

Lancaster Bible College & Graduate School
Comprehensive Outcomes Assessment Plan for Academic Year: 2008

Department/Division: President's Office Program/Unit: Board of Trustees

Rev. 6/08

Mission Statements	Objectives / Outcomes	Means of Assessment and Criteria for Success	Summary of Data Collected	Use of Results [In column to right, indicate if an Action Plan (AP) or Strategic Planning Initiative (SP) is needed ¹]	AP / PI
<p><u>College Mission:</u> Lancaster Bible College & Graduate School exists for the purpose of educating Christian men and women to live according to a Biblical worldview and to serve through professional Christian ministries.</p> <p><u>College Vision:</u> Lancaster Bible College & Graduate School will be a premier learning community that intentionally develops the head, heart and hands of servant ministry leaders for global impact.</p> <p><u>Unit Mission:</u> The Board of Trustees is charged with the oversight of the general affairs of the College and manages them in conformity with the laws under which the same is incorporated, all within the provision of the Bylaws.</p>	<p>1. The Board of Trustees will meet quarterly with sufficient attendance by its members.</p>	<p>1. At least 90% of the members of the Board of Trustees will attend 75% of the scheduled meetings.</p>	<p>For the 2005/06 year, 90% (18 of 20 Trustees) met this objective (does not include the College President or a trustee who resigned mid-year).</p>	<p>The attendance rate indicates a solid commitment by all board members.</p>	
	<p>2. The Board of Trustees will effectively direct the business of the College.</p>	<p>2. As evidenced by meeting minutes, each of the boards' committees will meet at least twice a year to conduct the business of the college.</p>	<p>Each board committee met to conduct business and submitted minutes of its meetings to the Board of Trustees.</p>	<p>Advances of the college, new programs, balanced budget, Committee for Institutional Effectiveness and Planning.</p> <p>The trustees voted to create a new standing board committee (Enrollment Management) signaling a shift in strategy.</p> <p>The trustees voted to move forward with the renovation of Esbensshade Hall, and informally encouraged the administration to devote attention to the issue of diversity.</p>	
	<p>3. The Board of Trustees will direct the investments and care of College funds and property.</p>	<p>3. At the direction of the Finance Committee, Ambassador Advisors LLC oversees the investment portfolio of the College and reports quarterly to the Finance Committee. The chair of the committee serves as the treasurer for the Board of Trustees.</p> <p>The Building Committee of the Board will oversee the upkeep and acquisition of College property.</p>	<p>The Finance Committee met quarterly to review fiscal reports and financial statements. The committee is chaired by the treasurer of the board.</p> <p>The Building Committee met quarterly and recommended to the trustees to move forward with the renovation of Esbensshade Hall.</p>	<p>The Finance Committee will continue to monitor the financial health of the college.</p>	

<p>Unit Mission: The Board of Trustees is charged with the oversight of the general affairs of the College and manages them in conformity with the laws under which the same is incorporated, all within the provision of the Bylaws.</p>	4. The Board of Trustees will elect individuals to the Corporation.	4. Prospective corporation members will be interviewed by the Membership Committee of the Board. Names of approved individuals will be submitted to the Board of Trustees for Corporation membership.	The committee met three times and interviewed five individuals who were recommended for membership and approved by the Board of Trustees.	Engage new members in board committees as they are willing and able.	
	5. The Board of Trustees will approve the operating budget and employee salaries.	5. The People Development Committee of the Board will review employee salaries each year with the goal of reaching an equitable salary scale. The Advancement Committee of the Board will review and approve the annual budget, including employee salaries, as presented by the President.	The People Development Committee did not review salaries this year. The Finance Committee approved the annual budget on May 23, 2006.	A three percent salary increase was given to nearly all fulltime employees.	
	6. The Board of Trustees will approve College policies.	6. College policies will be approved by the President's Cabinet and the appropriate Board Committees and will be filed in the College Policy Manual housed in the President's Office.	The Cabinet meets a minimum of twice a month to conduct business and makes recommendations as needed to the board committees. The College Policy Manual is maintained in the President's Office.	This process is working satisfactorily and will continue.	
	7. The Board of Trustees will participate in Self Assessment	7. A board self assessment will be completed biannually in November in preparation for discussion at the biannual retreat in February.	A self assessment questionnaire was completed in November 2006. Results of the questionnaire have been compiled for discussion at the February 2007 trustee retreat.	Necessary adjustments will be made as indicated by the board discussion of these results.	

¹ An Action Plan is developed if the "use of results" project can be performed utilizing the current resources available. A Planning Initiative is developed when the "use of results" project calls for additional resources and requires CIEP, Cabinet or other administrative approval.