

GRAND RAPIDS COMMUNITY COLLEGE

AGENDA OF BOARD OF TRUSTEES



**MONDAY, SEPTEMBER 16, 2024
4:15 PM
BOARD CHAMBERS
143 BOSTWICK NE
GRAND RAPIDS, MI**

GRAND RAPIDS COMMUNITY COLLEGE BOARD OF TRUSTEES



Brandy Lovelady Mitchell, Ed.D.
Chairperson
2026



Kathleen Bruinsma, J.D.
Vice Chairperson
2028



Sheryl Siegel, B.A.
Treasurer
2024



Daniel Williams, Ed.D.
Secretary
2026



Kenyatta Brame, J.D.
Trustee
2028



David J. Koetje, M.A.
Trustee
2024



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.

161288 02/24

**GRAND RAPIDS COMMUNITY COLLEGE
REGULAR BOARD OF TRUSTEES MEETING
MONDAY, SEPTEMBER 16, 2024**

ORDER OF BUSINESS

I. Call to Order

- a. Call to Order
- b. Introduction of Guests
 - i. Board of Trustees
 - ii. President

II. Board Business

Review of Agenda and approval of additions, deletions, or re-arrangements.

- a. Open Comments (Limited specifically to comments related to board agenda items.)
- b. Special Order of Business (New Business)
 - 1. Local Strategic Value Resolution
- c. Consent Items (*These items will be adopted as a group without specific discussion. Recommended that the following items be approved as presented.*)
 - i. Minutes of previous meetings, Grant Awards/Requests, Personnel Transactions, & Financial Transactions
 - Minutes from August 19, 2024
 - Grants GRCC received, August-September 2024
- d. Action Items
 - i. Purchases Over \$100,000

III. Reports

- a. President's Report
 - i. Monitoring Reports
 - a. Treatment of People
 - ii. Institutional Reports
 - iii. Finance Update
- b. Student Government Association Report (quarterly)
- c. Faculty Association Report
- d. Foundation Report (quarterly)
- e. Board Chair Report

IV. Community Connections

- a. Communications to the Board

V. Open Comment (*Faculty, staff, students, and the Public are invited to address the Board on any matter.*)

VI. Final Board Comments

VII. Adjournment

Next Meeting of the Board:

- Monday, October 21, 2024 Work Session & Regular Board Meeting
- Monday, November 18, 2024 Work Session and Regular Board Meeting

BOARD BUSINESS

I. Call to Order

- a. Call to Order
- b. Introduction of Guests
 - i. Board of Trustees
 - ii. President

II. Board Business

Review of Agenda and approval of additions, deletions, or re-arrangements.

- a. Open Comments (Limited specifically to comments related to board agenda items.)
- b. Special Order of Business (New Business)
 1. Local Strategic Value Resolution
- c. Consent Items (*These items will be adopted as a group without specific discussion. Recommended that the following items be approved as presented.*)
 - i. Minutes of previous meetings, Grant Awards/Requests, Personnel Transactions, & Financial Transactions
 - Minutes from August 19, 2024.
 - Grants GRCC received, August-September 2024.
None at this time

PERSONNEL REPORT
(Includes in-process transactions August 10-September 16, 2024)

WELCOME TO GRCC

New Hires:

David Pridmore
Workforce Training, Program Manager
Effective date: September 16, 2024

Consuelo White
Workforce Training, Job Developer
Effective date: September 16, 2024

Jaunine Hackmon
Promise Zone, Promise Zone Success Coordinator
Effective date: August 26, 2024

Lisa Thomas
People, Culture, Equity, Director of Equal Opportunity
Effective date: August 26, 2024

Yasmin Gant
Custodian, Custodian I, 3rd Shift, DeVos Campus
Effective date: August 19, 2024

CONGRATULATIONS ON YOUR NEW POSITION

Rebecca Lovell
Transfer to: Counseling & Career Center, Assistant Professor Counseling & Career Development
Transfer from: College Success Center, Student Success Coach
Effective date: September 16, 2024

