

**Futures Planning Meeting
Minutes
December 8, 2010**

I. Dean's Welcome:

Dean Tom Smith welcomed the Design Team. He thanked the Planning Team for their commitment to this project. It is his hope that through this planning process that the COEHP can find a "swagger" that will permeate through the faculty, staff, and student body. That "swagger" is something that can propel our efforts to be recognized for what we are and that is a very good college with an outstanding faculty and staff. He reminded us of his earlier statements that he fully expects transformational change to be a result of this effort. He wanted us to continue to think boldly as we plan to move the COEHP forward.

II. Craig's Remarks:

Craig thanked the Planning Team for their commitment of time and effort on this project. He asked them to follow the leadership of the Dean as we plan for the summit. The COEHP has the unique opportunity to involve the wisdom of its stakeholders with the strategic plans of the college. This engagement should not only create a better plan but also lay the groundwork for the improvement of stakeholder relations. He closed by asking the Planning Team to encourage their faculty and staff to participate in this process and to follow-up with their stakeholders that have been invited to attend the summit.

III. Accomplishments to Date:

The Planning Team gave examples of changes that they have observed since the beginning of the Fall Semester. They are:

- Change started at the first meeting
- Observed Changes in communication among the faculty
- Discussion of change is occurring
- Things are happening quicker
- Belief that this is different than past strategic plans
- Pro-active approach
- Hope versus feeling Hopelessness feelings
- Discussion of building more community in the COEHP
- People being hopeful and energized
- People becoming more engaged
- People are identifying stakeholders
- Awareness of event and need
- Students expressing ideas

- Feeling of accomplishment
- Snowball effect is going
- Need more ramp-up of event

IV. Action Steps that must be Accomplished:

- Continue to place data on the COEHP website
- Continue to encourage the participation of the COEHP Faculty and Staff
- Send data directly to faculty.
- Reinforce to the Faculty and Staff that their voice will be heard
- Schedule a working session in January to make the final preparations for the summit.
- Publish attendee list
- Design criteria for selecting undergraduate and graduate students to attend the summit
- Train promethean handlers
- Develop Summit banners for all COEHP buildings

V. Pre-interview Result Discussion:

Fran Hagstrom gave a quick brief on the results of the pre-summit interviews. This data was also reported in the November minutes. She categorized the results into three types of stakeholder responses.

What is important according to the stakeholders:

- Providing degrees that people want
- Dedication and compassion of advisors, teachers, professionals, faculty.
- That the faculty and staff dedication and compassion for service is recognized by the students and stakeholders
- That the COEHP employees are passionate about the college and their work on behalf of the students
- That Faculty display a “don’t give up” attitude

Values discovered in Pre-interviews:

- Confidence in the college
- Optimism
- Rigor in programs
- Sense of community
- Students are developing a sense of community—an offshoot of faculty’s sense of community
- Leadership in different programs
- Stakeholders had positive comments about the leadership in the COEHP
- Students believe that they had good role models

- Stakeholders wanted students to become good leaders
- Credibility
- Innovation
- Service—Should be valued

Bold Key Words/Statements from Stakeholder Comments:

- Excellence
- Hard work
- Tear it down and start over
- Lasting bonds
- Interdisciplinary work
- Having the most students employed within one-year of graduation.

VI. Three Vital behaviors that will serve as the foundation for the Discussions during the Summit:

After much discussion, the Planning Team selected the following three behavior terms to serve as the foundation for summit discussions:

1. Collaboration
2. Innovation
3. Exemplary Performance- students and faculty

The Planning Team emphasized that swagger and supportive leadership are a vital part of the three behavior terms. The Planning Team divided into three groups to discuss the three terms. The discussion results were:

- Early summit discussion should emphasize how “swagger” is beneficial and can be developed
- Exemplary performance must be both internal and external
- Exemplary performance leads to positive identity
- An excitement must be generated and maintained
- Collaboration includes both teaching and research experiences.
- Collaboration must include external shareholders
- Collaboration is embedded in health services
- There needs to be a “what if” attitude in the COEHP
- What is the COEHP doing to get better
 - There must be a change from poor to good and good to great
 - Services provided by the COEHP must be authentic
 - The missing pieces must be identified
 - There must be a transformation from what if to what we are to we are
- Visit with colleagues from other institutions that have achieved national success to identify success methods and examples

VII. Success Measurements:

The Planning Team began discussions on the types of measurements that could indicate the success of the summit. Draft success indicators were:

Indicators that show success by the Planning Team:

- Good Attendance of 200 to 250 of a diverse group
- Continuing conversation with obvious excitement and initiatives with action plans
- Summit is organized. Success may be based evaluations are received from the other work teams.
- Effective presentations to set tone and direction
- Organized workbook
- Momentum is maintained after the summit
- Others will want to get on board with the plan and hope will spread
- People who did not attend will wish that they did
- Citable documents will be produced.
- Press coverage
- Number of pre-interviews . Did 120.
- Transition from a Planning Team to Initiative Action Groups after summit

Indicators that show success of the Summit:

- Good and active attendance
- Attendees represent a diverse stakeholder group bases that also includes critics
- Participation is consistent on both days
- The attendees are engaged
- Directional plan (Action Plan) is developed
- The summit and the initiative address keystone behaviors
- Accountability for innovations teams
- Addresses all components of COEHP
- That participants understand roles , responsibilities, and outcomes
- A “Ripple Effect” is created by the summit that continues into the future
- Managed Media Announcements through COEHP
- Word of mouth comments are primarily positive

Indicators that show COEHP Transformation:

- The COEHP realizes Improved rankings: nationally and in the SEC
- The COEHP realized an improved student body with improved test scores, GPS's. and other student success indicators
- The COEHP is able to take advantage of available health Initiatives
- The quality of life in the State of Arkansas is improved
- The initiatives identified during the summit prove to be effective and successful

- The State of Arkansas's health statistics improve
- The reputation of the COEHP improves both in-state and out-of-state
- The COEHP is working as a unit to continue to improve
- The number of collaborative projects increase
- Grant production increases
- Stakeholders come to collaborate even if voicing negative past actions
- Funding from all sources increases
- Communication with stakeholders continues

VIII. Next Meeting:

January 12, 2011 from 8:00 a.m. to 2:30 p.m. at Global Campus