APPROVED MINUTES

COCHISE COUNTY COMMUNITY COLLEGE DISTRICT GOVERNING BOARD RETREAT

Friday, October 30, 2026
Sierra Vista Campus
HR Building 301 - Board Room
9:00 a.m.

1. GENERAL FUNCTIONS

1.01 Call to Order

Mr. DiPeso called the meeting to order at 9:00 a.m.

Board Members Present:
Mr. David DiPeso
Mr. Mark Farr
Mr. Steve Leeder
Ms. Stephanie Money

Board Members Absent:
Mr. Don Hudgins

2. EXECUTIVE SESSION – Real Property Discussions

2.1 Mr. Leeder moved, and Mr. Farr seconded a motion to move into Executive Session for discussion of Real Property. There was no further discussion by the board. The Board approved, with Mr. David DiPeso, Mr. Mark Farr, Mr. Steve Leeder, and Ms. Stephanie Money all voting aye. **MOTION CARRIED.**

Mr. DiPeso recessed the retreat/work session at 9:00 a.m., and the board moved into Executive Session at 9:00 a.m.

Mr. DiPeso adjourned the Executive Session at 9:19 a.m. and reconvened the retreat/work session at 9:19 a.m.

NO BOARD ACTION WAS TAKEN DURING THE EXECUTIVE SESSION.

3. WORK SESSION

3.1 Introduction

3.1.1 Activity

The Board participated in a team-building exercise and icebreaker activity.

3.2 Board Stewardship

Dr. Perey provided the board with a copy of an Arizona Association of Community College Trustees (ACCT) document that overviews best practices for boards. Dr. Perey highlighted that the document reflects what the Cochise College board is already doing.

3.2.1 Self-assessment Form Review

Dr. Perey provided a copy of the assessment form and read through the document. Dr. Perey confirmed understanding of the process. There were no requests to edit the form.

3.2.2 Code of Conduct Policy Review

Dr. Perey provided a copy of and reviewed Board Policy 204 – Board Code of Conduct. Dr. Perey advised that he does not believe the policy needs to be revised. The next review of the policy is in 2028.

A brief conversation occurred between board members and Dr. Perey around the positive nature of the board being focused on students and board communications.

3.3 Board and President Strategic Alignment

3.3.1 Mid-year Check with the President

Dr. Perey requested a candid conversation about what is working well and what needs to be addressed regarding the role of the president in supporting the board. The board was provided with some prompts

- Does the board feel Dr. Perey is keeping the board and community focused on mission, vision, and values?
    - Board expressed satisfaction with the President's leadership and alignment with college goals.
- Is there a sense that the college is making progress on previously discussed areas (Workforce Development and Student Success)?
    - Themes Identified:
        - Importance of being data-informed
            - Dr. Perey provided information on the Colleges data collection and how updates would be shared with the Board
            - Importance of external -partnerships with K-12
    - The Board discussed receiving a Cochise College fact sheet and Dr. Perey confirmed that one could be provided
- From your perspective, do you feel Cochise College is doing a good job of keeping you informed and educated regarding our financial planning and stewardship?
    - Themes Identified:
        - Cost of new brick and mortar buildings
            - Hands-on classes
        - Online general education classes
        - Technology impacts on workforce
        - Aging Douglas Campus
        - Resource allocation and maintaining good educational environments
    - A Board member shared an example from another rural community college, and their use of community listen sessions. Dr. Perey responded by highlighting existing advisory boards and encouraged Board members to communicate their community evolvement interests and availability.
- Do you feel that we are representing the college effectively in the community and with the external partners?
    - Board expressed satisfaction and only hearing positive

responses in the community

- Dr. Perey asked the board if there were places, they would like him to place more emphasis externally?
    - Themes Identified:
        - Ongoing partnerships with Fort Huachuca, including the importance of maintaining relationships
            - Existing relationships with Fort Huachuca are positive
            - Outreach and recruitment opportunities for homeschooled students which included potential outreach strategies.
            - Dr. Sheena Brown noted that homeschooled students currently participate in Cochise College courses.
- Are there any other specific priorities you'd like myself or the team to focus on in the next few months?
    - Themes identified
        - Early Childhood Education Opportunities
        - Participations in SNAP E&T program
        - Long-term sustainability of grant-funded programs
        - Workforce development opportunities related to cross-border commerce
        - International student recruitment, and educational partnerships with Mexico
        - Regional economic development in Cochise County, including population trends, business and industry growth
        - Community concerns regarding utility resources
        - College's role in supporting workforce needs

3.3.2 President's Evaluation Process Overview

Dr. Perey reviewed the presidential evaluation process, noting that evaluation forms will be distributed to the Board in January in preparation for the February evaluation during executive session. The Board discussed a consultant's recommendation to move the evaluation to June but expressed support for maintaining the February timeline due to its alignment with the College's budget development and academic year planning.

