

**Tacoma Community College
Board of Trustees Special Meeting
December 5, 2014, 1:30 p.m.
Building 12 – Room 120**

MINUTES

Board Members

Liz Dunbar
Bob Ryan
Don Dennis
Gretchen Adams
Chad Wright

Administrators/Staff/Others

Tod Treat	Silvia Barajas
Cathie Bitz	Mary Chikwinya
Laura Saunders	Val Morgan-Krick
Rick Brady	Jaleel Brown
Judy Colarusso	Mary Fox
Jo Munroe	Jeff Calkins
John Sandin	Heather Cushman
Katie Gulliford	Rebecca Sliger
Mary DeWine	Leanne Foster
Beth Brooks	Catherine Forte
Brian Lanier	Barb Peterson
Ken Fox	Kim Ward
Dolores Haugen	Bill Ryberg
Chris Willett	

I. Call to Order

Chair **Dunbar** called the meeting to order at 1:32 p.m.

II. Executive Session

At 1:33 p.m. Chair **Dunbar** announced that the Board would adjourn into Executive Session until approximately 2:35 to review the qualifications of the three candidates for the position of TCC President. No action was expected to be taken as a result of the executive session.

At 2:30, the Chair adjourned the Executive Session, went into Open Session to advise that the Board, needed an additional 30 minutes for Executive Session, and adjourned back into Executive Session.

At 3:00 p.m. the Board reconvened the+ Open Session and announced that a lively discussion had taken place regarding qualifications of applicants for the TCC President position.

III. Approve: Travel

The Board discussed the need to travel to the institutions of candidates to gather further information.

Upon a motion by Board member **Wright**, it was unanimously agreed that up to two trustees would visit the campuses of candidates.

IV. Public Comments/Remarks

An instructor stated that she has concerns about the speed of the search process. She feels it is really pushing something that is very important to the campus. She does not believe that the three primary candidates are at the level the next TCC President should be. She is concerned about the rush and the quality of the candidates.

An instructor stated that he was concerned about the hiring process because “we have to get this right; we can’t have just okay candidates.” He felt the depth and quality of the candidates was lacking.

An instructor stated that she is worried about all three candidates. She is worried about Tacoma, which has a very diverse population, and feels that this campus should be a place representing the diversity of our community. She felt the candidates didn’t adequately address diversity in a way that wasn’t offensive and doesn’t believe they have what it takes to address it appropriately. She remarked that none of the candidates demonstrated a diversity of thought, or familiarity with cultural competencies.

She stated that it is not enough to bring someone in who is merely open to the journey, but that TCC needs a president that has dealt with and understands the issues.

An administrator agreed with the previous speaker's comments. She is disappointed with all three candidates' responses to questions concerning diversity, her biggest concern.

A department chairperson, instructor and member of the Presidential Search Committee stated that the Search Committee was a wonderful group of people to work with. However, the timeline was a frantic pace and no time was left for reflection, either individually or as a group, to pull good candidates from the applications.

An associate dean and member of the Presidential Search Committee echoed those comments. She felt the process was rushed and Search Committee members needed more time to (i) digest the information on applicants so that they could prepare better questions, (ii) and then think critically about the candidates and their responses.

An Instructor stated that she loves TCC and its students and has been working with a wonderfully diverse group of students. She doesn't think the candidates "got it" when it came to diversity.

An instructor agreed with everything that her colleagues said. She is proud to be here but believes, as a community college in a very diverse community, TCC has a responsibility to students and the community to have a president that can serve and honor a diverse student body. She stated that the candidates are unacceptable in this regard.

An administrator agreed with the statements about the lack of cultural competency shown by all of the candidates.

An administrator acknowledged that there was a short timeline for the applications process, but she has confidence that the Board of Trustees has the best interests of TCC in mind and believes that once they visit the institutions and evaluate what they learn, they will make a good decision. There will be an element of change regardless of who is selected as the new president.

Trustee **Wright** stated that he is from Tacoma, anticipates living in Tacoma in the future, and cares very deeply about Tacoma and its citizens. He said that the Trustees care a great deal about making the right presidential selection and take that responsibility very seriously. He stated that the Trustees appreciate the input of faculty and staff.

Trustee **Dennis** stated that he agrees with Trustee Wright. They all want the best for TCC, and the Board will work hard to make the right decision.

Upon a motion by Trustee **Wright**, the previous action item regarding travel was amended to clarify that the trustees will travel to the campuses of Dr. Bornstein and Dr. Ruhland. The Board unanimously agreed to this amendment.

V. **Adjournment**

There being no further business, the meeting adjourned at 3:17 p.m.

Liz Dunbar, Board Chair