



Board of Trustees Annual Retreat Minutes

Iowa Western Community College

1/10/2025 9:00 AM CST

@ Reiver Room, Iowa Western Student Center, 2700 College Rd, Council Bluffs, IA

51503

Attendance

Present:

Members: Chris Blake, Connie Hornbeck, Matt Johnson, Dan Kinney, Kirk Madsen, Erin McKee, John Marshall MD, Randy Pash, Tom Riley, Gilbert Thomas

Absent:

Members: Kerry Newman

1. Breakfast (8:30am -8:45am)
2. Items for Discussion (9:00am - 12:00pm)
 - 2.1. Institutional Planning

Dr. Kinney shared with the Board his plan for the retreat and what topics he would like to cover.

2.1.1. Review of the College Mission, Vision & Values

The Board reviewed the college mission, vision and values. There was no discussion. A member asked what the feedback was from faculty, staff and students. Dr. Kinney shared that they were all heavily involved in the creation process and had opportunity to provide input. He feels they are happy with it.

2.1.2. Review of the 2024-2027 Strategic Plan

The Board reviewed the 2024-2027 Strategic Goals. There were no recommendations for changes at this time.

2.1.3. Review of the Department Tactical Plans

Dr. Kinney shared with the Board copies of Tactical Plans for each division. This was informational for the Board, they did not review each plan in detail.

2.1.4. Review of KPI's

Dr. Kinney shared and reviewed with the Board the Key Performance Indicators that the Data Governance Committee has helped to create. Iowa Western has been a data poor institution, but we are improving. With the Voluntary Framework of Accountability (VFA) going away the community colleges are looking at using the National Community College Benchmark Project from Johnson County Community College to report and track data. The state would also like to use the Richmond Project, therefore we will be reporting on two for awhile.

A goal of Dr. Kinney's is to be recognized as an Aspen Institute (top institutions in the nation). Dr. Kinney is working with our Dean of Institutional Research to incorporate their goals or standards as ours to be considered one of the top 100.

Questions on timeframe (are they one year goals or longer) and how to measure some goals like Employee Satisfaction. The Board would like to see more KPI's like the student success ones. Do KPI's tie to annual performance reviews for staff? How are staff held accountable for these goals?

2.1.5. Review of Presidential Goals

Dr. Kinney shared his annual goals with the Board. Some align with the KPI's from Data Governance and some do not because these were created before, but they all align with the Strategic Plan.

Dr. Kinney went through each goal for feedback. There was discussion of how to measure and evaluate the goals.

There was discussion on creating a dashboard for the Trustees. They would like to have a dashboard for Dr. Kinney's goals to be able to track them in real time, and not just receive an update at the end of the academic year.

Presidential Performance Evaluation - Connie would like to put a team together to finalize the new document for Dr. Kinney's evaluation. A draft document was created based off materials Connie gathered from ACCT. The group would like to review the Presidential Profile created when Dr. Kinney was hired. The committee will consist of Chris Blake, Gilbert Thomas, Connie Hornbeck and Dr. Marshall.

2.1.6. Review of Facilities Plan

Dr. Kinney reviewed the current Master Campus Plan with the Board. There was no discussion.

The Board had a discussion on the Bond Issue. Dr. Kinney shared statistics from the election and expenses paid to Victory Enterprise and to each county for election materials. There was a discussion on the postcard sent from each county to all voters. Several documents were shared to help with the planning for a bond next year - no action taken but discussion on what it would look like to move forward with a bond next November.

Dr. Kinney asked if there was a consensus today to move forward. Dr. Kinney will continue to move forward with planning to have another bond referendum on the ballot in November and will keep the Board updated.

There was a discussion on the Early Grading Package. Dr. Kinney reviewed the pros and cons of doing this now and made the recommendation to remove from the Board agenda Monday.

2.1.7. Review of Deferred Maintenance Plan

In the interest of time, Dr. Kinney shared some documents about deferred maintenance projects at all locations but there was no discussion. The Facilities team continues to review plans and address critical issues.

2.2. Additional Items for Discussion

Political Environment - Dr. Kinney has no idea what to expect this session at the state and federal level.

3. Lunch Buffet (12:00pm)