



## **ORGANIZATIONAL LEADERSHIP & TECHNICAL MANAGEMENT (OLTM)**

### **Meeting Minutes**

Thursday, February 16, 2023

5:30 - 7:30 p.m.

Health & Science Building, Room 106

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#### **I. CALL TO ORDER - 5:35 p.m.**

#### **II. INTRODUCTIONS**

Jenny Smith, Minutes

Michaela Jackson, Director of BAS Programs

Tamra Gilchrist, Dean of Instructional Programs

Justin Core, LCC OLTM Faculty

Mark Gaither, Business Chair/Instructor

Travis Wallace, Supervisor/planner LCC Student

Ken Fish, Rainier teacher, army reserve, civil affairs

Jim Coffee, CEO of Family Health Center

Dan Stahl, CEO of Port of Longview

Mark Wilson, Executive Director Port of Kalama

Bailey Roberts, Fibre Federal, Community Development

Larry Neal, Maintenance Director, Westrock

#### **III. ORGANIZATIONAL LEADERSHIP PROGRAM OVERVIEW**

##### **a. Program overview**

###### **Vision and Description shared**

BAS degrees are prof/tech, designed to prepare candidates for promotions because the technical expertise matters too. It is a great transition opportunity for those who got their degree in a trade.

###### **Historical Overview**

- 1. Launched in 2021**
- 2. Employer feedback indicated top skills**

Communication

Coaching/Mentoring

Setting expectations

Ethics

Manage across differences

Project Management

### **3. Outcomes**

Oral/written communications

Solution Focus

Collaboration

Construct Philosophy

Reduce costly turnover - Retention of those who plan to stay is ideal

### **4. Accreditation**

Regional used to be the formal language

Institutional accreditation is still accredited but for example, Perry Technical Institute didn't have the regional accreditation.

We have been trying to honor learning when and where it happens, and we try not to make accreditation a barrier when it can be done

Credit for work/life experience is another way to honor prior learning

### **5. Modalities**

Evening courses one or two nights a week

Hybrid (face to face for 1.5 hours and the remainder online)

Student feedback has allowed us to consider structured and standardized due dates

Adult degree model is 1 class at a time 5 weeks each. Students loved it.

Next cohort would be fully online.

### **6. Surveyed Students**

86% indicated that they would be more likely to pursue a degree at LCC

92% indicated that they need to work while earning a degree.

88% agreed that they needed higher education

87% indicated that a BAS would increase their pay

53% are unable to locate

### **7. Pathway degrees**

Welding, Crim J, Chemical Dependency, MedA, Fire Science, Manufacturing, etc

For students who have been out of school for a while, or haven't had the foundation to be successful in higher standard classes, we have developed a boot camp. Writing preparedness has to be brought to a higher level.

Foundations of Leadership is a cross curricular introduction

Instrumentation may be introduced again and millwrights and journeyman electricians are needed.

## **b. Curriculum**

Course descriptions & outcomes

Question: Can students take "a" course?

Question: What is placement like?

## **c. Data**

Student Survey

Employer Survey

Current students

#### **IV. INDUSTRY UPDATES**

Paper mill industry: maintenance is tough but the experience now is a national shortage that appears worse here. It's a fundamental shift where the expertise isn't there, and the position vacancies are in high demand. Manufacturing overhaul is coming on the LCC/HS side.

Ability to travel - 2 universal messages - Childcare costs are prohibitive. Accountability (work culture has shifted). If a job isn't fulfilling, people will leave it. Building the work culture makes a huge difference in retention. Not management: Leadership=language change. Tuition reimbursement and language reimbursement for bilingual coworkers.

Recruiting business into the area. Industry base is challenging. Entrepreneurship is low and we need more. Skill sets were used to create entrepreneurial thought processes. Getting younger people in the organization has been tough. Career fair to get kids exposure.

Ports are hard places to work and the nature of work has changed. Growing talent is the ideal way to do things. Dan got training as a leadership coach in order to give back.

Turnover is rough, and losing institutional knowledge is hard to replace. The silver tsunami was one of the incentives for getting this program going.

Covid diminished 1/3 of staff. Unemployment paid more than working. Dental assistants were lost during that time. Training programs weren't existent, so new ones were started. \$35 to the state and it's possible to be a dental assistant. Medical Assistant has a similar program. There are still 30 open positions. Promoting from within is a strategy for retention.

In Rainier a lot of kids go into the trades and would love to be signed up.

Growing from within is a great strategy because bringing people from the east coast and losing them when they have experience is costly.

#### **V. ADVISORY COMMITTEE OVERVIEW**

##### **a. Purpose**

We need to know how to make our program better

##### **b. Membership**

- Time commitment (90 minutes)
- 1 to 3 year commitment
- Show up and participate. We value your input.

#### **VI. UPCOMING PROGRAM OR COMMUNITY EVENTS**

- Leadership After Hours - Report May 11 or 18
- Graduation Reception June 12 or 13

#### **VII. NEXT MEETING (DATE/TIME/PLACE): Wednesday, May 17, 2023 (May 18 proposed)**

#### **VIII. ADJOURNED: 7:20 p.m.**

#### **ACTION ITEMS**

Survey students to determine what they feel they learned

Survey "What are class titles that you would like your potential candidates for promotions to have access to?"

Would you be interested in speaking on leadership in your field?

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