

Cabinet Summary

October 21, 2025

Present: All

Previous Meeting Summary

Values Moments

- Lew-(Embrace Community) Prison Program graduation yesterday (9 graduates Certificate in Entrepreneurship)
- Randy-(Inspire Confidence) student speaker was amazing!
- Karey-(Encourage Excellence) Everyone's efforts in supporting last week's CSAO conference.

Cabinet Assessment & 360

- Randy provided context/history and shared a draft (Cabinet) 360.
- Need to consider who/how to facilitate (Watermark?) and confidentiality.
- Assessment will be distributed to each Cabinet member's direct reports and all Cabinet members, plus Randy will choose 3-4 key stakeholders outside of reporting areas.
- **Jill will investigate facilitation/confidentiality with Anne or Brad.**
- **Randy asked Cabinet to review the questions more thoroughly and provide him with feedback.**
- Timing: December for individual 360s; The Team assessment for the next off-site (November).
- **Revisit questions at next Cabinet meeting.**

Strategic Planning

- Randy provided an update on the Strategic Planning meeting held a few weeks ago.
- Discussed draft planning document.
- **Cabinet will revisit in the next few weeks.**
- **The plan will also go through the appropriate governance channels.**
- **Randy will re-engage the group from a few weeks ago to discuss via Teams (Jill to set up).**

Free Speech

- Cabinet reflected on recent campus occurrence and Randy's message to the College community.
- Discussion expanded as Todd raised additional concerns that have surfaced through his role.
 - Explored questions around the nature of events: What topics are being presented? Who is organizing them? How are they being approved?
- There was additional discussion about whether a more defined process should be in place for reviewing and approving public events or speakers.

Other

- Todd-provided an update on an upcoming Civility in the Workplace event.
- Crystal-provided on an update on training and employee compliance. **Crystal will send an updated list and any related counseling memos and/or discipline procedures to Cabinet;** She also provided an update on HR postings.
- Randy-Parking update and discussion; update on Admin Services staffing and VP search.
- Jill-Core Workshop kicks off Monday.

Cascading Messaging