.
- Requestor:** Jeff Vanderveen – Information Technology  
**Expenditure:** \$40,818.00 (15-2359)  
**Disposition:** New Purchase  
**Supplier:** CDW-G  
Vernon Hills, IL  
Source of Funds: Designated Fund  
Bid: Yes, RFP 1920-12028.
- 8) Purchase order issued to provide a FANUC CERT Robotic Trainer for the Lakeshore Campus Automation Lab.
- Requestor:** Jeff Danner – Workforce Development  
**Expenditure:** \$46,450.00 (42-1521)  
**Disposition:** New Purchase  
**Supplier:** IST Ohio  
Lexington, OH  
Source of Funds: Plant Fund (GENATC)  
Bid: No, single source purchase.
- 9) Purchase order issued to provide new welders for the Tassell M-TEC welding programs.
- Requestor:** Jeff Danner – Workforce Development  
**Expenditure:** \$76,466.76 (51-2821)  
**Disposition:** Replacement Purchase  
**Supplier:** Purity Cylinder Gases  
Grand Rapids, MI  
Source of Funds: Perkins Grant  
Bid: Yes, RFP 2122-4268.
- 10) Purchase order issued to provide classroom chairs for the Calkins Science Center.
- Requestor:** Jim VanDokkumburg - Facilities  
**Expenditure:** \$87,983.66 (42-2822)  
**Disposition:** Replacement Purchase  
**Supplier:** Trellis Partners LLC  
Grand Rapids, MI  
Source of Funds: Plant Fund  
Bid: No, OMNIA Partners cooperative purchase.



11) Purchase order issued to provide (145) DELL OptiPlex Intel Core computers for classroom instructor stations across campus.

**Requestor:** Jeff Vanderveen – Information Technology

**Expenditure:** \$97,754.15 (51-2821)

**Disposition:** Replacement Purchase

**Supplier:** CDW-G

Vernon Hills, IL

Source of Funds: ARP/HEERF III (American Rescue Plan/Higher Education  
Emergency Relief Fund) Grant

Bid: Yes, RFP 1920-12028.

**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.

GRAND RAPIDS COMMUNITY COLLEGE  
 2021 - 2022 DESIGNATED FUND BUDGET REPORT  
 FOR PERIOD ENDING APRIL 30, 2022

DESIGNATED	2021 - 2022		PERCENTAGE
	ADOPTED BUDGET	ACTUAL 4/30/22	
<b>REVENUE:</b>			
CONTRACTED TRAINING	1,661,992	1,648,686	99.20%
OTHER MISCELLANEOUS LOCAL	632,468	169,095	26.74%
<b>TOTAL REVENUE</b>	<b>2,294,460</b>	<b>1,817,780</b>	<b>79.22%</b>
<b>EXPENSES:</b>			
SALARIES			
INSTRUCTION	419,938	329,510	78.47%
ADMINISTRATION	322,450	251,330	77.94%
CUSTODIANS & SECURITY	25,500	19,731	77.38%
SECRETARIAL	21,564	13,527	62.73%
STUDENT ASSISTANTS	13,605	0	0.00%
<b>TOTAL SALARIES</b>	<b>803,057</b>	<b>614,097</b>	<b>76.47%</b>
NON-SALARY			
FRINGE BENEFITS	261,409	218,678	83.65%
CONTRACTED SERVICES	849,714	689,424	81.14%
SUPPLIES & REPAIRS	934,468	527,927	56.49%
UTILITIES & RENTALS	3,150	0	0.00%
CAPITAL OUTLAY	22,100	10,036	45.41%
TRANSFERS	(560,172)	(533,144)	95.18%
OTHER	81,507	57,479	70.52%
<b>TOTAL NON-SALARY</b>	<b>1,592,176</b>	<b>970,400</b>	<b>60.95%</b>
<b>TOTAL EXPENSE</b>	<b>2,395,233</b>	<b>1,584,497</b>	<b>66.15%</b>
<b>NET REVENUE (EXPENSE)</b>	<b>(100,773)</b>	<b>233,284</b>	

