

**BOARD OF TRUSTEES
BOARD MEETING MINUTES
JULY 28, 2008**

Present: Roy Portenga, Dorothy Lester, Frank Bednarek, Don Crandall, Ann Oakes, Barbara Saint Denis and Larry Wright

Absent: No One

I. Agenda

Motion to accept the agenda as presented by Ann Oakes, second, vote unanimous. Motion carried.

II. Public Comments (attached to minutes)

Bill Jacobks – He talked to two agenda items, the first being Interim President. He stated a senior APS staff should be appointed to this position. He further stated the Board should act in the spirit of its own Policy Manual 2.03.00, calling for collegiality and delegation of responsibility of policy execution to the administrative staff. He understands this policy to mean that the Board does not have authority to “micromanage” MCC. The second item he spoke to was the Presidential Search Process. He wants the Board to involve APS and faculty of the new presidential search. He would like to see a joint committee and the recommendations from that committee to the Board for the candidate. He said the search must be nationwide and should not be delegated to an outside “headhunter” service.

Dr. Carlo Spataro – He directed his question to the representative of the Muskegon Chronicle. He was confused that three members of the MCC Board said that Dr. Rule did not communicate timely or effective with the Board, and the other four board members never stated that. In fact, Dr. Spataro stated the agenda has gone out the week before the board meeting for the 43 years he has taught here. He also questioned the Chronicle about not seeing anything in the Chronicle regarding awarding a construction contract with a Board member with a direct conflict of interest. He then stated that a Board member accused the College of abusing

travel expenses and Dr. Spataro has not spent his allotted \$200 per year for a decade, yet that Board member making the accusation has spent \$7,000 just this year.

Joe Cadreau – Student and Editor of the Bay Window thanked Dr. Rule for the work he has done for the College. He noted that all but two Board members clapped when Dr. Rule was given kudos. He asked that the Board not seek a new President until the spring. There will be an election in the fall and the new board members should be involved with this decision. He asked that the Board not name a new President until new members are on the Board.

- III. President Rule's Contract – In Dr. Rule's contract on page 13 it states that the President will give six month's notice, but the Board could waive the six month requirement. The College attorney will draft a separation agreement. Dorothy Lester read the contract but didn't see a conclusion. She stated it is Dr. Rule's decision and sees no reason why the Board would not let him go. Roy Portenga asked the Board if there was anybody who had a problem with Dr. Rule not giving six months notice and there was not.

A formal motion to waive the six month notice of separation by Don Crandall, second, vote unanimous. Motion carried.

Vacation Time – Dr. Rule is allowed four weeks vacation. On August 31 he will have worked 2/3 of the year and has earned 2/3 of his vacation. Any vacation not used will be paid at 25%. Dr. Rule stated he will use the 7 days to move and will not take his vacation as pay. Dr. Rule has one personal day left and he will use that. MCC always sends a COBRA letter out to employees upon leaving.

- IV. Interim President – Regardless of what route the Board takes to hire a new President, MCC will need an interim President. Dr. Rule recommended Executive Vice President Diana Osborn. She has served as an interim President before and would be the best choice. Roy Portenga asked Diana Osborn if she would accept and she stated she would. Roy stated that there are companies that provide interim presidents, but he doesn't recommend that.

Don Seifert, an MCC trustee for 34 years spoke and seconds the recommendation of Diana Osborn as interim President. He favors her for her capabilities and her wealth of knowledge of MCC.

Ed Simmons from the custodial staff also endorses Diana Osborn and said there would be 100% support from his unit.

Frank Bednarek would like to know the services ACCT provides for interims, but Chair Portenga stated that he'd like to move ahead on this today and the majority will rule.

Don Crandall stated he is supportive of Diana Osborn being the interim President. He is concerned how long the search will last. He stated it is difficult to find high quality people to come to Michigan. He senses a prolonged process and Diana Osborn will be a healing source for the College. He also has no problem with ACCT if this becomes a more permanent interim.

Dorothy Lester agrees with Don Crandall. She is in full support of Diana Osborn. She stated Diana gives stability to the institution and knows it fully.

Larry Wright stated he thought the search would be a four to eight month time frame.

Motion to appoint Diana Osborn as interim President by Don Crandall, second.

Roll call vote:

Barbara Saint Denis	yes	Don Crandall	yes
Frank Bednarek	yes	Larry Wright	yes
Dorothy Lester	yes	Ann Oakes	yes

Vote unanimous, motion carried.

- V. Presidential Search Process – Chair Portenga opened this up to the audience and urged a consensual decision. This needs to be more rational than in the past. The committee should include Board Members, faculty, APS and community members. Strongly recommend in writing what is desired from the next President. This should be a formal procedure with clear rules.

