

Maine Maritime Academy

Board of Trustees Meeting Minutes

Date: November 6th, 2025

Location: Brunswick Campus

Chair: Wayne Norton

Recorder: Rachael Coton

Attendees:

Trustees: Wayne Norton, John Webb, Liz True, Paul Mercer, Miles Theeman, Sue Loomis, Katy Longley, Morten Arntzen, Mark Gardner, Bill Eisenhardt, Greg Johnson, Alaina Adams, Bob Somerville, Hailey Fardon. Faculty Representative: Joseph Harman

Administration: President Johnson, VP Noel, Provost & VP Waters, VP Waldron, VP Markow and other MMA faculty and staff.

Chairman's Report

- Trustee Norton thanked Craig and his leadership team for their continued efforts in addressing the many challenges facing the institution. We recognize the constraints under which the leadership team is operating and appreciate their hard work and dedication.
- Trustee Norton mentioned that there are several By-Law and Resolutions that require resolutions that will require the board's consideration and action.
- Thanks to committee chairs and subcommittees for advance work enabling streamlined meetings.
- Introductions/Acknowledgments:
 - Joe Harman, faculty representative

President's Report

- President Johnson thanked Rachael, Will, Peter, and Sodexo for their work in preparing the building for use.
- He noted that the Brunswick facility was leased less than a year ago and has seen significant growth and transformation since that time.
- The building now serves approximately 80 high school students and close to 100 college students on any given day, including students enrolled in the BIW program.

- President Johnson reflected on the initial walkthrough of the building noting the substantial improvements made to the space and its transformation to reflect Maine Maritime Academy's identity.
- He expressed appreciation for faculty, staff, and students on the Castine campus, commenting positively on campus appearance and overall feedback.
- President Johnson highlighted the recent career fair as a major success, with 125 companies in attendance and 82 alumni participating.
- President Johnson thanked Bill Mottola, Commandant Cooper, Dana Willis, and Capt. MacArthur for their collaboration and teamwork throughout the fall semester.
- He noted that maintaining operations requires a collective effort and commended Capt. MacArthur's crew for their willingness to step in and support campus needs.
- He recognized the visible presence and contributions of their teams across campus, including support for firefighting training, career fairs, and other activities.
- President Johnson remarked that it has been a strong and productive fall semester and noted the positive momentum across many areas of the Academy, commending employees and students for their dedication and hard work.

Athletics Report

- Director Mottola noted that it was a beautiful day on campus in Castine.
- Since the last Board meeting, Maine Maritime Academy hired a new Head Men's Wrestling Coach, Khalil Shakir.
 - Coach Shakir is an energetic, young coach from Georgia and has begun his role with strong momentum.
- Fall sports updates:
 - The Volleyball team is hosting conference matches on Saturday and Sunday and remains undefeated in conference play, with the opportunity to compete for the conference championship in the coming week.
 - The Women's Soccer team is playing in the conference championship game at Lesley on Saturday.
 - A win would advance the team to the NCAA tournament.
 - The Men's Cross-Country team finished third overall.
 - William Spaulding won the NAC Championship in Men's Cross Country.
- Director Mottola also provided an update on facilities, noting the repurposing of a former equipment room into a cardiovascular training room adjacent to the racquetball courts.

- Director Mottola mentioned that the football team will play against Mass Maritime possibly in '26 but definitely '27

Commandant's Office Report

- Commandant Cooper reported that the Regiment has had a very busy and productive fall semester since the last meeting.
 - The recent RPT phase was successful.
 - Attrition decreased slightly, which was a key area of focus.
 - Improvements were attributed to changes in program organization and operations.
 - Increased leadership at the sophomore level was noted as a contributing factor to success.
 - Commandant Cooper noted that the program will look different next year as a significant portion of training will take place aboard the new training ship.
 - He expressed optimism that this will strengthen the connection between program goals and the student experience, particularly for first-year students.
- Commandant Cooper shared positive results from recent rowing competitions at SUNY.
 - MMA competed against other maritime institutions and brought home both trophies.
 - The team also earned prize money.
 - A total of 36 students participated, with early morning training sessions beginning at 5:00 a.m.
 - He commended the significant effort and dedication demonstrated by the participating students, noting strong engagement and visibility on social media.

