

THE TRUTH ABOUT MARTIN COMMUNITY COLLEGE

To: Dr. Scott Ralls, President, NCCCS
Martin Community College Board of Trustee Members
Congressman G.K. Butterfield
Representative Annie W. Mobley
Martin County School Board
Bertie County School Board
Washington County School Board
Dr. William Barber II, President NCNAACP
WNCT 9 On Your Side
WITN News

From: Pleased Citizens of Martin County
Faculty and Staff of Martin Community College

Date: June 26, 2014

Martin Community College is a wonderful educational institution that does an excellent job of serving the needs of its community, service area, and students; and it has been doing this for 46 years!

Martin Community College offers curriculum and continuing education that fits the needs of the students and the community.

Actually...Dr. Britt and the Board of Trustees conduct business according to the General Statutes of North Carolina and the rules and policies set forth by the North Carolina Community College System.

Dr. Britt has an open door policy.

SO, LET'S ADDRESS THE LUDICRIS ACCUSATIONS AGAINST DR. BRITT, THE BOARD OF TRUSTEES, AND THE COLLEGE.

Martin Community College has a wonderful environment!

Everyday employees and students stop at Dr. Britt's office to say hello or discuss issues related to the school.

Dr. Britt encourages professional and personal growth.

Morale is high at Martin, staff are continuously finding and presenting grants that will foster growth in our programs. Currently we have three active grants!! That is amazing!

Dr. Britt has an open door communication policy; in addition Dr. Britt utilizes email and telephones to keep contact between staff/ faculty and her. She requests staff/faculty to update contact information as needed, and speaks highly of her staff/faculty often. Dr. Britt can always find the silver lining in any situation.

LACK OF TRANSPARENCY??? ARE YOU KIDDING ME!! One thing Dr. Britt insists on is TRANSPARENCY. Dr. Britt and staff/faculty copy each other on emails and frequently conference call. Everyone on the staff is expected to be above board.

Salaries and employment titles are set using a system set in place by former President Naddleman; who hired an outside consulting firm to come in and determine how salaries and job titles are set. This was approved by the then Board of Trustees and is still in use today. Each salary determination is documented thoroughly, and uses the preset guidelines in determining what the salary would be. Salaries are based on pay grade, education, and experience.

In reality, MCC has smaller turnover than other community colleges in North Carolina. The majority of employees stay more than three years. Because of its size, many employees are able to start at Martin and grow into bigger positions throughout the state!

The administrative staff and Dr. Britt work in harmony to effectively deliver results. Dr. Britt has employees she can trust, and does not tell them how to do their jobs. Dr. Britt allows employees to do their job, make their own mistakes and learn from them.

THE ONLY ENTITIY THAT CAN GIVE DR. BRITT A SALARY INCREASE IS THE STATE OF NC. This information is public information and the guidelines can be found in the NC Administrative Code Book under CHAPTER C. PERSONNEL
SUBCHAPTER 400. SALARIES AND BENEFITS, 1C SBCCC 400.94 ESTABLISHING PAY RATES.
Additionally, Dr. Britt is one of the lowest paid Community College Presidents in North Carolina! She receives a little more than 100,000 dollars a year for working 80 plus hours a week EVERY Week...where as the President of Cape Fear Community College receives OVER \$300,000 yearly!!!!

WHO DO YOU THINK IS DOING ALL THE JOBS THAT ARE NOT FILLED? CERTAINLY NOT THE ONES COMPLAINING.....I WOULD BET MY LIFE, IT IS DR. BRITT!

Complaints of not receiving a pay raise are absurd! No one has received a pay raise for years. Why? Have you been listening to the news? It is apparent that no one in the educational system is getting one and that is because the state mandates raises! And there hasn't been one in years---for anyone! No discrimination there!!

Yes, contracts were sent out late, because the retired Human Resource officer did not distribute them before retiring. I was told that the date on the contract was there because that was the date they were probably printed. I signed my contract and wrote the date I signed. Everyone I spoke too did the same thing! The contract showed what the employee was paid and the date they worked! I believe this was to make sure employee records were intact and thorough!

