

Minutes
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North Shore Community College
Board of Trustees
Special Meeting to vote on the Fifth President of North Shore Community College
Tuesday, April 6, 2021 5:00-7:00pm
Via Zoom

In Attendance

Andrea Gayle-Bennett; Anh Dao Tran-Moseman; Barbara Heinemann; Dr. Dharma Cortés ;Dr. J.D. LaRock; Elijah Alouidor; Joseph Riley; Maria Vega-Viera

Not in Attendance

Nicole Bluefort

Additional Attendees

Miranda Gualtieri; Madeline Wallis; Ken Tashjy; members of the public

Chair LaRock called the meeting to order at 5:02pm.

He welcomed the trustees, Ken Tashjy and members of the college community. He thanked Madeline Wallis and Miranda Gualtieri for the support they provided throughout the presidential search process. He also acknowledged Interim President Nate Bryant's stewardship in leading the college through a very challenging year.

Chair LaRock provided an overview of the structure of the meeting, which would consist of a summary of the presidential search process, a deliberation phase and vote to support one candidate.

The search process for the President of NSCC began in August 2020 when the search consultants at RH Perry conducted the pre-search study by meeting with constituent groups at the College in preparation for developing the presidential profile.

On September 22, 2020, the Board of Trustees appointed the Presidential Search Committee which consisted of the following members:

Name:	Group Represented:
J.D. LaRock	Trustee, Chair
Maria Vega Viera	Trustee
Andrea Gayle-Bennett	Trustee
Johnathan Keller	Department of Higher Education
Tiffany Magnolia	Faculty
Yelenna Rondon	Faculty
Kamara Kay	Faculty
Michele Cubelli Harris	Unit Professional
Sara Hilinski	Unit Professional
Cristy Sugarman	NUP
Allissa Flint-Kummel	Classified Staff
Claire Price	Community Member

Flavia Sanabia-Liranzo	NSCC Student
Madeline Wallis	Affirmative Action(non-voting)
Miranda Gualtieri	Secretary (non-voting)

The Presidential Search Profile was advertised nationally on November 4th, 2020, with an application close date of January 22, 2021. The search consultants at RH Perry recruited a national pool of diverse, qualified candidates interested in the presidency at NSCC, identifying roughly 60 well-qualified applicants for the presidential search committee to consider.

The members of the search committee reviewed each of these applications individually. Based on these ratings, 21 candidates were advanced for further consideration.

On February 22nd the search committee met at length to review the applications of these 21 candidates and designated 11 for semi-finalist interviews. On March 4th and March 5th the members of the Presidential Search Committee interviewed 11 semi-finalists for the position. By majority vote, the committee advanced 5 finalists to meet the college community and be considered by the Board of Trustees. The 5 finalists were:

Joel Frater, Ed.D.

Former Executive Dean
Monroe Community College, Downtown Campus, State University of New York

William Heineman, Ed.D.

Provost
Northern Essex Community College, Massachusetts

Gloria Lopez, Ed.D.

Vice President for Student Affairs
Westfield State University, Massachusetts

Matthew Reed, Ph.D.

Vice President for Learning
Brookdale Community College, New Jersey

Dione Somerville, Ed.D.

Executive Vice President
Hawkeye Community College, Iowa

The five candidates were scheduled for virtual campus visits the week of March 29th - April 2nd. Open Forums for faculty, staff, classified staff, managers and students were conducted as part of these visits. The college community provided feedback on the finalists to the members of the Board of Trustees.

During their campus visits, the candidates also interviewed with the Board of Trustees and representatives from the Massachusetts Board of Higher Education, including Commissioner Carlos Santiago and Secretary of Education James Peyser.

Chair LaRock added that the broad concept of DEI guided the search and that the trustees' primary lens was to consider the current landscape facing community colleges. Each candidate was asked to prepare a presentation on the following:

While North Shore Community College's business fundamentals are strong, the Board is concerned about the outlook for our college over the next decade, given enrollment declines the college has already experienced, further projected declines in the overall population of postsecondary learners in our region, and increased competition from other colleges for a shrinking number of learners.