GRAND RAPIDS COMMUNITY COLLEGE  
 BUILDING & SITE FUND - GENERAL  
 FOR PERIOD ENDED Apr 30, 2022

	ADOPTED BUDGET	ACTUAL 4/30/22	PERCENTAGE
REVENUE:			
PROPERTY TAXES	9,700,000	9,548,881	98.44%
TRANSFER FROM GENERAL FUND	2,576,000	0	0.00%
DONATIONS	6,050,000	6,090,875	100.68%
STATE FUNDS (ATC PROJECT)	124,489	344,730	276.92%
FACILITIES FEE	1,987,000	1,893,160	95.28%
TOTAL REVENUE	20,437,489	17,877,646	87.47%
EXPENSES:			
MAINTENANCE & OTHER	4,081,000	1,670,471	40.93%
ATC RENOVATION	124,487	124,487	100.00%
RJF RENOVATION	3,900,000	3,774,659	96.79%
LAKESHORE RENOVATION	2,900,000	2,731,910	94.20%
SECCHIA PIAZZA PROJECT	6,050,000	2,819,777	46.61%
OTHER PROJECTS	1,160,000	390,744	33.68%
TRANSFERS TO DEBT FUND	4,010,000	0	0.00%
TOTAL EXPENSES	22,225,487	11,512,048	51.80%
NET REVENUE (EXPENSE)	(1,787,998)	6,365,597	

DEBT RETIREMENT FUND  
2021-22 FISCAL YEAR

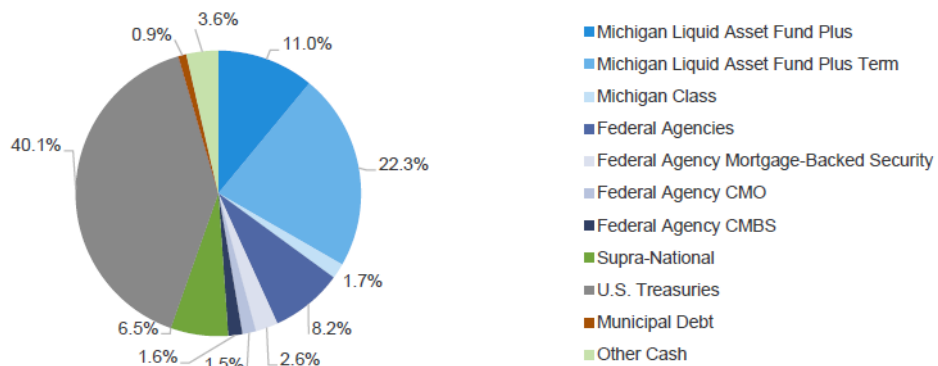
	BUDGET	ACTUAL 4/30/2022
<b>REVENUE</b>		
TRANSFER FROM PLANT - FACILITIES FEE	945,150	0
TRANSFER FROM PLANT - GENERAL	3,064,850	0
<b>TOTAL REVENUE</b>	<b>4,010,000</b>	<b>0</b>
<b>EXPENSE</b>		
2012 ISSUE - REFUNDING		
PRINCIPAL	200,000	200,000
INTEREST	12,406	12,406
OTHER EXPENSE	100	0
<b>TOTAL EXPENSE</b>	<b>212,506</b>	<b>212,406</b>
2012 ISSUE - FACILITIES		
PRINCIPAL	900,000	900,000
INTEREST	45,000	45,000
OTHER EXPENSE	150	0
<b>TOTAL EXPENSE</b>	<b>945,150</b>	<b>945,000</b>
2013 ISSUE		
PRINCIPAL	365,000	365,000
INTEREST	10,950	10,950
OTHER EXPENSE	450	450
<b>TOTAL EXPENSE</b>	<b>376,400</b>	<b>376,400</b>
2018 ISSUE - 2008 REFUNDING		
PRINCIPAL	1,275,000	1,275,000
INTEREST	31,238	31,238
OTHER EXPENSE	500	0
<b>TOTAL EXPENSE</b>	<b>1,306,738</b>	<b>1,306,238</b>
2019 ISSUE - 2009 REFUNDING		
PRINCIPAL	655,000	655,000
INTEREST	283,650	283,650
OTHER EXPENSE	500	500
<b>TOTAL EXPENSE</b>	<b>939,150</b>	<b>939,150</b>
2020 ISSUE - 2012 REFUNDING		
PRINCIPAL	0	0
INTEREST	228,476	228,476
OTHER EXPENSE	500	500
<b>TOTAL EXPENSE</b>	<b>228,976</b>	<b>228,976</b>
<b>GRAND TOTAL EXPENSE</b>	<b>4,008,919</b>	<b>4,008,170</b>

# Aggregate Cash and Investments

Period Ended

April 30, 2022

Security Type	Market Value	% of Total
Michigan Liquid Asset Fund Plus	\$11,347,394	11.0%
Michigan Liquid Asset Fund Plus Term	\$23,000,000	22.3%
Michigan Class	\$1,793,692	1.7%
Federal Agencies	\$8,441,029	8.2%
Federal Agency Mortgage-Backed Security	\$2,632,142	2.6%
Federal Agency CMO	\$1,576,095	1.5%
Federal Agency CMBS	\$1,652,346	1.6%
Supra-National	\$6,721,699	6.5%
U.S. Treasuries	\$41,325,569	40.1%
Municipal Debt	\$959,452	0.9%
Other Cash	\$3,704,565	3.6%
<b>Total</b>	<b>\$103,153,984</b>	<b>100.0%</b>



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

- Motion by Trustee Bruinsma, seconded by Trustee Williams to approve the consent items as presented. Motion carries 7-0.

