

## **Personnel Committee**

June 11, 2018

Attending: Zale Chadwick (chair), Shaheed Haamid, Danielle Parks, Ani Haines (notes)

Absent: John Shuck, Don Coughy, Rose Medlock, Claire Heacock

NOTE: Claire has never attended a Personnel / Governance Committee Meeting, and was not officially appointed to serve on the committee by the board-- accordingly, we are dropping her from the committee membership, and therefore, we have quorum to continue to meet

**Minutes** of April 2017 are approved

### **By-laws - proposals for changes:**

Danielle is bringing proposals for by-law changes to the Personnel / Governance committee, for inclusion in this year's member election.

- 1) Propose that the KBOO Board of Directors be made of 6 or 8 members, not 12.
  - a) The Board has spent far too much time and energy trying to achieve quorum and keep board seats filled. Initially, she thought that reducing the number to 8 would be good, then had another board member suggest that the number be 6.
  - b) Ani will survey stations via the NFCB and GRC listserves to see how many board seats they have, as well as how they are structured (elected, appointed, term lengths, any term limits). She will share this information with the other members of the Personnel / Governance Committee, via email before next meeting.
    - i) Ani also asks the committee to think about the overall organizational health of the station, and why it's been hard to get board members to commit.
  - c) At the July meeting, we will draft a by-law proposal to send to the July Board meeting
- 2) Danielle would like to see the by-laws brought "up to date" in terms of current modes of communication, taking into consideration email, etc. The committee commits to reviewing the by-laws with the intention of modernizing it, ready to discuss possible revisions in the July meeting.
- 3) Board Exit Interviews: The Personnel/Governance Committee proposes that exit interviews be conducted with Board Members who are leaving, whether they resign before the end of their term, or are leaving at their term's end.
  - a) Passed unanimously

**Meeting adjourned at 7:35 pm.**