Meeting 1 Agenda
Campus Change Team
December 3, 2010
DAdB 520 3:00-4:30 pm

1. Introductions
2. Welcome by Chancellor Black
3. Campus Change Team
   a. Distribution of Notebook
   b. Membership and Team Values, Structure, Alignment with other change teams and campus, Internal Governance, Spring 2011 Meetings*
   c. Partnering with UM Office of Equity and Diversity, other institutions
4. Questions
5. Creating an Inclusive Campus Climate; Incorporating Social Justice Values of Inclusion, Equity and Diversity
   a. Model for Change
   b. Tool for Achieving Change (goal setting, benchmarking, assessing change)
6. January Workshop** and Pre-Workshop Readings
7. Other

* Please bring to the Dec 3 meeting your Spring 2011 schedule of classes, regular meetings, etc. and note if you are on Google Calendar or UMCal

** In addition, we want to schedule a 3-hour workshop. Some possibilities are January 14, 2011 or a late afternoon or evening period in early Spring Semester. Other ideas?

Summary of Meeting 1 on December 3, 2010

Chancellor Black described his expectation that the CCT’s work will lead to substantial and sustainable improvements in the campus climate, and that these efforts will be integrated with the Strategic Planning Initiative. He knows that this transformative work will be complicated, difficult, take time, and require personal and institutional reflection and change. He thanked the CCT and expressed his availability to meet as we desire.

The CCT notebook was distributed and its contents described including the charge to the CCT, alignment with the Leadership and Unit Change Teams, our individual and collective values that will enable our work, the Model and Tool for guiding our work, and external partners.

Members were asked to (1) select subareas described in the Model for Change that they want to work on and (2) read the following as preparation for the January 28 workshop: “UM Reimagining”, “Now is the Time”, MCOD background, (3) send Spring 2011 schedules, and (4) articulate your definition of “Diversity”. In addition, several websites were recommended: Penn State, UC-Irvine AAC&U project.
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<th>Pre-workshop Reading</th>
<th>Workshop Discussion</th>
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| **Definition of “Diversity” Self-Awareness & Education** | UC Reimagining Now is the Time (AASC&U) Penn State website | Defining Diversity; Framing Diversity | Susana Woodward  
Anne Phibbs (UM OED) |
| **Multicultural Organizational Development Model for Change** | MCOD SWOT Analysis Daryl Smith (AAC&U) | UMD’s MCOD Stage; Actions to advance to a higher stage?; Identification of Critical Actions; Alignment of Critical Actions with Change Challenges | Angie Nichols  
Bilin Tsai |
| **Tool for Achieving Change** | S.M.A.R.T. Goals | Sub-team Members and Assignment of Action Item; SWOT Analysis; Data and Surveys | Bilin, Angie and Susana |
| **Wrap Up** | | | |