

SPRINGFIELD TECHNICAL COMMUNITY COLLEGE
BOARD OF TRUSTEES

REGULAR MEETING
Scibelli Hall, Building 2, 7th Floor

Monday, April 25, 2016
5:00 p.m.

Minutes of the Meeting

Present: Debra Kaylor, Vice Chair of the STCC Board of Trustees
Benigno Padilla III, Student Trustee
William Abrashkin
Maria Gonçalves
Steven Grande
Eric Hagopian
Rosa Maldonado-Brown (arrived at 5:00 p.m.)
Franklin Quigley
MacArthur Starks, Jr. (remote participation)
Christopher Johnson, Chair of the STCC Board of Trustees

Also Present: Ira H. Rubenzahl, President
Michael Suzor, Assistant to the President, Office of the President
Arlene Rodríguez, Vice President, Academic Affairs
Joseph DaSilva, Vice President of Administration/CFO
Kamari Collins, Vice President of Student and Multicultural Affairs
Barb Chalfonte, Dean, Institutional Effectiveness
Joan Nadeau, Senior Director of Human Resources
John Reynolds, Events Planner, Facilities Department
Nick Camerota, Professor/Representative, STCC Professional Association
Louisa Davis-Freeman, Dean, Admissions Office
Jonathan Tudryn, Controller, Business Office
Carolyn deLiefde, Staff Assistant, Administrative Services
Adrienne Smith, Dean, School of Engineering Technologies and Mathematics
Leona Ittleman, Dean, School of Business and Information Technologies
Anne Bonemery, Interim Dean, School of Arts, Humanities, and Social Sciences
Maureen Socha, Senior Director, Facilities
Beverly Pead, Assessment Coordinator and Adjunct, Institutional Effectiveness and Early Childhood
Bob Dickerman, Dean, School of Sciences and Engineering Transfer

Excused Absences: Daniel Moen, Secretary

I. Call to Order

Trustee Johnson called the meeting to order at 4:09 p.m.

II. Roll Call

Trustee Rosa Maldonado-Brown and Trustee Daniel Moen were not present at the time that the meeting was called to order. A roll call vote confirmed that there were 8 members physically present (William Abrashkin, Steven Grande, Maria Gonçalves, Eric Hagopian, Debra Kaylor, Benigno Padilla III, Franklin Quigley, and Christopher Johnson, Chair of the Board of Trustees), and 1 who joined the meeting via phone or remote participation (MacArthur Starks, Jr.).

III. Feedback from STCC Campus Community about the Open Forums with the Presidential Candidates

Trustee Johnson stated that the Board of Trustees is interested in learning from the individuals present who would be the best choice for the position of President of Springfield Technical Community College. The four finalists for the position are all professionals with great reputations. Members of the campus community brought forth their preferences and addressed the reasons for their choices. The membership expressed their confidence in the Board of Trustees and in their responsibility to use their best judgement in selecting the next President. The process was handled in a reputable manner.

IV. Approval of Minutes from the Presidential Search Committee Meetings

- a.) April 11, 2016 – *Open Session Minutes* – Trustee Padilla moved to approve the open session minutes, seconded by Trustee Gonçalves, and unanimously approved.
- b.) April 11, 2016 – *Executive Session* – Trustee Quigley moved to approve the executive session minutes, seconded by Trustee Hagopian, and unanimously approved. In an effort to protect the confidentiality of the information contained in the executive session minutes, this information was only distributed to the members of the Board of Trustees.

The Board of Trustees approved the minutes of the meeting of the Presidential Search Committee. There are four members of the Board of Trustees who served on the Presidential Search Committee; Christopher Johnson, Maria Gonçalves, Franklin Quigley, and Benigno Padilla III.

V. Approval of Minutes from Board of Trustees Finalist Interviews

The minutes of the meeting of April 19, 2016 and April 21, 2016 were tabled until the next meeting. Trustee Quigley made a motion, seconded by Trustee Gonçalves and unanimously approved.

VI. Approval of Minutes – Regular Meeting – March 28, 2016

Trustee Padilla moved to approve the minutes of the meeting of March 28, 2016, seconded by Trustee Grande and unanimously approved.

VII. Trustee Committee Reports

Committee on Internal and External Relations

[Committee Report] No meeting held in April.

