MINUTES
Woodring Faculty Affairs Council
April 27, 2018, 10:00 am - 1:00 pm
Miller Hall 158

Committee: Leanne Robinson (Chair), John Korsmo (Chair Elect), Trula Nicholas, Keith Hyatt, Kristen French, Matthew Miller, Vero Velez, Tracey Pyscher, Horacio Walker

Regrets:

Guests:

Support: Cheryl Mathison

DISCUSSION ITEMS

1. Approve minutes – 3/9/18
   Motion: Trula Nicholas
   2nd: Keith Hyatt
Passed with amendments
Abstain: Kristen French, Tracey Pyscher, Vero Velez

2. Strategic Plan Discussion
   • Review of stakeholder suggestions
   • This draft represents ideas, roles, and dreams of the college. It reflects the mission and vision of the college.
   • The strategies on the draft are only examples
   • There is a need to create a forward to the strategic plan that explains:
     o We are writing this for us and the objective is to be more open than closed.
     o We need to think outside the box.
     o Making the objectives and strategies non-prescriptive was intentional.
     o Departments are encouraged to use the plan as a visioning document and create customized details that address the department’s need.
     o Departments will be encouraged to set yearly goals.
   • We have the opportunity to be creative and utilize both qualitative and quantitative indicators.
   • There may be a need for both Internal and External documents.
   • Feedback indicated the desire to define terms in the plan.
     o It is difficult to plan discussions to help develop definitions that can be agreed upon.
     o There will always be some healthy tension around this.
   • Need to develop a process:
     o Engage in college wide conversations of sharing without competition, aimed at learning and accepting different approaches
     o UEPs should be part of the conversation.
     o The SP will be a working document for its lifetime.
     o The SP provides opportunity for areas to engage in landscape analysis development without using a punitive lens
     o It shows where we need to grow and improve.
     o FAC can help generate these conversations on department, program, and college.

TO DO LIST

<table>
<thead>
<tr>
<th>Task</th>
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<tr>
<td>Invite RSP to a future WFAC meeting to discuss grant writing and funding possibilities: LeAnne will invite Tracey Finch to meeting.</td>
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<td>Make a plan for university committee representatives to report back to WCE through FAC.</td>
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<td>Review working draft on WCE representation on University Committees.</td>
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<td>Suggested language for UEP review (Tracey and Matt)</td>
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• This is the time to improve core principles and values, collectively and create a cultural change for the entire college.

• How does this transfer into everyday life?
  o How will SP be represented by resource distribution?
  o We have no pot of funds
  o Emergent budget proposals
  o Existing funds moving forward
  o Retirement replaced Tenure positions

• Process/Overview Introduction
  o Framing statement in next draft
  o Charge to departments
  o Encourage department level conversations to define strengths and growth and how to reach the ambitious goals
  o The SP is a living document and can change over time.
  o All college meetings
  o The more detailed the process, the better.
  o There are change models out there. Is it better to start from scratch or adopt existing change model?
  o Don’t let perfect be the enemy of moving work forward.

• For next draft:
  o Use feedback to improve language without making major content changes.
  o Create framing piece
  o Identify key points to potentially happen
  o Timeline
  o Allow programs/departments to self-articulate and identify how priorities are currently represented.
  o Expect contention. How can we help?
  o Simultaneous forums
  o Not everybody has to travel the same road, but there are axis points where we meet and can come together.
  o Students are looking for authenticity and consistency as we examine how the college represents itself.

• WCE history gets complicated.
• We need to acknowledge that there some hard structures in place.
• We have a responsibility to do the work genuinely and authentically.
• How do we have conversations with those who aren’t critically literate? Approach with love and build on learning.
• All college meetings as a reflection of the strategic plan?
• Syllabi and curriculum could be a grounding area.
• Recognize when we too focused in our own thing. We haven’t historically connected pragmatic with theoretical.
• What can we do to continue this conversation in two weeks. Tracey, Matt, and Kristen will send out articles regarding change.