



BOARD OF TRUSTEES
OF THE
PERALTA COMMUNITY COLLEGE DISTRICT
MINUTES
FEBRUARY 24, 2015

Present: Trustee Bonilla, Trustee Handy, Trustee Gulassa, Trustee Brown, Trustee Riley, Trustee Gonzalez Yuen, Trustee Withrow, and Student Trustee Oliver.
Absent: Student Trustee Rolley.

BOARD SPECIAL WORKSHOP AGENDA

[Agenda](#)

CLOSED SESSION A Closed Session is scheduled at 7:30 P.M., February 24, 2015, Chancellor's Conference Room, District Administrative Center, 333 East Eighth Street, Oakland, California. Topics to be discussed include: Conference with Labor Negotiator Largent, Peralta Federation of Teachers, Local 39, and SEIU 1021 (Government Code § 54957.6) Public Employee Appointment - Employment, Performance, Evaluation, Discipline, Dismissal, Release - All Employees (Government Code § 54957). Conference with Legal Counsel, Multiple Cases: (Government Code § 54956.9) . Conference with Legal Counsel (54956.9(a)), Senegal v. Laney, Alameda County Superior Court, Case No. RG147347754 . Conference with Legal Counsel (54956.9(a)), Williams v. PCCD, Alameda County Superior Court, Case No. HG-14730396. . Conference with Legal Counsel (54956.9(a)), In re Municipal Derivatives Antitrust Litigation, U.S. District Court, Southern District of New York, Case No. 1:08-cv-02516-VM-GWG. . Conference with Legal Counsel (54956.9(a)), Liao v. PCCD, Alameda County Superior Court Case No. RG14717733 . Conference with Legal Counsel (54956.9(a)), BAP Events LLC v. PCCD, Alameda County Superior Court, Case No. RG14-728878. . Conference with Legal Counsel (54956.9(a)), Adcock v. PCCD, Alameda County Superior Court, Case No. RG14733487. . Conference with Legal Counsel, Anticipated/Potential Litigation (54956.9(b)-(c)) (9 cases)

BOARD MATTERS

1. Consider Approval of the Chancellor Profile to Commence Search for the Next Chancellor. Presenter: Board President Brown

[Background Material](#)

Trustee Yuen felt people seemed to be distracted by the content of the survey itself and asked if there were different types of intelligence garnered in the forum? Dr. White said that only 20% found the survey difficult.

Trustee Handy said there were people who gave meaningful answers and some who “blew off” the survey. Those responses were shocking behaviorally to read them. Whether it works or not, it's the process.

Trustee Brown said there appears to be a discussion regarding qualitative work and structure of the questions and felt there was a certain awkwardness in the way the survey went out. John Romo from Community

College Search Services said the items that were on the survey were specifically taken from the aspen institute qualities. Community College Search Services will provide a link on the background of the aspen institute which is a complete research system. Institutions and boards are very interested qualities and characteristics effective leaders will possess and want to make sure candidates are in line with the effective qualities.

Trustee Bonilla thanked those involved in the chancellor search and asked Community College Search Services if they could speak on the focus groups.

Community College Search Services said if you look at information gathered, there was a lot of consistency. When you find that level of consistency, it is up to the board to agree to that. This is how the leadership management expectations were created. There were also a number of references in the survey wanting strong leadership.

Trustee Gonzalez Yuen wants someone who is long-term and doesn't want someone who thinks that it is a stepping stone for something else.

Student Trustee Oliver asked what did students say about what they wanted to see in the next chancellor? Community College Search Services invited students to both forums and students were also represented on both search committees.

Trustee Gulassa feels we should not assume that this will automatically dial in the perfect candidate and that we should be realistic and supportive and pushing forward as much as we can. He felt the questions are self predicting and that a plethora of wisdom and insults were given in the feedback.

Trustee Riley added that the average chancellor stays at an institution for four and a half years and you can't ask a person to commit to five years. The evidence tells us that it does not work.

