

Department of Sociology Retreat – 9/26/05

Time/Who	Topic/Process	Materials
9:00-9:15 Stew Julie MHL	Context Setting <ul style="list-style-type: none"> • Retreat objectives – today is a chance to reflect on where we are as a department and where we want to go • Agenda • Reference to packet of materials and how they'll be used throughout the day • Meeting guidelines (MHL) 	WC of objectives and agenda
9:15-9:45 MHL	Climate Report (in whole group) <ul style="list-style-type: none"> • Review basic findings • Talk about recommendations • Discuss reactions, concerns, etc. Summarize and talk about key points: <ul style="list-style-type: none"> • Affirm the commitment to participating in the assessment and the respectful candor applied to the process • Use the report findings to understand colleagues' views better – build on strengths and take care of weaknesses • Keep the report in mind when doing some of the strategic planning work 	FC stands with blank paper Climate Report (found in their packet of materials)
9:45-10:00	BREAK	

<p>10:00-11:30 Stew and Julie MHL</p>	<p>Strategic Planning Preparation</p> <p>Review basic elements of the plan that will be worked on today:</p> <ol style="list-style-type: none"> 1. Governance, including decision-making authority and inclusion, communication about workloads, workload equity, etc. 2. Teaching and Training of Students – undergrad and graduate program mission and approach 3. Research – grant support, graduate student training, resources, opportunities 4. Diversity – attracting and retaining under-represented groups (students and faculty), creating a climate of respect <p>Faculty will break into 4 groups to discuss and record their opinions about what should be in their category.</p> <p>Self selection of the category is encouraged.</p> <p>Each group will record their views and ask a spokesperson to review them with the larger group.</p> <p>Those listening will have a chance to “weigh in” with their viewpoints on the 3 categories they didn’t participate in.</p>	<p>Handouts for each of the 4 topics</p> <p>Current SP (found in their packet of materials)</p> <p>FC stand for each group</p> <p>Pens and tape</p>
<p>11:30-12:15</p>	<p>LUNCH</p>	

12:15-2:00 (roughly 20-25 minutes per group) MHL	<p>Strategic Plan Report Outs</p> <p>Each group will have 10 minutes to report out – 10 minutes for whole group discussion.</p> <p>MHL will record reactions, suggestions, etc from the whole group.</p>	<p>FC sheets from each group's work posted on walls</p> <p>Blank FC stand for MHL to record misc info</p>
2:00-2:15	BREAK	
2:15-2:45 MHL	<p>Mission</p> <p>Review current mission</p> <p>Brainstorm potential changes</p> <p>Consider what was learned from the climate survey, etc.</p>	
2:45-3:45 MHL	<p>Recruitment</p> <p>With some key content for the strategic plan and a rough sketch of what we want the mission to be, we'll turn the focus to a specific objective that we know is very important to the department.</p> <p>Areas & emphases? Build on strengths or fill holes? Bridging areas and other units on campus? Long term vs. short term.</p>	
3:45-4:15	<p>Summary of the Day and Next Steps</p> <p>Shared Leadership activity (rope/cone game)*</p>	
4:15	Adjourn for Refreshments	

*potential activity