In the previous Core Values Engagement and Recommendations Report dated October 20, 2016, the EWG described the working group background, engagement process, and campus conversation promotions and schedule. The information presented on those topics remain the same in regards to the Strategic Initiatives Engagement and Recommendations. The information presented below highlights the feedback, recommendations, and next steps in relation to the Strategic Initiatives.

CAMPUS CONVERSATIONS FEEDBACK – STRATEGIC INITIATIVES

On October 25th, the EWG met to review all the feedback given on the Strategic Initiatives to date. Overall, the comments did not indicate a strong desire to add additional Initiatives or to completely remove any of the Initiatives. More so, the many comments received centered around clarifying, defining, or better articulating the purpose of the Initiatives.

When reviewing the feedback from the Campus Conversations and additional meetings, the EWG noticed similar themes on the following initiatives:

1. Diversity – should include Inclusivity with the main single-word theme.
2. Teaching – teaching is limiting, consider education which captures experiential and other types of teaching and learning.
3. Liberal Arts – the descriptive sentence to this doesn’t really capture anything.
4. Scholarship – consider the theme of Research rather than Scholarship.
5. Collaboration – this is the only Initiative that is followed by a negative descriptive sentence that seems out of place. Silo is also a term that does not resonate with students.
6. Community – may want to add campus to the descriptive sentence.
7. Recruitment – comments centered on including the recruitment of staff and faculty as well.
8. Success – many felt the word Success was vague. Additionally, success is more than getting a job or placement.

Beyond those Initiative-specific comments, there are several other overarching themes that were repeated in the feedback. The following are items that were noted to be missing and/or vaguely tied to the eight Initiatives:
• Interdisciplinary
• Infrastructure
• Technology
• Leadership
• Tradition, Pride, and Identity
• Campus Climate
• Stewardship (either Financial or Service)
• Reward and Recognition
• Health and Wellness

*Other comments centered around the order of initiatives and prioritization.

After much discussion, the team concluded that it would be beneficial to present this feedback and ask the Strategic Planning Committee and associated Working Groups to assist in further refinement of the Strategic Initiatives.

RECOMMENDATIONS

The EWG recommends that the Core Values recommendations and next steps presented in the previous report continue to stand as is. The Strategic Initiative recommendation, however, varies from the original planning schedule.

The team puts forth the idea of utilizing a portion of the time dedicated to Working Group collaboration at the October 26th Planning Meeting to further mold and shape the Strategic Initiatives based on the feedback summarized above and report out at the meeting. This would benefit the Working Groups as they would be instrumental in forming the Initiative for which they would be responsible for and can therefore effectively create goals, action items, and metrics.

NEXT STEPS

The Strategic Planning Committee will meet on October 26th. The goal of that meeting will be to discuss and make final recommendations for the Core Values. At that same meeting, the Working Groups would be tasked with creating a final draft of their specific initiative to report back to the group.

The EWG would then meet on Friday, October 28th to create a final draft report of the Strategic Initiative recommendations to be provided to President Kennedy.

Because the engagement process will be ongoing (online on the Strategic Planning blog) until November 4th, the EWG will review any feedback provided post October 26th and make a determination if changes, if any, should be considered.

After confirmation of the final draft Core Values and Strategic Initiatives, the EWG will develop a communication that describes the specific process of gathering feedback, showing changes (if any) based on broad campus feedback, and ask for continued participation through the process.