Trustee Withrow added that if you want to ask someone for a seven year commitment they will want a seven year contract.

Trustee Handy hopes to find someone who really wants to stay and makes a commitment and feels we have to be the constant in an ever changing process.

Trustee Gulassa feels that everything depends on the relationship between the board and the chancellor. It really is up to us. We could find someone for five years but it depends on how they are treated by the board.

Trustee Gonzalez Yuen is not expecting a seven year contract but asking as we are looking for a chancellor that we don't hire someone with their intention of being here three years with the intention of moving on.

MOTION: Motion by Trustee Gulassa, second by Trustee Gonzalez Yuen to approve the Chancellor Profile to Commence Search for the Next Chancellor with the following amendments:

Trustee Withrow requested that a statement be added on the Chancellor working with 7 trustees, that the 2 student trustees be added to that statement.

Trustee Gonzalez Yuen requested that under the last bullet point under Leadership, Management Characteristics and Expectations that students should be added to the statement. Trustee Gonzalez Yuen would like to add "empowerment" to the 9th bullet point under opportunities, issues and challenges. Also, under the second bullet point under Leadership, Management

Characteristics and Expectations, Trustee Gonzalez Yuen asked that teaching be added to the statement.

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

NOES: None

ABSTAIN: None

ABSENT: and Trustee Withrow.

The motion passed.

2. Consider Appointments of Nominees from Constituency Groups to Constitute the Chancellor Selection Committee. Presenter: Board President Brown In accordance with Board Policy 2431, the Board of Trustees shall constitute a selection committee to review applications, interview candidates, and recommend candidates for final interviews by the Board. The selection committee shall consist of eleven (11) to fourteen (14) members: Two (2) administrators, four (4) faculty members, three (3) classified employees, one (1) to two (2) students and one (1) to three (3) community members. The selection committee shall represent various elements of the District's community, incorporating diversity and including representatives from all four colleges and the district office, bargaining units, senates, and student groups. All constituency groups have submitted nominations of representatives to serve on the Chancellor Selection Committee. Upon the appointment of the nominees by the Board of Trustees, the Chancellor Selection Committee will begin its work by attending an orientation meeting, which will be held between April 8 - 15, 2015.

Background Material

The Board was asked what qualities the Board finds desirable in a committee member?

Trustee Gulassa wants to make sure that those we appoint reflect the breath of our community and that the person has demonstrated an interest and activities directly relating to Peralta and would like to see continuity and someone who has demonstrated strong leadership.

Trustee Withrow wants someone who represents the community and not someone who necessarily has an educational background but is a community leader of some stature and has sense of what is good and not good for the community, what is feasible and not feasible.

Trustee Handy's interpretation is having a person directly related in community or social activeness and that has their ear to the ground on what was important to our community. It comes down to how you determine what a community member is. Everyone on the list is wonderful and she is trying to look at people that are engaged in services that impact Peralta Community College District or who continue to create partnerships.

Trustee Bonilla agrees that the list is extensive and impressive but has a tendency to look at the term "community" in a broader aspect, beyond our local community and thinking regionally and globally and thinks we have these candidates before us.

Trustee Brown is glad we are talking about what the community means. What is our understanding of community and how do we expect to get our objectives, mission, goals and feels community is grass roots and asked how broad is our vision and reach?

Trustee Gonzalez Yuen feels we should engage and get along and have productive discussions with various constituent groups and is hoping to avoid figures of controversy.

Student Trustee Oliver feels one or two should be directly a part of the district.

Trustee Withrow thinks it is impressive that ten people volunteered and that they are willing to commit their energy to the search process.

Trustee Gulassa feels we need to pay attention to gender and ethnicity.

General Counsel explained the selection process and asked the Trustees to select their top 3 choices.

The top three choices were identified as Mr. Sandre Swanson, Dr. Odell Johnson and Ms. Marie Gilmore.

