

Board of Visitors
Personnel, Compensation & Governance Committee
February 4, 2021; 4:00 p.m.
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WEBVTT

1

00:00:00.000 --> 00:00:05.400
Genius they duty the afternoon.

2

00:00:05.400 --> 00:00:15.599
Just go ahead and get going with this Thank you all for coming but you
call roll factor. It.

3

00:00:15.599 --> 00:00:19.228
And there.

4

00:00:19.228 --> 00:00:24.989
Good afternoon afternoon.

5

00:00:24.989 --> 00:00:29.250
Yes, ma'am.

6

00:00:29.250 --> 00:00:37.049
Yes.

7

00:00:41.909 --> 00:00:54.030
Yes, I'm here I'm here.

8

00:00:54.030 --> 00:01:02.969
Yeah.

9

00:01:02.969 --> 00:01:09.000
I can I have to remember the 1 phase.

10

00:01:09.000 --> 00:01:12.540
Here.

11

00:01:12.540 --> 00:01:24.984
Thank you, you all for being on home, there says the river has won on
vacation.

12

00:01:25.015 --> 00:01:39.894

They police you gracious. We, thank you for this time with Sharon. We thank you. As we come to start this meeting that you open our hearts that you open our minds to hear that you open our.

13

00:01:40.409 --> 00:01:50.665

Miles got with wisdom as we continue to conduct the business of Virginia State University. I prayed for every person that has joined us today.

14

00:01:50.665 --> 00:01:57.715

I pray for the institution and the students continue to guide us in wisdom love and peace.

15

00:01:58.019 --> 00:02:04.469

In the name Amen. Amen. Thank you. Very much.

16

00:02:04.469 --> 00:02:18.719

Rembrandt, you see the agenda in front of you may I get a motion to approve the agenda as written that we approve the agenda.

17

00:02:18.719 --> 00:02:23.879

I got a 2nd.

18

00:02:27.120 --> 00:02:32.520

7 by that is 1.

19

00:02:32.520 --> 00:02:37.770

You going Thank you very much.

20

00:02:37.770 --> 00:02:46.469

Well, now we have the roll call for that to enter in a separate.

21

00:02:46.469 --> 00:02:52.050

What's to roll call for region to get on a record? Thank you.

22

00:02:56.310 --> 00:03:01.229

Yes.

23

00:03:01.229 --> 00:03:05.009

Yeah.

24

00:03:05.009 --> 00:03:08.789
Yes.

25
00:03:12.599 --> 00:03:16.409
Yes.

26
00:03:16.409 --> 00:03:19.680
Yes.

27
00:03:19.680 --> 00:03:23.729
Thank you.

28
00:03:23.729 --> 00:03:27.539
Thank you.

29
00:03:27.539 --> 00:03:31.349
You'll also find the previous minutes for last meeting.

30
00:03:32.610 --> 00:03:37.560
Uh, if there's not any corrections to proceed them, please identify them.

31
00:03:38.639 --> 00:03:43.469
I ask for a motion to approve the minutes for the last meeting.

32
00:03:44.699 --> 00:03:48.360
After this is Theresa.

33
00:03:50.099 --> 00:03:54.509
You're a 2nd, a 2nd.

34
00:03:54.509 --> 00:03:59.009
This issue on.

35
00:04:00.509 --> 00:04:04.710
All right, it is time let's take a vote for that. Please.

36
00:04:09.689 --> 00:04:13.800
Again, we roll call.

37
00:04:13.800 --> 00:04:18.750
Yes.

38

00:04:18.750 --> 00:04:22.079

Yes.

39

00:04:22.079 --> 00:04:25.918

Yes.

40

00:04:25.918 --> 00:04:29.189

Mr. Herrera.

41

00:04:29.189 --> 00:04:35.699

Yes, ma'am. Yes.

42

00:04:35.699 --> 00:04:39.809

Thank you thank you.

43

00:04:39.809 --> 00:04:46.288

You have today.

44

00:04:46.288 --> 00:04:55.559

Very brief, I just want to say, thank you again for your continued service to Virginia State University. Really appreciate the service on the board of visit.

45

00:04:56.454 --> 00:05:09.533

2nd, generally on staff will be here at this meeting, but she is on lead and so she is not here for the meeting. So I just want to let, you know, sir that she's not here. Today.

