


ABC Board Member Responsibilities


Vaughn Mamlin Upshaw, EdD, DrPH
UNC School of Government
Chapel Hill, NC




UNC SCHOOL OF GOVERNMENT www.sog.unc.edu

Questions for Today...

- What does board responsibility mean?
- What are ABC boards responsible for?
- How can ABC board's be more responsible?




What does board responsibility mean?

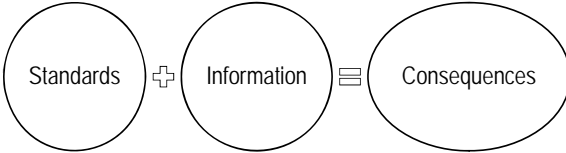


What is Responsibility?


- A particular burden of obligation upon one who is responsible: the responsibilities of authority
- Involving accountability or responsibility
- Answerable to or serving at the discretion of an elected legislature or the electorate
- Synonyms: answerability, accountability.



3-Part Accountability System

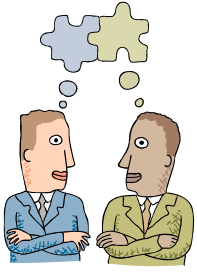


Standards + Information = Consequences




With a partner, describe...

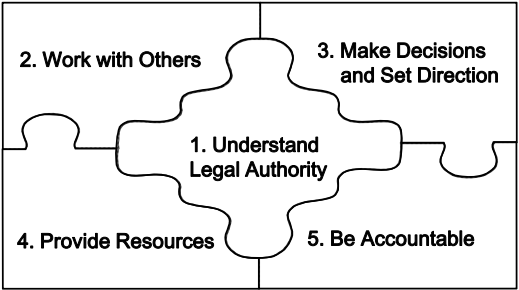
- A performance standard used in your organization
- Information you review to determine whether or not the standard is met
- Consequences that result when standards are met, not met or exceeded




What are ABC Boards responsible for?



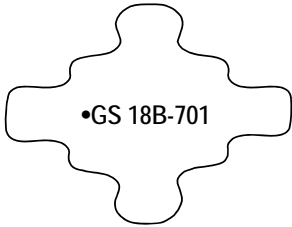
Local Governing Board Responsibilities




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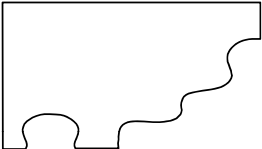
Duties of Local ABC Boards



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Duties of Local ABC Boards



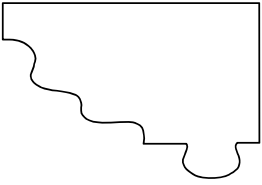
- Hire and fire employees
- Communicate with appointing body, public

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Duties of Local ABC Boards

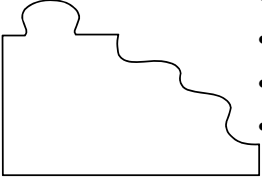
- Determine responsibilities for employees
- Adopt rules for ABC System
- Operate ABC Stores
- Educate public



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Duties of Local ABC Boards



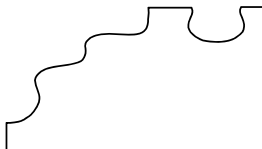
- Buy, sell alcohol for ABC stores
- Borrow money
- Invest surplus funds
- Buy and lease property
- Dispose of property

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Duties of Local ABC Boards

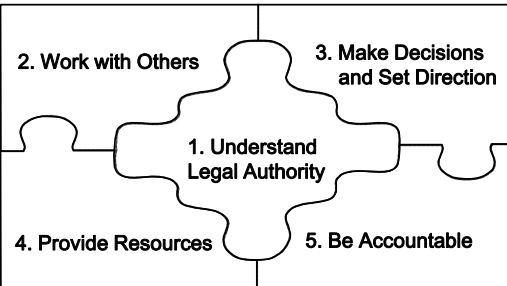
- Employ local ABC officers
- Perform annual audit




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ABC Board Responsibilities



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Levels of Board Accountability



