



March 26, 2008

FINAL

All College Meeting

- I. Meeting called to order 4:40pm
- II. The purpose of this meeting is to hear the report from SCAA regarding the recommendations of the two presidential candidates. The Faculty Senate By-Laws state the Senate Committees shall submit their recommendations to the Senate. As has been the practice, SCAA will give their formal report, which included only two candidates and that is the only formal report that SCAA has to provide. The Committee also has notes on their evaluations and interviews with Bill Smith and Dennis Kessler. These were the two candidates added by the board so the Committee can provide some summary information. After SCAA's report the floor will be open for questions.
- III. The members of the SCAA committee are Mary Timmons, chair, Mary DiSano, Ken Huggins, Joe Marchese, Patty Ornt, Dave Shaw, Jeff Thompson and Paul Wakem.
- IV. M. Timmons wanted to clarify a misconception regarding the presidential search process. All candidates did go through the entire search process including submitting resumes and participating in interviews. All four final candidates including Smith and Kessler did participate in the process.
- V. J. Marchese reviewed the presidential search process that SCAA performed. He said that stated within the Board of Trustees approved Faculty Senate By-laws, SCAA is to participate in key administrative decisions. While SCAA normally represents the faculty and professional staff of MCC, the Committee was specifically asked by President Flynn to include the entire College community in the process. J. Marchese stated that everyone on the Committee was honored to be a part of the search and that they took their charge very seriously. The Committee began by reviewing pertinent documents such as the Board of Trustees qualifications of a successful candidate profile, the SUNY guidelines for Presidential Searches for community colleges and Article 3 of the policies of the Board of Trustees which specifies the role of the president. In the fall, the Committee held open forums with the College community and administered surveys to determine what employees of the College thought were the important characteristics and qualities for a president. Collectively, SCAA spent hundreds of hours gathering input and information. The Committee met with Diane Cecero, Affirmative Action Officer for the College. Each member of the Committee looked over the documentation of every single candidate that had applied. There were a total of 15 candidates that applied. After each Committee member reviewed the information, the Committee met together to discuss the applications, taking into consideration the guidelines mentioned above. After reviewing the applications, the Committee formulated questions for interviewing and evaluating the interviewed candidates. The Committee was instructed their final recommendations should only include those candidates they determined were qualified to serve as MCC's president.. They understood the magnitude of the decision and the impact it would have on future generations of students. They based their ultimate decision and recommendation report on the qualifications of a successful candidate from the Board of Trustees. In conclusion, the fifth president of Monroe Community College must be a dedicated individual who is capable of balancing many different priorities. The Committee knows that MCC is widely

considered to be on of the top community colleges not only in New York State but in the nation. The Committee believes that this was due in large part to the leadership of past presidents and the Committee evaluated candidates' leadership ability to continue this. They found Dr. Laurence Spraggs and Dr. Kenneth Ender to be the candidates that could challenge and inspire the College community.

VI. J. Marchese read the following report of Dr. Laurence D. Spraggs which was presented to the Board of Trustees.

In his interview, Dr. Spraggs presented himself as a highly intelligent, experienced and articulate advocate for the Mission of community colleges and higher education. Our committee found his interpersonal skills exceptional. His ability to easily engage with the interview team was phenomenal. Dr. Spraggs came across as an excellent listener who appeared calm, intelligent, well spoken, and charismatic; he was open and honest with the committee and engaged in a dialog rather than just answering questions. What particularly impressed the interview committee was his outspoken bi-partisanship. When Dr. Spraggs was asked about political affiliations he indicated that a president must be able to "...dance with whoever is in power to advocate for the needs of the college" and the community as a whole.

