007-H

Minutes of the Management Transition Committee Meeting
February 1, 2002

<u>Present</u>: Bob Krinsky chair, Bruce Bedford, Jim Hall, Dan Kaplan, Jim McDonald, Jack Merselis, Barbara Winslow; by telephone: Sandra Deming, Jessica Lipnack, Lilian Lovelace. Not present, Reuben Harris.

Note: I am using last names; it may seem brusque, but it's easier for uniformity.

Straumanis. She has signed the contract. Antioch University has not yet signed. At this point in time, portions of the deferred compensation have not yet been agreed upon. However, according to David Weaver, there are no substantive differences. She will be coming to the College around February 15.

The MTCommitte discussed the issue of Straumanis' son. There was general agreement that her son's presence at the College was raising a wide range of concerns. The MTCommittee agreed that this was not a good start for Straumanis and that she needed guidance. Krinsky will be her mentor. She also is expected to report to Bruce Bedford right now, and then, the next chancellor. Bedford has also prepared a memo regarding expectations.

Here is a copy of the memo:

Joan Straumanis
President Antioch College
Summary of Key Expectations

1. **Admissions:** To increase the FTE enrollment of the College by 40 students each fiscal year with qualified candidates while remaining within budgeted admissions expense and scholarship growth.
2. **Financial:** To budget for and maintain a gap in annual College net revenues less net expenses of not more than negative $1.2 million
3. **Program Development:** To participate in the leadership of a program review process, lasting not more than 18 months, to access and recommend an appropriate focus and balance of the College's future liberal arts customer offerings. (Such review to include participation of trustees, alumni/ae, externam personnel, etc.)
4. **External Funding:** To appropriately support the Colleges Campaign goal, and undertake new grant seeking activities which would result in excess of $5 million in external funding by the end of FY 2004.
5. **Staffing:** To assure an appropriate staffing quality, headcount level, structure, and diversity of skills in order to move the college towards achieving its near and long range plans.

6. **Value-Driven Community:** To provide leadership in regaining Antioch's traditional position of national educational leadership and pulling together a cohesive College community focused on its customer focused academic goals and role in society, within its resource base.

Bob will have a discussion with Straumanis about her son and the BOT's expectations.

Sandra Deming asked that a full report of Krinsky's conversation with Straumanis be reported back (and here I am assuming to the BOT and the BOT meeting in LA), and everyone was in agreement.

Discussion about Jim Craiglow as possible interim Chancellor:

The following issues were discussed: the ULC's response and reaction to Craiglow's possible Chancellorship as well as the necessity for the BOT to have a formal and organizational discussion with the ULC over this issue. Craiglow's personal style with some members of the ULC. The MTCommittee agreed that we must focus on the need for a permanent Chancellor, that we need to move forward on getting an interim chancellor, we need stability, and that if Craiglow does become the interim chancellor, he has no interest in being a 'placeholder,' but would like to accomplish certain things.

A this point in time, Jim Craiglow joined the MTCommittee meeting. Jim Craiglow made a presentation about a memo he sent to the MTCommittee. He spoke about management, leadership and fiscal issues. **(Craiglow's memo is attached).** The MTCommittee went over the memo in great detail.

After the discussion, the MTC agreed that we (meaning more than just Bedford) should meet with the ULC on Wednesday with a specific proposal.

Tobie Van der Vorm joined the MTCommittee meeting.

There is a strong consensus on the MTC that we should move sooner than later.

Bedford created a time line that we discussed. Bruce will develop this for the BOT meeting.

- Jim Hall will step down by **February 14**
- Craiglow will be able to step in as Chancellor by **February 15**
- Bruce Bedford will step down in his role as administrative chancellor by **Feb 15.**
- Straumanis is president beginning **February 1, '02 to June 04**
- The Antioch New England search has begun
- Mark Schulman will step down **March 31**
- The search for AUSC begins **Fall 2002**
- The search for the chancellor begins **October 2002**

Van der Vorm spoke about the need for Craiglow coming in sooner than later. There will be more stability. His presence will also help more clearly define the role of chancellor.

Craiglow is willing to move into the job sooner than later and believes he can handle the job of departing president and chancellor.

Lipnack commented that she feels good about this process, and that it is the best she has felt about the process so far.

There was a general discussion about how to organize the discussion about some of the political, philosophical and theoretical issues about the chancellor such as: What is the rationale for a chancellor? Do we need a chancellor? What sort of model? Academic? Managerial? We agreed that we could, at the June BOT meeting have a more organized seminar type discussion, with readings, and perhaps even some people to make presentations, to prepare the BOT to formulate the argument and position for the chancellor. There is time set aside at the BOT meeting for preparing this discussion.

Lillian asked specifically about Van de Vorm's role in the search. Krinsky will be negotiating the contract.

Lipnack wanted to discuss the issues that she sent out in her memo regarding the process and structure of the MTCommittee.

- With regard to Bob stepping down immediately: Merselis reminded the MTC that according to the by-laws, the board chair appoints committee chairs. Given that we are going to have a new board chair, constitutionally by July 1, the MTCommittee and its chair should be left to the next BOT chair. Jim Hall also pointed out that the next chancellor would play a significant role in this process. All agreed.
- With regard to the process: Lipnack raised concerns about the process. Krinsky, Kaplan and Winslow agreed that this was not a traditional academic search process and that from the start the MTC was agreed upon this. But it was a lengthy and inclusive process.

The MTCommittee agreed that in the discussion about the future searches, we should not focus on the past but on future searches.

The meeting adjourned at 2PM.

Minutes submitted by Barbara Winslow