

MINUTES

SPECIAL MEETING OF THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

June 6, 2011 – 10:00 a.m.

Notice of this meeting was filed with the Secretary of State on May 27, 2011.

The Board of Regents for the Oklahoma Agricultural and Mechanical Colleges convened a meeting on Monday, June 6, 2011, in the President Suite, Third Floor – Student Center, Oklahoma State University-Oklahoma City, 900 N. Portland, Oklahoma City, Oklahoma.

Present: Calvin J. Anthony, Chairman; Rick Davis; Joe D. Hall; Jay L. Helm; Andrew W. Lester; L. Tucker Link; and Lou Watkins.

Others present: Dr. W. Douglas Wilson, Executive Secretary; Mr. Burns Hargis, President, Oklahoma State University and OSU System; Dr. David Bryant, President, Oklahoma Panhandle State University; Dr. Jeff Hale, President, Northeastern Oklahoma A&M College; Dr. JoAnn Haysbert, President, Langston University; and Ms. Shari Brecht, Administrative Associate.

At approximately 10:10 a.m., Board Chairman Anthony called the meeting to order.

Chairman Anthony said he would entertain a motion to approve the agenda for this meeting.

Approval of Agenda

ACTION: Regent Hall moved for approval of the agenda for this meeting, and Regent Link seconded the motion.

Those voting aye: Regents Anthony, Davis, Hall, Helm, Lester, Link, and Watkins. No: None. Abstentions: None. Absent: Burns and Reese.

(A copy of the agenda, as posted, is attached and considered a part of these minutes.)

Chairman Anthony noted that the Board will be meeting with each of the OSU/A&M institutional presidents today regarding annual evaluation/assessment with the exception of Connors State College President Donnie Nero.

Regent Helm said the Board previously met with an outside consultant at the suggestion of Greg Massey, who was a member of the Board at the time, and went through an exercise to consider changing the existing annual evaluation/assessment process. He asked the status of that change.

Dr. Wilson said that has been on dead center. At this time last year the Board received some very negative reactions from a few of the presidents about the proposed change in the process. Also, last fall Connors State College and Oklahoma Panhandle State University had Higher Learning Commission accreditation visits on their campuses, and it was desired to not intrude at that time with HLC visits. This proposed revised approach to presidential evaluations has not been revisited since then. Dr. Wilson said he talked with Michael McElhenie (the outside consultant referenced) when the Connors State College Presidential Search was initiated, and the two of them collaborated regarding language for the position description. He and Mr. McElhenie have been in communication on occasion. Dr. Wilson said everything that has been developed for the proposed revised process still exists if the Board wants to proceed in that direction.

Regent Hall asked if the presidents believed the new process would be intrusive, a waste of time, or what. Dr. Wilson said the two presidents who did not welcome the change were CSC President Donnie Nero and OPSU President David Bryant. The new 360 evaluation process that has been proposed would call for identifying people on campus to evaluate the performance of the president, and neither of these presidents liked that change. They preferred that the Board make that assessment.

Dr. Wilson noted that he and Chairman Anthony have talked about the proposed revised evaluation process from time to time during the last few months and decided to conduct the normal evaluation process for today.

Chairman Anthony said last year at the closure meetings that are held with the institutional presidents subsequent to this special Board meeting regarding evaluation/assessment, it was unanimous or nearly unanimous that the presidents did not favor the recommended change in process. One of the main reasons they did not favor the new process was they felt it got others in between the president and the Board, and they liked the existing relationship with the Board. Chairman Anthony said that is not to say that the Board should not do it— if the Board wishes to initiate the revised process and feels that is the right thing to do, then it will be done.

Regent Lester said it strikes him that one of the problems with the way the Board currently conducts the evaluations is that the Regents are substantially reliant upon what the presidents present to the Board. The Board has seen in the past where the Regents heard a great story until some folk from the rest of the constituency told the Board otherwise.

Chairman Anthony said input from other sources than the president is something the Board could definitely consider adding. He said he and Dr. Wilson may have been negligent in not getting more done on this; and, if the Board wants to proceed with a change in process, that will be done.

Dr. Wilson noted that the approach proposed by Michael McElhenie is a lot more involved with developing presidents than with performance or with hiring and firing sorts of decisions. He expressed that he believed if he was a president, he would welcome input and help from

whatever resources Michael McElhenie brings to improve as president of the institution. Dr. Wilson said the Board did not hear any negative reaction from NEO President Jeff Hale to the proposed change.

Regent Hall interjected that he did not believe there would be any objection from the new CSC President Tim Faltyn.

Regent Link asked if that might have something to do with their experience level—they are fairly new. Dr. Wilson responded that he believed they are just more open to it.

Dr. Wilson said OPSU President David Bryant was concerned that a change such as asking people in Guymon whether or not he did a good job as OPSU President would undermine his authority. He said it is that sort of reaction that was received from a couple of the presidents particularly.

Chairman Anthony said the Board could talk to the presidents about this approach when meeting with them today.

Regent Hall said the nature of the System presidents is different than it was before--Donnie Nero is retiring and Tim Faltyn is coming on board as CSC President, NEO President Jeff Hale voiced no objection to the new approach, etc. He said he does not know if the approach proposed by Michael McElhenie is the method the Board needs, but he agrees with Regent Lester in that the current process is antiquated and somewhat ineffective; so, he would like the Board to pursue some sort of outside assistance. He noted that it is hard to do an individual treatment by the Board itself.

