

MINUTES
ANNUAL BOARD RETREAT & LONG-RANGE PLANNING COMMITTEE MEETING
ANGELINA COLLEGE BOARD OF TRUSTEES

January 22, 2026

9:00 a.m.

The Angelina College Board of Trustees met in the Administration Building boardroom of Angelina College. Officers present were Mr. Curt Fenley, President, Mr. Joey Garza, Vice President, and Dr. Sid Roberts, Secretary. Members present were Ms. Hilary Haglund-Walker, Ms. Lynne Haney, Dr. Robert Lindsey, and Mr. Johnnie Ross.

College personnel attending the meeting were Dr. Michael Simon, President, Ms. Krista Brown, VP of Student Services and Ms. Ashley McElhinney, Manager of the President's Office and recording secretary.

ANNUAL BOARD RETREAT

The meeting was called to order at 9:00 a.m.

TIME OF REFLECTION

A moment of silence was observed.

CONFLICT OF INTEREST

Mr. Fenley called the college's conflict of interest policy to the attention of the trustees in attendance.

COMMENTS TO THE BOARD

There were no comments to the board.

BOARD SELF-ASSESSMENT

The Board received an overview and outline of responsibilities and policies reflecting their duties. The Board reviewed the survey data compiled from their Self-Assessment, and there was a brief discussion regarding their results. The discussion then moved to outcomes related to their 2025 goals. Mr. Fenley indicated a need for more Board involvement and suggested that the Board could potentially travel to the Capital with Dr. Simon on occasion for Legislative sessions. The Board also expressed interest in Board Education meetings. The ACCT meetings were suggested as a way for the Board to receive additional training and information. The Board requested some dates of upcoming conferences and Dr. Simon stated he would provide those. Dr. Simon also suggested that the Board might be interested in accompanying him when he takes the Student Government Association to the Capital. It was also suggested that a Legislative Advocacy program be created. The Board then moved on to the President's Succession Plan and it was suggested that the Policy Committee review that during their next meeting.

ACTION ITEMS

Adoption of a Trustee Goal for Improving Board Performance

The Board would like to appoint a committee for Legislative Advocacy. This will be a new committee and will not be replacing anything already established.

Review and Reaffirmation of the Mission Statement and Consideration of the Compatibility of the Scope of Institutional Activities and College Policies with the Mission Statement (SACSCOC Standard 4.2a)

The Board suggested that they need to discuss this in their Long-Range Plan and offered the example of what if there's a need to add language for a Bachelor's Degree.

Consider Approval for the Athletic Department to Purchase Necessary Supplies, Uniforms, and other Equipment for Fiscal Year 2026 (vendor will be a member of the BuyBoard Purchasing Cooperative)

The Administration asked that the Board consider approving that the athletic department be allowed to purchase necessary supplies such as uniforms and other equipment for fiscal year 2026. After a brief discussion, a motion was made by Dr. Roberts. A second was received by Mr. Ross, and the motion passed unanimously.

Consideration and Board action to authorize the Board's counsel, Wayne D. Haglund, of the Haglund Law Firm, PC, to engage legal consultants to evaluate and advise on the Board's response to any anonymous communication.

The Board went into Executive Session to discuss this matter with their attorney, Mr. Wayne Haglund. Upon their return, Dr. Roberts made a motion to authorize Mr. Haglund to engage a legal consultant to evaluate and advise the Board on responses to any anonymous communications. Dr. Lindsey seconded the motion, and the motion passed unanimously.

REPORT ON 2025 PRESIDENTIAL PRIORITIES

Leadership Development

Dr. Simon shared some of the things the College did in this effort such as professional development opportunities as well as working on engrafting the AC Way into our hiring and review processes, among other things. Dr. Simon shared that Dee Ellis had agreed to be the face of the AC Way on campus. It was proposed that this would roll into the 2026 Presidential Priorities and the College would continue to make this a focus and priority.

Expanding the role of the Office of Human Resources to Include Conflict Resolution and Facilitation of Problem Solving

Dr. Simon shared that this has been completed and that the College would continue to enhance performance of this role. Ms. Dee Ellis will support this initiative through work on the AC Way implementation.

Establish a Student Affairs Study Group

Dr. Simon shared that the purpose of this group was to develop a grounding in the philosophy, purpose, concepts, functions, and praxis of the student affairs profession, and to explore how it contributes to fulfilling the college's mission. He shared that this study group met throughout the year and he felt as though it was successful.

Charge a Strategic Planning Committee to engage in the process of researching and developing a new strategic plan for the College

Dr. Simon shared that this has been initiated but paused due to the decision to review the long-range plan.

2026 PRESIDENTIAL PRIORITIES

Construct a Facility to House the Fire Academy, Commercial Driving Program, Electrical Lineman Program, and Diesel Technology Program

Dr. Simon shared that we have started clearing trees and leveling the ground at the Red Barn property and he asked if the Board was ready to move forward with this project and they agreed.

