



**Board of Trustees**  
COMMUNITY COLLEGE SYSTEM OF NH  
Meeting of August 19, 2021

**Present:** Trustee Kathy Bogle Shields (Acting Chair), Trustee Robert Baines (Vice Chair), Trustee Edwin Smith (Secretary, teleconference), Trustee Paul Holloway (Past Chair, teleconference), Trustee Alison Stebbins (Treasurer), Trustee Jack Calhoun (teleconference), Trustee Sharon Harris, Trustee Tricia Lucas, Trustee Richard Heath, Trustee Jeff Cozzens, Trustee John Stevens, Trustee Steven Slovenski, Trustee Tiler Eaton, Trustee Bryant Abbott (teleconference), Darrin Daniels (teleconference), President Lucille Jordan (NCC), President Larissa Baia (LRCC), President Gretchen Mullin-Sawicki (NHTI), President Charles Lloyd (WMCC), President Alfred Williams (RVCC), President Brian Bicknell (MCC), Interim President Cathryn Addy (GBCC), Interim Chancellor Susan Huard, Jonathan Melanson (NH Department of Business and Economic Affairs), Marie-Helene Bailinson (NH Department of Employment Security, teleconference)

**Regrets:** Trustee Todd Emmons, Trustee Hollie Noveletsky, Trustee Stephen Ellis, Trustee Steve Rothenberg, Governor Christopher Sununu, Commissioner Frank Edelblut (Department of Education)

**Others Presenting to the Board:** Scott Fields (CCSNH), Shannon Reid (CCSNH), Monica Bradley (CCSNH), Mark Rubinstein (Granite State College), Meghan Glynn (Drummond Woodsum)

Chair Shields called the meeting to order at 9:35 am in the Multi-Purpose Room at Manchester Community College, in Manchester, NH. No conflicts of interest were expressed.

Welcome

Chair Shields welcomed Ms. Blackwell, student trustee currently enrolled in the nursing program at River Valley CC, to the board.

Board Schedule

Ms. Eckner presented the new board and committee meeting schedule—moving to 6 committee and board meetings/ year

Legislative Update

**Divisive Concepts Law**

Ms. Glynn provided an overview of the divisive concepts bill and its impact on CCSNH as a public employer. The current version of the bill has 4 concepts:

- A member of a protected class is not inherently superior or inferior to any member of another protected class.
- Cannot train employees that any individual is inherently racist, sexist, or oppressive.
- CCSNH cannot train employees that any individual should be discriminated against or receive adverse treatment solely or partly because of their membership in protected class.
- CCSNH cannot train employees that people of any particular protected class cannot and should not attempt to treat others equally or without regard to their membership in a protected class.



If a public employer attempts to teach or train staff on a divisive concept, the employee may leave the training and cannot be disciplined. The guidance suggests that implicit bias/ sensitivity training is acceptable provided that the focus is on everyone having implicit bias and not just one or certain groups of people having implicit bias.

Discussion followed regarding specific circumstances that are or are not acceptable for discussing these topics within in academic setting and the potential for CCSNH's increased vulnerability to litigation, and Ms. Glynn's noted that the short-term effect will not be large.

President Baia leads a system-wide Diversity, Equity, and Inclusion (DEI) taskforce, and she will provide periodic updates to the board on this work.

### **Bachelor's Degrees**

Chancellor Huard reported that the Student Success committee met last week to discuss bachelor's degrees with respect to the two bills proposed by Representative Ford, who is familiar with concept of educational deserts. The committee has identified the need for an assessment of outcomes, cost, value, and benefit to students.

There are other opportunities, such as micro-credentials and guaranteed transfer pathways, that appear to be a much better investment for CCSNH. The committee will develop a list of items that must be further researched and invite legislators to the next committee meeting to continue the discussion.

### **Public Higher Education Study Committee (PHESC)**

Chancellor Huard provided a summary of the Public Higher Education Study Committee meeting that took place on August 19, 2021. The USNH board is proposing to merge Granite State College (GSC) and UNH-Manchester (UNH-M). Currently SNHU is the top transfer partner for CCSNH, followed by GSC. Annually 410 CCSNH students transfer to GSC and UNH-M with a lot of assistance; and if that support were to change, then CCSNH students will not have the same transfer experience, leading to concern that students will not have the public option that they do now. Dr. Rubinstein noted that the mission of GSC is to serve adult learners— it is important not to lose sight of that mission and the ability to serve adult learners well.

### Parting Remarks

The chair invited Chancellor Huard to deliver parting remarks in advance of the arrival of the new chancellor on September 1.

The chancellor noted the unique experience she has had managing the system during a year that faced both a global pandemic and a proposed merger by the Governor, and she expressed her gratitude to the presidents and to the board for their enthusiastic support.

To best position CCSNH for success in the future, the chancellor recommended the board and system begin the process of defining and clarifying the purviews of the system office and of the colleges. The System Office is not currently serving a leadership function, and when every conversation is a negotiation, the distraction slows down- or can even deter- the progress the system is trying to make at this critical juncture.

The chancellor spoke to the current vacancies on the leadership team in the system office, which the next chancellor can use to design the leadership team that he needs.



The chancellor recommended CCSNH begin to take advantage of the unique opportunity of being a well-coordinated system by statute that enjoys an unprecedentedly high level of support from the state by:

- Making necessary strategic changes, such as course sharing, faster
- Eliminating the pilot approach and quickly implementing these system-wide strategic changes
- Effectively demonstrating the true, untouchable value of the mission and work of the community colleges
- Investing in professional development, especially training on new software and technology
- Recognizing the challenges that face CCSNH over the next two years and the need for the system to decide how to make necessary changes before another entity makes that decision.

Other Business

No further business was brought forward. The meeting adjourned at 11:12 am.

Respectfully Submitted,

Meghan Eckner  
Executive Assistant to the Chancellor and Board of Trustees