



CAMPUS COORDINATING COMMITTEE MINUTES

MONDAY, MARCH 3, 2025

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

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MEMBERS:

- ☒ **Sandra Bauman**, Dean/CEO
- ☒ **Kelley Turner**, Exec. Dir. Of Operations
- ☐ **Cari Schwen**, Exec. Dir. Fiscal Services
- ☒ **Valerie Curtin**, Exec. Dir. Compliance/Fin. Aid
- ☒ **Jessie Pate**, Dir. IR/Effectiveness
- ☒ **Abigail Rausch**, Director of Marketing
- ☐ **Robyn Kiesling**, Exec. Dir. Gen Ed & Transfer
- ☒ **Sarah Dellwo**, Exec. Dir. Enrollment
- ☒ **Kris Goss**, Dir. Library Learning Hub
- ☐ **Ann Willcockson**, Dir. TRIO & Retention
- ☒ **Dawn Anderson**, Dir. Cosmetology

- ☐ **Stephanie Hunthausen**, Exec. Dir. CTE/DE
- ☒ **Melissa Mousel**, Staff Senate President
- ☒ **Jeri Bucy**, Director of CEC
- ☐ **Seth Roby**, Fac. Senate Pres.
- ☒ **Amy Kong**, Dir. eLearning & Faculty Dev.
- ☒ **Debra Rapaport**, Director of Nursing
- ☒ **Katelynn Eberhardt**, Director of Student Wellbeing
- ☒ **Jason Grimmis**, Director of Crisis & EM
- ☒ **Mel Ewing**, CIO
- ☐ **Michaela Parker**, Dir. OTA Program
- ☒ **Paige Payne**, Exec. Asst. (Recorder)

Mastermind Discussion:

Professional Development by Jay Stephens, MPA
UM VICE PRESIDENT FOR PEOPLE AND CULTURE

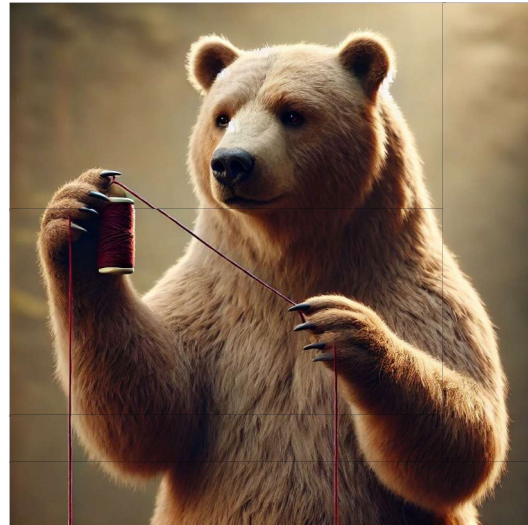
POWERPOINT

Our Collective Responsibility as Culture

Architects



Building the Culture We Want



“To lead a human workplace you must get your values off the walls and into the halls”
-Erica Keswin

VALUES

- Integrity and responsibility
- Inclusivity and participation
- Caring and compassion
- Respect for self, others and our surroundings

What practices, informed by our values and policies, do employees use every day to make a difference for the one in front of them? Do our policies, informed by our values encourage or sustain those practices?

“A Policy may include governing principles, it may either mandate or constrain action, it may ensure compliance with laws, or it may mitigate the university's risk.”*

*Taken from a university web site

I can't do
this
anymore!





**You need
to FIRE
him!**

**Is that
really
necessary?**



“If we don’t ask propelling questions of ourselves, someone is going to ask them of us, and by that time we will be behind the curve”

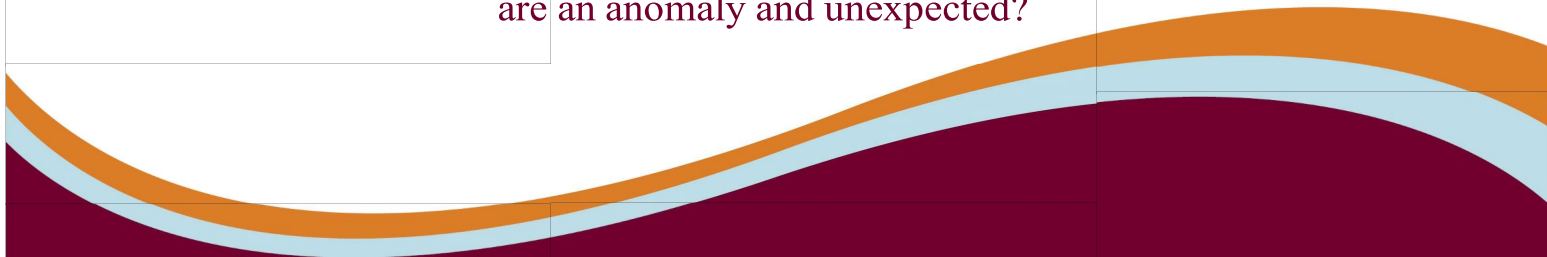
-Adam Morgan & Mark Barden, A Beautiful Constraint

We must be willing to imagine we can do things differently and do them. Don’t be trapped into thinking we have to continue the way we are.

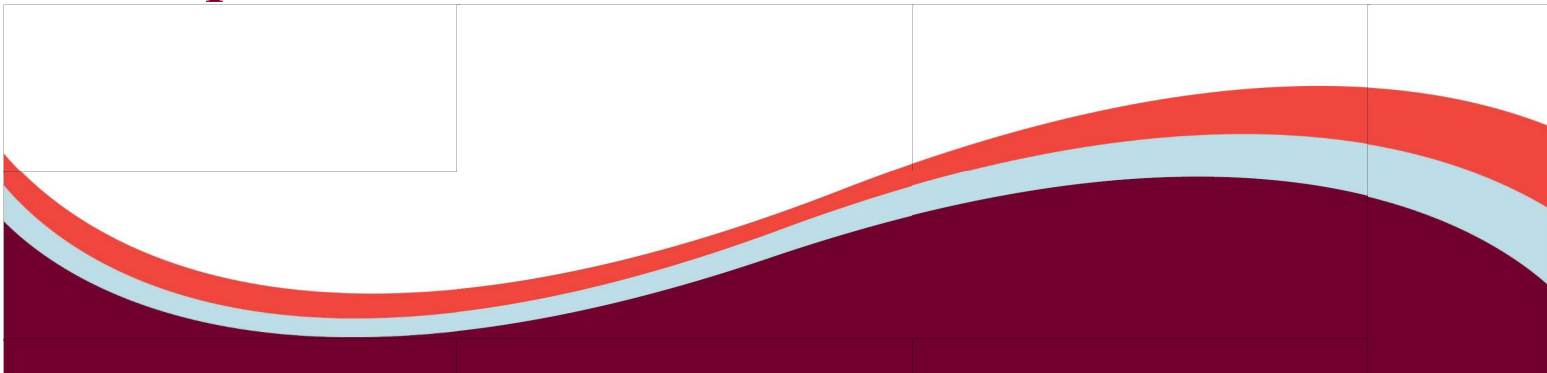
How does the Helena College recruit and retain employees when everyone else is struggling with it?

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How does Helena College create an employee experience where	poor human relations	are an anomaly and unexpected?
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The answers to those kinds of questions will come as we connect practicing our values to the leadership qualities and skills we embrace & develop and how those show up “off the walls and into the



halls.”

Start to think about your own practices in
key areas

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

How can Helena College be better at this than our
competitors?

