



**MASSACHUSETTS BAY COMMUNITY COLLEGE
PRESIDENTIAL EVALUATION MEETING
FEBRUARY 27, 2023
11:00 am by Webex and Facebook livestream
MINUTES**

Board Members Present: Sandy Lish, Rod Sanz, Diane Schmalensee

Staff Present: Karen Britton, Executive Director, Office of the President; Julie Rowlings, Staff Associate, Office of the President; Jeremy Solomon, Vice President for Advancement, Marketing, and Communications

Committee Chair Lish called the meeting to order and established that a quorum was present.

OVERVIEW OF 2023 PRESIDENTIAL EVALUATION PROCESS AND SURVEY

Chair Schmalensee reviewed the FY23 Presidential Evaluations Memorandum from Commissioner Ortega, including Statewide Priorities, Procedures for Annual Reviews, and New Salary Adjustment Guidelines. This year, in addition to the annual evaluation, Board of Trustees looking for salary increases for their Presidents must submit a comprehensive five-year performance evaluation with data and qualitative and quantitative feedback.


*In terms of data analysis, the committee will look at other Community College Presidents' salaries, which are public record. The Office of the President will forward this data to the committee.

*Discussion ensued regarding the collection of both qualitative and quantitative feedback, using the questions provided by the DHE. Both interviews and surveys of the Trustees and President Podell's direct reports were considered. In order to streamline the process, keep same people involved, and receive the largest number of responses, the decision was made to send a survey for both the annual and five-year evaluation together, with the five-year questions at the end. The survey will be distributed in April.

*One new measurement item for this year's evaluation is Leadership Development, which all agreed is an important issue for leaders. A question will be added to the annual survey about this, Committee Chair Lish also will ask President Podell to include it in his self-evaluation.

The Office of the President will send Chair Schmalensee the text version of surveys and include the 2023 Presidential Evaluation on the March 14 Full Board meeting agenda.

The meeting adjourned at 11:46 am.

 5/31/23

Sandy Lish, Trustee
and Committee Chair Date