

**Feuchtenberger, Karen**

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**From:** Ammerman, Paula <PRA4@psu.edu>  
**Sent:** Sunday, July 29, 2012 7:26 AM  
**Subject:** Agenda for Briefing Call Sunday, July 29; 5 PM Eastern  
**Attachments:** Brief Call Agenda 7.29.12 (Autosaved).pdf

**Importance:** High

**TO:** Members of the Board of Trustees  
(also Dunham, Guadagnino, Kirsch, Poole, and Thompson)

Chairman Peetz asked that I distribute the attached agenda for the briefing call planned for voting members of the Board of Trustees on Sunday, July 29, 5 pm Eastern.

Thank you.  
Paula

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## Board of Trustees

## Briefing Call

Sunday, July 29, 2012

5 PM Eastern

Call-In Number: 866-393-1766; Then Individual Access Code

1. Sunshine Law Guidelines
2. Introduction and Agenda Overview – Peetz
3. Human Resource Topics
  - August Retreat Agenda – Peetz
  - Values Based Leadership Proposal – Taylor (see attached)
  - Outreach Update – Dambly
  - Alumni Feedback and Next Steps – Kirsch
  - Rod Erickson’s Salary Increase Philosophy and Ranges – Peetz
4. Athletic Issues Updates
  - Athletics Integrity Agreement
  - NCAA Monitor Candidates
  - Auditor General’s Letter and Next Steps

# Values-based Leadership Working Session Overview

The Pennsylvania State University  
Board of Trustees  
29 July 2012



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# Values-based Leadership

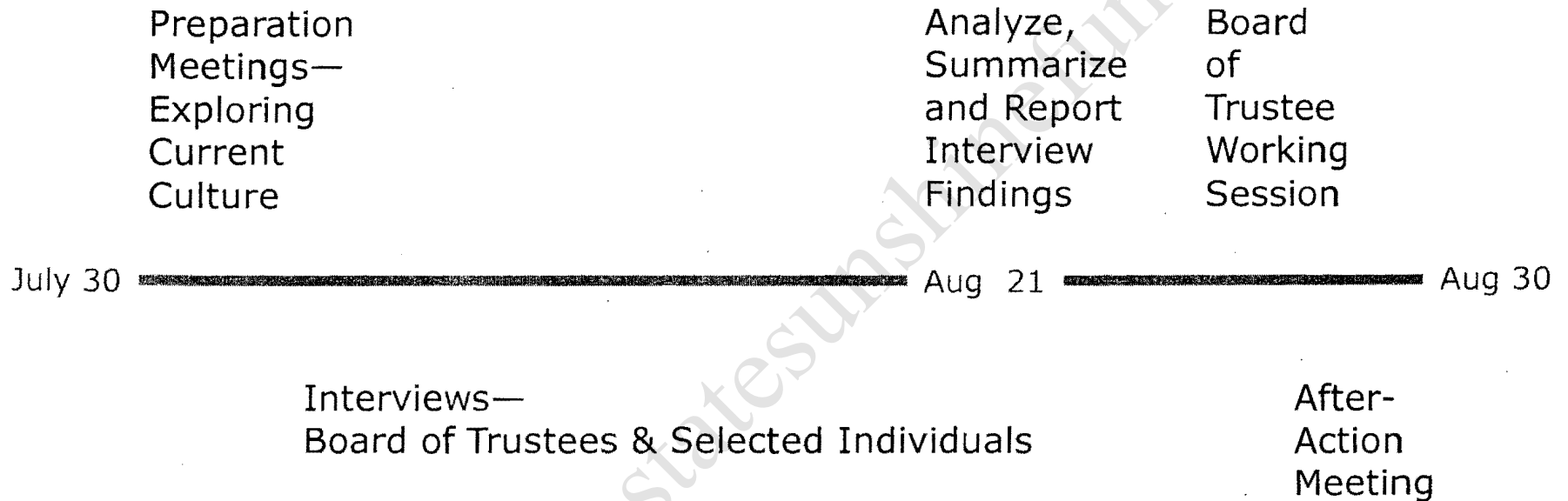
Values-based Leadership (VBL) is the philosophy and life platform that predictably and consistently develops thriving individuals, creates effective leaders, promotes high performing teams and establishes extraordinary organizations.

- VBL is about individuals understanding the value of *who* they are and bringing that value to *what* they do.
- VBL is about leaders aligning with and *living-out* both personal and corporate values on a daily basis.
- VBL is about focusing on creating value for the sake and benefit of others rather than seeking personal wealth and prestige.
- VBL is about leaders bringing transformational value to all constituencies...their followers, their suppliers, their customers and their shareholders.



*Humility Before Glory*

# Proposed Methodology & Timeline



**Objectives:** a) Involve Trustees in the process to establish ownership in the outcome; b) understand core and/or latent issues around values and behaviors; c) gain alignment on expected behavior through a group work session; d) lay the groundwork to launch a leadership culture change at the University.

# Proposed Interview Questions

While we will collaborate with the Board to determine specific questions to be asked, the interviews should be limited in scope and might include:

- *What do you think is unique about the University? On what aspect of that uniqueness would you hope to build?*
- *How would you describe the current leadership culture at Penn State?*
- *Does a cultural change need to take place at Penn State? Why or why not?*
- *What role can/should the Board of Trustees have regarding the leadership culture at Penn State?*
- *If it were up to you what behaviors would you encourage or drive as part of a new culture?*
- *To what degree can you, and are you willing, to ensure a cultural change takes place?*