Aims District Board Meeting

I. Call to Order
The meeting was called to order at 10:17 AM by President Walt Richter. Other board members present included Secretary Mike Geile, Treasurer Carol Ruckel, Trustee Ray Peterson and Trustee Larry Wood.

II. Pledge of Allegiance

III. Additions/Deletions to the Agenda

ON MOTION OF CAROL RUCKEL THE BOARD UNANIMOUSLY APPROVED ADDING CITIZENS’ COMMENTS TO THE AGENDA.

ON MOTION OF MIKE GEILE THE BOARD UNANIMOUSLY APPROVED THE AGENDA.

IV. Information Items and Citizens’ Comments
a. Board will discuss and define the process for identifying and hiring the next president of Aims Community College. Comments, suggestions, and questions included:

- Trustee Richter asked the audience what attributes that faculty and students want to see in a new president. He said this would not be in a dialog format but would be for the purpose of information gathering for the Trustees.

- Trustee Geile asked the audience what kind of president they would like to see follow Dr. Liddell and what things have made her successful here.

- Donna Norwood, Provost, said the ability to provide stability to the institution and make very thoughtful and inclusive decisions, evidence-based decisions, as well as have a respect for all constituents of the College are important attributes. The new president should build trust through consistent behavior with employees.

- Tag Chalk, Student President, said the new president should be approachable by students and be seen making rounds throughout the College.

- Geri Anderson, Special Assistant to the President - External Affairs, said we need a seasoned president/administrator who understands the political landscape of the State and can appropriately build trust among other CEOs and administrators. He/she should be approachable with an open door policy and should set the example for other senior administrators in the way that they treat each other.
• Damion Cordova, Chief of Strategic Planning and Organizational Development, said the new president should demonstrate leadership by “walking around,” someone who knows the difference between managing and leading and does not micromanage, someone who always gives their intent and then lets people figure out how to do it on their own.

• Dan Doherty, Program Director, said the new president should be able to recognize that there are external constituencies to the College including the county, city, and State.

• Trish Rand, FTLC Director, said that the College lies within a special taxing district and, as such, there is a unique political climate, as well as a unique political climate within the College. She said the new president should respect a strong faculty voice and be someone who is willing to work collaboratively with all. She said the employees at the College consider themselves to be employee/owners and feel they have a stake in this institution; that they do not just work here.

• Dan Erbert, Budget Director, said that from an accounting perspective, the new president, like Dr. Liddell, should have a strong grasp of the financial situation of the College and understand the budget and the entire fiscal climate, including the county mill levy.

• Jenna Oliver, Chief of College and Community Relations, said the new president needs to focus on the community, not just the College, and that the relationship the College has with the community is important internally, as well as externally. He/she should have respect within the community and be a service-oriented leader, committed to serving the public. He/she should be innovative and industry forward-thinking. She said the city and community are growing, and Aims should be able to meet those needs and adjust to them. The new president should have a strong business sense and a strong service sense.

• Cheryl Comstock, Director of Online Learning, said the new president should have the ability to look forward to the future of education and incorporate technology, as well as recognize the diversity of students at the College. He/she should also understand the changing landscape of employment outside of the College and be able to teach students how to work effectively in a technology-based era and succeed upon graduation.

• Michael Millsapps, Chief Facilities Management Officer, said the new president needs to have a strong strategic plan and capital master plan. He/she should be approachable and be supportive of projects that benefit everyone. He/she should react quickly, make the right decisions, and look to the future when making decisions. He/she should have strong leadership qualities and identify that micromanaging at this institution is not necessary because he/she trusts the recommendations of others.

• Trustee Geile asked Geri Anderson to expand her description of a strong leader as it relates to projects. Dr. Anderson responded that service, leadership and an
understanding that we serve a greater area, other than just Greeley. He/she would develop relationships and empower faculty, building a model that we can pilot in one location and then use again in others. He/she would have experience working with constituents internally and externally and possesses the ability to have vision and make connections at the executive level.

- Sonya PauKune, Professor of Art and Design, said the new president should have the ability to look at the cultural aspects of the College and support the arts. She said art classes have lower enrollment numbers than other classes, but the new president should still be supportive of the arts. These programs are not big money-makers but they are culture-makers.

