



Enclosure 3a.  
December 2, 2015

**Minutes of the Council on Postsecondary Education Meeting  
Wednesday, October 14, 2015, 5:30 p.m.  
Rhode Island College  
Alger Hall Room 110  
600 Mount Pleasant Avenue  
Providence, RI 02908**

The Council on Postsecondary Education met on Wednesday, October 14, 2015, at RIC in Alger Hall in Providence, RI. At 5:31 p.m. Chair William Foulkes welcomed everyone. He then asked for the roll to be taken.

**Present:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John Rainone, John J. Smith Jr., and Dr. Jeffery Williams.

**Absent:**

**1. ACCEPTANCE OF THE AGENDA**

Chair Foulkes entertained a motion to accept the agenda. On a motion duly made by Mr. Duffy and seconded by Mr. Izzo, it was

**VOTED:**                   **THAT** The Council on Postsecondary Education accept the agenda for the meeting of October 14, 2015 as presented.

**VOTE:** 9 members voted in the affirmative and no members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

## 2. OPEN FORUM

Chair Foulkes reported that two speakers had signed up to speak during the open forum in favor recognizing world language as shortage area in teacher preparedness in addition to STEM.

## 3. APPROVAL OF THE MINUTES

### **Approval of the Minutes of the Council on Postsecondary Education's September 16, 2015 Meeting.**

On a motion duly made by Mr. Rafanelli and seconded by Mr. Duffy, it was

**VOTED:**                    **THAT** The Council on Postsecondary Education approve the minutes for the meeting of September 16, 2015.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

### **Approval of the Minutes of the Council Retreat on September 18, 2015**

On a motion duly made by Mr. Smith and seconded by Mr. Rafanelli, it was

**VOTED:**                    **THAT** The Council on Postsecondary Education approve the minutes for the Council Retreat meeting of September 18, 2015.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

#### **4. REPORTS FROM THE CHAIRS AND COMMITTEES**

##### **Board Chair Barbara Cottam reported on the following:**

The Council on Elementary & Secondary Education has approved the Strategic Plan for Elementary and Secondary Education, and there are a few shared priorities with K-20.

She also noted two important recognitions: Cumberland High School Principal Alan Tenreiro received the 2016 National Principal of the Year, and Pawtucket English teacher Kendra Borden was awarded the prestigious Milken Family Foundation Educator of the Year.

**Chair Bill Foulkes** stated that there is a full agenda tonight. The Council will be voting on the budget and the Strategic Plan. He thanked Robin McGill for all her hard work on it. He also thanked Susan LaPanne for her work on the budget. Regarding the strategic plan, Chair Foulkes expressed his hope that as a flexible and organic document, it would be responsive as needs and contexts change.

##### **Finance and Facilities Committee**

Committee Chair Michael Bernstein began by acknowledging the Committee: Mr. Dennis Duffy, Bishop Williams and Mr. John J. Smith, Jr. They continue to work with the institutions on both capital and operational issues. He suggested that they go slow and steady and be very transparent. He commended the Commissioner and his staff and thanked everyone for their support.

##### **Personnel Committee**

Committee Chair Kerry Rafanelli reported that the Personnel Committee met on Wednesday, September 30, 2015 to discuss the annual evaluation process for the Presidents and the upcoming contract renewal process for the Commissioner.

The Presidents have been notified that their annual management letters are due on October 20, 2015, and the Personnel Committee has scheduled meetings with them to discuss the letters on November 12, 2015.

He also looked ahead to June 30, 2016, when the Commissioner's contract will expire. He noted that the Committee voted to follow the existing process in the Council evaluation policy and procedure for the pending contract renewal.

The Committee plans to complete the evaluation process by the end of December, and make a recommendation to the Board at the January 2016 meeting. The Committee also discussed the need to update the current evaluation procedures and will ask the staff to

assist in researching best practices within other systems and make recommendations for modifying the existing policies and procedures.

## **5. COMMISSIONER'S REPORT**

Commissioner James Purcell deferred his report in favor of moving forward with the evening's significant agenda.

## **6. PRESIDENTS' REPORTS**

### **a) University of Rhode Island - Update from last report and current events.**

President Dooley provided an update from the University, referring Council Members to his written report included in their packets. Mr. Bernstein praised the University for the football victory last weekend. President Dooley gave the credit to Chair Cottam who attended the game.

