

THE CRISIS STATE OF MARTIN COMMUNITY COLLEGE

TO: Dr. Scott Ralls —PRESIDENT, NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
Martin Community College's Board of Trustees
MCC's Student Government Association Executive Officers
Congressman G. K. Butterfield —REPRESENTING NORTH CAROLINA'S CONGRESSIONAL DISTRICT
Representative Annie W. Mobley —NORTH CAROLINA HOUSE OF REPRESENTATIVES
Board Members of Martin County Schools
Board Members of Bertie County Schools
Board Members of Washington County Schools
Commissioners of Martin County
Commissioners of Bertie County
Commissioners of Washington County
Dr. William Barber, II —PRESIDENT, NORTH CAROLINA NAACP
WNCT 9 On Your Side
WITN News

FROM: Concerned Citizens of the many communities
Concerned Students of Martin Community College
Concerned Faculty & Staff of Martin Community College

DATE: June 16, 2014

Martin Community College (MCC) has served the counties of Martin, Bertie and Washington since 1967 when the North Carolina General Assembly initially authorized Martin Community College as Martin Technical Institute.

MCC “once was” a key role in educating the citizens of our area by offering meaningful opportunities for personal and professional growth. **MCC is in a catastrophic state and immediate attention is necessary to re-establish its integrity and purpose.**

Martin Community College has been under the presidential leadership of Dr. Ann Britt since 2000. As it has gone from bad to worse over the years and not even to mention —the continuous ineffectiveness of the Board of Trustees during her presidential leadership (*who obviously work for her in all situations*), the current climate is definitely a crisis that needs immediate attention with immediate action.

The Board of Trustees of Martin Community College has been appointed to hear and act on the concerns of the faculty, staff, students, community, etc and take proper steps to insure the institution moves forward; however, they have continuously shown through their words and deeds that “*We Do It Britt's Way!!!*”

Faculty, staff, students, community, etc have no confidence in Dr. Ann Britt nor the Board of Trustees. Dr. Ann Britt, along with her Board of Trustees, has continuously ignored the concerns of the Student Government Association (SGA), faculty, staff, students and the community.

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There are several critical concerns that question Britt's leadership and the Board of Trustees' service...

- Hostile employment environment
 - employees feel threatened by Britt
 - she uses her authority to intimidate employees if they are not in agreement with her or she feels they are linked to sources that could hinder her
- Crisis in morale
- Poor communication between the president, administrators, faculty and staff
- Lack of transparency
- Lack of intra-institutional communication
 - It seems that most of the decisions regarding personnel, salaries and employment titles are made by the president without any regards for relevant input from appropriate supervisors
- Absence of collaboration
- High turnover
 - Lack of consistency in fulfilling positions
 - Devastation & discrimination in hiring & termination practices/procedures
 - Devastation & discrimination in salaries
- Contrariness of the Administrative staff
 - Most of the administrative staff are “bullied” by Britt and affected by Britt's devious actions
- Devastation of the interest of the Board of Trustees for showing *“little to no interest in investigating the issues repeatedly brought to their attention”*
- Salary disparities
 - The President received right at \$4,000 increase in salary in July 2012 (from \$131,196 to \$135,120) and then another \$16,000 increase in July 2013; therefore, in 2 years –she received a \$19,991 raise currently receiving a salary of \$151,0777 per year
 - The Controller position (white female) went from \$34,783 per year to Accounting Technician in one year and is now employed at \$47,068 with an AAS degree; and yet, the college employs a Dean of Administrative Service with a salary of \$91,500
 - The Financial Aid Director (black female) only made \$38,820 with a MBA

