

Senior Staff Meeting

October 5, 2015

Meeting Notes

Attending: George Bridges, John Carmichael, Wendy Endress, Susan Harris, Steve Hunter, John Hurley, Nancy Murray, Colleen Rust, Todd Sprague, Steve Trotter, Laurel Uznanski, Amanda Walker, Michael Zimmerman

Absent: N/A

Introductions

The new Director of Government Relations Colleen Rust was introduced to Senior Staff. Introductions were made around the room.

Opening Remarks

The new President, George Bridges made opening remarks. Remarks included a welcome, thanks to all for the good work, and thanks for participation in the October 1, 2015 clambake.

George B. will distribute a book on liberal arts to each of the Senior Staff members for reading and discussion. Discussion on the book will occur in about a month in an informal setting.

George B. drafted a set of goals distributed to the Board of Trustees. Copies of the goals were distributed to senior staff members during the meeting. He indicated that due to the constrained timeline, the goals were made without consultation with Senior Staff. Submitting without consultation is not George B.'s regular practice. He requested Senior Staff members to review the draft goals, and add or revise goals – in particular adding/revising measurable goals with evidence aligning with existing goals submission. Revisions and additions will be weaved in for the November submission. This request is not a way to set metrics. The President's goals are our goals. Each other's challenges are our challenges. When one succeeds, all succeed. Let's combine intellectual horsepower.

When visiting with Vice Presidents at the individual weekly meetings, George B. requested an agenda be sent to him twenty-four hours in advance. After the meeting, he requested a list of action items be sent to him as well. Bullet pointed lists work fine. Copy Susan H. on the agenda and action items. Do not send the agenda too far in advance. George B.'s desire is to not micro-manage.

George B. distributed a copy of the last page of his model on his theory on how students learn. He indicated he is a visual learner and reviewed the model with Senior Staff via PowerPoint. As he considers this a living document, he asked for feedback on this model.

Questions and comments included the following:

- 1) As there are constant changes, we need to keep it dynamic – this model shows as static – possible solution to add arrow at bottom;
- 2) Finance and development are not represented – without money we can't do any of this acquisition and production of knowledge;
- 3) Business and Community are not represented and are part of learning and development – i.e. internships and dollars;
- 4) This model is similar to our 6 expectations and 5 foci;
- 5) Personal constraints for staff is a piece that is missing from the model;
- 6) How did you use this in practice at Whitman? George B. responded advance internships, questioned how we know the information, evaluated, and looked at areas of deficiencies - the turning points piece was difficult.
- 7) The turning points is a great concept – Evergreen does this as we help students find what they are passionate about, provide support, and help to pursue it.

Decisions and Actions

- George B. to bring in copies of the books for Senior Staff. (George B.)
- Bring achievable goals for your units to be used in the goals document to the next Senior Staff meeting. (all)
- Send agenda twenty-four hours in advance of the scheduled individual President/VP meetings. Copy Susan H. on the email. (VPs)
- Send list of action items coming out of the individual President/VP meetings to George B. after meeting. Copy Susan H. on the email. (VPs)

Announcements

- An article was published at theatlantic.com regarding upside down degrees. Evergreen was mentioned in the piece.
- In an attempt to get more individuals signed up, an email will be sent out regarding the E2 Campus notification system. As this is an opt-in program, a push for signing up will occur over the next week or two. The standard sign up has an expiration date. To sign up indefinitely, a box can be checked during the sign up process.

Additions to the Agenda

COM Building Smoking Shelter was added to the agenda.

Council of President's Retreat

John C. and Michael Z. attended the Council of President (COP) Retreat in Seattle on September 30 and October 1. George B. attended on September 30. A large portion of the retreat included an outlook on the state budget and tax structure. With the extensive fires in Washington this year, additional expenses were incurred by the state. As the college is not serving as many resident students as expected and the 4213 base was not met, there is a possibility that the college will be asked to return funding to the state. Last session's focus was on tuition policy. It is unknown what the new focus will be during the upcoming session.

Decisions and Actions

- John C. will send the David Longanecker PowerPoint from the COP meeting to Senior Staff. (John C.)

Preparing for the Pave the Way Conference

George B. will sit on the Pave the Way Conference panel tomorrow morning at 9am. The target audience includes high school and college counselors, and higher education staff and faculty.

Decisions and Actions

- Direct specific ideas on responses to the Pave the Way panelist questions to John C. and George B. today. (all)

Preparing for Some Enrollment-Focused Discussions

The enrollment retention reports will be presented to the Board of Trustees (BOT) at the November BOT meeting. Meeting requests to discuss this further have been sent out. Discussions at these meeting will include how to structure, consultant's work, tuition strategies, curricular, recruitment, and admission.

The nature of the BOT report in the past is Steve H. gives a report on the fall 10th day and recent history (4-5 years' work) and additional information on new and relatively new initiatives is presented.

COM Building Smoking Shelter

Senior Staff discussed the safety in the new smoking shelter near the COM building. The fence will be lowered to ½ the height to provide for better sight lines, "No Smoking Past this Point" signs will be posted, and potentially students will be hired to help monitor the area. Outreach has been made to the Education First (EF) program to clarify expectations on smoking on campus.