## ACTION ITEMS

### N. Purchases over \$100,000

#### a. General Fund

None for April 2022

#### b. Other Special Funds

- 1) Request permission to issue to provide design, furnish and installation of a lighting truss system for the Ford Fieldhouse.

**Requestor:** Jim VanDokkumburg - Facilities

**Expenditure:** \$105,370.34 (51-2821)

**Disposition:** Construction Purchase

**Supplier:** BCI Construction

Grand Rapids, MI

Source of Funds: HETA (Higher Education television Authority) Grant

Bid: Yes, RFP 2122-3296.

- 2) Request permission to issue purchase order to provide parking ramp renovations to Ramp A and Ramp C.

**Requestor:** Jim VanDokkumburg - Facilities

**Expenditure:** \$471,165.00 (2331-14)

**Disposition:** Construction Purchase

**Supplier:** Mark One Limited

Detroit, MI

Source of Funds: Auxiliary Fund

Bid: Yes, RFP 2122-3296.

- 3) Request permission to issue purchase orders to provide Tassell MTEC parking lot repaving.

**Requestor:** Jim VanDokkumburg - Facilities

**Expenditure:** \$850,000.00 NTE (14-2331)

**Disposition:** Construction Purchase

**Supplier:** BCI Construction

Grand Rapids, MI

**Bergmann Architects, Engineers, Planners**

Grand Rapids, MI

Source of Funds: Auxiliary Fund

Bid: Yes, RFP #1415-3282, previously reported and RFP 1920-3296.

- 4) Request permission to issue purchase order change notice for the design and construction of the ATC Piazza.

**Requestor:** Jim VanDokkumburg - Facilities  
**Expenditure:** \$1,250,000.00/\$6,250,000.00 (42-2810)  
**Disposition:** Construction Purchase  
**Supplier:** Granger Construction  
Grand Rapids, MI  
Progressive AE/AE  
Grand Rapids, MI  
Source of Funds: Plant Fund  
Bid: Yes, RFP #1415-3282, previously reported and RFP 1920-3296.

*NOTE: Below purchase was previously approved by Chairperson Koetje and President Pink as there was no April board meeting.*

- 5) Purchase order issued to provide life cycle replacement laptops for (4) ATC CAD labs.

**Requestor:** Jeff Vanderveen – Information Technology  
**Expenditure:** \$168,755.00 (2822-42)  
**Source of Funds:** Plant Fund  
**Disposition:** Replacement Purchase  
**Supplier:** CDW G  
Vernon Hills, IL

b.

**ACCOUNTS:**

11 – General Fund  
14 – Auxiliary Fund  
15 – Designated Fund  
42 – Bonds, Plant Fund  
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**KEY:**

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# Non Responsive Bid  
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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.

- Motion to approve made by Trustee Williams, seconded by Trustee Lovelady Mitchell  
Motion carries 7-0.

O. Campus Police Contract

Lisa Freiburger presented the 3-year Campus Police agreement, first two years at 3 % increase and last year \$500 stipend with a wage reopener.

- Motion to approve the Campus Police agreement as presented was made by Trustee Lopez, seconded by Trustee Bruinsma. Motion carries 7-0

## **VII. OPEN COMMENT**

- None at this time.

## **VIII. FINAL BOARD COMMENTS**

Trustee Bruinsma, gave a shout out to her parents that were watching virtually along with wishing her Mother a Happy Birthday. Going on to say her parents dedication to service and education is one of the reasons Trustee Bruinsma sits on the board. Especially her Mother, a first-generation American immigrant and first-generation college student that went on to spend her entire career in education and strong advocate to this day.

Trustee Siegel, recognized the national award that GRCC Middle College Program received and thanked all those involved.

Trustee Lovelady Mitchell, encouraged those that have not watched ODEI 2022 Cultural Competence Institute with Dr. Luke Woods to do so. She asked that the board schedule a conversation in the future and she will share a powerful article from Diversity Inc. with the board.

Adjourned 4:31 p.m.