

LMC Meeting Notes

November 5, 2008

In Attendance: Kathy Hendricks, Kathy Reeves, Chris Vance, Jill Kinyon, MA McCrackin, Mary Kamensky, Sara Drake, Mark Pullium, Lynn Stocking Jeff Howe and Brad Hall

Unable to Attend: Robin Miotke and Shelley Hiniker

Arrived Late: Byron Drake

Recorder: Debbie Erbacher

LMC Meeting Schedule – Next meeting is scheduled for December 3rd.

3:00 – 4:00 Student Retention Initiative – staff work group encore presentation of task force outcomes. Diane Flamand, Karen Collins, Julie Cannon, Karla Tecca, Darlene Sampson and Cheryl Minnick were all there to present their committees information and show their presentation (a narrowed down version) that was given to some of the XO's including the Provost. Kathy thanked the retention committee for their commitment and let them know that everyone was very impressed with the outcome. The Provost was also impressed and let them know that he would develop an action committee to look at the recommendations. The question was asked – “Where does the LMC go from here” and was suggested that a follow up letter of support be written regarding the initiatives, resources and funding that the retention committee came up with and provide recognition for all the faculty, staff, admin and to UM as a whole. Mary and Kathy H to work on the follow up letter of support, when completed will send out to committee for review.

Vote – all in agreement to approve. **Approved.**

1. Review and approve 10/01/08 meeting notes. –

Vote – all in agreement to approve. **Approved.**

2. Subjects/Topics for Discussion

Web page status (Robin Miotke and Byron Drake)

- It does appear that the webpage was updated on the President's page. No other news to report.

Management /Supervisory Training.

- i. Review of management competencies/definitions provided by subcommittee - Discussion/Action:** A draft for The Labor Management Committee of the University of Montana Training Initiative was handed out and reviewed. “The Triple Bottom Line” concept was presented, becoming the provider of choice, the employer of choice and the investment of choice with the target audience being management and staff. Employee relations go hand and hand with customer

relations, unhappy employees could potentially treat their customers poorly and one won't prosper without the other.

- **ACTION:** Since time was so short decided to move on to another item and will revisit at a later meeting.

ii. Finalize the list of stakeholders/infrastructure needs -

Discussion/Action: Since time was so short decided to move on to another item and will revisit at a later meeting.

ii. LMC's role as a design/leadership team

Discussion/Action: Discussion on what everyone's thoughts were from the last meeting regarding the training program and Betsy's ideas as to the role of LMC. Some questions and concerns were how we get the training program and how ~~de~~ does it get developed, what type of training and who to? Need to ask is it worth doing, putting out the effort and willing to put the energy into a really solid training program and if so, should look at it like a challenge. This could be an incredible opportunity for LMC but does this committee have the resources to embark on such a huge challenge. LMC would have to make a commitment to see this project come to fruition and completed and to come up with a structure that will work. Need to realize that it is okay for some of the committee members to take less active role and have others that want to step up to do so. Discussed having Betsy come to next meeting to fill in more of the details, answer questions, time frame, direction, where to start, etc... Committee was asked to do some soul searching and to determine if they can buy into the project, are willing to take responsibility and accountability to finish the project, provide information when asked, be engaged at all times, etc...

- **ACTION:** Kathy H. and Kathy R. will ask Betsy to attend next meeting and clarify questions on design team and training.

3. Parking Lot –Review subject/topic for continuation in Parking Lot or purge

- No New News

4. New Subjects/Topics for Discussion

- No New Discussion items