

Delta College
Board of Trustees Special Meeting – Evaluation and Compensation Committee
Delta College Board Room B-151
Tuesday, May 3, 2022
12:00 pm

Board Committee Members Present	M. Benecke, R. Emrich, M. Nash
Other Board Members Present	None
Others Present	T. Brown, S. DuFresne, M. Gavin, L. Govitz, A. Ursuy
Press Present	None
Call to Order	Committee Chair, M. Benecke called the meeting to order at 12:09 pm.
Approval of Agenda	<p>Committee Chair, M. Benecke, made a motion to approve the agenda. R. Emrich seconded the motion.</p> <p>Motion passed unanimously.</p>
Public Comment	Committee Chair, M. Benecke called for public comment.
Discussion of President’s Evaluation Process	<p>Committee Chair, M. Benecke said that the purpose of this meeting was to discuss the timeline and process to be used for Dr. Gavin’s first evaluation.</p> <p>A draft timeline was distributed. It included a 360° review to be completed every other year. M. Benecke said that the information gathered from this is more beneficial to the president for his leadership than to the Board in regards to the evaluation of his goals. M. Gavin said that he saw the 360° as a continuous improvement tool and that it wouldn’t be tied to his evaluation. M. Gavin would like the 360° to come from him. He would continue to share the results with the Board. The 360° will be removed from the evaluation timeline.</p> <p>The timeline discussed today will be shared with the full Board at next week’s regular meeting. It includes a full week for the Trustees to complete the evaluation tool for M. Gavin. The special meeting to conduct M. Gavin’s evaluation will take place the week of June 6th. The Evaluation and Compensation Committee will meet again after that to determine compensation.</p> <p>The layout of the evaluation tool will begin with M. Gavin’s self-reflection; then each one of his goals with updates and a place for the Trustees to provide feedback on them; and finally, the assessment instrument created by George Boggs.</p> <p>M. Gavin noted that he would have his goals for the AY 2022-2023 ready to present at the June 14, Regular Board meeting. This will be added to the evaluation timeline.</p>

Trustee Comments M. Nash thanked M. Benecke for her work and for leading the meeting.

Chair Comments None

Adjournment There being no further business, Committee Chair, M. Benecke adjourned the meeting at 12:55 pm.

Talisa Brown, Assistant Board Secretary