

**Adopted**

HARTNELL COMMUNITY COLLEGE DISTRICT

MINUTES

Board of Trustees – Board Retreat  
Monterey County Agricultural Center – Conference Room  
1428 Abbott Street, Salinas

January 11, 2012

- OPEN SESSION** Meeting called to order at 2:00 p.m. by Trustee Padilla-Chavez.
- PLEDGE OF ALLEGIANCE** Student Trustee Gutierrez led the Pledge of Allegiance.
- ROLL CALL** Erica Padilla Chavez, President  
Candi DePauw, Vice President  
Patricia Donohue  
Bill Freeman  
Elia Gonzalez-Castro  
Ray Montemayor  
Demetrio Pruneda  
Juan Gutierrez, Student Trustee – (advisory vote per Board Policy 1030)
- Joining the Board were Dr. Pamila Fisher, Consultant, ACCT and Terri Pyer, Associate Vice President, Human Resources.
- PUBLIC COMMENTS** There were no public comments at the opening of the retreat, although Ann Wright, faculty, made a comment during the retreat where she asked the Board to consider that a previous committee had considered it important to use the word “Mexican-American” in describing the population in the previous position announcement.
- SEARCH COMMITTEE AND POSITION PROFILE** Trustee Padilla-Chavez stated the purpose of today’s retreat was to further discuss the presidential search process , the Board’s role in ensuring a successful transition to a new president and best practices related to building an effective Board/President team.
- Dr. Pamila Fisher, consultant, Association of Community College Trustees, facilitated the retreat. She commended the Board for their attendance and provided the Board with a working agenda. She stated that the process is in its early stages and that the next step is to finalize the position profile; a task that needs to be completed today.
- Trustee Freeman stated he believes the search committee needs more community members and he discussed the ways in which he felt the last search process did not go well and his fears for how this search process would not either.
- Trustee Padilla-Chavez clarified that she has taken steps to work only with Dr. Fisher, Terri Pyer (district liaison), and Lucy Serrano (board support), on the search process because she is sensitive to that history. Dr. Fisher clarified that she is the lead in the process and that she only takes direction from the Board.
- The Board discussed the composition of the search committee. Some members of the Board agreed that more community members (at-large) should be added and after a

lengthy discussion, the Board agreed to increase the number of community members up to seven, but not less than four, and to let the Board subcommittee make that determination. Each board member will forward two names to Terri Pyer and the Board's sub-committee (Trustees Padilla-Chavez, Montemayor, and DePauw) will review those recommendations, and bring forward community representatives not to exceed seven. Student Trustee Gutierrez asked about his role in the process and Dr. Fisher clarified that the student trustee has two options: 1) serve on the search committee, if selected by the Student Senate or 2) interview finalists and engage in discussions with the Board, but not be included in the final discussions and decisions of the Board.

The search committee will include: 2 students, 4 administrators, 4 faculty, 3 classified, and up to 7 community members.

Dr. Fisher then addressed the timeline and stated that the Board is ahead of the curve. She stated that recruitment is under way nationally and that she has received comments and questions from interested parties –potential candidates are waiting to see the position profile/announcement.

The Board then reviewed and discussed the profile and revisions were made to four areas: The college, the community, challenges and opportunities, and ideal characteristics. Revisions will be made to the profile and placed on the presidential search website.

The Board recessed for dinner at 4:30 p.m. Trustee Montemayor felt ill and left the retreat during the recess.

## **BOARD/CEO RELATIONS**

Dr. Fisher reconvened the retreat at 5:05 p.m.

Dr. Fisher stated the next half of the retreat would focus on the function of the Board and the relationships between the Board and the President. She suggested the Board schedule a retreat shortly after the arrival of a new President to talk about Board/CEO relations, board goals, CEO role, self-assessment, etc. She referred to *The Six Essentials of Good Board/CEO Relations*, a document that was shared with the Board at their September 2011 retreat. She read aloud each of the essentials and the Board asked questions and engaged in a discussion as they moved along. There was a discussion on board votes and Dr. Fisher talked about block voting and cautioned against it – that it sends the wrong message to the public. She stated that trustees are elected to represent the entire district and that the Board needs to work as a unit and work in the best interest of all the people. Trustee Padilla-Chavez stated that the Board has a lot of work to do in this area.

Trustee Freeman disagreed with Dr. Fisher's advice and brought up several matters where he questioned the board's past decisions and the fact that he felt disrespected on past occasions.

A lengthy discussion ensued about trustee behavior, respect issues, and the ways that those matters might impact the search process, liability issues, and accreditation. Trustee Freeman walked out of the meeting and Trustee Padilla-Chavez called for a break at 5:45 p.m. Dr. Fisher stepped outside with Trustee Freeman and the meeting reconvened at 6:10 p.m.

Dr. Fisher urged the Board to focus on the future and not the past and that Trustee Freeman agreed to do this. Trustee Padilla-Chavez asked Trustee Freeman to respect her role as the Chair.

Dr. Fisher stated that it is best when the members discuss their issues privately and not in the public, that it is the job of each trustee to police each other during meetings. She suggested a refresher course in Robert's Rules of Order might be helpful – that the Board does not need to agree with each other all of the time, but that an effective board is civil and respectful of each other, that Board members do not speak out of turn, do not interrupt, and have good ethical behavior.

Trustee Pruneda stated that he believes respect is a two-way street; that he has felt disrespected, but that is because people do know who he is and believes there is a preconceived opinion of him because of his associations. He stated that he ran his campaign on four basic principles: equality fairness, transparency, and justice. He stated that the board needs work and that he plans to work with each member in a respectful manner.

Dr. Fisher said it would be okay for the Board to schedule retreats quarterly, if needed – to do whatever it takes to have open, honest discussions with each other.

Trustee Padilla-Chavez invited the Board to be completely open to her and that she seeks constructive criticism from them. Further, she stated that she has asked that the Board receive an update on accreditation at each regular meeting.

Dr. Fisher asked the Board to think about what they can do to enhance their reputation in the next five months. She challenged the Board to make an effort to conduct their next meeting in a positive, civil manner.

Trustee Padilla-Chavez stated that she wants to revise the Board Meeting Evaluation form with Lucy so that the questions include yes/no responses.

Student Trustee Gutierrez said that he is pleased that the Board had their discussions this evening because confusion comes before clarity – that this evening was good for the Board.

Trustee Padilla-Chavez noted that she wished Trustee Montemayor was present for this portion of the retreat, but understood he was not well.

In closing, the Board thanked Dr. Fisher for her work this evening and Trustee DePauw thanked Trustee Freeman for returning to the meeting; that it took a lot of courage for him to do so. She believes the Board has come forward.

**ADJOURNMENT**      The retreat adjourned at 7:10 p.m.

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Erica Padilla-Chavez  
Board President