

ALC MEETING MINUTES

November 29, 2011

Membership

Members: Sandra Balkema, Paul Blake, Michael Bouthillier, Robert Buckingham, Cheryl Cluchey, Michael Cooper, Debra Cox, Brian Craig, Debbra Curtiss, Deborah Dawson, Cambria DeHoag, Gayle Driggers, Stephen Durst, Van Edgerton, David Frank, Sharon Hamel, Kim Hancock, Susan Hastings-Bishop, Joseph Karafa (chair), Gregory Key, Joe Lipar, Glen Okonoski, Tracy Powers, Piram Prakasam, Theresa Raglin, Nancy Reddy, Steven Reifert, Randall Schroeder, Larry Schult, Todd Stanislav, David Steenstra, Karen Strasser, Deborah Thalner, Matthew Wagenheim, Kirk Weller, Trinity Williams, Helen Woodman, Jim Woolen, Gregory Zimmerman

AGENDA

1. Approval of Minutes from 11/15/2011
2. Organizational Culture Discussion – Dave Steenstra
3. Discussion of Faculty/Staff Performance
4. Updates from Colleges/Schools/Departments
5. Open Forum

Handouts: ALC Culture Discussion Part I, Organizational Culture Assessment Instrument (OCAI)

1. Approval of Minutes from 11/15/2011
 - ❖ Minutes approved
2. Organizational Culture Discussion
 - ❖ OCAI – measures 6 key dimensions of organizational culture
 - ❖ Only doing the “now” column
 - ❖ 10-15 minutes were spent completing the “now” column of the OCAI
 - ❖ Totaled scores fall in the middle of each category, with a slightly greater tendency toward Hierarchy category. (A: 25, B: 19, C: 20; D: 36)
 - ❖ Qualitative definitions present a challenge of quantitative measurement
 - ❖ Findings of the assessment is dependent on who completes the assessment; other groups on campus may have differing cultural views
 1. First step - Changing culture is to reach a consensus on current culture
 2. Second step - Determining the desired future culture to find out where we need to go
 3. Third step – Determine what changes will and will not mean
 4. Fourth Step - Identify illustrative story
 5. Fifth Step - Develop strategic action plan
 6. Sixth Step - Implementation
 - ❖ Question: Why do we want to change the culture? Answers: failure or slow to adapt to change, roadblocks. See discussion from 11/15/11.
 - ❖ Trust and risk are a barrier to cultural change

- ❖ A team takes on the personality of its coach – Ferris' culture is dependent upon the deans and administration it hires
 - ❖ Next meeting: complete the "preferred" column of OCAI with an eye to 5 years
 - ❖ Allied Health missing from meeting – need more input to move forward
3. Discussion of Faculty/Staff Performance
- ❖ Solutions for 'staleness': take a sabbatical, encourage following passion
 - ❖ Spirit of classroom observations makes a difference in faculty acceptance of critique
 - ❖ Have faculty observe other instructors for different teaching ideas
 - ❖ Tape teaching sessions and review with faculty, identify areas of improvement and strengths
4. Updates from Colleges/Schools/Departments
- ❖ FLITE is a construction zone right now and is not a quiet place
5. Open Forum
- ❖ Next meeting: December 13, exam week

Adjourned: 9:56 a.m.