Leadership Development (continued from 2025)

The AC Way culture is being built. The foundation has been laid but the Board wants to make sure we are monitoring and inquired as to how much it would cost for the consultant firm to come in and do an assessment. Dr. Simon said he would provide them with that information.

Support and Contribute to the Development of the College's Long-Range Plan

Dr. Simon shared that he would continue to work towards the creation of a new Long-Range Plan.

Strengthen Internal Use of Professional Development Services

The College provides access to trainings and professional development through Vector Solutions, Starlink, Center for Teaching & Learning, and Workforce & Continuing Education courses.

Develop a Plan to Address Compensation-Related Challenges with Employee Recruitment and Retention

There is an issue in bringing on and retaining instructors in fields who would make more money doing the actual skill. The Board suggested that the retirement population would be a good pool to explore. The Board also discussed ways to incentivize without a larger pay scale and how to downsize if the need goes down in a particular field. The Board also suggested utilizing teaching assistants and working with the Texas Workforce Center.

The Board agreed with the 2026 Presidential Priorities and agree with moving forward on these and continuing to discuss progress. The President also agreed to add housing as a 2026 priority.

EXECUTIVE SESSION

At 11:08 a.m. Mr. Curt Fenley announced the beginning of the Executive Closed Session, provided by Section 551.074 of the Government Code in accordance with the Texas Open Meetings Act.

At 12:29 p.m., Mr. Fenley announced the end of the Executive Closed Session.

No decisions were made.

ADJOURNMENT OF THE BOARD RETREAT

There being no further business, Mr. Fenley adjourned the meeting at 12:35 p.m.

LONG-RANGE PLANNING COMMITTEE MEETING

This meeting was called to order by Mr. Curt Fenley at 12:35 p.m.

There were no invited guests or public comments.

DISCUSSION OF NEW LONG-RANGE PLAN FOR THE COLLEGE

The Board was presented with the following concepts for their review:

Improve student retention rates and graduation rates through continued implementation of the Guided Pathways model

Dr. Simon presented the above concept. The Board discussed how to get the students that come to us to be College ready.

Create and Active Learning Academy for Instructors

Dr. Simon presented the above concept. The Board discussed potentially bringing in a company to handle this for us. The Board also discussed the possibility of AC online and the issue that resources could potentially be. The Board discussed that maybe the better approach is to get our online data updated and educate our faculty on how to use it. The Board also discussed empowering the Dean of e-Learning to discipline faculty.

Deliver key student services online effectively, efficiently, and intuitively

Dr. Simon presented the above concept. The Board discussed the importance of a portal system that's intuitive and easy for our students to use.

Engraft entrepreneurialism across select curriculum

Dr. Simon presented the above concept. The Board discussed ways to integrate entrepreneurialism into our curriculum and how to help connect entrepreneurs with business owners who may be looking to sell.

Expand the College's Mission to offer Bachelor or Science in Nursing and an Educator Preparation Bachelor's program

Dr. Simon presented the above concept. The Board discussed how teaching is not the big field it once was. It was mentioned that there are several teachers in our region that are not certified to teach the subjects they are teaching. The Board suggested that an alternative approach could be that we take teachers with Bachelor's degrees and get them certified in the classes they are teaching. If we were to move forward with offering Bachelor's degrees we would want to lead with Nursing.

Create water-industry credentials

Dr. Simon presented the above concept.

Build new student housing

This concept has been presented to the Board and the Board has been involved in various conversations regarding the College's student housing efforts.

Create a revenue stream to support intercollegiate athletics

Dr. Simon presented this concept. One of the suggestions presented was the addition of alcohol sales at our athletic events. The Board is divided on this issue. It would require additional security, TABC certified individuals to sell it, etc. It was also mentioned that the College could potentially lobby for tax revenue funds.

Grow the Angelina College Foundation's endowment

Dr. Simon presented this concept. The Board would like to consider bringing in a professional fundraising firm to assist us in raising money for the dorms and the Foundation's endowment. The Board has asked that Dr. Simon coordinate presentations for the Board so that they can participate in the selection process.

GENERAL DISCUSSION

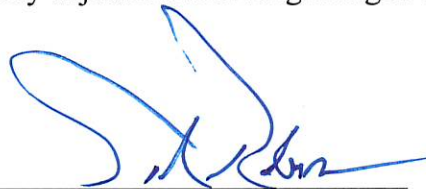
The Board discussed the Facilities Master Plan and Dr. Simon stated that we are moving forward on several of those projects. The Board also discussed adding a clock tower to the campus grounds and the potential purchase of some of the land around Davis Insurance. One Board member also pointed out a few issues they noticed in our recently repaved parking lot and Dr. Simon stated that he would have Steve Capps look into it.

ADJOURNMENT

There being no further business, Mr. Curt Fenley adjourned the Long-Range Planning Committee meeting at 2:01 p.m.



Mr. Curt Fenley, III
President
Board of Trustees
Angelina College



Dr. Sidney C. Roberts
Secretary
Board of Trustees
Angelina College