



Massachusetts College of Liberal Arts
BOARD OF TRUSTEES EVALUATION COMMITTEE
Minutes of the Meeting of June 21, 2022
Audio/Video Conference

Members in Attendance

Mohan Boodram, Chair
Brenda Burdick, Vice Chair
JD Chesloff
Karen Kowalczyk
Robert Reilly

Others in Attendance

Lisa Lescarbeau, Clerk

All attendees participated virtually.

Upon establishing a quorum of the Presidential Evaluation Committee Members present, Committee Chair Burdick called the meeting to order at 10:06 a.m. and began discussion of the President's performance evaluation for FY22.

Committee members discussed the process for final review and acceptance of the Committee's final evaluation document. A meeting of the full board to accept the performance evaluation will be scheduled in advance of the June 30, 2022 deadline to submit the evaluation to the Commissioner of Higher Education.

Chair Boodram and Vice Chair Burdick will meet with President Birge to review the evaluation document during their weekly Thursday meeting on June 23, 2022.

Trustees next reviewed the draft document provided by Vice Chair Burdick. She noted that the evaluation included, but was not limited to, a review of:

- 1) the institutional and system level goals that had previously been established;
- 2) pertinent financial data; and
- 3) the Performance Measurement Reporting System released by the BHE.

As well, limited staff were canvassed for feedback which was used in consideration of the Committee's development of the evaluation. General areas of focus were taken from the President's FY22 established goals.

The first goal discussed was enrollment. It was agreed to add language specific to the College's enrollment decline and the efforts being made by President Birge and his staff to strategically counter local and national trends in demographics, and the impacts of the COVID pandemic. Changes in the evaluation document will include efforts to adjust academic programming, athletics offerings, and marketing efforts, and studying demographics.

Institutional benchmarks were discussed. Chair Boodram noted that progress here has been hampered by the ongoing pandemic. However, President Birge continues to be responsive to reporting requests and data sharing. This will remain a goal for FY23.

The President's goal relative to equity was summarized by Trustee Chesloff highlighting the President's focus on strategies including the TRiO program, and hiring and promoting diverse faculty and staff, and the external validation of these efforts through national rankings.

Two goals were combined in the evaluation relative to the College's comprehensive campaign. Trustee Kowalczyk commented that she developed this portion of the evaluation based on feedback from limited staff, the President's self-evaluation, and work with the Fiscal Affairs Committee. President Birge has been helpful in providing the resources needed to facilitate the campaign, promptly addressing staffing needs as employees in the Advancement Office resigned, and being available to meet with high net worth donors.

It was agreed that the language specific to the funds raised would be adjusted based on the commitments that are outstanding as of this meeting. The evaluation will address meeting the \$3-5MM goal established for the quiet phase of the campaign.

Progress in developing and launching a nursing program was discussed. An Associate Dean for Nursing has been hired, the nursing program proposal has been submitted to the Board of Registration in Nursing, and the College is on target for the first cohort in this program to begin Fall 2023.

Chair Boodram reviewed the recommendations for the President's compensation adjustment. Language provided in the evaluation reflects what has been done in the past, which is generally in line with union increases for the fiscal year.

Chair Boodram commented on the study of presidential salaries in the state university system that was conducted by the BHE through a third party. Commissioner Santiago provided to Board Chairs the resulting analysis, which suggests that there is a strong argument to be made for baseline compensation adjustments for the state university presidents. Further guidance will be forthcoming from the Commissioner, and boards will be able to act on the recommendations at the local level.

Trustees expressed their agreement with the President's evaluation with changes as discussed during this meeting. These changes will be incorporated into the final document and shared with Committee members. A meeting of the Board of Trustees will be scheduled and the same document will be shared with all Trustees at that time.

There being no further business to come before the committee, the meeting was adjourned at 10:34 a.m. by Committee Chair Burdick.