1. Educational Background: Doctorate of Arts from Idaho State University in Biology, an MS in Biology from Wayne State University and has advanced studies at Harvard University and Cornell University.
2. Commitment to the mission of Monroe Community College...: Dr. Spraggs has been committed to education for nearly 40 years. He stated that student success depends on what the student desires and a deep understanding of what drives students, their learning styles and the ways community college / public education fit into the picture. He understands and advocates that the college and its community are closely tied together.
3. A commitment to teaching excellence and student success: Dr. Spraggs has taught from the high school level to the collegiate level and been an administrator at a variety of different institutions. From our discussion with Dr. Spraggs it is evident that this progression through the ranks has given him a wide perspective on educational issues and thus added one more dimension to his suitability for being President of MCC.
4. Substantial senior level administrative experience: He has been a college president at two community colleges, Broom CC in NY and Brevard CC in Titusville, FL; he was a Vice President at Red Rocks CC in Lakewood, Co. He demonstrated an understanding that the president is the "face of the institution"; he spoke to the fact that MCC is a well known nationally and a model institution and needs a president that will keep this momentum going. Dr. Spraggs has managed millions of dollars as a vice president and instructional budgets and served on the presidents' executive cabinet before he move on to become a president.
5. Proven experience in and commitment to fostering partnerships: Dr. Spraggs is currently a board member of four different community organizations. He has been a member of six additional community boards throughout his career. As SUNY Broome Community College's current president, he has extensive knowledge of the SUNY system and New York. By involving himself in community organizations and civic activities he is able to assess the temperature of what is needed by the community that the college can address.
6. Knowledge and sensitivity to the economic, social, political and business characteristics of the Greater Rochester or similar area: Dr. Spraggs resides in a similar economic upstate New York area, Binghamton, as the President of Broom CC, and worked at North County Community College in Saranac Lake, NY and SUNY Plattsburgh in Plattsburgh, NY. He has worked in Titusville, FL as the President of Brevard Community College and as a Vice President at Red Rocks Community College in Lakewood Co.

7. Supports diversity initiatives: Dr. Spraggs believes that diversity is a strength that every institution should cultivate. He has actively recruited a diverse population to be employed at his institutions. Dr. Spraggs has had a lifelong interest in other cultures and understands the sensitivity needed to listen carefully to the special needs of the diverse populations served by a college.

Dr. Spraggs has taught at nine different higher education institutions and one high school. He is involved with the American Association of Community Colleges Commission on Global Education, and held leadership positions over the last 28 years.

8. Collective bargaining and consensus building: Dr. Spraggs has sat on both sides of the collective bargaining table and understands the requirements of each and is a strong proponent of consensus building.

With almost 16 years in SUNY and 4 of those years as a Community College, President Dr. Spraggs has shown that he committed to education –. He wants to bring MCC to the next step of significance both locally and nationally. He wants to make a difference. During the interview, Dr. Spraggs had excellent interpersonal skills, was very calm and relaxed. Charisma and a sense of humor were definitely his strengths as well as being very open and receptive to conversation and listening to the committee.

VI. J. Marchese read the following report of Dr. Kenneth Ender which was presented to the Board of Trustees.

In his interview, Dr. Ender presented himself as a highly intelligent, experienced and articulate advocate for the mission of community colleges and public education. He discussed both ideas and experiences in balance and demonstrated careful study of Monroe Community College and its history. Dr. Ender spoke with conviction and passion about his future for American higher education, in particular, and M.C.C., in specific. He articulated a clear vision for the future of the college and his potential role in it. He comes across as one with whom it would be easy to talk and work.

1. Educational Background: Ph.D. in Urban Services Leadership, M.Ed. in College Student Personnel Administration, B.S. in Business Management.

2. Commitment to the mission of Monroe Community College: Dr. Ender has broad and diverse educational experience and is committed to the overarching mission of community colleges. He has been a teacher of Urban Studies, a middle-level administrator, and is currently President of Cumberland Community College in New Jersey. His commitment to faculty and students is evident in all of his activities and he spoke fluidly of teaching/learning and administrative matters.

3. Commitment to teaching excellence and student success...: Dr. Ender's experience in various administrative positions at different colleges and his current presidency at Cumberland make him highly qualified to be President of MCC. He has helped bring about a number of program changes at Cumberland which have increased enrollment and endowment.

