



**Maricopa County Community College District
Governing Board Minutes
May 4, 2016**

A Special Board Meeting of the Maricopa County Community College District Governing Board was held beginning at 5:30 p.m. at the District Support Services Center, 2411 West 14th Street, Tempe, Arizona, pursuant to ARS §38-431.07, notice having been duly given.

GOVERNING BOARD

Alfredo Gutierrez, President
Johanna Haver, Secretary
Doyle Burke, Member
John Heep, Member
Jean McGrath, Member
Dana Saar, Member
Tracy Livingston, Member

ADMINISTRATION

Maria Harper-Marinick
Debra Thompson
LaCoya Shelton-Johnson
Paul Dale
Edward Kelty
Gene Giovannini
Bill Guerriero
Jan Gehler
Irene Kovala
Shari Olson
Chris Haines
Ernie Lara
Steven Gonzales
Shouan Pan
Chris Bustamante
Maggie McConnell

CALL TO ORDER

President Gutierrez called the Special Board Meeting to order and explained there was only one item on the agenda which was Approval of the Chancellor Selection. Before proceeding with the vote, President Gutierrez requested a report from the Search Committee Co-Chairs Dr. Michael Crow and Faculty Association President Salina Bednarek, as well as Members of the Board.

REPORT FROM SEARCH
COMMITTEE CO-CHAIRS

Search Committee Co-Chairs Dr. Michael Crow (President of Arizona State University) and Salina Bednarek (President of the Maricopa Faculty Executive Association) presented the Search Committee's recommendations.

Ms. Bednarek expressed appreciation for the opportunity to come before the Governing Board to present the process of the Search Committee. She acknowledged the participation of the following people who served on the Committee:

Ms. Pam Conboy, Regional President, Wells Fargo
Mr. Roc Arnett, Consultant
Mr. Art Hamilton, President, the Art Hamilton Group
Mr. Richard Boals, President and CEO, Blue Cross Blue Shield of Arizona
Ms. Rita Cheng, President, Northern Arizona University
Ms. Sharon Harper, President and CEO, The Plaza Company
Mr. Chris Camacho, President, Greater Phoenix Economic Council (GPEC)
Ms. Shannon Ridgeway-Monaco, Curriculum Office, Mesa Community College

Dr. Michael Cowan, Superintendent, Mesa Public Schools

Ms. Bednarek reminded everyone that the process had begun in January and had utilized the services of Cizek and Associates to advertise, recruit, and identify candidates who had an extensive background in running a large, diverse, complex, multi-college organization. There were 210 potential candidates for the position. This number was then trimmed down to twenty-nine candidates that met the minimum and desired qualifications. Ms. Bednarek reported that following a rigorous screening process they whittled this down to six candidates of which three finalists were identified as being able to lead Maricopa and were moved forward for Board consideration. One candidate withdrew and two moved forward. Dr. Maria Harper-Marinick has been identified by the Governing Board as the preferred candidate for the position of Chancellor. She has an extensive history within this system and a supreme understanding of what Maricopa is and what it needs to be.

Dr. Crow expressed appreciation for the opportunity to be a part of this process. He reported that the Maricopa Community College District and the individual colleges are an intimate partner with Arizona State University sharing the same unified mission to enhance our society socially, culturally, and economically. The two organizations have worked for many years to find ways to be successful across this spectrum of society and have succeeded in accomplishing many educational and community outcomes. He stated it is always hard to see or express from within its own community the value of an institution and instead easier to see the warts and blemishes of every issue. The Maricopa District is one of the most significant institutions in education and has a reputation of being a high achieving institution with all of its stresses, strengths, strains and warts. Arizona State University is not immune from this either. He stressed that everyone interviewed expressed an interest in wanting this job because it is one of premier positions in the country. From his experience on many, many searches at ASU, Columbia University, and other settings, searches such as this are complicated processes and this search for Maricopa was very well run. The search firm did an outstanding job in identifying candidates and, in fact, identified a technique he admired. All candidates interviewed were qualified to do this job and all were identified as being able to manage a massive significant community college system. The final candidates were deemed to be most qualified and able to run this organization. Lastly, the candidate being considered this evening was the most qualified candidate. Discerning questions were asked and a rote process was not followed. Dr. Maria Harper-Marinick was identified as being the most qualified to take the position of Chancellor of this district as a result of her experience with this organization. She demonstrated an ability to be able to take the next step as Chancellor due to high levels of focus, decision discipline, innovation and an ability to move in new directions. The committee stands behind its belief that Dr. Harper-Marinick is the most qualified person to carry out this assignment. The person in this role is one that needs to not only focus on the needs of the organization to help it succeed, but also on the students that it serves. Dr. Harper-Marinick understands how complex this role is and in addition she has a deep commitment to students.

