

Goals and Shared Values- Inst. Goals and Objectives 2010-13 (input)

From: Alan Haffa
Sent: Thursday, December 09, 2010 12:08 PM
To: Alfred Hochstaedter; Suzanne Ammons; Brenda Lee Kalina
Subject: FW: Goals & Shared Values...

Dear Brenda and Suzanne,

Can we schedule this under Information?

Alan

From: Alfred Hochstaedter
Sent: Thursday, December 09, 2010 12:03 PM
To: Michael Gilmartin; Lyndon Schutzler; Alan Haffa; Steve Morgan
Cc: Stephen Ma; Carsbia Anderson; John Gonzalez; Brenda Lee Kalina; 'Alfred Hochstaedter'; Stephanie Perkins; Julie Bailey; Suzanne Ammons
Subject: RE: Goals & Shared Values...

Thanks Michael, I think you stated this very nicely.

Alan, this is the issue I'd like to bring to College Council one week from today on Thursday as an information item.

-Fred

From: Michael Gilmartin
Sent: Thursday, December 09, 2010 11:26 AM
To: Lyndon Schutzler; Alan Haffa; Steve Morgan
Cc: Stephen Ma; Carsbia Anderson; John Gonzalez; Brenda Lee Kalina; 'Alfred Hochstaedter'; Stephanie Perkins; Julie Bailey; Suzanne Ammons; Alfred Hochstaedter
Subject: RE: Goals & Shared Values...

Lyndon,

Just to get everyone on the same page, I believe that based on our discussion at AAAG yesterday, the annual program review update that Fred discussed could be the solution to this. If we consider the program reflections of Student Learning Outcomes to be a part of the annual update or, in other words, the annual action plan, then we do not need to restrict our justifications for action planning items to just the goals. This is clear based on the forms that Fred passed out yesterday. Admittedly, these forms at present are only for Academic Affairs. I also realize that Alan was not part of that discussion as others copied in this e-mail. The bottom line is that I believe there is a solution to the concern you have other than resorting to the shared values issue we discussed earlier. I would strongly recommend that we bring the program reflections forms up when we discuss this whole issue at the next College Council meeting.

Michael

From: Lyndon Schutzler
Sent: Thursday, December 09, 2010 11:07 AM
To: Alan Haffa; Steve Morgan
Cc: Stephen Ma; Carsbia Anderson; John Gonzalez; Brenda Lee Kalina; Michael Gilmartin; 'Alfred Hochstaedter'; Stephanie Perkins; Julie Bailey; Suzanne Ammons
Subject: RE: Goals & Shared Values...

Alan,

I certainly understand your hesitation to undertake Shared Values. However, I have voiced my concern regarding the requirements of the action planning process to refer to our institutional goals. We do have a goal concerning academic excellence but the objectives do not include concerns for equipment replacement, supply budgets etc., which are important to our programs. As you know, these budgets have been slashed over the last few years. If the reference to achieving academic excellence implies the need for adequate supplies than perhaps this goal is adequate. However, the faces around the room change and sometimes intent is lost. Perhaps a reference, including supporting our mission statement along with the goals in our action planning process, would suffice until shared values are developed.

Thanks,

Lyndon Schutzler
Physical Education Division Chair &
Athletic Director
Monterey Peninsula College
980 Fremont Street
Monterey, CA 93940
831-646-4221
831-645-1334 (fax)

From: Alan Haffa
Sent: Wednesday, December 08, 2010 10:55 AM
To: Steve Morgan
Cc: Stephen Ma; Carsbia Anderson; John Gonzalez; Brenda Lee Kalina; Michael Gilmartin; 'Alfred Hochstaedter'; Lyndon Schutzler; Stephanie Perkins; Julie Bailey; Suzanne Ammons
Subject: RE: Goals & Shared Values...

Dear Steve,

Thank you for your input and well stated concerns!

After sleeping on it, I am starting to think that we should punt on the idea of Shared Values at this time. I think the committee may have been getting too far out in front of the troops, so to speak. And as Michael said, we have some tight deadlines ahead and the time it would take to explain this new concept to the whole campus would make it difficult to meet those deadlines. Plus, it will require a modification of our planning and allocation process.

We should have developed the Shared Values first, and then decided which ones needed special attention—and made them goals. To go back now and try to develop them after the fact is really not logical. We should keep this idea in mind and three years from now, at the beginning of the process,

start from scratch by developing a list of Shared Values. Then identify the ones that need to be strengthened or augmented.

So, my suggestion to the committee is that we insert the existing Goals 6 and 7 (from 2007-2010) into what we did. Technology had been objective 6.2 in the 2007-2010 Goals, but now it will become a new Goal, Goal 8, with its own objectives. We will have 8 Goals, but that is ok. It's not the end of the world. I am attaching what I am proposing as a modification. Please let me know what you all think about it.

Alan

From: Steve Morgan

Sent: Wednesday, December 08, 2010 6:19 AM

To: Alan Haffa

Cc: Stephen Ma; Carsbia Anderson; John Gonzalez; Brenda Lee Kalina; Michael Gilmartin; 'Alfred Hochstaedter'; Lyndon Schutzler; Stephanie Perkins; Julie Bailey; Suzanne Ammons

Subject: Goals & Shared Values...

Good morning Alan,

I want to provide a little more objective thought to the concept of "Shared Value's" that you described yesterday in regards to MPC Goals & Objectives. After contemplating this a lot last night and this morning, for me, "Shared" value's does not resonate as bold/strong enough terminology for values of ours/MPC that are supposed to be the ultimate value's (again, at least in my mind). What do you think about "Core" value's? To me, the word "core" captures the very essence of the sense that these values are the foundation of our existence/purpose/mission. And, I think we have used this terminology "Core Value's" before?

Also, "Credo" keeps coming to my mind, however, I am not sure if it has too much of a religious connotation, which of course would not be appropriate. For me, "Credo" means a very strong belief.....

Last, thank you for providing the basic understanding of how we/MPC are shifting/modifying the meaning and use of "Goals" away from our core values, rather to targets of action that we can bring to realization in supporting our efforts to mitigate and eliminate issues that get in our way and/or hinder the successful fruition of our "Core Value's (Mission)". And/or "Goals" as a way to enhance our "Core Value's (Mission)". I especially liked Fred's clear and direct way of describing this difference of "Goals" and "Shared Value's".

I look forward to seeing/hearing about what you come up with. Thank you for listening.....

Steve A. Morgan

Director of Facilities, Planning & Management

Monterey Peninsula Community College District

980 Fremont Street, Monterey, CA 93940

(831)645-1361