

MERIT

4/25/2018

MERIT - Instill college-wide ownership and responsibility for LBCC Goals attainment.

TYPE OF MEETING:	Regularly Scheduled Meeting
FACILITATOR/CHAIR:	
COUNCIL COORDINATOR:	

Agenda:

Agenda Item # 1: Evaluation plan feedback and decision

Action	Presenter: Justene	Time Required:
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We need to encourage meeting with IR, to clarify data points and metrics. People have different levels of knowledge around how to do this work. Also, don't want them to say "I don't understand evaluation plans, so I will just not do it." IR is fairly flexible, could do orientation at council meeting or individually. Most people find it by going to chair and asking for it, it needs to be more visible on the website. (Impossible to find) What if we had them write a small overview, and then have them schedule with IR? Do we want to encourage them to work with IR to complete the plan? Yes, need to say "work with IR." Fear with not having them go to IR is then IR sees it first when they are presenting, and by then it is too late and detrimental. Really is helpful to have IR work with them first, is proactive and preventative. Will there be feedback from council during presentation if IR isn't there. There is hope we really get information out there about how to do this/where to apply/what the steps are/etc.

Will require it to go to IR.

Agenda Item # 2: Next year's MERIT membership

Action	Presenter: Ann	Time Required:
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Membership needs to make sense, not that it necessarily fills certain slots. What direction do we want to give chairs for next years membership? WEVC was around 18, thought workgroups might require more people. Plans to do some vetting next meeting to look at membership and let people step out, haven't thought about if there are others to include. VICE- came together over passion and interests, merge of two groups. Would like to see more faculty on VICE, but do have a handful. Mark is on council, loves projects. Bryan is on council and shows "other side." would like if a dean joined VICE. Work next year needs to be around cultural competency. Would like more instructional faculty as move forward with how cultural competency is in classrooms/divisions. LInC - Recently lost a faculty member, would like to see more faculty (a couple more). Progression-Made an attempt to be representative, sometimes overrepresented in groups (ABS, but only PT faculty), added CTE faculty member. May go with fewer faculty due to working on mostly systems and feeling of taking "precious time." More important to focus on what work needs done and who needs to be at the table. Need to pay attention to where faculty are in personal growth and understanding of the college. Sometimes we pull people in too fast to meet membership but it isn't the right time. Council chairs please think about who would be good and provide good presence for the council, and send info to Ann, and Ann will send an official invitation to join Remember there is a learning curve and give them some time to learn before expecting participation. Consulting with deans and supervisors would help find classified who would be good fit. Seems like it is usually the same people stepping up to leadership, make it clear we want people to revolve and come into roles. How do we develop people so they are ready and able to join committees and know to meet leadership roles? PT faculty encourage in handbook to learn places they have a voice and encourage them to step up.

Agenda Item # 3: MERIT is charged with creating a process for updating the strategic plan each year

Discussion	Presenter: Ann	Time Required:
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5 year strategic plan was developed for accreditation, Greg would like it to be 5 years going forward. Greg would like MERIT to come up with a way to add 5th year each year. What do we do about intervening four years? Should be president's responsibility for the other 4 years. Should the group responsible for accreditation be responsible for strategic plan? Concern about that. Also, the strategic plan needs to have changed in purpose (originally not wanted to be "big" and in the way and "fake" as they are not meaningful) but now we need to continue it and improve it. MERIT should be involved with academic side (MERIT goals) and then there are parts like facilities or IT we shouldn't be responsible for. Sounds like operational, more than MERIT (College Council - but they wouldn't know parts like budgets with innovation council). Would a smaller group want to look at it, before it goes to council. A lot of it was random, made up numbers (estimation), can we go back and update it to be more accurate? Our process has helped the Board understand the money changes we need, so the strategic plan should follow this more closely. Shouldn't be to add a year, rather how can we bring it more inline with the other work like our budget cycle.

Agenda Item # 4: Council Update for Greg

Information	Presenter: Ann	Time Required:
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Greg wants update, but the update should go to MERIT, this is our work, we use the summer retreat and reports to create report for Greg. Does this not meet his needs? Is there a part of the current cycle that isn't working for him, and can we just change that?