

How We Operate

The Mission Informed Planning Council (MIP-C) operates with a set of Guiding Principles and Operating Principles. They are as follows:

Guiding Principles ▲

- Shared leadership: leadership is a collective activity of the entire group
- Mission focused: our focus is on the mission of the college rather than on agendas of particular constituency groups
- The Council and its members embody core values of the college
- The work of the Council is at the mission & strategy levels of decision-making not at the tactical level
- Members will consciously and intentionally deliberate with focus on the following **college mission** areas with respect to both contributions from and impact on campus constituencies
- The Council's membership is Inclusive with a commitment to expertise and stakeholder representation
- The work of Council is to ensure all members feel heard
- Because of the potential of power dynamics, the Council will work to foster empowerment and inclusivity of all members
- All members are committed to being a fully functioning member of the group according to their role on the Council
- Assure open communication and fully participatory and consultative dialogue
- Use consensus-based decision-making
- The Council's activities will be conducted in such a way to foster an open and transparent communication with the campus
- Be accountable for the decisions made
- Onboard all members with an orientation to member responsibilities and background preparation on the College's Values, Purpose, Mission and understanding of Vision: Strategy: Tactics and their respective objectives and differences

Operating Principles



- To assure collegiality, the Council will operate with consensus-based decision-making
- Every member that is a part of the decision making has access to information, space, time that will help them contribute to the discussion
- Agenda setting is an open and transparent process, including public calls for topics, space on every agenda for public (open) comment/hearings
- Agenda items will be limited to those that require decisions or guidance at the mission/strategic level, not the tactical level
- There will be periodic self-reflection and opportunity for community input and accountability to assure the Council is operating as intended (see Guiding Principles)
- The Council's activities will be conducted in such a way to foster an open and transparent communication with the campus
- Members will practice active listening; the chair will implement a practice to check in with members who have not had an opportunity to contribute to the discussion
- There is a secretary or recorder for minutes
 - Document topic, nature of discussion, action
 - Full recording and/or notes will be made public
- Guidelines will be developed to assure openness about communication of decisions to the public
- Members shall review the agenda and engage in active participation at each meeting, and uphold their commitments for action items and follow-up, including carrying out assigned tasks