Greetings on behalf of the Leadership Council,

We would like to give you a short recap of our Leadership Council meetings July 23-27 in Minneapolis. Attending were Cesar, Ann, and Romanus, as well as Mark who joined the team for the week. You may find full minutes and handouts on the intranet page for All Staff meetings at: <http://inside.augsburg.edu/cge/home/all-staff-meetings/> That also has information from the all staff work teams last week, as well as the Town Hall Forums in April-May.

We started the week with meeting with the President. That meeting set the tone for the rest of the week. We were prepared to discuss with him either the need to sign an agreement with Augsburg so that we're on the same page, or discuss if CGE should look for another home. The President shared that he would like CGE to be more central to the college, in fact for CGE to be the umbrella for all international programs rather than a separate Office of International Programs. That would mean that Jim and Leah's teams would join CGE in some form. He also said that the $500,000 contribution margin figure was meant to be provocative, but would be a ridiculous expectation. However, he said that if we can't talk more about how CGE can be central to Augsburg, then that only leaves the conversation about the contribution margin and risk management issues. We deepened the discussion on these issues in subsequent meetings with accounting, the Dean's office, and Leif Anderson, who is overseeing Augsburg's 2019 strategic planning effort.

For now, the LC has decided to take the idea of a written agreement and separation off the table for the next 12-18 months; however, if things change with the college, then we would be prepared to pick them up again.

We're recommending that the college revisit the proposal for a synergy center in Nicaragua with the Winds of Peace Foundation (WPF). If they had had this vision a year ago, it probably would have ended in a different discussion with WPF.

The college would like us to outline a broad vision for how CGE could be better integrated into the daily life of the college and identify 6-8 metrics to measure success. We spent some meetings discussing those and looking at how we fit into what the college has already determined as priorities. Most are congruent with CGE's strength and vision.

Other key meetings included:

Meeting with Paul and Akiko - to get a report on results from the first 2 intercultural development modules. Given the context in which we were working, they were very impressed at the thought and care that everyone put into responses. As a next step, they recommend that we do the Intercultural Conflict Styles Inventory, so we will look at scheduling some sessions in the coming months.

Meeting with Minneapolis staff who work closely with other sites to discuss communication and decision-making issues. We discussed some past challenges and how those will only be magnified given that every site will have reduced staffing in FY14. A number of strategies were identified to try. Each site should also think through what they will cut in terms of workload to address staff reductions. We discussed the challenges with finding times for cross-site teams to meet, which will only get worse, and how often certain teams may need to meet.

Review of All Staff Team work - given the discussions of the week, we prioritized reviewing the recommendations from the Products and Augsburg Curriculum teams and priority tasks for moving forward.

Ice cream social - we had good attendance at an ice cream social where members from the Augsburg community and past participants were invited.

We're in a changing conversation with the college that will better position the discussion when the new Provost starts next week. Regina will report directly to her. They will use the coming year to assess what Orv's replacement position will look like. There are still many uncertainties and unknowns, but we hope that we can engage in the conversation about how we can become more central to the daily life of the college.

Please let me or your LC rep know if you have any questions.

Thanks

Regina