Senator Izzo then commented on the Honors Colloquium "The Power of Humor," noting that he was impressed by the number of people in attendance and the presentations that were given.

### **b) Rhode Island College - Update from last report and current events.**

President Carriuolo gave the following update on items related to Rhode Island College, referring Council Members to her written report in their packets: The National Principal of the Year was awarded to a RIC alumnus, and also the Milken Family Foundation Educator of the Year award also went to a RIC alumna.

### **c) Community College of Rhode Island - Update from last report and current events.**

President Di Pasquale referred Council members to his written report in their packets in deference to the evening's agenda.

## **7. DISCUSSION ITEMS.**

### **7a) Discussion of the Impact on the Institutional Financial Statements from the Implementation of GASB 68.**

Dr. Susan LaPanne explained new reporting requirements established by the Government Accounting Standards Board (GASB) in its statement 68, entitled, "Accounting and Financial Reporting for Pensions – An Amendment of GASB Statement No. 27." The regulation specifies that for fiscal years beginning after June 15, 2014, institutions are required to report any unpaid liabilities for defined benefit pension plans in the entity's financial statements. Dr. LaPanne indicated that audited financial statements will be sent out next month, and she explained that this new regulation would apply to the Division of Higher Education Assistance as well, now that it is part of the Office of the Postsecondary Commissioner.

Chair Foulkes asked about how other institutions are reporting. Chair Cottam asked if they are being required for this year. Dr. LaPanne said yes and explained that it applied to all governmental entities for fiscal years beginning on or after June 15, 2014.

Unpaid pension liabilities are significant for the system although they only apply to the system's portion of the state pension plan and not for the Council on Postsecondary Education's defined contribution plan which is fully funded.

While these adjustments are significant, it is important to note that implementation of these disclosures is happening to all public institutions nationally.

#### **7b1) Update of NC-SARA Application.**

Dr. Michael Walker Jones, Assistant Commissioner External Affairs, updated the Council on the progress of Rhode Island's SARA application, which is now under consideration by the New England Board of Education. Once it is approved, the Council and the Office will become the state-wide SARA portal agency. Approval is expected to come within the next 60 days, pending Council approval.

NC-SARA is a consortium of states that agrees upon comparable national standards for interstate offerings of postsecondary distance education programs, making it easier for students to take online courses. Dr. Walker-Jones informed the Council that approval would have significant impact for the state's institutions (public and private) to conduct distance learning activities by reducing fees and streamlining administrative efforts.

Dr. Walker-Jones also informed the Council of its legal authority to enter into such reciprocity agreements, which will entail establishing a process for institutional applications and receiving and addressing student complaints. Regarding institutional applications, each college or university decides for itself whether to operate under SARA. Each institutional application will have substantive agreement provisions (e.g., academic, financial, and procedural) in accordance with the following:

- Agree to abide by the *Interregional Guidelines for the Evaluation of Distance Education* adopted by the Council of Regional Accrediting Commissions, as summarized in SARA Policy 5(2)1 - 9
- Agree to work with RI-SARA to resolve any complaints arising from its students in NC-SARA states, and to abide by decisions of that entity
- Agree to pay annual RI-SARA and NC-SARA fees

Chair Foulkes inquired about the fees for institutions to join SARA. Commissioner Purcell stated that we want to charge the correct amount to cover the costs involved.

### **7b2) Discussion of Proposed Amendments to “Student Complaint Policy.”**

Dr. Walker-Jones informed the Council that the Council policy changes are required to conform to NC-SARA student complaint policy. Enclosed the procedure gives details of changes that would be involved to meet SARA requirements: Online student complaint form and the handling of complaints by the OPC staff. They will be responsible for any complaint within the Rhode Island borders.

Chair Foulkes inquired about this being on the action items at the next Council Meeting and it was confirmed that it will be. Senator Izzo inquired about the national fees and local fees do the national fee pay for what the complaints look like. Dr. Walker-Jones explained that the fees pay for the support that we will be providing.