Ausar Martin
Transfer to: Professional, Management, and Administration, Executive Assistant to the Vice President of People, Culture, and Equity
Transfer from: Ford Fieldhouse, Support Professional, Ford Fieldhouse
Effective date: September 16, 2024

Donald Dykstra
Transfer to: Custodian, Custodian II, 3rd Shift, LRC
Transfer from: Maintenance, Grounds Maintenance
Effective date: September 16, 2024

Kenneth Culajay
Transfer to: Dental Auxiliary, Support Professional, Dental Auxiliary
Transfer from: Student Employment Services, Student Assistant
Effective date: September 9, 2024

Mary Reed

Transfer to: Professional, Management, and Administrative, Associate Director of the GRCC Foundation
Transfer from: College Advancement, Donor Stewardship and Event Manager
Effective date: September 2, 2024

Nahum Barnett

Transfer to: Custodian, Custodian, 3rd shift, Cook Hall
Transfer from: Custodian, Custodian 3rd shift, MTEC
Effective date: September 2, 2024

Jennifer Batten

Transfer to: Instructional Support and Institutional Planning, Associate Provost ISIP
Transfer from: Physical Science, Professor
Effective date: August 26, 2024

Emily Kose

Transfer to: Dental Auxiliary, Temporary Assistant Professor
Transfer from: Dental Auxiliary, Adjunct
Effective date: August 19, 2024

Separation

Sarah Rose

Occupational Support Program, Program Director/Professor
Effective date: August 20, 2024

Eric Mullen

Student Success and Retention, Dean of Student Success and Retention
Effective date: August 28, 2024

Retirements:

Cheryl Cole

Job Training, MTEC Manager
Effective Date: October 19, 2024

Jennifer Kelly

General Counsel, Labor Relations & Equal Opportunity Generalist
Effective Date: March 1, 2025

Jennifer Borrello

Mathematics, Professor
Effective Date: June 24, 2025)

• Financial Transactions
(August 1-31, 2024)

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

- 1) Purchase order issued to provide payment for audit services.
Requestor: Todd Hurley – Financial Services
Expenditure: \$71,500.00 (2213-11)
Disposition: New Purchase
Supplier: Plante and Moran PLLC
Grand Rapids, MI 49504
Source of Funds: General Fund
Bid: Yes, RFP #1920-2322

- 2) Purchase order issued to provide payment for annual renewal of college’s utility data housing system.
Requestor: Jim VanDokkumburg - Facilities
Expenditure: \$30,324.00 (2271-11)
Disposition: Renewal Purchase
Supplier: Imframappa
New York, NY
Source of Funds: General Fund
Bid: No, Sole Source

- 3) Purchase order issued to provide payment for maintenance for the UPS and AC units that protect our enterprise level equipment.
Requestor: Donovan Wallace – Information Technology
Expenditure: \$35,989.28 (2271-11)
Disposition: New Purchase
Supplier: Vertiv Corporation
Columbus, OH
Source of Funds: General Fund
Bid: No, Sole Source

- 4) Purchase order issued to provide payment for dental hygiene kits for Fall 2024.
Requestor: Jamie Klap - Dental
Expenditure: \$32,765.32 (2311-11)
Disposition: New Purchase
Supplier: Paradise Dental
Missoula, MT
Source of Funds: General Fund
Bid: No, Sole Source

- 5) Purchase order issued to provide payment for MCCA membership assessment for 2024-2025.
Requestor: Misty McClure-Anderson – President’s Office
Expenditure: \$47,500.00 (2511-11)
Disposition: New Purchase
Supplier: Michigan Community College Association

Lansing, MI
Source of Funds: General Fund
Bid: No, Sole Source

6) Purchase order issued to provide payment for 3-year support for Oracle Linux Premier.