He is especially focused on the importance of the alignment of community college curriculum with both K-12 public schools and four year institutions. He has led the articulation of this alignment at Cumberland, including agreements with seven four-year colleges whereby Cumberland students can earn credits toward their bachelors' degree while at the community college.

4. Substantial senior level administrative experience: Dr. Ender demonstrates an understanding of the community college culture through his many years experience both as an administrator and teacher. Under his presidency at Cumberland, the assets of the College's Foundation have been raised by over \$6.5 million dollars. He has experience with legislative advocacy; he is currently on several committees relating to the NJ Council of Colleges. He is widely published, presented and consulted in many educational areas. At Cumberland

Community College, he led the development of two strategic plans so he clearly knows the value of having well defined goals and the need for consensus building to reach these goals.

5. Proven experience in and commitment to fostering partnerships: Dr. Ender's is experienced in working with community and state leaders in both New Jersey and Ohio. He is a veteran in advocating for college programs developed and implemented in a community based planning effort to enhance Literacy, Learning and Leadership. Dr. Ender developed the Cumberland County Business/Education Alliance and is very active in community and business organizations, including economic development, business advisory boards, and several chambers of commerce.

Dr. Ender is very familiar with the League for Innovation and was a dean at Cuyahoga Community College, one of the founding members of the League. He discussed the League for Innovation's importance to MCC in a number of specific ways.

6. Knowledge and sensitivity to the economic, social, political and business characteristics of the Greater Rochester or similar area: Although Dr. Ender has lived / worked in a variety of areas including Decatur, IL, Cleveland, OH, Richmond, VA, and Athens, GA and has intimate knowledge of areas facing declining population and difficult economic environments. He has served as President of Cumberland County College in New Jersey for the past nine years; the College serves approximately 3400 associate degree students with another 250 students pursuing bachelors or master's programs.

7. Supports diversity initiatives: Dr. Ender demonstrates a clear commitment to the principles of diversity and equal opportunity during his interview and in his strategic plan for Cumberland. He developed and implemented the College's first Diversity Plan.

8. A commitment to maintaining active involvement: Although Dr. Ender is not experienced with the SUNY system, he has worked closely with the New Jersey state government and system for higher education, and their funding process is similar to that of SUNY. Because of his experience at Cuyahoga C.C., Cleveland State University, and Virginia Commonwealth University, Dr. Ender developed extensive understanding of urban education dynamics.

9. Collective bargaining and consensus building: Dr. Ender expressed several times the need for a president to be open and up front with the college community. Given his long history within higher education he expressed an understanding of what drives faculty towards excellence and that money is not particularly the driving factor. His specific answer on consensus building involved a censorship question, a 9/11 program and the different perceptions between a number of students and faculty. On such a sensitive matter he personally sought a resolution and arrived at a win-win compromise that showed concern for all.

Dr. Ender's application and interview indicates an excellent level of experience and abilities that make him highly recommended for the position. At Cumberland Community College, he led the development of two Strategic Plans. He carefully examined MCC's own Strategic Plan and made a number of insightful critical suggestions on its development and implementation. He has a long history of being involved in community and civic activities and during the interview spoke on the need for a college president to be out and present in the community as the face of the college.

VII. Questions

Q. Did Dr. Ender have anything to say about the Renaissance Square project?

A. I don't recall any mention of it. The Committee was impressed that Dr. Ender did not rubber stamp the strategic plan. He wasn't abrasive or critical. He pointed out things that could be done to improve the implementation of the strategic plan. Dr. Ender had the courage to speak up about how things could be done differently. Also, his comments about the strategic plan were written in his application. It was more his written analysis rather than his verbal commentary that was impressive and insightful.

Q. By contrast, what were the qualifications of Smith and Kessler?

A. The Committee's charge was to prepare an official report on only the candidates that were recommended. We don't have a formal response to any of the candidates not recommended.