I cannot believe that Dr. Britt would confront ANY employee in a threatening manner. This is simply not how she operates. She is a southern LADY!

Let's talk about confidentiality! It is unethical to discuss MCC business with anyone other than MCC employees; and even some things should not be discussed. So, if Dr. Britt asked anyone not to discuss a matter, you can be rest assured that this matter was a confidential matter that should have not been discussed any how!!

In actuality, MCC has benefited since the coronation of Dr. Britt in 2000. She has made hard and fast decisions. When Dr. Britt first came to MCC, the school was in jeopardy of losing funds and closing. Dr. Britt turned that around and has brought in millions of dollars to the school by her personally lobbying for our school!

It is deplorable that employees would try to have a mutiny against the school they work for. MCC is highly involved in community relations and activities; while Dr. Britt may not be able to attend to each activity personally, she will and does send a representative from the school.

The Board of Trustees that are in place are ethical and law abiding. Aren't they county commissioners, bankers, educators, and members of the community? To say that the Board of Trustees and Dr. Britt are in any way violating laws or policy is to attack the core of Martin County itself!

Supporting documentation showing MCC is ethical and Dr. Britt is committed to student success!

Open Letter concerning Martin- the Real State of Martin Community College
Exert of email from employee
Information about SGA attendance

THE REAL STATE OF MARTIN COMMUNITY COLLEGE

Martin Community College's mission is to provide quality, affordable, and accessible learner-centered educational programs, and services that are responsive to the needs of the communities we serve. Our mission statement compels our employees to be engaged. With the changes in various state policies and changes in institutional structures as a result of our participation in Completion by Design (CbD) and Achieving the Dream, our staff has made great effort in improving student access, student success, and credential completion at the college.

With the filling of various vacant positions at Martin Community College, the rigors of adjustment have been overshadowed by staff motivation geared toward student success. Several key positions, such as Dean of Curriculum, Admissions Counselor, Completion by Design Project Lead, and Director of Research and Institutional Effectiveness, have been filled during the 2013-2014 academic year with individuals that have never known a community college setting without involvement in CbD and AtD. These individuals needed no adjustment to this culture of change that now exists at Martin.

Students enrolling in college for the first time were encouraged to take one of two newly redesigned ACA courses (115 Student Success or 122 Transfer Success) during their first semester. Both courses were redesigned during the summer of 2012, with ACA 122 currently being revised as a result of the new North Carolina 2014 Comprehensive Articulation Agreement. Martin will implement the revised Associate in Arts (AA) and Associate in Science (AS) standards beginning fall 2014. Beginning in fall of 2013, Martin offered eight one hour math modules that replaced the previous developmental math courses MAT 060, MAT 070, and MAT 080. These modules are designed to allow students to progress through all eight modules, if necessary, in just two semesters. For further acceleration, the final two modules, along with Mat 161 (College Algebra) were blocked together in just one semester. Also, Martin will be offering development mathematics and English courses during the summer of 2014. These courses have not been offered at Martin for several years as a result in the reduction of state summer funding. Through Completion by Design efforts, the state has decided to provide funding for summertime developmental education.

Programs such as the Career and College Promise and NC IRIS (North Carolina Investing in Rural Innovative Schools) have made Martin more accessible for high school students during the past year. Sophomores from two Martin County High Schools took ACA 115 during the spring semester of 2014. To meet the needs of another feeder school in Bertie County, Martin offered its first televised class (MAT 161) taught at Martin transmitted to Bertie Early College utilizing Martin's Information Highway classroom.

Martin has made tremendous technological advances this year to facilitate student learning. In addition to utilizing the Information Highway classroom to its fullest potential, two new computer labs were created to aid in the implementation of the new mathematics modules. These two labs were placed adjacent to the Academic Skills Center to create a seamless transition for students seeking additional academic help. Also, several new Sharp Aquos Boards (LED Interactive Display Screens) were purchased to update several classrooms. These large state of the art touch-screen boards require no additional components (smart boards require a computer and projector) and have been instrumental in motivating instructors to create newer, dynamic lessons to engage students.

