



**MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT  
GOVERNING BOARD  
JULY 26, 2011**

**MINUTES**

An executive session and regular meeting of the Maricopa County Community College District Governing Board were scheduled to be held at 5:30 p.m. at the District Support Services Center, 2411 West 14th Street, Tempe, Arizona, pursuant to A.R.S. §38-431.02, notice having been duly given.

**PRESENT**

**GOVERNING BOARD**

Randolph Lumm, President  
Doyle Burke, Secretary  
Don Campbell, Member  
Dana Saar, Member  
Debra Pearson, Member

**ADMINISTRATION**

George Kahkedjian for Rufus Glasper  
Randy Kimmens for Maria Harper-Marinick  
Lionel Diaz for Debra Thompson  
Steve Cresswell for George Kahkedjian  
Mary O'Connor for Steve Helfgot  
Nikki Jackson  
Casandra Kakar for Anna Solley  
Lee Combs  
Paul Dale  
Shouan Pan  
Shari Olson  
Debbie Kushibab for Ernie Lara  
Gene Giovannini  
Chris Bustamante  
Linda Lujan  
Jan Gehler  
Ron Natale for GCC

**CALL TO ORDER**      The regular meeting was called to order at 6:30 p.m.

**EXECUTIVE  
SESSION**              The executive session was called to order at 5:30 p.m.

**PLEDGE OF  
ALLEGIANCE**        The assembly pledged their allegiance to the United States of America led  
by Governing Board Member Debra Pearson.

**CLASS  
ACKNOWLEDGEMENTS**      There were no classes present.

**SUBSTITUTIONS**      There was eight substitutes this evening.

**CITIZEN'S INTERIM** The following individuals came forward during Citizens Interim:

Aaron Freed, Athletic Trainer at GCC, came forward on the behalf of the District's Athletic Trainers to speak in support of the renewal of the student accident insurance, action item VI.B.C.. Consistent with Maricopa's Values for Excellence, the district's athletics trainers felt it was important to students to achieve academic, professional, personal, and athletic excellence without undue harm. The plan currently in place has allowed them to seek out referrals if needed and trainers have been able collaborate with physicians in the care of the colleges' athletes. They recognize that there is a need for change and the athletic directors have agreed to cooperate with the District's Risk Manager to come up with changes that will be more financially responsible.

Reyna Montoya voiced a vote of no confidence on behalf of Chancellor Glasper for not fully attending to the community's needs.

Rosie Lopez representing the Arizona Hispanic Community Forum voiced a vote of no confidence on behalf of Chancellor Glasper for the divisiveness that has occurred. She stated that some people may be pleased with how he has handled the community and students that are undocumented, but he has also turned off a lot of the community and they have been very disappointed with his work and the amount of money that he spends on administration.

Deborah Robles, student and member of the Dream Act Coalition, stated that most people in the room had chosen an educational route of some sort and decided to be involved in the lives of many students in the state. She expressed that the Chancellor had let people down. She referenced that they had decided to sign Universal Declaration of Human Rights which contains a very prominent right – that every human being has a right to an education. She questioned how we are promoting and abiding by that right if we are denying it to some human beings within our own state. It is already hard enough for citizens to scrimp and save for tuition at a university or community college, whatever a person's choice. To increase the amount of tuition for some students was discriminatory and she wanted to remind everyone about that right and we need to defend that right as U.S. citizens.

Angel Garcia, community organizer, activist, and student at Phoenix College, spoke about the bloated administrative costs of the Maricopa District. Although he knew the Board could not make employment decisions, they could encourage the Chancellor should take a closer look at these decisions and why he made these decisions. He did not feel it was right to keep increasing tuition

costs, keep raising property taxes and going after certain groups of people because it doesn't want to find innovative ways to cut costs. Before the Chancellor is allowed to continue in his position and be the leader, that he be a little more open to other ideas as far cost-cutting innovation. He encouraged the board to work a little more closely with the Chancellor before it considered automatically signing off on his contract. The Board needed to step back and reflect to look at what impact he has made with the students and the community as a whole without finding any innovative ways to raise revenue and reduce overhead.

**BOARD MEMBER  
REPORTS**

President Lumm reported he had the privilege of going to South Mountain Community College the day before, along with Dr. Don Campbell and the Chancellor, to meet with new College President, Dr. Shari Olson. He also had an opportunity to visit the new library being built in partnership with the City of Phoenix. The library will have its grand opening on September 24 and Mr. Lumm encouraged everyone to attend. He also toured the Maricopa Skill Center earlier in the month, along with two fellow colleagues from the Arizona Prison System. They were all very impressed with the facility which will be built and all the programs offered.