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The Accountability Triangle



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In pairs, discuss

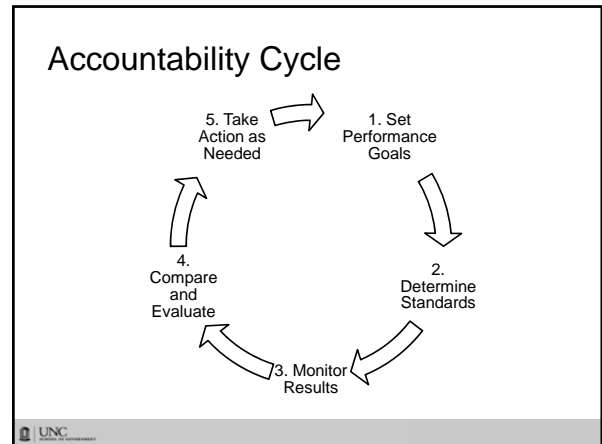
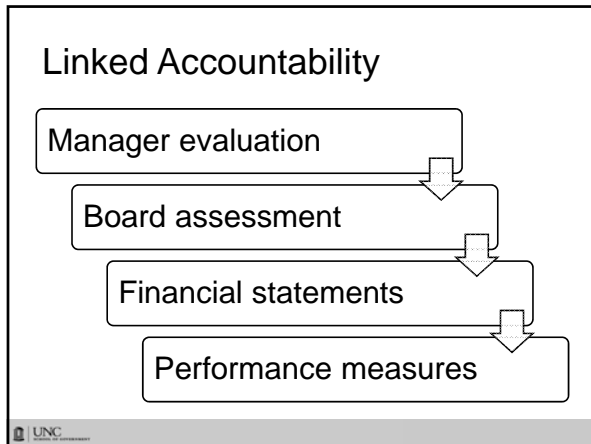
- An example in which both the board and manager contributed toward achieving a goal or objectives.
- What unique contributions did each party make?



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How can ABC Boards be more responsible?

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Key Tools for Accountability

Manager Evaluations

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Board Assessments

- How do you hold the board and manager responsible for performance?
- How successful is your current system?

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Why Evaluate the **Manager and Board**?

- Opportunity to receive feedback about expectations
- Strengthen working relationship between board and manager
- Opportunity to review progress toward goals and avoid “crisis” mode
- Important learning experience for both board and manager

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With two other people, briefly discuss

- Your experience with manager and/or board assessments
- Challenges have you encountered
- Successes have you had

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Problem: Crisis Evaluations

Problem → **Solution**

<ul style="list-style-type: none"> • Board only evaluates when a majority of members think there are serious problems 	<ul style="list-style-type: none"> • Establish regular cycle (quarterly, annually) for evaluating the manager and assessing board performance
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Problem: Unclear Expectations

Problem → **Solution**

<p>Board members disagree about <i>what</i> they expect as well as <i>whether</i> expectations have been met</p>	<p>Clarify expectations in advance and establish clear standards for determining whether expectations have been met</p>
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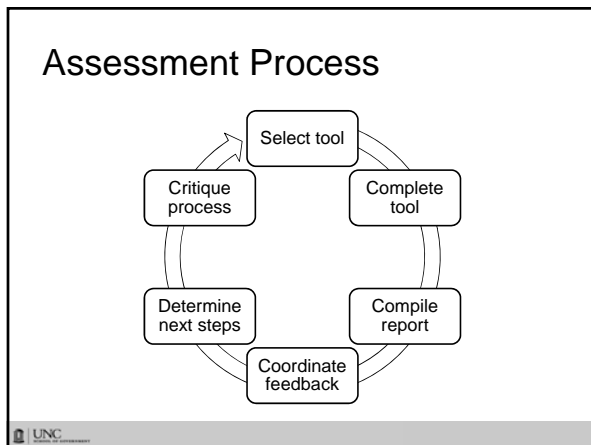
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Problem: Wrong Tool

Problem → **Solution**

<ul style="list-style-type: none"> Using a form that does not meet the needs of the board and /or the manager 	<ul style="list-style-type: none"> Select or create tools that focus on issues of importance to the board and manager
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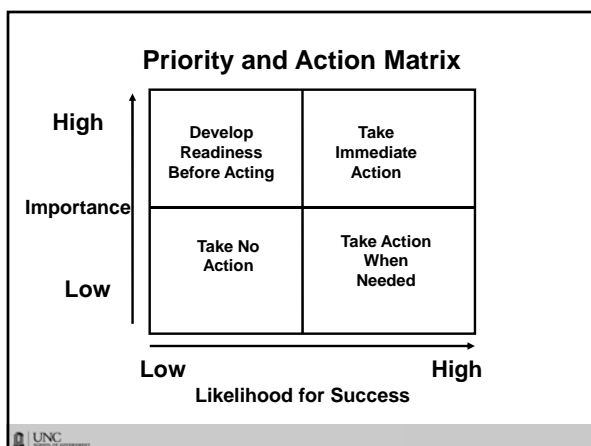
Ongoing Improvement

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    graph LR
      A[Identify Gaps] --> B[Set Targets]
      B --> C[Monitor]
    
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<ul style="list-style-type: none"> Prioritize gaps Rank important issues 	<ul style="list-style-type: none"> Determine performance standards Collect relevant information 	<ul style="list-style-type: none"> Establish a schedule for follow up Agree on actions for outcomes
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Summary

- Defined responsibility for ABC boards in NC
- Provided overview of ABC board responsibilities
- Offered specific tools and steps to become more responsible boards

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