Q. Are you equally recommending Sprags and Ender?

- A. Yes. The Committee is equally recommending both candidates. The Committee feels totally comfortable that these would be wonderful leaders for the future. It was hard to distinguish between the two.
- Q. Did both committees, SCAA and the Presidential Search Advisory Committee recommend the same candidates?
- A. Yes. Both committees went through a similar process but it was done independently. There was no discussion between the two committees and both committees came to the same conclusion and forwarded only the two candidates.
- Q. Was SCAA concerned about Dr. Spraggs' mobility and that he moved around?
- A. No. People in this profession do move some. We didn't consider it excessive and it was to move up the ladder. They were progressing in order to fulfill their potential. They found that they needed to move to another institution to get to that level.
- Q. Were there any women or minorities in the pool?
- A. Yes, in the original pool. The process was that we had an original pool of candidates. We had information on each and we compared that information against our criteria. Not all of the candidates were able to make it past that part.
- Q. How many candidates were actually interviewed?
- A. Both presidential search committees, working independently, put forth 5 semifinalist names. The lists were not identical. On the website, Dotherightthing.org, there is a link to SUNY Guidelines to Community College Searches, which I recommend to further your understanding about the process.
- Q. How did Spraggs and Ender put forth their names? Were they encouraged? Or was there a head hunter? Or just on their own?
- A. It was an open application process. Anyone could apply. There was a consultant Dr. David Ponitz. Some applications went through him. He also talked to people. He has consulted over 75 presidential searches. SCAA met with him to give us additional information about all the candidates. So we did not distinguish between those who applied directly here or those that went through Dr. David Ponitz or who read about it in the Chronicle of Higher Education.
- Q. How long was Dr. Spraggs at Broome Community College?
- A. It was four years. The biographies of the two candidates will be posted on the presidential search web page.
- Q. You said that a couple of candidates withdrew. Did the current political climate have anything to do with this?
- A. No. My understanding is that the recommended candidates are well aware of discussions going on; they read newspapers and they are still interested the position. Dr. Spraggs wants to be here because we are the next step up. He stated this is his dream job. So if you are worried about him leaving in a year, the Committee does not believe that would happen.
- Q. There was a comment made that the County Executive in Broome County was not happy with Spraggs. I was wondering if you could comment on that.
- A. True. The County Executive of Broome County was quoted in an article as saying that she and Dr. Spraggs did not see eye-to-eye. However in the same article which I did see, a trustee did say he was doing a wonderful job. So there is a little bit of a selective presentation there. The facts are the facts-that is what was said but it wasn't like there was some kind of a universal feeling.
- Q. Many of us this morning, when we came into our offices, there had been a paper slipped under our door. It was from a coalition that is obviously looking at the Renaissance Square project and on that piece of paper it said that William Smith is a partner in the law firm that owns the Granite Building that is connected with the RenSquare project. I don't know anything about

the law. I want to ask not for the fact that he work directly for the company that owns this building that is involved with getting money for RenSquare. Is that not a conflict of interest?

- A. SCAA did not know this information and therefore it was not part of our decision-making process. There will be an opportunity to ask questions of these candidates beginning Tuesday. I don't have the full schedule now. It will be published. There is a very quick turnaround. I would think that this would be a legitimate question to ask the candidate.
- Q. It was mentioned by one of the board members that we wouldn't need a search at all if we had the right internal candidates, and that we wouldn't have to bother with all this hub-bub. Can you comment on this?
- A. SUNY guidelines call for a search. Our by-laws call for a search. So how a board member can publicly state that we don't need searches, I would be concerned.
- Q. Did the two names that were added to the semi-finalist list of 5 names come from the Board of Trustees?
- A. Yes. Smith and Kessler were the names added and they were part of the original pool of 15 candidates.
- Q. Given what we saw in terms of an interrogation style questioning and attention to detail, was Monday night's Board meeting taped and are there any plans to record the open forums?
- A. I don't know if the Board meeting was taped but the open forums will be taped.

VIII. M. Timmons read the following summary notes on Mr. Dennis Kessler.

Mr. Kessler holds a MSL from Yale University Law School, M.A. from City University of New York, John Jay College, and a B.S. from New York University. He does not have an earned doctorate which is preferred.

