



**MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD  
MILWAUKEE, WISCONSIN  
MAY 13, 2006**

**CALL TO ORDER**

A Special Meeting (Board Retreat) of the Milwaukee Area Technical College District Board was held on Saturday, May 13, 2006, and called to order by Chairperson Bell at 9:06 a.m. in the Miller Room of Hilton Milwaukee City Center, 509 West Wisconsin Avenue, Milwaukee, Wisconsin.

**ITEM A. ROLL CALL**

**Present:** Jeannette Bell, Pedro A. Colón, Mark S. Maierle, and Lenard Wells.

William H. Hughes arrived at 9:10 a.m. and  
Lauren Baker arrived at 9:12 a.m.

**Excused:** Peter G. Earle, Linda S. Sowell, and Bobbie R. Webber.

**ITEM B. COMPLIANCE WITH THE OPEN MEETINGS LAW**

Discussion Chairperson Bell indicated that proper notice of the meeting had been given in compliance with the Wisconsin Open Meetings Law.

**ITEM C. AQIP PROJECTS/BOARD STRATEGY**

Discussion Dr. Evonne Carter, associate provost, led the board in discussions regarding the Academic Quality Improvement Program (AQIP) and board strategy measures.

**ITEM D. PRESIDENT'S EVALUATION, CONTRACT,  
COMPENSATION, AND GOALS**

**Closed Session**

Motion It was moved by Ms. Bell, seconded by Dr. Hughes, to convene into Closed Session, pursuant to Sections 19.85(1)(c) and 19.85(1)(e) of the Wisconsin Statutes to

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discuss Item D., President's Evaluation, Contract, Compensation, and Goals, to consider the employment, compensation, or performance evaluation data of the president over whom the MATC District Board has jurisdiction or exercises responsibility, and to deliberate or negotiate the investing of public funds or other specified public business whenever bargaining reasons require a Closed Session. The MATC District Board may reconvene into Open Session to take action on matters discussed in Closed Session under Item D.

Action Motion to convene into Closed Session to discuss Item D. approved, the roll call vote being as follows:

Ayes: Colón, Hughes, Maierle, Wells and Bell – 5.

Noes: Baker – 1.

Ms. Baker departed the meeting at 10:30 a.m.

**Open Session**

The board reconvened into Open Session at 11:45 a.m.

Ms. Baker rejoined the meeting at 11:45 a.m.

**ITEM E. BOARD'S SELF-EVALUATION**

Discussion The board completed the self-evaluation instrument.

**Adjournment**

The meeting adjourned at 12:36 p.m.

Respectfully submitted,

Linda S. Sowell  
Secretary

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**Milwaukee Area Technical College District Board  
Self-Evaluation Instrument**

Each board member completes this instrument and returns it to the college in the envelope provided. Results will be compiled to be shared in the aggregate with board members prior to and as the basis of an annual board self-evaluation session.

*Rate each of the following statements by circling a number between 1-5, with 5 being "strongly agree" and 1 being "strongly disagree."*

**I. Board Organization**

1. Board members represent board policy in responding to public and employee questions.

1	2	3	4	5
		4	3	1

**All but one member**

2. Board members make decisions after thorough discussion and exploration of many perspectives.

1	2	3	4	5
		5	3	

3. Meeting agenda items contain sufficient background information and recommendations for the board.

1	2	3	4	5
	1	1	5	1

**I would like a breakout  
of areas or functions  
for cuts**

**II. Policy Role**

1. Board members understand and support the concept that board policy is the primary voice of the board.

1	2	3	4	5
	2	3	3	

**All but one who  
continues to speak on  
own and does not  
represent the board**

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2. The board focuses on policy in board discussions, not administrative matters.

1	2	3	4	5
	<b>5</b>	<b>2</b>	<b>1</b>	

**Some board members to  
concerned about union  
members issues**

3. The policy-making process is clear, public, and inclusive.

1	2	3	4	5
	<b>1</b>	<b>3</b>	<b>4</b>	

**III. Community Relations**

1. The board is committed to protecting the public interest.

1	2	3	4	5
	<b>2</b>	<b>4</b>	<b>2</b>	

2. Board members act on behalf of the entire community.

1	2	3	4	5
	<b>5</b>	<b>2</b>	<b>1</b>	

3. The board is knowledgeable about community and regional needs and expectations and has strategies for involving community in the discussion of issues that affect the community.

