



**Maricopa County Community College District
Governing Board Minutes
December 5, 2016**

A Special Meeting of the Maricopa County Community College District Governing Board was scheduled to be held beginning at 7:00 p.m. at the Mesa Convention Center, 263 North Center Street, Mesa, Arizona, pursuant to ARS §38-431.07, notice having been duly given.

GOVERNING BOARD

Alfredo Gutierrez, President
Johanna Haver, Secretary
Dana Saar, Member
Jean McGrath, Member
Doyle Burke, Member

Absent:

Tracy Livingston, Member
John Heep, Member

ADMINISTRATION

Maria Harper-Marinick
Paul Dale
LaCoya Shelton
Gaye Murphy
Edward Kelty
Shari Olson
Bill Guerriero
Ernie Lara
Terry Leyba-Ruiz
Sasan Poureetezadi
Maggie McConnell

SPECIAL MEETING The Special Meeting of the Governing Board Regarding the Transformation of the Maricopa County Community College District was called to order 7:01 p.m.

PLEDGE OF ALLEGIANCE The Pledge of Allegiance was led by Governing Board Member Johanna Haver.

WELCOME AND OVERVIEW Board President Alfredo Gutierrez welcomed those in attendance to the second special meeting of the Maricopa Community College District Regarding the Transformation of the Maricopa System.

BOARD RESOLUTION President Gutierrez stated that this meeting was being held for the purpose of considering a resolution for a reorganization being contemplated. At the first meeting a resolution was distributed, however, since then amendments had been made and thus two copies were attached to the agenda. The resolution copied on yellow paper was the most recently amended one. The adoption of the resolution is expected to take place at the January Regular Board Meeting. Authority and power is already allocated to the Chancellor by policy and this has been the case for many years. The transformation is change that demands transparency and should be done in the presence of everyone concerned. Mr. Gutierrez indicated that those wishing to comment should fill out a speaking request. Mr. Gutierrez indicated that although changes had been made to the Resolution further amendments could be made. Following these comments, President Gutierrez then turned the meeting over to Chancellor Dr. Maria Harper-Marinick for her remarks.

CHANCELLOR'S REMARKS Chancellor Maria Harper-Marinick thanked everyone in attendance and demonstrating that they care about the organization. The Chancellor stated that this evening she would share information about the

vision for the transformation of the District as we move forward. The Chancellor stated that in order to provide an overview of the good things the organization had done for the many years the system has been in place, a video had been created and she asked that everyone please direct their attention to the screens.

Chancellor Harper-Marinick stated that we have a very well-known record of success. Eight colleges have been recognized by the Aspen Institute and we have been awarded Triple Aaa ratings for our financial prudence. In addition, we are one of the primary providers of workforce development in the state. However, in spite of those successes, there are many other ways where we have not changed. There are many structures that have not changed. While many of the things we do are positively impacting the colleges, we need to look at different ways to serve the community.

The Chancellor mentioned that a new strategic plan had been adopted and that plan has what are called the strategic commitments of the District. The goal of the transformation effort is to meet those commitments. These include (1) building a thriving community through access and student success; (2) being a driving force for economic development and workforce development in Arizona; and, (3) attaining recognition as a leading innovator among institutions of higher education. The Chancellor commented that one of the things that has changed is what the community looks like today. We are spread out more and transporting in different ways. We have already made changes to financial aid, communications and recruitment but we need to improve how we serve the community. Transportation may not be great but within a region it is much better today. We have changing student enrollment patterns, many attend multiple colleges. The population growth requires us to change the way we serve students. Due to the population growth and sprawl, we know that our community outreach now spans multiple municipalities. We also have regional economic development organizations that cross multiple college service areas. We have new ways to deliver services to students and we have thousands who attend classes in multiple locations because of various conveniences that students require. Through the regional approach We would have an East Region (MCC & CGCC), North Region (SCC & PVC), South (GCC & EMC), and Central (PC & SMC). Rio would be considered the distance learning institution and it would include MCOR which will provide corporate training. GateWay Community College has been the center of innovation and will assume a larger role in the system-level delivery of occupational and workforce development programs. We also hope through the regional approach that we can work better with K-12 partnerships.

Consolidation of college level administrative functions and reduction of administrative overhead costs. Eleven Presidents would be reduced to six presidents, and the impact would also be felt at other levels of the organization. A savings of \$1 million would be recognized through this effort and this funding would then be channeled to improve support services and student services. Obviously changes will not happen overnight. There will be a transitional phase during 2017 through 2018. This is a great opportunity because we have had vacancies in many positions. This plan does not impact the accreditation model. The structure changes will start at the President and Vice President levels. The regional approach would allow regionalization of programs offered. State aid is at zero level and limited level. Would like to keep fees and tuition as low as possible.

