### SENIOR LEADERSHIP GROUP RETREAT - AGENDA

**08/25/2015 • 9:00AM - 3:00PM • AMERICAN SWEDISH INSTITUTE, FOLKE BERNADETTE ROOM**

American Swedish Institute, [2600 Park Ave S, Minneapolis, MN 55407](https://www.americanSwedishInstitute.org)

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>8:30am-9:00am</td>
<td>Arrive and Continental Breakfast</td>
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<tr>
<td>9:00am-9:05am</td>
<td>Welcome and Expectations for the Day</td>
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<tr>
<td>9:05am-9:15am</td>
<td>Update from TC Deans Retreat -- Becky</td>
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<tr>
<td>9:15am-9:45am</td>
<td>Review of what we have accomplished this summer and goals for the upcoming year - Becky</td>
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1. Update on University strategic plan – 7 courses being offered next year; GCC designator. Money flows back to college. Grand Challenges Minor being developed; proposals due January.
2. Report from University's Senior Leadership Retreat. Attendees asked to identify a "big lift." Provost Hanson proposed “One University” (rather than a collection of colleges) for the TC Campus.
3. Budget Pop-Up Group – Why are deans not involved earlier in the process of making major financial decisions. Central budget processes are not transparent. No feedback given after Compact decisions.
4. Enrollment Management is a Regents topic issue (i.e., Why are we so exclusive?).
5. HR and Job Family Reclassification – issues identified (e.g. length of time it took; central HR not understanding academia at times; belief that positions have been sometimes misclassified, etc.)

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1. See handout summarizing action steps from the summer with persons responsible and due dates
2. Performance Reviews – add calibration process and consideration of collegiality
3. Other items to address in the coming year?
   a) Discussion from the Constitution about the sun setting of centers; question of whether center advisory groups are needed, etc.
   b) Grand Challenges, how should we proceed and how do we keep the collaboration/initiative going? How do we better position our college in relation to legislative requests (e.g., around resiliency), the biennium, etc.?
c) Sponsorship of projects for C4C groups.
d) Support for academic units – inequity exists among academic resources. How can we look at them as a whole to support all of our enterprises?
e) Grad student funding.
f) Undergrad internships – more attention needs to be paid to working with Career and Internship Services.
g) Honors Program – How do we support this programming and can we find a way to have Honors designated courses rather than just sections? Also, how do we do Honors thesis?
h) Continue to invite administrators to leadership meetings, where appropriate.
i) Scholarship support – grad and undergrad. What is our goal for supporting students and how do we work together to do that?
j) Connecting unit strategic plans to College strategic plan. How do these plans inform our decision-making and criteria? C4C is more about culture change than completing a strategic plan.

9:45am-10:00am  Break

10:00am-11:30am  Budget – Review of policies; Work in four subgroups applying spring budget spreadsheets to possible new budget templates

1. Principles to guide our spending, investments, and cuts
   a) See handout – Investments in New Initiatives Policy
   b) Tie to annual budget request, whenever possible
   c) Can be used to collect ideas for Compact requests
   d) Example of when form should be used – request to hire GA Diversity Initiatives person, etc.
   e) See handouts – PA and Contract Faculty Start-Up Package Policy; T/TT Faculty Start-Up Package Policy; Request for Faculty Position from Position Reserve Fund
   f) Position requests should be tied to annual budget presentation/requests rather than ad hoc.

2. Common template format for budget presentations, discussions, and decisions
   a) Consider adding “Operational Costs” section
   b) Roll up smaller costs to broader categories
   c) Consider adding section on “Events”
   d) Costs not clear on where they fit – marketing, student projects, and recruitment/grad student funding

3. Discussion on funding core functions in the College

4. Discussion on framework for future reallocation mandates from a strengths-based approach
11:30am-12:00pm  Bruce Karstadt, President of ASI

1. Presentation on ASI diversity efforts – 25 years ago, inviting Norwegians was considered a diverse audience; today, their programming, staff, board, and volunteers are infused with diversity; apply concept of “radical hospitality” to welcome all

12:00pm-12:45pm  Lunch and break

12:45pm-3:00pm  Teri Spillers, U of M Office of Leadership and Talent Development

1. Leadership development for our College
2. Ground rules for discussion
   a. Show up and be present – “listening to understand”
   b. Pay attention to what you hear and what has meaning
   c. Tell the truth without blame or judgment
   d. Be open to outcome – don’t have a plan in place before the meeting begins
3. Values Preference Continuum regarding our work
   a. Personal values and beliefs; small group; SLG group; perspective on College
4. Team Competency Framework – highest and lowest as an SLG team
   a. Key indicators: Confidence; Engagement
   b. Team Dynamics: Open dialogue; Interpersonal relationships; Process efficiency; Decision-making; Trust; Team support
   c. Expectations: Role alignment; Role clarity
   d. Leadership: Leader inclusiveness; Leader support; Leader directiveness
5. Commitment: “I will . . .” statements