Search Process Comment

President Gutierrez expressed his appreciation to the Committee for their extensive work and asked if at any point they felt rushed or pressured by this Board towards any one candidate. Dr. Crow responded that with reference to the process(es), search firm, and staff that the Search Committee worked with, the background information packets on all candidates were complete and flawless. There was sufficient time to interview all candidates and the process was extremely well run, and first rate candidates were delivered. All the materials presented were complete and the committee had sufficient time to consider all aspects. Ample

opportunity was afforded for committee members to get to know each other and develop interview questions.

Comment Regarding
Outside Influences

President Gutierrez once again asked if anyone on this Board tried to influence the Committee with any candidate that they might have wanted. With reference to whether any board member influenced anyone on any candidate, Dr. Crow stated the Search Committee was not influenced in any capacity by any board member or anyone at MCCCCD. Dr. Crow mentioned that the confidentiality was superb and the only time he was in contact with anyone was when he was asked by the Board President to co-chair the committee and he only spoke to the candidate after the process.

Search Committee Member Roc Arnett came forward to express that the confidentiality had been superb and there had been no undue communications from anyone.

Motion

Motion 10409

Board Member Doyle Burke moved for the approval of Dr. Maria Harper-Marinick as Chancellor of the Maricopa Community College District. Board Member Dana Saar seconded.

Roll Call Vote:

Burke: Yes, with comments
Haver: Yes, with comments
Heep: No, with explanation
Livingston: Yes, with explanation
McGrath: No, with explanation
Saar: Yes, with comments
Gutierrez: Yes, with comments

Vote: 5 Yes and 2 No (McGrath and Heep)

Discussion

Board Member Doyle Burke stated he had worked for the Maricopa District for over 38 years during which he served on many search committees and that the work done by this search committee was consistent with other searches done throughout the district. This Board met and discussed criteria that they wanted this candidate to meet and it voted to hire a search company. The search was advertised nationally. Over 200 candidates applied and 29 rose to the top. Six were interviewed, three moved forward and the committee made a recommendation. For this Board it is the first time for this process and it is quite possible that the Board is unfamiliar with what is normally done. It was a search done with integrity. He has supported Dr. Harper-Marinick from the beginning, however no one has ever heard him say this. This organization is trying to hire the best person and is pleased that Dr. Harper-Marinick is the best person.

Board Secretary Johanna Haver indicated she had been unable to sleep the night before and when she went to her computer and read the article that was written she became very upset because she knew how very important it was to Dr. Harper-Marinick that this process be absolutely fair and proper, and it was. If anyone said anything different without any evidence, this was about as shameful as anything could be. What should have been a magnificent occasion of celebration had been spoiled. Dr. Harper-Marinick is a highly accomplished person. She is an amazing woman who considers rigor to be a very important aspect of instruction and rigor is something we seem to have a problem with in our school systems but not community colleges. She cares about students in unfortunate situations. The organization is fortunate to have Dr. Harper-Marinick. Knowing what she had to go thru to reach this point, Mrs. Haver had to congratulate her. It was quite a process for her.

Board Member John Heep thanked the Search Committee, as well all others involved, for their diligent exceptional work. He congratulated Dr. Maria Harper-Marinick for her hard work and effort. He recommended that a better process be put in place in the future, however, appreciated the effort of getting it done so quickly. He thanked President Gutierrez for a fantastic job. He voted no.

