



**September 30, 2021**  
**8:30 a.m.**

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**Discussion Item**

BOT-2 Board of Trustees Retreat – Team Building and Rules of Engagement

**Background Information**

At the August 3, 2021 Retreat, the Board of Trustees engaged in conversation around team building, building trust, and effective communication. The Board identified rules of engagement, discussed methods of accountability to those agreements, and discussed those principles and behaviors that guide how they communicate and engage within a public context.

Those principles and behaviors have been captured in an infographic titled “Board of Trustees Commitments.” Chair Betsy Oakley, Vice Chair Mona Edwards, and Trustee Margaret Benjamin will give a recap of the retreat discussion and review the infographic.

Special thanks to Jiyoung Park, Visual Arts Specialist with University Communications, for her work developing the document.

Attachment:

BOT-2.1 Board of Trustees Commitments (see below)



## RULES OF ENGAGEMENT

**What principles and behaviors guide how we interact with one another? We respect:**

- Listening
- Sharing of ideas and information
- Acknowledging differences of perspective
- Asking questions
- Challenging conflict as part of the process
- Curiosity
- Candor
- Humility
- Collective and individual influence
- Intentions
- Sense of humor
- Generosity of spirit/knowledge/time  
(willingness to give of oneself and be with others to achieve consensus)
- Engagement
- Empowering Unity (“here for you”)
- Our similarities and differences



## **ACCOUNTABILITY**

**How will we keep one another accountable to these agreements?**

- Share rules of engagement/insights and do so in real time if possible
- Acknowledge what you don't know, particularly in committee, and asking questions
- Mentor new members
- Seek feedback/self-assess
- Articulate standards (board culture/expectations)

## **PUBLIC CONSIDERATIONS**

**What principles and behaviors guide how we communicate and engage within a public context?**

- Be prepared
- Be mindful in dialogue, of media coverage, and of one another
- Be team-oriented
- Be willing to give and receive candid feedback
- Set the tone – avoid negative energy
- Avoid individual agendas
- Recognize and compliment staff
- Stay on message