Division Steering Committee Meeting

July 10, 2015

Minutes

Informational

* 1st Annual Student Organization Leadership Conference (SOLC) – Mandy St. Aubyn (30 min)

All student club leaders will be there, helping them to engage with each other, provide a platform to network with each other.

Membership has doubled and there are some growing pains with that growth.

The OAE office has a duty make sure they are getting the most out of the club experience.

Retention - help them persevere through the normal cycle of a club and the school year along with help them to retain more members throughout the year.

Created a competency model.

This conference will be shifting the culture, we want to reach more of the students in clubs.

Follow up with the Steering group in August, shared a handout with more info.

Personal competencies - how are they growing as a student leader. Leadership Institute is going to do hour long sessions about their leadership. Growing as leaders personally and not just organizationally.

Starting the year by setting them up for success right away. Pitching the idea of networking with other club leaders and spending on themselves.

Has there been any partnerships created with Residence Life? They don't register with us, the dream is five years down the road is to cut the 'club' out of it and just open it up to all students who want to develop their leadership.

Can you make it a requirement? Club funding is contingent on participation in the conference.

We are trying to encourage clubs to register earlier and avoid the deer in the head lights issue.

Club leaders are President, VP and treasurer.

Is there any other support that you need? There is a list of topics and there is the possibility of presenting on some of the topics we have, and ideas of people on or off campus.

Chris - two pieces you might want to connect.

What are your objective measures of engagement?

What are objective measures of leadership success?

Come back and have numbers to be able to ask for more funding next time, based on the success?

Start with the student and build out to the strategic plan.

How do we get these people in and if they don't see the numbers later open it up to some hot shots? Great idea.

Date: October 3

* Division Exit Interviews – Chris Kearns (10 min)

We need to understand why people leave.

There may be 17 reasons why someone leaves and other times there is a pattern.

I want to begin instituting the practice of exit interviews. This is just so people can tell us whatever they want to tell us. I want to give people the chance of having parting words. There are some that are thoughtful and may say things like if you would have done this then I would have stayed. We may identify patterns we can change and others that we can't change.

We want to try this initially by having Jen be the point person for exit interviews, I am going to ask the group that is working on the Budget piece to think about this process and come up with a long term plan.

We will have a draft thought/plan and bring back to Steering to get feedback and advise.

Mitchell - there still maybe people that may be reluctant to say what's on their mind where they might say something in an online form, identifier by department. There may be a couple of alternatives that may make them more comfortable to share.

Anonomous feedback can tend to be more emotional.

They are given the option to decline.

We would begin with the temporary solution right now. It will allow us to catpure some of the information that is leaking out and try to capture things we may be able to change.

Structure the questions,

First do the written so that gives me the cue to what I want to ask.

What would you change and what would you keep the same?

if they are leaving the borders of the unit, even if its within the division.

Open (15 min)

EAR -

We are still listening. I am asking Aaron to form the group but not lead it.

Q12 - ie These are questions we've talked about before.

Those units that score high tend to have less turnover, you can have serious pay issues but still engage and retain your staff.

This group should demonstrate the values we are trying to promote in engagement.

1. Elevate that middle teir of leadership.
2. Embody the values we think drive the engagement outcomes.
   1. situational leadership
   2. inclusive excellence
   3. cultivate a visible reflective practice - we do what we do because we have a conscious
3. relationship with our values.
4. We need to manage complexity. Get the best ideas on the table, the best idea may come from the people with boots on the ground.

Five Tasks -

1. Assess engagement - Q12 questionnaire.

2. Design and begin implementing a plan to set up an environment of a higher level engagement across the board.

3. Assess the outcomes.

4. Come up with a better plan from those outcomes.

Aaron will convene the core group (6-8), start by thinking of the functional areas. We are not going office by office but we are all going to be involved in identifying the group. Manage the leadership selection and setting the goals on how they are going to get their charge done. Then, Aaron will become a member of the group and in that role he will be another participant in looking across the whole division.

Jim - your outcome is a more engaged middle group of employees.

Chris - I want every office in the DSS to be an exciting place to work. We aren't there yet but we have the chance to be there.

Dealing with complexity is a serious challenge and more on the way. We need engaged people to be committed.

Tony - is it necessarily the next tier and why not those that are here 18 mos? Do we want to cast the net wider?

Chris - I'm not opposed if we have an exceptional individual.

In order to make suggestions on change you need to be here for a while.