Ship Update

- Capt. MacArthur greeted the group and noted that he was speaking from Castine.
- He stated that the majority of updates were included in the written report provided to the Board.
- The training ship remains in Philadelphia and is not currently operational.
- Since the report was issued, the shipyard and the bearing manufacturer have reached agreement on the root cause of the equipment failures.
- Details have not yet been released and are currently under review by the respective legal teams prior to public disclosure.

- Additional information is expected once that process is complete.
- Capt. MacArthur reported that he and the ship's crew have been in Castine since the end of August and have been assisting as needed.
- Support has included work on the waterfront, as well as assisting with firefighting training alongside Lisa Burton and others.
- He noted strong engagement and collaboration from faculty.
- Capt. MacArthur clarified that the safety management certificate applies to the ship and not to the campus.

Waterfront Update

- Director Willis began with an update on the new pier project being constructed to support the small vessel fleet.
 - The new pier will also allow a ship to be tied up on the outer portion.
- She reported that Reed & Reed has been excellent to work with, noting:
 - Strong communication throughout the project
 - Effective safety protocols
 - Cooperative working relationship
 - Weekly coordination on schedule details
- Director Willis acknowledged Chris Grindle, who is currently on extended medical leave, and noted that he is greatly missed; however, the working relationship with the contractor has remained positive.
- He expressed appreciation for being included in the planning process, particularly as discussions move into detailed waterfront elements such as:
 - Fixtures
 - Power pedestals
 - Gangways
- Director Willis noted that having operational input at this stage is valuable to ensure the waterfront infrastructure supports MMA's programs effectively.
- He shared an observation from planning meetings that construction documents are not always being supplied on time, which has created some challenges for the contractor.
- Director Willis also reported staffing challenges, noting:
 - The department is currently down three full-time staff members during the busiest operational season of the year (fall semester).
 - Two of the vacancies are due to long-term health-related absences.

Ad-Hoc Enrollment Committee Report

- Chair Longley thanked President Johnson for appointing her to chair the Ad Hoc Enrollment Committee following Trustee King's retirement.
- She expressed appreciation to the committee and staff for their work and support, including Trustees Theeman, Eisenhardt, Morrison, and Fardon, noting the committee met frequently and worked with urgency to align the report with the broader Strategic Plan.
- Chair Longley stated the committee was presenting a summary of its findings via PowerPoint.
 - No formal Board action/vote was requested; the presentation was intended for discussion.
 - A key next step is determining how to integrate the committee's report with the Academy's broader Strategic/Institutional plan and financial planning.
- The committee emphasized that the full report is included in the meeting materials and encouraged Trustees to review it in detail.
- Scope clarification:
 - The committee focused specifically on undergraduate enrollment in Castine and did not address graduate programs or certificate programs.
- Financial aid / affordability discussion highlights:
 - Trustees discussed the difference between "sticker price" and net cost to students, noting net price may be reduced through combinations of:
 - Endowed scholarships
 - MMA-funded merit discounting / unfunded merit awards
 - Federal and state grants (e.g., Pell Grants, Maine State Grant)
 - Student loans (noted as a significant component for many students)
 - Concern was raised about reliance on external aid sources and whether those funding streams will remain available over time.
 - The committee highlighted the institutional tuition discount as a key pressure point and cautioned against unsustainable increases ("race to the bottom" / revenue erosion).
 - It was noted that financial aid awards are generally structured to support multi-year planning (typically four years).
 - Trustees noted that unresolved student account balances can affect persistence and retention; it was acknowledged that there are cases where students may not be able to continue due to unmet financial gaps.
- Enrollment target and planning assumptions:
 - The committee used an enrollment planning benchmark of 1,100 undergraduate headcount in Castine (noted that headcount is approximately ~94% FTE due to limited part-time enrollment).

