

## Strategic Planning Steering Committee Meeting

March 21, 2019

Atkinson 202

The Strategic Planning Steering Committee met in Atkinson 202 on Thursday, March 21, 2019. In attendance were Mark Pelton, Dale Young, Chris Ferland, Sara Stallings for Susan Allen, Suzanne Pittman, Michael Watson, Linda Bradley, Chavonda Mills, Lori Strawder (a GCLI Mentee), and Cara Smith. Absent from the meeting were Omar Odeh, Sandy Gangstead, James Carlisle, SGA Representative Megan Pittman, Veronica Womack, and David Johnson.

Mark began the meeting by referencing the meeting invitation he had sent to the committee in preparation for the meeting. In the email, Mark had asked the committee to review the following topics/questions to prepare for discussion.

- Noteworthy Action Item Progress and Accomplishment
  - Where do you think Champions have done great work? Is anything happening to help move us toward preeminence?
- Areas of Concern
  - A couple of concerns were noted at the last meeting (the incremental nature of many of the action items; delays or derailment of action items due to staff or Champions leaving the university). Are there other areas of concern that Steering Committee members have identified?
- Recommendations for Changes to Existing Action Items and for Creation of New Action Items
  - The Steering Committee has already crafted a few new action items and has recommended changes in others in the draft Excel report. Have other new action items been identified?

The discussion that followed helped identify key points for inclusion in the annual report to Executive Cabinet.

Next on the agenda was discussion of whether or not the following three current action items truly are a good fit for staff evaluations. Mark said that, if the committee does not think staff should be included in the action items, then the committee may recommend that the scope of the action items be limited only to faculty evaluations.

- Goal 5, Initiative 1, Action Item I: Develop a reward and accountability system that fosters diversity and inclusiveness.
- Goal 5, Initiative 2, Action Item 3: Provide professional development and other incentives and rewards to encourage faculty and staff to create transformative experiences for students.
- Goal 6, Initiative 3, Action Item I: Develop a tangible P&T/annual appraisal criterion that values engagement with additional weighting for those engagement activities that are within academic discipline. Such activities should be counted as "Public Scholarship"

(which is peer reviewed) vs. "Service." Include a similar criterion on staff performance evaluations.

After much discussion, there was a recommendation to speak with Carol Ward about the issue. Mark offered to invite Carol to the next meeting to discuss this further.

Mark then told the committee about the document he is working on for Executive Cabinet. He said he would send it to the committee for their review in order to prepare for next month's meeting. Dale suggested a Top 5 summary for Cabinet instead of the full document. Mark then asked the committee to bring their Top 5 issues/concerns to the next meeting. The discussion will continue at next month's meeting on April 18, 2019.