

**BRISTOL COMMUNITY COLLEGE  
FALL RIVER MASSACHUSETTS**

**BOARD OF TRUSTEES  
RETREAT NOTES**

**AUGUST 21, 2019**

**A. CONVENING**

The Bristol Community College Board of Trustees Retreat was held on Wednesday, August 21, 2019



## Board of Trustees Retreat Notes

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August 21, 2019

Mr. Norris reviewed the timeline for the 2020-2024 Strategic Plan:

August Trends in Higher Education and Student Experience Workshops

August-September SWOT Survey

November-January Mission/Vision Board Workshops

January Future Summit

March Values and Strategy Development

April-May Objective and Action Plan Development

June 2020 Board of Trustees Approves 2020-2024 Strategic Plan

Mr. Norris said that his role in the plan development will be to review and revise the college overall plan.

Mr. Norris said that he will review the college's strategies, objectives, action plans and tactics.

Mr. Norris said they will integrate the Strategic Plan into the whole work of the college.

Next Steps:

College Community Kickoff

Trends in Higher Education workshop

Student Experience Workshop

SWOT Survey

Identify topics for the Future Summit

For the Board:

SWOT Survey

Mission/Vision Workshops

Promote the Future Summit

Trustee Hovan asked if Trustees were allowed to attend the workshops. Mr. Norris said the Trustees will participate in the SWOT Survey workshop.



that help promote underrepresented groups. She will send information to President Douglas of associations she is familiar with.

(Trustee Lynn Malasi left the retreat at 11:45 a.m.; Trustee Valentina Videva Dufresne disconnected the line at 11:54 a.m.)

**E. HUMAN RESOURCES PAST YEAR/YEAR AHEAD**

Erin Wright, J.D., Associate Director of Employee Labor Relations, spoke to the Board about the Department of past year accomplishments and the year ahead.

A Year of Change

Process Specialist

Equity Focus

Salaries are posted on all jobs listed

Jobs are posted on more diverse job posting sites

Revamped Search Committee Process

Honing Grievance Process make standard and across the board

Title IX Training    by the end of the year all adjuncts will be trained; statute is no discrimination based on gender.

Policy on Affirmative Action, Equity and Diversity - Investigation Process and Training    11 investigators trained.

standardized measures for accountability and productivity. Ms. Wright said HR is implementing more behavioral-based questions in the hiring process and Search Committee interviews. Dr. Convertino said they will also be conducting strength and weakness testing with the Colors Personality