46

00:05:10.254 --> 00:05:12.324

Other than that, thank you very much. Appreciate.

47

00:05:13.079 --> 00:05:17.728

Get all the business we have no tool items.

48

00:05:17.728 --> 00:05:25.499

The, uh, items, um.

49

00:05:25.499 --> 00:05:30.389

I had asked that a couple of our board members.

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00:05:30.389 --> 00:05:36.449

Work on a board matrix and Thurston was given the lead on that agenda item.

51

00:05:36.449 --> 00:05:44.668

So, I'm trying to pull over to her, so she can bring us to where they are now what they need. Okay. Thanks. That's just fine.

52

00:05:44.668 --> 00:05:48.778

Good afternoon. Everybody.

53

00:05:48.778 --> 00:06:03.744

Yes, we would charge the 3 of us that was Mr Herrera MS Quadrant and myself with coming up with a plan 1st steps for a board matrix.

54

00:06:04.043 --> 00:06:11.423

And as you all know, we've discussed this over time and we allow.

55

00:06:13.463 --> 00:06:24.983

We are now able to provide you with recommendations upon approval today then we can make these recommendations to the for tomorrow.

56

00:06:25.764 --> 00:06:33.173

So you all received the report that I'm about to give so I'm going to skip over parts of it.

57

00:06:33.204 --> 00:06:42.204

You have it Dr Rhett forwarded it to you via an email for the committee and it's also on diligence.

58

00:06:42.803 --> 00:06:43.223

So,

59

00:06:43.254 --> 00:06:44.213

at any rate,

60

00:06:45.684 --> 00:06:59.454

the main thing to point out would be the principles that we had spoke matrix and we wanted to be guided by

61

00:06:59.663 --> 00:07:02.514

establishing a more diverse board,

62

00:07:02.543 --> 00:07:03.863
reflective world,

63

00:07:03.894 --> 00:07:04.793
which we live.

64

00:07:04.944 --> 00:07:11.334
So, we talk about things like age, race, ethnicity and gender.

65

00:07:12.173 --> 00:07:19.944
We wanted to make sure that we were able to build a board composed of
divergent backgrounds.

66

00:07:21.509 --> 00:07:30.689
And not just race and gender, but things like skills, competencies,
philosophies life experience is.

67

00:07:30.689 --> 00:07:39.749
And resources, and finally we wanted to strategically seek recommended
for new.

68

00:07:39.749 --> 00:07:45.809
Appointees to fill in gaps, left vacant by board members no longer.

69

00:07:45.809 --> 00:07:51.598
Eligible for me appointment, or if for some reason they might have to
step them.

70

00:07:51.598 --> 00:07:59.369
So, with that in mind, we decided that we were going to chart the skills
and attributes.

71

00:07:59.369 --> 00:08:13.259
Of current board members, and that would be, you know, with the board
matrix. Uh, we wanted to identify as I had mentioned the needs and gaps
for future board members.

72

00:08:13.259 --> 00:08:19.348
We wanted to be able to identify and recommend potential candidates for
board appointments.

73

00:08:19.348 --> 00:08:31.379

And in addition to that, the board matrix can be used as a tool if he or she so desires. And this is just broadly speaking to select.

74

00:08:31.379 --> 00:08:45.443

Board Committee, chairs and assigning board members to the various committees because you will have fun with them. They will have in front of themselves, the attributes, the skills, the gap so forth and so on.

75

00:08:45.443 --> 00:08:59.604

So it could be used as a tool to do that. It could also be used as a tool for all of the board members when going through the nominating process the, or and or a person that wants to run.

76

00:08:59.908 --> 00:09:05.099

For a particular office for.

77

00:09:05.099 --> 00:09:09.899

So, these, these are saying that the sub committee.

78

00:09:09.899 --> 00:09:23.339

Because it, so, 1 thing we would like to do is we would like to get approval from this committee for the broad for the guiding principles.

79

00:09:23.339 --> 00:09:26.729

Would also like to get a full.

80

00:09:26.729 --> 00:09:31.558

Committee's approval for the purposes that just so stay.

81

00:09:31.558 --> 00:09:38.849

And the work sheet format that came up with for board.

82

00:09:38.849 --> 00:09:44.969

Um, worksheet matrix consider a couple of purposes.

83

00:09:44.969 --> 00:09:50.639

Yeah, and it's the same kinds of things that we've discussed to chart the skills and attributes.