1	2	3	4	5
	<b>1</b>	<b>3</b>	<b>4</b>	

**IV. Policy Direction**

1. The board is knowledgeable about the mission and purposes of the institution

and regularly reviews the institution's mission and purposes.

1	2	3	4	5
	<b>2</b>	<b>2</b>	<b>3</b>	<b>1</b>

2. The vision and goals of the institution adequately address community needs. 1 na

1	2	3	4	5
	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>

3. The board bases its decisions in terms of what is best for students and the community. 1 na

1	2	3	4	5
	<b>5</b>	<b>1</b>	<b>1</b>	

**V. Board–CEO Relations**

1. A climate of mutual trust and respect exists between the board and CEO.

1	2	3	4	5
	<b>2</b>	<b>4</b>	<b>2</b>	

2. The board sets clear expectations for the CEO.

1	2	3	4	5
	<b>3</b>	<b>2</b>	<b>3</b>	

3. The board effectively evaluates the CEO.

1	2	3	4	5
	<b>2</b>	<b>4</b>	<b>2</b>	

**We need to review the actions of board members who did not participate in the evaluation session**

4. The board clearly delegates the administration of the college to the CEO.

1	2	3	4	5
	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>

**VI. Standards for College Operations**

1. The board is knowledgeable about the educational programs and services of the college.

1	2	3	4	5
		<b>4</b>	<b>4</b>	

**What is the level of service and costs of childcare, fine arts, etc.**

2. The board understands the fiscal condition of the organization.

1	2	3	4	5
	<b>1</b>	<b>2</b>	<b>4</b>	<b>1</b>

**Real concern when board puts benefits of long term planning for budget**

3. The board has policies that assure fair and equitable employment processes.

1	2	3	4	5
	<b>2</b>	<b>2</b>	<b>4</b>	

**VII. Institutional Performance**

1. The board monitors the effectiveness of the college in fulfilling the mission.

1      2      3      4      5  
                 2      5      1

**we need an evaluation  
system for faculty**

2. The board assures the college regularly evaluates program effectiveness.

1      2      3      4      5  
                         5      1      2

3. The board monitors performance related to its policies on fiscal management.

1      2      3      4      5  
                         5      2

**VIII. Board Leadership**

1. The board adheres to its roles and responsibilities.

1      2      3      4      5  
                 2      4      2

**At least the majority  
does.**

2. The board adheres to a code of ethics or standards of practice.

1      2      3      4      5  
                 2      5      1

**IX. Advocating the College**

1. Board members actively support the mission and values of the college.

1      2      3      4      5  
                 1      5      2

**We need to focus on  
students needs not stuff**

2. Board members speak positively about the institution in the community.

1      2      3      4      5  
                 1      4      2      1

**All but one**

3. The board actively seeks political and civic support for the college.

1      2      3      4      5  
                         5      2      1

**X. Board Education**

1. New members receive an appropriate orientation to the board and the institution.

1	2	3	4	5
	1	3	3	1

**This needs work with one long term member**

2. Board members are knowledgeable about the roles and responsibilities of trusteeship.

1	2	3	4	5
	2	4	2	

3. The information provided to the board is appropriate and relevant.

1	2	3	4	5
	2	2	3	1

**I have financial concerns and how they are discussed. We need clear and concise answers**

I would like the board to consider the following in assessing its performance for the past year:

1. We should review mission etc. regularly.
2. Some do and some do not could apply to many categories.
3. Weighing our decisions with what's best for students, student centered decisions
4. Did the board make decisions based on the best interest of the students and the college or based on a personal agenda?
5. Focused attention on policy-making vs. administration.
6. I believe we need to consider discipline or actions regarding board members behavior that breaks from policy or speak out on their own in media. To look at public accountability of these actions begs elected boards or outside review.

I would like the board to consider the following in establishing its goals for the next year:

1. New instrument that identifies that some feel some board members are counter productive.
2. More cooperative effort by Board to address difficult budget matters w/o the conversation being monopolized thus causing a deterioration in the dialogue.
3. The Board gets information at the meeting not before.

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4. Be driven by policy and what's best for students.
5. Consider two consecutive three years terms for service.
6. Review of cost of each program i.e. treasurer's report.
7. Public in-service at board meetings regarding board president relationships, board member behavior etc. Lets bring the actions of board members into the light of day for media attention and public accountability.
8. Commitment to low tax levy increase.