

Minutes
February 3, 2015

Present: Co-chairs: Pru Cuper, Paul Strifflino

Council members: Dean Beaman, Chris Burke, Bob Kostick, Donna Paley, Ellen Proshansky, Pete Stevenson, Mike Welsh, Liane Wiley, Kathleen Williams

Co-chairs Pru and Paul thanked members of the SPC for their leadership in facilitating the All Campus Retreat and break out sessions on January 29 and January 30. Both reported that Keeling Associates were pleased with the results. Good energy. Set up worked well.

Agenda for this meeting:

- Feedback from members of the Council
- Next steps – how do we address the emerging themes
- Logistics for the future
- February visit from Keeling Associates – groups that consultants should connect with, use of survey

Attendance estimates:

All Campus Retreat	125-150
Tenure Track Faculty	50
Staff	50
Students	6
Adjunct Faculty	6

February visit from Keeling Associates – Student Government meets at night which should drive student participation.

Observations from the SPC – What did you hear? What did you take away?

- Jury out. Good feeling on event. What gets written up by Keeling? Keeling has good track record, confidence that they will pick up the right information.
- Faculty meeting – one of the best faculty meetings in years. Frank conversation. Good input. Was Kyle able to catch a lot of the conversation?
- Productive. Good meeting
- Keeling will be careful to capture good information. They are careful not to name themes and to ensure that themes will be what KSC community identifies.
- Write ups from post it notes will be delivered at the end of the week. How to share that information?
- Keep material on the SP website – honest, self assessments of the College.
- What part are we missing? We need some time to assess. Directors have heard but maybe not shared with staff. Lens is different. Might be missing some information. Staff only discussions – how would that be different?
- Staff may not be forthcoming with supervisors in the same room.
- More to be heard of some concerns.
- Some people who couldn't attend sent messages.
- Follow up with Student Affairs Directors to see if there is more that needs to be shared.
- Group that attended – real engagement, committed to discussion. Real stakeholders. Take away – generated ambassadors in the process – working on behalf of the council. Very thoughtful comments on post it notes.
- Enrollment management buy in – admitting the “wrong” students was not the topic of the session. How are we assisting students that are here and how are we generating revenue?
- Opportunity for renewal group – only one other person (faculty member). Conversation centered on first year experience for students and how they need more support. How hard that must be on adjunct faculty. Need to be more aware of limitations that faculty face.
- Enlightening experience for those who participated

- Staff issues are shared by other groups as well
- Well attended sessions: Student Success, Engaged Learning, Campus Culture
- Was there enough time to discuss the topic? Some groups could have used more time.
- If group returned in two weeks, would they come back with a different perspective?
- Hoping people will think about conversations – what brings thinking to the next point?
- Campus Culture – same theme in many of the stickers – lack of community. Faculty/staff don't understand each other. Response afterwards was good and positive.
- Provocative conversation. Good mix of participants. HR person (Scott) work is congruent with other conversations.
- Pru and Paul met with the HR consultant in Dec. This work will contribute to the work of Strategic Planning.
- Will Keeling meet with all departments? Survey?
- Fun. Helping to facilitate process and playing a catalyst role. Good to extract, pull out ideas. Environment was good. Environment influences the way you think, react. Objective was means to end. Fear that nothing will happen, fear that too much will happen. There should be a short term effort to continue that dialog. Photos are a way of reminding that something is happening, Strategic Planning is going on, gathering information, respect for ideas.
- Keeling's introduction of the emerging themes was presented as it is in common language and helped to open the conversation.
- Post it notes will reveal other themes or support the current emerging themes. Feedback from post it notes will allow us to see where current themes overlap with conversations.
- Communication and Transparency - surprised at direction of group conversation. Concern that conversation would be driven by administrators. Cited recent examples of overly massaged messages in college's response to riots. Didn't effectively describe what was done. Limited information makes people fill voids.
- Faculty meeting was good. Could be model for future meetings. ISP – no effort was made to shut down the conversation. Civil conversation that did not have so much tension. Didn't see a lot of untenured faculty. Might be good to have a meeting for full time untenured faculty.
- Felt that students should have been integrated into meetings. Morning felt like more administration. Engaged Learning break out group – good ideas of things we can do – things to improve engaged learning. ISP – lots of comments – another group that could be addressed. Bring issues to larger conversation before a resolution is made.
- What are details and larger priorities? Develop larger conversation. Need to define what is liberal arts is essential to conversation.
- How do professional programs fit in? How does ISP fit in? Assessment is big issue.
- One size fits all for majors is not necessarily the solution.
- Does change happen by correcting problems or create change by innovation?
- What is good for the campus to focus on? Problems or opportunities?
- Info from Keeling is expected at end of the week.
- Council will review and discuss. Goals should comprise the Strategic Plan that shapes the College.
- Possibility of changing the 8 emerging themes? Identify group to explore final themes.
- Keeling back on campus at end of February to refine and enhance themes with us.
- Distinctive academic programs, renewal of campus culture, are themes that are emerging – not yet focused.
- Trust and confidence is not a goal but an underlying part of the process.
- What would we look like if we were successful?
- Initial document from post it notes will come to SP Council. Council members should read and consider the relationship to themes.
- How do we know that what we are doing will have an impact?
- Look for trends, categories, connections, to organize information to move forward. Make associations. What do we see? How to organize material?
- Taking inventory of ideas which will take lead in the future. How to explore in a safe environment?
- How much student input do we have at this point? Should we be gathering more? Maybe use post it notes in the dining commons? Student Senate? In classes? Keeling can tell us what has worked on other campuses.
- Student perspective is good source of information.

- Student perspective is very different. Look at best interest of the College – look at theirs. By getting that piece right, students will follow, will create culture of new students.
- Frame questions for students that are meaningful to them.
- What needs to be pulled out for surveys?
- Reputation – aren't all schools party schools? Academic structure is greater than party reputation
- What balances the reputation question? Distinctive programs. Level of rigor/partying has parallel association. What adds value to degree?

Keeling Visit of Feb 23, 24, 25

Suggested groups/individuals that Keeling might meet with:

SPC

Theme groups once identified

Mayor/City Planner

President

Alumni Board

Parent Board

Keene Endowment Association

Student Government

Pete Stevenson

Cabinet

Fulltime untenured faculty

Honors Program

Academic Affairs Council

Finance and Planning

Advancement

UNICCO/Sodexo

Keeling Visit of March 25, 26, 27

1 ½ day retreat – all day 26th and ½ day on 27th. SPC to attend retreat.

Miscellaneous

Communications to Strategic Planning Council – post to Basecamp and also send by email

Meeting times – 3:30 – 5:00 in the Mountain View Room

Review material on SP website and offer feedback. Anything that should be there that isn't? Questions?