



**Maricopa County Community College District
Governing Board Minutes
January 25, 2016**

An Executive Session and Special Session of the Maricopa County Community College District Governing Board were scheduled to be held beginning at 5:30 p.m. at the District Support Services Center, 2411 West 14th Street, Tempe, Arizona, pursuant to ARS §38-431.02, notice having been duly given.

GOVERNING BOARD

Alfredo Gutierrez, President
Johanna Haver, Secretary
Doyle Burke, Member
Tracy Livingston, Member
John Heep, Member
Jean McGrath, Member
Dana Saar, Member

ADMINISTRATION (SPECIAL SESSION)

Rufus Glasper
Debra Thompson
LaCoya Shelton-Johnson
Ed Kelty

CHANCELLOR'S EXECUTIVE COUNCIL

Linda Lujan
Ernie Lara
Felicia Ganther for Maria Harper-Marinick
Jan Gehler
Paul Dale
Bill Guerriero (Interim)

**EXECUTIVE SESSION
CALL TO ORDER**

An Executive Session scheduled for the discussion with designated representatives for the Board to discuss or consider the appointment of an Interim Chancellor - ARS §38-431.02 – was called to order at 5:32 p.m.

MOTION

Board Member Haver moved to go into Executive Session. Board Member McGrath seconded. Motion passed 7-0.

ADJOURNMENT

The Executive Session adjourned at 5:57 p.m.

CALL TO ORDER

President Gutierrez called the Special Session/Chancellor Search Meeting to order at 6:05 p.m.

**DISCUSSION OF QUALIFICATIONS
AND JOB DESCRIPTION FOR
CHANCELLOR**

President Gutierrez reviewed the meeting's agenda which included the following:

- Discussion of Chancellor Qualifications and Job Description
- Discussion of Search Committee Candidates
- Discussion and Vote on Search Plan
- Authorizing Vice Chancellor for Human Resources to Proceed with Search Plan

President Gutierrez indicated that since modifications had been requested at the meeting of January 19 to the Qualifications and Job Description, those modifications would be reviewed this evening.

The following list of desired background, experience, and personal characteristics were used in the position profile for the previous Chancellor search:

- A record of excellence in previous professional experience, including strong administrative experience in community colleges or other postsecondary institutions. Teaching experience in higher education is desirable. (Comparable experience in business, industry, or other public or private sectors will be equally considered.)

- Appropriate educational preparation, preferably including an earned doctorate from an accredited institution.
Comments: A doctorate preferably allows a candidate to qualify, however, it is not an absolute. Current Chancellor has a CPA certification and Doctorate of Philosophy degree in higher education finance.
 We are an educational institution and a doctorate matters. EDD is an important degree. A PhD commands respect.
- A leadership and management philosophy and style that encourages collaboration and that supports innovation and risk taking.
Comments: Candidates should provide examples of this. This is a way to determine whether a person is a control person which would create a problem with staff. Current college presidents have a lot of say and this is due to Dr. Glasper's management style. It is natural for people to compare data as soon as it becomes available, thus creating "competition."
 Encourage collaborative decision making and this will cause competition to enter picture.
- A strong value system: personally and professionally ethical, intellectually honest, and one who leads from a principle-centered core that demonstrates compassion for all.
Comments: Since we have our own District Values, perhaps those should be referenced. A candidate will show if they have a strong value system by what they bring to the interview.
- A superb communicator, who articulates the District's mission and vision with passion, who interprets the needs of the District effectively to the communities, to state and national decision makers, and to business and industry.
- An educational visionary who is dedicated to providing the finest educational programs and learning environments to meet the needs of an ever-changing diverse population.
- A technologically sophisticated administrator who understands the potential for technology in learning and teaching, for administration and management, for employee professional development and personal enrichment, and for creating innovative educational delivery systems.
Comments: We have been technological since the 1980's.
- An individual with experience and sensitivity to the needs of multi-cultural and diverse environments, who is able to motivate and inspire others, who provides leadership and builds teams of internal and external constituents to reach the District's goals.
- A community-oriented and personally visible individual with a demonstrated ability to develop strong collaborations and partnerships with business, industry, government, civic and social groups, and educational organizations from K-12 through graduate institutions.
Comments: 50% of time is spent doing this. Will this be brought forward? Identify as part of job – develop a simple sentence that reflects that one of the Chancellor's responsibilities is raising funds from the community. A major component of the Chancellor's responsibilities is the endowment of the institution.
- A skilled administrator who understands the complexities of a multi-college environment, who will value the expertise of others, and who will support decentralization except when centralization and integration of services to more effectively serve students and communities.
- A colleague who will assist the Governing Board in further integration of

Policy Governance™ as its method of operation. A colleague who will work collaboratively with other Arizona community college leaders.