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- The Director of Information Technology (white male) with a BS & BA degree went to earning \$69,660 per year
- The Interim Dean of Curriculum & Student Services (white male) only makes \$54,302; yet, his subordinate (white male) who is a Math Teacher & Chair of Completion by Design went from \$48,940 to \$65,260 in less than 2 years in July 2013
- The Basic Skills Compensatory Education Teacher (black female) who has been employed over 15 years employed at \$7.42 and working with no benefits
- The Human Resources Development (HRD) Program Coordinator (black female) is employed at \$45,432 per year, has been serving the college over 30 years and accepted responsibility of three other jobs in addition to her hired position with a MA.Ed, BS, NC Leadership Program Training, Global Career Development Facilitator (GCDF) and a Certified Program Planner (CPP) and has been actively performing the job tasks since 2005 only requested a name change in position and a salary increase which has resulted to no avail
- The Dean of Continuing Education position was downgraded to an Executive Director's position and was kept an Interim position for over 8 years
- Dismissal of two employees at will with no justifiable reasons (cowardly & illegally)
 - Dean of Administrative Services (white male)
 - Received notification through mail notifying him of his employment ending June 30
 - Still working at the College until June 30
 - Executive Director of Continuing Education (black male)
 - Told by Dr. Ann Britt and 2 Board of Trustees members (Jackie Gilliam & Charlotte Griffin) that his employment would end June 30
 - Told not to return to campus
 - Work from home during the month of June until June 30
 - Was unable to handle college-related matters and access necessary information for his administrative secretary and the continuing education staff due to the immediate dysfunction of the computer
- Currently no Deans
 - Only an Interim of Academic Affairs & Student Services who previously was employed as the counselor and the Associate Dean of Student Services
- Employees contracts distributed with prior year(s) dates pre-printed and expected employees to sign it (meaning contracts are being distributed years after the contract year)
 - Many employees either shredded their contracts, refused to sign or signed and crossed out the dates reflecting the actual date that it was signed

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- Dr. Ann Britt confronted some employees in a threatening manner
- Student Government Association (SGA) filed critical concerns through a signed petition of students with the Board of Trustees and attended the May 2014 Board of Trustees meeting only to be defeated and made to feel as though it was an invalid concern
 - Employees were reprimanded by Dr. Britt as she questioned them as to why she wasn't informed of the petition and even threatened the employees employment opportunity
- Employees have been told by Dr. Britt not to discuss with anyone the issues concerning MCC
- Recently, and over the years during Dr. Britt's Presidential Leadership –millions of dollars have been returned to the state
- Dr. Britt does not welcome comments or suggestions that are not in keeping with her opinions or what she wants to do
- Faculty and staff are not free to discuss their ideas or suggestions because it seems that selected members of the Board of Trustees approve whatever she wants to do without regard for the opinions and best interest of others and MCC

Many of the employees and numerous citizens in the service area have become very disturbed and concerned about the unwholesome atmosphere that is being experienced on a daily basis at MCC. These and many more crisis are the direct results of the current presidential leadership of Dr. Ann Britt, the lack of effective community interactions/partnerships, the great loss of students because of their lack of confidence in administration and stability of programs, micro-managing of Dr. Britt, the violation of the Board of Trustees duties, etc.

Dr. Britt nor "*HER BOARD OF TRUSTEES*," apparently has no interest in the guidelines and expectations of the North Carolina Community College System. Martin Community College is at a crisis point under the current president's leadership. The college is rapidly declining and it is quite clear that immediate action is of essence and urgency.

In addition, it is very imperative that your attention is also directed to the following documents:

- Email from concerned citizen emailed to MCC's employees
 - Email along with other concerns of MCC was shared at a recent evening Supper Club
- SGA's concerns presented to the Board of Trustees
- State Auditor's Information
- Letter to County Manager

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Concerned Citizen's Email to Selected MCC Employees

From: Steve Hardison <shardison1971@gmail.com>
To: <abritt@martincc.edu>, <bbusch@martincc.edu>, <bbarber@martincc.edu>, <m...>
Date: 6/10/2014 10:12 PM
Subject: My question about the MCC

Dear whom it concern....

It has come to my ATTENTION that the HONORABLE CORNEL WALTER WHITFIELD has been let go of his duty. My question is....WHAT GOING ON UP THERE AT THE MARTIN COMMUNITY COLLEGE....

