

2022 Board of Trustees Self-Evaluation

Description: I would like to make this live as soon as we have it approved.

Date Created: 12/6/2022 4:57:41 PM

Date Range: 12/7/2022 12:00:00 AM - 1/1/2023 11:59:00 PM

Total Respondents: 7

Q1. Please rate your level of agreement/disagreement with the following statements. The Board has sufficiently challenged/supported the President to move toward his goals for the College.

Count	Percent		
0	0.00%	<div></div>	Strongly Disagree
0	0.00%	<div></div>	Disagree
1	14.29%	<div></div>	Undecided
5	71.43%	<div></div>	Agree
1	14.29%	<div></div>	Strongly Agree
7	Respondents		

Q2. Relative to the President's stated goals, which goal have the trustees provide the most support toward achievement? CHOOSE ONE

Count	Percent		
0	0.00%	<div></div>	President's Advisory Council
1	14.29%	<div></div>	Campus Renewal Planning and Implementation
0	0.00%	<div></div>	Fill Openings in the Executive Team and Rebuild the President's Cabinet
1	14.29%	<div></div>	Support the Wyoming Innovation Partnership
1	14.29%	<div></div>	Represent LCCC and Wyoming Nationally
4	57.14%	<div></div>	Continue the Implementation of the Strategic Plan
7	Respondents		

Q3. Relative to the President's stated goals, which is the second most supported goal? CHOOSE ONE

Count	Percent		
0	0.00%	<div></div>	President's Advisory Council
2	28.57%	<div></div>	Campus Renewal Planning and Implementation
0	0.00%	<div></div>	Fill Openings in the Executive Team and Rebuild the President's Cabinet
4	57.14%	<div></div>	Support the Wyoming Innovation Partnership
1	14.29%	<div></div>	Represent LCCC and Wyoming Nationally
7	Respondents		

Q4. Relative to the President's stated goals, which is the LEAST supported goal?CHOOSE ONE

Count	Percent		
2	28.57%	<div><div></div></div>	President's Advisory Council
1	14.29%	<div><div></div></div>	Campus Renewal Planning and Implementation
4	57.14%	<div><div></div></div>	Fill Openings in the Executive Team and Rebuild the President's Cabinet
0	0.00%	<div><div></div></div>	Support the Wyoming Innovation Partnership
0	0.00%	<div><div></div></div>	Represent LCCC and Wyoming Nationally
7 Respondents			

Q5. The Board ensures the President's Goals are clearly aligned with the strategic and operational priorities of the College?

Count	Percent		
0	0.00%	<div><div></div></div>	Strongly Disagree
0	0.00%	<div><div></div></div>	Disagree
1	14.29%	<div><div></div></div>	Undecided
5	71.43%	<div><div></div></div>	Agree
1	14.29%	<div><div></div></div>	Strongly Agree
7 Respondents			

Q6. Please rate your level of agreement/disagreement with the following statements. The Board has been prudent with the College's funds for Trustee Education purposes.

Count	Percent		
1	14.29%	<div><div></div></div>	Strongly Disagree
0	0.00%	<div><div></div></div>	Disagree
4	57.14%	<div><div></div></div>	Undecided
1	14.29%	<div><div></div></div>	Agree
1	14.29%	<div><div></div></div>	Strongly Agree
7 Respondents			

Q7. Relative to the "Board's use of college funds for Trustee Education" what has been working well, what needs to be addressed?