### **7b3) Discussion of Proposed Amendments to “Distance Learning Policy.”**

Dr. Walker-Jones explained to the Council that updates to the Council’s Distance Learning policy are needed to reflect Council on Postsecondary Education as governing entity for RI-SARA. Updates to the policy clarify the physical presence definition for distance learning under SARA and specify the responsibilities for CPE and OPC as SARA portal agencies for Rhode Island.

### **7c) Discussion regarding Board Resolution Delegating Authority over User Agency Contracts to the Managerial Group at the University of Rhode Island.**

Dr. Susan LaPanne explained that this resolution pertains to security clearance following federal guidelines issued by the U.S. Department of Defense. The guidelines require the head of the state education entity to obtain security clearance specifically for the University of Rhode Island. This resolution would designate Chair Barbara Cottam to fulfill the requirements, replacing former Chair of the Board.

This process makes Chair Cottam a member of the senior management of the University for DOD purposes and alleviates the need for all Board members to undergo this security clearance process. This resolution requires approval from the full Board of Education and is scheduled for a vote at the next meeting on October 28, 2015, and therefore, no action is needed by the Council at this time.

Chair Cottam stated that it took her 5 hours to fill out the Department of Defense form. President Dooley indicated that representatives from the University can answer any questions that the Council may have regarding this resolution to the Board.

#### **7d) Discussion of Proposed Amendment to Bylaws, Article V.**

Dr. Robin McGill introduced discussion regarding a proposed amendment to the Council Bylaws, Article V, which specifies that *"The Council shall use either the adopted seal of the Rhode Island Board of Education or the seal of the State of Rhode Island and Providence Plantations."* The proposed amendment would add an additional clause to this article that would allow the Council to adopt another seal for Council business. The amended Article would then read: *"The Council shall use either the adopted seal of the Rhode Island Board of Education or the seal of the State of Rhode Island and Providence Plantations, or another seal as approved by the Council on Postsecondary Education."* Approval of such an amendment would require 2/3 majority vote at a future meeting.

Dr. McGill explained that the motivation for amending the Bylaws is that the Office of the Postsecondary Commissioner has developed a new seal for the Council, which is adapted from the seal of the former RI Higher Education Assistance Authority (RIHEAA), now the Division of Higher Education Assistance within the Office of the Postsecondary Commissioner.



In discussing the proposed amendment, Chair Foulkes and Council Member Smith voiced their support for the seal. Dr. Williams asked about the purpose behind a new seal, and Dr. McGill clarified that it would be used for letterhead, business cards, and any other Council business. Commissioner Purcell added that it is particularly timely to adopt a new seal now given that the Council and Office are poised to make a greater impact and that the Office has taken on new responsibilities and duties from RIHEAA.

## 8. ACTION ITEMS.

### 8a. Approval of a Five-year Strategic Plan for Postsecondary Education (2015-2020).

Dr. Robin McGill gave an overview of the Strategic Plan for Postsecondary Education (2015-2020), along with changes that have been made since the plan was originally presented for discussion at the Council Retreat on September 18, 2015. The postsecondary plan was developed by the Office of the Postsecondary Commissioner, in coordination with the three campuses and the Council, and it fits into the overall PK-20 strategic plan that the Board of Education is tasked with, which also includes the plan for elementary and secondary education and joint priorities shared by both systems. The postsecondary plan focuses on four priorities for the public higher education system in Rhode Island:

- Higher Attainment
- Opportunities to Access and Afford College
- Prosperous Economy
- Effective Institutions

In addition, it includes the following joint priorities:

- Workforce Readiness
- Early College Access and Success
- Teacher Preparation

Dr. McGill noted that the Office has incorporated feedback from Council Members, the General Counsel, and the campuses into the final version of the plan. She highlighted three main changes, namely that sources were added for targets and statistics, targets for the priority “Opportunities to Access and Afford College” were expanded to include federal need-based student loans, and language was modified in a few instances to reflect partnership with the institutions of higher learning.

In response to comments made during the open forum, Commissioner Purcell added that the Office has been working with the Governor’s STEM and Equity in Educator Preparation Working Group to identify and address any anticipated teacher shortages across the system.

