I. CALL TO ORDER

The meeting was called to order at 4:30 p.m. by Mr. Arthur the Board President. Those present were:

- Mr. Bob Arthur
- Mr. Bob Epple
- Ms. Carmen Avalos
- Dr. Bob Hughlett
- Dr. Tina Cho
- Mr. Tom Jackson
- Dr. Ted Edmiston
- Jason Macias, Student Trustee

Others present were the President of the College, Vice President of Business Services, Vice President of Academic Affairs, Vice President of Student Services, Faculty Senate President and CSEA President.

II. PLEDGE OF ALLEGIANCE

The flag salute was led by Mr. Macias.

III. INSTITUTIONAL PRESENTATIONS

A. Academic Leadership Outcomes (ALO) Survey and Results

Prior to the presentation, Dr. Vela stated that she will objectively listen to the comments made and added that she is open to constructive criticism. She urged that there be no personal attacks or personal references allowed. Mr. Arthur stated the Board recognizes the importance of public input and added that there should be a professional and respectful decorum at all times. He indicated that members of the public and Board have a first amendment right to speak freely about matters related to college business.

Dr. Bryan Reece gave a presentation on the Academic Leadership Outcomes (ALO) survey and results, as well as the votes of no confidence related to Dr. Vela’s leadership. He stated that the results have yielded a clear understanding of a crisis in leadership and Faculty Senate has provided a clear set of recommendations to remedy the problem. He indicated that from the development to final results, the Faculty Senate solicited advice from experts and invited the college community in the process. He stated that the survey addressed a comprehensive range of academic leadership qualities which can be used on a regular basis to identify areas that need improvement and deserve positive recognition. Dr. Reece then provided an overview of the ALO survey results and open-ended comments. Prior to the survey, he explained that several additional divisions voted no confidence in Dr. Vela. After the survey, several divisions voted no confidence as well as constituent groups. He shared the Faculty Senate resolution which recommends that the Board seriously consider removal of Dr. Vela from office and organize an interim presidential search.

IV. PUBLIC PRESENTATIONS

A. Ms. Mata expressed concerns about what dismissing another President says about how the college selects and hires its administrators. She stated that releasing Dr. Vela will take a tremendous amount of time, energy and resources away from the daily operations of the college. She stated that open office hours are a start to achieve open communication with the President but there needs to be other ways to address concerns.
Roger Ernest

Mr. Ernest agreed with the Accreditation Team’s verbal statement which said that the college, under the President, should establish clear and effective means of communication and provide for collaboration in the decision-making process. He discussed the planning of the Liberal Arts building and expressed frustration that changes were made without significant discussion by the Campus Transformation Committee (CTC).

Steven Portigal

Mr. Portigal stated that he has never seen morale so low as it is under this administration. He indicated that the job of the administration is to create an environment where faculty can do their best work in the classroom and added that he feels the exact opposite has occurred during Dr. Vela’s tenure. He feels that shared governance is non-existent on campus and suggested that the Board find someone that the faculty knows and respects to serve as an interim President immediately. He suggested Dr. Morgan Lynn.

Nina Motruk

Ms. Motruk expressed concerns about administration in regard to the Health and Science building, which was originally a high priority of the GO Bond process and is now further down the list. She stated that a recent program review validation report states the need for improved physical resources in the Cosmetology area and she explained many problems in the building. She stated that trying to get information from administration or the CTC was appalling. She also stated that the administration had indicated that the Dean of Technology would only oversee two divisions for a short time, but years have passed with no changes and it has done a disservice to both divisions.

Victor Obasohan

Mr. Obasohan stated that there is a lack of shared governance on campus, particularly in the hiring process. He stated that in contrast to Board-approved hiring practices, Dr. Vela has asked that a dean be part of the final interview process. He indicated that Cynthia Convey has stated that Dr. Vela prefers 5-8 individuals as candidates for the final interview, also in violation of the document. He indicated that Dr. Vela came to the Senate on March 25 and stated that she had concerns about the hiring process and had some great points. They asked for her to come back with some proposals but she has never come back.

Dean Mellas

Mr. Mellas stated that the College Coordinating Committee works with the administration for several hours each week. He indicated that the Science and Math Division narrowly approved the vote of no confidence after the ALO results were published. He stated that for many it was a vote of solidarity and for others it was an indictment of the campus atmosphere that could lead to such discontent. He acknowledged Dr. Vela’s foresight in ensuring that critical wiring be properly installed in the new Science building. He also stated that Dr. Vela oversaw the reorganization of the CTC to ensure equal representation. He stated that Dr. Vela made efforts to alleviate concerns surrounding AP 3720 titled “Computer and Network Use” by reaching for a consensus between administration and faculty. He stated that he hopes the Board can demonstrate its leadership by finding a resolution that considers the best interests of constituents.

James Lee

Mr. Lee stated that although the recommendation to fund the installation of a clock tower on campus was voted down by ASCC, he found minutes from a Campus Transformation Committee meeting where Dr. Vela
reported that the clock tower/emergency audio project is moving forward and that a recommendation will be made to use Avalon funds. He stated that Avalon funds are restricted for student success and that the clock tower is a waste of money. He stated that there is a lack of communication between administrators and students.

Terry Price

Mr. Price stated that it has been frustrating trying to find out where repairs to the Metals Building are on the list of priorities. He stated that he and his dean have had a difficult time trying to receive responses to their questions.

Mark Fronke

Mr. Fronke expressed his concerns regarding the Facilities Master Plan, the delay in the hiring process for the Dean of the Business Division and the lack of hiring full-time faculty to promote Accounting programs on campus.