Requestor: Jeff VanderVeen – Information Technology
Expenditure: \$68,535.33 (3823-11)
Disposition: Renewal Purchase
Supplier: Oracle America
Palatine, IL

Source of Funds: General Fund
Bid: No, Sole Source

b. Other Special Funds

1) Purchase order issued to provide payment for replacement screen in ATC auditorium.

Requestor: Klaas Kwant - Media
Expenditure: \$25,975.00 (2822-42-GENADMIN)
Disposition: Replacement Purchase
Supplier: BCI Construction
Grand Rapids, MI

Source of Funds: Plant Fund
Bid: Yes, RFP #1920-4259

2) Purchase order issued to provide payment for Express Employment per agreement.

Requestor: John VanElst – M-Tec
Expenditure: \$29,035.00 (2109-51-1WORK)
Disposition: Renewal Purchase
Supplier: Express Employment Professional**
Grand Rapids, MI

Source of Funds: Grants
Bid: No, Vendor partners with One Work Force Grant

3) Purchase order issued to provide payment for updating current training for Pharmacy Techs.

Requestor: John VanElst – M-Tec
Expenditure: \$58,315.00 (2271-51-FEDSCC)
Disposition: New Purchase
Supplier: MindSpring
Ada, MI

Source of Funds: Grants
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
*****VET
- Non Responsive Bid
NTE - Not to exceed

GRAND RAPIDS COMMUNITY COLLEGE
 2024-2025 GENERAL OPERATING FUND BUDGET REPORT
 FOR THE PERIOD ENDED AUGUST 31, 2024

GENERAL OPERATING	ADOPTED BUDGET	2024/2025 ACTUAL 8/31/2024	PERCENTAGE
REVENUE:			
TUITION	43,523,000	22,512,355	51.73%
FEES	7,325,000	3,833,187	52.33%
PROPERTY TAX	43,154,000	15,794,089	36.60%
STATE AID	34,617,000	200,749	0.58%
INTEREST	1,000,000	124,347	12.43%
MISCELLANEOUS	1,685,000	86,299	5.12%
TOTAL REVENUE	131,304,000	42,551,026	32.41%
EXPENSE:			
SALARIES:			
INSTRUCTION	33,595,000	2,180,635	6.49%
COUNSELING	2,100,000	127,375	6.07%
LIBRARIAN	640,000	48,729	7.61%
ADMINISTRATION	6,190,000	816,204	13.19%
ADMINISTRATIVE SUPPORT	1,380,000	166,024	12.03%
TECHNICAL SUPPORT	10,710,000	1,383,019	12.91%
SECRETARIAL	5,494,000	698,676	12.72%
BLDG OPERATIONS	5,150,000	633,580	12.30%
STUDENT ASSISTANT	1,360,000	166,320	12.23%
EST SAVINGS ON OPEN POSITIONS	(500,000)		
TOTAL SALARIES	66,119,000	6,220,562	9.41%
NON-SALARY:			
FRINGE BENEFITS	40,957,000	3,367,023	8.22%
CONTRACTED SERVICE	5,839,813	773,792	13.25%
SUPPLIES & REPAIRS	5,512,763	754,713	13.69%
UTILITIES & RENT	4,767,000	903,463	18.95%
TRANSFERS	3,875,375	27,562	0.71%
OTHER COSTS	3,245,335	261,011	8.04%
EQUIPMENT	605,863	44,926	7.42%
CONTINGENCY	330,000	-	0.00%
EST SAVINGS ON CONTROLLABLES	(500,000)		
TOTAL NON-SALARY	64,633,149	6,132,490	9.49%
TOTAL EXPENSE	130,752,149	12,353,052	9.45%
NET REVENUE (EXPENSE)	551,851	30,197,974	

