

**MOHAWK VALLEY COMMUNITY COLLEGE
EMPLOYEE ENRICHMENT MEETING MINUTES
Monday, October 9, 2017 PH 300**

Present: David Katz, Brandon Shaw, Anna Radlowski, Gloria Karol, Jenny Spinelli, Vincent Pellizzi, Chuck Hendricks, Norma Chrisman, Liz Doherty, Rosemary Fuoco, Sabrina Fryman

Excused: Christine Miller, Kim Evans-Dame, Nolan Snyder, Debbie Otis

Discussion Topics:

August Institute – we’re still missing some numbers from hosts, Gloria will email those folks directly

- It seems like attendance numbers are down, which is the pattern we’ve been in for a few cycles

Admin Meeting – David shared there’s been discussion about topics for sessions and attendance at the admin meeting

- For example, they asked for a session about benefits which HR did in August but for only 4 attendees
- Randy told them they have to walk the talk, so they should be attending (or getting someone from their staff to attend) sessions they request

What else can we do to increase attendance/participation?

- We could survey staff about what they want to learn about and why they are/are not attending
 - o Probably include a question along the lines of, “Does your supervisor encourage you to attend?” so we have data to share with administrators
 - o **Send David questions in the next week
- Did we used to have more attendance when we had the large plenary session at each institute?
 - o We had higher overall attendance because of the large session, but also maybe getting folks over there for the plenary helped them to be in attendance for the sessions to follow
 - o Maybe we could have internal presenters for the institutes where we can no longer afford an outside presenter?
- What do other schools do?
 - o David shared that in his experience most schools have the semester kick-off but not something in May
- Is May different from August and January for attendance since far fewer offices are very busy in May compared to the right before the semester starts?
 - o Brandon is going to pull some numbers together to show this and the differences with plenaries and without
- Maybe a theme for each institute (a new one each time, like some external conferences do)?
 - o Would it deter presenters who feel like their topic doesn’t fit?

- Are there broad themes that could fit almost anything but might make it seem different enough to engage staff (like engagement – with students, with staff you supervise, etc.)
- Kim proposed a session where people can discuss social issues – in her experience many staff feel like they can't talk about politics or other pressing social issues in the workplace but are fatigued by the impact of them and not being able to talk about it, so maybe a facilitated session to give folks the chance to talk

Admin Meeting in October

- David will ask administrators to get any final proposals in by October 27th
- We hope they will propose ideas of needed sessions and also encourage their staff to participate in the institute