

**COCONINO COUNTY COMMUNITY COLLEGE
DISTRICT GOVERNING BOARD**

SPECIAL MEETING

JUNE 16, 2015



**COCONINO COUNTY COMMUNITY COLLEGE
MINUTES OF A SPECIAL MEETING
OF THE
DISTRICT GOVERNING BOARD
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A Special Meeting of the Coconino County Community College District Governing Board was held in the Board Room at the Lone Tree Campus at 2800 S. Lone Tree, Flagstaff, Arizona 86005. Board Chair, Ms. Patricia Garcia, called the meeting to order at 5:00 pm.

PRESENT: Patricia Garcia
Lloyd Hammonds
Patrick Hurley
Nat White

ABSENT: None

Also present: Dr. Monica Baker, Ms. Linda Barker, Ms. Gayle Benton, Ms. Hope Brosseau, Ms. Sandra Dihlmann-Lunday, Mr. Joshua Dixon, Mr. Jeffrey Dollins, Legal Counsel, Ms. Jennifer Dufresne, Ms. Rachel Edelstein, Mr. Brian Harris, Mr. Larry Hendricks, Ms. Maxie Inigo, Ms. Jennifer Jameson, Mr. Jeff Jones, Ms. Kim Khatibi, Dr. Ingrid Lee, Ms. Rosa Mendoza-Logan, Dr. Michael Merica, Ms. Siri Mullaney, Mr. Kevin Mullins, Ms. Carmen Rivenburg, Ms. Suzzanna Rodriguez, Dr. Russ Rothamer, Mr. Dave Rudakewich, Ms. April Sandoval, Ms. Mary Anne Schrade, Mr. Robert Sedillo, Mr. Joe Traino, Mr. Bob Voytek and Mr. Van Walker.

Guests: Mr. Tyler Davis, Ms. Destiney Evans, Ms. NaLoni Tarbell, Mr. Thomas Tarbell, Ms. Michelle McManimon, Ms. Pam Packard, and Ms. Corina Vanek.

Reports, summaries, background material, and other documents referred to in these minutes can be found in the June 16, 2015 Documents File.

Follow Up

- The Board will further discuss the appointment process for an Interim President at their retreat.

Important Dates

June 29-30, 2015	DGB Retreat
August 25, 2015	DGB Meeting

ADOPTION OF AGENDA

Mr. Patrick Hurley moved to approve the agenda and Dr. Nat White seconded the motion. The agenda was approved as presented.

INTRODUCTION OF GUESTS

At the time of the introduction of guests, no guests were present.

CALL TO THE PUBLIC

Nine individuals responded to the Call to the Public. The public comment was as follows:

Dr. Ingrid Lee asked the Board to consider the wellbeing of CCC when appointing an Interim President and outlined qualities she would like to see in a candidate for that position.

Dr. Michael Merica voiced concern about the process of identifying and appointing the Interim President. He felt that the process was not transparent.

Mr. Dave Rudakawich requested that the Board consider someone for Interim President who can address morale issues.

Mr. Bob Voytek asked the Board to review policies and procedures related to hiring employees at CCC in considering the appointment of an Interim President.

Ms. Kim Khatibi asked the Board to consider postponing these decisions until the people most impacted are given a chance to give input and to please allocate time and resources to make sure this process is as inclusive as possible.

Ms. Jennifer Jameson stated that faculty question the lack of input they are given into important decisions like the appointment of an Interim President and the presidential search process.

Ms. Linda Barker stated that she feels the College has stepped away from shared governance and that we are shortchanging people who do not have a voice in this process.

Ms. Destiney Evans, a student at CCC, has heard that the College is turning away from a community model and she wants all friends and fellow students to have input on this issue.

Mr. Jeff Jones asked that the Board consider the differences between an executive position in the private sector and one in the public sector. He asked that the Board look at someone who understands academics for any presidential position.

ACTION ITEMS

EXECUTIVE SESSION At 5:20 pm a motion was made by Mr. Patrick Hurley and seconded by Dr. Nat White to enter into Executive Session pursuant to A.R.S. § 38-431.03(A)(1) for discussion of personnel issues and consultation with legal counsel.

RECONVENED IN OPEN SESSION at 5:55 pm

Mr. Patrick Hurley motioned to reconvene in open session after a brief break and Mr. Lloyd Hammonds seconded the motion. The meeting resumed in open session at 5:55 pm.

INTRODUCTION OF GUESTS

Several guests joined the meeting after the initial introduction of guests. Board Chair, Ms. Patricia Garcia requested that these guests be introduced. The additional guests were: Ms. Destiney Evans, a CCC student; Ms. Pam Packard, a former CCC employee; Ms. Michelle McManimon and Ms.

