

Personnel & Planning Committee Meeting

Friday, December 13, 2014

1. Review of Non-competition and Conflict of Interest
 - a. Recommend to the Board Adoption of the Proposed Non-competition and Conflict of Interest Policy
2. Review of Staff Development Policy
 - a. Recommend to the Board Adoption of the Proposed Staff Development Policy
3. Review of MHLS Member Annual Survey Responses
 - a. The *2013 MHLS Annual Member Survey Report* will be posted separately.
 - b. Where do we go from here?
 - i. The *2013 MHLS Annual Member Survey Report* will be sent to all directors and board presidents
 - ii. The board should accept the report and specifically endorse –agree with-- (with changes if appropriate) the “Priority Themes” (page 4 of the report)
 - Three themes are within the purview of the staff
 - Two themes are within the purview of the board
 - Numerous comments are within the Purview of the Directors Association
 - iii. The board should solicit comments from Directors and Board Presidents concerning the results and the process used.
 - This could be done in the note forwarding the survey results
 - iv. The board should ask for the staff to develop achievable action plans for the staff themes, assign a board committee to develop similar plans for the board themes. And formally refer the Directors Association comments to the DA for their handling as they deem appropriate.

If you have any questions or would like to obtain a copy of the 2012 responses for comparison purposes please contact John Bickford at JohnBickford@Alumni.UVM.edu or at 845-229-6990.