

APPROVED MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES  
OF THE COMMUNITY COLLEGE DISTRICT OF THE COUNTY OF MACOMB

A Special Meeting of the Board of Trustees of the Community College District of the County of Macomb was held Tuesday, July 26, 2016 at 6:00 p.m., in Room K307, John Lewis Student Community Center, South Campus, 14500 Twelve Mile Road, Warren, Michigan.

1.0 CALL TO ORDER

The meeting was called to order by Chairperson Kelly at 6:28 p.m.

2.0 ROLL CALL

Present: James F. Kelly, Chairperson  
Vincent Viviano, Vice Chairperson  
Jennifer Haase, Secretary  
Frank Cusumano, Trustee (arrived at 6:36 p.m.)  
Elizabeth Lucido, Trustee

Absent: Joseph DeSantis, Trustee  
Roseanne DiMaria, Treasurer

Also present: Sharon Kowal, Executive Administrative Assistant to the President  
Jesse Thompson, Senior Consultant, R.H. Perry & Associates  
Hunter L. Wendt, General Counsel/Executive Director, College Police

3.0 APPROVAL OF AGENDA

MOTION by Haase, supported by Viviano, to approve the agenda as presented.

Motion carried.

4.0 AUDIENCE PARTICIPATION

None.

5.0 BOARD OF TRUSTEES REPORTS/PROPOSALS (verbal)

5.1 Conference with Presidential Search Firm – R.H. Perry & Associates

Chairperson Kelly introduced Mr. Jesse Thompson, Senior Consultant for R.H. Perry & Associates, the firm hired to advise the Board on hiring the next president.

Mr. Thompson has been on campus for the past two days meeting with different groups; the Foundation, faculty, union members, the presidential search advisory committee, the administrative group, the president's council and held open forums for individuals who were unable to attend other sessions. He is using this opportunity to meet with the Board to obtain similar information he had received from the other groups.

5.1 Conference with Presidential Search Firm – R.H. Perry & Associates (Continued)

Mr. Thompson said he is very impressed with Macomb. He did a lot of research via the website, which is excellent, but a person has to come on campus, walk through the buildings, meet some of the people, and interact with individuals to get a real flavor of what is happening at Macomb. He said the people who participated in the focus groups took their participation and role in the process very seriously; he got excellent information.

Mr. Thompson and his associate, Liz Rocklin, will make hundreds of phone calls including some to individuals who were finalists in other searches. They will follow-up with those individuals, based on what they said they were interested in, and see if they meet Macomb's profile specifications. Then they can reach out to them, encourage them to look at the profile and see if they are interested in applying for the position. He is expecting a very good response.

At this point, he asks the Board for their thoughts on the challenges this person is going to have to address and the opportunities this individual should or might be able to take advantage of. Next, what does the Board believe are the personal and professional characteristics that someone is most likely going to need to address those challenges and take advantage of those opportunities?

Trustee Lucido said one of the challenges she sees is the number of campuses the college has. She doesn't know if many other community colleges have as many campuses. Mr. Thompson said many colleges are multi-campus and have a wide range of program offerings. How does that challenge relate to personal or professional qualifications? Many times individuals speak to the fact that they prefer someone to have demonstrated success working at a multi-campus institution; probably at an urban multi-campus institution serving a very diverse population of students and communities.

Trustee Cusumano arrived and Mr. Thompson briefly updated him on the input he is looking for to build the presidential profile – challenges, opportunities and personal and professional qualifications.

Trustee Cusumano said challenges include declining enrollment and funding mechanisms to continue to do the college's work. He said conversely the opportunities that exist are expanding and continuing to make Macomb Community College affordable for students who are traditionally of less means – making use of synergies in economies of scale. Someone who could demonstrate that they have worked in a challenging environment where there is competing interests.

Trustee Cusumano asked for Mr. Thompson's input on his experience of votes being held in the courts with any Open Meetings Act. Mr. Wendt stated that Trustee Cusumano's question goes beyond the scope of this meeting and beyond Mr. Thompson's area of expertise.

Trustee Cusumano made the motion that the Presidential Search Committee be subjected to the Open Meetings Act and that the entire Board be included on the Presidential Search Committee.

Trustee Kelly ruled Trustee Cusumano's motion out of order, because it was not on the agenda.

Trustee Kelly said the purpose of convening this meeting is to offer input to Mr. Thompson about the presidential profile.

Trustee Cusumano made a motion to amend the agenda for the explicit purpose of allowing reconsideration of the vote on Item 5.1 - Appointment of Advisory Presidential Search Committee at the July 19, 2016 Special Meeting. There was no second.

MOTION made by Trustee Cusumano, (challenge of the Chair) regarding the decision of the Chair ruling the motion out of order.

ROLL CALL VOTE:

Ayes: F. Cusumano

Nays: J. Haase, E. Lucido, V. Viviano, J. Kelly

Absent: J. DeSantis, R. DiMaria

Motion failed.

