

**Strategic Planning Steering Committee**  
**Friday, May 6, 2015**  
**Meeting Minutes**

**Present:** John Bethscheider, Jeff Cernoch, Wendy Del Bello, Stacey Ebert, James Langley, Tammy Giffrow, Sara Mangat, Jessica Murphy, Drew Nelson, Anna Oskerson, Dwight Rhodes, Patrick Sanger

**Also Present:** Nicki Harrington and Mary Ann Bazile, CBT Consultants

**Absent:** JoAn Anderson, John Matula

**Recorder:** Marylu Parvis

Co-chair Mangat began the meeting with a check-in question, *“What’s something that you appreciate about ACC that you don’t want to lose as we set new goals?”*

Responses from the committee:

1. The sense of easy inter-department communication
2. The ease of communication with administrators
3. The TSCM Workshop
4. Fridays off
5. Small classes, personal attention
6. Flexibility in offering classes with small numbers
7. Don’t ignore this campus with the opening of a new one
8. Academic freedom and faculty longevity
9. Continue to keep approachable quality here
10. Keep everything welcoming and caring – “personal touch”
11. ACC is more a “family”
12. The ability to say “yes”

Co-chair Del Bello asked if there were any corrections to the minutes from the last meeting.

- Note one correction: Pat Sanger was present and in one of the groups. Motion by Jessica Murphy to accept the minutes as corrected. Seconded by Wendy Del Bello. Motion passed unanimously.
- Distributed scheduling forms to plan date/time for summer meeting. Chosen Date/Time: **Thursday, July 16, 2015 – 1-4 p.m.**

Dr. Harrington asked the committee members what they are hearing about this process from colleagues. Comments were categorized as “Hope” or “Fear.”

<b>HOPE</b>	<b>FEAR</b>
<ul style="list-style-type: none"> <li>• <i>High hopes for Strategic Plan/inclusive</i></li> <li>• <i>West side campus</i></li> <li>• <i>New options for people who are moving to west side – new K-12 and the opportunity for college</i></li> <li>• <i>Feedback/input from external folks</i></li> <li>• <i>Excitement from external hopes</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>The CE office staff are scared re: new dean; fear of unknown (physical move, etc.)</i></li> <li>• <i>Possible change in leadership philosophy</i></li> <li>• <i>Repeating mistakes (not planning well)</i></li> <li>• <i>That it won't happen (West campus)–due to cost</i></li> <li>• <i>What if we don't do something</i></li> <li>• <i>Fear of deans doing their evaluations</i></li> <li>• <i>Not enough information (communication) about the reorganization</i></li> <li>• <i>Pay cuts; contract length shortened or lengthened</i></li> </ul>

Harrington emphasized the importance of keeping the community informed and “fill[ing] voids to shorten fears.” An update on the Strategic Plan should be included as part of the Fall Workshop. Mangat added that the Strategic Plan Web site went live this morning.

The consultants distributed the SWOT results of their external and internal interviews and advisory board survey results. For the purpose of digesting the discovery documents, interviews, etc., the members were divided into three groups to distill themes using the same format as in the prior meeting.

The consultants reiterated that themes should be mentioned by multiple respondents and guided the groups to stay true to the responses and avoid applying their own opinions.

After the external data was reviewed, the committee was instructed to combine the external themes with the internal themes previously identified and answer the following question “What does ACC need to do and to identify things that are really important for the next five years?”

The consultants grouped the committee’s responses into fourteen categories, which Dr. Harrington will use during the President’s Cabinet workshop to determine the 4-6 themes that will be the focus of the 2015-2020 Strategic Plan. Finally, the committee was asked to evaluate this meeting. It received good reviews.

The next meeting will be Thursday, July 16, from 1 – 4 p.m. The ACC Board of Regents will review the College’s Breakthrough Strategies (Goals) at their May 28, 2015 meeting. Pending board approval, the committee will develop institutional objectives to meet the goals at the summer meeting. In the fall, the committee will continue working on the institutional objectives, which will also include accountable persons, measures, and timelines.