



BOARD OF TRUSTEES
OF THE
PERALTA COMMUNITY COLLEGE DISTRICT
SPECIAL BOARD MEETING MINUTES
FEBRUARY 3, 2015

Present: Trustee Gulassa, Trustee Gonzalez Yuen, Trustee Brown, Trustee Handy, Trustee Riley, and Trustee Bonilla.

Absent: Trustee Withrow.

OPEN SESSION: The Board of Trustees will consider items associated with its search for the next Chancellor of the District, including the consideration of a firm to assist the District in conducting a nationwide search. The current Chancellor, José M. Ortiz, Ed.D., recently announced his retirement, effective June 30, 2015. The new Chancellor would be expected to start July 1, 2015.

[Agenda](#)

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BOARD MATTERS Search firms under consideration are:

1. Community College Search Services, Ventura, California, experienced in recruiting for executive level community college positions Presenters:- 4:00 p.m. - 4:20 p.m. James W. Walker, Ed.D, Managing Partner: . President Emeritus, Moorpark College . Interim Chancellor, Ventura County Community College District Frances L. White, Ph.D., Search Consultant: . Superintendent/President Emeritus, Marin Community College District . President, Skyline Community College . President, Board of Directors, Association of California Community College Administrators . President, Board of Directors, American Association of Community Colleges, Presidents' Academy

[Background Materials](#)

Speaker Grill asked how many chancellor's have they placed and what percentage of those chancellors were offered a second term after their initial contract.

Community College Search Services said they have twenty years of experience with president and chancellor searches and have completed over 100 chancellor searches. Although they do not have a specific number, they think it is important to highlight that they will guarantee that a chancellor will be hired out of the process. In addition, there is a one year guarantee, or they will come back and do it again at their expense.

Trustee Gulassa commented that the price was considerably under the other budgets from the other search firms and asked if the search firm had seen the proposed timeline and if they think they can work with it.

Dr. Fran White said the price and the fee stands for all the comprehensive services in the proposal. Everything is included in the price. They had received and worked with the Aspen Institute on the information and that they are familiar with the process and have experience with implementing this. Additionally, they will work with incorporating any element that needs to be added to the process. The search firm said they have seen the proposed timeline and can work with it.

Trustee Gonzalez Yuen asked how would they help people understand the value of coming to Peralta as a chancellor?

Community College Search Services said they would highlight that Peralta Community College District has four colleges in the metropolitan area and have a number of programs and other training programs that are attractive to students that want to achieve educational goals and mention that all the colleges are fully accredited and have much happening to be proud of and does not feel it will be a problem to recruit candidates.

2. The ELS Group LLC, of Monterey, California specializes in providing recruitment and placement services Presenter:- 4:25 p.m. - 4:45 p.m. Edward J. Valeau, Ed.D., Senior Partner: . Superintendent President of Hartnell Community College . President of College of Alameda . Director of the Association of California Community College Mentor Program

[Background Materials](#)

Speaker Grill asked how many chancellors have they placed and what percentage of those chancellors were offered a second term after their initial contract.

The ELS Group said they have only placed once chancellor but have had twenty four administrators placed since 2009. Every one of them went into a second contract and has a really good track record and never had a failed search. Additionally, they have never had a ny aspect of the search fail and would say 90% of all were historically in the under-represented culture.

3. The Association of Community College Trustees (ACCT), a Washington, D.C.-based non-profit educational organization of governing boards representing 6,500 trustees at 1,200 institutions; ACCT maintains a full-time team to assist with all aspects of executive search process. Presenter: - 4:50 p.m. - 5:10 p.m. Judy Walters, Ed.D., Search Consultant: . Interim Chancellor Chabot-Los Positas Community College District, Interim President Woodland Community College . Consultant to Yuba Community College District . President of Diablo Valley College . President of Berkeley City College . Vice Chancellor of Educational Services at Peralta Community College District . Served as an Academic Specialist and Vice Chancellor of Policy Analysis and Development for the State California Community Colleges

[Background Materials](#)

Speaker Grill asked how many chancellors have they placed and what percentage of those chancellors were offered a second term after their initial contract.

ACCT said they have a success rate of 75% for their searches.

Trustee Gonzalez Yuen asked if ACCT were doing hands on recruitment, what is the case they would make.

ACCT said that having worked in this district for eight years, she thinks that Oakland is an exciting place to be. There are wonderful things happening here. There are four very solid colleges with four very good sitting presidents.

Trustee Brown asked how would they distinguish this search from the others and how would their time be allocated?

ACCT said the team that is doing the other chancellor searches isn't herself or Dr. Cota. None of the people on this team are working on the other searches. Furthermore, they other colleges are asking for different types of people. CCC is looking for someone that is a first time president there. Foothill De Anza is a very large district and has different things they are looking for. Additionally, we have much more diversity in the East Bay and we are a much more of an exciting place to be.