We believe we have an excellent shot at avoiding the cutbacks, retrenchments, and closures being seen at colleges all over Massachusetts and New England—but only if we confront the reality around us and act accordingly.

We would like to understand how you, as President of our college, would lead NSCC so that our college does not just survive, but thrives. Please prepare an informal 20-30 minute talk that addresses this subject. (If you'd like, feel free to prepare slides or other materials to accompany your talk.)

We are interested in hearing:

- *Your best business case to address the dynamics mentioned above (including your assessment of opportunities and risks);*
- *Your best ideas to address financial imperatives through academic and programmatic innovation;*
- *Your most ambitious and achievable ideas to evolve our college appropriately for the future, in ways that are consistent with our overall mission.*

Feel free to draw on the data that has been provided to you as part of this search process, such as the college's financials, accreditation report, and other resources.

Chair LaRock reported that how each candidate addressed the scenario would be factored significantly in the decision on the vote for the fifth president of North Shore Community College, as well as their acknowledgement of the ongoing reckoning of DEI.

Chair LaRock then invited trustees to share their views on DEI. Comments included examples of unconscious and subtle biases, the assumption that white is the standard, persons of color have to work twice as hard, diversity is multifaceted, trustees have a responsibility to reflect the diversity of NSCC, the NSCC board is diverse, DEI work is ongoing, leaders of institutions have to demonstrate the important work of DEI, and that diversity goes beyond skin color and benefits the larger community holistically.

Trustees also reported being pleased that the finalist slate was diverse and this was kept in consideration as they reviewed the candidates. Trustees agreed to the importance of advancing the most qualified candidate.

Chair LaRock gave a brief summary of the feedback from the open forums, an informal MCCC poll and also the Board of Higher Education.

College Community Feedback:

Dr. Dione Somerville – very positive, great presentation style, warmth, experienced in student affairs, unfamiliar with Massachusetts

Dr. William Heineman – strong academic background, many achievements at NECC, excellent presentation style, not racially diverse, minor comments around charisma

Dr. Joel Frater – personal story, professional achievements, leader of urban campus, good demeanor and style, good academic standpoint, minor comments about presentation style, some lack of specificity

Dr. Gloria Lopez – great affect, charisma, enthusiastic, concern as to depth of experience and how would lead higher ed

Dr. Matthew Reed – good depth of knowledge of higher ed, experienced in academics and Massachusetts, some concerns about choice of words and characterizations of different groups

Feedback from the MCCC indicated that Dr. William Heineman received the most support, with roughly 40% of respondents identifying him as their first choice.

Chair LaRock reported that the Board of Higher Education shared their impressions of the candidates. They found 4 out of the 5 candidates to be positive, but made it clear that Dr. William Heineman is the candidate they found to be strongest.

Deliberation began with trustees being called upon in alphabetical order.

Elijah Alouidor reported that his top candidates were Dr. Dione Somerville and Dr. William Heineman. Trustee Alouidor commented that Dr. Somerville was a strategic planner and a visionary. His concern was that she may not have answered the questions as directly as she could have. Trustee Alouidor commented that Dr. Heineman had done his research on NSCC, was looking to promote more student success, gave great answers and was straight to the point.

Dharma Cortes reported that her top candidate was Dr. William Heineman. She commented on Dr. Heineman's knowledge of higher education, many leadership positions, keen understanding of both local and national climate, impressive vision that aligns with NSCC, commitment to life beyond college, concrete views, and views diversity and inclusion as a fundamental at community colleges.

Andrea Gayle-Bennett reported that her top candidates were Dr. Matthew Reed, Dr. Dione Somerville and Dr. Joel Frater. Trustee Gayle-Bennett commented that Dr. Reed was highly qualified, exceeds the requirements of the job, is well spoken, has experience in Massachusetts, had a thorough business case, demonstrated strategic thinking and ideas, sees sustainability and equity for NSCC and is committed to DEI.

Trustee Gayle-Bennett commented that Dr. Somerville is highly qualified, student centered, a visionary, a collaborative leader, had a good business case, is data informed and that coming from a different geographic region could be positive.