Board Member Tracy Livingston stated she had only known Dr. Harper-Marinick for a short time, however, had observed that she had a passion for those that struggle. She advocates for those in the K-12 sector, as well as the community college sector. Mrs. Livingston stated she had an issue with the overall process, not the search committee, but some interim things. She expressed appreciation to Dr. Crow, Ms. Bednarek, and the search committee for their truly impressive work. Mrs. Livingston stated she was voting Yes because she would be a fool not to.

Board Member Jean McGrath expressed admiration for Dr. Harper-Marinick, as well as the Search Committee. She stated she felt it had been inappropriate to hire Dr. Harper-Marinick as Interim and that she should have come in through the search because there was a strong possibility that some candidates were discouraged from applying.

Board Member Dana Saar stated he had served on boards in K-12 and community colleges for over twenty years. He echoed that the process was as good as it could have been. It was honest. He stated that very little has changed and it is fortunate that we are still around, however in the next decade the organization needs to change and do things differently for the future direction that the Board has set. It was his impression that Dr. Harper-Marinick is capable of seeing this thru.

Board President Alfredo Gutierrez commented he felt the allegations and assertions being raised about the process were merely excuses for others' political ploys. He continued that a set of instructions were set and it was agreed that everyone wanted the best possible Chancellor for this district. It was recognized that Dr. Maria Harper-Marinick was a potential candidate and that numerous college presidents would also be possible candidates as well. Mr. Gutierrez stressed that it had to be understood that Maricopa had provided the best possible training ground for individuals devoted to community colleges. Most of those on the Board thought that the ultimate candidate for this position was here within this organization, although some thought that the best candidate was a retired former county school superintendent. However, it was only through a national search that the District could be certain that this person was here, and a major effort had to be made to identify that person. The report heard this evening from Dr. Michael Crow and Ms. Salina Bednarek said that all the candidates were excellent. Had this search not taken place, neither the Board nor the public would have had the confidence in the person being presented for this position. We would never have had that confidence if we had not gone through a national search. President Gutierrez emphasized that the suggestion that we should have just appointed this person was very foolish. President Gutierrez specifically asked Dr. Crow and Ms. Bednarek if they felt pressured or influenced by anyone and their answer was adamantly no. By appointing a committee with prominent members of the community, everyone was assured that the committee would come forward with the best individual, and they did. To assert that we knew what the majority of that committee would recommend was foolish. The President continued, adding that it was a disparagement that could not be believed and he questioned those who would make that assertion. Those that follow this Board know that it is divided and that various members have different philosophies. It is known that some

would have wanted the appointment of a former county school superintendent which would have been a disaster. That person didn't apply. The magic happens at the colleges and not the District. This is an administrative entity that is here to support the excellence that happens at the colleges. It is a complex institution dedicated to excellence and one that is about to move forward into tremendous change. Some of this has to with our funding. At Arizona State University, Dr. Crow mentioned that their funding is down 61%. In order for that university to survive and thrive, it required a transformational change within the institution. It is a different institution that was required by the times of our changing society. The same is true of our colleges and our district. This institution is at that transformational moment and by selecting Dr. Harper-Marinick as the person to lead this organization, it was President Gutierrez's opinion that she would be the one who could guide the organization through this.

Comments by Chancellor
Maria Harper-Marinick

Chancellor Harper-Marinick thanked the Board for their vote of confidence in her. For those that were not convinced, it was her hope she would be able to convince them of her commitment. She thanked Dr. Crow, Mr. Arnett, Ms. Bednarek, Ms. Conboy, and other Search Committee Members for their confidence in her, as well as everyone in attendance for providing their support. The Chancellor stated she hoped they would work with her for the good of the community. As Dr. Harper-Marinick has said before, she will serve the Maricopa Community College District with a commitment to excellence, integrity and honest dialogue. She hopes to inspire and celebrate all that we have for the sake of the community. It is Dr. Harper-Marinick's desire for the Maricopa Community College District to be the best in the country.

ADJOURNMENT

The Special Meeting adjourned at 6:20 p.m.

Johanna Haver
Governing Board
Secretary