Coral Vanek, reporters from the Arizona Daily Sun; Mr. Thomas Tarbell, a CCC Alumni; and Mr. Tyler Davis, a CCC student.

CORRECTION TO AGENDA

Dr. Nat White made a motion that the two action items on the agenda be reversed so that Approval of a Contract for Presidential Search would be first and Approval of a Contract for Interim President would be second. Mr. Patrick Hurley seconded the motion and it was unanimously approved.

Approval of Contract for Presidential Search Process – Ms. Patricia Garcia

The Board is considering a contract with the Association of Community College Trustees (ACCT) for search services to assist the College in identifying the next President. This contract identifies a specific consultant, Dr. Pamela Fisher, to assist the Board with the search process. Dr. Fisher has worked with the District Governing Board, College Council and others across campus. Dr. Fisher was chosen because of her familiarity with the College. The Board also chose ACCT because they focus on searches for executives in educational institutions.

The contract includes a detailed work plan that spells out the process for the Presidential Search. Mr. Patrick Hurley gave a synopsis of that work plan:

- The Board has narrowed the search focus to Coconino County but will accept applications from anyone that applies. The position will be posted on ACCT's website so that anyone looking for a position like this has an opportunity to apply.
- The first step in the work plan is for the Board to take input from faculty and staff as to what they are looking for in a President and challenges and opportunities for incoming President.
- The Board does realize that this search is out of sync with the academic calendar. To accommodate this, the Board will take input on the search almost all the way through the process. Input will be gathered a number of ways including by email.
- The Board will work on developing a Presidential profile at their upcoming retreat. This profile will be posted on both the College and ACCT's website and will specify minimum qualifications for the position, required educational experience and issues the candidate might face in taking the position.
- The Board will also consider local advertising for the position.
- Once applications have been received, the Board will meet with the search consultant to review and screen applicants.
- The Board will then select candidates to bring to campus for public forums. The college community will be invited to attend these forums, review qualifications of the applicants and provide input.
- The search consultant will assist the Board in developing questions for interviews and will conduct in depth reference reports and qualification checks for the candidates.
- At the end of the process, the Board will make the final decision on who will be offered the position based on all steps in the process.

- The dates for each step in the process may change so were not mentioned.

Mr. Hurley noted that since many of the discussions about the search involved contract negotiations, they had to be confidential and were brought to the public when a contract was negotiated. The Board will take all the time necessary to find a new President but does have a goal of trying to get the new President established in September or October. The Board will be the search committee for this process but will welcome community input.

Ms. April Sandoval will be the search liaison with ACCT and will be emailing a memo to CCC employees with information on how to submit input for the search and how to submit names of individuals that are interested in applying for the position.

The College will also host a forum on July 1, 2015 at 9:30 am. This forum will be facilitated by the search consultant and will focus on gathering additional input from CCC employees.

Dr. Nat White made a motion to accept the contract with ACCT for the Presidential Search including the addendum which describes the search process in more detail. Mr. Patrick Hurley seconded the motion.

The Board also mentioned that they were sensitive to the financial situation of the College and feel that they have come up with a hybrid search process that saves costs but does not limit the potential of finding the best candidate for the President position. The Board has also discussed the possibility that the process may not be successful and will expand the scope of the search if necessary.

The motion to approve the contract with ACCT for search services was unanimously approved.

Approval of Contract for Interim President – Ms. Patricia Garcia

Mr. Lloyd Hammonds made a motion to table the approval of contract for Interim President. Mr. Patrick Hurley seconded the motion.

The Board chose to table this agenda item in light of the public comment from today's meeting. There is not a process for appointing an interim president which is an executive position and not subject to the hiring policies for other College employees. The Board will review this issue further and determine a direction and process.

Dr. Bornstein remains President until the end of July and a schedule and process for presidential coverage when she is out of the office already exists.

The motion to table the action item was unanimously approved.

ANNOUNCEMENTS AND FUTURE AGENDA ITEMS

The next DGB meeting will be the Board Retreat - June 29-30, 2015.

The next Foundation Board meeting will be August 25, 2015 and is a Joint Meeting with Foundation Board.

MEETING EVALUATION

The Board thanked the guests, faculty and staff for attending and gave special thanks for those who offered public comment. This meeting shows that Shared Governance is alive and well at the College.

ADJOURNMENT: A motion to adjourn the meeting at 6:17 pm was made by Mr. Patrick Hurley and seconded by Dr. Nat White.

MINUTES PREPARED BY:

April Sandoval
Board Recorder

ATTEST:

APPROVED:

Mr. Lloyd Hammonds
Vice Chair/Secretary of the Board

Patricia Garcia
Board Chair