Mr. Kessler strongly expressed his commitment to public higher education. However, he has not demonstrated this commitment. He has been an adjunct on and off for many years and only recently been involved with the U of R's Simon School.

Mr. Kessler noted the importance of student success and ways to enhance it. He also makes note of his teaching accomplishments at the Simon Graduate School of Business at the University of Rochester where he has been affiliated since 2004. His primary focus through the years has been business related. However his experience as a teacher at the graduate level at a private school does not translate well into the mission of a large public CC.

Mr. Kessler's administrative experience has been in business not academics which translates into a significant learning curve when taking on the presidency of MCC. Given the national reputation of MCC and that the president will be expected to speak fluently on both education and administrative matters locally, state wide and nationally on a very frequent basis this might be a detriment to the institution.

Mr. Kessler has demonstrated a commitment to partnerships with community leaders. Mr. Kessler created the Social Entrepreneurship Internship Program at the Simon School and its projects have reached out to the George Eastman House, Genesee Waterways Center and the White Deer of Seneca, Inc. He also sits on several not-for-profit boards, and is involved with fund-raising and charitable activities. His position at the U of R, while significant, does not afford him the opportunity to engage in administration in a global fashion. He has extensive civic involvement but lacks legislative advocacy, public advocacy and the knowledge of student support services as outlined in Qualification #4.

Due to Mr. Kessler's residency in the Rochester area and business endeavors he is knowledgeable of the characteristics of the Greater Rochester area.

As a businessman Mr. Kessler makes mention of establishing fair policies and contributing to the well being of his employees. However, he demonstrated a lack of understanding of the diversity specifically in an academic setting such as digital divide, academically and economically challenged students.

Mr. Kessler has no relevant collective bargaining experience.

Mr. Kessler's leadership accomplishments have been in the business realm not in the teaching and learning realm or experience working with government entities. We questioned his ability to lead a wide and varied entity such as MCC whose mission is non-profit.

Mr. Kessler was well prepared and knowledgeable regarding MCC statistics. Although he is well connected in the community due to business relations, has the potential to fund raise, and seems to be creative, Mr. Kessler lacks academic administrative experience which is crucial to the presidency of MCC.

IX. M. Timmons read the following summary notes on Mr. William Smith.

Mr. Smith has a B.A. from Yale in history, does not hold a masters degree and has a J.D. degree from the U. of Virginia. SCAA questioned if a JD from U of Virginia is considered an earned doctorate but we assumed that the consultant looked into this qualification before Mr. Smith's name was put forward as a semifinalist.

Mr. Smith stated that he is committed to the mission of MCC and higher public education but he did not demonstrate this in any concrete or long term fashion. He has been a public legislator, is an attorney and counsel to a private corporation. It must be noted that under his leadership in the county legislature, the share of the MCC budget funded by the county legislature declined.

Mr. Smith did not speak of any relevant experience working with educators that showed a commitment to actual teaching excellence. He had several ideas on how to promote teaching excellence but failed to follow through in his remarks on the means towards this end. His comments on "student success" during the interview showed a lack of understanding of the broad diversity of the MCC student body.

Mr. Smith has had no relevant senior level administrative experience in a community college or university setting and limited in the business setting with the Graham Corporation in Batavia, overseeing safety and regulatory matters.

As majority leader of the county legislature, Mr. Smith worked with a variety of community leaders. He has knowledge of the Greater Rochester area and the issues facing it but was offset by the fact that he showed little involvement with the community... His resume did not list his private civic involvement within the community but several under public career in the legislature. He did mention that he has been a part of the Breast Cancer Coalition during the interview. He states that he fund raised for his party.

Mr. Smith was a member of the NAACP and was Affirmative Action Officer while he was at the Graham Corporation. He has worked with his law firm, Harris, Beach, to increase opportunities for minorities.

