

President's Council Meeting Notes February 11, 2022

- 1) **Welcome** – Michael Evans welcomed all and introduced newcomer, Alyse Foster, the College's new Student Senate president. He also wished Crystal Hutson well as she is leaving the College today for a new position in Charlotte, NC.

Michael asked the Council to look again at the Leadership Commitment listed at the bottom of the meeting agenda, specifically the fifth statement, "Engaging in active and responsive Leadership." He asked for feedback on the statement's meaning:

- It means you are visibly present to support your team/department.
- It means that you get your questions answered, whether you like the answers or not.
- Money is a weak motivator. On the contrary, feeling valued is a strong motivator.
- Active leadership helps the team understand that what they do is vital to the mission of the institution.

Michael spoke about Frederick Winslow Taylor (a card-carrying Quaker), who helped usher in the Industrial Revolution through his development of the assembly line. Winslow turned artisans into "cogs in machines," which is the **opposite** of "active and responsive leadership."

Additional updates from the President:

- Strategic Plan – Michael has gathered names for a Steering Committee that will work to create the process for developing a new strategic plan. Once the process is in place, the Strategic Plan Committee will be assembled. The goal is to have the new plan completed by the end of the 2022-23 academic year.
- VPAF Search – Finalists will be coming to campus on Feb. 17/18 and Feb. 21/22, with a possible third finalist as well. Look for calendar invites coming soon from Amy Mincer.
- Reorganization Proposal – Michael shared a new organizational chart and referred to his campus email sent recently, describing several organizational changes for the campus in order to address the following:
 - Declining enrollment numbers – the new Enrollment Management Team will be headed by Dr. Jesse Dorman, Vice President of Enrollment Management
 - The need to separate Enrollment Management from Student Affairs in order to give both areas the needed attention. Matt Thielen will now be the Associate Vice President for Student Affairs with a more focused reporting structure in that area.
 - The need for additional staffing in both areas. Enrollment Management will be adding a Campus Visit Coordinator in Admissions. Student Affairs will be adding a Director of Student Services & Support.

- 2) **Good News** - Several departments communicated highlights, including the following:

- Cindy Cammack – With the return of Ashleigh Eickhoff from her maternity leave, the Admissions Office is fully staffed. Scholarships will be distributed to new students next week. In addition, we will be hosting a Scholarship Recognition event on campus on March 31st and a Counselor Connection event in April. High School counselors within 150

- miles of campus will be invited to attend.
- Kevin Blobaum – Announced that Nathan Rice (Instructional Technology & Design) and wife welcomed their baby this week.
- Matt Thielen – Residence Life is holding RA interviews today and has 31 applicants!
- Ken Curtis – Encouraged all to visit the campus art show in the art gallery, on display until the end of February. Also, consider attending the Peru Theatre Company production of “Everybody” during the week of February 14.
- Paul Hinrichs – Announced that Peru State grad, Whitney Redman, was awarded a NSF grant to be used for our science students.
- Keith Bailey – Facility Services has a new HVAC employee – Cole Richardson.
- Alyse Foster – Announced that Student Senate has passed the ESports Act which will give \$3,500 for the purchase of ESports computer equipment. Alyse also reported that Student Senate has formed a food committee that will be helping develop the international menu for March 14 - 18.
- Crystal Hutson – Noted that ESports is part of Club Sports – it is an organization at this point. They need equipment in order to be able to compete, so the grant funding from Student Senate will help tremendously. Kevin Sanders oversees ESports.

3) Strategic Plan Key Performance Indicators – Tim Borchers announced that a portion of the HLC report will address the success of the College with the KPIs in the current strategic plan. He shared graphs that demonstrate the College’s success or need for improvement. Tim asked all to report to him any policy/procedure changes we have made on campus in response to various campus survey results. We would like to note these changes in the HLC report.

Tim distributed a handout that shows the Institutional Learning Outcomes (created in Fall 2019). The handout, which will be included in the HLC report, demonstrates for each Outcome whether it has been met or still needs additional work.

The HLC report will be completed by February 28. We will use the month of March to prepare for the HLC campus visit. Tim will give additional details at the March 11 President’s Council meeting.

4) Updates

- a. **COVID** – Matt Thielen reported that the campus currently has three active student cases and one active faculty/staff case. For the semester thus far, we have had 51 student cases and 17 faculty/staff cases. Covid case numbers are dropping significantly in the region. The Emergency Management Team continues to meeting weekly to review the data and campus policies. Covid testing is offered weekly on Mondays and Wednesdays in the Student Center.
- b. **Facilities** – Keith Bailey reported on the following:
 - Landscape Planning – Facility Services will be preparing the grounds for spring events.
 - Water Softener – Bids are being taken for a new water softener at the Complex.
 - Boilers – Campus has three boilers but currently two are not working. This is a dire situation as there is no backup. We are getting quotes to fix Boiler #2.
 - Downed Trees – Facility Services will be working to remove these when possible.
 - Hoyt LED Lighting – This project is complete. They removed over 1,000 bulbs from the building!
 - Summer Projects – Will include road work, geothermal for the Library, CATS and Facility

Services (the quad will be torn up), and new HVAC units in the Admin Building.

- Short Staffing – Keith encouraged everyone to thank our facility services staff for their hard work amidst such short staffing issues.

5) Announcements

- **Business Contest** – Next Wednesday, February 16, there will be many high school visitors on campus. Proctors are still needed, so if you are willing to volunteer please contact Lisa Parriott.
- **African Art** – There is new artwork hanging in the Admin Building with more to come around campus, compliments of Dr. Natalie Hahn.

- 6) **Future meeting dates** – Second Friday of month at 11:00 a.m. in CATS. Next meeting is March 11, 2022.