Jenine Nolan

Ms. Nolan represented ACCME and distributed a memo dated March 4 to the Board of Trustees. Ms. Nolan read the memo to the Board which explained the management group’s vote of no confidence.

Tom Chavez

Mr. Chavez, retired employee, expressed concerns regarding the shared governance process on campus and the classification and compensation study. He also explained CSEA’s vote of no confidence. He shared survey results regarding the classification and compensation study and stated that overall many employees expressed that the consultant did not satisfactorily conduct the study. He said that he feels the entire process has been manipulated.

Traci Ukita

Ms. Ukita addressed the topic of communication between Faculty Senate and Dr. Vela regarding the vote of no confidence. She said that despite Dr. Vela’s comments, numerous communications were sent specific to the vote of no confidence and/or the ALO survey process.

Debbie Jensen

Ms. Jensen indicated that she had previously addressed the Board at a Board meeting. She summarized the issues of concern to HPEA staff, including the removal of the soccer field from the master plan, vague communication processes and the loss of instructional space. (They want to keep the old soccer field as well as the new soccer field.)

Suzanne Crawford

Ms. Crawford stated that while her personal interactions with Dr. Vela have been positive, she conveyed that the CCFF is still the ostracized “new kid on the block” in the shared governance process. She stated that she hopes that recognition of the issues will facilitate changes needed for a smoother future. She concluded by stating that CCFF should be fairly treated and that they would like to be included in the governance process.

Nick Kremer

Mr. Kremer indicated that many changes have taken place since the current President was hired. He said that decisions are no longer made on the front line, resources are centralized, and skepticism rather than trust are prevalent. He stated that this is not an atmosphere where innovation and entrepreneurship can continue to thrive. He suggested that innovative activities continue on campus only because of the determination of individuals and departments. He urged the Board to consider trying to recapture the entrepreneurship, innovation, and creativity of the recent past that has made Cerritos an admired and
Ben Pendleton

Mr. Pendleton stated that his decision to volunteer for the PeopleSoft project has been very stressful and as a result he has developed health conditions. He explained that he thought he might be recognized during the class and comp study yet he does not agree with the revised job description or compensation. He filed an appeal to his revised job description and also requested out-of-class compensation during the upgrade to PeopleSoft 9.0. He stated that his request was denied because he was a data entry clerk whose duties fell within the current job description.

Randy Peebles

Dr. Peebles stated that he was concerned with Dr. Vela's management of campus transformation and the Facilities Master Plan. He indicated that CTC committee members have not been allowed to have any copies of presentations by the architect, President or Jo Ann Higdon. In regard to a revised Master Plan, Dr. Peebles indicated that the CTC committee was just the last bump in the road for Dr. Vela to fast-track her plan to the Board for approval. He indicated that management's indecisiveness in not filling the Business Instructional Dean position is now going on three years and has had a negative impact on these two divisions. He concluded by asking that the Board consider the action tonight recommended by the Faculty Senate to restore Cerritos College to a reputation of academic excellence.

Connie Mayfield

Dr. Mayfield stated that the President has characterized the major changes in 2006 to the master plan as shared governance decisions and added that she disagrees with that assertion. She explained that she met with Dr. Vela, Bill Farmer, Jo Ann Higdon, and Robert Riffle, assisted by a team from tBP Architects for two days to develop a conceptual plan for the new Burnight Center in order to complete the Final Project Proposal to be submitted to the state for a July 1, 2006 deadline. She added that the agenda was expanded because she became involved in the complete redrawing of the campus master plan. She indicated that she felt she had been included rather than others who would have had more forceful opinions since she was a new employee. She indicated that the proposal was presented to the Campus Transformation Committee as an informational item with no opportunity to allow meaningful input. She stated that her comments support the findings of the ALO.

Robert Chester

Mr. Chester said that people tonight have spoken about the road that we are on. He felt that the college began on this road with the absence of simple human common decency in the way they were treated. He stated that some problems with the current administration began with a lack of trust and inability to inspire or motivate people. He stated that Dr. Vela has stated that part of the problem is that people can't deal with change. He emphasized that negative changes have included those regarding hiring practices, governance practices and a willingness to participate in campus business.

Fred Neghabat

Mr. Neghabat stated that regardless of the outcome of this issue, mechanisms should be established for benchmarks that must be met as well as evaluation procedures. He suggested the use of a feature in PeopleSoft to monitor and evaluate employee performance.
V. COMMENTS BY DR. NOELIA VELA

Dr. Vela stated that she will continue to give thoughtful consideration to the feedback shared at tonight’s meeting and various meetings on campus. She stated that she looks forward to the continued opportunity to work together to mitigate the issues and work together to realize opportunities. She stated that she continues to keep the best interests of students and the college as her top priority.

Dr. Reece discussed Dr. Vela’s comments to the results of the ALO survey and responded to her comments. He requested that if the Board believes the college community, they need to act on the recommendation that Dr. Vela be removed from office immediately. If the Board does not believe the college community, it is a sad day at Cerritos College. He stated that at a minimum, they request she be placed on administrative leave.

VI. CLOSED SESSION

The Board adjourned to closed session at 7:51 p.m.

VII. RECONVENE

The Board reconvened at 8:27 p.m.

VIII. ADJOURNMENT

The Board adjourned the meeting at 8:27 p.m.

IX. NEXT MEETING

The next regular meeting of the Board of Trustees is scheduled for Wednesday, April 16, 2008 at 6:00 p.m.

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Bob Arthur, President

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Dr. Bob Hughlett, Secretary