

Mt. Hood Community College District Board of Education

Retreat 2018

Saturday, August 25, 2018

Zenger Farms

11741 SE Foster Road

Portland OR

August 25 Board Retreat Attendees

Board members: Chair Diane McKeel, Vice Chair Jim Zordich, Annette Mattson, Tamie Arnold, Kenney Polson

Staff: President Lisa Skari
Chief of Staff Craig Kolins
Faculty Association President Cheryl Johnson
Executive Assistant to the President Pam Benjamin

Welcome: Chair Diane McKeel called the meeting to order at 12:15 p.m.

Overview of the Day: Board members reviewed the agenda as presented and deferred the only action item to their September 5 meeting. The Saturday session focused on the Strategic Plan and areas of improvement, the presidential evaluation tool, and Board assignments and meetings.

Icebreaker: "Fact or Fiction." Dr. Skari asked each attendee to state three "facts" about themselves – two true and one false. The group was to determine which statement was false.

Strategic Planning

Status Update: Dr. Skari noted the Strategic Plan includes 25 indicators and emphasized the importance of narrowing the focus and developing 3-5 high-level aspirational goals. Using the college's core themes, Learner Success, Community Pride, and Partner Innovation, the group discussed the factors affecting performance and activities and shared their ideas and thoughts about how to become leaders in higher education with goal refinement.

Goal Refinement: the Board participated in the following exercises to determine goal refinement by naming their top three ideas for: 1) building community relationships, 2) Increasing student success, and 3) strengthening partnerships with k-12, universities, employers and businesses, and community-based organizations. Using the PEST model, board members shared their ideas in four key areas: Political, Economical, Social, and Technological. Dr. Skari said the exercises were previously done with the Instructional Administrators and President's Cabinet.

Exercises

PEST

Dreams

Priorities

Case Study

Presidential Evaluation: Tamie and Annette (and Michael Calcagno) along with John Hamblin and Human Resources staff members met regularly to develop an improved presidential

evaluation tool. After reviewing presidential evaluation processes from other colleges, they concluded evaluation processes vary widely and are inconsistent. Tamie noted that more data is needed to use as a baseline in the evaluation process. Challenges also included finding measurables, using consistency, eliminating too many details, and general processing difficulties. Performance results are to include strategic goals based at 40%, leadership and stakeholders, 35%, and a 360 evaluation, 25%. It was noted that balance is crucial in the performance measurements as budget implications can greatly affect the 360-degree portion of the process. Kenney commented that a presidential evaluation tool should allow the President to be creative and to be the best she can be. Chair Diane thanked Tamie and Annette for their work. Discussions will continue.

Board Assignments

ACCT – Kenney, Tamie & Diane
OCCA – Annette, Tamie & Diane
OSBA – Annette
DTA – Jim & Kenney
OSS – Jim & Teena
Foundation – Jim
Audit Committee – Jim & Diane
Head Start Liaison -- Teena

Board Assignments: The Board requested more time for reviewing documents and information prior to their meetings. They asked for at least a week or more and expressed a preference for information in hard copies.

Board Meetings: The board will continue to meet twice a month; with a work/strategy session on the first Wednesday, and a regular Board meeting on the third Wednesday of each month. All agreed that a consistent start time is important to avoid confusion and favored 6:30 p.m. as the best time to meet. Twice-a-month meeting exceptions included conflicts with special events or a lack of agenda items.

The August 25 meeting adjourned at 4:00 p.m.

Board meeting notes by Pam Benjamin