**CHANCELLOR'S  
REPORT**

There was no report.

**SECRETARY'S  
REPORT**

There was no report.

**STUDENT LIFE  
REPORTS**

There were no reports.

**FACULTY REPORT**

There was no report.

**EMPLOYEE GROUP  
REPORTS**

Phil Jalowiec, President-Elect of the Adjunct Faculty Association, provided the following remarks:

To President Lumm, Governing Board members, The Chancellor, CEC members and District Executive staff

Adjunct Faculty Teaching Load Limits and their enforcement is the hot topic of the month for Adjunct Faculty in the District. Some of the facts, the effects and the opportunities are what I will highlight from an Adjunct Faculty perspective.

After a month's worth of rumors and leaks of a variety of possible changes and the purported effects of these changes, Nikki Jackson, Vice Chancellor of Human Resources communicated a clear assertion:

The current Adjunct Faculty Teaching Load Limit of 9 load hours will be enforced with revised or new processes to be fully

in place by January 2012 to ensure this occurs. This is a simple enough assertion on a policy that has been in place for at least a decade. Its effects, however, have the potential of being far reaching.

The first question that gets asked about the enforcement of this policy is why? The second is why now? The common assumption as to why the change is that this is a measure to reduce and ensure avoiding Arizona State Retirement System (ASRS) expenses when part-time employees achieve over 20 hours in 20 weeks during a fiscal year. This means 20 weeks at over 10 load hours for Adjunct Faculty. For some Adjunct Faculty this means teaching more than 3 sections concurrently. For other Adjunct Faculty in occupational or lab science courses this could mean teaching more than just one section.

It seems that rather than a few exceptions here and there, it has become relatively common place for the Teaching Load Limit to be waived. For the Adjunct Faculty who have grown to depend on the income from teaching extra sections, they are now scrambling to find additional or alternative employment elsewhere. This will mean a significant drain on skilled Adjunct Faculty. For some retirees who have certain exemptions under ASRS rules they are ready to fill positions being emptied if the avoidance of ASRS expenses is the only criteria being applied to waiving Teaching Load Limits.

Hiring, orienting and properly supervising a large number of new Adjunct Faculty will be a significant challenge. The \$200 to \$300 for each new Adjunct Faculty paid to Department Chairs could offset any savings. These and other factors represent real economic trade-offs to be made in choosing to allow waivers where appropriate. Clearly communicating the why, the criteria for waivers and the informal limit of the extent to which Teaching Load Limit waivers will be granted is very important going forward. This is also an opportunity for the District to facilitate correcting two problematic practices related to Adjunct Faculty. The first is how Adjunct Faculty are hired and who is hired. The Adjunct Faculty Pool is a potential solution for facilitating the necessary rebalancing of Instructional Assignments amongst the Adjunct Faculty who already serve the Colleges of the District. However, it does intrude on the prerogative Department Chairs prefer to exercise in hiring decisions and that is one reason it has not made progress.

There are other hiring solutions that can be technology driven such as District wide notices to Adjunct Faculty who have taught the courses when there are openings. The second is a very painful practice of late notice of Instructional Assignments to Adjunct Faculty. Many Departments notify Adjunct Faculty of potential Instructional Assignments as part of the preparation of the course calendar each semester. Other Departments notify Adjunct Faculty of Instructional

Assignments only a couple of days before the section is actually to begin. We hope that forward progress in these and other areas of Adjunct Faculty issues can be made as part of this policy enforcement. The enforcement of the Teaching Load Limit policy will have significant ramifications for Adjunct Faculty and the District.

We appreciate the opportunity participate on behalf of Adjunct Faculty in developing the implementation plan of an enhanced system of Teaching Load Limit management.

Board Member Comments:

Mr. Lumm: It appears we have a policy which needs to be enforced. Mr. Burke asked how many credits per semester would prevent an adjunct from triggering an ASRS issue. Answer: Total of 20 -- 12 one semester and 9 second semester. A load level of nine has been a standing limit. As soon as some work more than 20 hours per week, the employee and the organization need to pay into retirement. This is to be looked into this fall.

**VICE CHANCELLOR REPORTS** There were no reports.

**COLLEGE REPORTS** There were no reports.

**AADGB REPORT** Governing Board Member Doyle Burke reported he received an e-mail from the new president of AADGB and there may be a meeting on September 30.

