

How to grow the UCEDD while maintaining tradition of inquiry during administrative changes

Speaker: Valerie Williams

Attendees: Carol Salas, Chris Murray, Angela Martin

Valerie- has had 25 bosses in her career in the UCEDD. Bosses had different expectation and demands and perspectives. Unstated expectations- confront directly or wait to get tripped up

Chris- they have 15 different centers. Some produce more research funding than others at UO. Money is becoming the bottom value line. If you aren't bringing in money then their center is less relevant. It can be hard to compete because students might not be interested. How do you stay relevant with an immediate loss?

He tries to convince them about community outreach and the importance of the mission but he feels like the bottom line is money.

Valerie- it isn't always about the money but pushing the frontier. The frontier may not produce a lot of money. They are able to generate an investment with more of an ROI.

Angela- service to the community and the state and where they sit with the provost office. The new director has taken the provost new strategic plan and seeing that diversity is part of the new strategy. Do they think they will get more attention- not sure. The ROI is the draw down. They don't get university funds. The dean and the president can make a case to the Michigan state legislature.

Chris is worried about losing stuff. He is maintaining. Carol feels the same way. Caught between FEMA and private insurance is going to pay to fix damage to from the hurricane. She is worried about someone taking their space away. Their office space needs to be completely renovate and a new roof looking around \$50k for replacements. The child Development center also was destroyed in the hurricane. She has the money to fix the Child center and was given to them 2 years ago and she is trying to get the presidents on board to get the center fixed. She has \$700K in funding from head start to rebuild the center. She is working with Head Start on a doc to present to the president of the university to sign the off on the funding.

Valerie- said to figure out to leverage those two issues together- Carol's office and the Child Center.

Carol- all of their university president's are interim and are not signing off on anything. The governor is trying to get on the fiscal planning board. They are redoing the structure of the university and they are trying to downsize the university. They are trying to move it in a private setting.

- Valerie- of all the things that could happen what would be the most realistic

- Law
- Circumstances

- Talk to people at various leadership levels. Carol has no control over the situation.

Chris- you are more open when you have a few options to look at instead of one. If there is only one and it doesn't work then it cuts off that relationship

Valerie- need to build allies. Thinking together to make things work under incredible circumstances.

Chris- how do you educate people in your pitch, i.e. president, provost?

Valerie- UAF, different ways to negotiate things to get people to agree with you. In the role of director you are always negotiating and engaging and how we are moving the ball down the court. There's a win in the foreseeable future with a positive outcome.

Chris- would you go after the governor

-Valerie it depends on the situation.

Carol- the state has some many priorities because of the hurricane. Unfortunately with disabilities they are left behind.

Valerie- shift the options to help them look forward??

Carol- they are pushing forward and how they need to rethink on emergency preparedness. She attends all the calls and meetings with FEMA. She is hoping it will push their center into the spotlight.

Valerie- there could be someone in the group who could help build more allies in getting the center rebuilt. Phoenix in the ashes effect. since the center wasn't being rebuilt with those funds when the hurricane happened they can build with the idea about rethinking about safety.

-Carol says out of their 32 families they only have 4 left. The families either left because of the storm or they lost their job and therefore lost their funding to send their child to the Center. They will have to start over from scratch.

-Chris- can you pull levels at Head Start at the federal level to get the university president to act? This is to Carol

- Carol thinks that is a great idea maybe get ARP or FEMA involved

Chris- people try to capitalize on disaster. People come in with their interests and they try to fight it.

Valerie- Best time to move forward is when you are standing still. Need support to lean in to and stand your ground. Move with purpose to move forward. People are not trying to do the wrong thing- if they can only see from their perspective which is only their little component and not the whole picture. They

are only seeing the little piece of the puzzle and not the whole box top. Trying to make the box top more tangible.