APC Retreat Minutes  
August 14, 2020  
Zoom

Attendees: Aaron Buckley(3); Amy Quinn-Sparks(15); Ashlee Clarke(12); Ashley Meyer(4); Brandon Bailey(1); Brett Eppich Beal(11); Bruce Shields(9); Kirsten Slaughter-Rice(7); Christine Hooks(10); Clair Chance(5); Danielle Keller(15); Dawson Metcalf(12); Dennis Anderson(12); Ed Kluender(12); Farrah Bustamante(3); Jason Scott(6); JJ Nelson(5); Justin Schwendeman(6); Kacy Paul(13); Katie Ditter(8); Kelsey Bustos(14); Matt Klein(1); Megan Boone(1); Michael Lang(14); Nick Stratton(11); Rickey Frierson(12); Ross Madden(13); Sally Jones-Diamond(7); Sarah Blessinger(9); Shana Ryken(6); Shannon Boepple(2); Shaun Case(11); Shawn Utecht(10); Susan Becker(8); Tanara Landor(4); Trish Torrez(2); Yvonne Bridgeman(15) Executive Committee: Catherine Douras(Chair); Tori Anderson(Vice Chair); Summer Shaffer(Secretary & 6); Sarah Olson(Treasurer & 2) Ex-Officio: Bob Schur

I. Welcome & Announcements (9:05-9:10 AM)  
   a. Welcome new members  
   b. Please keep your video on and microphone muted to help us feel engaged with one another  
   c. Review of the day’s agenda  

II. Icebreakers (9:10-9:34 AM)  
   a. Executive committee introductions  
   b. Polling questions  

III. Business Meeting (refer to included Business Meeting Minutes) (9:34-10:09 AM)  

IV. Pillars, Charge for the Year, and Equity in APC (10:20-11:20 AM)  
   a. Discuss development of pillars and goals  
      i. Refer to this document to see action items which is what we will work on adjusting this year.  
      ii. Our goal is to have this year’s action items submitted and in the committee report before the October APC Business Meeting  
   b. Charge for Committees from Chair  
      i. We understand that we are juggling new commitments, unique situations, etc. However these stressors are being felt by all of our constituents.  
      ii. It is more important than ever that we listen to our constituents and channel that back up through the Council  
      iii. Think creatively on how you are working with your area’s constituents. We want to fortify the Area Representative role. It is important that Area Representatives are sharing what they are hearing from APs across campus so Executive Committee can share these themes with Administration  
      iv. Executive Committee wants to hear from you  
      v. Please have grace and ease for yourself and one another through this unique year  
      vi. Be sure to ask questions and seek for more information if you are feeling like you aren’t hearing enough  
      vii. If you are doing something new or different in your area and need funds please reach out to see if it is feasible.  
   c. Equity in APC – Dr. Cori Wong  
      i. This is a process in the works
ii. Lots of potential for the Equity and Social Justice committee to help influence how AP Council operates

iii. This committee can help serve as a touchpoint for all of APC

iv. Being that we are representing a broad spectrum of APs across campus there are likely going to be many ways in which we will need to show up in these meetings – Always starting with and equity lens is important for all committees and meetings so it is not always coming from the Equity and Social Justice Committee

v. This is not the work of just the Equity and Social Justice Committee it is the work of our entire Council

vi. We are working on getting another ex-officio member from the Vice President of Diversity’s office. We need to update the APC Constitution a bit to make this happen.

vii. Questions:

1. *Are you working on the other Councils? If so, what does that relationship look like?* So far they are very loose relationships at best. APC is really leading the way in building this direction.

2. *Will we be making sure that AP policies and procedures are inclusive, fair, non-racist/sexist and pro-active in representing ALL of our constituents.* Yes, and making sure we examine the Council with even who is current serving

3. *Can we make sure we are not only including but also protecting folks such as developing a policy to misgender individuals.* Examining who has time and access to using time to serve in APC roles.

4. *Examining issues that have been being addressed and which have been put on the back burner which may have inadvertently affected populations.* Examine negative or adverse impact that our actions have had. Look at the major issues addressed by APC over the past 10 years and consider where we have missed the mark and commit to focusing on issues.

5. *Seeking opportunities to examine our own identities and to engage more in self learning.* How do we get a better pulse on the issues?

6. *New member questions or needs you may have?*

7. *Have we thought about how to take advantage of communication strategies now that we are virtual?* There are opportunities that come with things being all virtual.