Count	Percent														
7	100.00%	<div><div></div></div>													
<table> <tr> <th>Count</th><th>Percent</th><th></th><th></th></tr> <tr> <td>1</td><td>14.29%</td><td><div><div></div></div></td><td>A more focused approach to what national conferences are attended and the number of persons attending is needed. This is from the monetary perspective. From the outcome perspective, some level of state coordination (by the WACCT?) on who is attending and then a readout that is published (could be a simple trip report in a designated format) for all to benefit from. Potential in-state "trustee education" opportunities could be better attended by LCCC trustees and this would be a good use of funds. Trustees across the state need to know each other better and be able to bounce ideas off each other - this is a version of "trustee education" that has not been utilized fully. Attending these events (in-state) even with travel and an overnight stay should be explicitly planned for in the trustee budget (I believe it is planned for but not specifically addressing the who should attend question). A strategy for interacting with other community college trustees specifically geared to relationship building with them; and their influencers could be invaluable for the long-game. A potential gap in trustee education is teaching/coaching/learning how to interact with influencers - this could be on how to deliver a quick message (in-person, text, emails, etc.), as an example. Much of the effort of the WACCT has been on the message (the "what") but not as much on "how" to deliver the message (there is more than one way!).</td></tr> <tr> <td>1</td><td>14.29%</td><td><div><div></div></div></td><td>A travel policy would be beneficial. Plus, a better reporting system for what has been achieved.</td></tr> </table>				Count	Percent			1	14.29%	<div><div></div></div>	A more focused approach to what national conferences are attended and the number of persons attending is needed. This is from the monetary perspective. From the outcome perspective, some level of state coordination (by the WACCT?) on who is attending and then a readout that is published (could be a simple trip report in a designated format) for all to benefit from. Potential in-state "trustee education" opportunities could be better attended by LCCC trustees and this would be a good use of funds. Trustees across the state need to know each other better and be able to bounce ideas off each other - this is a version of "trustee education" that has not been utilized fully. Attending these events (in-state) even with travel and an overnight stay should be explicitly planned for in the trustee budget (I believe it is planned for but not specifically addressing the who should attend question). A strategy for interacting with other community college trustees specifically geared to relationship building with them; and their influencers could be invaluable for the long-game. A potential gap in trustee education is teaching/coaching/learning how to interact with influencers - this could be on how to deliver a quick message (in-person, text, emails, etc.), as an example. Much of the effort of the WACCT has been on the message (the "what") but not as much on "how" to deliver the message (there is more than one way!).	1	14.29%	<div><div></div></div>	A travel policy would be beneficial. Plus, a better reporting system for what has been achieved.
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1	14.29%	<div><div></div></div>	A travel policy would be beneficial. Plus, a better reporting system for what has been achieved.												

1	14.29%	<div><div></div></div>	As Trustees our board responsibilities is to keep up to date on changes in the community college education, through newsletters, by attending conferences, and workshops. The conferences we attend is one of the great perks we receive and the funds aide in increasing our knowledge. We have the opportunity to meet new likeminded Trustees who share a common discipline and content. I would like the opportunity to discuss in greater detail what we learned, does the money we spend on education bring value to LCCC, who can benefit from these programs/ideas?
1	14.29%	<div><div></div></div>	Board policy 1.2.10 provides in part, that the Board of Trustees consciously invest in its ability to govern competently and wisely. Board skills, methods and supports will be sufficient to assure governing with excellence. Training and retraining will be used appropriately to orient new members and candidates for Board membership, and to maintain and increase existing Board member skills and knowledge. Board members have the responsibility to keep up-to-date on changes and trends in community college education. This responsibility can be fulfilled by attending conferences, seminars and workshops consistent with Board policy. Costs will be prudently incurred, but sufficient to ensure the development and maintenance of superior governance. Given the language of the policy, the Board's use of college funds for this purpose works well. It is important that all members of the Board participate in professional development. This policy also provides that "outreach mechanisms will be used as needed to ensure the Board understands owner viewpoints and values." I'm less confident that this portion of the policy is being met. Are we having Board-hosted ownership linkage/outreach events as the policy provides? And what would that look like.
1	14.29%	<div><div></div></div>	In regard to budgeting for trustee education, it would be useful to develop a consensus as to the objectives for individual and overall trustee education. Hopefully, the Board can have a discussion prior to the preparation of the FY24 budget
1	14.29%	<div><div></div></div>	It appears the majority of the expenditures have been for the participation in ACCT events. It may be worth examining fi there are other education/development opportunities that would be more impactful to the Board.
1	14.29%	<div><div></div></div>	The Board have made great use of funds to attend National Conferences and other events within the the State such as WACCT. This is for Trustees to be able to understand there position on the Board and network with others to bring back ideas from around the Nation and in Wyoming. Without these resources I believe that many Trustees would not have the opportunity to gain better knowledge about certain programs or other gained information that will make a better Trustee for the good of the College. The only thing I feel that would need to be addressed would be to increase our specific line item for training to a higher amount to be more in line with our budget.