Martin's newly developed College 101 continues to introduce and inform potential students and the general population about Martin Community College. Martin's presence has increased in several of its feeder schools as a result of College 101. Students gain information about registration, admissions, financial aid, placement testing, and many other topics as early as their freshman year in high school. Martin's newly hired (Nov. 2013) Student Success Specialist aids in the implementation of College 101 and will expand his duties to help all at-risk students beginning in the fall semester of 2014.

Martin's focus on completion and student success has become the responsibility of everyone, with its leadership coming from the president, many of the instructors, and support staff.

Example of Emails from employee

I am sincerely appreciative and happy to be part of the Martin Community College team, and do not expect compensation when I perform extra hours, duties, etc. I appreciate your understanding during this unfortunate setback, and hopefully this will suffice as to any questions concerning my hours missed. If there are any questions, please do not hesitate to contact me.

SGA ADVISORS have failed to submit important paperwork that significantly impacts the students. The students have been duped into believing a higher up authority created this problem. Maybe they should follow their paperwork and see where they wind up. I can round up 30 or more people that will attest that SGA members NEVER come to the President's office!

FACTS ABOUT THE SGA

The SGA does NOT regularly attend Board of Trustee meetings, even after being personally invited to each meeting, more than invited, and encouraged to be at the meetings.

The SGA president is an Ex-officio member, even though the SGA President is a non-voting member, the Board knows the SGA President is the spokesperson for the school body and values the positions' opinion.

The SGA has not submitted a budget yet! Even after offering several times to come see Dr. Britt and she would help them with the task of budget writing. Marvin Miller, Dean of Administration, failed to follow through with his offer help the SGA.

The SGA does not include the President and Board when making decisions, they do not come to sit and discuss issues.

The SGA officer-elect NEVER came to see Dr. Britt or anyone who was in a position to help with the budget prior to accusing Dr. Britt and the school of misuse.

No surveys were ever submitted to administration from the SGA.

Dr. Britt has nothing to do with the SGA budget. This is the responsibility of the SGA members and the SGA advisor.

FACTS ABOUT MCC

MCC IS AUDITED EVERY YEAR BY THE STATE OF NORTH CAROLINA.

The business office reports to the Board of Trustees at EVERY meeting. IF the SGA was attending, THEY WOULD KNOW THIS.

Board meeting are held according to protocol and meetings are open to the public.

Martin CC does not have a great deal of extra-curricular as the main focus is education.

Martin CC has the only equine technology program in the states below New York. Dr. Britt, the Foundation, and the Trustees have made this program is known NATIONWIDE.

Being a smaller school in a rural area, the school is limited to what can be done within financial constraints.

I cannot address the auditor information, as this information is not available to me, and seemed to actually be confidential school related information. I can say with certainty that the Board will hire an outside agency to come in to verify that everything is legal, ethical, and transparent!

There has not been a DEAN of Continuing education for years! There is an executive director who is ex-military who has a 4 year degree in PE! I don't think he qualified for a DEAN position!

Yes, there are many positions open at MCC. Maybe the applicant pool is not producing what is needed. That does not mean they will not be filled. Every community college in the entire NC system has job openings.

Dr. Britt refers to the policy manuals of MCC, the faculty/staff handbook, and the NCCCS guidelines for all work completed at MCC.

Under the direction of President Britt- Martin Community College is nationally ranked among community colleges! Additionally MCC is the only community college in North Carolina that has an equine technology program and this had a big part to do with the building of the Senator Bob Martin Center!

Dr. Britt strives to have programs in place that can be used by the citizens of Martin County and also to foster economic development.

Martin Community College serves the needs of its community!

This letter is an obvious attack from people who have nothing better to do than make trouble! We all know that anything and everything can be misconstrued and twisted to use in negative connotations.

Dr. Britt, the Board of Trustees, and the student body have my complete and unending support!

It is a shame that we find secret supper clubs and anonymous letters to our community. I challenge the writers of the anonymous letter to step forth and reveal themselves!! BUT THEY WON'T DO THAT! DO YOU KNOW WHY??? YOU FIGURE IT OUT!