**ASBA REPORT** Governing Board Member Dana Saar reported that a change in administration has occurred with the retirement of Panfilo Contreras as of July 8. An interim director is in place for now.

**LEGISLATIVE UPDATE** There was no report.

**AWARDS AND RECOGNITIONS** There were no awards or recognitions.

**APPROVAL OF THE ORDER OF THE AGENDA** President Lumm requested a motion to approve the order of the agenda.

**MOTION** **MOTION NO. 9848**  
Board Member Dr. Don Campbell made a motion for approval of the order of the Agenda. Board Member Doyle Burke seconded. Motion approved 5-0.

APPROVAL OF  
CONSENT AGENDA

President Lumm requested approval of the Consent Agenda.

The following items were included on the Consent Agenda:

**A.1. APPROVAL OF MINUTES** - approve the minutes of the June 28, 2011 Regular Board Meeting

**B.1. APPROVAL OF FACULTY EMERITUS DISTINCTION – MESA COMMUNITY COLLEGE** - award Faculty Emeritus Distinction to Dr. Arunee Grow, Residential Faculty, Economics, for twenty-seven years of service to the Maricopa Community College District.

**C.1. CONSIDERATION OF EMPLOYMENTS** - approve the following personnel actions as proposed. Budget approvals have been granted and are on file for the recommended personnel actions in this item.

**C.2. CONSIDERATION OF SPECIALLY FUNDED EMPLOYMENTS** - approve the following personnel actions as proposed. Budget approvals have been granted and are on file for the recommended personnel actions in this item.

**C.3. CONSIDERATION OF SHORT TERM EMPLOYMENTS** - approve the following personnel actions as proposed. Budget approvals have been granted and are on file for the recommended personnel actions in this item.

**C.4. CONSIDERATION OF SEPARATIONS** - approve the following personnel actions as proposed. Budget approvals have been granted and are on file for the recommended personnel actions in this item.

**D.1. APPROVAL OF SUBAWARD AGREEMENT AMENDMENT BETWEEN PENNSYLVANIA STATE UNIVERSITY AND MCCCCD** - approve the subaward agreement amendment from Pennsylvania State University to the Maricopa Advanced Technology Education Center (MATEC). This amendment increases the cost ceiling by \$107,322, from \$294,386 to \$401,708, and extends the end date by one year from August 31, 2011 to August 31, 2012. This amendment will allow the opportunity to host faculty development activities and continue to provide curriculum development and dissemination services to the national center at Pennsylvania State University.

**D.2. APPROVAL OF SCHOLARSHIPS AND SUPPORT EQUAL ACADEMIC ACHIEVEMENT GRANT – GLENDALE COMMUNITY COLLEGE** - accept an award for year four of a four

year grant from the National Science Foundation to Glendale Community College for the Scholarships and Support Equal Academic Achievement grant. Year four project funding will be available from 07/01/11 to 06/30/12 and in the amount of \$134,533.

**D.3. APPROVAL OF COMMUNITY BASED TRAINING (EARLY CARE & EDUCATION) GRANT PROGRAM – NORTH PHOENIX REGIONAL PARTNERSHIP COUNCIL** - accept an award for a grant from First Things First in the amount of \$179,795 to Paradise Valley Community College (PVCC) for the Community Based Training (Early Care & Education) Grant Program. This project will commence on July 1, 2011 and conclude on June 30, 2012.

**D.4. APPROVAL OF CENTRAL MARICOPA REGIONAL PARTNERSHIP COUNCIL OF THE AZ EARLY CHILDHOOD AND HEALTH DEVELOPMENT BOARD (FIRST THINGS FIRST) COACHING AND MENTORING GRANT EARLY CHILDHOOD AND HUMAN DEVELOPMENT PROGRAM – RIO SALADO COLLEGE** - accept a grant award for the Early Childhood/Human Development Program at Rio Salado College from the Central Maricopa Regional Partnership Council of the AZ Early Childhood and Health Development Board (First Things First) totaling \$489,909. Approval of the twelve month allowable expenditure period is requested for July 1, 2011 through June 30, 2012.

**D.5. APPROVAL OF NORTHWEST MARICOPA REGIONAL PARTNERSHIP COUNCIL OF THE AZ EARLY CHILDHOOD AND HEALTH DEVELOPMENT BOARD (FIRST THINGS FIRST) COACHING AND MENTORING GRANT EARLY CHILDHOOD AND HUMAN DEVELOPMENT PROGRAM – RIO SALADO COLLEGE** - accept a grant award for the Early Childhood/Human Development Program at Rio Salado College from the Northwest Regional Partnership Council of the AZ Early Childhood and Health Development Board (First Things First) totaling \$249,625. Approval of the twelve month allowable expenditure period is requested for July 1, 2011 through June 30, 2012.