Committee on Ways and Means

[Committee Report] Meeting held April 11, 2016.

Trustee Kaylor reported that the monies from two grants needed to be spent by June 30th and before the College received reimbursement. As it pertains to accounts receivables, the College has an excellent collection rate. There are initiatives in place to try to reduce the receivables before the end of the fiscal year. A motion to recommend to the Board a \$10.00 per credit student fee increase will be voted on today. The increase will be effective for the

fall semester. Arlene Rodríguez, Vice President of Academic Affairs, reported on the NEASC interim study. Trustee Hagopian moved to approve the committee report, seconded by Trustee Grande, and unanimously approved.

VIII. Old Business

No old business.

IX. New Business

[MOTION #2016-19] FY 2017 Student Fees

Trustee Kaylor moved to approve the following:

[MOVE]

That the Springfield Technical Community College Board of Trustees, pursuant to the provisions of Chapter 15A, Section 22, authorize the President of the College, and/or their designee(s), to take any and all prudent steps necessary to increase the General Education Fee by \$10.00 per credit effective for the Fall 2016 Semester (Exhibit A).

Trustee Gonçalves seconded the motion and it was unanimously approved.

X. President's Report

President Rubenzahl reported that there are a series of activities leading up to commencement. The 49th commencement ceremony will be held on Thursday, June 2, 2016. The Honorable Karyn Polito, Lt. Governor of the Commonwealth of Massachusetts is the speaker. The Board of Trustees will be invited to the various activities, including the pinning ceremonies, and the scholarship awards breakfast. President Rubenzahl stated that the College will be applying for an Economic Development Administration (EDA) grant. The grant will support local manufacturing companies, and includes internships for our students. The internships will be partly funded by our Foundation office. We would have to come up with a match of \$200,000. Greentown Labs located in Somerville, Massachusetts, one of the largest entrepreneur centers for green energy, is going to assist with the startup.

XI. Chair's Report

Chair Johnson stated that the most enjoyable thing that the Board of Trustees does is to participate in the graduation. He encouraged the Trustees to attend the events leading up to graduation, because it provides a perspective on what is going on at the college, and it is an opportunity to learn more about the college. Trustee Johnson said that the budget may be approved at either the May or the June meeting. A quorum will be needed. The senate conference committee is working mid-May to late June. The Board will need at least 6 members present at the meeting to approve the budget.

XII. Recess

Trustee Johnson recessed at 4:41 p.m., stating that the meeting would reconvene at 5:00 p.m.

XIII. Reconvening

Trustee Johnson reconvened the regular meeting of the Board of Trustees at 5:04 p.m. Trustee Maldonado-Brown arrived at 5:00 p.m. and was present at the time that the meeting reconvened. At this time there were 10 voting members.

XIV. [MOTION #2016-20] Appointment of President of Springfield Technical Community College

Trustee Johnson gave an overview of the entire presidential search process from the time that President Rubenzahl announced his retirement up until the date of this meeting of the Board of Trustees. The procedure was set forth by the Board of Higher Education. Trustee Johnson stated that the Presidential Search Committee spent an enormous amount of time developing the presidential profile and on the entire search process that included the interviews of 11 candidates via Skype. Each of the four finalists visited the campus for a final interview with the Board of Trustees, received a tour of the campus, engaged in open forums with the campus community, and met with the vice presidents and President Rubenzahl. The finalists met with James Peyser, Secretary of Education, and Dr. Carlos Santiago, Commissioner of Higher Education, via Skype during their visit to the campus. Trustee Johnson participated in the Skype interviews. During the Board of Higher Education meeting in June, the Board will interview the candidate recommended by the STCC Board of Trustees.

The Board of Trustees deliberated on the final four candidates and the selection of one final candidate for the position of President whom will be recommended to the Board of Higher Education.

Deliberations

Trustee Abrashkin stated that it is clear to see that everyone involved in the process performed an enormous amount of work. He thanked everyone for their participation. He stated that each one of the four finalists could all do the job well. Trustee Abrashkin expressed a slight edge in favor of Dr. White. Her answers were thorough, she demonstrated energy, she had great ideas, and she had a sense of how to work in the community.

