

Civil and Construction Engineering Staff Retreat

Fall 2025



CCE Staff Retreat | Fall 2025

INTRODUCTION

Jason “Fitz” FitzSimmons, PhD, PMP

- 25+ years in Higher Education
 - Instructional Consultant
 - Project Manager
 - Strategic Consultant & Manager
- BS & MS – Civil Engineering (Geotechnical Engineering)
- PhD – Education (Curriculum & Instruction)
- *Change Management Concierge*

CCE Staff Retreat | Fall 2025

Overview

- Introduction
- Introductions & Group Activity
- Departmental Top 5s

- Break (10:00am – 10:15am)

- Strategic Planning to Strategic Implementation
 - Designing Our Blueprint
 - Laying The Foundation
 - Framing The Future
 - Building To The Future

CCE Staff Retreat | Fall 2025

INTRODUCTIONS

Who are you? What do you do in the department?

Name & Role

Responsibilities

Location

CCE Staff Retreat | Fall 2025

INTRODUCTIONS

One thing you enjoy about your work?

What do you do that brings you the most energy or meaning?

CCE Staff Retreat | Fall 2025

INTRODUCTIONS

One thing you dread about your job?

What part of your job drains your energy or is demotivating?

Gallery Walk

5 minutes

CCE Staff Retreat | Fall 2025

GALLERY WALK DEBRIEF

Suprises?

CCE Staff Retreat | Fall 2025

GALLERY WALK DEBRIEF

Suprises?

Enjoy → Dread

Dread → Enjoy

CCE Staff Retreat | Fall 2025

TOP 5s

Top 5 *best* things the department does?

What are the five things the department should keep doing or focusing on?

(10 minutes)

CCE Staff Retreat | Fall 2025

TOP 5s

Top 5 *worst* things the department does?

What are the five things the department does that waste the most time?

(10 minutes)

CCE Staff Retreat | Fall 2025

TOP 5s

Top 5 *best* things the school does?

1. the ability to reach out to others in the school as a resource for problem solving, history, etc.
2. Good work life balance
3. cares a lot for students and student experience
4. industry engagement – strong partnerships, student engagement and development
5. continuing education for faculty staff
6. Send out best engineers in the world
7. Graduation rates and employment
8. Leadership looks for input from everyone
9. Education and research (broadly)

CCE Staff Retreat | Fall 2025

TOP 5s

Top 5 *worst* things the school does?

1. office space (management) – planning, strategy, etc. // old building
2. not defining roles and responsibilities to effectively bring two departments together
3. staff turnover – pay, taking in concerns,
4. communication in general to all, not knowing,
5. bandwidth / overload – people over extend
6. Role appropriate responsibilities
7. Managers and supervisors communicating in timely maner
8. Responsibilities are not distriputed evenly across all roles

Break

Back @ 10:15am



Strategic Planning to Strategic Implementation

DESIGNING OUR BLUEPRINT

If our school were a structure, what would it be – and what would it include?

Create a visual metaphor (e.g., bridge, building, community, machine) on the Post-It.

Include:

- Shared values
- How people work together
- Indicators of success
- Students, Staff, Faculty connections

(20 minutes)

Strategic Planning to Strategic Implementation

DESIGNING OUR BLUEPRINT

Share Out
&
Discussion

Strategic Planning to Strategic Implementation

LAYING THE FOUNDATION

What core strengths or values from our legacy departments must we preserve for our unified future?

- Student experience and taken care of (Student Success)
- Collaboration – between faculty and staff
 - Internally
 - Externally (industry partnerships)
- Mutual respects between staff, students, faculty
- Maximizing success and skills across teams, groups, departments,
- Alumni (strong connections to department) – maximize
- Sustainable growth of school (# students, faculty, classroom space, course availability)
- Preserve excellence of school (education, research, rankings)
 - Outside perception, student recruitment,
 - Teaching excellence
 - Identity of two degree programs
- Integrity of school

(10 minutes)

Strategic Planning to Strategic Implementation

FRAMING THE FUTURE

What does healthy operation and collaboration look like in our new school?

(20 minutes)

Strategic Planning to Strategic Implementation

BUILDING TO THE FUTURE

How do we get to the future-state of our school by the end of the academic year?

1. Small Group Discussion (10-minutes)
2. Room Discussion (20-minutes)

(30 minutes)

Strategic Planning to Strategic Implementation

BUILDING TO THE FUTURE

How do we get to the future-state of our school by the end of the academic year?

- Working groups
- Duties and Roles alignment (operational)
 - Accommodate ebb and flow of academic year/calendar year
 - Economies of work
- Transparency and Communication ?
 - Functional, operational, org, chart – description of responsibilities
- Consistent/Unified operations
 - Feels like one school
 - Consistent training across departments
 - Language, interactions
 - Policy, procedures, practices, etc.
 - Process documentation
 - Capture institutional knowledge
 - Safety net for gaps
 - Solutions/Tool access (shared drive, etc.)
- Management training for leadership *

Thank you!

Let's have a transformational year!