He has done so much for MARTIN COUNTY andthe MARTIN COMMUNITY COLLEGE.. I must ask what he done. What he done to deserve this D-I-S -R-E-S-P-E-C-T from the like of you..

I think it might be a GOOD IDEA to merge the college another college if this thing continues..

Your Sincerely

PS GET A CLUE you are losing students cause of your ways

file://C:\Documents and Settings\Martin Comm College\Local Settings\Temp\XPgrpwise\... 6/11/2014

SGA's Concern Recently Presented

To Whom It May Concern,

Though unfortunate, I write this letter out of necessity to inform the citizens of Martin County and North Carolina about what I see happening inside Martin Community College (MCC).

I just finished my Freshman year at MCC and I must say that the teachers at MCC are excellent. I am a 48-year-old non-traditional student, a wife, a mother of three, and a grandmother of three.

Prior to MCC, I owned a construction business for fifteen years. I served this country in the United States Army for ten years and I am a decorated Iraqi war veteran. In April of 2013, I was medically retired for injuries incurred in Iraq under combat conditions. I share this because I want you to know I do not take writing this letter lightly. I considered the ramifications of doing so, but I feel that there is a grave injustice occurring within MCC.

I started college in the 2013 fall semester, though not actively involved with any of the extra- curricular actives. I decided during the spring semester to become involved with the Student Government Association (SGA) to find out what activities were available. What I discovered during the first couple of meetings completely shocked me. There were very few activities to participate in and the activities were not well funded or organized. I decided to become actively involved with the SGA to try to improve the student experience. I thought that my experiences would benefit in helping to organize SGA functions. What I discovered explained a lot.

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The SGA officers for the 2013-2014 year were not elected until January 2014. Two of the former SGA advisors were no longer at MCC and the two new advisors had little to work with, but did the best they could. Unfortunately, two of the elected officers resigned after only a few short weeks since their jobs had to be their top priorities. The SGA president, Brandy Jessup, a lone student, had to organize and deal with SGA business, with the guidance of new and learning advisors. A few of us students decided to jump in and help put the pieces back together, organizing Spring Fling, the only SGA sponsored activity for that school year.

Weekly meetings produced ideas for the SGA to help improve the college experience at MCC. Unfortunately, I found out that many of the suggestions were not new. They were suggestions presented by prior SGA officers, now graduated, but rejected by MCC's President, Dr. Britt. I heard several excuses that she used but the key one was her question as to how the SGA knew what students wanted. These officers knew what students wanted because they were students, and they talked with other students. This statement suggested to me that Dr. Britt was out of touch and we needed tangible proof showing what students wanted from the SGA and MCC so, we decided to distribute a survey during the Spring Fling to ascertain, in writing, what the students wanted.

The surveys showed exactly what the SGA had been asking for through the years, but they also revealed something unanticipated. There were students frustrated with the leadership at MCC. That led me to take it upon myself to learn why and to find out what would help. What I discovered was frustration stemming from Dr. Britt's apparent outdated ideas and lack of connection with the students. I then decided to utilize my rights as an MCC student and start a petition asking the MCC Board of Directors not to renew Dr. Britt's contract for the next school year, or thereafter. I wrote the petition and enlisted the help of SGA members to collect signatures.

What I found, while collecting signatures, astounded me even further. A majority of students did not even know who Dr. Britt was, let alone that she was MCC's president. Those students that did know who she was were more than eager to sign the petition. I did not collect signatures inside classrooms or interrupt labs but I collected signatures mostly from the parking lot, halls, and courtyard. When students heard about what I was doing and why, they came out of their classes to sign the petition. The signatures totaled over eighty percent of the student body. One could only conclude that, one, Dr. Britt is mostly unknown by MCC students, and two, those who do know her are dissatisfied with her leadership, which validated the need for the petition.