Trustee Gonçalves stated that she echoed Trustee Abrashkin's sentiments, but felt that Dr. Douglas had the slight edge over the other finalists. She had the package. Dr. Douglas has ten years of experience as a provost to a school comparable to our size, she has a background in fundraising, she is strategically oriented, and she has no problem in developing relations with stakeholders, the students, faculty and staff, and community organizations. Dr. Douglas has a great track record for increasing enrollment. Her answers were of value. She provided specific answers with examples. She would be a confident leader.

Trustee Grande stated that the decision would be difficult. We need to dig below the surface. Each candidate is great. The presidential search committee did such a good job that no matter who is chosen there should be no disappointment. Trustee Grande looked at the process through the lens of the business community. He said that the candidates had experience operating with a similar demographic and challenges as those faced at STCC. They all had techniques for enrollment and retention, and had experience working with unions. Trustee Grande stated that Dr. Cook spoke about things that resonated with him. The business world mantra states that "you do not improve what you do not measure." Trustee Grande wants the candidate to have an entrepreneur approach, to understand what the community needs, and the jobs are that are available. Trustee Grande felt that Dr. Cook stood out. He has a slight edge over the other finalists.

Trustee Hagopian thanked the search committee for their work. In the business community you would look at the process through the lens of hiring a CEO, taking into account how the questions were answered and if they were clear, concise, and to the point. The person has to be a leader. A leader someone who listens and takes into consideration what others say. The person has to be comfortable with making decisions. Trustee Hagopian felt that Dr. Cook had an edge.

Trustee Kaylor thanked everyone involved in the process for their time and effort. She stated that she comes to this decision with a financial perspective. We should consider budgeting and money, because with money we can service our students and serve them well. We never want to cut student services. Trustee Kaylor stated that Dr. McGinnis did the best job. She spoke about grant writing and provided examples and shared success stories about grants. It is important to understand where the other sources of funds are coming from. Dr. McGinnis spoke about prior experience with Legislators. This is important, because there is a political side to our daily activities. She cares about community and students, and has union experience. She has great attributes.

Trustee Maldonado-Brown thanked everyone involved in the process and stated that it is a tough job. What resonates with Trustee Maldonado-Brown is someone who can answer questions without going around in circles, someone who has the confidence. After a review of the open forums and interviews of the four finalists, Trustee Maldonado-Brown feels that Dr. Douglas has the overall package. In the open forum, Dr. Douglas came down to interact with the public. This gesture demonstrates her leadership. We should be looking for someone who knows the population, and understands the community. She shows a commitment to want to understand the students she is working with to get a better understanding. Her answers were specifics. She would bring the overall package to the school. She did a great job explaining how she would bring in the community and how she would be involved with the community. Trustee Maldonado-Brown felt that Dr. Douglas had that edge.

Trustee Padilla stated that all candidates who were selected as finalists were of the best quality. He explained how Dr. White took the initiative and came to the campus prior to the interview to speak with students and faculty members.

Trustee Quigley stated that it was a phenomenal process being able to sit on presidential search committee, and to continue with the process to go from the review of resumes to the skype interviews, and the final interviews. It is an important aspect to understand people in face to face setting and casual setting, as well. The two candidates that stood out for Trustee Quigley were Dr. Cook and Dr. McGinnis. They are both technically-natured. They have experience with civil-engineering working in construction and manufacturing. They have demonstrated an interest in the community. Each one can fill the position of the president. Community college is the backbone of the community and education, and we need someone who understands the system, someone who has the ability to get out and work with k-12, and the diverse population. Trustee Quigley recommends Dr. McGinnis.

Trustee Starks stated that it has been a complex process, and there are four great finalists. As an alum of Springfield Technical Community College, he is looking for different things. Our next president should be a good listener. S/he should listen to the student body and faculty members. The next president should be confident, and must have a solid educational background, a collaborative approach, experience working with legislators, good speaking and leadership skills, and should be someone who demonstrates commitment to a cause. The next president should

represent the college well and work closely with the diverse community. Trustee Starks stated that for him this person would be Dr. Douglas.

