

SHORELINE COMMUNITY COLLEGE
DISTRICT NUMBER SEVEN
BOARD OF TRUSTEES
SPECIAL MEETING OF AUGUST 9, 2012

M I N U T E S:

The Special Meeting of the Board of Trustees of Shoreline Community College District Number Seven was called to order by Chair Phil Barrett at 8:30 AM in Room North 301 at Shoreline City Hall, located at 17500 Midvale Avenue North, Shoreline, Washington 98133-4905.

MEMBERS PRESENT:

Mr. Phil Barrett, Ms. Shoubee Liaw, Mr. Roger Olstad and Ms. Gidget Terpstra were present.

Also present: President Lee Lambert, Vice Presidents Daryl Campbell, James Jansen and Stephen Smith, Special Assistants Jim Hills, Brandon Rogers and Holly Woodmansee, Executive Associate McKinzie Strait, Executive Director Diana Sampson, and Executive Assistant and Secretary to the Board Lori Yonemitsu.

DISCUSSION: BOARD MONITORING REPORTS

Dean Norma Goldstein provided an overview of the following documents entitled:

- *Accreditation Findings-Areas for Improvement*
- *Using assessment results to make determination of quality effectiveness and mission fulfillment*
- *Fall 2012 Comprehensive Self-Evaluation Report to the Northwest Commission on Colleges and Universities*

In relation to Chapter 3 [Institutional Planning] in the *Fall 2012 Comprehensive Self-Evaluation Report*, Dean Goldstein noted that the Northwest Commission on Colleges and Universities (NWCCU) is “mainly interested in the strategic planning and core themes of the institution and want to make sure that things are integrated.” Dean Goldstein also directed the Trustees’ attention to Chapters 4 [Core Theme Planning (Standard 3.B), Assessment (4.A) & Improvement (Standard 4.B)] and 5 [Mission Fulfillment, Adaptation and Sustainability]. She stated, “Chapter 4 is our evidence and where we look at the data and Chapter 5 is the analysis of how well the College fulfills its mission.”

Having served on a number of Accreditation Teams, Trustee Olstad stated that Chapters 4 and 5 will be the chapters that the evaluators are most interested in as that is “where the evidence lies.”

President Lambert asked, “What would the Board like the College to provide insofar as Board Monitoring Reports (BMRs) in 2012 - 2013? What do you want us to monitor and/or put a spotlight on?”

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Input from the Trustees included:

- Needing to have a better sense of what the evidence is in a “culture of evidence.”
- Determining “what we define as success.” “It would be helpful to know what constitutes failures and successes and how these are measured.”
- Whether the objectives tied to the College’s Core Themes were the “right ones.”
- Wanting data that will tell the Board how the College is doing.

Trustees Barrett, Olstad and Terpstra agreed with Trustee Liaw’s suggestion that the 2012 – 2013 Board Monitoring Reports relate to the areas with an indicator rating “under 3” in the Core Theme Objectives for Mission Fulfillment contained in the *Using assessment results to make determination of quality effectiveness and mission fulfillment* document.

In addition, several Trustees recommended that “the Administration and Faculty come to us with what is appropriate” with areas with a rating of 3 (=Approaching Success) or 4 (=Significant Success), “sharing with the Board what has been done and is being done to obtain this level of success.”

FUTURE TRENDS

President Lambert provided an overview of a slide presentation entitled *Future Trends & Scenario Planning*. He spoke of *Black Swan Events* and shared the Purpose and Process related to the Future Trends Presentation:

- Purpose: To develop four scenarios that anticipate the future of Higher Education over the course of the next fifteen years.
- Process:
 1. Review and discuss future trends.
 2. Establish overarching goal(s) based on trends
 3. Identify two key dimensions.
 4. Establish four possible futures.

The Future Trends included:

- Geopolitical, Economic, Financial
- Technological Advances
- Demographic Changes
- Food & Water
- Natural Disasters
- Climate Change
- Health
- War, Terrorism, Social Unrest
- Education

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Based on the trends and implications for the College, some of the topics of discussion amongst the Trustees and members of the President's Senior Executive Team (PSET) included:

- Raising students' Global Competency
- Training students to be employed in international companies
- Current and future international markets
- Identifying what the College is able to provide that is so unique and in demand
- Population increase in the Northwest due to the severe weather patterns in other parts of the country
- The aging population and retraining of skilled workers ↔ trainings related to Elder Care
- A commitment to working with underserved populations
- Sustaining innovation versus disruptive innovation

DISCUSSION: PRESIDENTIAL EMPLOYMENT STATUS

Assistant Attorney General (A.A.G.) Alan Smith joined the meeting to facilitate a discussion related to "Presidential Employment Status."

Trustee Liaw shared the Board's concern that President Lambert will be recruited from Shoreline Community College and asked A.A.G. Smith and Vice President (V.P.) for Human Resources and Legal Affairs Stephen Smith about what other colleges have done to retain its Presidents as well as the average costs of Presidential Searches.

V.P. Smith, in researching the costs incurred by peer colleges, stated that Presidential Searches can range from \$25,000.00 to \$75,000.00.

A.A.G. Smith shared the variety of ways in which a number of colleges in the State created *Retention Incentives* for its Presidents. In addition he spoke of the constraints (legal and otherwise) of different incentive options (increasing vacation leave relative to other Executive Officers, for example), that the Board could consider.

A.A.G. Smith also conveyed that oftentimes, there is a "backlash" from the campus community, local businesses and legislatively when a President receives *Retention Incentives*.

President Lambert expressed his appreciation to the Board and stated that he did not want to jeopardize the trust that has developed on campus over time and recommended that the Trustees not "put something in front of him." He added that he would prefer that the Trustees consider, in the future, a Chief Operating Officer (C.O.O.) position to be filled by way of internal promotion.

ADJOURNMENT:

Chair Barrett adjourned the meeting 4:09 PM.

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Signed _____
Phil Barrett, Chair

Attest: _____, 2012

Lori Y. Yonemitsu, Secretary