84

00:09:50.639 --> 00:10:04.494

Of members to check the skills and attribution of potential candidates for upcoming boards and basically what we would like to do, you have the sample, you could take a look at it and remember it's just a sample.

85

00:10:04.524 --> 00:10:06.744

It's not watermark sample.

86

00:10:07.048 --> 00:10:21.149

But what you have is just that, and that's the format that we would like to use with a few additional things that reflect what we've said in terms of our.

87

00:10:21.149 --> 00:10:25.948

Guiding principles, and so we would like to.

88

00:10:25.948 --> 00:10:29.038

Go ahead and get committee's approval.

89

00:10:29.038 --> 00:10:33.719

To start working on the worksheet.

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00:10:33.719 --> 00:10:41.278

And finally the thing that we were interested in offering as a recommendation to committee.

91

00:10:41.278 --> 00:10:47.938

Is to annually re, review the current board matrix.

92

00:10:47.938 --> 00:10:53.158

So each year ahead of April meeting to have.

93

00:10:53.158 --> 00:11:04.464

Our committee take a look at it and update and see if there are any nice holes gaps or whatever. So that we'll start our new year with updated information.

94

00:11:04.464 --> 00:11:11.573

And, of course, it's the kind of thing that can be looked at from tab time, just based on our particular situation.

95

00:11:11.849 --> 00:11:24.719

And so that kind of concludes my report, I would like feedback. I would like, you know, any kind of comments, whatever you would like to.

96

00:11:24.719 --> 00:11:30.058

Let us know who was open for questions to.

97

00:11:30.058 --> 00:11:33.778

Committee um, Mr chairman.

98

00:11:33.778 --> 00:11:37.259

Yes.

99

00:11:37.259 --> 00:11:44.129

1st of all I want to thank the committee members who work so hard to pull this together. I think it's a great job.

100

00:11:44.129 --> 00:11:53.729

1st, when you were describing the guiding principles under the last bullet, you mentioned.

101

00:11:53.729 --> 00:11:59.729

Appointees to fill gaps by board members no longer eligible for appointment.

102

00:11:59.729 --> 00:12:07.828

Or you might have to leave the board for some other reason and the draft I'm looking at that language.

103

00:12:07.828 --> 00:12:12.479

That last bit of that language, or who might have to leave for some other reason.

104

00:12:12.479 --> 00:12:17.219

Isn't stated on there um, I, I think.

105

00:12:17.219 --> 00:12:22.739

It's probably to in our best interest to go ahead and state it on there. So there's no confusion.

106

00:12:22.739 --> 00:12:27.989

If that makes sense to the rest of the committee members.

107

00:12:27.989 --> 00:12:31.769

Oh, that's fine with me. I'm.

108

00:12:31.769 --> 00:12:35.668

I will definitely add it.

109

00:12:35.668 --> 00:12:45.328

Because we have, you know, since my tenure, we have had that happen a couple of times.

110

00:12:45.328 --> 00:12:48.808

1 case that we had the death.

111

00:12:48.808 --> 00:12:52.769

Of a board member and a.

112

00:12:52.769 --> 00:13:00.599

It was another, but I can't recall that now, but I do I do know that we've had to.

113

00:13:00.599 --> 00:13:15.474

Have appointments when someone else has when a person has left the board. So I think Mr. cancel that recently just a year or so ago. It was yes, I remember. Now now that we fit to.

114

00:13:16.168 --> 00:13:20.639

1, not 2.

115

00:13:20.639 --> 00:13:25.259

Any other comments or questions by committee please.

116

00:13:25.259 --> 00:13:32.578

Uh, this is Mike plumbing. Um, I think this is well done.

117

00:13:32.578 --> 00:13:46.769

I I clearly believe, and as we all do that, that diversity and skill sets a variety of skill sets are important to a board. Um, another thing that's important is.

118

00:13:46.769 --> 00:13:51.389

The connections 2 and the ability to.

119

00:13:51.389 --> 00:13:57.239

Raise funds for the University. I know. That's a bit crass.

120

00:13:57.239 --> 00:14:00.629

Uh, but it's, um.

121

00:14:00.629 --> 00:14:06.599

Oftentimes in in many boards for colleges and universities.

122

00:14:06.599 --> 00:14:14.578

It's the, it's the quad known for, for being asked to be on a board.

