MASSACHUSETTS BAY COMMUNITY COLLEGE PRESIDENTIAL SEARCH COMMITTEE

Minutes of the February 1, 2016 Presidential Search Committee meeting – Alumni Board Room (219), Wellesley Hills Campus

Committee members present: Sylvia Beville, Trustee and Search Committee Vice Chair; Brittni Booth, Student Government President; Amanda Cataldo, Student Representative; Lynne Davis, Dean Health Sciences; Ken Der, Board Vice Chair; Michael Lyons, Chief Information Officer; Shamsi Moussavi, Adjunct Faculty, STEM; Tom Peisch, Board Chair; Emmett Price, Trustee and Search Committee Chair; Lisa Slavin, Assistant Vice President of Enrollment Management; Robert Tarutis, MCCC Union President; Sean Nelson, DHE/BHE; Robin Nelson-Bailey, Affirmative Action Officer (non-voting member)

Staff Liaisons present: Karen Britton, Assistant to the President

ACCT consultant via Skype: Laurie Savona

Call to Order and Approval of Prior Meeting Minutes – Committee Chair Emmett Price called the meeting to order at 2:07 PM

MOTION: Trustee Price made a motion to move into executive session to discuss sensitive and confidential personnel matters. The motion was passed unanimously by roll call vote of all voting committee members

Process

The process for identifying the candidates to be invited for a Skype interview was as follows:

- Twenty-seven applications for President were submitted. All but two met the initial qualifications.

- The application packages were distributed to the members of the search committee via ACCT’s web site. Each member rated the applicant on a scale of two to four—four being a strong candidate; 3 being interesting, but have questions; and two being not a fit—and submitted them to ACCT.

- Dr. Laurie Savona, ACCT, analyzed the rating sheets submitted by members of the search group and sorted them into the three categories: 2, 3 and 4 average rating.

- The strengths and weaknesses of individual applicants in each category were discussed. Each member voiced their positive and negative opinions of each candidate. When comment was exhausted, members voted to rank the candidate. If the agreed upon rating was a two, the applicant was eliminated. If the agreed upon rating was a three, further discussion was held to assign two or a four. 12 applicants received a rating of four and will be invited to a Skype interview. Interviews 4, 5, 7, 9, 12, 13, 14, 18, 23, 24, 25 and 27

Discussion

Applicants that clearly presented the following experience and attributes were rated more highly than those that did not:
• Identified closely with the mission of community colleges and students with a vision for student success

• Knew the community college and higher education industry and showed understanding of MassBay as an institution with three different campuses and an enrollment exceeding 5,000 students.

• Presented a substantive portfolio showing a trajectory moving steadily up the organization culminating with vice presidential or presidential experience

• Worked in a challenging, not necessarily stable environment, with financial and enrollment issues, and turning the institution around

• Connected with the students themselves

• Demonstrated leadership in building an organization over time in which people from different areas of the college, including the union, work together to help students and governance is shared

• A strong academic background, that included teaching and the creation of new programs and new offerings

• An operations administrator with experience at all levels in the college, from student support to balancing budgets to strategic financial management.

• Success in raising funds from various sources to support academic programs, building buildings, student support and other aspects of higher education

• A tireless advocate for the school with connections to leaders throughout the state, a stellar reputation in the state and community, and an ability to negotiate Massachusetts politics

• Community and business connections that enhanced academic programs and supported raising funds

Other factors voiced by the members included the degree to which the applicants addressed the items listed in the profile and breadth of experience, e.g., STEM, health, in other industries. The members were split on the desirability of knowledge of Massachusetts. Applications with grammatical errors and typos were not rated as highly as those that did not have errors.

Other

Dr. Savona distributed sample interview questions and asked that members review and add to them.

Trustee Der voiced the need for a contingency plan if the applicants reject job offers. Chair Price responded that it was the charge of the Search Committee to recommend three to five candidates to the Board of Trustees. That will conclude the Search Committee’s responsibility.
Chair Price said that he, Trustee Beville and Dr. Savona would create a plan for campus visits to be held the first or second week in March.

Committee Member Nelson-Bailey reminded members not to share search documents and said that she would collect them at the end of the search.

**MOTION:** Chair Price made a motion to end executive session and not to return to open session. The motion was passed unanimously by roll call vote of all voting committee members.

**MOTION:** Chair Price made a motion adjourn. Trustee Beville seconded the motion. The motion passed unanimously.

Thomas E. Peisch
Chair
Board of Trustees

David Bodell
President
MassBay Community College