I sent a copy of it and the signatures to each MCC board member, the Martin County Commissioners, and the President of the North Carolina Community College System. The elected SGA officers for the 2014-2015 school year attended the May 20, 2014 MCC board meeting to address the issue of the petition and the SGA 2014-2015 budget.

The board meeting truly opened my eyes! Brandy Jess, our SGA president, addressed the board but when she started to discuss the students' concerns, Charlotte Griffin and Richard James immediately went on the defensive, verbally attacking her. It seemed their assault was a pre-planned, coordinated effort to redirect the focus of the SGA issues, mainly the petition, onto subsequent issues such as student activity clubs. Ms. Jess told the board that the morale of the students was at an all-time low in her nearly three years at MCC. Mr. James told Brandy that was the responsibility of the SGA and that the board's only responsibility is to oversee the budget. It was unprofessional and offensive the way that Ms. Griffin and especially Mr. James spoke to Brandy, as if she were a two-year-old in need of scolding. However, the board accomplished its goal, dismissing the real issues of the SGA.

Other interesting information obtained during this board meeting was on the SGA budget for 2013-2014. There were no SGA officers until January 2014, but there was money spent from the SGA budget, apparently created by Dr. Britt. No SGA officers voted on the payouts of \$6,500 for supplies, gifts, entertainment, and miscellaneous items. If the SGA was not officially functioning until January 2014, how was \$6,500.00 spent when the spring fling was barely over \$1,400? Additionally, during the 2012-2013 school year, \$21,000 came out of SGA funds, even though there was only one SGA sponsored activity that year. I have asked for, but not received, requisitions/invoices for expenditures. The requisitions should show exactly what was requested by whom and for what purpose. This information, like the budget, is public record since MCC is a publicly funded institution supported by federal, state, and local funds.

The NCCCS guidelines are very strict on how SGA funding can be used. The money comes from the students when they register and pay tuition as a "student activity fee." This money, which averages about \$19 a semester, goes directly into the SGA fund. The SGA must use the funds primarily for SGA functions, student centers, clubs, enrichment programs, and social activities, student identification cards, student athletics, student health services, and student accident insurance. This money belongs solely to the students and is their benefit. However, I am convinced the funds have been used elsewhere. Currently, there is over \$90,000 in the SGA account, collecting interest but not being used for its intended purpose.

Why can the SGA not use funds for projects that would benefit the student body? Why can I not receive copies of the publically available requisitions, which show where SGA funding has been spent? Why did Ms. Griffin and Mr. James feel compelled to attack the SGA president when she addressed student morale at MCC? Why are there so many good faculty and staff members leaving MCC? Why are so many positions left unfilled?

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These are tough questions, which need answers, to improve the conditions for the students and faculty at MCC. This college belongs to the people of Martin County and North Carolina, not to a select few entitled individuals who feel MCC should be a dictatorship where nothing is questioned and no one is confronted.

Recent Letter to Martin County's County Manager

I feel like a crook, well an accessory at least. Such is the intolerable reality of being a silent bystander to the inept and corrupt presidency of Ann Britt. Some acts are overtly illegal, abundances are certainly unethical, and others are criminal through incompetence or neglect. We have a college president who has gone from sustainably ineffective to systemically destructive.

What to do? The board is essentially run through Charlotte Griffin, the overreaching best friend of Dr. Britt. Despite the blatant conflict of interest, she bulldozes a Britt friendly tone and board agenda to a table full of passive members. Transgressions and ineptitude are covered up and raises have been given.

I worry about the future of M.C.C. Because of reputation and reality, a large number of area students bypass the college. New programs, initiatives, and even simple day to day business activities are scrapped because of her micromanaging, indecisiveness, missing deadlines, and losing paperwork. Sadly, progress is also sabotaged to vindictively undermine other leaders. Our staffing levels are far below accreditation requirements and meeting the needs of our students; even vital positions inexplicably stay vacant for up to a year. The I.T. department is archaic and symbolic of the stagnation and obsolescence that permeates the college. Easy to spot illegal finances will result in auditor fines and increased scrutiny. Frantic yearend spending results in seldom used rooms being stocked with new equipment, including a \$14,000 printer that sits in storage. M.C.C equipment has also been sent to Bear Grass Charter School. This is but a small sample of behaviors and conditions that have put the college on a path to ruin. I write this letter with a certain degree of urgency and desperation. In addition to declining enrollment and facilities, the college is on the verge of being inundated with lawsuits, fines, and front page scandals.

