

McPherson College

***Community by Design 2.0* General Emails and Huddles and Cabinet Feedback**

January 2022

Reactions and Comments to the *Community by Design 2.0* Framework

- Students who work as part of the Student Debt Project have higher GPAs—3.3 compared to 3.1 for the rest of the student body, which is good. What does East McPherson look like if lots of our students work?
- Create a simple, high-level plan with specific goals that provides some flexibility on how the campus implements different initiatives. Allow the campus to sort out the details so they can evolve as needed over time
- Planning by community works and proved to be effective with even the most doubtful on campus—and we should do more planning by community when it comes to the strategic initiatives that will be a part of the next version of the plan
- Look for good examples of other colleges that have concise, clear strategic plans—there might be something we can learn or borrow
- An “employee first” mentality will drive campus culture—people appreciate keeping insurance affordable and dependable cost of living pay increases as well as generous retirement contributions and flexible work schedules
- Mentoring makes a difference and we should find a way to make it the center of our retention efforts