Trustee Gayle-Bennett commented that Dr. Frater communicates well, is student focused, is a situational leader, is focused on the end goal but open to many perspectives, has experience on urban campuses and that his own experience mirrors a lot of the NSCC student body.

Barbara Heinemann reported that in her decision on top candidates, she reviewed references both recorded and written and also referenced the Aspen tool that gives a helpful framework of qualities to keep in mind. Trustee Heinemann reported that her top candidates were Dr. Dione Somerville and Dr. William Heineman.

Trustee Heinemann commented that Dr. Somerville has significant experience that includes community colleges and universities, broad experience in student affairs, DEI experience, experience in fundraising, experience in student outcomes, strong presentation skills, connects education and career, inclusive leadership style, takes ownership, has high self-accountability and had a strong presentation.

Trustee Heinemann commented that Dr. Heineman is results oriented, professional, has held multiple roles in academic affairs, has union experience, has a reference from the Union, has proven experience in a highly collaborative way, is holistic, student focused, is committed to excellent student life outcomes, is focused on multiple audiences, data driven, did homework on NSCC, has a practical approach, and proven success at NECC.

Joe Riley reported that his top candidates were Dr. Matthew Reed, Dr. Dione Somerville and Dr. William Heineman. Trustee Riley commented that the candidate has to be the right person for the time and circumstances and that NSCC needs healing and a leader.

Trustee Riley commented that he was impressed by Dr. Reed's innovative ideas.

Trustee Riley commented that Dr. Somerville was an impressive and diverse candidate with strong fundraising experience.

Trustee Riley commented that Dr. Heineman has unquestionable experience, has come up through the faculty ranks, is familiar with the Board of Higher Education and its impact on community colleges, is

humble and credible, is not diverse but ultimately should be the next president of NSCC as he will be a stabilizing and steady force.

Anhdao Tran-Moseman reported that her top candidates were Dr. Joel Frater and Dr. William Heineman. Trustee Tran-Moseman commented that Dr. Frater is very knowledgeable, had a lot of good examples of his experience with urban campuses, his business case could have been stronger and there may be challenges in communicating.

Trustee Tran-Moseman commented that Dr. Heineman is very experienced, well rounded, has a lot of skills to bring NSCC to the next level, is calm, is concise and effective and is a good listener.

Maria Vega-Viera reported that her top candidates were Dr. Dione Somerville and Dr. William Heineman. Trustee Vega-Viera commented that Dr. Somerville could offer a nurturing demeanor while moving NSCC forward.

Trustee Vega-Viera commented that Dr. Heineman is in the same community and has long standing partnerships, is calm and open, but not diverse.

Chair LaRock reported that his top candidate was Dr. William Heineman.

Chair LaRock commented that Dr. Heineman had singularly the best business case that articulated a clear goal to reverse the decline in enrollment with specifics as to how. He also commented that Dr. Heineman has been leading an institution similar to NSCC and that what has been achieved at NECC could be applied at NSCC.

Chair LaRock asked for a motion to end deliberation and proceed to a vote.

Moved by Anhdao Tran-Moseman

Seconded by Joe Riley

The motion to end deliberation and proceed to a vote was passed by unanimous roll call vote.

Chair LaRock asked for a motion to proceed to a vote. Maria Vega-Viera made a motion to advance the candidacy of Dr. William Heineman.

The motion to advance the candidacy of Dr. William Heineman was passed by unanimous roll call vote.

Chair LaRock asked for a motion that the Board of Trustees unanimously recommend to the Board of Higher Education the appointment of Dr. William Heineman as the next President of North Shore Community College and that the Board of Trustees authorize its Chairperson to negotiate with Commissioner Carlos Santiago over the specific terms and conditions of his appointment as President.

Moved by Andrea Gayle-Bennett

Seconded by Barbara Heinemann

Passed by unanimous roll call vote

Chair LaRock asked for a motion to adjourn.

Moved by Maria Vega-Viera

Seconded by Dharma Cortes

Passed

The meeting was adjourned at 6:30pm.