GOVERNING BOARD DISCUSSION AND QUESTIONS

Board Member Doyle Burke commented that the organization has reached a point of lower funding with less new construction, tuition and tax increases. Mr. Burke said he would raise level of funding. Board does want to provide an opportunity for public to get an education and we want quality education. We have to reallocate resources. He congratulated the Chancellor for the innovative way to reorganize.

CITIZENS' INTERIM

President Gutierrez read the required statement on Citizens' Interim which is as follows: *This is an opportunity for members of the public to address the Governing Board. In compliance with the Open Meeting Law, the Governing Board will neither discuss nor take action on issues raised during this portion of*

the agenda. When necessary, issues will be taken under advisement and placed on a subsequent agenda. Presenting concerns to the Board and the free expression of ideas should be communicated with decorum and respect. Uncivil or disorderly conduct is not permitted. The use of derisive or insulting language or the direction of remarks that defame, attack, or harass an individual may serve as cause for the Board's President to direct that the speaker immediately conclude his or her remarks. Mr. Gutierrez then invited those that had asked to speak to come forward:

1. Kris Bliss, President of Classified Staff Council, provided the following remarks:
"I am the president of the Classified Staff Council speaking on their behalf tonight. The Council agrees with and supports nearly everything in your proposed resolution. Given our new Council is the produce of change and innovation, this resolution, in concept, is something we all embrace. The messages I have delivered on behalf of the Council, at Governing Board meetings, in one-on-one meetings with Vice chancellors and college presidents, have consistently been those of helping to move the District and individual institutions forward – being active partners in the process. The Council supports our Chancellor and her transformation of the District. It's time.

We are encouraged by the latest draft of the resolution. Last week, a brief survey was sent on behalf of the Council to all Classified employees to get their concerns, directly from them. I received responses from 970 Maricopa employees in just two days. Overwhelmingly, employees are concerned about their jobs. When they read about reductions in force, early retirement and redeployment of employees, with no additional information or clarification, it justifiably causes concern. The other prominent concerns that emerged from the survey included the lack of transparency and communication from the Governing Board about what the plan is, what everything means, and lack of participation from employees in the process – what we normally think of as collaboration and shared governance.

We encourage the Governing Board to provided additional information regarding the intent behind this resolution. Additionally, we would strongly recommend an amendment to the resolution that includes language that speaks to the partnership and collaboration of all employee groups – Classified Staff, Faculty, and Adjunct Faculty, in this transformative process. We all believe in the mission of community colleges and believe in Maricopa, we want to make it better. Let us be active partners in the process. Thank you."

2. Robert Soza, President, Maricopa County Community College Faculty Association, provided the following comments:
"I am here on behalf of the Maricopa County Community Colleges Faculty Executive Council. I have been asked by our District's Faculty Leadership to express our support for the Board's and Chancellor's vision of a more effective District. We are eager to participate in the evolution of this District to share our collective expertise and to help inform the forthcoming transformation. We also acknowledge that transformation introduces uncertainty, and as a faculty we are prepared and willing to embrace the uncertainty in the pursuit of greater student access and success. We welcome the change that will ensure that the District and its colleges are better able to serve our students, and that we become ever more responsive to our community's needs. As the system evolves, we offer our continued partnership and understand that this transformation will require that faculty evolve as well. We look forward to those opportunities to improve our role on the frontline of the District's educational mission. The Faculty Executive Council, as well as the ten College Senates are all committed to remaining strong, active partners throughout this time of change. With faculty at the table working with the Chancellor, CEC, the Board and our community partners, we are confident that the coming transformation will result in positive

change, positioning the District to be the colleges of choice for our community's work force and general education needs.”

3. Gary Kleemann, on behalf of Lifelong Learning Citizens, congratulated the Board and the Chancellor for advancing this proposal, however, he stated there was something missing from the document. Mr. Kleemann came to the Valley in 1979 and during that time has engaged with several colleges. Lifelong learning costs are minimal. He is active with a group that contributes \$32,000/year and gives scholarships. Lifelong learning is missing from the resolution and it is an important part of for those that pay taxes. He would like to see this included in the comments.
4. Heather Tyler, Rio Salado Classified Staff, provided the following comments: Good Evening Governing Board Members, Maricopa Employees and Community Members. I am here tonight as a Classified Staff Council Representative for Rio Salado College. I am grateful for the opportunity to bring forward some of the concerns my fellow employees have brought to me in this role. In short, the concerns boil down to three areas: 1. Employees are concerned that the process will not take into consideration them as individuals. They want to ensure that the forward progression of the district does not leave them behind. Specifically, people want to be sure there will be a collaborative approach between HR and staff when reviewing current state of job duties and future state of jobs. 2. People are hungry for details. Most everyone I spoke with knows the changes coming are intended to benefit the greatest number of Maricopans possible, but the lack of details makes them scared on a personal level. People want to know what types of retirement options are coming, what will happen to their vacation, how their PAQs can be used if their jobs have changed drastically since they were submitted and what are their options for ensuring they will be heard. The lack of details lets people fill in with their own fears and that can prove destructive. 3. And finally, people want to ensure our employers remember that we have been along for the journey in good times and bad times. Your workforce has stuck it out because many of us believe in the good education brings to the world, but they are also tired and worried that many of the benefits that brought them to these jobs in the first place are going away. We just ask that you are mindful in your approach and keep communication at the forefront. Thank you for your time.
5. Dulce Angulo, Rio Classified Staff, commented as follows: “I have been a proud employee of Rio Salado College for the last ten years and is also a unit representative in the classified staff council. I am here on behalf of my peers to echo their concern on the part of the Governing Board Resolution draft that specifically mentions personnel adjustments, redeployment of staff, reductions in force.

