

**Delta College**  
**Board of Trustees Special Meeting – Evaluation and Compensation Committee**  
**Delta College Board Room B-151**  
**Thursday, December 16, 2021**  
**2:00 pm**

<b>Board Committee Members Present</b>	M. Benecke, R. Emrich, M. Nash
<b>Other Board Members Present</b>	None
<b>Others Present</b>	T. Brown, P. Clark, S. Clauss, S. DuFresne, M. Gavin, C. Grether, K. Schuler, A. Ursuy
<b>Press Present</b>	None
<b>Call to Order</b>	Committee Chair, M. Benecke called the meeting to order at 2:09 pm.
<b>Approval of Agenda</b>	<p>Committee Chair, M. Benecke, called for the approval of the agenda. M. Nash made a motion to approve the agenda. R. Emrich seconded the motion.</p> <p>Motion passed unanimously.</p>
<b>Public Comment</b>	Committee Chair, M. Benecke called for public comment.
<b>Discussion of President’s Draft Goals</b>	<p>Committee Chair, M. Benecke said that the purpose of this meeting was to discuss Dr. Gavin’s first set of goals as President of Delta College. M. Benecke then asked M. Gavin to review his draft goals.</p> <p>M. Gavin noted that during Learning Days an agenda was set out for the next couple of years under the strategic plan which was approved by the Board. He has referred to this as the “Delta of Tomorrow.” The main goal is increasing student completion with equitable outcomes. There are two other prongs including using what we have learned during the pandemic in order to leverage our accessibility to education for students and enhancing the culture for our employees so they can bring their authentic selves and be able to better serve students. All of the goals are focused on student success.</p> <p>The Delta of Tomorrow was first presented to the Diversity, Equity and Inclusion Committee of the Board and then to the full Board. His goals are from that document in order to keep one main foci. Therefore the College’s goals and the President’s goals fully align.</p> <p>The committee members offered feedback and suggested some minor changes including the addition of COVID planning. There was also a discussion on how these goals would align with the President’s evaluation which is normally done in June. M. Gavin said that there would be major progress and/or completion of these goals by that time. He also noted that his goals are short term in support of long term goals of the “Delta of Tomorrow.”</p>

M. Nash made a motion to move the President's goals forward to the full Board in January. R. Emrich seconded the motion. The motion passed unanimously.

**Trustee  
Comments**

R. Emrich apologized for taking a phone call during the meeting.

M. Nash apologized for arriving late and wanted to make sure that the President's goals are brought forward by M. Gavin at the January Board Meeting.

M. Benecke thanked M. Gavin for jumping in and his insight. She also noted that every employee will be working towards the same goal.

**Adjournment**

There being no further business, Committee Chair, M. Benecke adjourned the meeting at 2:32 pm.

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Talisa Brown, Assistant Board Secretary