April 24, 2015

University Planning Committee Meeting
Schofield Hall 202 · 11:00 am – 12:30 pm

Attendees: MJ Brukardt, Rosemary Battalio, Robin Beeman, Mitch Freymiller, Dan Gharrity, Andrew Jepsen, Andrew Nelson, Alan Rieck, Carter Smith, Rhetta Standifer, Kimberly Wellnitz

Minute taker: Corrynn Mahnke

AGENDA

- Task Force ideas feedback – what are you hearing from colleagues?
- Vision, Planning, Implementation
  - UPC role in vision and implementation
    - Vision discussion
      - What distinguishes us?
      - What do we most want to be?
      - What do our students need?
      - What does a Blugold degree mean?
    - Change management discussion
      - What are we good at?
      - What do we need to learn
      - What do we need to pay attention to?
      - What will benefit our campus most?

MINUTES

- Regarding the reports from the Rapid Action Task Forces; what are you hearing from your colleagues across campus?
  - The ADAs are fearful of the uncertainty.
  - Fear of the uncertainty as a whole.
  - When will decisions be made? When?
  - It is understood that the Rapid Action Task Forces were put together for the purpose of tackling the budget, but the recommendations don’t seem to be connected to the budget or budget-driven.
  - The Dean of A&S is asking for input on collaboration and priorities in regard to program array.
  - What is the process after the Rapid Action Task Forces present their reports and the Qualtrics survey responses have been reviewed? Who makes the decisions?
  - The Chancellor is doing well at transparency.
• Side Question: Are the principles supported by the campus? Students don’t seem to be driven to finish in four years.
  o Advisory boards are concerned about the rush to complete in four years. Are these students really ready to graduate?
  o There are students who want to get out in four years. We should make it possible for them. If there are students who want to stay, why should we push them to leave?
  o How about the goal of “one semester sooner” as a middle ground?
• What does UPC need to do to help the campus through change?
  o Good at managing
    ▪ We look at our students’ needs – students first (trad)
    ▪ Lead budgets – stewardship
    ▪ Serving culture
    ▪ Support each other within colleges
    ▪ Chairs communicate
  o Do Better
    ▪ Cross silos (colleges, faculty & staff, etc)
    ▪ Resource cooperation (turf wars)
    ▪ Institutional decisions not just in silos
    ▪ More information sharing
    ▪ Get out of our own way “stuff”
    ▪ Determine what to give up – who makes the decisions?
      ▪ We look to “equal” (all things to all)
    ▪ Decisions made quickly
    ▪ Protect faculty and staff
    ▪ Show impact
    ▪ failure
  o Need
    ▪ More background knowledge at all levels
      ▪ Different communication challenges
      ▪ Consolidated acces
    ▪ Use existing decision-structure
    ▪ Use 4 guide posts (100, 90, 50, 20)
  o UPC
    ▪ Assist with strategic priorities
    ▪ Assist with transition
    ▪ Celebrate accomplishments/wins and connect to goals
      ▪ Quick wins
        ▪ Enrollments
        ▪ Foreign language
        ▪ Educate 100, 90, 50, 20 on website
        ▪ One semester sooner/subcategory changes
- Link decisions at college/unit to 4 goals and stay focused on the 4 goals
- Actions
  - Action items
    - Create a plan and timeline. Distill around 4 goals.
    - Share-able information.
    - Develop champions and then reach deeper for implementation
  - Request to Administration: What is the message that orientation should give to students? Including faculty and staff as well.
  - Information to take back to colleges/departments
    - There will be a decision before the end of the semester
    - There will be uncertainty until the budget is confirmed
    - Members should email MJ with their thoughts on what should be shared with colleges/departments