

Delta College  
Board of Trustees  
Special Meeting – Evaluation and Compensation Committee  
May 1, 2017  
President’s Conference Room B-181  
4:00 p.m.

**Board Members Present:** M. Benecke, R. Emrich, M. Nash

**Others Present:** D. Baskind, T. Brown, J. Goodnow, A. Ursuy

**Press Present:** J. Hall (WSGW)

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Evaluation and Compensation Committee Chair, M. Nash, called the meeting to order at 4:05 p.m.

M. Nash called for the approval of the agenda. R. Emrich made a motion to approve the agenda with support from M. Benecke. The motion passed unanimously.

M. Nash called for public comment. Hearing none, the meeting proceeded.

M. Nash started the discussion by handing out a proposed timeline, a copy of the evaluation from last year and a copy of the President’s original contract with extensions. J. Goodnow shared benchmarking information from other community colleges across the nation for President’s base salaries. It was noted that J. Goodnow is one of the senior president’s among those in the League.

M. Nash noted one change to the timeline in which a 360<sup>o</sup> review had been completed the last two years and would not be done again until 2018. J. Goodnow noted that at a recent conference she attended with Diane Middleton, it was recommended that 360<sup>o</sup> reviews only be done every other year and also at a different time than the evaluation.

The committee reviewed the timeline for the evaluation process. The entire process needs to be completed by July 1. It was recommended that the evaluation be done on a different day than the regular meeting to allow enough time. J. Goodnow did indicate as in past years that she would be requesting in writing to have her evaluation conducted in a closed session as permissible under the Open Meeting Act. The committee set the time line as follow:

- May 9 – President’s goals are updated with year-end accomplishments information
- May 12 – May 26: Evaluation is open to Trustee’s for their completion
  
- June 8/9 – Special Meeting of the Board to conduct President’s Evaluation (based on Board member’s availability)
- June 13 – Regular Board Meeting – take action on President’s Compensation

Approved by the Board of Trustees during the June 2017 Regular Meeting.

R. Emrich made a motion to approve the timeline with support from M. Benecke. The motion passed unanimously.

J. Goodnow said, based on a suggestion from Board members, that now might be the time to include an option for a sabbatical in her contract. This may also help in attracting a new president in the future to Delta. The sabbatical would only be granted based on a specific time frame and successful completion of goals being met by the Board and President. J. Goodnow indicated that the average tenure of community colleges president is about 4 years. The sabbatical would be split up over time in order to allow administration and operation of the college to be handled appropriately.

R. Emrich noted that this is a great idea and that it should be written into the contract with a specific dollar amount. He also noted that the sabbatical is a time to recharge and reenergize as a preventative measure, not a vacation. J. Goodnow indicated that her proposal would be to take 15 weeks over the next 3 years during the summer (5 weeks each year).

J. Goodnow said that as in the past she would like the percentage of salary increase to stay in line with what faculty and staff receive if the Board feels she has met or exceeded her goals. She also mentioned how she appreciates the support by the Board in the area of deferred compensation. A new area that she would like the Board to look into would be in the area of executive exams. These tend to be a 2 day visit to places like Mayo Clinic where a series of tests are performed to access health.

The committee recommended that language be drafted by legal counsel with blanks, outlining J. Goodnow's plan for her sabbatical and budget. M. Nash asked that A. Ursuy contact legal counsel to ask for draft language on the sabbatical and also look into information on the executive exams. J. Goodnow noted that D. Lutz and the finance staff were looking into tax information on employer's contributions to 403b and 457.

The committee agreed to meet again to review recommendations on compensation on Wednesday, May 31, at 4 pm.

M. Nash called for trustee comments, hearing none the meeting was adjourned at 4:55 p.m.

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Talisa Brown, Assistant Board Secretary

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Andrea Ursuy, Board Secretary