7 Respondents

Q8. The Board regularly reviews or receives information about student success and/or outcomes.

Count	Percent		
0	0.00%	<div><div></div></div>	Strongly Disagree
1	14.29%	<div><div></div></div>	Disagree
0	0.00%	<div><div></div></div>	Undecided
5	71.43%	<div><div></div></div>	Agree
1	14.29%	<div><div></div></div>	Strongly Agree
7			Respondents

Q9. The Board regularly reviews or receives information about how well the College is performing.

Count	Percent		
0	0.00%	<div><div></div></div>	Strongly Disagree
0	0.00%	<div><div></div></div>	Disagree
0	0.00%	<div><div></div></div>	Undecided
6	85.71%	<div><div></div></div>	Agree
1	14.29%	<div><div></div></div>	Strongly Agree
7			Respondents

Q10. Relative to "being informed" about student success/outcomes and institutional effectiveness, what has been working well, what should the board give attention

Count	Percent	
7	100.00%	<div><div></div></div>

Count	Percent	
1	14.29%	As a Board, we continue to work well by reviewing educational programs and Pathways, on a continuing basis. The Board has made effective changes that improve the quality of LCCC services and enhances our student's success. Since the pandemic and now with lower enrollment, it is vital that the Board gives attention to the student achievements & outcomes for the percentages are trending downward.
1	14.29%	Dr. Schaffer and the cabinet provide us valuable information at most meetings if not all as well as at some of dinner meetings. I myself am always amazed at how great this information is passed on and do not have any issues about attentiveness not being addressed.
1	14.29%	I appreciate knowing about student outcomes: Numbers of students graduating in their course of study and their level of success in the classroom--GPA's.
1	14.29%	Reports from President Schafer and from Performance and Planning keep us informed on a regular basis. I'd like to have discussion with the board and the President about whether the Board can, and should play a larger, or more personal role in student success and outcomes and what that would look like.
1	14.29%	The president, per Board policy, brings these reports to the Board on an annual basis. That is working well. But perhaps the Trustees would prefer more information or detail.
1	14.29%	There is a balance between having too much information and having too little information that needs to be addressed. With too much information, especially if the board can do little about it, it is almost like a nice to know but not relevant to the governance role. Obviously, timing of information for ongoing operations adds the element of when the board needs to know (in order to be effective in the governance role). I would prefer to be informed about major proactive programs/initiatives addressing some of the known issues that the public and other stakeholders might become aware of. This should continue.
1	14.29%	We get updates on retention, persistence and completion. We are also well informed about continuous improvement. The Planning and Performance Dept. has a wealth of data and information.

7 Respondents

Q11. Please rate your level of agreement/disagreement with the following statements. The Board advocates college interests to the community (city, county, business organizations, ...), state agencies and legislators.

Count	Percent		
0	0.00%		Strongly Disagree
1	14.29%		Disagree
3	42.86%		Undecided
2	28.57%		Agree
1	14.29%		Strongly Agree
7			Respondents

Q12. Relative to the Board advocating College interests, what have we done well?

