**Randee’s evaluation conversation**

Work Randee has not done because she is distracted by all the other stuff –

Program can only work under any condition, particularly under current conditions, if we trust one another. Director needs more time to be a supervisor. To guide/support relatively independent ADs

Unseen/invisible subsidies – cost of doing business – all the energy given to the dysfunctions of the tribal faculty. Cost/benefit – what is the college willing to put toward it? Obvious and hidden. Failing faculty hard on us, hard on the program.

Randee can’t talk about own position because of the way the difficulty with tribal is holding your position hostage.

1. Need a raise, goddamn it. No plan to move up steps because of good performance or tenure. Unintended consequence of rotating director. Exempt staff don’t have steps/contracts/etc. At same step since hired. No strategy to move people up, etc.
2. There’s toxicity that is an underground river that runs through the position – related to tribal governance concentration (functional faculty big part). Ecology of the MPA program.
3. Not about Randee – anyone in this position will experience this sooner or later. Devastating – presses on the bruises of our culture/family of origin
4. Not sure will continue to do the job – we need to get ready

Director needs to be a big enough position

Needs functional person in the position, always

Need to be able to get to the work of the positions – AD position. Can’t get to the work – the work gets put further down list. Feels yucky, can’t do anything about it – so, people leave.

What could Randee do if she didn’t have to deal with 1) admissions errors and, 2) TG problems/staff turnover:

1. Promoting the program – investigating and using new forms of social media, etc.
2. Research impact of program; best/promising practices at others
3. Network with other professionals doing similar work
4. Supporting research on growth initiatives
5. Building a strong alumni database/association
6. Relationship building
   1. Connect alumni/community members/groups to students and faculty
7. Leading initiatives (core competencies)
8. Putting on events
9. Thinking strategically about employment for students – managing internship structure/processes – developing job placement processes.

Instead, doing more-than-bare-bones recruitment, but limited. Three systems for recruiting – no CRM, not going to get one until Fall 2017.

Admissions

Managing processes for regular events/financial aid, etc.

Unrealistic to do goals – need marching orders on size of 15-16 cohort. Otherwise, BAU.

Selling quality – can’t sell quality with 4 faculty teams in each year of Core and only 3 full-time continuing faculty.

No growth without increased capacity.