

LDI Talking Points
August 15, 2014

8am-9:30am

PAC Minutes will soon be posted on-line, as will scorecards and action plans

Dr. Marrero shared overarching goals for the year:

- to stay focused and aligned with our Strategic Plan and Goals
- to create a default culture of positivity and constructive criticism in times of challenge

President and VPs shared their scorecards, which will measure success towards our stated goals, and each of these will be posted by Monday, August 18

Dr. Cathi Jenks shared the list of peer Institutions, including 3 USG institutions, and shared suggested aspirational institutions and the criteria utilized in identifying these institutions. A report on the process will be available.

Key Performance Indicators are one indicator of how we are doing in a particular area and our progress towards goals; it is not a “make or break” item. KPIs inform the scorecards and are derived from the Strategic Plan.

9:45am-Noon

Presentation of SMART Goals and links to the Strategic Plan, Dr. Camilla Gant, Dr. Dianne Hoff and TJ Peele reviewed the SMART Goals for their areas, and explained the connection of these goals to UWG Strategic Plan, providing specific examples of how a goal is “SMART”.

There is not an expectation for format or content, not all areas of UWG will look the same. Goals will be relevant to each department/office/division/college, and will be connected to the Strategic Plan.

Dr. Michael Crafton, Brian Henderson, Dr. Mike Hester, and Justin Barlow shared Engage West Action Plans, providing specific examples of actions they are taking in their areas: collaborating with another office on a program, adding “University Matters” to meeting agenda, coordinating a staff retreat.

Dr. Janet Pilcher began the presentation on “What change looks like” and shared the Studer Group definition of leadership: To work collectively with people to build and guide teams to achieve outcomes and define success.” Change is continuous and teamwork influences management of change and improvement. Change connects the heart and mind. She shared a “Destination Postcard” that read, “We had a great year at UWG, here’s why...” LDI Participants then shared what a great year would look like: expanded wireless network, reduced DFW rates, more faculty and staff at School of the Arts events, 75% of students being employed within six months of graduation. Dr. Marrero expressed his excitement for the next year.

The rollout can serve as a premier catalyst for student excellence. It is important to not get bogged down by change; excellence across the board is the aim of all of these activities.

1pm

Awards and Recognition Team Presentation

In their work, the team focused on awards and programs that would have meaning and value for both staff/faculty and supervisors. All new awards will be posted on the Engage West site, on October 1. In addition to the new awards, there will be a new End of Year Celebration.

1:30pm

Barrier Team Presentation

Sledgehammers will be displayed in Sanford Hall, to commemorate Barriers that were identified and resolved. Two sledgehammers were presented to acknowledge the solutions developed to resolve two barriers to success: one for the Extended Replacement Leave Process and one for the Faculty Toolbox. Details on both will be available in the coming weeks.

The committee will continue to look at additional barriers and shared a form they use to identify and resolve barriers. Barriers can be emailed to the team.

Communications Team Presentation

The team was involved in development of the Engage West website, the team is looking for success stories that come out of Engage West/LDI. Stories can be emailed to LDITeam@westga.edu

The President's website now has a feedback form that can be used to improve the website, share success stories and develop a body of knowledge about what we are doing.

1:45pm-How can we improve RPG?

Small groups met to discuss the question for 30 minutes, and groups then shared their ideas. Ideas will be compiled and will be shared.

3pm-Leadership Development Groups

Dr. Keith Eigel discussed personal growth and change as an important part of institutional change. He presented a "Growth Gap Tool" and exercise that helped participants identify opportunities for individual growth and link back to leadership development levels. He shared "We eventually learn the paradoxical leadership lesson that we change the world by changing ourselves." He established Cross Mentoring Groups of 3 to 4 LDI participants, to share their reflections and begin the process of implementing self-change. CMGs will meet three times before the next LDI. He concluded with "Development is not a destination, it is a journey."