- Bill Waggoner, Chief Information Officer, said a new president should understand how important it is to equip students with technology going forward in their careers.

- Trustee Geile said that new technologies are needed to keep this institution among the top-ranking in the area.

- Bill Waggoner said that the foundation comes from the president and administrators in the field who listen to what the community needs. It is important that the new president listen to the needs of faculty and students and enact these needs through the CIO. Trustee Geile asked Mr. Waggoner what specific qualities he was referring to. Mr. Waggoner responded that online learning is important and comprises a large percentage of FTE at the College. The new president should understand the importance in the quality of teaching online classes.

- Cheryl Comstock said that currently the College only offers one AA degree online. A new president should be able to determine the best ways to get more classes online and get students the education in the format that they want, including information that extends beyond what they can get inside a classroom. She said that we have students coming from the oil fields who want an education in oil and gas. A new president should be willing to start trying to implement those types of degrees and certificates so that those students can move up in their field. The new president should also extend opportunities to families that live further out and cannot access the campuses by expanding the ability of the College to offer more online courses.

- Maxine Obleski said that she sees two major issues: faculty development and continuing mentoring to reach potential; and assessment of whether students are learning or not.

- Donna Norwood said we need a new president who will “go to the fire without fear”

- Trustee Peterson said he would like to see continued input on what employees would like to see in a new president. He asked that something go out to the entire College and let everybody speak on the topic. The more ideas, the better.

- Trustee Ruckel said that this is the beginning of an open and thorough process. The
intent is to use a search firm to find a new president, and the Board will begin the process to choose one to get the best expertise available. Legal Counsel points out that this is the most important thing we do as a Board, and we take this responsibility very seriously.

- Trustee Geile said a search firm can conduct a national search. If anyone is looking to make employment changes as a result of Dr. Liddell’s retirement, give the Board of Trustees the opportunity to fill the position before making that decision. Be patient.

- Trustee Ruckel said that we do need to move quickly with thoughtful, deliberate speed.

- Sonya PauKune asked about faculty and community representation. Trustee Richter said Trustees will serve on the search committee and will engage other stakeholders. The first question to ask a search firm is about the ideal mix for a search committee. He suggests keeping the committee small enough so as not to become cumbersome.

- Trustee Geile asked how best to introduce the process to stakeholders. Trustee Peterson said the bottom line is to make sure there is a wide variety/scope of representation, such as holding open forums.

- Trustee Richter stated that he is delighted employees took the time to participate in today’s dialog, and the Board values this input. It helps the Board of Trustees know what employees believe a new president needs to understand.

  - The Board of Trustees discussed ways for stakeholders to submit comments and suggestions. Trustee Ruckel said that there is an Aims email address currently set up which is boardoftrustees@aims.edu. Alternatively, Damion Cordova suggested Presidentsearch@aims.edu. Ann Grotness, Chief of Staff, asked if those comments should be anonymous.

- Trustee Geile suggested the Board first pursue a search firm and, within a week, submit a progress report.

- Trustee Richter said the Board is going to look at national search firms that walk the Board through the various steps, including involving all stakeholders. The Board will request RFPs to examine what services the firm provides, costs, etc. Trustee Geile said the Board will need to create a budget to get this process underway and completed.

ON MOTION OF CAROL RUCKEL THE BOARD UNANIMOUSLY AGREED TO MOVE FORWARD WITH THE PRESIDENTIAL SEARCH AS SOON AS POSSIBLE.

- Trustee Wood said that Dr. Liddell has collected a wonderful team and has empowered them and created confidence.
• Trustee Richter noted that it is the responsibility of the Board of Trustees to identify the very best person to move the College forward.

• Maxine Obleski asked about timeline. Trustee Richter said that the announcement of the position opening will be in December or January in order for the new president to be onboard by July, 2015. The search firm will provide Aims with step-by-step guidance. Trustee Peterson said that the Board will be moving as quickly as possible.

V. Adjourn

ON MOTION OF RAY PETERSON THE BOARD UNANIMOUSLY APPROVED TO ADJOURN THE MEETING AT 11:08 AM.

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Mike Geile, Secretary     Date