Notes from April 12th /2016 meeting with B.C. College chairs:

The annual BCC meeting with B.C. College Presidents took place in Richmond on April 12th, 2016. Board Chairs were invited to participate and held a separate 2 ½ hour meeting. Following are notes from that meeting:

Board Succession planning:

Several chairs commented on difficulty with BRDO filling vacant board member positions. A best practise process was suggested:

1. Identify demographic/skills gaps on college board
2. Identify and invite potential candidates.
3. Confirm with MLA that they have no concerns with potential candidate (s)
4. Ensure candidates apply through BRDO – on-line application process
5. Final approval rests with Ministerial Order.

Executive Compensation:

Board Chairs expressed concern regarding the ongoing Executive Compensation freeze. Those affected by the freeze have not seen a raise for approx. 7 years. Some results of the prolonged freeze are:

1. Difficulty filling executive positions
2. Difficulty retaining executive staff who choose to relocate for significantly higher compensation
3. Resistance of potential leaders to leave faculty/union positions, as they choose not to take the resulting hourly pay cut
4. Executive staff morale is flagging – staff surveys provide supporting data.

Board chairs suggested that we engage in a parallel process to the one underway by PSEA take place. It was suggested that we speak to our MLAs to let them know of our concern for leadership in our colleges under the prolonged freeze. In order to coordinate our efforts, it would be helpful to provide copies of correspondence on this issue to Colin.

Some promising practises from round table discussion:

- Yearly one-on-one sessions between Chair and board members
- Keep open agenda items open.

- Exit interviews with retiring board members. 5 key questions asked of individuals. Preferable to survey – Sharel Wallace of Selkirk will share questions upon request
- Consent agendas – Allow time for more important – action items
- Moving away from board evaluation surveys in favour of two questions: What's working, and what could we improve?
- Ensure committees do the heavy lifting.
- Appoint one person to keep track of board effectiveness during the meeting – and have that person reflect on 5 questions specific to effective board function. Wilda Schab of COTR will provide questions upon request.
- President's review – using measurable metrics
- Don't waste staff time. Keep meetings down (range from 6 – 10 public meetings/year)
- Ask the community: What does community college mean to you? What can we do for you?
- Make your friends before you need them – Yearly trips to Victoria to ensure dialogue and connection with MLAs.

Chairs reflected on some of the benefits of their leadership experience. There was much agreement around the benefits in the work we do, by seeing the changes and opportunities open up in the lives of our students. And a skilled workforce is essential as an economic development tool.

Additional points – Board Chairs will welcome **Sexual misconduct policy** information/legislation forthcoming from AVED.

Board Chairs welcome a new **Board Governance/Orientation handbook** expected out shortly. This could be a very helpful document in new board member training as well as ongoing board development.