Count	Percent	
7	100.00%	
Count	Percent	
1	14.29%	Been visible in different organizations as representatives of LCCC. Also, advertising different Art, Music graduations etc. functions and being present at those events to support LCCC.
1	14.29%	Gosh, there are so many areas where LCCC trustees have been effective. Cultivating community good will, Legislative support, statewide colleges working together (WACCT), growing interest and support for LCCC athletics, support by community leaders, to name a few.
1	14.29%	I think there is sincere interest on behalf of the Board to advocate for LCCC.
1	14.29%	Staying involved with WACCT and engaging legislators, the Governor and county commissioners in events at the college.
1	14.29%	The Board working with WACCT have been able to take our interests Statewide and are able to help lobby the legislature to receive funding for many projects as well as advocating for salary raises. The Board also supports Dr. Schaffer in his community roles to bring things to the community (city, county, business organization . . .) that educates these individuals on the needs of the college based upon the needs of the community. Board members also

			attend many functions outside of the college to advocate for the college by networking with other leaders in the community.
1	14.29%	<div><div></div></div>	The boards college interests in the community primarily fall on our College Presidents and the WACCT. Their presence and work ethics they provide in our communities have made many great improvements for the Colleges across Wyoming. Our LCCC Board interactions, with the public are limited to what the needs of the community are as it relates to the College. We then inform the community of the College's accomplishments.
1	14.29%	<div><div></div></div>	This is a gap area for the Board. The efforts have been a mixed bag with efforts via the WACCT effective in setting the statewide advocacy agenda. Similarly, the president has embraced the advocacy agenda - doing a very good job.
7 Respondents			

Q13. Relative to the Board advocating College interests, what could we do better?

Count	Percent		
7	100.00%	<div><div></div></div>	
Count	Percent		
1	14.29%	<div><div></div></div>	Attend more community functions and have more functions at LCCC. Being present is KEY .
1	14.29%	<div><div></div></div>	I understand there are limitations for some of us, and others are not comfortable advocating, but I think this is an area where the Board needs discussion, and perhaps development of a plan which would allow all of us to comfortably advocate for the college. Write editorials, be more involved in getting information to the community, via media and social media.
1	14.29%	<div><div></div></div>	More of the same
1	14.29%	<div><div></div></div>	More purposeful effort by the Board and individual Trustees to advocate with their constituents and others. We rely mostly on the President to do this on behalf of LCCC, and on Erin Taylor (WACCT) to do this for all colleges. Is that enough?
1	14.29%	<div><div></div></div>	The Board's efforts locally with legislators has been less effective than desired. Creative and possibly unconventional approaches to influencing the influencers need to be defined.
1	14.29%	<div><div></div></div>	The only thing that would help the Board do better in this area is to clone all of us and then we would have double the impact. :) I honestly feel that we all work very hard on this and to keep up with what we are doing and to keep supporting President Schaffer.
1	14.29%	<div><div></div></div>	We as a Board need to learn how we can best serve and implement, the 2030 college's Strategic Plan. What can we do in the community (city, county business state and legislators) to bring awareness and needs of the College, for we are not a working board, and we have limitations.
7 Respondents			

Q14. What rating would the general public give the Trustees (Board) on governance of LCCC?

Count	Percent		
0	0.00%	<div><div></div></div>	Very Poor
0	0.00%	<div><div></div></div>	Poor
1	14.29%	<div><div></div></div>	Fair
5	71.43%	<div><div></div></div>	Good
1	14.29%	<div><div></div></div>	Excellent
7 Respondents			

Q15. Why have you chosen this rating?

Count	Percent		
7	100.00%	<div><div></div></div>	
Count	Percent		
1	14.29%	<div><div></div></div>	Because I think there is often a disconnect between the Board, the college, and what is happening at LCCC, and the public.
1	14.29%	<div><div></div></div>	Dealing with my constituent's I have not heard them discuss things in a negative way towards any of the Trustees and are always excited to hear what we have done, they also feel that we are moving in the right direction.
1	14.29%	<div><div></div></div>	I don't think that the general public really knows what the Board does. On the other hand,

			we are not receiving any Bad press, so most in the general public probably think that we're doing a good job. My friends think that we are doing a good job.
1	14.29%	<div><div></div></div>	Incumbents for the last number of years have been reelected.
1	14.29%	<div><div></div></div>	The college is performing well, making progress, is not mired in political debates and discourse, and has no major issues from the community perspective, at least that I am aware of.
1	14.29%	<div><div></div></div>	The General public is aware of the expectations and needs of the institution. The Board has been elected and vested in the community and as leaders and pillars of the community we must continue to bridge the communication between the community and College.
1	14.29%	<div><div></div></div>	The general public might be unaware of what Trustees (the Board) really do/does. So as long as nothing reaches the news or creates a stir the general public would rate the Board above average (i.e. good).
7 Respondents			


