Dean’s Dialogue
Listening, Learning & Planning
Our Future

Welcome and introductions to:
Renée Cheng, Dean
Trevor Miller, consultant with background in Higher Ed and national politics and expertise in strategic planning and strategic communication
Julius Erolin, consultant with expertise in organizational structure and equity, diversity, inclusion
Overview

- Instant poll
- Dialogue and Kick-off
- Inclusive process of gathering perspectives
- About our flexible process
Instant Poll

Go to www.menti.com

Code:

Mentimeter instant polling used, next slides were dynamically viewed as results came in
My primary role in the College is

- Faculty: 61%
- Staff: 36%
- Student: 4%
I have worked in or with CBE for

- 6 years in Less than 1 year
- 9 years in Between 1-3 years
- 6 years in Between 3-5 years
- 3 years in Between 5-7 years
- 54 years in More than 7 years

Total: 78 years.
About lunch...

The best I've ever had

Much appreciated

Wanted more

Barely edible

4.4

1.3

2.0

3.1
My general reaction to the "listening, learning, planning" process so far
I have participated in previous strategic planning processes (here or elsewhere)

- Yes: 93%
- No: 6%
- Not sure: 1%

70 respondents
About this process

This process is very important to the college

I have questions or concerns about the process

Strongly disagree

6

3.3

Strongly agree
CBE Organizational Analysis

julius erolin
Organizational analysis

- Gather information on what’s working well, what can be improved

- A “snap shot” of the College to be used as one of the “starting points” for dialogue

- Part of an inclusive process of learning about the College

- Results useful for forward planning
Process

• Data gathering
  ◦ Focus groups
  ◦ Interviews
  ◦ Survey
  ◦ Document Review

• Summary and report to the Dean
  ◦ Major themes
  ◦ Recommendations
Data gathering

**Focus Groups**
- Various groups
- Open
- Jan 9-11

**Interviews**
- Faculty, staff and alumni leaders
- Key roles
- Others interested
- Jan 9-23

**Survey**
- All student leaders, staff faculty, and alumni leaders
- Confidential
- Jan 9-23

**Documents**
- Policies, procedures
- Goals and plans
- Other relevant docs
An activity on multiple perspectives

Exercise that revealed perspective and perception differences based on experience, cultural background, individual styles etc.
Groups are successful, effective and have impact when axis of FOCUS and INNOVATION are balanced.
Wrap up and poll

Second set of instant polls used to gauge response to the
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Participation

- **Future Focus (Renee, Trevor)**
  - 6 groups
  - 109 participants

- **Current Focus (julius)**
  - 7 Groups = 105
  - Individual interviews = 5
Instant polling
www.menti.com
How many events did you go to?

- None: 8%
- 1-3: 47%
- More than 3: 45%
Themes

- Shared Purpose
- Communication
- Diversity
- Equity
- Incusion
- Efficiency/Value
- Time
- Build Strengths
- Accountability
- Amazing how much accomplished
Themes

Desire to reach potential

Collegial

Amazing projects, classes, outcomes

"Can do" attitudes

Engaged professionals

Diversity of talent, expertise

Space, time, action

Fragmented

Lack of coherence, clarity of systems

Exhaustion/taxed

Research support needed more

Coordinated, advanced, these concepts
Themes - reactions

Instant polling

www.menti.com
Themes

Time for action and planning

Themes don't make sense

Themes look great but need more time to explore

You missed critical themes

60
How would you prioritize?

- Shared purpose and accountability: 22%
- Communication: 20%
- Diversity: 19%
- Interdisciplinary: 15%
- Processes / systems: 12%
- Space: 11%
Possible next steps

Instant polling
www.menti.com
Next steps?

- More events like these
- More individual/group meetings
- Get more student input
- More external community input
- Something else (tbd)
Immediate next steps

- **Survey**
  [www.smartsurvey.co.uk/s/CBE_Organizational_Survey_2019/](http://www.smartsurvey.co.uk/s/CBE_Organizational_Survey_2019/)

- **Individual interviews** - julius@erolinsolutions.com

- **Report to the College**

- **Ongoing dialogues**
Towards greater group effectiveness

COMMONALITY

focus

conformity

DIFFERENCES

fragmentation

us vs them

innovation

engagement
Thank you!!