

Minutes (Red items are things that were listed on the agenda)

- I. **Faculty and Staff “tailgate” party before Bemidji State hockey game [11/9/12]**
  - Discussion around having a more social strategic planning event for all staff and faculty has support from the Steering Committee; however the 11/9<sup>th</sup> date would conflict with another event already scheduled for new employees. The President’s Office will explore other options.
  
- II. **January 17-18, 2013 on-campus strategic planning mini-retreat**
  - The draft agenda for the two days was review. The format will be similar to the fall conference.
  - January 17<sup>th</sup>/Thursday afternoon will be for the five committees plus guests
  - A request was made to provide babysitting services for the Thursday night event.
  - Save the Date communication for the campus community will begin in Block 3.
  
- III. **Institutional Effectiveness Committee Update – Stacy Lutz Davidson and John Lauer**
  - Overarching theme can be summarized as “Let’s make CC a great place to work”
  - Common suggestion – improve communication [who, how and when]; address the how resources (financial, human and space) are allocated? Are we being strategic with the allocation of resources?
  - Great Place to Work is not a return to the “old” CC before the 2009 cut and earlier
  - Become a learning organization that we (CC) are able to reflect, live and demonstrate an environment of continuous improvement.
  - Goal outreach will continue through November 12<sup>th</sup>
  - There is a little fear in the community that cuts or dramatic changes may occur as the topic of effectiveness moves forward.
  - Some people want to return to “post 2009” but what does that mean?
  - Campus is feeling overworked and if more initiatives/projects get approved, it will mean more work. The campus is not looking at what to stop doing or do less of in order to focus on priorities. How do we empower the community to reflect upon all that they are doing and decide where to focus less attention or even stop doing certain things. One idea would be to train supervisors on how to work with their staff on reviewing what they do and where they are focusing their energy.
  - The committee members sense that the campus community is expecting to have everything responded to.
  - Pace at the college is different now which feels like you are working harder. How do we value employees, recognize their work and do it more intentionally and not just symbolically.

Next Meeting – November 14, 12:00 pm – 2:00 pm

#### Active Initiative Status Update

1. Listserv-Digest Effectiveness - Sent to Cabinet
2. Campus committees inventory - Sent to Cabinet