

SPIT
March 17, 2009

Significant Issue Matrix Ranking - issues that scored the highest

- **Alternative energy/energy conservation/renewable energy - 2nd place, 11 pts.**
- Financial stability – 6pts.
- **Nutrition, physical activity and reducing obesity - 4th place, 6 pts.**
- Civic education – 1 pt.
- Community character/housing – 3 pts.
- **Local economy/buy local - 3rd place, 7 pts.**
- **Sustainable communities - 1st place, 19 pts.**
- Support for small businesses – 3 pts.
- Global climate change – 1 pt.

Mike ranked the following issues highly.....internal stuff but important:

- Changing volunteerism
- How we do business

Staff working on topics of high organizational significance may be safe, should RIF's ever be necessary.

Charlene read a white paper on sustainable communities, written by Cathy from Maine. It made a big impact on her. What does "sustainable" mean? Future generations will enjoy the same quality of life that we enjoy. In order to get there, things have to change significantly.

Tom Kelly and the Sustainability Office are in the midst of a sustainability conference series.

Jim talked about a center of excellence, a place where education and demonstrations can be held.

This is a critical time to get the word out that these significant issues. What are we doing with these ranked issues? How do we get this out to our staff in an effective way? How do we drive the organization to address these significant issues?

Measurable outcomes/behaviors we must change:

- Number of grant-funded projects related to top issues

- Staff time is redirected to address top issues
- Number of program areas represented in each project/interdisciplinary
- Top issues included in plans of work
- Inclusion of campus partners
- New professional development opportunities
- Strategic staffing decisions
- Increase in media attention

Darrell's plan to communicate these issues to staff: Review the list carefully. Look at your own POW. What are you doing to address these top issues? What do you think of this list?

Incentive approach – the program leader has to ID the champions

We must frame these issues carefully before we communicate them to staff. Leadership by specialists? Who will emerge as champions?

No notes taken during budget reduction strategy discussion.

Jim needs feedback on the budget reduction matrix before March 23.

Next SPIT mtg is March 30 in Taylor Hall at 1:00 pm.