STATE BOARD OF COMMUNITY COLLEGE
State Board and Staff Communications

Chairman Sullivan and Mr. Vaughn,

Last week the System Office's Senior Team met to discuss the draft language on State Board and staff communications written by Chairman Sullivan. The feedback shared included the following:

- Senior team members suggest relying on a national organization for training for the Board in undertaking this effort or using similarly situated organization policies as a model for SBCC polices. Some suggested organizations/groups to consider were:
    - The NC Association of CC Trustees has a repository of sample board policies that can be shared with the Board. They have provided me with a link that allows me to access and print any needed items.
    - Resources and/or training available through the Association of Governing Boards of Universities and Colleges (AGB).
    - Resources and/or training available through the State Higher Education Executive Officers Association (SHEEO).
    - Resources and/or training available through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

- In the second paragraph of the draft language, this information seems to be related to having a grievance process or whistleblower protection, which is already a part of State law and SO policy. If you'd like this included, it would be important to spell out clearly at what point Board engagement would happen within the context of those existing laws, policies, etc.

- In the first paragraph referencing the board having "unfettered access." This could be confusing for staff on how best to prioritize their work and requests that come from board members or outside of the normal organizational hierarchy. The preference is for the board members to have clearly defined communication channels—ideally ones including President Stith, Brett Altman, or Senior Team members who serve as staff leads to Board committees. Board members should utilize those existing communication channels to ensure the proper organization and priority being assigned to the requests made.

- In the fourth paragraph it states, "[i]f the employee initiates a conversation based on an overarching concern related to the organizational effectiveness, the board member has

a duty to listen, understand the concern, and report the concern to board leadership." System Office staff reports to the Senior Team members, and ultimately to the System President. Given that the staff oversight authority rests with the President, the preference is that the board members bring any concerns to the President where they can be addressed and where there are established policies to allow accountability. Telling other board members does not seem to help resolve the issue, especially if the information has not been verified or substantiated.

If you should decide to undertake more study or training related to this issue, the Senior Team will be willing and able to assist you with generating a policy that provides efficient procedures, as well as offers guidance and accountability.