- An individual who takes the challenges of the position seriously and who measures success and achievement by assisting others in reaching their individual and organizational goals.

Experience with Federal and State Regulations and local officials is very important.

DISCUSSION OF SEARCH COMMITTEE CANDIDATES

Members of the Search Committee that have either confirmed or will be contacted include:

ASU President Michael Crow and Maricopa Faculty Association President Salina Bednarek will chair the committee. Other commitments include Roc Arnett, former President of the East Valley Partnership; Chris Camacho, President of the Greater Phoenix Economic Council; President Rita Cheng of Northern Arizona University; Art Hamilton, a former state legislative leader and founder of the Art Hamilton Group; Shannon Ridgeway-Monaco, a Mesa Community College employee representing the Professional Services Association; Richard Boals, CEO of Blue Cross/Blue Shield; Pam Conboy, Regional President of Wells Fargo; Michael Cowan, Superintendent of Mesa Unified Schools; and Sharon Harper, CEO and President of the Plaza Companies.

Comments were made that the committee should be diverse – gender, multi-cultural, academic presence, and include major constituent groups. Since this is a Governing-Board appointed committee, meetings should adhere to open meeting law.

DISCUSSION AND VOTE ON SEARCH FIRM

Board Members were reminded that the RFP (Request for Proposal) for the current search firms is still in effect. The RFP was issued in 2012 and runs through June 30, 2017. Legal Counsel explained that the four firms that responded provided evidence that they have conducted searches for executives. Using one of these firms would erase any question that the Board might conduct its own solicitation for its own purposes. It is standard in the way public institutions do RFPs that there are no contracts signed. We are awarding according to what we expect and what the needs are. When a company is engaged, a purchase order is requested for that firm along with a desired scope of work. One board member objected to using current RFP as it was felt it was too old and things might have changed. The list of firms needs to be updated as favoritism was being shown. According to Legal Counsel there is no legal issue. No newspaper headline can be seen coming from this. Going out for a new RFP will delay the process by months. One company has done extensive searches. The process has not changed over past four years. No reason to delay process.

If in the course of the search no candidate is selected, the firm will do another search. The advertisement will appear in the Chronicle of Higher Ed and the search firms have contacts in higher ed. The Vice Chancellor of HR will make the decision as to which firm should be used. After authorization, it is hands off for Board. They will longer be in the process until the committee makes recommendations.

MOTION

Motion 10367

Board Member Burke moved that Cizek and Associates be employed to conduct the search for Chancellor. The motion was seconded by Board Member Haver.

Discussion: Board Member McGrath stated she did not want any actions that would bring forth any bad publicity. Strongly disagreed with motion, as did Board Member Saar and suggested a substitute motion.

Motion withdrawn.

MOTION

Motion 10368

Board Member Saar suggested a substitute motion that the Board let the Vice Chancellor of Human Resources and Search Committee determine which team they wanted to work with. Mrs. Haver seconded.

Discussion: Board Member Livingston objected and suggested the search be narrowed to Cizek & Associates since they have done other searches for us. Not acting as a Board in this process.

Motion withdrawn.

MOTION

Motion 10369

Board Member Burke moved that Cizek and Associates be employed as the Search Firm.

Roll Call Vote:

Livingston: Yes

Saar: Yes

Haver: Yes

Gutierrez: Yes

McGrath: No. Objected to firm from old contract being used.

Burke: Yes

Heep: No As a former vendor, felt other vendors should have an opportunity to bid.

Motion approved 5-2 (McGrath and Heep – No).

MOTION

Motion 10370

**AUTHORIZATION FOR THE VICE
CHANCELLOR OF HUMAN
RESOURCES TO PROCEED WITH
SEARCH PLAN**

Board Member Saar moved that the Vice Chancellor for Human Resources proceed with the process of hiring a new Chancellor. Board Member Livingston seconded.

Roll Call Vote:

Livingston: Yes

Saar: Yes

Haver: Yes

Gutierrez: Yes

McGrath: No. Responsibility to taxpayers. Might get better fees from another firm.

Burke: Yes

Heep: No

Motion approved 5-2 (McGrath and Heep – No).

ADJOURNMENT

The meeting adjourned at 7:15 p.m.

Johanna Haver
Governing Board Secretary