

APPROVED MINUTES OF A 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 Wednesday, October 29, 2025 at 6:00 p.m., in Room 109 of the Professional Development Center, University Center, Center Campus, 44575 Garfield Road, Clinton Township, Michigan.

1.0 CALL TO ORDER

The meeting was called to order by Chairperson Lorenzo at 6:00 p.m.

2.0 ROLL CALL

Present:

Katherine Lorenzo, Chairperson

Shelley Vitale, Vice Chairperson

Kristi Dean, Secretary

Roseanne DiMaria, Treasurer

Frank Cusumano, Trustee

Joan Flynn, Trustee, appeared remotely

Vincent Viviano, Trustee

Absent:

None

Also present:

James Sawyer, President

Jeffrey Steele, General Counsel, Office of General Counsel

Patsy Tannahill, Executive Assistant to the President and Board of Trustees

Gena Glickman, Senior Consultant, RH Perry & Associates, appeared remotely

George Santiago, Consultant, RH Perry & Associates, appeared remotely

3.0 APPROVAL OF AGENDA

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

ALL IN FAVOR:

AYES: Cusumano, Viviano, Dean, DiMaria, Vitale, Lorenzo

NAYS: None

PRESENT: Flynn

ABSENT: None

MOTION CARRIED.

4.0 AUDIENCE PARTICIPATION

President Sawyer reviewed the event flyers provided to the board this evening and asked that they RSVP to Patsy Tannahill, if they plan to attend.

## 5.0 BOARD OF TRUSTEES REPORTS/PROPOSALS

### 5.1 RH Perry - Pre-Search Survey

Gena Glickman, senior consultant, and George Santiago, consultant, from RH Perry and Associates, the Board-selected executive search firm, appeared remotely.

Gena Glickman informed the Board that a draft of the executive profile would be shared by Friday, November 7, 2025 for review by both the Board and college staff to ensure it accurately reflects their vision and priorities. Once approved, RH Perry will design the final version with college photographs and updated information. She emphasized that the profile would guide recruitment by identifying key leadership qualities specific to Macomb's needs.

George Santiago explained that RH Perry has been meeting with campus constituent groups since Monday and has already identified emerging themes about Macomb's needs. He told the Board they would be asked the same questions as other groups, noting that trustees might offer additional, unique perspectives.

Santiago asked the Board the following three survey questions:

1. What are the opportunities and challenges the next president will face?

Viviano emphasized increasing student enrollment, maintaining affordable tuition, and reengaging the community to bring more students back to campus. Kristi Dean highlighted the need to restore the college's two-year model by ensuring course availability aligns with student needs. Shelley Vitale discussed anticipating federal policy changes, understanding evolving student needs, improving in-person engagement, and strengthening technical infrastructure to support hybrid and online learning. Chairperson Katherine Lorenzo added that artificial intelligence will pose both challenges and opportunities in terms of infrastructure and utilization.

2. What do you think should be the required skills and qualifications for this position?

Chairperson Katherine Lorenzo emphasized a visionary leader who can build upon President Sawyer's accomplishments, form new partnerships, and anticipate future trends. Shelley Vitale highlighted the importance of a personable, approachable, and professional leader who can connect with people at all levels, while Joan Flynn stressed financial expertise and awareness of national economic issues to maintain affordability for students. Trustees agreed that higher education experience is essential, though teaching experience is not required, and valued strong communication, community engagement, strategic planning, and understanding of both academic and industry needs. Glickman and Santiago noted that these traits combined with flexibility, financial expertise, and the ability to elevate Macomb's national profile will be central to shaping the executive profile.

3. What are some points of pride or positive attributes of Macomb Community College that would encourage candidates to apply?

Trustees highlighted Macomb Community College's many points of pride, including its strong graduation outcomes and extensive academic and workforce programs that prepare students for careers in public service, health care, and technical fields. Chairperson Katherine Lorenzo noted Macomb's unique partnership with Michigan State University's College of Osteopathic Medicine, as well as the college's status as Michigan's largest community college and the only higher education institution in Macomb County. Trustee Vitale emphasized the college's beautiful, state-of-the-art facilities, deep community

connections, and consistent, positive campus climate, while acknowledging the ongoing need to foster greater student engagement and connection. The Board described Macomb County as diverse—blending rural, industrial, and suburban communities—and characterized both the college and county as welcoming, hardworking, and full of opportunity.

## 5.2 RH Perry - Stakeholder Survey Results

Gena Glickman summarized key themes from RH Perry's meetings with campus groups, noting strong alignment between the Board's comments and the feedback gathered across the college. She said faculty, staff, and students consistently emphasized the importance of K–12 partnerships, dual enrollment, adult education, workforce development, and skills training. She praised Macomb's accreditation record, financial stability, and endowment, as well as the college's success in philanthropy and strategic planning. Both Glickman and Santiago noted that many want the college's changing demographics—particularly the growth of Latino and first-generation students—to be reflected in employee diversity.

Glickman added that employees view the strategic plan as a key guiding document and deeply respect President Sawyer's leadership, emphasizing the need for the next president to maintain his approachable and inclusive style. She mentioned recurring themes around siloed communication and generational differences, underscoring the importance of unifying staff and strengthening internal connections. Overall, she described Macomb as a "very happy campus" with engaged employees who feel supported but recognize that leadership transition will require thoughtful communication.

She concluded by outlining the next steps in the search process: finalizing the executive profile, forming the search committee, and beginning recruitment following the November Board meeting. Glickman explained that RH Perry will conduct an initial review of all applicants, narrow the pool to about 15–18 top candidates for in-depth evaluation, and present all applications transparently to the search committee. The committee will then select 10–12 semifinalists to interview, ultimately recommending 4–5 finalists for on-campus visits and community engagement before final Board consideration.

## 5.3. Composition of Presidential Search Committee

MOTION by Viviano, supported by Cusumano, to approve the composition of the presidential search committee as follows: three Board members; one member of President's Council; one student; one representative from each of the nine collective bargaining units; three community partners; one non-voting search liaison; and one non-voting representative from Human Resources.

ALL IN FAVOR:

AYES: Viviano, Cusumano, Dean, DiMaria, Vitale, Lorenzo

NAYS: None

PRESENT: Flynn

ABSENT: None.

MOTION CARRIED.



MOTION by Dean, supported by Viviano, to appoint Chairperson Lorenzo, Vice Chairperson Vitale and Treasurer DiMaria as the Board representatives on the presidential search committee.

ALL IN FAVOR:

AYES: Dean, Viviano, Cusumano, DiMaria, Vitale, Lorenzo

NAYS: None

PRESENT: Flynn

ABSENT: None

MOTION CARRIED.

MOTION by Lorenzo, supported by Dean, to approve the community partners discussed and to authorize the College to approach and confirm their representation on the presidential search committee.

ALL IN FAVOR:

AYES: Lorenzo, Dean, Cusumano, Vitale, Viviano

NAYS: None

PRESENT: Flynn

ABSENT: DiMaria – Departed at 8:18pm

MOTION CARRIED.

#### 6.0 ADJOURNMENT

MOTION by Dean, supported by Viviano, to adjourn the meeting.

MOTION CARRIED.

The meeting adjourned at 8:31 p.m.

COMMUNITY COLLEGE DISTRICT OF THE COUNTY OF MACOMB BOARD OF TRUSTEES

  
Secretary