

MINUTES

COCHISE COUNTY COMMUNITY COLLEGE DISTRICT GOVERNING BOARD SPECIAL TELEPHONIC MEETING

Tuesday, July 10, 2012
Sierra Vista Campus
6:00 p.m.

1. GENERAL FUNCTIONS

1.01 Call to Order

The meeting was called to order by Mrs. Guy at 6:01 p.m.

Board Members Present:

Mrs. Jane Strain
Dr. John Eaton

Board Members Attending via Teleconference:

Mrs. Jan Guy
Mr. David DiPeso
Mr. Donald Hudgins

2. NEW BUSINESS

2.01 Consent Agenda

Dr. Rottweiler requested the removal of Consent Agenda Item 2.01.3 from the Consent Agenda for further discussion. Mrs. Guy approved the request.

Mrs. Strain moved and Mr. DiPeso seconded a motion to approve the Consent Agenda, with the exception of Consent Agenda Item 2.01.3, which was pulled for further discussion. There was no further discussion by the Board. The Board unanimously approved the remaining items. MOTION CARRIED.

The following items were approved:

- 2.01.1 * Administrative Support; Appointment (*Hannah Jones, Science Lab Coordinator, Sierra Vista*)
- 2.01.2 * Administrative Support; Appointment (*Mary King Power, Academic Advisor, Military Programs, Fort Huachuca*)
- 2.01.3 * **Administrative Support; Appointment (*Lynn Smith, Assistant Rodeo Coach, District-wide*) – removed from Consent Agenda**
- 2.01.4 * Faculty; Appointment (*James King, Instructor, Nursing, District-wide*)
- 2.01.5 * Faculty; Appointment (*Shaun McGuire, Biology Instructor, District-wide*)
- 2.01.6 * Faculty; Appointment (*Christopher Ubung, Instructor, Physics, District-wide*)
- 2.01.7 * Administrative Support; Resignation (*Daniel Montoya, MOS Credentialing Coordinator, Fort Huachuca*)
- 2.01.8 * Collaboration Agreement and Student Exchange Program with the Instituto Tecnológico de Agua Prieta

2.01.3 Administrative Support; Appointment (Lynn Smith, Assistant Rodeo Coach, District-wide)

Dr. Rottweiler stated he requested that this item be pulled from the consent agenda as he wanted to make the Board aware of this appointment as it relates to District Board policy. The Board recently hired a rodeo coach, and as part of departmental restructuring, the position of assistant rodeo coach was advertised, consistent with Cochise College Human Resources practice. Two applicants applied for the position – one applicant had vast rodeo experience, and the other applicant had horsemanship experience - but no direct rodeo coaching experience. The recommendation was made to hire Lynn Smith as the assistant rodeo coach. Lynn Smith is the spouse of the current, recently hired head coach, Rick Smith, which has some contradiction with Board Policy 606, Nepotism. The policy states, in part, that ... “a qualified candidate who is related to a present employee shall be considered for employment”. The policy goes on to say that ... “however, no applicant will be hired for a position directly supervised by an individual related to the third degree of affinity or blood relationship”. Dr. Rottweiler recommended the Board approve this hire, with the caveat that this position will now answer/report to the athletic director, instead of the head rodeo coach. This change will put the appointment in compliance with Board policy. Dr. Rottweiler added that Mrs. Smith was the most qualified applicant, and places the college in a position where the rodeo program will be best served by having these individuals, with their vast knowledge and expertise, serving both the men’s and women’s rodeo teams.

Mrs. Strain stated that, by Board policy, there is clearly no nepotism involved in this instance, as a reporting system has been put in place. Dr. Rottweiler assured the Board that both the head coach and assistant coach will answer to the athletic director, rather than the assistant coach answering to the head coach. Also, consistent with policy, there will be no administrative or supervisory involvement on the part of the head coach. Mrs. Strain added that, historically, Cochise College, as well as many of the institutions in Cochise County, have hired numerous married couples, mothers and fathers, children, brothers and sisters, etc. However, the issue here is the reporting chain, which has already been resolved. Dr. Rottweiler stated that the name of the person to which the assistant rodeo coach reports to will be changed on the job description in order to be consistent with policy.

Dr. Eaton commented that, from historical experience, it is not comfortable hiring two people from the same family – whenever you have a problem with one, you have a problem with two. Mr. Hudgins added that this is a double-edged sword – you could end up with problems or you could end up having the best team in the world. Mrs. Guy commented that when there is an issue or a problem, someone gets moved, and that is usually the ‘lowest ranking person’; this position carries that potential. She added that she was not sure how many instances there are at the college where more than one family member works for the college, but to her knowledge, this has not been an issue in the past. Dr. Rottweiler stated there are a number of employees who are related, working in various positions across the district, and this one is probably the closest. However, the adjustment has been made, consistent with the Board policy. He reiterated that, clearly, the most qualified person for the position of assistant rodeo coach was recommended to the Board for hiring. Upon Mrs. Guy’s request for salary information, Dr. Rottweiler stated that this is a 9-month position with a salary of \$25,000.

Mrs. Strain commented that her observation is, like any other hire in this rural border county where it is hard enough to get people to take some of these positions, we chose the best candidate in the field we were handed. She views this as a natural course of

business, and the fact that these two people happen to be a married couple will probably be more their problem than the college's.

Mrs. Guy stated that the issue is obviously to find the best candidate for the position and to run the program. She added that the 'woods' are not full of rodeo experts – the rodeo is much different than riding a horse on the range - it is a specialized field. She added that this is an athletic program the college offers, and we need to provide the students with the absolute best coaching effort that we can possibly give them. The bottom line is that this is not set in stone. If something goes wrong, it goes wrong, and any issue(s) will be addressed at that time.

Mr. DiPeso stated he agreed with Mrs. Guy in that the college needed to hire the most qualified person, as this is a very specialized field.

Dr. Eaton moved and Mr. DiPeso seconded a motion to approve the appointment of Lynn Smith, Assistant Rodeo Coach, District-wide. There was no further discussion by the Board. The Board unanimously approved. MOTION CARRIED.

- Mrs. Guy then requested a brief clarification on Consent Agenda Item 2.01.8, regarding problems Agua Prieta/Sonora students may encounter in obtaining clearance to cross the border. Dr. Rottweiler stated this agreement allows for much smoother access to attend Cochise College; however, the student will still be required to go through the student visa process. In addition, by this reciprocity agreement, those students will also be eligible for in-state tuition. He added that students from Cochise County will also be eligible for the equivalent in Sonora, Mexico.

2.02 Airport Grant to Replace Runway Lighting

Mr. DiPeso moved and Dr. Eaton seconded a motion to adopt a resolution approving the \$315,000 grant from ADOT, matched by \$35,000 from the college, for the replacement of runway lighting on the Douglas Campus Airport runway, and authorize the Vice President for Administration to execute all related design and construction agreements necessary to complete this project. There was no further discussion by the Board. The Board unanimously approved. MOTION CARRIED.

The resolution required the signature of the Board Chair. However, as Mrs. Guy was not personally in attendance, she granted permission to Mrs. Strain, as Board Secretary, to sign the document.

3. ADJOURNMENT

Mrs. Guy adjourned the Special Telephonic Meeting at 6:19 p.m.

Respectfully Submitted:

Ms. Loretta Mountjoy, Executive Administrative Assistant, Office of the President

Mrs. Jane Strain, Secretary to the Governing Board