

**WESTERN COMMUNITY COLLEGE AREA  
BOARD OF GOVERNORS**

**INFORMAL MEETING  
MINUTES**

**March 19, 2025**

The Western Community College Area Board of Governors held an Informal Board meeting at 10:30 a.m. on Wednesday, March 19, 2025, in the Coral E. Richards Boardroom at Western Nebraska Community College, Scottsbluff Campus, located at 1601 East 27<sup>th</sup> Street, in the City of Scottsbluff, in the County of Scotts Bluff, in the State of Nebraska, as per the publicized notice in the Star-Herald on Tuesday, March 11, 2025.

A current agenda was available in the Board Secretary's office on the Scottsbluff Campus at the time of the publicized notice.

**AREA BOARD**

Linda Guzman-Gonzales .....	Present
Allan D. Kreman .....	Present
Starr Lehl.....	Absent
Lori J. Liggett .....	Absent
William M. Packard.....	Present
Coral E. Richards.....	Present
R. J. Savely, Jr.....	Present
Marjorie A. Schmidt .....	Present
John P. Stinner .....	Present

A copy of the Nebraska Open Meetings Act was available on the table at the back of the room.

**Community Comments**

Pursuant to Board Policy BP-106, community members who wish to make comments will be limited to a five-minute presentation. There were no community comments.

**Board Vacancy Appointments**

Chair Stinner welcomed Mr. Josh Hanson, representing District Two, and Mr. Tony Kaufman, representing District Four. Both were invited to share information about themselves, offering insight into their backgrounds, values, and what they hope to bring to the table in their new roles.

**Timeline and Process for President's Evaluation**

Ms. Lisa Gion, Associate Vice President of Human Resources, informed the committee that in accordance with Board Policy 845.0200.01, which governs the Annual Review of the College President's Performance, the review process is now set to commence.

**Evaluation Form Submission by the President:**

Between April 1, 2025, and April 30, 2025, the President will complete and submit the Chief Executive's Evaluation Form to the Chief Human Resources Officer (CHRO).

## **President's Annual Evaluation (cont.)**

### **Distribution of Evaluation Materials**

On May 1, 2025, the Board Secretary will distribute the Review Statement and the President's Evaluation Form to all Board members.

### **Submission of Complete Evaluation Forms**

Board members are required to submit their completed President's Evaluation Forms to the Chief Human Resources Officer (CHRO) no later than May 14, 2025. Between May 14 and May 20, 2025, the CHRO will coordinate the compilation, analysis, and reporting of the evaluation results.

### **Board Review and Discussion**

On May 21, 2025, during the Regular Board meeting, the Board will review the President's performance and discuss potential adjustments to the President's contract. The outcome of this review will be communicated to the President by the May Board meeting or, at the latest, by the end of May.

### **Notification of Non-Extension Decision**

In the event the Board decides not to extend the President's term of employment, this decision will be communicated to the President immediately, and no later than June 30, 2025.

### **Contract Modifications and Performance Criteria**

Any modifications to the President's contract will take effect on July 1, 2025, in alignment with the fiscal year. Between July 1 and July 31, 2025, the Board will establish and communicate specific performance criteria for the President. These criteria will focus on key areas including academic leadership, general management and planning, fiscal management and budgeting, fundraising, internal and external relationships, decision-making, and problem-solving.

### **Annual Performance Criteria**

Annually, between July 1 and July 31, the Board will define and communicate specific performance criteria for the President, covering the following key areas: academic leadership, general management and planning, fiscal management and budgeting, fundraising, internal and external relationships, decision-making, and problem-solving.

### **Consideration of 360-Degree Evaluation**

The Board members collectively agreed to consider implementing a 360-degree evaluation process for the 2026 review cycle. This approach will involve gathering feedback from a broad range of perspectives, including faculty, staff, and Board members. By incorporating diverse viewpoints, the 360-degree evaluation will provide a comprehensive assessment of the President's performance, highlighting both strengths and areas for potential improvement across different roles.

### **Budget**

President Dart reported the budget process is ongoing and a meeting for budget managers is set for May 13th.

**Budget (cont.)**

The Governor's budget proposal for this fiscal year maintains flat state aid based on a formula that factors in growth in Full-Time Equivalent (FTE) and Reimbursable Educational Units (REU). Larger community colleges will see an increase in funding due to their growth in those areas, while the smaller colleges will experience a decrease in funding.

**Board Member Comments**

Two new board members, Mr. Hanson and Mr. Kaufman were welcomed and thanked for their interest in serving on the Board.

**Next Regular Meeting:** Wednesday, March 19, 2025, 1:00 p.m., Coral E. Richards Boardroom, Scottsbluff Campus, 1601 East 27<sup>th</sup> Street, Scottsbluff, NE.

**Adjournment**

The meeting was adjourned by unanimous consent at 11:45 a.m.

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John P. Stinner, Chairperson

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Susan L. Verbeck, Secretary