Q16. What rating would LCCC employees give the Trustees (Board) on governance of LCCC?				
Count	Percent			
0	0.00%	<div><div></div></div>		Very Poor
0	0.00%	<div><div></div></div>		Poor
2	28.57%	<div><div></div></div>		Fair
4	57.14%	<div><div></div></div>		Good
1	14.29%	<div><div></div></div>		Excellent
7 Respondents				

Q17. Why have you chosen this rating?				
Count		Percent		
7		100.00%	<div></div>	
Count	Percent			
1	14.29%	<div></div>	(Some) LCCC employees might have specific issues they want addressed - and may perceive the Board as having greater authority than the governance role defines. Similarly, a climate survey might reveal some areas for the Board to address.	
1	14.29%	<div></div>	At one time the image wasn't all that good, but I believe it has improved substantially. However, that is a gut feeling without any data to support it	
1	14.29%	<div></div>	Because this is what employees have told me. We have a dedicated, engaged and supportive Board, and many employees see that. I am also aware that there are employees who may see our actions differently. I	
1	14.29%	<div></div>	For the same reasons I stated above. The college is functioning well.	
1	14.29%	<div></div>	I feel whether the employees agree with our decisions or not they believe that the Trustees are doing there part by using the Governance model correctly.	
1	14.29%	<div></div>	In general, the employees at LCCC seem content.	
1	14.29%	<div></div>	The employees know the Mission and Vision of the College, and the Trustees share in the statigic direction of the Institution. The Trustees only interact with Senate faculty, staff & cabinet members at the board meetings & a few functions. What can we (the Board) do more to improve the rating? Should we do more?	
7 Respondents				

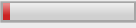
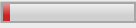
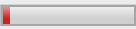
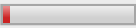
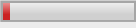

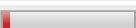
Q18. What rating would LCCC students give the Trustees (Board) on governance of LCCC?				
Count	Percent			
0	0.00%	<div><div></div></div>		Very Poor
1	14.29%	<div><div></div></div>		Poor
3	42.86%	<div><div></div></div>		Fair
2	28.57%	<div><div></div></div>		Good
1	14.29%	<div><div></div></div>		Excellent
7 Respondents				

Q19. Why have you chosen this rating?

Count Percent

7 100.00% 

Count Percent

- | | | | |
|---|--------|---|--|
| 1 | 14.29% |  | Good question, I really don't know. I am assuming it is good because I have not not received negative feedback except when we removed a program. |
| 1 | 14.29% |  | I believe the students feel we are doing what is best for there interests as the the mission of Laramie County Community College is to transform our students' lives through the power of inspired learning. and we have definitely lived up to the statement. |
| 1 | 14.29% |  | I don't think that most students know what or who the Trustees are. Those who attend our meetings and who we, as Trustees know personally, would give us a high rating. |
| 1 | 14.29% |  | I really don't know what the students would say about the board's governance. |
| 1 | 14.29% |  | I selected a middle response because I think many students don't know about the governance role of the board, and many may not be interested. I also think there are students who are interested, understand the role and have a variety of opinions about the work we do. |
| 1 | 14.29% |  | Students ratings would be similar to (but lower than) what the general public believes for the same reason (unawareness). Students might think the Board has more authority to make their college life "better" right now than the reality. |
| 1 | 14.29% |  | The Board of Trustees has a service to the students to enhance their learning experience and secure their futures in the workforce community. Our governance policies have a separation of power to serve the students and community by improving and implement policy. |

7 Respondents