



CAMPUS COORDINATING COMMITTEE MINUTES

MONDAY, FEBRUARY 3, 2025

First Monday of the month from 2:00 to 3:00 p.m.

DON 202

MEMBERS:

<ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Sandra Bauman, Dean/CEO • <input checked="" type="checkbox"/> Kelley Turner, Exec. Dir. Of Operations • <input checked="" type="checkbox"/> Cari Schwen, Exec. Dir. Fiscal Services • <input checked="" type="checkbox"/> Valerie Curtin, Exec. Dir. Compliance/Fin. Aid • <input checked="" type="checkbox"/> Jessie Pate, Dir. IR/Effectiveness • <input checked="" type="checkbox"/> Abigail Rausch, Director of Marketing • <input checked="" type="checkbox"/> Robyn Kiesling, Exec. Dir. Gen Ed & Transfer • <input checked="" type="checkbox"/> Sarah Dellwo, Exec. Dir. Enrollment • <input checked="" type="checkbox"/> Kris Goss, Dir. Library Learning Hub • <input checked="" type="checkbox"/> Ann Willcockson, Dir. TRIO & Retention • <input type="checkbox"/> Dawn Anderson, Dir. Cosmetology 	<ul style="list-style-type: none"> • <input checked="" type="checkbox"/> Stephanie Hunthausen, Exec. Dir. CTE/DE • <input checked="" type="checkbox"/> Melissa Mousel, Staff Senate President • <input checked="" type="checkbox"/> Jeri Bucy, Director of CEC • <input checked="" type="checkbox"/> Seth Roby, Fac. Senate Pres. • <input checked="" type="checkbox"/> Amy Kong, Dir. eLearning & Faculty Dev. • <input checked="" type="checkbox"/> Debra Rapaport, Director of Nursing • <input checked="" type="checkbox"/> Katelynn Eberhardt, Director of Student Wellbeing • <input checked="" type="checkbox"/> Jason Grimmis, Director of Crisis & EM • <input type="checkbox"/> Mel Ewing, CIO • <input checked="" type="checkbox"/> Michaela Parker, Dir. OTA Program • <input checked="" type="checkbox"/> Paige Payne, Exec. Asst. (Recorder)
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Mastermind Discussion:

Professional Development by Jay Stephens, MPA

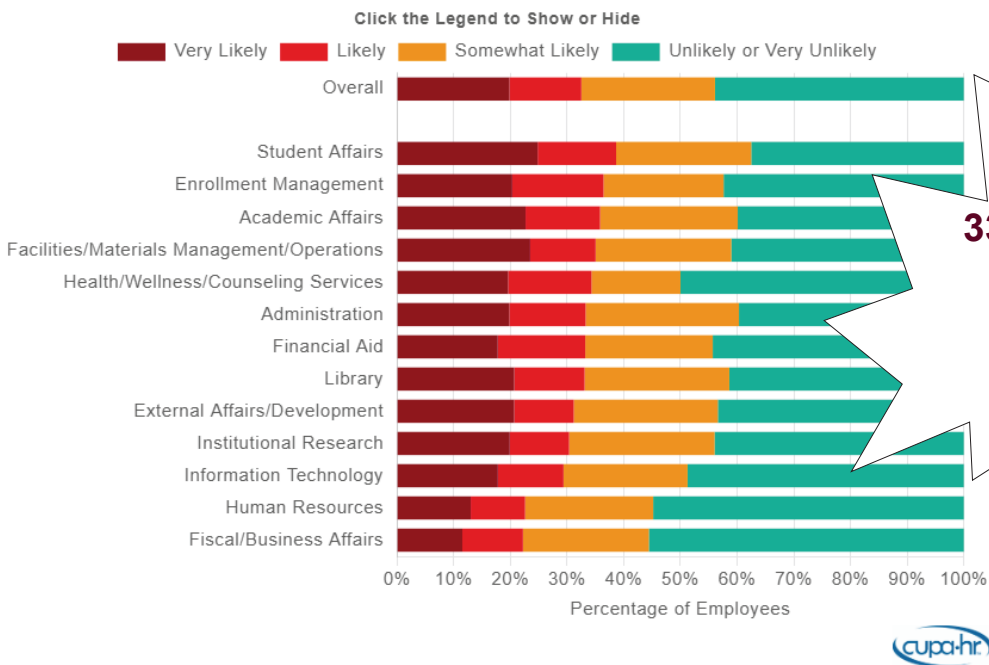
UM VICE PRESIDENT FOR PEOPLE AND CULTURE

Leadership and Culture Professional Development for the Campus Coordinating Committee.