On a motion duly made by Mr. Bernstein and seconded by Mr. Smith, it was:

**VOTED: THAT** THAT the Council on Postsecondary Education approve the proposed five-year strategic plan for postsecondary education (2015-2020), as presented.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

**8b. Approval of the Proposed Amendments to the Lease Agreement for the Nursing Education Building with Commonwealth Ventures South Street Landing Master Tenant, LLC.**

Dr. Susan LaPanne opened the topic with an introduction of J. Vernon Wyman, Assistant Vice President of Business Services at the University of Rhode Island spoke, who gave an overview of the Rhode Island Nursing Education Center project. Mr. Wyman reported that this project is part of the South Street Power Station Redevelopment. The original building was built in 1902 and was used until 1996 where it has remained as a vacant shell.

The state of the art simulation and practice laboratories and instructional facilities will be used by URI and RIC Nursing Programs located on the first, second and portion of the third floors (132,449 square feet).

Brown University Offices will be located on the third, fourth, fifth and sixth floors. The construction schedule calls for occupancy as of November 15, 2016.

Mr. Izzo asked in what year will the Council will see the cost begin. Mr. Wyman answered that it will be finished and available for occupancy in November 2016. The developer is incurring all the expenses until the keys are turned over. So the College and University are scheduling approximately eight months of operating costs for FY 2017.

The Council is now being requested to consider a few amendments to that original lease agreement along with additional documents to address issues raised by the project's

financial partner, lender and tax credit investor. These amendments were thoroughly reviewed and recommended to the Council by its Finance and Facilities Committee at its meeting on September 28, 2015.

These amendments include:

1. A State Unit Purchase Credit for Retained Master Tenant Gross Profits (MGP)
  1. The specification of the schedule of rent over the term of the lease from the original language (“at fair market value...based on comparable private garage rates”) to specific scheduled rental rates by year, but never more than fair market value.
  2. Other amendments including:
    - a. Eliminates State opportunity to finance Tenant Improvements to ensure federal tax credit availability.
    - b. Options to renew Lease and purchase NEC unit added at end of NEC Lease following expiration of Master Lease.
    - c. Changes to conform arbitration process and determinations of fair market value for lease option periods and purchase options with provisions of Brown Lease.
    - d. Inclusion of the Memorandum of Understanding as an exhibit to the Nursing Education Center lease.

In addition, approval is being sought for the following related documents:

- |              |   |
|--------------|---|
| Attachment 1 | State Unit Parking Sublease   |
| Attachment 2 | Consent Recognition and Non-Disturbance Agreement (regarding Ground Lease) - with National Grid for purposes of the State Unit Parking Sublease |
| Attachment 3 | Master Lease Recognition Agreement  |
| Attachment 4 | Subordination, Attornment and Non-Disturbance Agreement (NEC Lease - Mortgagee)   |
| Attachment 5 | Memorandum of Lease (NEC space) - for recording purposes.   |
| Attachment 6 | Memorandum of Parking Garage Sublease - for recording purposes  |

Mr. Sean Coffey of Burns and Levinson, LLP was in attendance and provided detailed explanation of all amendments under consideration.

Mr. Bernstein stated that is a good start and that further discussions are needed.

On a motion duly made by Mr. Rafanelli and seconded by Mr. Bernstein, it was:

**VOTED: THAT** The Council on Postsecondary Education approve the lease amendments to be included in the Lease Agreement and related documents as presented and pending the approval of the State Properties Committee.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

**8c. Discussion and recommendation for the approval of Capital Improvement Plan for FY 2017-FY 2021 and Recommendation to the Board of Education.**

The Office of the Postsecondary Commissioner has produced an Executive Summary report for the Board of Education's FY 2017 through FY 2021 Capital Improvement Plan (CIP). This plan combines the Capital Improvement Programs for the University of Rhode Island, Rhode Island College, and the Community College of Rhode Island. The Board's Capital Improvement Plan lists both continuing projects and new projects.

Dr. LaPanne reported that the Finance and Facilities Committee recommended the approval of the Capital Improvement Plan as submitted with the following modifications at its September 28<sup>th</sup> meeting:

- Defer Upper College Road Multiuse Development until further discussion with Committee and Council.
- Reassign the financing vehicle from General Obligation Bonds for Rhode Island College's Residence Hall projects to other debt options.

The following is an additional modification in the request based on the Memorandum of Understanding between the parties involved in the Westerly Center Project in regard to the State's contribution to the effort:

- Include the state's capital contributions to the Westerly Center Project under the CCRI Capital Improvement Plan.