GRAND RAPIDS COMMUNITY COLLEGE
2024-2025 GENERAL OPERATING FUND BUDGET REPORT
FOR THE PERIOD ENDED AUGUST 31, 2024

	MONTHLY ACTIVITY 8/31/24	MONTHLY ACTIVITY 8/31/23	YEAR-TO- DATE 8/31/24	YEAR-TO- DATE 8/31/23
REVENUE:				
TUITION	22,512,355	21,389,058	22,512,355	21,389,058
FEES	3,833,187	3,611,619	3,833,187	3,611,619
PROPERTY TAX	15,794,089	14,815,509	15,794,089	14,815,509
STATE AID	200,749	80,088	200,749	80,088
INTEREST	124,347	309,686	124,347	309,686
MISCELLANEOUS	86,299	31,282	86,299	31,282
TOTAL REVENUE	42,551,026	40,237,242	42,551,026	40,237,242
EXPENSE:				
SALARIES:				
INSTRUCTION	2,180,635	2,067,466	2,180,635	2,067,466
COUNSELING	127,375	126,147	127,375	126,147
LIBRARIAN	48,729	43,735	48,729	43,735
ADMINISTRATION	816,204	758,056	816,204	758,056
ADMINISTRATIVE SUPPORT	166,024	171,730	166,024	171,730
TECHNICAL SUPPORT	1,383,019	1,217,964	1,383,019	1,217,964
SECRETARIAL	698,676	635,151	698,676	635,151
BLDG OPERATIONS	633,580	638,991	633,580	638,991
STUDENT ASSISTANT	166,320	182,001	166,320	182,001
TOTAL SALARIES	6,220,562	5,841,241	6,220,562	5,841,241
NON-SALARY:				
FRINGE BENEFITS	3,367,023	3,467,372	3,367,023	3,467,372
CONTRACTED SERVICES	773,792	873,038	773,792	873,038
SUPPLIES & REPAIRS	754,713	547,316	754,713	547,316
UTILITIES & RENT	903,463	418,543	903,463	418,543
TRANSFERS	27,562	29,146	27,562	29,146
OTHER COSTS	261,011	217,121	261,011	217,121
EQUIPMENT	44,926	71,228	44,926	71,228
CONTINGENCY	-	-	-	-
TOTAL NON-SALARY	6,132,490	5,623,764	6,132,490	5,623,764
TOTAL EXPENSE	12,353,052	11,465,005	12,353,052	11,465,005
NET REVENUE (EXPENSE)	30,197,974	28,772,237	30,197,974	28,772,237

GRAND RAPIDS COMMUNITY COLLEGE
 2024 - 2025 DESIGNATED FUND BUDGET REPORT
 FOR PERIOD ENDING AUGUST 31, 2024

DESIGNATED	2024 - 2025		PERCENTAGE
	ADOPTED BUDGET	ACTUAL 8/31/24	
REVENUE:			
CONTRACTED TRAINING	2,332,452	196,532	8.43%
OTHER MISCELLANEOUS LOCAL	1,438,275	61,792	4.30%
TOTAL REVENUE	3,770,727	258,324	6.85%
EXPENSES:			
SALARIES			
INSTRUCTION	531,860	73,445	13.81%
ADMINISTRATION	866,653	92,425	10.66%
CUSTODIANS & SECURITY	164,100	0	0.00%
SECRETARIAL	17,243	2,642	15.32%
STUDENT ASSISTANTS	32,025	637	1.99%
TOTAL SALARIES	1,611,881	169,148	10.49%
NON-SALARY			
FRINGE BENEFITS	585,675	55,382	9.46%
CONTRACTED SERVICES	1,194,980	72,113	6.03%
SUPPLIES & REPAIRS	775,479	59,070	7.62%
UTILITIES & RENTALS	1,650	0	0.00%
CAPITAL OUTLAY	19,100	0	0.00%
TRANSFERS	(165,375)	(27,562)	16.67%
OTHER	63,010	7,015	11.13%
TOTAL NON-SALARY	2,474,519	166,018	6.71%
TOTAL EXPENSE	4,086,400	335,166	8.20%
NET REVENUE (EXPENSE)	(315,673)	(76,843)	

