

THE OFFICIAL MINUTES

The Big Bend Community College Board of Trustees held a Study Session December 10, 2019, at 9:00 a.m. in the ATEC Hardin Community room in Building 1800 on the Big Bend Community College campus.

Present: Anna Franz
Jon Lane
Stephen McFadden
Juanita Richards
Thomas Stredwick

1. Review the Board Self-Evaluation Process

Board Chair Stephen McFadden started the discussion of the board self-evaluation process. President Terry Leas suggested the trustees consider how their policy-level efforts benefit student success and how to measure those benefits.

VP Humpherys stated the new accreditation standards discuss board accountability and are less prescriptive than the former standards. The standards stipulate that the trustee should govern the college effectively, and the language regarding the board's self-evaluation has been removed. Self-evaluation is an important element of effective governing. Trustee Anna Franz stated the board acts to endorse the plan while the president, staff and faculty operationalize the plan. The metric is defined in Policy Governance GP-3.2.A, B, C, D (ends, executive limitations, governance process, and board-staff linkage).

Trustee Thomas Stredwick noted the outcome of the board evaluation should inform the board goals for the following year, and the goals need to align with board policies.

Trustee Stephen McFadden and Trustee Anna Franz discussed that red flags for the college are described in the executive limitations of policy governance. The evaluation process is subjective and may flex but should be consistent. The president's evaluation and contract renewal needs to occur before the deadline. Trustee Jon Lane asked how the trustees could positively affect the climate crisis. Trustee Stredwick suggested the president's and board members' job descriptions should be more specific.

President Leas stated the trustees have strategic roles requiring outcomes, and the activities identifying the priorities for the college are very helpful to employees. The president looks at the board's goals to align them with the college's strategic plan, and they flow through Cabinet, Shared Governance Council and employees.

Board Chair McFadden discussed tying the board goals to ends. The board motions, board meeting agenda items, and activities are connected to ends.

Trustee Franz stated the board's role is approving the strategic plan, and the employees operationalize the strategic plan. The board's role is also setting the ends and board policies, "are we effectively setting the ends and policies, and how do we measure that effort?" The trustees develop the ends, which are long-range goals for policy governance, and the board goals are annual objectives for the trustees to meet. The president uses the Board's ends to develop strategic plans. Trustee Anna Franz outlined the process on the white board.

President Leas observed that the new president may use the new accreditation cycle to launch a new strategic plan. The core themes are dropped from the new accreditation standards.

The trustees discussed the board goals and ends statements and observed that there will be lots of transitions with a new president, new accreditation standards, and the new campus climate action plan. Board Chair McFadden stated that the board goals identified during the November 14, 2019 board meeting could be revised. The trustees discussed the new board goals should identify only efforts above their regular responsibilities. The board also discussed moving the board chair election date to later in the year following the retreat to allow time for the board chair to evaluate the year, defining the board members' job description more specifically, and developing an activity matrix for potential trustees.

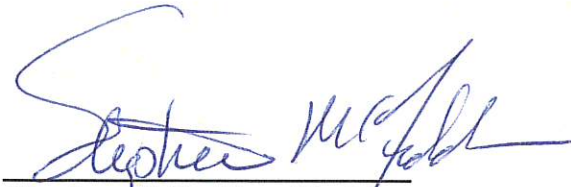
During the next board meeting, the trustees will consider reducing the number of board goals to three—and they may consider reviewing trustee job descriptions. The board members expressed interest in Carver Policy Governance training.

President Leas shared that there is confusion about trustees' interactions with staff and students. The trustees are not restricted from communication with campus staff and students as long as they observe the "green line." If trustees have or encounter employees and students with concerns, they should share those concerns with the board chair, and the chair will discuss concerns with the president. President Leas also asked if the trustees were considering changing the timing of their meetings to make them more accessible to working adults. Board Chair McFadden also encouraged the trustees to pursue professional development opportunities with Leadership Consultant Linda Seppa-Salisbury. There will be more discussion and possible action on these topics during the board meeting in January.

VP President Kim Garza reported that she will share a video with the trustees regarding bias in hiring processes, and she requested the trustees sign and return confidentiality agreements regarding candidates for president. The Presidential Search Advisory Committee will reduce the candidate pool to five finalists and recommend names to the board during their meeting in January.

President Leas encouraged the trustees to engage with the candidates and noted that most presidential candidates will not accept an offer without unanimous trustee agreement.

The meeting adjourned at 11:27 a.m.



Stephen McFadden, Chair

ATTEST:



Terrence Leas, Secretary

