

MEETING MINUTES

CJAB-AD HOC COMMITTEE: LEADERSHIP

Date: May 24, 2024

Time: 10:00 AM

Location: Jury Assembly Room, Adams County Courthouse

IN ATTENDANCE

Don Fennimore (Chair), Neil Burkholder, Laura Rowland, Casey Darling-Horan, Michele Miller.
Absent: Brian Sinnett, Warren Bladen, Kristi Fields, Kim Smith, Steve Nevada, Chief Robert Glenny.

APPROVAL OF MINUTES

Approved with no changes.

DISCUSSION

- Follow-up on Action steps from first meeting:
 - Don and Kristi Fields met with Bob Tomassini, Executive Director of the Juvenile Court Judges' Commission (JCJC) on April 17. Discussion focused on the general concepts of 1) our desire to educate ourselves on leadership perspectives and 2) openness to examine our criminal justice system, and larger county governmental system, to better understand what our staff think about when considering the concept of leadership. Mr. Tomassini is open to helping us make connection with Shippensburg University. The Center for Juvenile Justice Training and Research (CJJT&R), which falls under the JCJC, is located at Shippensburg University and therefore, a relationship exists with the CJJT&R and the Criminal Justice Department. Mr. Tomassini agreed to initiate a conversation with the current Director of the CJJTR, to open the door for a delegation from Adams County.
 - Looking for volunteers to take that trip: Don F., Neil B., Laura R., Kristi F. have already expressed interest. Don would like to limit the group size to five for this initial conversation, so there is space for one more member. If you are interested, please email Don.
 - Scott Weller, Ph.D. is the Director of the CJJT&R. He has already reached out to Don and awaiting an email from Don that is to follow this ad hoc

committee meeting. Don would like to send the delegation in June; July at the latest.

- The possibilities are vast. Based on our discussion from last week, at a minimum, we are hopeful that the meeting with Shippensburg University will allow us to expand our knowledge as to what college students are saying and doing in the classroom on the topic of leadership. At a maximum(?), we could be opening the door for a full research project. Until we have further discussion with representatives at Shippensburg University, we don't know what the limitations may be.
 - If we were to advance to the point of a research project, Don indicated that involvement of Court staff will take the approval of the President Judge, who has been briefed on our discussion and would need to receive a full briefing to understand the scope of the project and intended use of the data. For example, he wants to be assured this is not a "business process review" of existing individual leaders but solely focused on leadership as a concept. Likely the County Commissioners would need to do the same for any County employees involved.
- Michele reports that Sean Mott (Assistant Solicitor for Adams County) was contacted to assist us due to his relationship with Gettysburg College but that Gettysburg College has not responded to his inquiry. Based on this, the Committee believes its efforts should be focused on Shippensburg University.
- Possible questions that were received since the last meeting were compiled and included in the email sent prior to the meeting. Once we have our discussion with Shippensburg University, we can determine if we need to develop our own tool (survey) or if this gets addressed as part of a larger project.
 - Related to this, discussion occurred regarding:
 - Conducting a survey on the children/grandchildren of current employees who are in the process of graduating high school and moving forward.
 - Challenging our assumptions of what we think the Baby Boomers and Generation X think of leadership (with 550+ employees across the Court and County, we have a broad spectrum of people across all work force categories to obtain information from)
 - For questions that may have multiple responses, consideration of ranking those responses in order of importance.
 - Closed-ended versus open-ended questioning.
 - Use of focus groups.
 - Do we think there is a difference in what staff in Adams County think about leadership versus those in York County? (To that end, Casey indicated that she would be willing to include her staff in any surveying, which is around 150+ people).
 - Time on the job/relationship between longevity versus the added responsibilities that leadership brings versus monetary and other personal gains (or lack thereof). Casey reports this as a challenge, in that she may have seasoned staff that could be promoted, but the fiscal gain is outweighed by the added responsibility and change that the staff member would have to take on, and so seasoned staff are declining.
- New Action Steps
 - As suggested above, contacting Shippensburg University and arranging for a site visit in June (July at the latest). Don will take the lead.

- Michele has agreed to contact Crissy Redding, Adams County Treasurer, to make a connection with the Adams County National Bank in order to ask them questions about how they address questions of leadership in their organization.
 - Are there different perceptions, challenges, needs when comparing for-profit organizations and public-service organizations?
- Casey has agreed to make contact with a member of the York Young Professionals organization and invite them to a future ad hoc committee meeting to share with us the genesis of their organization, what their goals are and the practical application of having a group of young professionals gathering together, to better understand the connection between and organization like this and leadership development.
- Michele will brief Adams County Commissioners on the efforts, in the event our discussion with Shippensburg University develops.

NEXT MEETINGS

Projecting every six weeks:

- July 12, 2024 10:00 AM
- August 23, 2024 10:00 AM
- October 4, 2024 10:00 AM
- November 15, 2024 10:00 AM
- December 27, 2024 10:00 AM