- Discussion emphasized that reaching 1,100 is not the endpoint; systems must support students being accepted, persisting, and graduating.
 - The committee indicated that MMA can likely support 1,100 with many existing resources, but additional operational needs may arise across Admissions/Marketing, Academic Affairs, and Student Affairs as enrollment grows.
- Additional resource needs identified (minimum estimates):
 - Increased investment in marketing/enrollment efforts was discussed, with an estimate of approximately \$560,000 over five years to better communicate MMA's value proposition and improve outcomes.
 - Trustees emphasized the need to ensure marketing investments are strategic and focused on improving conversion through the recruitment funnel (not just increasing inquiries).
 - Retention and student support needs were identified as critical as enrollment scales.
 - Housing capacity needs were discussed, including a potential requirement for approximately 120 additional beds by 2029.
 - Options discussed included use of the training ship for housing and continued management of triples/swing space, balanced with operational and contingency considerations (e.g., ship availability).
- Key risks and dependencies highlighted:
 - Need to maintain a balanced budget while addressing competitiveness and affordability pressures.
 - Housing constraints and solutions.
 - Demographic decline in Maine/New England and nationally, increasing competition for prospective students.
- Metrics and ongoing oversight:
 - The committee discussed developing KPIs related to enrollment, satisfaction, and outcomes, and suggested adding an academic indicator in coordination with Academic Affairs and Student Affairs.
- Board engagement and next steps:
 - Chair Longley reiterated that fundraising/advancement, capital planning, and KPI tracking are essential to executing the enrollment strategy over a five-year timeline.
 - Trustees discussed whether the committee's work should continue, noting that integration and solution development remain ongoing.
- Trustee discussion highlights:
 - Trustees emphasized that MMA's message—particularly the ROI and value of an engineering degree—should be communicated more effectively to parents and guidance counselors.
 - Retention was emphasized as critical given the high cost of recruitment and the institutional impact of student attrition.

- Trustees discussed the importance of maintaining academic standards and aligning academic programs with evolving industry needs to strengthen recruitment and retention.
 - Perception vs. reality of cost was discussed; the committee noted data suggesting MMA's net cost is competitive, though Maine-based competitors (e.g., University of Maine engineering) may present a lower-cost alternative for some students.
- Chair Longley concluded by thanking committee members and staff for their work and noted that the Board discussion was intended to inform next steps rather than resolve all issues during the meeting.

Advancement Committee Report

- The Advancement Committee met on October 7, and materials from that meeting were included in the Board packet.
- Ongoing work continues in support of the Academy's fundraising priorities, in close coordination with the MMA Foundation.
- Chair Norton and President expressed strong appreciation for VP Noel and the Advancement team, noting:
 - Significant transformation of the Advancement operation over the past several years
 - Marked increases in donor engagement, stewardship, and relationship-building
 - Unprecedented levels of outreach, trust-building, and donor contact
- It was noted that many current fundraising successes are the result of relationships cultivated over the past two to three years, with tangible results now emerging.
- VP Noel has transitioned into an expanded role serving as a key liaison between the Academy and the Foundation, which leadership emphasized will strengthen—not slow—progress toward long-term goals.
- Leadership highlighted that advancement efforts are positioning the Academy toward the early stages of a future comprehensive campaign, emphasizing the importance of placing the right people in key roles.

Fundraising Progress

- As of the end of Q1, fundraising performance is ahead of last year.
- With receipt of the Mossman gift payment and an initial capital gift toward the pier project, the Academy has reached approximately 46% of its total annual fundraising goal.
- Total funds raised to date are approximately \$1.6 million, toward a \$3.5 million full-year goal, with three quarters remaining.
- The annual fund goal increased from \$1.5 million to \$2 million, which was described as ambitious and necessary to support institutional priorities.
- A continued, focused effort on the annual fund will be required for the remainder of the year.

Donor Engagement & Stewardship

- The Advancement team reinstated handwritten thank-you notes for scholarship donors, involving students directly in the process.
 - Donor feedback has been overwhelmingly positive.
 - Leadership emphasized the importance of maintaining high-touch stewardship practices.
- The Admiral's Dinner was highlighted as a successful event with strong engagement and relationship-building opportunities.

Staffing & Alumni Engagement

- Jamie Coffey was introduced as the new Director of Alumni Relations, bringing deep advancement experience and strong connections.
- Priority alumni engagement areas identified:
 - Blue & Gold Program
 - Increased engagement with parents, described as an underutilized but important constituency for future fundraising growth

Innovation & Strategy

- Advancement has partnered with QualPro to conduct multivariable testing (MVT) of annual fund appeals.
 - This approach tests multiple variations of messaging to determine what most effectively drives engagement and giving.
 - The end-of-year appeal will incorporate this testing model, meaning recipients may receive slightly different versions of the appeal.
 - Initial results from QualPro testing are expected to be reviewed at the February Board meeting.
 - A donor-funded gift covered the cost of bringing QualPro to campus, enabling this work without institutional expense.

