



Administrator Association

11-21-2024

1:00 pm – 2:00 pm

Location: Zoom | <https://mcckc.zoom.us/j/7437440877>

Minutes

Members in Attendance: Kim Greene (President), Tammie May (President Elect), Ed Foley, Karen Moore, Blake Frye, Ashley Rogers, Ayanna Dunning, Craig McMein, Craig Haile, L.T. Torrence, Lisa Bray, Ryan Morehead, Terrel Tigner, Matt Wilkinson, Bruce Sowers, Crissy Howell, Kim Fernandez, Annalisa Gramlich, Leanna Parker, Sheryl Farnan, Samiyah Scott, Keith Stiffler, Renee Portman

Staff Association Guests: Victoria Rice, Marti Adams, Susan Thompson, Victoria Rice

- **Welcome**

- **President and President-Elect** – Kim Greene announced the following Items to the group:
 - New administrators: Dr. Kate Herrell (LV-VP) and Dr. Mary Clark (VP of Diversity, Equity, and Inclusion)
 - December Meeting: A survey will be sent to determine whether we want brunch, lunch, or an after work meeting.
 - Invitation: Maple Woods President's Breakfast

- **CAO Feedback**

- Follow up discussion from the recent Extended Leadership meeting occurred to consider models for the CAO position with Dr. Meyers departure in January 2026. Ultimately the goal is to not add any additional executive leadership positions and to have a manageable balance between dual positions. The following models were mentioned:
 - The current structure continues
 - Provost which includes combining the CAO and Vice Chancellor of Student Success and Engagement
 - ❖ Sue Gochis has shared with the chancellor that being both the president of a campus and serving as the Vice Chancellor of Student Success and Engagement is extremely challenging given the varied responsibilities of the two positions
 - Comments from the group included a question as to whether cross-over positions are common with leadership models at other schools

- **CPRC Policy/Procedure Separation**

- Moving forward CPRC will focus on MCC policy and procedures being separated.

- **Introduction of the Staff Guests**

Break-out rooms were then set up for discussion around prompts related to the survey (see attached).

- **Campus Updates (if time allows)**

- **AC:** Drew Wilkerson
- **BP & Online:** Christine Howell (ON)
 - A counselor has been hired and their focus will be on the unhoused students and students facing food insecurity.
- **BR:** Keith Stiffler – Culver’s Night was held where BR employees worked, and the tips that went to the campus food pantry (\$750).
- **LV:** Sheryl Farnan – Avenue Cue information shared out. December 5, 4-7pm, Kiln to Table event at the

campus Cultural Arts Center. The campus has a new VP, Dr. Katherine Herrel.

- **MW:** Terrell Tigner- Three MW students were in a serious car accident (one survivor). The campus is providing counseling support considering this tragedy.
- **Off-site:** Monica Johnston
- **PV:** Jon Marshall - School Smart KC conversations were shared as well as Bridge Programs and Boot camps for students.

- **Additional Updates**

- No additional updates

- **Next meeting:** December 17, 1-2 pm

Enhancing Satisfaction Across Departments and Campuses: What factors do you feel contribute to satisfaction within your department, campus, or unit?

Share ideas for how to gather input from your teams.

Factors that contribute: Being/feeling heard. Building relationships to be able to build trust so people feel open to discussing ideas, issues, etc.

Work with team members individually because everyone is different in how they react/feel

Feeling a part of a team

Physical lay out – where people office, making sure people don't feel isolated.

Work side-by-side, especially front line

Allowing flexibility and not micromanaging their schedule.

“What would make it difficult for you to take another job?”

Try to lead by example

Being able to share thoughts from teams to others they might not feel comfortable sharing with.

Enhancing Satisfaction Across Departments and Campuses: What factors do you feel contribute to satisfaction within your department, campus, or unit?

Share ideas for how to gather input from your teams.

Having a voice and knowing your voice is heard.

Respecting your team members strengths and always giving the why for why we do things.

Important that people remain collegial

Feeling like a valued and respected member of the team. Allow them to be their whole self to work. We know them as a person and not just an employee.

Being made aware of what conversations are going on. People can feel left out b/c they didn't even know they could be included.

Seeing results of the feedback they have given. Seeing their inputs being implemented.

Resource support to do a job adequately and effectively. Ex Printer to print, lights replaced in a timely fashion

Having a voice and know that voice is heard is important but seeing the result of your feedback.

Seeing support physically is important – Ex. Attending sporting games, serving when comm serv. events

Enhancing Satisfaction Across Departments and Campuses: What factors do you feel contribute to satisfaction within your department, campus, or unit?

Share ideas for both quick improvements & long-term initiatives that could help create a more positive experience for all staff.

Quick: Being respectful of our co-workers.

Meeting frequency adjustment to have more time to do your work.

Taking the items that lead to burnout and targeting them with a specific quick tactic to address it.

I would suggest smaller departmental superlatives on a semester or yearly basis. Also during the Campus wide faculty and staff awards at the end of the year, increase the number of awards given, so more people get awarded something. Also add in team awards.

Enhancing Satisfaction Across Departments and Campuses:

Share ideas for both quick improvements & long-term initiatives that could help create a more positive experience for all staff.

Finding out where the disconnect is with flexibility/work remote and why it isn't happening.

***Teams have different cultures**

What barriers exist in certain roles and how can we remove those barriers? Both to make work easier/reducing barriers to working remotely

Refreshing arrangements/looking at a more equitable solution. Strive to be more innovative

People feel like they don't get time off. How

From Susan

11/21/24

DSC@ Admin Association

Prompt #1:

What
about

the
staff

who gets
left out?

Group Chats - imaging
Give awards, problem solver
Foster local culture
WFH is highly valued
include all levels of the team

Prompt #2:

segment

Too newly hired staff understand the
process of making changes?

Miss meetings

Some campuses get more fun activities
processes change - information moves
do staff miss out on information easy
to find

Staff
say

feel disconnected but don't take away
out FWA

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Prompt #3: Burnout

Give permission to take off a day
Help your teams prioritize