



SPE Advisory Committee Meeting April 10, 2023 (Virtual) Meeting Notes

Meeting Attendees: Alicia Armijo, NM; Paige Smith, WI; Sean Seepersad, CT; Kate McCartan, MN; LeAnn Detiller, LA; Jared Abdirkin, NEBHE; Shelley Plutto, WICHE; Marianne Boeke, NC-SARA; Melanie Booth, NC-SARA; Rachel Christeson, NC-SARA; Stacey Hogan, NC-SARA; Terri Taylor Straut, NC-SARA.

Proposed Agenda:

- I. Welcome, Review of Agenda – Melanie (2 minutes)**
 - a. Agenda overview – anything to add?

Melanie reviewed the agenda, there were no additional items to add to the agenda.

- II. NC-SARA Educational Program Updates (5 minutes)**
 - a. Institution Welcome Kit - Mel
 - b. SPE Leadership: Pillars – Marianne & Terri

Melanie provided an overview of the vision for the Institution Welcome Kit. It is currently with the designer and a version will be shared with the SPE Advisory Committee.

A SPE commented that the Institution Welcome Kit will be a helpful tool for institutions and also for the SPEs to have all of this information in one place.

Marianne provided the history of the SPE Leadership Pillars and the SPE Leadership Institute Design Team. Terri shared an image of the pillars. The Pillars document is also with a designer to make it look more like pillars. The Leadership Pillars will be used in future events and activities to support SPE's reflection about and development in the qualities represented.

Action Item: NC-SARA staff will share the graphic of the pillars and qualities once it's back from design.

- III. Debrief 2022 SPE Survey & Plan 2023 Survey – Rachel & Marianne (20 minutes)**
 - a. See attached report
 - b. 2022 Takeaways and action steps
 - c. Planning for 2023 Survey

Marianne provided the background of the 2022 SPE Survey. Rachel reviewed the results of the SPE Survey from the summer of 2022.

Rachel reviewed the potential survey questions for the SPE survey in the summer of 2023.

A SPE asked if it is possible to populate the answer to questions with the prior year's answer. This came up in the context of the questions about capacity in the agency.

Consider exploring a technological solution to providing prior years' answers to the survey for each SPE.

Can we use the survey to capture issues that impact institutions better, ex. policy modification and what policy changes might mean. Ask institutions what they think they should know.

A SPE suggested that we need to make sure that we are asking questions that are actionable.

Marianne talked about the questions that are focused on engagement with NC-SARA and the regional compacts. Do we need to reduce the number of questions?

A SPE suggested that we might not want to change the questions, so that we have the benefit of answers year over year.

Action Item: NC-SARA staff will send the draft SPE survey to this committee for them to review at a high level and provide specific feedback.

IV. SPE Conference Agenda Feedback – Marianne (20)

Marianne reviewed the feedback from last year's SPE Conference in Sept. 2022. The feedback was very positive and SPEs who responded indicated that they like the format and many of the speakers from last year (SAN/WCET & Aaron Lacy).

Marianne reviewed the draft agenda for the 2023 SPE Conference.

A SPE asked if there should be a topic related to the policy modification process. Staff has discussed how to include the current state of policies. The Board will vote in October. This may fit in Jeannie's section (at a high level) to make sure everyone is on the same page. This should be focused on the process, not the policies that made it through the process.

A SPE shared that the section on complaints will be very helpful. It's good to learn from others who have managed complaints.

Action Item: NC-SARA staff will send a draft of the agenda for SPE Advisory committee member feedback.

V. Open Discussion – Approaches for Addressing SPE Turnover – Jared (15)

Jared shared the challenges on turnover in New England, 6 out of 8 states have had turnover recently in NEBHE. How do we not lose the history of SARA in our states and support needed SARA capacity?

WICHE invites RSC staff to their orientations. This helps new SPEs know who to ask. Shelly offered to share her approach and checklist with us. WICHE SPEs meet monthly, and it gives them an opportunity to talk about upcoming challenges.

Jared suggested that a key thing is to help them feel connected within their regional compact.

A SPE suggested a mentorship approach with other SPEs in the region.

Regional compacts could collect historical information as well as previous approaches to onboarding to share. Succession planning support is also needed.

Melanie talked about the creative ideas we could bring to bear on the process. For example, from a former client of hers, maybe something like a “Rent-a-SPE” program?

This committee will continue to work on helping to build SPE capacity and help address turnover as possible.

VI. Next Steps & Adjourn (Mel / All) (5)

Future meetings:

- August 24, 11am-12:15pm MT
- October 30, 10-11:15am MT
- December 14, 11am-12:15pm MT