123

00:14:14.578 --> 00:14:18.149

And, uh, I don't, uh.

124

00:14:18.149 --> 00:14:26.519

I'm not suggesting that we need to include it in the formal formal.

125

00:14:26.519 --> 00:14:32.369

Matrix, but I don't I, I, for I believe.

126

00:14:32.369 --> 00:14:35.639

That are ought to be a strong factor.

127

00:14:35.639 --> 00:14:38.908

In in, uh.

128

00:14:38.908 --> 00:14:49.798

In the decisions to bring new folks on to the board I, I think we, I think we have a really good board. I think we have a diverse board. I think we have a lot of different people with.

129

00:14:49.798 --> 00:14:58.438

Different skill set to contribute in a lot of different ways, but but we need more people who can bring money to the table.

130

00:14:58.438 --> 00:15:10.048

And even if not specifically set out in this matrix, I, I think we, I, I think we need that. And I think that needs to be.

131

00:15:10.048 --> 00:15:15.688

A, a factor in, um, in in future selections.

132

00:15:19.433 --> 00:15:34.374

I am I, I totally agree and if, if you'll look down, it says life experience and resources and I really had in mind the ability to fundraiser. There may be other things, you know, in kind of whatever.

133

00:15:34.374 --> 00:15:41.423

So, if the committee agrees, I will be very specific about fund raising.

134

00:15:41.818 --> 00:15:49.109

Yeah, I would just add to that that on the, the little matrix chart.

135

00:15:49.109 --> 00:15:57.899

There is a section set aside labeled resources and it specifically addresses capacity to give and access to funders.

136

00:15:57.899 --> 00:16:04.828

As well, as availability for active participation in other areas, but.

137

00:16:04.828 --> 00:16:08.188

Uh, I think Mike's right on target with that comment.

138

00:16:08.188 --> 00:16:18.568

Possibly on the verbiage on the 1st page, it's a little weak. It just mentions resources, but I think on the matrix, it's covered a little bit better. Yeah.

139

00:16:18.568 --> 00:16:27.208

As I see it, I'll, I'll definitely make sure in the written portion that I'm very specific about that.

140

00:16:27.208 --> 00:16:30.839

Yeah, as they always services again.

141

00:16:30.839 --> 00:16:37.019

Important that we speak to us. Everybody understands our goal was try to raise money and institutional.

142

00:16:37.019 --> 00:16:45.839

Okay, I actually conservative, but 1 thing I think about too, I think resources of funding is good.

143

00:16:45.839 --> 00:16:55.469

I feel like the other opportunity is opportunities for a student so.

144

00:16:55.469 --> 00:16:58.678

Oh, okay.

145

00:16:58.678 --> 00:17:12.713

All right, it's not working right now. All right. I know Thank you because we have to pause meeting for the live stream is not working right now. So let's take a few minute break and doctor.

146

00:17:12.713 --> 00:17:14.604

It'll come when we're ready to go back in service.

147

00:17:14.909 --> 00:17:24.179

Okay, you stand down for a minute, you know, I'm not going.

148

00:17:26.159 --> 00:17:34.648

Well, by definition, Sam just put yourself on the stop video.

149

00:17:34.648 --> 00:17:41.249

Are here, but I just turned off my video.

150

00:17:43.979 --> 00:17:47.729

Can you hear me.

151

00:17:47.729 --> 00:17:50.848

Yes, ma'am. Okay.

152

00:17:50.848 --> 00:17:56.278

You are going to continue the meeting. Thank you very much. Okay.

153

00:18:01.644 --> 00:18:15.144

The only the other thing I was calling out is somehow capture, we want people who can create opportunities for students as well. So if that is Co Ops, internships, full time jobs.

154

00:18:15.419 --> 00:18:24.868

Skill building training and that could go under resources, but it also could go under the. I think there's a community, um.

155

00:18:24.868 --> 00:18:33.509

Relate community connection community. Yeah. And maybe that's under the other, but I do think it's important to call that out to.

156

00:18:34.979 --> 00:18:39.598

Okay, thank you. Yes.

157

00:18:39.598 --> 00:18:48.358

I will, I will make all of the recommendations for the report for tomorrow.

158

00:18:48.358 --> 00:18:52.138

If, uh, the committee agrees to.