We understand the need for action, the importance of evolving, innovating and being responsive to the needs of our students and community. We also support change and are ready to do our part in the transformation of the Maricopa System.

MCCCD not only transforms the lives of its students, it also transforms the lives of its employees. This has always been an institution that promotes growth and development among its staff, and cares about the success of every employee. Maricopa has given so much to so many of us, which is why we come to work every day ready to do what we can to contribute to our mission. Overall reduction in resources has meant that we have had to pick up additional duties and responsibilities. We're all doing a lot more with a lot less but we understand that when things get tough we have to come together, take action and always keep moving forward. Every single one of our employees plays a key role in the success of the institution and we cannot steer a ship this big without them. I ask you to please keep our staff in mind when making decisions. I invite you

talk to our employees and listen to their personal stories, their needs, and concerns. You will see how proud they are to serve our students and how proud they are to be a part of Maricopa. We have some of the most dedicated, hard-working, and brilliant minds working here – let’s make sure that their voices are heard and they feel valued. Let’s work together to retain our talent so we can *all* continue to grow and contribute to student success. Thank you. “

CLOSING COMMENTS

6. Norma Hernandez from EMC, commented that she is new faculty at EMC. She stated that leadership within Higher Education is key. The splitting of the College President over two colleges would affect the diversity and innovation that exists at this time. Each President has a different vision. Reducing leaders would reduce the different perspectives at the campuses.
7. Bill Roe, owner of the Textbook Company, stated he was a product of MCC and owner of the Textbook Company. Millions of dollars are leaving the state due to overhead. We have to help with that. Need to create jobs.
8. Regi Munro, faculty at CGCC, stated that she enrolled in a credit EMT class which takes about 4.5 hours a week on Monday and Wednesday. After this she goes to her day job as Chair of Biology at CGCC and then she puts on her community investment hat by stopping at Sprouts for groceries. While shopping she asks the cashiers if they are going to college. If not, Ms. Munro tells them about CGCC and what they do. She tells them about the learning environment, small class sizes and clubs, athletic teams and the partnership with the universities. She tells them that she has just gone back to school herself and reveals that she asks herself if she is good enough and will she belong. We need to reach out to our students and ask them what they need in order to succeed.

Other Audience Speakers included:

- Wayne Balmer, East Valley Citizen
- Dr. Michael Cowan, Mesa Public Schools
- Dr. Nikki Nieset, CGCC Faculty

President Gutierrez commented that there have been a dramatic changes in funding and we have to prepare to respond to this. Fighting for funding is not over and we are going to try to convince legislature for funding. It is realistic that we need to change to meet the need. Our Board is not a prescriptive Board. It is the Board’s role to set policy and work with the Chancellor and set the vision and ensure that the vision is met. It is the Chancellor’s role to take that forward and accomplish that vision. The resolution will receive consistent monitoring. We have ten extraordinary colleges that have attained national excellence. We need to ensure that everything possible will be done and everyone will be treated with greatest respect. This will not be implemented in a flash and there will be reports on a monthly basis at regular and secondary meetings. We will be sending out invitations to come and hear those reports. The only reason we exist is for student success and we need to monitor so that this goal is arrived at.

President Gutierrez thanked everyone for coming this evening.

In closing, Board Member Saar stated student success is key. We need to budget for student success. MCCC is well known for many things. It is known for being big and innovation. Known for credentials for students to transfer to four-year colleges. We have to work with East Valley Partners and K-12 and support them. Work with students that come to us with deficiencies. Student success is what we base everything on.

Board Member Haver commented that we need to monitor ourselves and ask what could be done better.

ADJOURNMENT The Special Meeting adjourned at 8:07 p.m.

Johanna Haver
Governing Board Secretary