Staff morale and loyalty are at mutiny levels. People openly and frequently share their isolated experiences of presidential malfeasance. They grow angry when realizing what they find so appalling about her effect on the college, is much more pervasive and damaging than they knew. Some have consulted lawyers with slam dunk cases, some plan to contact OSHA, the systems office, auditors, or news outlets. Most are waiting for an employment offer elsewhere.

Being a college president is a difficult job in which only the most qualified and passionate serve. At 76 years old, her mental and physical abilities are shells of her former self. She cannot hold a conversation, has frequent memory lapses, fumbles over simple concepts, and can't even get out of her chair without great difficulty. Dr. Britt works because she has nothing else. Work has become her social life and to a certain extent, an arbitrary hobby. She would rather damage the college than retire to a life without family, friends or status.

She spends hours a day chatting anyone she can corner. Entering her office to have a simple work question answered is a discouraging time consuming exercise in absurdity. At a minimum, you must endure a lengthy and scattered journey into her past, often hearing the same stories you heard from a previous visit and always miles away from the original topic. There is no urgency, no sense of purpose, no focus, and certainly no interest in providing an answer. There are only irrelevant and time consuming meanderings.

Her digressions are openly mocked with increasing cruelty. Initially, one feels pity over these desperate acts of forced companionship. The pity quickly disappears with the surreal realization that this person is actually a college president. Forgetfulness, self absorbed conversation, and tangential flights of ideas are symptoms of degenerative brain conditions associated with advanced age. If it is not a medical condition, alternative explanations are no better. Her ramblings and severely limited physical mobility are not qualities of an effective president; they are the qualities of that difficult time in our lives when we are no longer able to care for ourselves.

Her unfitness for duty is especially evident in contrast to and her actions towards others in administration. We've had six chief financial officers in the last ten years, with the position remaining empty for 6 months to a year between candidates. Why hasn't this raised a red flag? The current chief financial officer is under attack. Dr. Britt is doing everything she can to undermine and soon discharge him. She even forbids him to talk with you, limits his information concerning county funding, excludes him from meetings and decisions, and frequently meets behind closed doors with the controller scheming how to undermine the CFO. Why the need for sabotage and secrecy?

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As a taxpayer, I encourage you to look into how county monies have been spent. We went over a year without a director of facilities and have been short 2 custodians for the past two years. Campus wide maintenance has been deferred. Where has the money gone?