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

	ADOPTED BUDGET	ACTUAL 8/31/24	PERCENTAGE
REVENUE:			
PROPERTY TAXES	11,500,000	4,204,911	36.56%
INVESTMENT INTEREST	1,300,000	237,315	18.26%
TRANSFER FROM GENERAL FUND	3,500,000	0	0.00%
DONATIONS	630,000	0	0.00%
STATE (LRC RENO)	16,700,000	0	0.00%
FACILITIES FEE	1,900,000	990,820	52.15%
TOTAL REVENUE	35,530,000	5,433,046	15.29%
EXPENSES:			
MAINTENANCE & OTHER	5,240,000	964,620	18.41%
FORD REC CENTER	12,500,000	150,122	1.20%
LRC RENO	33,500,000	44,627	0.13%
ELEVATORS	3,000,000	(101,044)	-3.37%
TRANSFERS TO DEBT FUND	2,910,000	0	0.00%
TOTAL EXPENSES	57,150,000	1,058,325	1.85%
NET REVENUE (EXPENSE)	(21,620,000)	4,374,721	

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

	ADOPTED BUDGET	ACTUAL 8/31/24
REVENUE:		
TRANSFER FROM PLANT - FACILITIES FEE	1,981,000	0
TRANSFER FROM PLANT - GENERAL	929,000	0
TOTAL REVENUE	2,910,000	0
EXPENSES:		
2019 ISSUE (2009 REFUNDING)		
PRINCIPAL	730,000	0
INTEREST	195,250	0
OTHER EXPENSE	500	0
SUBTOTAL	925,750	0
2020 ISSUE (2012 REFUNDING)		
PRINCIPAL	1,770,000	0
INTEREST	210,500	0
OTHER EXPENSE	500	0
SUBTOTAL	1,981,000	0
TOTAL EXPENSES	2,906,750	0
NET REVENUE (EXPENSE)	3,250	0

ACTION ITEMS

i. Purchases over \$100,000 (ACTION ITEMS)

a. General Fund

- 1) Request permission to issue purchase order to provide payment for maintenance for the UPS and AC units that protect the enterprise level equipment.

Requestor: **Donovan Wallace – Information Technology**

Expenditure: **\$166,444.68 (2271-11)**

Disposition: **New Purchase**

Supplier: **Emerson Network Power**

Columbus, OH

Source of Funds: General Funds

Bid: No, Sole Source

b. Other Special Funds

- 1) Request permission to issue purchase order to increase total amount to \$15,000,000.00 for A/E and CM services for the Ford Rec Center Project.

Requestor: **Jim Vandokkumburg - Facilities**

Expenditure: **\$2,500,000.00 (2810-42-FORDNAT)**

New Project Total: **\$15,000,000.00**

Disposition: **Construction Purchase**

Supplier: **GMB – A/E**

Christman – CM

Grand Rapids, MI

Source of Funds: Plant Fund

Bid: Yes, RFP #2324-6181 (A/E) and RFP #2324-7218 (CM)

- 2) Request permission to issue purchase order to provide payment for 3-year agreement for Everett Evaluation for consultant services.

Requestor: **Kristi Haik - STEM**

Expenditure: **\$100,000.00 (2273-51-EXLENT)**

Disposition: **New Purchase**

Supplier: **Everett Evaluation****

Kalamazoo, MI

Source of Funds: Grants

Bid: No, Vendor partners with EXLENT Grant

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

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.

REPORTS

III. Reports

- a. President's Report
 - i. Monitoring Reports
 - a. Treatment of People
 - ii. Institutional Reports
 - iii. Finance Update
- b. Student Government Association Report
- c. Faculty Association Report (none at this time)
- d. Foundation Report (none at this time)
- e. Board Chair Report

COMMUNITY CONNECTIONS

A. Communications to the Board (none at this time)

GRCC Department Events: October 2024

Event: Hispanic Heritage Month Celebration

Date: Monday, October 7

Time: 12:00-2:00 p.m.

