STRATEGIC PLANNING COMMITTEE
Meeting Minutes
August 26, 2010

Present: Jennifer Quinlan, Mike Sharp, Diana Lawson, Orn Bodvarsson, Michele Mumm, Kerry Marrer, Diana Burlison, Karen Lindgren, Lalita Subrahmanyan, Debra Gold, Debra Leigh, Stephen Hornstein, Plamen Miltenoff, Tom Hergert, Sara Grachek, John Palmer, Judy Kilborn, Lisa Foss, Mark Petzold, Kay Worner, Richard Shearer, Mahmoud Saffari, Casey Wagner, Dan Gregory, Tracy Ore, Mark Jaede, Joe Melcher, Tony Akubue, John Eggers, David DeGroote

Guests: President Potter and Provost Malhotra

Item 3 – President

- Thanked the committee for the good work they are doing. Is confident we will make good decisions.
- This process will take 3 years.
- The System will announce reorganization that is strategic rather than a trim around the edges. We will feel a different sense of direction. There will be a new work template that we align our priorities to.
- He realizes we are doing thinking and planning under duress and uncertain conditions.
- FA Exec Committee has passed resolution forcefully asking administration to address faculty rights and governance issues as we discuss reorganization efforts. The President agrees with this motion.
- Regarding service assessment – is starting up. There is anxiety across campus on how that work will be done. We will be following a similar process to what we have done. There will be reductions in numbers of staff positions also. Our solutions will require cross-collaboration. Please watch out for siloed thinking. Push for cross-functional and cross-divisional thinking.
- Asked Lisa to create a group to talk about decision making related to Athletics. This proposal will not be put before campus until late September. He needs to meet with NSIC first. There are three working proposals. There will be 6-8 weeks of conversations before he makes a decision.
- This is a process and working through it will take a number of years. We may have job losses and budget cuts in year one, but creating safety, etc will take longer.

Provost

- The committee has done a phenomenal job.
- Everything is on the table.
- Anything we do should be consistent with the bargaining contract
Three areas to be very clear on how faculty involved in:

- Curricular design and delivery
- Faculty roles, rewards and expectations – Articles 22, 25, 20
- Clarity at other levels of what evaluations would occur

Costing of the organization structure – will come up with some rough estimates over the next couple of weeks as a conversation starter, not a final decision.

There are two sets of appraisals going on, one on academic reorganization, and one reorganization around the corner as soon as the appraisal is complete (“non-academic”).

The Provost needs to be actively involved in both as they are integral to each other.

If someone would like to directly engage the Provost, please let Lisa know and he will come to Strategic Planning.

He would like the committee to develop a process by which the conversations would occur, and how to filter and connect the input, and then share what we believe the campus is saying.

**Item 4 – Governance and the new organizational plans**

- This is not in our prevue but we should be aware it is going on
- Much of reorganization conversation we’d like to have is being derailed by uncertainty of contractual issues
- Interpretation of contract comes from System and IFO, not St. Cloud State.

**Item 1 – Meeting minutes from August 4, 2010**

- Motion to approve by Tom Hergert. Second by Tony Akubue. No objections. Motion carried.

**Item 2 – Additional agenda items**

- Point of order/speaking order; if there is a point of clarification, say "point of order" and you will be put to the top of the list. It was suggested that if there are new speakers that have not spoken when the speaking order is long, we agree that you don’t speak until everyone who hasn’t spoken has a chance. No objections.
- Handout – copy of Strategic Plan 2010-2014 from MnSCU
- Interest in 2 additional forums regarding reorganization
  - Consider hosting a staff-only forum – support staff would like to meet with the Provost and Vice-Presidents alone
    - SPC members should be present
    - Would need multiple sessions to accommodate staff schedules
• Moved by Mark Jaede that SPC coordinate forums for staff to meet with Provost and Vice-Presidents. Second by Tom Hergert. Motion approved.
• Judy and Lisa will work on logistics and bring to SPC next week.

**Item 5 – Faculty alternates for SPC**

• There was a request to consider faculty alternates for SPC.
• If we do that, we would need to do with other bargaining units and that would need to go through meet and confers.
• Suggested to encourage people to come as often as they can.
• We do not have a written attendance policy.

**Item 6 – Report on ASAOPSP**

• By next week will hopefully have a better name for this group.
• Committee met on Monday for an hour.
• Discussed questions and process.
• Elected a co-chair (Lisa Foss).
• There are two names from the staff bargaining units for the other co-chair.
• Meeting this afternoon for 2 hours to finalize meeting times, questions, and timeline.
• Goal is to have questions ready to distribute to campus next week and will come back to this committee for review.
• The information for this committee will also be available in the Reorganization SharePoint site.
• The staff co-chair and Lisa and Judy will meet regularly to exchange information and are informed by each other.

**Item 7 – SPA process for September**

• See agenda for dates of forums.
• Will be run the same was as last fall.
• It is impossible to adjust the timeline due to the requirement to notify tenured faculty by September 20th.
• There is some confusion over the SPA and the reorganization. A memo will go out to faculty.
• Questions to ask presenters should be submitted to Lisa/Judy.
• Volunteers for the small group: follow up with Judy before next Thursday’s meeting when it will be finalized. Lalita, Debra Gold, Steve Hornstein, Judy, Lisa, John Eggers, Tony Akubue
Item 8 – Report on Convocation open forums

- Thanks to those who attended.
- They were well-attended.
- We received written feedback from small table discussions that is being processed in OIE.
- There was quite a bit of follow up to Judy and Lisa after the forums via email.
- The Provost spent a great deal of time answering questions at both sessions.
- There were lots of questions regarding contracts.
- Attendees were told to also provide feedback through their SPC representatives.

Item 9 – Communications plan for reorganization

This agenda item moved to next week’s agenda

Item 10 – Technology Plan

This agenda item moved to next week’s agenda

Provost returned to the meeting:

Concerns about process with SPA:
- Original program reports are on the SharePoint site, along with Deans' recommendations from this summer.
- Will be posting revised recommendations.
- Provost will post his recommendations on Monday, August 30th.
- Communication will be sent out to campus about process, open forums, how to prepare the document, scheduling, etc.
- Some colleges did not provide appropriate time to respond to the Deans' recommendations.