

PMJA Board Meeting 8/19/21

ED Search Update – Johnathan –the committee is LaToya, Johnathan, Teresa Collier, Mike Marcotte, Naomi Starobin, Traci Tong. Four interviews were conducted yesterday, tomorrow will be three and the final of the 8 was a recorded interview. Johnathan hopes to have the top three candidates next week. Johnathan has proposed narrowing down to the top three. He would like to be able to bring those three back for longer interviews with the top three. When the committee is ready, they will make a final recommendation to the board. The committee would meet with the board to discuss the finalist and answer any questions. He is hoping to have the committee meet Monday or Tuesday next week to narrow down the candidates. Gabrielle suggests that the committee bring the top three to the board and have the full board interview those top three candidates. She feels since the decision is for the board, she'd like to have the board do those final interviews. Cary agrees. LaToya is fine with that, too. LaToya does wonder if the search committee could join in with the board on those final three interviews? Johnathan feels that is a good idea. The other question is how do you weigh the search committee comments. Gabrielle has no problem with the idea of having the search committee be a part of those interviews. We could use a rubric for the final interviews. Gabrielle suggests we create a uniform rubric for everyone and the committee members fill out the same one as everyone else. Johnathan said Mike Marcotte had a rubric that he suggested. LaToya wasn't aware of the rubric...she wants to be sure others know it's available. Makes sense for the search committee to use that rubric then use that or something else for the final.

Committees Update - Christine (and any chairs that want to provide updates) – Awards committee has not met yet – Johnathan is looking to meet next week. LaToya – The Training Committee met this week and have a few trainings in the works. Creating an internship program. We're looking for stations that have recently re-written their policies for ethics and standards. Some stations are upset that stations were not involved in the NPR process. Whatever NPR's policies are tend to be seen as station policies. Gabrielle thinks Mark Memmott worked on this with NPR and she can ask Mark if he's worked with other stations. LaToya wonders if having this conversation with NPR would really make any difference. Gabrielle reported on the DEI Committee – We have a slate of applicants for mentors and mentees – Reginald will work with potential mentors, Gabrielle will work with potential mentees. LaToya is offering to help with that.

Socio Pricing Discount (we'd like to discuss and either have a decision at the meeting or within a few days after the meeting). Gabrielle thinks we should do it. We've wanted the app and have talked about hybrid. She's concerned we won't be able to meet in person. LaToya agrees. Johnathan is concerned about the organization's liability if we don't have an in person conference. How do we adjust the plan balancing safety and the cost we incur under the contract with the hotel. Gabrielle feels like no matter what we probably won't have full in-person attendance. Gabrielle suggests we vote via Slack. Gabrielle moves, seconded by Vinnee.

Planning for Board Retreat (especially travel) – Christine – Conversation about comfort of having an in-person board retreat. Vinnee just got back from a trip and they masked indoors. They would eat outdoors. Gabrielle – I'm comfortable coming in person. LaToya is on the fence because she has small children who are not able to be vaccinated. Vinnee seconds that – she has a 10 year old who is not able to be vaccinated. Cary also feels a little concerned about that. Johnathan – if we do have an in-person retreat, we would all have to be vaccinated and I like the idea of masking indoors. We could have hybrid options for anyone who decides not to attend. Vinnee suggests that we make a hybrid plan now. Christine suggests we have this conversation in another month and wait to make airline reservations until then. In the meantime, Johnathan, Christine and Gabrielle will work on a hybrid plan for the board retreat.

Meeting adjourned at 12:49 p.m. Eastern time. Moved by Vinnee. Seconded by Gabrielle.