

**Saint Paul School of Theology
April 2022 Board Meeting Minutes
April 1, 2022
Zoom and On-Location**

Friday, April 1, 2022

Board Members present:

Amy Hogan, Dana Aldridge, Dustin Petz, Andy Bryan, Linda Shipman, Tino Herrera, Chair
Tex Sample, Mark Faulkner, Rogers Strickland, Arden Borgen, Sharon Cleaver, Jennifer
Ahren-Sims, Jabari Wamble, Debbie Buzard, David Wiggs

Guests present:

Gail Parker (Consultant), Jay Simmons, Jeanne Hoeft, Matthew Mills, President Neil
Blair, Richard Liantonio, Shannon Hancock, Kris Kvam, Nancy Howell, Tiffany Nagel-
Monroe, Jennifer Smith, Baylee Cook

Call to Order

Meeting officially called into session at 8:02am by Chair Tex Sample. Opening prayer and
devotion by Tino Herrera.

Academic Committee Report – Jeanne Hoeft

Document 3.1

Discussion of the Proposal for Faculty Handbook Change document, which creates a tenured
track option for faculty that is hired on a non-tenured track. The committee approved the
Handbook change.

MOTION to approve Emeritus status for Dr. Jim Brandt as recommended by Academic Committee.

Motion passed unanimously

MOTION to approve Emeritus status for Dr. Hal Knight as recommended by Academic Committee.

Motion passed unanimously.

Chair Sample recognized Dr. Hoeft for her work as VPAAD and her contributions to Saint Paul.
Others shared encouragements as well.

Governance Committee Report – Dana Aldridge

Document 3.2

Dana has accepted the Interim Chair position until the summer when the vote is official. Reported on assessing goals and working with President Blair. Shared the continued search for a Native American woman to join the Board. Shared that Dustin Petz will step down from the Board at the end of his current term. Approved publishing of the Board and Corporate policies to be sent to all staff and faculty. President Blair and Chair Sample shared a word of appreciation for Dana's work in the committee.

Resource Committee Report – Linda Shipman

Document 3.3

Linda reported on the Union Bank and Prairie Capital Reviews (documents in Moodle under 3.3 - Resource Committee).

Reviewed 3-year budget with no changes.

The investment manager's recommendation was to move some items around. No actions to bring to the Board at this time.

Question & Answer, Discussion:

- Andy Bryan asked about the process of deciding salaries. Linda and President Blair answered stating that research has been done around faculty positions. The President mentioned the collaboration with the Resource Committee to research compensation, including benefits and bonuses. Matt answered concerning raises (which are variable costs) since 2018 becoming fixed costs. Andy stated his priority to see raises for faculty positions as soon as possible.

Strategic Planning and Evaluation Committee Report – Amy Hogan

Document 3.4

The Committee has started the cycle plan for 2025 and beyond. Starting in Fall of '22, the Committee will select stakeholders, staff/faculty to start that part of the plan. Goals 2, 3, and 5.

Trust and Collaboration Task Force – Dana Aldridge

Dana stated that the TCTF has been meeting regularly each month and would like to continue in the upcoming academic year.

- Discussion of a racial equity audit
- The TCTF recommends that those on the task force remain for two years before rolling off.
- *Current members:*
Trustees: Dana Aldridge, Jennifer Ahrens-Sims, Andy Bryan
Faculty: Nancy Howell, Israel Kamudzandu
Staff: Richard Liantonio, Margareta Narcisse

Discussion:

Debbie Buzard asked for more information on why the TCTF was initiated and its purpose, and what metrics are in place for determining its success. Dana responded the goals of the TCTF include promoting transparency, creating emotional intelligence, making sure that multiple voices are included in decision-making processes, and looking at how decisions are made. Dana also mentioned the importance of policies being in place, and the trust that is built from following policies. President Blair stated that a positive outcome has been the crossover of faculty/staff and Board members in meetings.

MOTION to continue the Trust and Collaboration Task Force with current members for another academic year by Dana Aldridge.

