

GOGEBIC COMMUNITY COLLEGE  
Ironwood, Michigan

A Special Meeting of the Board of Trustees of Community College District of Gogebic County was held on Tuesday, October 5, 2021, at 3:00 pm in the Upper Level of the Lindquist Student and Conference Center, on the Ironwood campus.

*Call to Order, Roll Call*

Chairman Lupino called the meeting to order at 3:00 pm and opened with the Pledge of Allegiance.  
Those present: Mrs. Beals, Mr. Brown, Mr. Burchell, Mr. Kolesar, Mr. Lupino, Mr. Malloy  
Absent: Mr. Fitting  
Also present: Dr. George McNulty, Vice President of Academic Services David Darrow, Ashley Paquette, Roberta Anders, Charity Smith, Serena Mershon-Lohkamp

*Public Comment on Agenda*

Ms. Serena Mershon-Lohkamp read a letter to the board commenting on Agenda Item 3.0 as a follow-up to letter regarding more expansive restructuring options and urging a pause of the executive search. Chairman Lupino thanked Ms. Mershon-Lohkamp.

Chairman Lupino asked for clarification on one item in Ms. Mershon-Lohkamp's letter regarding a higher degree needed for the vice president positions. Dr. McNulty and Mr. Kolesar provided further explanations regarding standard expectations.

Mrs. Beals inquired if we could change the duties of these positions. Dr. McNulty explained that research has been conducted on higher education job boards to construct position descriptions and a survey had previously been sent out to all staff and community members for feedback. Mrs. Beals mentioned that she would like to see the search firm review the job positions and duties. Dr. McNulty shared that the roles of these high-level positions are complex and significant and that we could work with the search firm to review the job descriptions.

Mr. Kolesar asked for confirmation from Ms. Marshon-Lohkamp if she thought the Vice President of Student Services & Athletics is too big of a position. Serena answered yes. Mr. Kolesar explained that when he looks at the position of Vice President of Student Services and Athletics, this person should be very interested in athletes and in making sure they are successful academically. This is a big part of what the position would be.

Chairman Lupino inquired when and if we select a search firm, do we have a certain amount of flexibility regarding the structures of the job descriptions. Dr. McNulty said yes and reiterated that position roles/responsibilities have been constructed and that we could work with the search firm to review them.

*New Business – Consent  
Agenda Items – Request for  
Proposals from Executive  
Search Firms for VP of  
Student Services & Athletics,  
and VP of Business Services*

Dr. McNulty stated that Administration had consolidated and summarized the five proposals from the September 28, 2021 regular board meeting for board review and selection of an external search firm. The Administration recommended the selection of ACCT.

Mr. Burchell inquired regarding the timeframe and process for the search firm to hire for the positions. Ms. Paquette stated that the timeline is provided by the search firm and the firm has a targeted approach and maintains a large database of professional people that are looking to advance into these positions.

Mr. Burchell inquired regarding interim measures. Dr. McNulty confirmed we have interim measures in place and this document was previously provided to the board.

Mr. Burchell was interested in creating a committee to evaluate the structure and make recommendations to the board and president during the search period time. Chairman Lupino stated this would be separate from the motion and there may not be compatibility. Ms. Paquette was concerned this would limit the number of applicants. Mr. Burchell agreed.

Moved by Mr. Brown, supported by Mr. Malloy, to approve the proposal from ACCT to search for the positions of Vice President of Student Services & Athletics, and Vice President of Business Services. Roll Call Vote: Beals – Yes; Brown – Yes; Burchell – Yes; Fitting – Absent; Kolesar – Yes; Lupino – Yes; Malloy – Yes. *Motion carried* – 6 Yes, 0 No, 1 Absent.

*New Business – Personnel  
Items – Non-Affiliated Staff  
Appointment – Director of  
Financial Aid*

Mr. Darrow stated that the search committee interviewed Ms. Candace Henry-Schroder, and after a successful interview process is recommending her for the position of Director of Financial Aid with a start date of October 20, 2021. Ms. Henry-Schroder holds a bachelor's degree from Baker College of Cadillac and a master's degree from Ashford University. She has worked in financial aid with Kirkland Community College, Ferris State University, and Mid-Michigan Community College.

Motion made by Mr. Kolesar, supported by Mr. Malloy, and carried, to approve the hiring of Ms. Candace Henry-Schroder as Director of Financial Aid, as presented.

*Public Comment on Topics  
Relating to GCC*

None

*Adjournment*

Moved by Mr. Brown, supported by Mr. Malloy, and carried, that the meeting be adjourned. The meeting was adjourned at 3:51 pm.

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*John J. Lupino, Chairman*

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*Susan Beals, Secretary*

*Next GCC Board of Trustees  
Regular Meeting*

Tuesday, October 26, 2021  
6:30 pm – Upper Level of the Lindquist Student and Conference Center