Corporate & Foundation Engagement

- Mary Ellen Joseph was recognized for her work supporting corporate and foundation relationships.
 - Advancement is shifting toward more structured, predictable corporate partnerships rather than one-off sponsorships.
 - The Academy's first formal corporate engagement package has been submitted to a statewide bank.
 - Leadership anticipates increased state-level and industry-aligned corporate partnerships over the next year.

Events & Engagement Highlights

- Homecoming was discussed:

- The March On and Regimental participation were praised as outstanding.
 - Attendance varied based on reunion class participation and athletic scheduling.
 - Trustees discussed the potential benefit of moving toward a single, consolidated reunion weekend to improve engagement and fundraising impact.
 - Student participation was identified as an area for continued improvement, particularly through better alignment with athletic schedules.
- RPT Swearing-In Ceremony was highlighted as exceptionally well attended and one of the strongest in recent memory.

Looking Ahead

- Leadership emphasized that sustained success in future campaigns will depend on:
 - Continued growth in financial aid resources
 - Strategic marketing and messaging
 - Strengthened corporate, foundation, alumni, and parent engagement
- Two gift resolutions were noted for later action:
 - A scholarship fund from the Class of 1976
 - A scholarship associated with Capt. Trask

Education Policy Committee Report

- Thanks to Dr. Lori Flood for interim provost service; welcome remarks from Dr. Jennifer Waters
- NECHE 2026 preparation ongoing (materials distributed; thanks to Ann for coordination).

Coast Guard License Exam Pass Rates

- Marine Transportation: 94%
- Engineering: 96%
- Drivers: culture reset; license-prep and mock tests; engineering mock tests begin in December; first-time pass rates 2.5× prior year; first engineering review class in 15 years.

Academic Program Review

- Comprehensive program-level operating cost review (majors portfolio; BIW; CPMD) with emphasis on moving from discussion to data-driven action.

MMA-BIW Program (Prof. Richard Reed)

- 2024 cohort: 41 incoming, 34 continuing (75 total); target 100 incoming not met.
- Majority are new BIW hires recruited for the program; some internal recruits.

- Recruitment Pivot: Admissions now actively aiding BIW recruiting; expectation of stronger results next year.
- January Intake: Potential mid-year cohort to smooth the on-ramp toward 100.
- Region 10 (100 HS students) moving in, enabling dual enrollment pathways.
- Grant Bid: \$10M for pre-hire training using existing courses.
- Naval Shipyard Use: Portsmouth planning two cadres next summer; projected revenue \$1.6–\$1.8M.
- Financial Transparency: Request for separate P&L for Brunswick (distinct from Bucksport).

ADA Title II (Accessibility) Compliance

- Deadline: April 2027.
- Scope: Web, online coursework, media/captions, and accessible design (e.g., color-blind-safe graphics).
- Need: Hire an Instructional Designer to lead compliance across courses and web, in partnership with IT/Comms.

Bucksport Facilities—Contractor Use

- Concern raised regarding use of MMA Bucksport facilities for outside programming.
- Clarification: In the cited case, the contractor paid for space; leadership to tighten policies to avoid “gray areas.”
- Confirmed that the contractor did rent the space

Digital Twin of Training Ship

- Captain Jennifer Norwood developed a 3D digital twin to use in case the ship needs to depart campus for relief
- Features: multi-layer model with equipment menus; supports training continuity if ship is diverted; interest from peer schools and MARAD; targeted for fall instructional use.

Operations Committee Report

- Facilities Master Plan will directly integrate with the Strategic Plan, be software-compatible, and function as an asset management plan (maintenance history, finishes, etc.). Format/approach discussions (with Janet) are converging; intent is both strategic and archival.
- Commendations to Ed Scott (Colliers), Jake Jacobs (Colliers) and Peter Stewart for capital project execution.
- Funding status: \$7M gap remains for the pier; \$5M financing request for Curtis Hall roof/windows was denied at the legislative level—alternate options are being pursued.
- Trustee engagement: Trustees invited to join the Operations Committee session when available for an update on the facilities master plan

- At-risk assets: Current assessment flags Andrews Hall (waterfront), staff housing, and overhead storage near Payson Hall as higher-concern facilities.
- Waterfront priority: Andrews Hall/waterfront identified as high-priority for redevelopment (academic needs; fundraising optics). Caution urged: do not remove structures before replacement plans are finalized due to current utilities/academic use.
- Philanthropy alignment: Explore climate/sea-level resiliency opportunities; keep a portfolio of naming options ready for donors (Larry).