State Auditor Information

1. \$356,782 worth of equipment was improperly stored. Mold developed to such a degree the equipment was hauled away and thrown out (for a fee of \$7,000).
2. The student government association (SGA) has not made their own budget in years. The president makes it and presents it to the board as if it is student made. The budget includes spending on campus wide wireless services and cable as well as student insurance. \$500 a year was also spent participating in the local Christmas parade because as it was explained "they had to." She has also mandated that any money spent on food has to go through the school cafeteria which is her way of helping to fund the cook's position. There is a fund balance of over \$90,000. She stonewalls attempts by the students to spend the money. The annual budget is around \$20,000, the majority being spent on SGA conferences and spring fling/fall fest which is essentially a free lunch for students.
3. Katherine Pugh, a part time employee in the basic skills department, has been working overtime consistently 2-4 weeks per month from 2008-2013. She has never been paid overtime. This was first addressed in Oct 2013. Last month calculations were performed to determine how much she is owed. She has yet to be paid.
4. In December 2013, Dr. Britt distributed full time employee's annual contracts for the past **two** years. On the 2012-2013 contracts, she falsified the date, typing in December 2012. Some employees who crossed out the date or refused to sign the contract were threatened with not getting another contract next year.
5. In 2009, an environmental audit on the Hamilton property recommended removal of an underground tank due to potential contamination. The maintenance person brought this to the attention of the president who scolded him. He was later harassed by board president Charlotte Griffin. The tank has not been removed or sealed.
6. The science teacher has described the equipment purchasing process as "purchase and plunk". In her words, end of year items are bought because we have to spend the money then are "plunked down" and not used. She also gave an example of the ventilation system in her science lab purchased years ago without an exhaust pipe. The pipe has yet to be purchased.
7. On HWY 17, the college rents a storage unit for \$150/month. Inside has been the same equipment for the past 6-8 years.
8. A room off the auditorium and another in building 4 has equipment purchased in the last few years that was never taken out of their boxes. There are also about 20 chairs in the same auditorium storage room that are extremely moldy.
9. Tammy Bailey (controller) started receiving an additional 10% of her salary when she took on partial duties for the vacated chief financial officer position. We hired a new C.F.O in September yet she continues to receive additional pay. This constitutes a pay raise despite a freeze in raises by the legislature.
10. Roof work in the arena was granted to Tammy Bailey's brother without competing bids.
11. Tammy has been receiving longevity since 2000 even though she only had 3 years of state service as of 2000. She worked for a county entity for 7 years which has since been bought by a private company. M.C.C. policy states an employee must have ten years of state service to qualify for longevity.
12. During 2013, Brian Chastine (IT director) started receiving 10% additional pay for performing extra duties associated with the completion by design grant. These extra duties were and continue to be paid with state funds. In December 2013, I asked him if he was still performing these duties. His reply was that it "stopped a long time ago." When informed of this, the president snapped saying it was up to the board. He continues to receive the extra pay. The state implemented a freeze on raises; essentially he has received a raise.
13. Brian Chastine is getting paid extra to teach two adjunct classes, however, the classes are held during regular work hours with less than 4 students. This has gone on for several semesters. This is done with the approval of the president and controller but over the objections of the C.F.O.
14. There are currently 5 employees fulfilling duties for a vacant position in addition to their own position, but are not receiving additional pay. This is common and positions remain empty for 6-12 months.
15. By law, we were supposed to be using e-verify for new employees since July 2013. We did not start until Jan 2014.
16. Our insurance mandates criminal background checks as of July 1 2013, we have yet to begin this.
17. In 2004, an employee was hired as interim Dean for continuing education. For the first 7 ½ years, he was classified as interim and denied retirement and health insurance benefits. The human resource officer at the time, and later her