159

00:18:52.138 --> 00:18:58.074

The approvals that we were seeking for for this,

160

00:18:59.814 --> 00:19:01.733

and I'll just say again what they are,

161

00:19:01.824 --> 00:19:03.413

the guiding principles,

162

00:19:04.943 --> 00:19:09.203

the purposes for which we will use the matrix and.

163

00:19:10.138 --> 00:19:16.409

Then to give us permission to go ahead and start working on the board matrix.

164

00:19:16.409 --> 00:19:20.489

And then finally to.

165

00:19:20.489 --> 00:19:28.078

Have the subcommittee approve an annual review of the board matrix each year?

166

00:19:29.548 --> 00:19:37.469

I think that would be appropriate any other business or contracts retiring what? This will bring the table Omar.

167

00:19:39.838 --> 00:19:42.898

So Mr assessment.

168

00:19:42.898 --> 00:19:46.288

Yes, the committee will be seeking.

169

00:19:46.288 --> 00:19:50.398

A, an approval from the board to do what.

170

00:19:51.538 --> 00:19:58.858

Continue about this matrix and the next steps on how we go forward with this now to develop the matrix.

171

00:19:58.858 --> 00:20:02.969

Yes, okay. Yeah.

172

00:20:05.128 --> 00:20:15.294

Again, we have to probably go through the presidents in January. We can get some influence on the type of person we find is missing all the work. I think the governor physically chooses.

173

00:20:16.134 --> 00:20:26.003

I don't know how we can handle that if we wanted to, but again, we can try and help your approval of those.

174

00:20:26.308 --> 00:20:36.449

Yeah, okay. And I'll just just just f. Y I just remember.

175

00:20:36.449 --> 00:20:47.999

That for, at the end of this fiscal year, we have 2 2 appointments that will be made.

176

00:20:47.999 --> 00:21:00.058

Unfortunately, Mr. Huron is going to be at the end of his 2nd, 4 year term, and he's not eligible for the appointment.

177

00:21:00.058 --> 00:21:04.259

And then we, we have.

178

00:21:06.719 --> 00:21:14.548

Oh, we also have Mr raliegh.

179

00:21:14.548 --> 00:21:18.298

He's not eligible for your unit.

180

00:21:18.298 --> 00:21:22.709

No, I think he is eligible. He's eligible. Yeah.

181

00:21:22.709 --> 00:21:32.519

Sits oh, I'm sorry I was looking at. I'm sorry you're right. He yes, he is. At the end of his 1st.

182

00:21:32.519 --> 00:21:37.858

Correct correct? Yeah, sure. So he is eligible for the next go around.

183

00:21:37.858 --> 00:21:42.989

We only lose 1 efficiently. Others could go out. They have to choose to correct.

184

00:21:42.989 --> 00:21:48.058

Correct. Okay, well, we're losing a big 1.

185

00:21:48.058 --> 00:21:58.469

Just direct, they couldn't get to work. We got some shoes to fill in. Thank you.

186

00:21:58.469 --> 00:22:06.449

Okay, well, we know our order is for business move on to the next item, which is going to be the.

187

00:22:06.449 --> 00:22:09.959

Kgb regulations.

188

00:22:11.098 --> 00:22:16.318

I talked to director and we discussed using and.

189

00:22:16.318 --> 00:22:29.189

And he switches Alvin sticks Snyder as a consultant, if we could because he knows us, he knows our history. He's worked with us before doing some better, I think, in understanding where we are and what we need to do.

190

00:22:29.189 --> 00:22:33.298

Secondarily, I think that we're comfortable with him.

191

00:22:33.298 --> 00:22:37.108

And disregard as you're talking about how we measure and.

192

00:22:37.108 --> 00:22:43.798

And monitor ourselves, we'll probably bring the best and the worse out of us because he, he can't.

193

00:22:43.798 --> 00:22:47.999

So there were there were 3 levels.

194

00:22:47.999 --> 00:22:57.328

Level 1, which is a survey online, but every reports level 2 was administration on survey online and level 3 was.

195

00:22:57.328 --> 00:23:04.648

All of the above, it kind of felt that level 3 was the most appropriate action to take.

196

00:23:04.648 --> 00:23:08.788

As it will cover the individual, uh, thoughts of the.