Master Plan Mechanics & Housing Scenarios

- Plan will include 5- and 10-year cost projections (with inflation); deliver visuals and reporting to align with campaign planning.
- Trustees requested explicit modeling of residential capacity for enrollment growth (e.g., grow from 600→800, doubles vs. triples; occupancy reporting that nets out RD/other allocations).

Pier Progress (Ed Scott)

- Piles: 167/278 driven; 161 at terminal depth; 16/36 rock anchors drilled/grouted/tested (batter piles).
- Structure: Six outward-edge beams installed (four grouted; two next week); 15 precast deck sections and 16 conduit trench sections installed; all 278 piles for Phase 1 are on site.
- Production: Precast components ahead of schedule; Reed & Reed operating 30 personnel (six 5-person crews); 42,000 safe work hours logged.
- Schedule: Transportation/coating delays resolved; currently on track—early June 2026 ship-ready; June 2027 final wrap-up. The deck height (~40 ft above grade at the T-head) offers resilience against extreme high-water events.

Curtis Hall Progress

- Resequenced phases. Phase 1 nearing completion; power, safety systems, hot water, and generator accommodations addressed. Contractor has provided cost- and time-saving suggestions.

IT & Data

- Emphasis on reliable data systems, security, and enterprise upgrades to support facilities and academics.
- Future IT session (risk management, systems/state) at Operations Committee, with summary to the full Board.

Finance Committee

- Meeting minutes from the July 31 committee meeting were included in the packet.
- Investments: First National Wealth Management reported portfolio value \$75.155M at July month-end; \$76.755M as of July 28 update (significant portion is scholarship funds). First National will begin mid-quarter, portfolio-specific updates.

- FY25 Close
 - Accounting convention requires a zero net; \$2.36M was transferred from reserves to the Budget Stabilization Fund to offset operations.
 - Reported operating results reflect \$1.2M for ship fuel (transfer back to federal owner) and a planned \$600K carry-forward to FY26 to support Brunswick expansion. Adjusting for these one-time factors relative to the originally budgeted \$1.57M loss, the effective operating deficit was \$500K.
 - Significant operating volume this year included capital projects, three labor agreements with retro pay (accrued for), training programs, and ship-acceptance travel/readiness costs (some reimbursed by MARAD; not all).
 - Graduate program revenue under target (enrollment mix also lowered tuition/fee totals); FY26 budget adjusted for grad headcount. Program expenses are modest with room to grow sections at similar cost; clearer indirect-cost reporting requested.
 - Brunswick accounting: \$600K FY25 carry-forward appears as a transfer; associated revenues in Other Income. Trustees requested separate Brunswick P&L (not blended with Bucksport).
- Grants/Simulators/IT: Significant simulator installations and upgrades underway (full-mission engineering simulator; survival craft simulator; switchboard/high-voltage; ECINS lab refresh; equipment allocations for Brunswick/Bucksport). IT risk-assessment work is ongoing; enterprise system replacements advancing.
- Recognized the Finance, HR/Payroll, Facilities, IT, and Academic teams for exceptional throughput and professionalism.

Student Affairs Committee

- It was reported that a student satisfaction survey is currently being planned and will be administered.
- Student Affairs leadership indicated that they are feeling positive about current progress and initiatives.
- Trustee Theeman asked how many high schools MMA has visited during the fall recruitment cycle.
- It was noted that while an exact number for the fall was not available, MMA has engaged with all Maine high schools.
- Maine has 147 high schools, and outreach efforts include:
 - Individual school visits where appropriate
 - Participation in regional or clustered college fairs when schools are grouped together
- It was clarified that MMA does not receive applicants from every high school each year.
- Overall enrollment has increased over the past six years.
 - The percentage of in-state students has declined, largely due to an increase in out-of-state enrollment.
- It was reported that the Sponsored Family Program was held during the fall semester and included a dinner event.

- 32 sponsor families participated and 38 students were involved.
- The program was described as a positive and successful experience.
- Planning is underway for a housing transition in Curtis Hall between the fall and spring semesters.
- Students may be required to make room moves as part of the transition to a new or different phase of Curtis Hall.

Governance Committee Report

- Proposed bylaw changes slated for November vote; clarified IACs and Board of Visitors roles (state law).
- Reviewed trustee terms (six expiring); officer nominations approved (Katy as Interim Treasurer) until bylaws are updated to include the CFO as the treasurer; committee assignments and resolutions (minutes, gifts) approved.