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- replacement, both told the president this was illegal. When he threatened to get a lawyer a couple years ago, benefits were started. He is now pursuing a lawsuit to receive the other 7 ½ years.
18. We have had 6 chief financial officers in the last ten years. They normally stay only a few months followed by the position being vacant for up to a year. They all have numerous examples of unethical and illegal activities.
 19. The current CFO was scheduled to receive longevity in November. Due to the human resources position being vacant for the last 6 months, this was not followed up on. When his longevity was added to March payroll, the controller intercepted it and brought it to the president who said she would have to investigate this. She spent several days scouring information. The amount of scrutiny was unsettling and gave the strong impression this was an act of vindictiveness. She put it to the side for a month and few days ago started "investigating" it again as the deadline for April payroll approached. Payroll has passed and he has yet to be paid his longevity.
 20. Dr. Britt undermines and sabotages efforts by both deans. For example she will hold or lose continuing education employee applications resulting in classes being cancelled or last minute scrambles to find a new instructor. The Dean of Administration and Dean of Continuing education were told their contracts were not being renewed. As of July 1, 2014, we will not have any Deans working at the college.
 21. Dr. Britt does not hold cabinet meetings thus the deans are not involved in planning or decision making. She rarely meets with either one unless the issue is absolutely necessary such as an employee grievance.
 22. The current CFO was not given access to our computer information system for the first three months he worked here. He has yet to be made part of the chain of command for work orders, the controller bypasses him with financial issues, he is not informed of important issues on campus such as lawsuits, OSHA reports, or facility issues.
 23. The president hides financial information from the CFO. For example, when the CFO asked the controller about the county fund balance, he was told "we don't talk about that." After repeated attempts he was given the balance which is nearly \$900,000 which is close to the entire annual county budget. This while maintenance has been deferred.
 24. We have been without a human resources officer for over 7 months. The previous HR person also served as payroll officer (no separation of duties) and assistant to the president. She did this for over a year. Needless to say she couldn't help but neglect her HR duties. The HR office is littered with documents and files going back two years. Files are missing and HR issues related to employment law and personnel were neglected.
 25. On December 15, 2013. A female faculty member adopted the baby of one of her students. The employee went on family medical leave from Jan 4-March 28. No paperwork was completed. Limited explanation was provided to her of her rights. She was under the understanding she could not return until the end of the semester which is May 9th. The president said she had consulted with the school attorney and didn't want the employee to come back until semesters end. The employee was not offered a chance to return and is now being forced to use leave time in order to maintain her benefits (including health insurance) and status as an employee.
 26. Two people in the past 18 months have received disability settlements of \$13,000 each because the president failed to respond to inquiries from disability services.
 27. Dr. Britt has mentioned that numerous employees have unjustly received unemployment, such as adjunct instructors between semesters or over the summer. She blamed this on the previous HR person saying she allowed it to happen but the history of Dr. Britt is she micromanages, loses paperwork, and is forgetful. It is likely Dr. Britt did not reply to the unemployment agency.
 28. Faculty members who are paid nine months a year were not given the option of paying for their benefits on a nine month schedule. Over the summer they paid with personal checks and were thus denied pre tax deductions.
 29. The Dean of Curriculum position has been vacant for the past 9 months. Currently the director of student services has been filling in. Even though he is considered interim, no attempts have been made to fill the position.
 30. On a motion made by her good friend Charlotte Griffin, the board of trustees awarded the president a raise of \$16,000. The raise amount was not included in the minutes. The raise was effective July 1 2013 and the retroactive payments began a few months later.
 31. Maintenance employees moved M.C.C. equipment to the new charter school. Charlotte Griffin, board president at the time, is heavily involved with the charter school.
 32. A \$14,000 printer/banner maker purchased last year sits in storage.
 33. A seldom used room in building 1 was filled with new computers in a year end spending binge. The following year, new desks and computers were put in the same room.
 34. Beginning Fall 2013, the college received a Completion by Design (CbD) grant from the Bill Gates foundation. The CbD director is funded through the grant but teaches several classes as well. In other words, an instructor is being paid through grant funds.

The grant also calls for the addition of two positions funded for two years, a half time student success specialist and half time institutional effectiveness (IE) person. The student success specialist wasn't hired until one year into the grant

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and the IE position has not been filled. Incidentally, the state funded full time IE position had been vacant for over 4 months.

35. Twice M.C.C. has hosted CbD representatives from other colleges. Both times the entire crew had lunch at the restaurant owned by the family of the colleges CbD director.
36. Board member Charlotte Griffen attended a college funded conference in Florida with Dr. Britt. She was ineligible to use these funds.
37. Within the past 2 months, the current board of trustee's president signed a requisition for funds in place of the dean of academic affairs.
38. A federal work study student is working in the library in place of the vacant full time professional position.
39. Dr. Britt's friend Minnie Hoggard is the director of the Bertie campus. She does not turn in leave slips and her pay remains the same despite, according to her supervisor, frequent absences including being gone for weeks at a time.
40. Several hundred MCC T-shirts were purchased and now have become moldy while sitting in boxes for the past 2 ½ years.
41. The science labs in building 1 and building 4 do not have ventilation. The lab in building 4 does not have a water drain for the emergency wash. The auto shop in building 3 does not have drainage.