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**MASSACHUSETTS BAY COMMUNITY COLLEGE  
PRESIDENTIAL EVALUATION MEETING**

**JULY 10, 2020**

**9:00-10:00am**

**by Webex and Facebook Livestream on [www.massbay](http://www.massbay)**

**MINUTES**

**Call to Order and Establishment of Quorum and Introductions**

Committee Chair Lish called meeting to order and declared that a quorum was present. She acknowledged Trustee Schmalensee, Vice President Jackson, Staff Assistant Fox and Executive Director Britton for their work on the survey.

**Minutes of the June 12, 2020, Meeting**

**MOTION:** Trustee Lassiter moved to approve the minutes of the June 12, 2020, meeting, and Chair Peisch seconded the meeting.

The motion passed via the following roll call vote: Trustee Lassiter – YES, Trustee Lish – YES, Chair Peisch – YES, Trustee Schmalensee - YES

**2020 Presidential Evaluation Survey Results**

Trustee Schmalensee reviewed the Executive Summary of the survey results, including Best Practices, for all four categories: Leadership, Continued Viability and Strength, Student Success and Equity and Inclusion for All. She then reviewed data compared to last year. The ratings for most categories were high, with Student Success the lowest, which is typical. Ratings by Direct Reports and External Constituencies were higher than Department Chairs (Faculty) and Students, which is also typical. Many (2/10) students indicated they were “not sure” how to rate the President. It was also noted that many students only filled out the first question, so this will need to be re- formatted next year. The lowest number of responses was from students, which is typical. All of the external constituencies and Trustees participated.

Trustee Schmalensee then reviewed specific comments for each category. Certain ones will be referenced when the evaluation is submitted. Respondents indicated they were more aware of the circumstances regarding the Framingham campus this year. It was noted this is likely due to the weekly

Faculty/Staff Town Halls. President Podell also received a high rating from the Massachusetts Association of Community Colleges, and was described by one external constituency as a “Senior leader who is brought to State House”. Interim Director Dill will identify the best example of a “story” in each category. One example is all that MassBay has accomplished related to Food Insecurity. Associate Director Cooper delivers excellent media coverage of MassBay.

There was one negative comment about the handling of the George Floyd incident, that President Podell did not take the lead quickly enough, when actually a great deal did happen quickly behind the scenes. This can be an opportunity to communicate better/differently, in order to make students more aware of the impact he has that internal constituencies are not aware of. President Podell’s letter to the community posted on the web site will be included in the evaluation

All committee members are impressed with everything that MassBay has accomplished during such a challenging time.

### **President Podell’s 2019/2020 Self-Evaluation**

Committee Chair stated that President Podell’s self-evaluation was excellent. Data on Student Success for the DHE dashboard is also needed from Vice President Jackson to complete the evaluation submitted.

### **Recommendation for President Podell’s Increase**

Committee Chair Lish reiterated that President Podell does not want an increase, given budget cuts and layoffs and the FY21 budget not containing a salary increase. After much discussion, the Committee members decided it does want to acknowledge and recognize all of the President’s accomplishments, and will recommend the maximum possible increase for the vote at Tuesday’s Full Board meeting.

**MOTION:** Committee Chair Lish moved to recommend to Commissioner Santiago/the Board of Higher Education that President Podell receives the maximum increase for 2020, and Chair Peisch seconded the motion.

The motion passed via the following roll call vote: Trustee Lassiter – YES, Trustee Lish – YES, Chair Peisch – YES, Trustee Schmalensee – YES.

Executive Director will email Committee Chair Lish last year’s Presidential Evaluation, as well as the final survey results and President Podell’s self-evaluation to the Trustees for the vote at Tuesday’s meeting.

### **Adjournment**

**MOTION:** Chair Peisch moved to adjourn the meeting, and Trustee Schmalensee seconded the motion.

The motion passed via the following roll call vote: Trustee Lassiter – YES, Trustee Lish – YES, Chair Peisch – YES, Trustee Schmalensee – YES

  
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Sandy Lish, Committee Chair      9/9/2020  
Date