Agenda

Item 1: The Symbolic Frame Defined

Item 2: Why is the Symbolic Frame relevant at this time of crisis

Item 3: Potential Impact of other frames of leadership

Item 4: Sensitivity to the board

Item 5: Symbolic actions for our college
The Symbolic Frame Defined

• The nature of the organization/community
  • Values, rituals, symbols, mission, practices, meaning, belief

• Meaning and belief
  • Understanding that the importance of an event is not what happened but rather what it “means” for the organization and to its members

• Provides direction, an anchor of faith and hope and the opportunity to engage members of the organization
The Symbolic Perspective

Why is this important?

• Community building: We are all in this together. We are a TEAM.

• Stability: Our traditions, celebrations and rituals help maintain normalcy in challenging times.

• Identity: Our culture defines who we are and what we truly value.
Morality and politics
• What if everyone acted as you did?
• Would you want to be on the receiving end of your actions?
• Are there alternatives you could consider that rest on firmer ethical ground?
• Who benefits from your actions?

Impact on Other Frames

Political

Human Resources
• Need to create a nurturing institution that elevates the people – no layoffs.
• Encouraging faculty to obtain doctoral degrees through ceremonies, features in the library

Structural
• Beautification of the campus – new buildings from different monies
Sensitivity to the Board
Alignment of goals

- Shared governance board, promote and project transparency, inclusion, and collaboration in all decision making
- In line with the Boards process of linking planning to resource allocation adjustments will be needed to adjust the Resource Allocation Model (RAM)
- Continued emphasis will be placed on the continued development and evaluations of Student Learning Outcomes (SLO’s)
- Review of the District Board’s policies
- Continued updating and review of the Educational and Facilities plan is warranted due to budget constraints
Sensitivity to the Board
Alignment of goals

- Continued advocacy for increased funding from the State, and placing an emphasis on outside fundraising speaks to the boards & colleges position on resource management.

- Strengthening partnerships within the community, on campus, and with businesses will work to promote the college positively and show that we are positioned to work cooperatively, be transparent, and respond to the needs of all stakeholders, i.e., students, staff, faculty, community representatives, etc.
Proposal Ideas and Strategies
Symbolic actions our college can take

**Salary**
- 1% reduction in salary, beginning with the Board of Governors
- Freeze salary matrix

**Communication**
- Community forums
- Monthly messages from the president

**Faculty & Staff Collaboration**
- Increase faculty and staff presence for students
- Professional development, succession planning
- Collaborate and mediate (other frames)
In unity, we can solve the puzzle together.