

**Leadership Council Retreat  
Jackson College  
Walker Hall Room 146  
May 17, 2019**

The Leadership Council Retreat of Jackson College was held on May 17, 2019 in Bert Walker Hall Room 146, on the College's Central Campus in Jackson, Michigan.

Leadership Members Present: Dr. Daniel Phelan, Dr. Kate Thirolf, Cindy Allen, Jim Jones, Lee Hampton, Darrell Norris, Sara Perkin and Jason Valente.

Meeting start time: 8:30AM Meeting end time: 3:50PM

**MONTHLY BELIEF/GOOD NEWS**

Celebration of the monthly belief and good news stories were shared.

President Phelan asked the question, what is the one thing to accomplish today?

- Policy governance and how this impacts finances – Darrell
- Academic Plan and how it ties to Strategic Agenda - Kate
- Evening/Weekend College and Facilities Update - Lee
- What are we going to launch and when – Cindy
- Strategic Agenda – Jeremy
- Academic Plan – Jim
- Academic Plan – Sara
- Big picture, build group as a team and build trust - Jason

*Academic Plan*

Dr. Thirolf provided an overview of the academic plan. Conversation was had around removing deficit language. No longer using the term “college ready” was part of this discussion. This will be shared at convocation.

*7 Week Terms*

Dr. Thirolf provided a status update on 7 week semesters and the plan to be fully scaled in fall 2019.

*Weekend and Evening College*

Dr. Thirolf provided an update on the weekend and evening college. President Phelan requested that there be solely a weekend college option and an evening college option. It was suggested that Business and General studies would be a focus area.

*Online and CBE “JetFlex” Plan*

Dr. Thirolf provided an overview of where the online program and competency based education are heading as well as future goals.

*Policy Governance Implications*

President Phelan provided an overview of policy governance and its implications for the College.

### *Values and Beliefs*

A review of the values and beliefs were discussed. Additional recommendations should be sent to Sara and this will go to Leadership for action.

### *League for Innovation*

President Phelan shared additional details from a recent call with League CEO. He shared that an additional person must be identified for the representative role.

### Definition of Innovation

- Trust and Freedom
- Consistency and Support of current innovation fund for employees (process)
- Validated the efficacy of current process
- Better ways to respond to our students
- Ability to freedom to fail fast forward frequently
- TCS2
- Taking risks
- Testing assumptions
- Embracing paradox
- Confidence
- Consistently, creatively improving deliverables
- Implementing what others find impossible
- Ways to improve and make better
- Inspire and transform lives
- A way of being
- Don't be content

### *Employee Conversation Project*

President Phelan shared that his plan is to meet with every full time employee over the next couple of years. There is no agenda, this is just an opportunity for connection with employees.

### *Strategic Agenda*

President Phelan asked for everyone to send him a paragraph on where they are with their areas and initiatives for the next year. He will take this for incorporation with board ends.

The idea was shared that we would report out during the fall convocation.

What is the strategic agenda – definition and outline the intended purpose.

### *Annual Schedule*

Jeremy Frew provided an update on the plan for working towards an annual schedule. The goal is to have an annual schedule for FY 21.

### *Jets Protocol*

A review of the current form used for efficacy was held.

*Plus/Delta*

The team would like to meet off site. Going off campus for lunch was good.