Supporting Our People



2023 Employee Retention Survey
Likelihood of Looking for Other Employment Within the Next 12 Months



33% of employees very likely or likely to seek other opportunities



Higher Ed Is a Land of Dead-End Jobs

Colleges have done a spectacularly bad job of managing talent.

It's hard to conclude anything other than that higher education has done a spectacularly bad job of managing talent. Campuses have evolved over centuries and dedicated resources to perfect the art and science of human development, while largely outsourcing or ignoring the professional growth and learning of their employees. Rather than draw upon their own experts to develop and retain workers, institutions let employees burn out, and then replace them.

Kevin McClure, Chronicle of Higher Education December 2, 2022

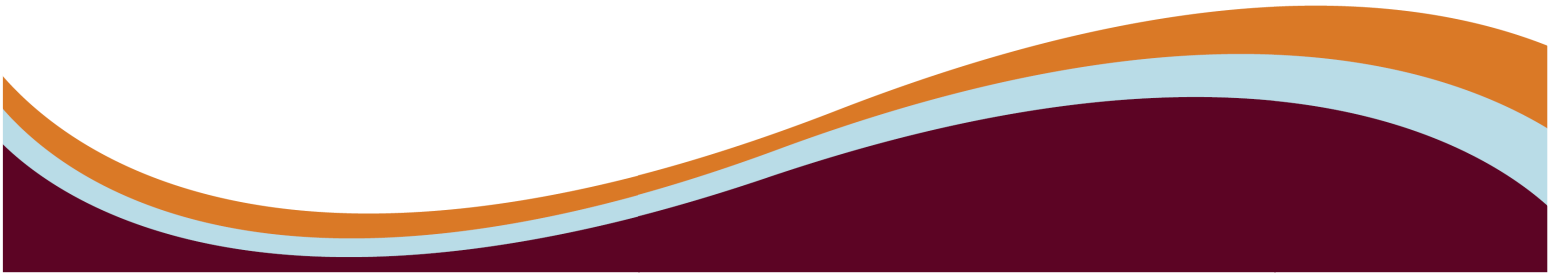
We've had so many staff members quit that it's miserable for the rest of us who have stayed behind. I can't get travel reimbursements processed. I can't get the website updated. I can't even spend the money my office was allocated (because I'm a temporary administrator). It's a Dumpster fire. And there's no evidence the administration is going to do anything to fix it.

Higher ed is a scam of a career, making us get master's degrees for a career of low-paying jobs unless we are willing to get doctorates or hop across the country every few years.

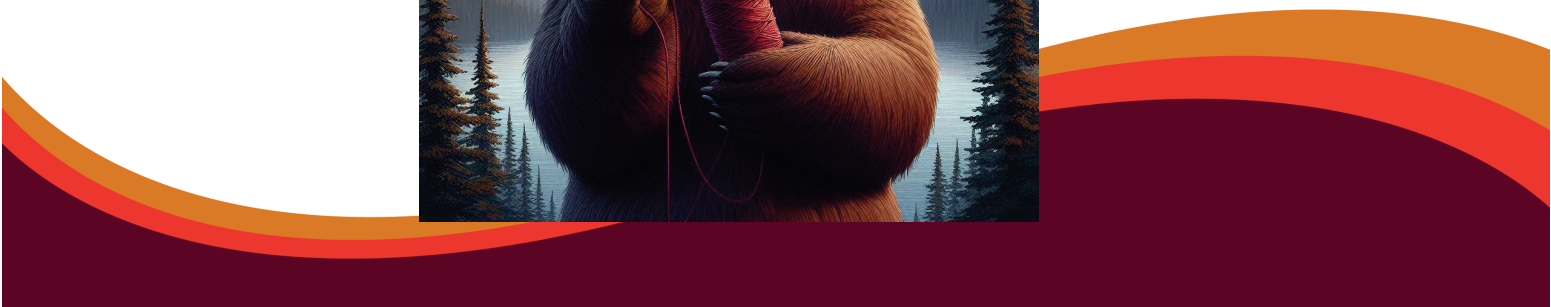
I have been working only 18 months at higher ed in research administration, and I can already see the writing on the wall for a future filled with no career growth. I love the mission and work that I do, but there is a reason my university is understaffed. I can see LinkedIn inquiries becoming more tempting.