Christopher Johnson stated that he participated in Skype interviews spoke with Commissioner of Higher Education, Carlos Santiago, and the Secretary of Education, James Peyser on Friday. They enjoyed the interviews with the four finalists. Trustee Johnson stated that we need to remember we are the only technical community college. What we are looking for is simple, a leader. We have enjoyed the leadership that we have under President Rubenzahl, and there is no need to hit the reset button. Perhaps we need someone who can provide a different perspective, provide a fresh set of questions, but not disturb the path that President Rubenzahl and faculty members have put us on. Trustee Johnson would recommend either Dr. McGinnis or Dr. Cook. He further expressed that Dr. Cook would do a good job leading us in the future.

Trustee Johnson asked for a motion to end deliberations, and to continue to the voting round. Trustee Padilla moved in favor of ending deliberations and proceeding with the selection process, seconded by Trustee Hagopian.

Vote: unanimous by roll call vote.

The following was the roll call vote for the first round of voting for President of Springfield Technical Community College:

Trustee Abrashkin	Dr. Douglas
Trustee Gonçalves	Dr. Douglas
Trustee Grande	Dr. Cook
Trustee Hagopian	Dr. Cook
Trustee Kaylor	Dr. Cook
Trustee Maldonado-Brown	Dr. Douglas
Trustee Padilla	Dr. White
Trustee Quigley	Dr. Cook
Trustee Starks	Dr. Douglas
Trustee Johnson	Dr. Cook

Trustee Johnson indicated that with 1 vote for Dr. White, 4 votes for Dr. Douglas and 5 votes for Dr. Cook, no candidate has received the required majority or 6 votes. After a brief discussion regarding the candidates, the following was the roll call vote for the second round of voting for President of Springfield Technical Community College:

Trustee Abrashkin	Dr. Douglas
Trustee Gonçalves	Dr. Douglas
Trustee Grande	Dr. Cook
Trustee Hagopian	Dr. Cook
Trustee Kaylor	Dr. Cook
Trustee Maldonado-Brown	Dr. Douglas
Trustee Padilla	Dr. Cook
Trustee Quigley	Dr. Cook
Trustee Starks	Dr. Douglas
Trustee Johnson	Dr. Cook

Trustee Johnson indicated that with 4 votes for Dr. Douglas and 6 votes for Dr. Cook. Dr. Cook has been selected to be the next President of Springfield Technical Community College, subject to approval by the Board of Higher Education.

Trustee Kaylor moved to approve the following:

[MOVE]

Pursuant to Massachusetts General Laws, Chapter 15A, Section 21, the Board of Trustees of Springfield Technical Community College, unanimously, recommends to the Board of Higher Education for approval the appointment of Dr. John Cook as President of Springfield Technical Community College; and hereby directs the Chair to notify the Commissioner of the Department of Higher Education in writing of the Board's recommendation and to forward relevant materials in connection with the search to the Commissioner of Higher Education for review. The Board of Trustees further authorizes the Chair to negotiate the specific terms and conditions of his appointment as President (i.e., start date, salary, etc.)."

The motion was seconded by Trustee Abrashkin, and unanimously approved.

Vote: Unanimous by roll call vote.

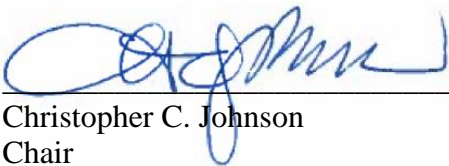
The Association of Community College Trustees has conducted reference and background checks. The state police will also perform a background check. Trustee Johnson will confer with Joan Nadeau, Senior Director of Human Resources on whether or not to send a group of individuals to a site visit of Dr. Cook's campus. Trustee Johnson thanked the staff and everyone involved in the Presidential Search Process, and the college community for providing feedback and opening their arms to all of the four finalists. He said that it speaks to the wonderful staff, faculty, and students at Springfield Technical Community College. Trustee Quigley congratulated Trustee Johnson for his leadership, dedication, and perseverance, adding that Trustee Johnson guided the search committee through the process while staying on task.

XV. Date of Next Board Meeting

The next regular meeting will be held on Monday, May 23, 2016 at 5:00 p.m. in Scibelli Hall, building 2, rooms 703-704.

XVI. Adjournment

There being no further business, Trustee Abrashkin moved to adjourn the meeting at 6:21 p.m., seconded by Trustee Gonçalves and unanimously approved.



Christopher C. Johnson
Chair
STCC Board of Trustees