Senator Izzo asked about the Nursing Education Center and inquired about the cost of \$12.275 million. Mr. Wyman explained that it included the furniture and fixtures.

On a motion duly made by Mr. Smith and seconded by Mr. Rafanelli, it was:

**VOTED: THAT** The Council on Postsecondary Education recommend the approval of the Capital Improvement Plan for FY 2017-2021 as presented.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

**8d. Approval of the Unrestricted and Restricted Budget Requests, Tuition and Fee Rates, and Tables of Organization for FY 2017 and 2018 and the Unrestricted and Restricted Budget Allocations for FY 2016 and Recommendation to the Board of Education.**

Commissioner Purcell and Dr. Susan LaPanne gave the presentation. Senator Izzo inquired about the budget.

President Dooley voiced his support for the initiative on the Council's part and the Governor's part to freeze tuition so long, so long as it comes with the appropriate increase in state dollars. He noted the University's concern that freezing tuition and mandatory fees creates uncertainty for University budgeting. He recommended developing strategies to alleviate this uncertainty.

Dr. Williams asked why there was a request for \$24 million dollars. Commissioner Purcell answered that the public system of higher education in Rhode Island needs stronger state support. Increasing state funding to meet the additional needs of the

campuses will demonstrate support for our citizens as they work toward their educational and career goals.

Mr. Bernstein noted how the budget process has worked in the past.

Senator Izzo thanked the Office for ensuring that they received the materials in advance of the meeting, and asked for further details regarding the budget request for 2016. Specifically he asked if this scenario as presented was final. Dr. LaPanne explained that the institutions had recast their budgets based on the Committee's recommendation on September 28<sup>th</sup> to request that all additional funding was requested through the state appropriation with a freeze on tuition and mandatory fees. She indicated that the only additional item that she might anticipate adding to the request would be the funding related to the Westerly Center's operating costs for the proposed project with Electric Boat. It is currently a matter that is under negotiation and will be settled shortly with a Memorandum of Understanding.

Senator Izzo asked whether the system was living within its current allocation of \$1.71M. Commissioner Purcell answered in the affirmative.

Mr. Smith noted the risk of underfunding if the legislature did not allocate increased appropriations to higher education, and suggested that the Council should consider making a two-year budget plan to reduce uncertainty and improve decision-making for the institutions.

On a motion duly made by Mr. Rafanelli and seconded by Mr. Bernstein, it was:

**VOTED: THAT** The Council on Postsecondary Education approve the Public Higher Education System's budget request for the 2017 fiscal year as presented sending it to the full Board of Education for final approval.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

On a motion duly made by Mr. Smith and seconded by Mr. Izzo, it was:

**VOTED: THAT** The Council on Postsecondary Education approve the Public Higher Education System's tuition, mandatory fees, and auxiliary enterprise fees for the 2017 fiscal year as presented, sending it to the full Board of Education for final approval, but reserving the right to readjust tuition and fees as needed upon notification of the Governor's recommendation and, later, upon the action of the legislature.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

On a motion duly made by Mr. Rafanelli and seconded by Ms. Ouellette, it was

**VOTED: THAT** The Council on Postsecondary Education approve the Public Higher Education System's Tables of Organization for the 2017 fiscal year as presented, sending it to the full Board of Education for final approval.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

On a motion duly made by Mr. Smith and seconded by Dr. Williams, it was

**VOTED: THAT** The Council on Postsecondary Education approve the Public Higher Education System's budget allocation for the FY 2016 fiscal year as presented, sending it to the full Board of Education for final approval.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

Before opening Executive Session, Chair Foulkes requested a motion to move item 9b4 on the agenda to open session.

On a motion duly made by Mr. Rafanelli and seconded by Mr. Smith, it was

**VOTED: THAT** The Council on Postsecondary Education's agenda item 9b4 is heard in open session after the Council returns from executive session.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

## 9. EXECUTIVE SESSION

Chair Foulkes requested a motion that the Council convene in Executive Session for the following items:

**9a) Discussion regarding the Status of the Evaluation of the Remaining Candidates for the CCRI Presidential Search pursuant to R.I.G.L. 42-46-5 (a)(1).**

**9b) Update on collective bargaining pursuant to RIGL 42-46-5 (a)(2):**

- 1. Marine Professional Association.**
- 2. Graduate Assistants United (AU).**
- 3. American Association of University Professors/URI (AAUP)**

On a motion duly made by Mr. Rafanelli and seconded by Ms. Ouellette, it was

**VOTED:**                   **THAT** The Council on Postsecondary Education convene in executive session pursuant to R.I.G.L. §42-46-5(a)(2) for the reasons set forth above.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

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The Council reconvened in open session at 8:12 p.m.