Motion passed unanimously.

President's Report – Neil Blair

President Blair gave thanks to Dana, Linda, Amy, Richard, and others for their work on the formatting of the President's Report to make it a repeatable tool for the evaluation of his work. Neil also invited Board Members to broaden their impact by becoming Saint Paul Council members themselves and talking to members of their communities about membership.

Neil discussed pre-pandemic student meetings to become more available to the student body. Andy Bryan asked about the formal or informal nature of student meetings with the President.

Andy also asked about the frequency of Staff meetings or the presence of All Staff meetings. Dr. Hoeft responded that departmental meetings are currently happening.

Jennifer Ahren-Sims asked: Does President Blair plan to organize his reports the same way going forward? He and Dana responded that as long as it is working, the report will be structured the way it is now. Amy Hogan will lay out a schedule of monthly reporting for the coming academic year.

Jennifer Smith circled back to the Staff meetings topic, stating that she has felt that Zoom meetings and the utilization of the Teams chat have been valuable formats for her in getting to know other staff members better.

President Blair invited Tiffany Nagel-Monroe to give a report on her duties as Executive Director on the Oklahoma campus. Tiffany emphasized the strength of her team and mentioned building relationships with Oklahoma Council of Churches. Also, the start of "First Thursdays" to visit and build community with alumni, current student, and prospective students has been successful.

Jay Simmons reported on the implementation of DonorView (which does not have a wealth screening option, to be looked into in the future) that has been a very positive step, but there is still work to do to understand and use the program to its full capacity.

Break

Nomination and Election of Board Officers - Tex Sample

Dana discussed the policy around elections of members to the Board that includes entire community of the Board, not only Governance Committee. She encouraged each member to print out the Board policies for reference. Described need to nominate and elect four officers to serve one year terms beginning July 1, and can be re-elected for up to five years. The Board now needs to vote on the next Chair by taking nominations.

MOTION to elect Amy Hogan as Chair of the Board by Dana Aldridge, seconded by Andy Bryan.

Motion passed unanimously.

Discussion:

President Blair raised the question if anyone who is chairing a Committee can become the Vice-Chair. Dana stated that she could not find any policies that would prevent this from happening.

MOTION to elect Sharon Cleaver as Vice-Chair of the Board by Dana Aldridge, seconded by Jennifer Ahren-Sims.

Motion passed unanimously.

MOTION to elect Linda Shipman to continue as Treasurer of the Board by Dana Aldridge.

Motion passed unanimously.

Lee Myane has asked to step down as Secretary. Opened nominations for Secretary.

MOTION to elect Andy Bryan as Secretary of the Board by Chair Sample, seconded by Arden Borgen.

Motion passed unanimously.

Discussion:

Chair Sample asked Dana to recommend a few key policies that need to be followed more closely. Dana responded that 1) solicitation for new trustees - names should come from throughout the community, then Governance Committee brings to the Board to vote. Governance is supposed to evaluate Board Member six months prior to three year term. Dana plans to highlight the most key policies to keep at the forefront of the Board's attention. Dr. Hoeft raised question: Under academic committee policy BP6.4, 3rd paragraph "Academic com. shall review President's recommendations ..." in voting to move a non-tenured faculty to a tenured track – does this need to come before the entire Board? Chair Sample asked if the Board can make an action in this meeting or if they need more advance notice. Dr. Hoeft described that a variety of circumstances require the advertising of a non-tenured track faculty opening. A policy change as of July 1 to go in the Faculty handbook regarding this issue.

Introduction of Sharon Betsworth

Chair Sample invited Kris Kvam to say a few words to introduce Dr. Betsworth to the meeting. Kris commended Sharon for her work and research on a "Childist" reading of the NT. Chair Sample shared a word of encouragement as well.

Personal Sharing - Jay Simmons

1:00 pm - Afternoon workshop with Consultant Gail Parker

Submitted by

Baylee Cook, President/Board Executive Assistant