In regards to the qualification of a background of qualities, credentials and accomplishments evidencing strong leadership ability and support of the teaching and learning process. Mr. Smith has had leadership experience in the local county legislature. He demonstrated no relevant firsthand knowledge of the teaching and learning process.

Mr. Smith spoke of his experience with collective bargaining as a member of the legislature and that he did not sit at the table but he was briefed on affairs. He claims to be able to build consensus but examination of the activities of the county legislature, of which he was head of the majority party, show highly partisan activity.

In answer to a question as to why he wanted to be president of MCC, Mr. Smith spoke about how his father was a teacher for thirty-five years, how his house was filled with books and respects scholarship, and then added that he felt he has a lot to offer. After examining his application and listening to his interview, it is difficult to determine what this might be.

During his interview, Mr. Smith was articulate and well-prepared, so much so that his answers sounded rehearsed. While citing some specific examples of his experience, his answers often lacked focus. He failed to present a vision of how he saw himself leading the college. Finally, his answers failed to demonstrate a sophisticated understanding of the complex structure and operations of an elite and complex community college such as MCC.

X. Questions.

Q. Was this report presented to the Board of Trustees?

- A. No. These are not reports. SCAA was only required to present our recommendations.
- Q. Did they mention any experience with academic governance?
- A. That was a question that SCAA asked and the people who had been education had it and you could understand that people who had not been in education did not have it.
- Q. Any experience with unions?
- A. That was the reference to collective bargaining.
- Q. You mentioned that one of the two Board of Trustees candidates submitted his resume. Were they required to submit a curriculum vitae?
- A. We received resumes, they had to respond to the strategic plan, and they wrote a 3-5 page cover letter. None of the candidates submitted a curriculum vitae. That language was not required by the Board.
- Q. Does Smith have any teaching experience at all? Any where?
- A. He only indicated that he presented at workshops. It is not a requirement of this process that he taught.
- Q. Were the candidates ranked?
- A. No.
- Q. Will they have to divest themselves of their private holdings in order to serve as president?
- A. I don't know and I don't think that we can comment on that. Kessler stated he would remove himself from his business.
- Q. Did you ask Smith this question?
- A. No. Kessler volunteered the information.
- Q. If Smith and Kessler are selected as president, would they "quit their day job" and could we expect 100% from them?
- A. SCAA did not ask that question specifically.
- Q. Kessler has an MSL. What is that?
- A. That is a Master of Science in Law. He never practiced as an attorney but he did study law.
- Q. Was he an adjunct at MCC?
- A. Yes. He taught sociology for one semester. He never mentioned that in the interview until I asked him about his experience at MCC. His answer consisted mostly of a statement that his students couldn't write very well. I thought it was significant that he never volunteered his experience.
- Q. How is the Board of Trustees going to know why SCAA rejected Smith and Kessler?
- A. SCAA was not asked to put forth that information. The Faculty Senate minutes will have a record of our committee's reports. It is highly unusual for a Board to NOT take the recommended candidates. The assumption is the recommended candidates are the ones that are moved forward and those reports are formal. It's not in the process to discuss why candidates were rejected. The Board does have the prerogative to add candidates. I just don't think this is a routine event.
- Q. Is it appropriate for the Senate to appeal to the Board to offer their assessment of these two candidates?
- A. I will ask but I believe I heard a comment that faculty have had their chance. I think there will be ways that the Faculty Senate insures that the information is forwarded to SUNY. If it doesn't go through the Board, we will send it directly to SUNY. We will be looking at ways to insure that if we're not asked, that the process is followed. SUNY guidelines stress a collegial process with faculty input so we will make sure that that message gets to SUNY if we have to send it ourselves.
- Q. What happens after the open forums?
- A. People attending the open forums will be asked to complete a short survey and the results will be forwarded to the Board.
- Q. Are the criteria/qualifications that were approved by the Board, did they stay the same for the entire process?
- A. The Board did change one criterion from desired to essential-the criteria related to knowledge of the Greater Rochester area. But we don't know when the change was made. It appears to be early in the process.
- Q. When the candidates come on campus for interviews, will Board members attend the open hearings?

