

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