



**Arizona School for the Arts**  
**Governance Committee Meeting Minutes**  
 Wednesday, December 8th, 2021 at 8:00 a.m.  
Zoom: 864 6975 9102 Passcode: 508904

Attendance (Board Members in bold)					
<b>Betty Hum, Secretary-Treasurer/ Governance Committee Chair</b>	P	<b>Dr. Anthony (Tony) Dietz, President</b>	P	<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	A
<b>Alexander Laing</b>	A	<b>Karen Lugosi</b>	P	<b>John O'Neal</b>	P
Ed Novak	A	Leah Fregulia, Head of School/CEO	P		

Agenda Items
<b>Policy review – Employee Handbook</b> <ul style="list-style-type: none"> <li>Liz Shaw is revising now and requests Governance Committee input</li> </ul>
<b>Equity Statement</b> <ul style="list-style-type: none"> <li>Review of models and resources</li> </ul>
<b>Organizational Development</b> <ul style="list-style-type: none"> <li>Consultant and Process</li> </ul>
<b>Update from Committee Members on Succession Planning</b> <ul style="list-style-type: none"> <li>Lessons from the Field</li> </ul>
The Governance Committee may hold an executive session for the purpose of obtaining legal advice from the Board's attorney on any matter listed on the agenda pursuant to: ARS §38-431.03 (A)(3) Legal Advice

Minutes
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The meeting started at 8:10 a.m. due to technology issues.

Committee Chair, Betty Hum, suggested that she, John O'Neal, and Karen Lugosi review the Employee Handbook together, viewing it through a DEI lens, and combine notes. They will convene a subgroup meeting prior to January 30<sup>th</sup> to allow time for the Senior Leadership Team to revise additional items from the school perspective.

The Governance Committee will hold off on any further work with the Equity Statement until the Core Equity Team has made recommendations in February to avoid duplicative work or moving in a different direction from Governance Committee which is not privy to all CET discussions.

Leah Fregulia shared the process and consultants ASA is using for the reorganization plan and succession planning. When deliverables are achieved, the Governance Committee will be able to review and work with the consultants' suggestions on succession planning.

Betty shared that most non-profit arts organizations she has spoken with do not have a succession planning process in place. Leah shared that the two former Chief Executive Officers she spoke with recommended that the CEO is part of the hiring team. Tony asked if either organization used an outside search firm – one did and one did not.

The meeting ended at 8:35 a.m.