PUBLIC COMMENT (5:19 P.M.)

Speaker Grill commented that we will need to pick a firm that can bring an individual that will stick around for a very long time. He does not want someone who will agree with him but wants a chancellor.

Speaker Goldstein expressed concern over the ambition with the timeline. We appear to be off cycle and it's been a part of recent history that we have tried to do this before and failed and feels we will be making the same mistake. To ensure maximum participation, he hopes that the timeline would be open to full faculty participation.

Vice Chancellor Largent responded to Speaker Goldstein's concerns and will make sure that everyone agrees to dates that flow from the timeline and proceed with the timeline with some amendments.

Speaker Goldstein added that the concern is that candidates that are most suitable for the job will not be looking since it is not "prime time".

Vice Chancellor Largent added that there used to be a "prime time" for candidates but there are active searches for chancellors as we speak so doesn't feel this is the case anymore for candidates.

Action Item:

At the conclusion of the meeting, the Board will select the search firm and authorize the District to enter into a contract with the selected firm.

MOTION: Motion by Trustee Gulassa, second by Trustee Riley to approve Deliberate with selection of candidates before us.

AYES: Trustee Gulassa, Trustee Gonzalez Yuen, Trustee Brown, Trustee Handy, Trustee Riley, and Trustee Bonilla.

NOES: None

ABSTAIN: None

ABSENT: None

The motion passed.

Trustee Gulassa would like to make a decision based on a firm that is well established and that has a good price. Based on the track record Community College Services has, he would propose consideration for this search firm.

Trustee Gonzalez Yuen concurs with Trustee Gulassa on the criteria and added that whoever the consultant is will work well in the shared governance process and we need to move forward with intention that we will

be successful. We are also looking for search group that is enthusiastic about this process and understands the potential of this place is great. He is optimistic about this and needs to recognize that if it doesn't work, then we will figure it out. Leaning towards the first group that presented, Community College Services search firm.

Trustee Brown added the job is to find the best candidate or chancellor and if we don't find the talent that is out there, that we keep trying and reconsider. We understand that the process of working collaboratively requires commitment and perseverance and that all the trustees are committed to honoring that responsibilities.

Trustee Riley said this is the fourth or fifth chancellor search that he has been a part of and with looking at the current timeline he thinks that we can complete this. Thinks that we are in an area that people will come and support us and confident of timeline. We have to be disciplined and patient.

Trustee Bonilla is a new trustee and new to process and appreciates the public comment from earlier today. Definitely has a preference of leaning towards the community college services group.

Trustee Handy when elected to board immediately went through a chancellor search. She is trying to find the best fit and best serve for district and hoping that the person that could take us and move to the next level is available. She is glad to be hearing things that they didn't hear in the first search ten years ago. She is also comfortable with selecting the first search firm.

MOTION: Motion by Trustee Gulassa, second by Trustee Handy to approve and accept proposal from the Community College Services search firm.

AYES:	Trustee Gulassa, Trustee Gonzalez Yuen, Trustee Brown, Trustee Handy, Trustee Riley, and Trustee Bonilla.
NOES:	None
ABSTAIN:	None
ABSENT:	None

The motion passed.

Trustee Gonzalez Yuen addressed Community College Services search firm about the concerns over the tight timeline. He wants to hear the initial thoughts on the search committee on pulling the team together.

The Community College Services search firm said that although it is a tight timeline it is doable and there is possibility of a lot of movement around the timeline and will relate to how soon we can pull together the selection committee and get them trained and will work with the board on getting their input and see what qualifications they are looking for. What often holds up process is getting the committee up and going. Every committee is different. Another thing that slows down is the development of the announcement, the brochure and getting the announcement ready and working hard on getting the faculty and community people ready will speed up the process.

Trustee Riley looked at some of the issues raised and thinks that everything else is in order and we need to make sure we work together right now. Already started with boards nominations and will have a matrix shared. The timeline states that on February 5th that HR will send out notices to committee. HR will be sending out notices tomorrow so that board can appoint the selection committee on February 17th.

Trustee Riley asked the Community College Services search firm if they will meet with the board individually or as group?

The Community Colleges Services search firm says that both ways have been done. The search firm is available to meet individually or in groups and asked who would be the individual setting up those meetings? The staff will be setting up the meeting. The Board will discuss this with Vice Chancellor Largent. Vice Chancellor Largent recommends that on February 11 there be a forum on input.

Trustee Gulassa added that at the public forum, it is important that we give staff an opportunity to discuss what they are looking for. How we can do that in such a short period of time? One of the previous teams proposed doing a survey. Can we do a survey or some other kind of instrument might be very useful.

Listed agenda times are estimates. Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans with Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours prior to the meeting to the Board Clerk (510) 466-7203 bmartinez@peralta.edu

José M. Ortiz, Chancellor
Secretary to the Board of Trustees
PERALTA COMMUNITY COLLEGE DISTRICT