There was discussion on choosing alternates for the community appointments. motion, withrow, 2-riley. Dr. Fran White commented that it was important that the three community representatives attend every meeting. If something happens during the process, an alternate will not help the process. If someone cannot attend, they will not be able to sit on the committee.

Trustee Withrow suggested having the process like a jury process where alternates attend every meeting but their input does not count.

MOTION: Motion by Trustee Handy, second by Trustee Riley to approve and accept the nomination of Mr. Sandre Swanson, Dr. Odell Johnson and Ms. Marie Gilmore as the appointed community members for the constituency group to constitute the Chancellor Selection Committee.

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

The motion passed.

MOTION: Motion by Trustee Withrow, second by Trustee Riley to approve the selection of alternates for the community representatives.

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

The motion failed.

MOTION: Motion by Trustee Riley, second by Trustee Withrow to approve 2. Consider Appointments of Nominees from Constituency Groups to Constitute the Chancellor Selection Committee.

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

The motion passed.

Trustee Gulassa suggested that when we offer these names to the public that we have pictures of each of the individuals so that they have strong visibility for all members of the committee.

Trustee Gonzalez Yuen asked that we send a nice letter to the nominees thanking them for their willingness to serve. Vice Chancellor Largent will send the letters on behalf of the Board of Trustees.

SPECIAL WORKSHOP AGENDA

[Power Point](#)

I. Welcome, Introductions and Objectives (Facilitator: Frieda K. Edgette, MSc, ACC)

I. Five Foundations for High Performing Teams

Takeaway is communication. Needs/expectation

- Communicate effectively, respectfully , productively (moving ball forward)
 - Trust
 - Willing to ask?
 - Willing to work as a team. When they perform, they perform with one specific objective.
 - Coordinated, mission-focused.
 - Patience – there's a lot of history on this board so newer trustees need more context when sharing and dialoguing certain issues and not moving too quickly.
 - Role recognition – that the bd understand the role that they have to play.
 - If we can work towards areas of agreement and avoid areas of conflict. (consensus building) and how to engage with conflict. What we need from Frieda
 - Practice tips/exercises
 - Tie it all in together, summarize
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- HOPE TO ACHIEVE
 - How to run efficient meetings. How can we make certain we remain focused on subject. (possibly future workshop topic)
 - How to acknowledge it.

Five foundations for high performing teams

- What gets in the way of purpose? Personal gain, doing it for yourself and not for others, making decisions for yourself and not for the goal.
- Getting off the mission of what we are here for. (under the table tactics)
- Students first, stay focused on why we are here.
- Perception (internal game)
- How to have a good, old fashioned debate and art of diplomacy and active negotiation.
- Lack of clarity to implement

- Post-it exercises
 1. What are your guiding principles?
 2. What are your expectations of yourself?
 3. What are your expectations of your colleagues?
 4. Roles and responsibilities
 5. Ideal communications between Chancellor and Trustees?
 6. Communications among trustees look like?
 7. What is the ideal communication with stakeholders look like?
 8. How do we deal ideally with disagreements?
 9. How can your colleagues support you?
 10. What would an effective team look like?
 11. What does Peralta look like full tilt at its best?
 12. Future topics?

II. Leadership Engagement Agreement * Shared Purpose * Guiding Principles * Communications * Roles and Responsibilities * Engaging with Resistance * Measurable Outcomes

Board feedback

-Pre-meeting check-in

-utilize timer when speaking.

- focus on vision

- are there any issues that give you heartburn?/concern?

-when sending out answers to questions, who raised the concern.

How to create same communication.

5 simple steps to share with everyone.

-who raised

-how answered?

Agenda posted, everyone reads it, president and vp checks in with everyone.

Feedback deadline: trustees have their questions to the board president no later than noon on Monday to give it to the Chancellor in writing from the President.

Follow-up provided to the Trustees.

This discussion will be continued.

III. Vision Mappings, Takeaways, and Next Steps

III. Takeaway from today

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