**D.6. APPROVAL OF SOUTH PHOENIX MARICOPA REGIONAL PARTNERSHIP COUNCIL OF THE AZ EARLY CHILDHOOD AND HEALTH DEVELOPMENT BOARD (FIRST THINGS FIRST) COACHING AND MENTORING GRANT EARLY CHILDHOOD AND HUMAN DEVELOPMENT PROGRAM – RIO SALADO COLLEGE** - accept a grant award for the Early Childhood/Human Development Program at Rio Salado College from the South Phoenix Regional Partnership Council of the AZ Early Childhood and Health Development Board (First Things First) totaling \$311,084. Approval of the twelve month allowable expenditure period is requested for July 1, 2011 through June 30, 2012.

**D.7 APPROVAL OF RIO SALADO COLLEGE A COUNTYWIDE ABE/GEDELAA PROGRAM FY JULY 1, 2011 – JUNE 30, 2012** - approve a grant award with the Arizona Department of Education, Division of Adult Education, on behalf of Rio Salado College. This agreement is for a continuation grant of \$2,021,809 of federal funds to extend the Countywide Adult Basic Education (ABE), GED preparation (high school equivalency diploma), and English Language Acquisition for Adults (ELAA) program for the period of July 1, 2011, to June 30, 2012.

**D.8. APPROVAL OF RIO SALADO COLLEGE INTEGRATED ENGLISH LITERACY AND CIVICS FY JULY 1, 2011 – JUNE 30, 2012** - approve a grant award with the Arizona Department of Education, Division of Adult Education on behalf of Rio Salado College. This agreement is for a continuation grant of \$500,033 to extend English Literacy and Civics education to adults in Maricopa County for the period of July 1, 2011 through June 30, 2012. This grant will supplement the existing countywide Adult Basic Education grant currently administered by Rio Salado College.

**D.9. APPROVAL OF MEASURING COMPETENCY WITH SIMULATION: PHASE II – SCOTTSDALE COMMUNITY COLLEGE** - accept a subgrant from the National Council of State Boards of Nursing (NCSBN) through Arizona State Board of Nursing (AZBN) entitled "Measuring Competency with Simulation: Phase II" in the amount of \$120,102. This project will commence July 1, 2011 and conclude on December 31, 2012.

**E.1. APPROVAL OF UTILITY EASEMENT TO THE CITY OF MESA, ARIZONA – CHANDLER-GILBERT COMMUNITY COLLEGE WILLIAMS CAMPUS** - grant a general utility easement to the City of Mesa to install and maintain a variety of utility services along Tahoe Road alignment at the Chandler-Gilbert Community College Williams Campus.

**E.2. APPROVAL OF PUBLIC UTILITY EASEMENT TO THE CITY OF PHOENIX FOR THE MARICOPA SKILL CENTER** - grant a public utility easement to the City of Phoenix for installation of future public utilities around the Maricopa Skill Center site.

**MOTION**

**MOTION NO. 9849**

Governing Board Member Dana Saar moved for approval of the Consent Agenda. Board Member Doyle Burke seconded. Motion approved 5-0.

**VI.A.1. APPROVAL OF CHANCELLOR'S CONTRACT OF EMPLOYMENT 2011-2014** - approve the proposed Chancellor's Contract of Employment for a three year term. The Contract is dated July 26, 2011.

MOTION

**MOTION NO. 9850**

Governing Board Member Doyle Burke moved for approval of Item VI.A.1. Board President Dana Saar seconded. Roll Call Vote:

Dana Saar – aye

Doyle Burke – aye

Debra Pearson – aye. Comments: Mrs. Pearson commented that she recognized some people felt Dr. Glasper had let them down and she knows that an institution always has room for improvement but she really felt that it was unfortunate that blame is being placed on Dr. Glasper for some of things he is being accused of. One of the most damaging things that can occur is taking what is perceived and rumored and then having people believe these things. It becomes a cancer. People need to spend their energies on positive things. Creating hysteria instead of finding solutions is not productive. She cautioned people to remember the five finger points whenever you to try to place blame.

Dr. Don Campbell – aye. Comments: Recounted the progress which has been in the number of students and colleges that the Maricopa Community Colleges are now serving since its inception. We have more students than ASU/NAU/UofA combined. A lot of money we used to receive has been taken away. The Chancellor did not take this money from us, the State did.

