Meeting of the Strategic Planning Development Team (SPDT)

11/9/15

SPDT Attending:  SPDT Absent:  SPDT Staff:
CeCe Ridder  Nora Wendl  Lois Davis
Susan Lindsay  Noor Delaughn  Harry Esteve
Mark Jones  Kim Cooper  Mark Wubbold
Sonja Taylor  Darrell Brown  Susy Munson
Michael Bowman  Kelly Cowan
Nicole Morris  Dilafruz Williams
Jamal Green  Pam Miller  Consultants:
Gayle Thieman  Lisa Zurk  Matthew Landkamer
Erin Flynn  Carlos Crespo  Michelle Janke
Sona Andrews  Ethan Seltzer
Rayleen McMillan  Ralf Widenhorn  Guests:
Steve Percy  Rob Fullmer  Kathi Ketcheson
Irving Levin
Keva Miller
Mathew Johnson
Pat Wetzel

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Chair: Call to order at 11:10 am.

PM: Housekeeping and overview of the agenda.

Chair: Introduced the co-chairs of the Equity Lens Panel: Ann Curry-Steven, Ben Anderson-Nathe and Gita Mehrotra. Their presentation was an overview of the process they had facilitated with the rest of the Equity Lens Panel members to arrive at their recommendations for the SP Writing Team. They brought an edited version of the draft plan and discussed each suggested edit with the SPDT. The SPDT responded to each edit on a page by page basis and reached general consensus on each.

General Discussion: There was much discussion about how the words “competiveness”, “diversity” and “equity” were used. Concerns about competiveness had to do with the perception that it was exclusive and suggested a emphasis on “winners” and “losers”...rather than the more inclusive environment we are working to promote. Instances of competiveness have been struck from the document except where its use could not be avoided...i.e. competitive salaries. Discussion of how diversity and equity were used originated in a Faculty Senate debate, where some senators expressed a concern that the words were being used inappropriately. They argued that that the use of the word equity required the university to name specific inequities and how/when they would be rectified. They also argued that diversity without equity was a hollow promise. The Equity Lens Panel leaders said that their group had agreed to use both words, and as complementary to each other. They appreciated the
Faculty Senates argument about “naming” the inequities, but agreed that this would be a function of the Key Performance Indicators group/s that worked on the Equity Initiatives.

**Action:** Coraggio and other note-takers have captured the Equity Panel’s edits that have been accepted by the SPDT. These will be included in the next draft of the strategic plan.

**Brief Break for Lunch**

**Coraggio:** This will be a working lunch. Each SPDT member was provided with a copy of the feedback the support team had gathered via its outreach efforts. The work for the rest of the meeting was to reconcile each comment with the current draft.

**General Discussion:** Some of the topics covered while reconciling the comments were:
- The need for clarity around the issue of liberal vs. individualized...education.
- The need for professional development opportunities for staff.
- The inclusion/or not of KPIs in the document.
- Additional clarity around the types of revenue the SP is prioritizing...new vs. existing?

**Action:** Coraggio and other note-takers have captured the new edits. These will be included in the next draft of the strategic plan.

**Meeting Adjourned:** 2:08pm

**The Next SPDT meeting:** Nov. 16, 2015