

MINUTES
Staff Senate Meeting

April 18, 2006

12 noon – 1:30 Lear Auditorium

Departments represented: Advancement, Business Services, Career Services, Controller, ECE, Finance, Human Resources, Humanities, Library, College of Management, Natural Science, PDC, Provost, Registrar, UMP, VITRC

Chair Brian Raymond called the meeting to order. The Minutes of the February 28, 2006 meeting were passed out, read and approved.

Phyllis Jones introduced the first guest speaker, Dr. Ben Benson of the LTU Professional Development Center, who spoke on the subject, "Getting More Out of Life and Career Goals." Some of the salient points of his talk were:

- Qualities a success-oriented executive should aspire to:
 - knowledge of subject matter
 - an executive "presence"
 - be customer-focused
 - good presentation skills
 - good listening skills
 - effective writing skills
 - be driven to action and results

- Traits companies look for in potential executives:
 - strategic thinking
 - ability to manage change
 - influence on others
 - business "savvy"
 - dependability
 - sense of humor
 - strong ego, not big ego

- Traits that can "derail" an executive's upward mobility:
 - Problems with interpersonal relationships
 - Argumentative character
 - Insensitivity

- The Professional Development Center can assist candidates with:
 - Candidate assessment
 - Leadership assessment
 - Technical training
 - Coaching
 - Classes
 - Tuition reimbursement

A list of classes available through the Professional Development Center was passed out. Dr. Benson ended by saying that workshops in measuring your success “derailers” and custom coaching are available through the Center.

Marilyn Hotaling gave brief updates on the Community Outreach Committee and the Recycling Committee. The new spring fundraiser, “Give a Little Sunshine,” to benefit DMC Children’s Hospital, will be a two-pronged effort: (1) a fundraising table will be set up during Innovation Showcase on April 29th, and (2) decorated “Boxes on Wheels” will be collecting donations of unwrapped toys and books from each department May 1-5. Checks, cash and gift cards are also welcome. The Recycling Committee will be starting their next recycling effort, returnable bottles and cans, this summer, beginning with the staff, then going campus-wide in the fall.

Linda Wareck gave a brief report on the Women’s Power Tools Symposium, held on March 23rd at LTU. 120 women participated in this event. The Staff Development Committee sponsored two Staff Council members, Cathy Phillips and Robin Harris, to participate in the symposium. Sponsors Dr. Pam Lowry and Dr. Maria Vaz would like to see this become an annual campus event.

Cathy Phillips reported that there are ten nominees for the 2006-2007 Staff Council. Ballots will go out by the end of April, with election the first week of May. Results will be posted by May 12. Nominees are: Nancy Bunton, Deborah Callahan, Cliff Johnson, Luba Kagan, Gabe Sauvie, Sharon Fletcher, Marshall Jackson, Phyllis Jones, and Mary Power. Cathy mentioned that the bylaw amendment proposal, regarding alternate Staff Council members, will be discussed at the May 23 Staff Senate meeting.

Kevin Finn introduced the next guest speaker, Eudora Adolph, who spoke on “Enabling Goals and Passions to Propel Your Career.” Some points of her talk were:

- Kettering University (formerly General Motors Institute) has a 30-year career path plan for its employees
- Questions to consider: How do you manage your career? How do you move up in your organization? What is your strategic plan for your career?
- Your personal mission: You do what, for whom, how, and why
- If you fail to plan, you’ll plan to fail
 - You will end up wherever your whim takes you
 - The hardest part is figuring where you want to be – once you figure it out, you can begin mapping your career
 - Ask yourself: “Does this career move benefit my plan?”
- In reading the book, The Art of War, one can draw similarities between war and a career – in order to win, a strategic plan is necessary; both have external threats and internal weaknesses
- Comparison between competition and career success – need to remain “agile” to stay on top of the game; if you don’t, someone else who does may have an edge on your job

- Write out a 1, 2, 5 and 10-year career plan – define where you want to be at each stage, under ideal conditions; start planning backwards, from the pinnacle as you imagine it, to your present situation
- Define your passions – they are where your energy will be
- Frequently take stock of where you are – revisit your past experience, take stock of your strengths and weaknesses
- What are your unique qualities, what are your excellent qualities, what are your competent qualities, what are your incompetent qualities (this type of work should be delegated to others)
- Two things that really count throughout your life: relationships and reputation
- What does the word “success” mean to you: Money? Fame? Comfortable life? Doing good for others? There is no wrong answer.
- You can choose to love your job and automatically perform better, or you can make a change
- Eudora Adolph’s organization’s website: www.misurvives.org (Michigan Survives)

Linda Wareck introduced the Staff Members of the Month for March and April: Gail Nastwold of Business Services and Cindi McMichael of Career Services. Both received a certificate and a Barnes and Noble gift card.

Paula Nrarian introduced the third guest speaker, Bill Drummond of Tech Services, who spoke on Lawrence Tech’s new online education initiative. He mentioned that these courses were designed to give flexibility to the curriculum, to increase enrollment and enhance LTU’s reputation. They are not meant to replace “on the ground” classes. Accreditation for the 60 online classes should be ready by January of 2007. The website will be www.ltuonline.ltu.edu. Questions can be addressed to Bill Drummond (x3759) or Dr. Alan McCord (x3094), or through the LTU website link (LTU Online).

Reka Dobbins won the raffle prize – a book entitled *The Passion Plan*.

Submitted by Marilyn Hotaling
Acting Secretary