

**BRISTOL COMMUNITY COLLEGE**  
**Fall River, Massachusetts**

**MINUTES OF THE PERSONNEL COMMITTEE**  
**OF THE BOARD OF TRUSTEES**  
**MEETING OF AUGUST 16, 2016**

**Convening**

The Personnel Committee of the Board of Trustees met on Tuesday, August 16, 2016, in Room D210-A of the Hudnall Administration Building. Trustee Steven Torres, Chair of the Personnel Committee, called the meeting to order at 2 p.m.

Committee Members present:

Steven Torres, Chair of the Personnel Committee  
Keith Hovan  
Diane Silvia  
Max Volterra

Absent:                   None

Also present were:

Tafa Awolaju, Vice President of  
                                  Human Resources and Affirmative Action  
Steven Kenyon, Vice President of  
                                  Administration and Finance  
Joseph Marshall, ex officio

The Committee reviewed multiple documents in detail including the 2016 Goals and Objectives set for President Sbrega, Fiscal Year 2016 system wide goals, Bristol's FY16 Internal Dashboard, BCC's success indicators, President Sbrega's self-evaluation and the FY17 Goals and Objectives.

The Committee used the DHE Presidential Guidelines and Procedures to conduct the formal evaluation process. The Committee discussed several items included in the materials including:

- The College's new 2016-2020 Strategic Plan and how well it is tied to the DHE Vision Project.
- Continued advancement of sustainable practices including the 3.2 Mw solar car port system and the zero net energy building recently completed.
- Significant increase in enrollment since 2000.
- Increasing FT faculty by 40% since his arrival.
- Enormous success in this year's capital campaign, raising \$4.8M to date.

Personnel Committee Meeting

Page 2

August 16, 2016

- The opening of the Veterans Educational Center.
- Awarding more degrees than any other Community College in Massachusetts.

We summarized the monthly meeting reports by President Sbrega and noted how helpful they were in keeping on task with the goals and objectives for the year. Chairman Marshall and the other Trustees reported extremely positive feedback in their conversations with staff and students throughout the year.

There was discussion about the amazing success in the diversification of the workforce at BCC in the recent year or so.

The Committee supported a salary increase that is the maximum allowable by the Commissioner but not less than what someone with outstanding service would receive.

The Committee will meet with President Sbrega to finalize the evaluation process and send the results to the Commissioner. We will also report the results of the evaluation to the Board of Trustees at the next meeting.

The meeting was adjourned at 2:55 p.m.

Respectfully submitted,

\_\_\_\_\_  
Steven Torres, Chair  
Personnel Committee

sk

\_\_\_\_\_  
Date Approved

\_\_\_\_\_  
Initials

Approved by the Board of Trustees August 29, 2016