Resolutions:

Resolution #1

To Amend the By-Laws of The Board of Visitors - Now IAC [Governance]

On a motion by Trustee Norton and seconded by Trustee Webb, the Board unanimously voted to amend the by-laws of the board of Visitors.

Resolution #2

To Add the MMA Foundation Board Chair as A Non-Voting Representative [Governance]

On a motion by Trustee Norton and seconded by Trustee Webb, the Board unanimously voted to add the MMA Foundation Board Chair as A Non-Voting Representative.

Resolution #3

Resolved, to appoint the Chief Financial Officer as Treasurer and relieve the Finance Committee Chair [Governance]

On a motion by Trustee Norton and seconded by Trustee Johnson, the Board unanimously voted to accept the Chief Financial Officer as Treasurer and relieve the Finance Committee Chair of that role.

Resolution #4

Resolved, the Board of Trustees approves updates to the Freedom of Access Law compliance procedures, also known as the Sunshine Laws. [Governance]

On a motion by Trustee Norton and seconded by Trustee Gardner, the Board unanimously voted to accept the updates to the Freedom Act.

Resolution #5**To Accept the Term Limits on Committee Chairs [Governance]**

On a motion by Trustee Norton and seconded by Trustee Johnson, the Board unanimously voted to accept the term limits on committee chairs.

Resolution #6**Resolved, the Board of Trustees approves the appointment of the Chief Financial Officer as Treasurer of the Board.**

On a motion by Trustee Norton and seconded by Trustee Johnson, the Board unanimously voted to approve the CFO as the treasurer of the board.

Resolution #7**Resolved, the Board of Trustees approves the appointment of the Finance Committee Chair.**

On a motion by Trustee Norton and seconded by Trustee Johnson, the Board unanimously voted to appoint the finance committee chair.

Resolution #8**Resolved, the Board of Trustees approves and accepts the minutes of the August 6, 2025, meeting.**

On a motion by Trustee Norton and seconded by Trustee Eisenhardt, the Board unanimously voted to approve and accept the meeting minutes of August 6, 2025.

Resolution #9**Resolved, the Board of Trustees formally accepts the gifts and grants received by the institution, as reported, in accordance with established policies.**

On a motion by Trustee Norton and seconded by Trustee Longley, the Board unanimously voted to accept the gifts and grants.

Resolution #10**Resolved, the Board of Trustees formally accepts the Class of '76 Endowed Scholarship Fund.**

On a motion by Trustee Norton and seconded by Trustee Gardner, the Board unanimously voted to accept the Class of 76 Endowed Scholarship Fund.

Resolution #11**Resolved, the Board of Trustees formally accepts the Capt. Trask Endowed Scholarship Fund.**

On a motion by Trustee Norton and seconded by Trustee Mercer, the Board unanimously voted to accept the Capt. Trask Endowed Scholarship Fund.

Resolution #12

Resolved, that the Board of Trustees approves and authorizes the conferral of degrees.

On a motion by Trustee Norton and seconded by Trustee Artnzen, the Board unanimously voted to approve and authorize the conferral of degrees.

Resolution #13

Resolved, that the Board of Trustees formally accepts and approves the audited financial statements and auditors' report for the fiscal year.

On a motion by Trustee Norton and seconded by Trustee Mercer, the Board unanimously voted to accept the audit.

Resolution #14

Resolved, that the Board of Trustees approves the tuition and fee schedule for the upcoming academic year.

On a motion by Trustee Norton and seconded by Trustee Longley, the Board unanimously voted to approve the tuition and fee schedule.

Resolution #15

A Resolution to Approve the October 25, 2025, Strategic Plan, as Revised, Using the Existing Maine Maritime Academy Mission and Vision Statements

On a motion by Trustee Norton and seconded by Trustee Johnson, the Board unanimously voted to approve the strategic plan as revised using the existing MMA mission and vision statement.

Executive Session

Motion to Enter Executive Session

Motion: Trustee Eisenhardt moved that the Board of Trustees enter Executive Session pursuant to applicable state statutes for the purpose of discussing personnel matters.

Second: The motion was seconded by Trustee Longley

The motion passed unanimously, with no opposition.

The Board entered Executive Session at 1:13 pm and exited Executive session at 1:40 pm.

Adjournment

On a motion by Chair Norton and seconded by Trustee Theeman, the board unanimously voted to adjourn the meeting at 1:47 pm.