

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF TRUSTEES
OF THE MONROE COUNTY COMMUNITY COLLEGE DISTRICT

Board of Trustees Room, #Z-203
La-Z-Boy Center
6:00 p.m., February 18, 2013

Members present: William J. Bacarella Jr., Joseph N. Bellino Jr., William H. Braunlich, James DeVries, Linda S. Lauer, Mary Kay Thayer

Members absent: Marjorie A. Kreps

Also present: David Nixon (leaves at 5:59 p.m.), Randy Daniels, Suzanne Wetzel, Grace Yackee, Molly McCutchan, Deb Beagle, Rebecca Libstorff, Paul Hedeem, Bryan Rorke, Barbara McNamee, Jean Ford, Cindy Yonovich, Terri Kovach, William McCloskey, David Waggoner, Tracy Vogt, Tom Scheer, Penny Dorsey-Naber, Denice Lewis, Dan Hamman, Joyce Oestrike, Jennifer Yarger, Jim Ross, Dan Shaw, Joanna Sabo, Josh Myers, Jim Blumberg, Joe Verkennes, Pat Nedry, Brian Lay, Paul Knollman, Sylvie Winkins, Agora staff reporter Katie Mullin, and Victoria McIntyre (recording secretary)

Dr. Nixon offered to recuse himself from the meeting as a courtesy to the board to facilitate free discussion. He said would be in his office if needed.

1. Chair Bacarella called the meeting to order at 6:00 p.m. The reason for the special meeting was to discuss parameters for hiring a new president.

Preliminary remarks from trustees included being mindful of the legal perspective in the hiring process and that the board makes the final decision.

2. Chair Bacarella invited members of the audience to speak.

Dr. William McCloskey, Monroe County Community College Faculty Association (MCCCFA) representative, read the following for the record:

MCCCFA respectfully requests a representative in the process of selecting the new president of Monroe County Community College. We are one of many stakeholders who have a vested interest in the future of the college.

We seek potential presidential candidates with the following qualities:

- Someone with a terminal degree who has community college experience
- Someone effective internally and externally
- Someone with a leadership style that includes all stakeholders

Please contact us regarding this crucial matter at your earliest convenience. Thank you for your time and consideration. (Signed by Mark Bergmooser)

Faculty council chair Joanna Sabo reported that a similar discussion has begun at the faculty council meetings.

Chair Bacarella asked which of the faculty groups (MCCCFA or faculty council) would like to be represented and to inform him of the decision in writing. A discussion will be had between the two groups before a decision is made.

Bryan Rorke, a representative of the maintenance department, presented the board with qualifications they would like in a president. He also asked that in-house personnel be considered for the position.

Jennifer Yarger, staff council chair, informed the board of the staff council interest in being part of the process in selecting a new president. She asked for direction from the board as to what staff council needs to do to be a part of it.

Valerie Culler, administrator council chair, informed the board that the administrator council had not formally met to discuss the selection process but would like the opportunity to submit suggestions after they meet.

The need to hire a search firm or not generated much discussion. Rationale for hiring a firm included reducing the risk of missing out on top candidates and reducing the risk of a candidate backing out and leaving the college to start the process over. It could also bring added value such as help with strategic goals. Not hiring a search firm would save the college the expense.

Trustee Lauer, who recently attended an ACCT conference in Washington, D. C., suggested a representative of ACCT, Narcisa Polonio, Vice President for Research, Education and Board Leadership Services, lead an interactive video with the board to discuss services available from ACCT. The ACCT assisted MCCC in the last presidential search. A time and date will be determined for the virtual meeting. It will be an open meeting.

Chair Bacarella and Vice Chair Braunlich submitted a suggested list of names for the search committee from internal and external stakeholders to facilitate discussion. The list was not exhaustive but meant to invite commentary from a variety of perspectives. A viable presidential candidate must be a strong leader internally and externally. Not only does a president need to be effective internally, but needs to interface with external organizations. The board needs input from both factions. The final composition of the search committee will be determined by formal nomination by the MCCC Board of Trustees and acceptance of the nomination by the proposed committee member.

Vice Chair Braunlich pointed out results from the CLARUS study which noted structural problems within the college that contributed to hostility. He read the following from page 46 of the CLARUS report:

Generally, there are two approaches at a community college to decision-making – collective bargaining and shared governance. One is adversarial and the other is

collegial. The collective bargaining process by its very nature is adversarial. Monroe County Community College has been trying to operate shared governance under a collective bargaining process. Without the presence of a faculty association, the College's bargaining unit has been acting as the face of shared governance at the College. The adversarial implication of the collective bargaining approach should be left at the bargaining table and the grievance hearing process should not enter into the collegial decision-making process. Shared governance relies on an open and honest discussion between faculty and administrators which should lead to consensus, and if consensus is not possible, then compromise, with the best interest of the College at the basis of the consensus or compromise. After examining the previous system at Monroe County Community College, utilizing the bargaining units in decision-making may have led to much of the animosity and siege mentality evident in the organization today.

Chair Bacarella read a list of qualifications, challenges and opportunities, and personal requirements for a presidential candidate that was used in the 2002-03 search. The list may need to be updated. A copy of documents referred to at the meeting will be posted to the Shared Governance portion of Web Pal.

Pat Nedry suggested the board include information from the last search and results of the CLARUS report when making a final decision for president.

3. *It was moved by Mrs. Thayer and seconded by Mr. DeVries that the meeting be adjourned.*

The motion carried, and the meeting was adjourned at 7:13 p.m.

Respectfully submitted,

William J. Bacarella Jr.
Chair

Linda Lauer
Secretary

vdm

These minutes were approved at the February 25, 2013 Board of Trustees meeting.