Readers React, Chronicle of
Higher Education December
14, 2022

Building the Culture We Want

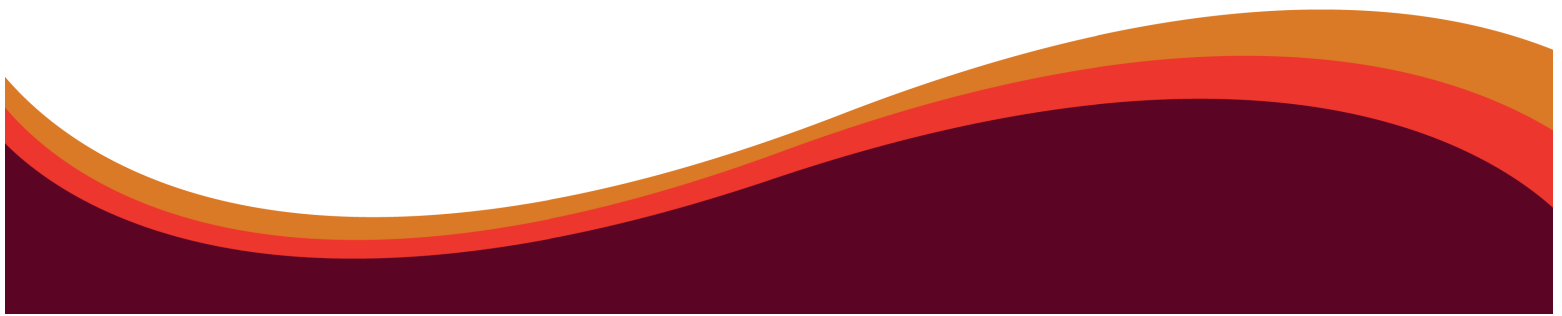


We Are Culture Architects and Stewards



Exercise

3-5 Qualities/Competencies We as Leaders of People at Helena College Should Possess.



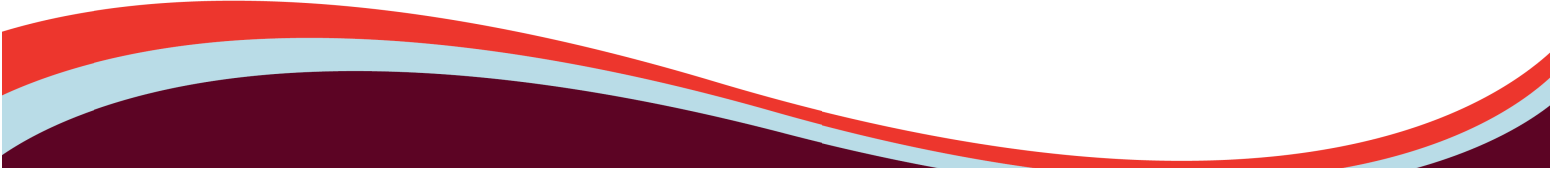
What do our Employees Expect?



Exercise


3-5 Qualities/Competencies Our Employees Expect Us as Leaders to Possess

Be prepared to define what you mean



According to CUPA-HR's 2023 Employee Retention Survey the #1 Predictor of employees leaving is "Job Satisfaction"

Top 5 Factors Underlying Job Satisfaction (in order of importance)

- 1-Recognized for Contributions**
 - 2-Valued By Others at Work**
 - 3-Sense of Belonging**
 - 4-Asked for Opinions on Work Projects**
 - 5-Able to Bring up Problems/Issues**
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“When it comes down to it, it’s actually pretty simple. People want to work with leaders who are intentional about connecting them to a purpose, their colleagues, and the organization. They want leaders who will help them learn, develop, and evolve personally and professionally, and then support them...”

Erica Keswin, *The Retention Revolution*.

What are we willing to be accountable for as leaders of people? How will that show up in the way we support each other in developing the needed competencies and practices?