Dr. Wilson said there is a contract with Michael McElhenie, and he will proceed with the proposed approach if the Board authorizes. They can work with President Bryant in some special way to address his concerns.

Regent Hall wished to clarify that he is not supportive of the presidents wasting their time, which was one comment he had heard about the proposed approach.

Chairman Anthony said he is hearing that the Board members wish to continue to pursue a change in the evaluation process. Dr. Wilson said this could be discussed with the presidents at the follow-up meetings. Regent Helm asked if those meetings will occur in connection with the upcoming regular Board meeting in Tulsa. Dr. Wilson said that could be done.

Chairman Anthony noted that so far as the schedule to be followed for today's meeting, the Board will meet individually with the four OSU/A&M presidents previously mentioned with a private lunch for the Board in between the first two and last two presidents.

Regent Link asked if after today's meeting the Board will receive responses from the presidents in the post-evaluation interview and then subsequently talk about what the next strategy or direction should be regarding the evaluation process.

Chairman Anthony clarified for the benefit of Regent Davis, who has not previously been through this process, that the presidents have not yet seen the compilation of Regent evaluation responses. After today's meeting each president will be given the opportunity to review the compilation of Regent assessments regarding their evaluation; then, the closure meetings that the presidents have with the Chairman and Executive Secretary provide an opportunity to share comments or direction from the Board to the individual presidents. The upcoming closure meetings will also provide an opportunity to share information with the presidents regarding the desire of the Board to pursue change in the annual presidential evaluation/assessment process.

Regent Helm said, historically, as the Board has gone through the existing evaluation process annually, most of the A&M presidents have been fairly receptive to comments made but the OSU presidents (at least three different OSU presidents that he recalls) have not been as interested in an open discussion about their weaknesses or other comments as are the A&M presidents.

Chairman Anthony said it is important to know that the presidents have access to these evaluations after the Board's meeting with them. It is compilation of responses (no names or identification included) that is offered for review by each institutional president evaluated. He said he could recall only one year when the compilation of Regent evaluations was not offered for review by the presidents.

Regent Watkins asked if all of the presidents have requested those in prior years. Dr. Wilson responded that most of them request a copy to review. There was one president last year who was not very interested in having his. Dr. Wilson noted that he provides each president with a copy of their compilation at the closure meeting whether or not they have previously requested and received it.

Chairman Anthony said he has had several of the presidents contact him wanting some elaboration after receiving the compilation of Regent responses regarding their evaluation. Dr. Wilson said he, also, has received follow-up calls from presidents regarding the compilations.

Executive Session

ACTION: At approximately 10:25 a.m., Regent Helm moved that in connection with the stated purpose of considering evaluation/assessment and other information relevant to the employment of Oklahoma A&M institutional presidents, the Board convene in Executive Session. Regent Hall seconded the motion.

Those voting aye: Regents Anthony, Davis, Hall, Helm, Lester, Link, and Watkins. No: None. Abstentions: None. Absent: Burns and Reese.

At approximately 11:55 a.m., the Board recessed the Executive Session and moved to Conference West, Third Floor – Student Center, OSU-Oklahoma City, for lunch.

At approximately 12:50 p.m., the Board returned to the President Suite and reconvened the meeting in Executive Session.

Open Session

ACTION: At approximately 4:07 p.m., Regent Helm moved that the Board reconvene in Open Session. Regent Link seconded the motion.

Those voting aye: Regents Anthony, Davis, Hall, Helm, Lester, Link, and Watkins. No: None. Abstentions: None. Absent: Burns and Reese.

Adjournment

ACTION: At approximately 4:08 p.m., Regent Helm moved that the Board meeting be adjourned. Regent Link seconded the motion.

Those voting aye: Regents Anthony, Davis, Hall, Helm, Lester, Link, and Watkins. No: None. Abstentions: None. Absent: Burns and Reese.

A G E N D A

SPECIAL MEETING OF THE BOARD OF REGENTS FOR THE OKLAHOMA AGRICULTURAL AND MECHANICAL COLLEGES

June 6, 2011 -- 10:00 a.m.*

President Suite
Third Floor – Student Center
Oklahoma State University-Oklahoma City
900 N. Portland
Oklahoma City, Oklahoma

Notice of this meeting was filed with the Secretary of State on May 27, 2011.

Business to be discussed:

- (1) Approval of Agenda.
- (2) Consider information and a possible recommendation concerning the methodology used for evaluation/assessment of institutional presidents under the governance of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges.
- (3) Executive Session, if so approved by the required number of Board members present, for the purpose of considering evaluation/assessment and other information relevant to the employment of Oklahoma A&M institutional presidents. (Oklahoma Open Meeting Act §307B.1.)
- (4) Consider or take any action with reference to the matters contained in the immediately preceding item.

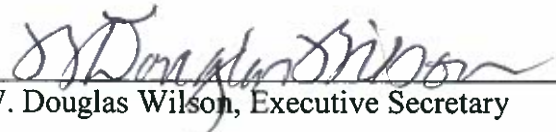
* The Board will continue meeting over lunch in Conference West, Third Floor – Student Center, OSU-OKC.

BOARD OF REGENTS FOR THE OKLAHOMA
AGRICULTURAL AND MECHANICAL COLLEGES



Calvin J. Anthony, Chairman

ATTEST:



W. Douglas Wilson, Executive Secretary

Certified correct minutes subject to the approval of the Board of Regents for the Oklahoma Agricultural and Mechanical Colleges on June 17, 2011.



Shari Brecht, Administrative Associate