Recess: at 10:40 A.M. reconvened at 10:49 A.M.

3.4 Strategic Planning Activity

Dr. Sheena Brown presented an overview of the College's strategic planning process including the Strategic Planning Advisory Group, who will review the information gathered and consider feedback, including Governing Board input. Additionally, Dr. Brown reviewed student demographics and external trends affecting Cochise County.

The Board discussed Workforce Pell eligibility and program requirements, including potential eligibility of different programs. Discussion included existing college program, future programs, student eligibility requirements, and student's lifetime Pell eligibility.

Dr. Brown asked the Board to share perspectives on four questions to help inform the College's strategic planning process. The discussion included the following questions:

- What is the greatest challenge Cochise college must address over the next three to five years?
    - Themes Identified:
        - Artificial Intelligence (AI)
            - Student effective use of AI
            - FIPSE grant to support faculty AI learning
            - Tutoring
            - Adaptive assessment
            - False information
            - Cyber security concerns
            - AI Courses
        - Changing Technology
        - Hands on Instruction in Career and Technical education
        - Declining Student enrollment
        - Need for the College to remain flexible and adapt to changes in technology, society, and workforce needs.

- What opportunities have the greatest potential to strengthen the College and better serve students and communities?
    - Student Themes Identified:
        - Expanding student access and services
        - Strengthening workforce development
        - Barriers to student participation
            - Childcare
            - Work schedules
            - Class and format availability and offerings
        - Expanding access to College programs
        - Expanding and refining workforce development
        - Identifying additional data regarding the approximately 30% of working-age adults with some college experience that are not returning to complete
        - Credit for prior learning and experience
        - Continue to develop online courses and programs to increase student access and remain competitive
    - Employee Themes Identified:
        - Employee satisfaction and support
            - Involves more than just compensation
            - Feel like they belong/ community
            - Feel like work is appreciated
            - Assess employee burn-out particularly during periods of rapid change
        - Change management
        - AI adoption
            - Support employees as they adapt to AI, including instructional methods

- Considering your responses, what one or two priorities should guide the next strategic plan and why?
    - Themes Identified:
        - Expanding access
            - Continue developing short-term certifications
            - Expanding pathways for Highschool students
            - Workforce certifications to meet community needs
        - AI integration

- Institutional flexibility
- Workforce Development
- Student Success
- AI implications for careers and programmatic priorities

- Is there anything else you're hearing from the community that you think should be added to the planning process?
  - Themes Identified:
    - Opportunities to strengthen the College's connection with the community
    - Provide services to populations less likely to use College programs
    - Non-credit technology assistance for adults and potential to provide technology support to retirees
    - Changing community technology needs
    - Increased interest in AI and smartphone use
    - Breaking computer courses into smaller units through micro credentials
    - College services data available to Cochise County
      - Community survey feedback was generally positive
  - Transient population at Fort Huachuca
  - Opportunities to strengthen public relations, make existing services more visible

3.5 Future Board Professional Development / Retreats

Dr. Perey led a discussion regarding possible Board professional development opportunities and retreats

Suggestions included:

- Bringing together governing boards from nearby community colleges to discuss local issues, plans, and best practices
- Online professional development opportunities
- Utilize ACCT for Board professional development, board certification, and badges
- Advanced notice of college events and information for board participation

NO BOARD ACTION WAS TAKEN DURING THIS WORK SESSION.

4. ADJOURNMENT

Mr. DiPeso adjourned the meeting at 12:21 p.m.

Respectfully Submitted:

Kia Mullins, Executive Assistant, Office of the President

Ms. Stephanie Money, Secretary of the Governing Board