

JUST SOLUTIONS

Date: August 31, 2006
To: Faculty, Staff, and Students of the CEHD
From: Rose Colley, Bill Forman, Janet Jernigan and Lee Schulz
Re: Organizational Development for CEHD

Just Solutions is ready to begin an organizational development process that will assist you in examining your work and life together at the University, and planning the changes you need to make in order to attain your goal for the CEHD to rank among the first tier of national Urban/Metropolitan Colleges of Education in teaching, scholarship and stewardship activities. (Draft Working Copy of Overview of the Strategic Plan of the CEHD)

Our work will take place in several phases:

- Phase 1 included meetings with Shirley Willihnganz and Robert Felner.
- Phase 2 will include meetings with members of the Leadership Team, faculty, staff and students, to gather information on what is helping you attain the above mentioned goal and what obstacles/challenges impede you in meeting the goal. (Estimated completion – 9/22)
- Phase 3 will be shaped from the information gathered in Phase 2, but will likely include an opportunity for input from all CEHD faculty, staff and students (Estimated completion – 10/23)
- Phase 4 will return the information gathered in Phase 3 to CEHD faculty, staff and students. (Estimated completion – 11/6)
- Phase 5 will involve identifying what you as a group want to do to enhance what's working well and to overcome identified challenges/obstacles. (11/06 – 12/06)

Please keep the following in mind throughout our work with you:

- We enter this work with you as neutral third parties. Our goal is to listen and to help you listen to each other. We are not decision-makers.
- This process will not end in a set of recommendations from the Just Solutions team. Rather, we will endeavor to help you develop outcomes that work for you.
- The focus of this process is on the future. The history is important, but cannot be changed.

We appreciate the good faith that each of you brings to this process, and your willingness to listen and work with each other to reach outcomes that work for the CEHD community.

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From: "Becki Newton" <becki@louisville.edu>
To: <CEHDFAC@LISTSERV.LOUISVILLE.EDU>, <cehdga@LISTSERV.LOUISVILLE.EDU>, <CE...>
CC: "Karen Howe" <krhowe01@gwise.louisville.edu>
Date: 10/10/2006 1:10 PM
Subject: Letter to CEHD from the Provost Willihnganz
Attachments: CEHD Memo to Faculty etc 9-8-06.doc

From Provost Willihnganz

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Living the truth is being the same person in public as in private.

>>> Shirley C Willihnganz 10/10/2006 10:37 AM >>>
Karen,

Will you send the attached to Becki for distribution to CEHD faculty?

Thanks.

Date: September 25, 2006
To: Faculty, Staff, and Students of the CEHD
From: Shirley Willihnganz and Robert Felner
Re: CEHD

By now you have received an e-mail from Just Solutions outlining the process and timeframe for their organizational development work with the College of Education and Human Development. The success of this process rests with all of us, and will require all the goodwill, commitment, and energy that each of us will bring to the process.

Some of you have wondered why this has been so slow moving forward. There are a number of reasons, but a key one is that we both had to do some soul searching individually, and with each other, and with the Just Solutions folks. After listening deeply to many of you, I had a lot of questions. Given the events of the last year, and the uncertainty my questioning created, Robert had to decide if he wanted to stay. Until we were clear about how to move forward, we could not ask you to do so.

But we are asking you to now. As we move into the organizational development work college-wide, I want you to know that Dean Felner and the leadership team have my full support. Robert will remain the Dean. Robert has also committed to this process, and to the long-term task of leading the school to the achievement of excellence outlined in your strategic plan.

These decisions do not deny that there is work to be done on the part of all of us. This won't be easy. As we have listened, learned, examined where we are, and where we have been, it is clear that many of the issues we have result from processes that are long-standing. The good news is that the College has made considerable progress. Student's reports of experiences are far better, we have recruited exceptional new faculty and our long-term faculty are ever more visible nationally and effective locally, our relationships with the public schools have improved dramatically as has our national reputation. Relationships with donors and alumni continue to be enhanced. New programs have been developed and enrollments are up. Of course, there is still much to do to develop the necessary levels of resources to support all of this good work and this too is a strain that we need to attend to. Both Robert and I believe we are on the right path and moving toward the goals and vision the Board, the President and I have for the College.

Building a more coherent and supportive community is difficult in times of stability when it comes from a long history of difficulty. But when such a history leads into a period of extraordinary change and challenge it can be far more difficult. But if we listen, respect, and give the process a chance, breaking the patterns of the past and focusing on how to build a positive community, change is possible, and we believe can lead to the College being both a national leader and a better place that all of us are pleased to be part of.

Thank you for giving the process, and each other, a chance.