V. Lunch (11:20 AM- 12:30 PM)

VI. Speaker: Dr. Michele Newhard, Talent Development, Development of goals using the SOAR method (12:30-2:30)

   a. Pre-session announcements:
      
      i. Several lap-tops in use by presenter, hopefully not too distracting
      
      ii. Please type in the chat, name and area, so that credit can be given

   b. SOAR- uses appreciative inquiry, this is the first time running through the course as offered by Talent Development, reminder that Michele was at our October APC meeting and we spoke about Appreciative Inquiry.

   c. Objectives for training:
i. Introduce the SOAR model
ii. Witness how the model generates different energy thanks to an appreciative inquiry model
iii. Practice SOAR
d. Content:
i. What is one word you think of when you hear “Strategic Planning”? (examples include: Improve, Requirement, Efficiencies, long term, tedious…)
ii. Appreciative Inquiry is an alternative way of looking at strategic planning, will use ‘AI’ as abbreviation during presentation
iii. “People and organizations are not problems to be fixed, but mysteries to be explored” - discussion/chat about what this means
iv. Traditional Notions are that organizations are viewed as machines, pieces may interact but there is little recognition of holistic connections, problems solving relies on examining and analyzing the problems, diagnosis often comes in top down fashion, solutions can often create new problems or have the opposite effect on the problem than is hoped
v. ‘AI’ lens uses a more strengths-based approach to change within a system. Using a deficit -based approach is not helpful in today’s organizations (although biologically understood as essential from a survival standpoint historically)
vi. What is ‘AI’? “the cooperative search for the best in people, their organizations, ad the world around them. It involves a systemic discovery of what gives a system ‘life’ when the system is most effective and capable in economic terms…” (review slides for full quote)
vii. Assumptions embedded within AI: 1. In every person, organization, team, system, etc... something works 2. What we focus on growth 3. Organizations and Human beings are Heliotropic 4. Organizations are systems 5. How and what we dialogue about creates our reality (social constructivism) 6. Our questions are directional... change begins the minute we ask a question inquiring into the topic 7. As we discuss strengths, our hope for the future increases
viii. Reviewed principles of AI (see slides for additional detail), includes discussion of constructionist principle, principle of Simultaneity, Anticipatory principle, Poetic principle, Positive principle
ix. The 5-D explained: Define---Discovery-----Dream-----Design----Destiny
x. What is SOAR? Book published in 2009, Dr. Stavros and Hinrichs were co-authors of this framework, helps organizations with strategic planning and future-building initiatives, not a strict step-by-step way to do SOAR. It is a flexible way to make meaningful change through shared understanding and a commitment to action.
xi. Comparison of SWOT analysis and SOAR model (main differences include the deficit-based foundation of SWOT. SOAR comes from a different angle)
 xii. SOAR is energizing because it is action-focused, includes possibility, innovation and breakthrough, engaging on all levels, ...
 xiii. SOAR has grown from SWOT (not an either/or but an expansion of)- seeing threats as opportunities
xiv. How do we let our pillars (APC) and Principles of Community drive our purpose?

xv. How does this process happen? Through dialogue.

e. **Questions to ask:** What are we good at? What can we build on? What are the possibilities? What are our stakeholders asking for? What are our dreams or wishes? What do we care deeply about? (see handout included in agenda packet/attachment on Zoom meeting) Strengths, Opportunities, Aspirations, Results (SOAR)*brief video of Jackie Stavros talking about the SOAR framework

f. **Reflection:**
   i. Look at the SOAR handout... asked participants to ask themselves questions about capturing personal strengths
   ii. What strengths set me up for success in my APC role?
   iii. What am I most proud of working on in my APC role... or what am I most excited to begin working on in my APC role?
   iv. See all questions on pg. 2 of handout (Michele provided the group 15 minutes of personal time to prepare/think about these questions)

g. Breakout Room Discussions to process these questions in smaller groups (Share a response 2-3 minutes per person) ask.. did any re-occurring themes come up among participants? What does it mean and what will we do about it?

h. Shared Highlights (did not capture all examples shared):
   i. “collaborate on initiatives with administration”
   ii. “get out of silos”
   iii. “establish shared goals, have ways to track and see what all goals are”
   iv. “transportation-shift, trying to encourage sustainability, alternative methods, saving money with respect to transportation”
   v. “strengths-length of experience at CSU, familiarity with campus/various components, shared passion for CSU and APC as groups/entities”
   vi. “how to make AP staff feel valued and respected and how to acknowledge the work people are doing while in remote mode”
   vii. “how to help people feel connected although we are somewhat isolated currently”
   viii. “excited in change of sub-committees, change of communication strategies, how to be more dynamic”

i. Why did we do this activity? (Practice SOAR principles, self-reflection as growth, prepare for engagement, establish shared vision, wisdom) SOAR using the five ‘I’s’: Initiate, Inquire, Imagine, Innovate, Inspire to Implement

j. Wrap-up

**VII. Standing Committees (2:30-3:30 PM)– list of who is in what council in Teams retreat folder**

i. By Friday
   1. Co-chairs
   2. If you’d like to switch to a different committee

ii. Co-Chair responsibilities
   1. Submit report monthly
   2. Lead monthly meetings with co-chair
3. **Attend co-chair meetings quarterly**

iii. **In the breakout -**

1. **Try to identify goals for year**
2. **Get to know each other**
3. **If a returning committee, review SOP**