Additional Recommendations and Suggestions:

Trustee Kelly stated the candidate must have demonstrated competencies in these areas:

- Finances
- Upcoming Millage, 2020
- Working with alternative sources of funding such as, grants and foundations and be able to build those relationships
- A background with a focus on student success and student persistence coupled with the developmental needs, which is a subset of student success
- Experience in engaging students, whether it is through the classroom or extracurricular events
- Able to promote college staff to reflect the community

Trustee Haase said the candidate should possess:

- An understanding that this is a very unique community college, due to its size and role in the region, and the role they would play in that as president
- An ability to know their own strengths and weaknesses and surround themselves with a team that will enhance those strengths as well as support those weaknesses
- An ability to delegate, including empowering their team, no micromanaging
- Proven community outreach skills
- An ability to connect with all staff, not just faculty, but all levels of staff

- Experience with diversity; an understanding of how to reach out and what is next for the students and families from all over the county
- The sights of a visionary – see where the college has been, where it is now, but also really have in their mind a vision of the future

Trustee Cusumano added the candidate should focus on vocational training.

Trustee Lucido said the person needs to be visible, approachable, a people person.

Trustee Kelly added the candidate must be skilled at developing existing staff to grow into leadership positions; professional development of staff.

Trustee Viviano said this person has to be able to communicate with, not only the students, but the professors, the staff, community leaders – it is going to have to be a dynamic type person because communicating with people today, especially young folks, is completely different than it once was.

Mr. Thompson clarified the position requires excellent communication skills and personal skills as it relates to communicating with the internal college community, as well as, the external community, business, industry, education, healthcare institutions and non-profit organizations.

Trustee Kelly emphasized this person has to be an ambassador for the college and for the region as well - the College plays a significant role in the county and the region.

Mr. Thompson stated you want this person to be someone who can maintain the status and stature in the area, in the state and nationally – somebody to sustain that and take it to the next level of excellence.

Trustee Haase added someone who can understand the changing economic and demographic trends – not just in the county but the region.

Trustee Haase said someone who is humble, but not intimidated by following in the footsteps of two presidents held to such high esteem.

Mr. Thompson said someone who is humble and confident enough to know how to deal with following in the footsteps of others. This person is someone who is able to get an understanding of the norms and culture and knows how to introduce change by knowing how to manage that change. They use data and evidence and show how to make the change and bring people along so they do not believe that things are just changing to change.

Trustee Cusumano said it would be good to know whether a candidate has ever done an inventory assessment. It is important for an inventory or assessment of the strengths, weaknesses and challenges of the institution whereby to acknowledge there are weaknesses or needs for improvement.

Trustee Viviano said the person has to show they have overcome some of the things that we are looking for.

Mr. Thompson added looking for someone who has experience in leading strategic planning or being involved in it – strategic planning, long range planning, and participation in the HLC process.

Trustee Cusumano had additional attributes for an ideal candidate:

- Someone who has dealt with aging infrastructures
- Someone who ability to not only deal with the stakeholders, but with the students themselves, and able to demonstrate in hard numbers, improvements in student success
- Someone who can deal with different cultures or ESL families

Trustee Kelly said the next step in the process is for Mr. Thompson to compile of the information, build a profile and send it to the Board for approval.

Mr. Thompson said in this case, because the president is retiring and has national recognition Dr. Jacobs name will be included in the profile.

Mr. Thompson indicated that if the Board has additional input they are encouraged to call him or Liz Rocklin. He is very optimistic about the pool of candidates interested in this position and the Board should be able to make a great decision.

Trustee Cusumano asked about compensation. Mr. Wendt said the Board is in charge of the compensation. Mr. Wendt said that compensation will be one of the articles the Board will discuss when the criteria is set. Trustee Cusumano said he wanted to know how the compensation was going to play out. Trustee Lucido said Mr. Thompson will give the Board an idea after comparing Macomb to other colleges and determine an appropriate range. Mr. Wendt said he would prefer some discussion and then through attorney relations give the Board some thoughts on the issue.

Trustee Lucido asked Mr. Thompson when he typically conducts a search does the committee seat a portion of the board and not the entire board. Mr. Thompson stated that he has never done a search where there has been an entire board of trustees on the search committee.

Mr. Wendt said once the profile has been approved a link called “Presidential Search” will be added to the college website. It will be updated regularly and include the ability to nominate possible candidates.

Trustee Kelly said he prefers the profile draft be ready for a vote at the August Board meeting. If it is not ready for the regular meeting a special meeting will be called. Mr. Wendt stated that the Board could also approve the draft *with changes* depending on how many edits there are.

6.0 ADJOURNMENT

MOTION by Haase, supported by Lucido, to adjourn the meeting. Meeting adjourned at 7:30 p.m.

COMMUNITY COLLEGE DISTRICT OF THE COUNTY OF MACOMB  
BOARD OF TRUSTEES

  
Secretary