*FRISK is a documentation model used to document unsatisfactory employee performance.
The purpose is not to touch on the negative, but to take a positive, open and honest approach in sharing information to provide employees with clear and concise direction and instruction so there can be a positive change.
FRISK stands for

F	FACTS evidencing the employee's unsatisfactory conduct.
R	RULE or authority violated by the employee's behavior.
I	IMPACT of the employee's unsatisfactory conduct on the workplace.
S	SUGGESTIONS to assist the employee in improving performance and directions as to the proper conduct the employee is expected to follow in the future. These directions are also referred to as Directives such as "Immediately you will…".
K	KNOWLEDGE of the employee's right to respond to corrective documentation placed in the personnel file.

I asked our Personnel what UHMC currently uses and they don't really have anything in place and it depends on the bargaining unit. I did give them my packet of information for their reference.

*Continuing your Career in Higher Education
Is Education the Answer
- If you want to continue your career in higher ed. then you need to have the higher education yourself (MBA)

Enlist a Mentor/Champion
- It needs to be someone who really knows your work.
- Who do you call when you want to use them as a reference
  - At least 3-5 people
  - Sometimes having your boss send you to meetings in their place is a good thing. It shows they trust you and allows for you to start building a network

Raise Your Hand
- Volunteer for things
- Build your network

Stay informed on what is happening on higher education (nationwide)

*Organizational Politics
Identify the sources of power
Legit
- People who are in the position ie: Admin

Coercive
- People who want to punish people

Referent
- People who admire who we are on the inside

Expert
- People who know how to do things we don't know how to do

Reward
- People who can give rewards

Information
- People who are in the know
- Trends: what is happening in the area
- How to do stuff and make things work
- Compliance information/policy and procedures.

Strategy #2 Leverage the Power or Relationships
Important to learn who is spending time with whom and where.
Make friends at every level

Three types of Network to Create
- Operational
  - connection helps us to get things done
- Developmental
  - People who will tell us the truth
- Strategic
  - Helps us to see what's possible
  - What they do is different from what we do

When it comes to connections
- Past experience matters
- Think quality, not quantity
- Don't wait until you need a relationship in order to build it

Build a Brain Trust
- Make it diverse
- Using the Right Strategy
- Authority-using formal power
- Interest based
- Politics
- Rationality

Minimize Negative Politics
- Provide equal access to information
- Model collaborative behavior
- Demonstrate that political manuevring will not be rewarded
- Provide regular and honest feedback.

*Predictive Analytics
There are many different types of techniques involved with Predictive Analytics such as data mining, statistics, modeling, etc.. that can be used to analyze current data to predict what will or will not work in the future. There are many variable that influence the results. Retention and persistence and enrollment is an issue nationwide and colleges need to determine what is the barriers and how to overcome those barriers. Predictive Analytics can help with that.