- A. The Board is aware of the open forums but whether they choose to attend, I don't know. They are not required to attend.
- Q. If the Board recommends one of the two candidates not recommended by the search committees, what authority does SUNY have in this process?
- A. The process is as follows: the Board will forward a recommendation to the Chancellor. The Chancellor will then determine if it is presented to the SUNY Board of Trustees. So the Chancellor does have the authority to not forward it to the SUNY Board. Then my understanding is the SUNY Board has the option to approve or not. We encourage you to go and look at the search guidelines on the web site.
- Q. Did it come up in the interview process with Mr. Kessler that he applied and became the president of FLCC?
- A. He did not become president of FLCC. It appears that FLCC made an offer to Mr. Kessler but FLCC later withdrew the offer.
- Q. Comment: E. Mancuso-please feel free to contact your local legislator to make them aware of how this is perceived and voice your own opinion to them.
- Q. Why should we go to the open forums if the Board has already made up their minds?
- A. F. Rinehart-It's not so much about us selecting the candidates, but also they are selecting us and getting a feel for who they would like to work with.
- T. Tugel-It's not in the best interest to "protest" the open forums. It makes us look as if we don't care. We need to follow the process. If there is anything out of line with the process, it is not because of the faculty's role in the process. Let this be somebody else's problem that the process was not adhered to.
- Q. What is the process for the open forums?
- A. SCAA is organizing these and is still working out details. We will get the information to you as soon as possible.
- Q. What can retirees do to help?
- A. Contact your local legislator about this.
- Q. When the two names were submitted by the Board, was there ever a perceived problem articulated?
- A. No, not that SCAA is aware of.
- Q. We need to have these open forums when people can attend and not during class times.
- A. I don't think that there will be a time of day that we could schedule where everyone is free. We don't have a say when the forums will be held. The forums will be taped.
- Q. Comment: If you were at Monday night's Board meeting, you almost had to come to the conclusion that there are people on the Board whose behavior and thought process is inimical to this institution. Some of them do not like this institution. They're clearly organized in a way to damage it, both quickly and long term. I would encourage everybody in this room and everybody that you could pass this on to, to work toward changing the makeup of the Board. Somebody has the ability to change out people on the Board. We need to find out what the process is and we need to fire some of these SOB's.
- Q. Monday night, I heard a mention of a vote of no confidence. Could this be a process at some point?
- A. This is a process the Senate could bring as well as other groups. The Executive Committee has discussed this. We would bring the motion after the April 28th Board meeting. We believe between now and April 28th, there are things that we could be doing to influence that. Mr. Parinello wants us to believe he is open- minded. We need to give the Board the opportunity to interview the candidates. We need to see the candidates and based on what the Board does we will have a better idea of if their interests lie in promoting MCC or not. It's not yet the time to do that.

- Q. Comment: CSEA is just as invested in this decision Please talk to the staff and keep us in the loop and if there is a vote of no confidence we will be right there with you.
- Q. Comment: We need to campaign to change state statutes to make the Board of Trustees representative of the constituencies that have a stake in MCC. This is done in other states.
- Q. Are the students being encouraged to attend the open forums?
- A. The student government representatives have a scheduled time to meet with the candidates.
- Q. Comment: Monday's meeting was a great way for the community to see how the faculty, staff and students can come together for a cause.
- Q. Is there any way we can protest the way some of our colleagues were treated by some of the Board members? They were spoken to in a very disrespectful manner.
- A. I would suggest that you write personally to the Board Chair and voice your concern.
- Q. Comment: Thank you to Terri and Charlie for all that you have done to pull us together and for putting yourself at personal and professional risk. Thanks to SCAA for their many hours of hard work. Also, thanks to John Wadach and Kathy O'Shea.

Meeting adjourned at 5:58 p.m.

Respectfully submitted,

Terri Tugel
President

Susan Murphy
Secretary

Minutes approved at the April 29, 2008 Faculty Senate Executive Committee meeting.