On a motion duly made by Dr. Williams and seconded by Mr. Smith, it was:

**VOTED:**                   **THAT** The Council on Postsecondary Education seal the minutes of the executive session held on October 14, 2015.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

**9b4) Approval of salary increases and premium sharing adjustments for non-union non-classified employees.**

Chair Foulkes then opened discussion on action item 9b4 regarding salary increases and insurance adjustments.

Anne Marie Coleman explained that the Council has traditionally considered increases for its nonunion/nonclassified (NUNC) staff at the conclusion of bargaining unit negotiations. Although the union contracts agree to wage increases annually per the final agreements, Ms. Coleman may or may not return annually to request such increases for these NUNC employees.

While there are still several outstanding bargaining union contracts, she voiced her concern that NUNC staff has not had salary increases or health insurance premium increases since July 1, 2011. She suggested that the salary increase go into effect as of July 1, 2015 which will be followed by the increase in the insurance premium co-share and plan redesign effective January 1, 2016. The health insurance premium increases will be significant: between \$500-\$700 annually for individuals, and \$1,000-\$2,000 annually for families. There are approximately 300 employees at the University, 60 employees at the College, 60 at the Community College, and 24 at the Office who will be affected by this change.

Ms. Coleman compared these changes to similar ones for union employees.

In addition, there is a band of employees who will be negatively impacted once the raise and premium co-share rates are imposed. The health insurance premium co-share amount may exceed the salary increase amount for some employees. Ms. Coleman's request for the retroactive adjustment in salaries for these employees will mitigate the significant impact of the co-share increases.

There will be an open enrollment period for everyone so that employees may change their health insurance plan if necessary from family to individual or individual to family. She will also need to educate employees about the opportunity to enroll in a health savings plan, which will help offset the plan design changes that are going into effect January 1, which will require deductibles.

Dr. Williams asked if that was considered a cost-of-living increase. Ms. Coleman stated that it was considered an across-the-board salary adjustment. In the past, the Council has distributed this money in a variety of different ways, including both merit-based increases and across-the-board salary increases.

Mr. Bernstein said that this is an easy decision. Dr. Williams asked if employees would get a check to cover retroactive salary increases retroactively and Ms. Coleman said yes.

On a motion duly made by Dr. Williams and seconded by Mr. Bernstein, it was:

**VOTED:**                    **THAT** The Council on Postsecondary Education approve the salary increases of 3% and premium sharing adjustments for non-union, non-classified employees.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, John J. Smith Jr., and Dr. Jeffery Williams.

**NAYS:** 0

## 10. UPCOMING MEETINGS

- a) The next full Board Meeting is scheduled for Wednesday, October 28, 2015, at 5:30 p.m. at the Community College of Rhode Island, 400 East Avenue, Warwick, Rhode Island, Room 4090.
- b) The next meetings of the Committees of the Council on Postsecondary Education will be held on Thursday, November 12, 2015 at 5:30 p.m., 560 Jefferson Boulevard, Warwick, Rhode Island.
- c) The next meeting of the Council on Postsecondary Education is scheduled for Wednesday, December 2, 2015 at 5:30 p.m. at the Community College of Rhode Island, 400 East Avenue, Warwick, Rhode Island, Room 4090.

## 11. ADJOURNMENT

On a motion duly made by Mr. Rafanelli and seconded by Dr. Williams, it was:

**VOTED:**                   **THAT** The Council on Postsecondary Education adjourn its meeting.

**VOTE:** 9 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:** Michael Bernstein, Barbara Cottam, Dennis Duffy, William Foulkes, Senator Thomas Izzo, Judith Ouellette, Kerry Rafanelli, and John J. Smith Jr.

**NAYS:** 0

The meeting adjourned at 8:19 p.m.