Randolph Lumm – aye. Comments: Mr. Lumm qualified his vote as follows: There has been indeed improvement and progress on the plan we have put in place, the 21<sup>st</sup> Century Program, that was based on the recommendation of Alvarez and Marsal efficiency audit. One. There is more progress that can be made and more saving of Administrative Cost. Two. I would also like to see resource clearly dedicated to the retention and completion rate of students' peculiarity under represented students. Three. I would also like to see a more diverse administrative, faculty and staff. With our new Vice Chancellor of Human Resources making sure there is clear, open and fair pathway for a more diverse college that represents our community.

Motion approved 5-0

**VI.A.2 APPROVAL OF CHARTER SCHOOL PROPOSED**

**SALARY SCHEDULE FY 2011-2012** - approve the 2011-2012 Proposed Salary Schedule for the Charter High Schools (GateWay Community College and Phoenix College).

MOTION

**MOTION NO. 9851**

Board President Doyle Burke moved for approval of Action Item VI.A.2. Board Member Dr. Don Campbell seconded. Motion approved 5-0.

**VI.B.1. APPROVAL OF 2011-2012 STUDENT INSURANCE**

**PROGRAM RENEWAL** - approve the renewal of our accident/athletic/travel and catastrophic student insurance policies per the attached schedule for FY 2011-12.

**MOTION**

**MOTION NO. 9852**

Governing Board Member Doyle Burke moved for approval of Item VI.B.1. Board President Dana Saar seconded. Motion approved 5-0

NOTE: Enterprise Risk Manager Ruth Unks came forward to provide an overview of this item and answer any questions regarding the increased costs. She explained she would working with the college athletic directors on options of how claims and costs could be reduced. She explained that all students involved in college activities are covered by this policy, not just athletes, although it was mostly athletics that contributed to the increased costs.

**INFORMATION  
ITEMS**

**VII. INFORMATION ITEMS**

**A. STRATEGIC PLANNING UPDATE**

This is an annual strategic planning update, provided as an information item, to the Governing Board. This document identifies strategic goals the Maricopa Colleges and District Office have planned for 2011-12 and beyond and major accomplishments for FY 2009-10. This document is brought to the attention of the Governing Board each year as part of ongoing communications about efforts to implement the strategic directions that support the Maricopa Community Colleges' vision and mission. The strategic directions provide guidance on areas for maximizing access, creating dynamic learning environments, maximizing collaboration, identifying resources for growth, recruiting and retaining a qualified and diverse workforce, and developing a strong identity.

**MONITORING  
REPORTS**

**VIII. MONITORING REPORTS**

**A. BUDGET ANALYSIS REPORT SUMMARY**

**FUND 1 – GENERAL UNRESTRICTED FUND FOR THE TWELVE MONTHS ENDED JUNE 30, 2011 - (PRELIMINARY)**

Expenditure analysis indicates 83.9% of the budget has been expended this year as compared to 89.8% expended at this same point in time last year. 16.1% of the budget remains unexpended or unencumbered compared to 10.2% in the prior year. Revenue analysis indicates that 101.4% of the budget has been recognized as compared to 99.8% in the prior year. The projected fund balance will increase by ~\$1.9 million this fiscal year and the projected ending fund balance for June 2011 is \$149.8M.

**B. 2004 GENERAL OBLIGATION BONDS  
SERIES A (2004), SERIES B (2007), SERIES C (2009),  
AND SERIES D (2011)  
2004 CAPITAL DEVELOPMENT PLAN SUMMARY  
AS OF JUNE 30, 2011 (PRELIMINARY)**

As of June 30, 2011, \$602.6 million, representing approximately 75% of proceeds from the Series A, Series B, Series C, and Series D issuances of the 2004 bond, have been expended, encumbered or reserved for specific purposes. Bond proceeds are invested until expended. As of June 30, 2011 the net uncommitted balances on outstanding GO Bonds are categorized as follows:

<u>2004 GO Bond</u>	<u>Remaining Balance</u>
Bond Proceeds	\$197.7 million
Interest	\$22.4 million

Remaining earnings are invested and will be used for future debt service or capital projects.

**NEXT BOARD MEETINGS**

President Lumm announced the following future meetings:

August 23, 2011 6:30 p.m.  
Regular Board Meeting

September 13, 2011 5:30 p.m.  
Work Session

**ADJOURNMENT**

The meeting adjourned at 7:20 p.m.

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Doyle W. Burke  
Governing Board Secretary