Location: 168 ATC

Hosted by: The Woodruff Center for Inclusion and Multicultural Affairs & Student Government

Open to the public: Yes – contact Susy Chavez at (616) 234-2393

Admission: Free

Event: Criminal Justice Career & Internship Fair

Date: Wednesday, October 9

Time: 9am-12pm

Location: Dr. Juan R. Olivarez Student Plaza

Hosted by: Criminal Justice Department

Open to the public: Yes – contact Rachel Crapo (616) 234-4280

Admission: Free

Event: This Flat Earth by Lindsey Ferrentino

Dates: October 10-19, 2024

Time: 7:30 PM (3:00 PM on October 13)

Location: Spectrum Theater

Hosted by: Actors' Theater

Open to the Public: Yes, contact Jonathan Wheeler at jonathanwheeler@grcc.edu

Admission: tickets available at atgr.ludus.com or call (616) 234-3946

Event: GRCC Music Presents: Band and Orchestra Concert

Date: Friday, October 11

Time: 7-8 p.m.

Location: Saint Cecilia Music Center (24 Ransom Ave)

Hosted by: Music Department

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

Admission: Adults \$10; Seniors/Veterans \$5; Kids 12 and under & GRCC/GRPS Students with current school ID - Free

Event: Grand Rapids Campus 2024 Fall Open House

Date: Saturday, October 19

Time: 9 a.m.-noon

Location: Lakeshore Campus

Hosted by: Admissions

Open to the public: Yes – contact Admissions at (616) 234-3300

Admission: Free

Event: Psychology Lecture Series

Date: Thursday, October 24, 2024

Time: 1:00pm - 2:30pm

Location: 348 Calkins Science Center Auditorium

Hosted by: Psychology Department

Open to the public: Yes – contact Dr. Kate Christian at (616) 234-4405

Admission: Free

Event: Diversity Lecture Series: Speaker Johnny Rodriguez
Date: Thursday, October 24
Time: 5:30-6:30 p.m.
Location: 168 ATC
Hosted by: The Woodrick Center for Inclusion and Multicultural Affairs
Open to the public: Yes – contact Susy Chavez at (616) 234-2393

Event: The GRCC International Guitar Series Presents: Guitar Night 2024
Date: Thursday, October 24
Time: 7-8 p.m.
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; Kids 12 and under & GRCC/GRPS Students with current school ID - Free

Event: Lakeshore Campus 2024 Fall Open House
Date: Saturday, October 25
Time: 10 a.m.-noon
Location: Lakeshore Campus
Hosted by: Admissions
Open to the public: Yes – contact Admissions at (616) 234-3300
Admission: Free

Event: GRCC Music Presents: Kent Philharmonic Orchestra
Date: Friday, October 25
Time: 7:30-9 p.m.
Location: Saint Cecilia Music Center (24 Ransom Ave)
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: GRCC Music Presents: Flute Night
Date: Thursday, October 31
Time: 7-8 p.m.
Location: 200 Music Center
Hosted by: Music Department
Open to the public: Yes – contact Donovan Rose at (616) 234-3940
Admission: Free

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.

Grand Rapids Community College creates an inclusive learning and working environment that recognizes the value and dignity of each person. It is the policy and practice of GRCC to provide equal educational and employment opportunities regardless of age, race, color, religion, marital status, sex/gender, pregnancy, sexual orientation, gender identity, gender expression, height, weight, national origin, disability, political affiliation, familial status, veteran status or genetics in all programs, activities, services, employment and advancement including admissions to, access to, treatment in, or compensation in employment as required by state and federal law. GRCC is committed to reviewing all aspects of GRCC programs, activities, services and employment, including recruitment, selection, retention and promotion to identify and eliminate barriers in order to prevent discrimination on the basis of the listed protected characteristics. The college will not tolerate any form of retaliation against any person for bringing charges of discrimination or participating in an investigation. Further information may be obtained from the EEO Office or the Office of General Counsel, 143 Bostwick Avenue NE, Grand Rapids, MI 49503-3295.

This publication is printed on 10% post-consumer recycled paper.