197

00:23:08.788 --> 00:23:20.578

Of the board, and then a consulting level of information by the board members followed by 1 day 6 to 8 hour discussion, which would be held at our annual retreat.

198

00:23:20.578 --> 00:23:24.628

We have some time to talk about it think on it and I guess.

199

00:23:24.628 --> 00:23:29.068

Come up with some ideas about what we think we need to be how many to manage ourselves.

200

00:23:29.068 --> 00:23:33.509

I don't know a lot of boys do this. This is hard work. I'm sure.

201

00:23:33.509 --> 00:23:37.979

But it will come as a benefit to us. We learn how to work together better and to move forward.

202

00:23:37.979 --> 00:23:41.009

That was the.

203

00:23:41.009 --> 00:23:45.118

That I had about it, I'd like to have your input as well. If you don't mind.

204

00:23:49.794 --> 00:24:01.074

Oh, sorry oh, no I was just gonna say, um, there was an issue of finance and I was wondering what that all entails.

205

00:24:01.348 --> 00:24:06.419

It's about 24000 dollar investment.

206

00:24:06.419 --> 00:24:13.108

We talked to our finance measurement. He said he could probably find the money for us.

207

00:24:13.108 --> 00:24:16.229

I think that would be approved without a problem with the president.

208

00:24:16.229 --> 00:24:25.199

He asked when I said, yes, we can, we need to support on this board. He said he worked a miracle force.

209

00:24:25.199 --> 00:24:29.939

That's good. Okay. Thank you.

210

00:24:29.939 --> 00:24:34.618

You welcome, I was funny. My question too is the cost.

211

00:24:34.618 --> 00:24:38.098

And whether or not, we actually had the budget for it.

212

00:24:38.098 --> 00:24:43.409

We will for next year, we'll be okay, it takes it can make that line item happen.

213

00:24:43.409 --> 00:24:48.598

Oh, that's right. Yeah, because that would be for 2100. which 2 correct?

214

00:24:48.598 --> 00:24:51.749

Yes.

215

00:24:51.749 --> 00:24:55.558

It would include lunch and dinner.

216

00:24:59.933 --> 00:25:11.604

Hopefully, we can still all be together to do that so we touch on the 1 more time, right? Yeah, my wife says, I can't I can't go to church.

217

00:25:11.604 --> 00:25:17.423

I can't go anywhere else so we don't want to do this virtual call. Good bad about it.

218

00:25:19.048 --> 00:25:33.509

Comments and questions about actually we take this forward to the ready for their review and let them say the president and the committee will try how we go forward this, that okay by refund please.

219

00:25:33.509 --> 00:25:46.253

Uh, yeah, I think, um, the price day sounded a little bit steep to me for the assessments and 1 day. But, um, if that's an all inclusive, I guess that's okay.

220

00:25:46.973 --> 00:25:48.953

Uh, the, um.

221

00:25:49.439 --> 00:25:55.798

I really believe we should take this forward to the board and hopefully get it approved that.

222

00:25:55.798 --> 00:26:04.769

I've seen too many boards that failed to do this kind of thing and I end up getting in trouble down the road. So I'm completely behind it.

223

00:26:06.144 --> 00:26:19.733

All right, like this is going to go to the committee and then we'll bring it back to them on there. 1st. That's correct. If we bring the recommendation for.

224

00:26:20.038 --> 00:26:27.749

For the for the retreat, and the board assessment to the executive committee executive committee will will convene.

225

00:26:27.749 --> 00:26:32.638

Um, 30 days prior to the April meeting.

226

00:26:32.638 --> 00:26:39.509

And we can, we can have a discussion in executive committee to just to, to.

227

00:26:39.509 --> 00:26:45.959

So that the executive committee can exact its responsibility there with regards to the.

228

00:26:45.959 --> 00:26:50.759

Or and board development, and then move it along.

229

00:26:50.759 --> 00:26:57.628

In the annual meeting and bring it as a recommendation from the executive committee.

230

00:26:57.628 --> 00:27:07.949

Okay, can I ask a question as a new question? Are we required to put this on a, for our.

231

00:27:07.949 --> 00:27:17.128

To the point, you know, if this is the right cost, if there's a 2 per alternative, or we can we just make a recommendation based on who we've used before.

232

00:27:19.943 --> 00:27:24.864

You're on. That's a good question. I will check.