Andy Wible agrees that all segments need to be involved in the search process, but ultimately it is the Board's decision. All segments of the campus need to have input and be involved for the good will of the College and it should be helpful to the Board to make their decision. He hopes the Board will take advice of the segments of the campus.

Jim Nesbitt spoke; he is new to the College and works with the Lakeshore Business Institute. He stated that there are opportunities here and had heard how bad things are at the College, but they are actually very good. He has never heard anything negative from the faculty and staff regarding Dr. Rule. This is a great institution with great opportunities.

Don Seifert spoke regarding his many presidential searches and some of the associations were very helpful in the processes.

Don Goodman stated it is necessary to visit the candidates school before recommending the person.

The faculty stated they felt like outsiders in the last search. The discussion was useful but they were not involved in the process. The Board of Trustees has the final decision, but hope that it is a candidate that all agree on.

Ed Simmons said to look deep within our own institution, then in the county and then the state. It must be someone that knows MCC.

Don Crandall said participation needs to be from a broad representation of the College community. He would like an outside search firm only as advisory. He suggested looking internally as well as externally.

Larry Wright stated that Jim Nesbitt's comments were on target and maybe employees should have some input.

Frank Bednarek suggesting using the services of MCCA and ACCT and what they observe as best practices.

Roy Portenga stated that someone should help with the search procedurally, probably more from ACCT than MCCA. Last time the Board used Tim Quinn with Michigan Leadership Institution. Don Crandall suggested involvement from the community and modify the procedures to accomplish that.

Dorothy Lester stated she would not like to use Michigan Leadership in this search. Ann Oakes stated they did a good job and the breakdown was in the involvement. She would like to see Tim Quinn and Tom Pridgeon from Michigan Leadership Institute give a proposal to the Board.

Previous searches were done by ACCT and they had full participation with all groups to come to a consensus. Carlo Spataro has worked for seven presidents and if the wrong person is hired it could be devastating for the institution. A condescending president is hard to work with and people cannot work in that administrative climate. The Board needs to look at hiring a new president with a number of different eyes.

Bill Jacobks stated this is a new time, and carefully, rationally have to be collegial interactive. This county has incredible resources and does not want to use an association or service to tell MCC who to hire. He wants the Board to be pro-active in hiring a new president. He further stated University of Michigan is one of the three premiere community college educators and could help with this as they know more about the academic environment than most.

Roy Portenga stated Dr. Marczak, ACCT and Michigan Leadership will be invited to give a presentation at the next Study Session.

Don Crandall said he'd like a presentation on their process for conducting a search. Contact them and ask for proposals, and look at

their proposal and decide if the Board wants to move forward. Frank Bednarek agreed with that. Barbara Saint Denis said that Bill Jacobks had a point and she values their input. She is 100% for his suggestion. Roy Portenga said RFP's would go out and ask the firms to consider this aspect.

Ann Oakes asked about not using a consultant at all. In the past, except when Jack Thompson was hired, MCC did use search firms. Don Crandall stated the Board can elect to not use any of the proposals, and can elect to go on their own. Having these proposals does not preclude the Board from that.

Ann Oakes asked what the process would entail to go on their own. She said they'd need something to compare this kind of a search to. Bill Jacobks responded that there are models in departments that they use when they hire faculty. The procedure has to be invented and he suggested on a volunteer basis. He said they could have a proposal, but maybe not by the next meeting. He said he could put together a model to show the process of an internal search.

Roy Portenga stated that this Board and this Chair is willing to listen. He further stated that there are many Ph.D's and Master's degreed people on campus, and with all of this talent – why not tap into it. He did say, however, that fundraising at the College was done on a volunteer basis and sometimes needs fall through the cracks.

Pam Brown, Nursing Director stated that she'd like a clear time frame on seating the new President, as it is hard to plan and move ahead without leadership.

Don Goodman, retired faculty stated that he was on many search committees in the past where the College did not go through an agency.

Roy Portenga stated he will work with the administration on an RFP. The firms will give presentations on their proposals at the August Study Session. Larry Wright wanted the cost of the search as well as timelines. Dorothy Lester would like the firms at the Study Session to answer questions, but not give presentations.

VI. Announcements

Roy Portenga thanked Dr. Rule for the great deal of work he has done for the College and the community. The Board wishes him well. Ann Oakes asked about a reception for Dr. Rule.

Motion to adjourn the meeting at 5:20 p.m. by Don Crandall, second, vote unanimous. Motion carried.

Minutes submitted by Larry Wright/kb