



AGENDA

Executive Committee Meeting

January 27, 2026
3:00 pm - 4:30 pm

1. Call to Order

2. Opening Remarks – Martha Rozman and Bill Lutz

3. President & CEO Mid-Year Evaluation Conference

The President & CEO has provided self-reflections directly to committee members. These are not posted in the portal meeting folder. The approved *President and CEO Evaluation Process* is posted in the portal meeting folder as Document A for reference. This document describes the Mid-Year Evaluation Conference:

The CEO provides brief self-reflections for each domain in advance of the mid-year conference. During the conference, each Executive Committee member provides a tentative verbal rating for each domain and offers concise verbal feedback. The CEO has the opportunity to share reflections regarding the feedback from each Executive Committee member at the conclusion of that member's comments.

The ratings include four levels: *Highly Effective* (consistently exceeds performance expectations); *Effective* (performs duties effectively); *Acceptable* (demonstrates an acceptable level of performance); and *Unsatisfactory* (does not meet performance expectations).

4. Closing Remarks by Board Chair & Adjournment