Campus Conversation Notes: Pathways and Employee Relationships

10/26/17

INTERESTS (WHY)

• Increase face to face time
• Breakdown culture conflict
• Prioritize - Pathways, SSP, Outreach (Clear direction)
• Increase communication
• Trust
• Mutual respect
• More opportunity for classified staff
• Support for classified staff in leadership roles- Release time
• Accurate data driven decisions
• Recognize/ Acknowledge changes at work
• Full complete transparent information
• Address role disputes
• Scheduling process
• Conflict
• Politics (in group/ out group) elimination
• Management/ Faculty divide
• I Want option because interest

CONSTRAINTS

• Work load (total staffing)
• Administration stability – Turn over issues
• State Mandates
• The unknown = increased STRESS
• Clear understandings
• $$$$ Facilities
• Student – Outside pulls = Change outcomes

BRAINSTROM OPTIONS and SOLUTIONS

• Department liaison to department
• Council of the chairs - Revive?
• Self-reflection
• Open communication - Active listening
• Bring people to the party
• F2F meeting with faculty SS& Ins
• Better notes/Minutes
• Different style meetings
• Group activity for mapping
• Proactive management/Leadership – Senate support
• Nudging where a need is seen
• Flex/Convocation activity
• Cross training/Shadowing - across the board
• Transparency of release time
• SOPS
• Consistent data/ gathered info/ share - Technology use, Availability
• Collaborate between departments - Inter. Exchanges, Special Projects

PARKING LOT

• Face to face time
• Benchmarks - Outcomes, Enrollment