University Culture Meeting Notes

9/9

Need to redefine university culture. Address issues of employee engagement vs compliance. Will require emotional commitment and buy-in on all levels to lead to choices towards the organizational goals of the university. Want to remove the “not my job attitude.”

Initial group discussions on committee expectations – listing of why and how. Generally the idea is to identify the problem areas, educate those who lead, and hold accountable to fix the problem.

Share for review, ENVISION SFA, Concept Paper on University Culture.

9/16

Review concepts from Change the Culture, Change the game. Discuss What is the SFA brand? What does it mean to “live” the brand? What would we tell a new employee about what it’s like to work at SFA? Potential for extracting more of this information from the campus at large. Group discussion on “how do we measure culture change.”

Reviewed existing “Challenging Minds, Changing Lives – One Lumberjack at a time” and “SFA Way.” Located the documents for group review.

9/23

Continued discussions on what we want to achieve and how to get there.

Want to address: lack of transparency, communication, trust, and actual set of “lumberjack values” with which to live by.

Landed on: Leadership Enhancement (transparency, development and visible commitment), Paradigm Shift (Why do we do what we do and how well are we doing it), On-Boarding (engagement, involvement, determining and communicating values)

Ask ourselves where our priorities and passions are to determine what area each could focus forward in – small groups within the committee.

September email review/ research:

How to You Change an Organizational Culture, [www.forbes.com](http://www.forbes.com);

Culture of Innovation report/ pdf, [www.educase.edu](http://www.educase.edu)

10/7

Group assignments, goal alignment, how to meet/ communicate going forward.

2-3 per small group; prepare for preliminary report to executive leadership by last week in October; seeking feeback on desired deliverables; agreed that no matter what, all the initiatives need to be sustainable.

October email review/ research:

Leadership Vacuum in Higher Ed, [www.washingtonpost.com](http://www.washingtonpost.com)

How Compliance and Stifle Employee Engagement, Engage: The Employee Engagement Blog, <http://blog.achievers.com>

Why You Need your Employees to Argue With you, [www.businessinsider.com](http://www.businessinsider.com)

Culture as Culprit: Four Steps to Effective Change, [http://executiveeducation.wharton.upenn.edu](http://executiveeducation.wharton.upenn.edu/thought-leadership/wharton-at-work/2011/09/four-steps-culture-change#sthash.KJYbnUCV.dpuf)

11/2

Group review of Strategic Plan mentions at the board meeting. Review a write up created at the request of the Marketing department. Group plans for a 11/16 meeting with executive leaders; representatives from all committee groups will be in attendance. Identify the need to immediate transparency on Strategic Plan actions – this is a culture issue. Need: website, group lists, participant lists, brief commentaries, ability to received feedback. Brief mention of potential Town Hall.

11/4

Webinar: Oz Principle, Changing Culture.

Need both smarty strategy and positive culture to move quickly in the right direction. Create experiences which increase leadership connections, improve transparency and exhibit positive culture. Hitting at the largest population portion suspends belief bias.

Need to create a culture of accountability, where people are expected to act in a manner necessary to achieve results – all the way from the front lines to middle managers to senior leadership.

How to make the case for change: make it real, make it applicable to your audience, make it simple and attainable, make it convincing, and make it a dialog. These things will change widespread negative beliefs.

Make choices, take actions that lead to meaningful dialog. Personal connections in an exceptional setting.

11/11

Discussion over policy/procedure barriers. How to determine what does or doesn’t work or what goes against the case for culture change. Understanding that one size does not fit all in terms of implementing culture change – but the overarching goal should be the same.

11/16

Reporting meeting. Each sub-committee reports current status, identifying areas of overlap, and seeking buy-in where possible. Established a committee liaison to assist in facilitating, implementing, and communicating through campus. Identify the need to group leads to meet more regularly to work through areas of overlap and encourage continued buy-in throughout the process.

11/18

Group recap of reporting meeting.

November email review/research:

Change for Change Sake, Oct 2015 College Planning & Management

Review of SFA Envision University Culture Paper in preparation for meeting

12/9

Bringing each topic area full circle. Preparing data for website inclusion and town hall meeting. Reaffirming that while we have a good idea on how to move forward with recommendations, its important to access the data from the sensing sessions to truly encompass the needs of campus. Need: define values, train on how to identify and implement, incorporate tools for accountability to the values.