

SPECIAL MEETING

GRAYS HARBOR COLLEGE BOARD OF TRUSTEES RETREAT

February 16, 2021 ó 9:00 a.m. ó Noon

Mr. Jones

Leadership succession planning for the VP for Student Services and the President.
Employee morale.
Potential cuts from the Legislature.
ctcLink

Ms. Anderson

All-College-Day planning
Budget cuts
Mid-cycle accreditation report.
Assisting with marketing and communication.
Assisting with grants

Mr. Glass

Cyber security
ctcLink
Marketing
Student government budget meetings

Board members expressed appreciation to e-team members for their leadership handling the impact of the COVID virus on the college community.

2. Presidential Search Process

Dr. Brewster introduced guests Ms. Kim Garza, Chief of HR at Big Bend Community College, And Mr. Jon Lane and Mr. Steven McFadden, Big Bend trustees who conducted two in house presidential searches for their college. Dr. Carthum said the Board wants to begin the presidential search process and asked the representatives from Big Bend for guidance. Comments included:

Search Process

HR is an important part of the process.

The process was shared between the Board and HR. It would not have worked well if the process was driven by only HR or the Board.

Whatever process you choose all trustees need to be in agreement with the process or be clear about their concerns.

It is much cheaper to conduct the search in-house rather than hiring a consultant. The total cost of an in-house search is about \$22,000.00.

It is very important to engage faculty and staff early on in the process.

It was made very clear that the Board will make the final decision.

Big Bend Board members and HR Chief encouraged GHC Board members to contact them if they can assist with the process.

3. Diversity, Equity, Inclusion Discussion

Dr. Brewster said he was asked to provide information about potential consultants for diversity, equity and inclusion to work with the Board to develop policies that pertain to diversity, equity and inclusion. Dr. Brewster provided the following names to be considered:

Dr. David Whitfield ó Intercultural Leadership Executive Coaching

Educate to Liberate Consulting

Jahmad Canley ó Potential Unleashed Consulting

Erin Jones LLC

Board chair Dr. Carthum received examples of presidential evaluation forms of other community

