

SIR team meeting January 20, 2015

Attending: Becca, Mike Freer, Mark Carlson, Steve Schmall, Jessie Bolin, Yvette Schneider, Jen Foley, Jeralyn Jargo, Jean Alaspa, Jim Anderson, Laura King, Jessica Shryack, Kathy Hanon (Rick Straka, Earl Potter)

Highlights:

Highlights from SIR's Jan. 20 meeting include:

- Focusing initiative efforts on Concepts 1 (Finance) and 4 (HR), while incorporating aspects of Concept 2 (entrepreneurship and innovation) into initiatives.
- Identifying interdependencies and design principles to discuss with other implementation teams.
- Creating initial list of ideas related to Concept 2 (entrepreneurship and innovation), which team can investigate more later.

Additional SMEs: neither student association is ready to name these individuals for SIR yet

Review of feedback from GWs:

- Need to fine tune our efforts to ensure student success is our final result
- Clear language and explanation of our work is key
- Concept 2 was important, could be subsumed under Concepts 1 and 4 – discuss more

Reminder of backwards timeline—

- By end of April, we should be able to provide **2 or 3 solid recommendations**
- No concerns noted about timeline
- We'll discuss areas where collaboration is possible at Summit

Concept 2

- Entrepreneurship – ideas for encouraging:
 - Have a MnSCU “knowledge manager” who can compile data and synthesize it (e.g. Trends and Highlights presentations)
 - Have a portfolio of “good work” featuring innovation, collaboration
 - “Innovation lab” – Collaboration space and venture funding
 - Employee internships (sabbatical lab) and student internships could be at Innovation lab (relates to collab and HR)
 - 3M Innovation Center – 15% assigned outside your lab
 - Capstones could be across institutions
- Discussion about which concepts to focus on
 - Concepts 1 and 4 could be our “comfort zone”
 - “Big hairy audacious goal” might be to increase collaboration
- Pushing the boundaries should be the root of higher ed, we sometimes forget
- Include student internships/capstone experiences/independent study somewhere (encourage cross college/university or interdepartmental collaboration)

How many recommendations do we want to go forward?

- Seems like concepts #2 and 3 will fold in closely with #1 and 4 (incorporated into)
- LET'S PICK #1 AND 4, AND ACKNOWLEDGE THAT WE HAVE MORE WORK TO DO—

- Don't lose:
 - student success at forefront
 - excitement about entrepreneurialism & innovation (although data are not totally precise -what specific aspects of entrepreneurialism & innovation?)
 - academic coordination/collaboration
 - change in mindset/focus from autonomy to behaving like a system—reality is that there will be minimal response (entrepreneurial) to funding large scale work but could be used for innovations

Summit conversation on pre-work:

- Important to capture as much as possible to share through streaming and/or blogging

Decision

- Jessica and Becca to represent SIR at Summit
- Work on Concepts 1 and 4 today in preparation for Summit, incorporate entrepreneurship and innovation into them
- Bring Concepts 1 and 4 to Gallery Walk

Break for lunch and small group work

HR debrief:

- Proposal: three buckets of work – regional, System, local institution - after 12 months using consultation, the work for each bucket would be identified
- Currently 80-90% of the work of HR is spent on transactional work
- Benefits of a new model would be documented (e.g. people can work across institutions – e.g. payroll - when someone is sick or decides to retire)
- HR professionals will discuss this model at CHRO conference on 1/30
- Entrepreneurship/innovation (Concept 2) could be embraced at local level in response to diverse campus needs
- Looks like a “no-brainer”, but this is different model than currently exists (cultural, political, financial)

Feedback

- ✓ How would a campus “jump in” on an as needed basis?
- ✓ Campuses have some level of understanding how the “hub” idea works, but right now, the hubs existing have different practices on how to get the work done.
- ✓ Mark will bring idea to CHROs on January 30
- ✓ Concept #2? Where does this fit? Locally, for cultural differences

Finance debrief:

- Current Allocation Framework could be adjusted to add piece related to collaborations and partnerships
- Priority allocations at 10%-- legislative and board priorities

Feedback

- Can allocation model be made into an infographic for Gallery Walk and show current state and proposed state?

For Summit

Possible design principles

- ✓ Collaboration (multi inst)
- ✓ Flexible and simple design
- ✓ Leverage scale and economy to best advantage
- ✓ Focus on outcomes not tools
- ✓ Multi-inst resource sharing (e.g. faculty/staff, administrative)
- ✓ Saving a large amount of money (e.g. a million in next two years)
- ✓ Align well with charge
- ✓ Doable in reasonable timeframe
- ✓ Baseline work (TBD) needs to be done in 12 months; continue expanding model through next five years
 - three years full implementation, next two years used for evaluation and continuous improvement
- ✓ Positive impact on students

Hand-offs to other teams

- Common email address
- Coordinated use of D2L across campuses
- Phones
- ISRS

FINANCE SMALL GROUP MEETING:

Review of notes from last time...

Let's not lose the idea of incenting activity that is for the good of the whole; also Common behavior or uniform behavior

Did we start talking about what kinds of behaviors we want to incent?

AF diagram: We want to change the boxes... not the total amount sent out

Can we push it a little further? Some funds to be paid on various elements that we identify to be important (they would be part of the priority allocations and/or the system set asides)

Decide on clear, simple percent shares that won't change...

Accountability to other colleges and universities in the priority allocations

We want to make fundamental change in the behaviors at our campuses, which requires keeping the reward dollars substantial—how much should be at risk.

Important to make sure that we keep the playing field fair... just and equal opportunity to benefit

80/10/10—base/regional & centralized/incentive piece

What would make up the items we need/want in the incentive piece?

- Existing presidential performance goals?
- Use a system similar to the capital scoring?
- Partnerships and Collaborations part of the base allocations....because it is part of student success
- We have current metrics that show areas of success, etc... don't create new just for this exercise

Add to design principles that initiatives MUST INVOLVE COLLABORATION...

Need to keep our ears open to ensure we hear what other teams think at the Summit.

Creating parameters to establish a way to responsively fund priorities as they develop