233

00:27:25.044 --> 00:27:37.253

I will check we have we have we have accessed a consultant for the last 5 years that it not through a competitive process.

234

00:27:37.469 --> 00:27:42.148

But through and so we'll.

235

00:27:42.148 --> 00:27:48.989

Well, we'll make sure that we make sure we touch all the stones with regards to the procurement.

236

00:27:48.989 --> 00:27:54.148

Secure responsibility so that's a good question.

237

00:27:54.148 --> 00:27:59.128

I would just like to mention that when we 1st got the.

238

00:27:59.128 --> 00:28:07.588

Services of, um, it was for 1 of grant.

239

00:28:07.588 --> 00:28:17.638

That which has given to that made available to and we want 1 of those brands and then.

240

00:28:17.638 --> 00:28:32.213

We continued our relationship with him. I, I really don't know anything tall about the financial arrangement, but that's how we 1st got introduced to and have continued working with them.

241

00:28:33.209 --> 00:28:38.818

Well, thank you, but I, Here's for Thank you very much.

242

00:28:38.818 --> 00:28:44.489

All right, we'll bring that to the exec board. We want the next item okay. With everyone.

243

00:28:44.489 --> 00:28:49.769

Next time I was president performance assessment.

244

00:28:49.769 --> 00:28:54.148

I think only 1 person has not done it.

245

00:28:54.148 --> 00:29:03.239

Right. Oh, that's probably me. I didn't know I was supposed to do it.

246

00:29:03.239 --> 00:29:14.848

I just wanted to see what you read through it. 1 of the questions. I guess everyone else is very much probably be as well.

247

00:29:14.848 --> 00:29:24.209

Yeah, yeah, this is the time we bring the Implementers to the board so they know what's coming. It's pretty good tight timeline on this.

248

00:29:24.209 --> 00:29:29.159

Dr, where it runs it pretty, pretty strong on our behalf, because we're running people down.

249

00:29:29.159 --> 00:29:35.429

Our goal is again, to have people make an assessment about what they think the President's doing or not doing. Is that.

250

00:29:36.203 --> 00:29:45.953

In going through the process we have a pretty in depth conversation with the president. He's the same conversation back with us on what we're doing, or not doing.

251

00:29:45.953 --> 00:29:53.423

And how we can you see this being a good or bad or how support the university better by the end of the conversation and Rami rich.

252

00:29:53.729 --> 00:30:04.048

And the dialogue is very honest, and I think we've had some good assistants to Pam, and for us on how we manage ourselves and our and our board duties.

253

00:30:04.048 --> 00:30:13.378

Uh, the president will do response back once the assessments done and then the conversation will be very individualized and for group.

254

00:30:13.378 --> 00:30:19.709

We always want to ask the staff, the board members to fill out every category.

255

00:30:19.709 --> 00:30:28.169

1 of the things that was asking our last meeting was the issue of the audit response and.

256

00:30:28.169 --> 00:30:34.739

That would be not a new category fulcrum under the category business management.

257

00:30:34.739 --> 00:30:40.499

And let it lie there this year may read it in for next year. So we'll get spoken there.

258

00:30:40.499 --> 00:30:53.213

And the thought is, if we don't have an approval of rolling over being done, that would not be good for the president because he's, he's agreed that he will have those things. I'm sure responses are appropriate and understanding.

259

00:30:53.213 --> 00:31:04.013

So, if we can have the responses back in the auditor feels good about him, listening and more importantly fixing things that are problems. Other than that. There's nothing else to add to that.

260

00:31:04.439 --> 00:31:12.598

At this time, but anybody into questions don't ask for anything. Listen, let's talk about that right now, if we could.

261

00:31:13.828 --> 00:31:19.709

And just to be clear, I'm now, I think on this for, we haven't gotten the.

262

00:31:19.709 --> 00:31:25.618

Information to actually complete the evaluation that's going to be coming on the 15th of March.

263

00:31:25.618 --> 00:31:33.479

The assessment was in the packet, wasn't it wasn't there? Yeah, it was.

264

00:31:33.479 --> 00:31:46.828

No, no, the process, the process, I think, hasn't the process hasn't started. Oh, no, no right. No, no, this this is just the tool.

265

00:31:46.828 --> 00:31:53.098

Okay, got it.

266

00:31:53.098 --> 00:32:04.469

We, we need to make sure that our evaluation the board members is back to the March 22nd.

