November 2014 LDI
Key Take-aways

External Pressures and the Environment
Dr. Marrero shared his experiences at the Boys and Girls Club and the Power of Education to transform lives. He asked that we remember the goal of transforming lives when considering our obstacles and external pressures.

Pressures
Budget-enrollment growth: more students = increased courses and stresses on staff and systems.
Accreditation: must continue to address
Legislative accountability, formula funding: RPG will enhance our success in formula funding
Compliance and Regulations: increasing compliance and regulations increase pressure on the institution
Competitive Marketplace: our growth impacts other institutions
Technological Innovation: need to stay ahead of the curve
Health Care Costs: continue to rise
Engage West: effecting change in culture
Engage West Cycle: strategic planning, improvement, imperatives, will lead to meaningful transformation for UWG, today’s LDI is about the tools to do this

Barrier Team Update: Dual Career Assistance Program proposed to PAC; Hiring Process, committee appointed to review and make recommendations; Academic Calendar, committee reviewing, looking at 9 summer sessions and calendar impact on Financial Aid; new barrier projects are Central Phone Line and Tracking Housing of Student Data in Banner

Assessment Workshop
Needs identified for UWG to be successful with assessment: common vocabulary, The BIG Picture, and help to units/departments in creating assessment plans. The entire presentation will be sent to all attendees and an assessment glossary was shared with all attendees. An activity sheet was given to all attendees to demonstrate how assessment and the UWG Strategic Plan are directly linked. Next year all units/departments will develop a strategic plan. Participants reviewed their department/unit goals and their relation to the Strategic Plan. We reviewed the unit assessment process. Reminder: sometimes goals will not be accomplished-risk taking is encouraged and risk taking means will we will sometimes make mistakes.

Unit Goals and Strategic Plans will all relate to Divisional goals and plans, which will relate to the UWG goals and plan. Participants reviewed the goals and imperatives required to be in each unit’s plans next year. Engage West action items will be included in goals and plans.

Small groups discussed strategic planning for units, and deadlines were shared for assessment assignments.

Social activity: groups were given limited materials to develop a visual demonstration of the structure and organization of their divisions and groups shared their creations.

Student Success-A Continuation of RPG conversation began at last LDI
We reviewed the Advising Center changes and new “schedule planner”, which will assist students in selecting schedules and may generate more credit hours for students and more scheduling options for students.
The Student Success Collaborative provides predictive analytics to predict student success, the program will assist advisors with course success information, career information, and creates a net for student success.

Center for Academic Success provides one on one tutoring that seeks to help students become active learners; Supplemental Instruction is “super group tutoring”, and supplements high risk courses, and participants tend to earn higher grades and be retained; Academic Coaching assists with academic goal development, and improves study skills. The Faculty Toolkit was reviewed.

Cross Mentoring Groups
Two groups shared their journey and the experience and benefit of CMG meetings, the CMG meetings allowed them to share the experiences and struggle of leaders. The process created accountability for participants to follow through on their actions, and they were able to share both personal and professional challenges within their groups. Dr. Keith Eigel shared that people in developmental relationships grow faster than those that aren’t, which is the benefit of CMGs, he shared that the foundation of trust is vulnerability. The CMG process allows us to learn “more about me” and become more of what is important to us. Work/life integration was a topic for some CMG groups.

Difficult Conversations
There are numerous reasons why conversations can be difficult. Difficult conversations are not just limited to work.

Dr. Rice discussed the three selves: Adult self, parent self, child self, and the place for each in our lives, and the importance of self-awareness and emotions in difficult conversations. Groups participated in role plays with observers providing feedback and making note of the three selves as they presented themselves in the role play. Dr. Rice reviewed the five Fs in Difficult Conversations: Frank, Firm, Fair, Friendly and Flexible, and how they can be useful in Difficult Conversations. Groups participated in a second role play to observe the 5 Fs, and participants shared their experiences with the large group.

Dr. Keith Eigel-Leveraging Diversity of Perspective
Dr. Eigel lead an exercise to help participants begin to observe their preference an the “Four Kinds of Minds”: Sending Thinkers/The Analysts; Sensing Feelers/The Helpers; Intuitive Feelers/The Idealists; Intuitive Thinkers/The Strategists. The exercise moved participants into four quadrants of the room, representing the 5 types.

Small groups discussed how the type of mind contributes to leadership and leadership situations. Group shared their responses to what they bring to leadership situations and which environments they function best in, by answering: 1) What are the greatest contributions you make in leadership situations? What is your leadership wheelhouse? 2) In what kinds of environments or situations are you most effective? 3) What kinds of people or situations do you find most irritating?
He then shared 5 Step for Effective Collaboration: 1) Identify and agree on a common vision or direction; 2) Put yourself on the shelf, your perspective doesn’t evaporate when you don’t defend it; 3) listen with curiosity, repeat to other what you hear them saying; 4) Build on the ideas of others, don’t counter them; 5) Appreciate and leverage diversity of perspective, don’t manage it.