267

00:32:04.469 --> 00:32:13.048

Correct yeah, so we just have to make sure that we follow all the steps indicated by date. Right?

268

00:32:13.048 --> 00:32:21.239

That's correct back to Ray will get us tight on time and make sure you remind them to get it back in.

269

00:32:21.239 --> 00:32:28.314

So I'll tell you that she runs a pretty tight ship and, uh, you'll be approached or scolded for not having it done.

270

00:32:30.473 --> 00:32:37.374

That's what I mean, she will do that as well.

271

00:32:37.858 --> 00:32:41.699

Any other comments questions.

272

00:32:44.874 --> 00:32:55.824

Again, the issue that I think, man, because facilities finance, and our group was making sure that we had the president be held to that and where we measure them this year is not written in the review.

273

00:32:55.824 --> 00:33:05.963

But it wasn't written in the next 1 the following year for the next calendar year, but again want to hold to that. That's the catalog. What we do that, and I speak to it there. Okay.

274

00:33:06.749 --> 00:33:14.098

Anything else you need to read that okay on the business review.

275

00:33:14.098 --> 00:33:18.959

I should also summarize everybody's comments by category.

276

00:33:18.959 --> 00:33:23.909

So, when you get the final, somebody appointment as you to see everybody's comments.

277

00:33:23.909 --> 00:33:28.138

Uh, anonymously written, but, uh, you see, everybody's there.

278

00:33:28.493 --> 00:33:38.034

I think that we understand how we size and direct him going forward as he's, he's a 5 year president, but he's still a precedent. And that's good.

279

00:33:38.693 --> 00:33:44.183

And our job is to help craft him to him as well to make him a better server for our university.

280

00:33:44.818 --> 00:33:50.429

Got it when when is president up, there was turn over.

281

00:33:52.019 --> 00:33:55.288

Oh, you have 2, 3 more years. Okay.

282

00:33:55.288 --> 00:34:05.098

Unless you choose not to be.

283

00:34:07.108 --> 00:34:11.579
Is that how are you doing, sir?

284

00:34:11.579 --> 00:34:16.498
Need yourself say good morning everybody.

285

00:34:16.498 --> 00:34:28.259
Oh, he's still on mute is the on mute. Oh, sorry. Great. Mr. chairman.
Good to see you. And my colleagues and welcome to our new visitor.

286

00:34:28.259 --> 00:34:31.679
Um, it's a pleasure to.

287

00:34:31.679 --> 00:34:36.838
Beyond the fall and director. Good to see.

288

00:34:36.838 --> 00:34:43.469
Well, we've already started the matrix and got some next steps tomorrow
at.

289

00:34:43.469 --> 00:34:49.494
And we're just reviewing the, the business assessment, and how we move
forward on that.

290

00:34:49.643 --> 00:34:59.393
And we made a recommendation before with the executive getting to a
board.

291

00:34:59.938 --> 00:35:05.818
A board assessment.

292

00:35:05.818 --> 00:35:12.268
Well, thank you, thank you for that. I actually joined the committee call
when it got started.

293

00:35:12.268 --> 00:35:25.079
And, uh, just I, so, I, I, I failed to add that really to think there's
a, for the thought leadership and initiative on this matrix.

294

00:35:25.079 --> 00:35:33.028
Best practice and so I agree with the subsequent 2 conversations.

295

00:35:33.028 --> 00:35:45.208

About, you know, taking to the board so thank you. Thank you. Are there any other questions or comments regarding our business? Anything else need to cover.

296

00:35:47.159 --> 00:35:55.798

Document anything else you see, I think from our discussions for your purposes.

297

00:35:55.798 --> 00:36:02.009

Thank you very much update.

298

00:36:02.009 --> 00:36:05.639

Oh.

299

00:36:05.639 --> 00:36:10.199

Saying on mammals to get a motion to address this.

300

00:36:10.199 --> 00:36:16.889

the meeting being today summer second second .

301

00:36:16.889 --> 00:36:23.878

I don't think we have to roll that. 2nd.

302

00:36:23.878 --> 00:36:29.429

Okay, I will see you all tomorrow. Most of you are some.

303

00:36:29.429 --> 00:36:36.929

Tomorrow folks, thank you. I will see you too. Thanks.

304

00:36:36.929 --> 00:36:41.159

Bye bye. Bye.