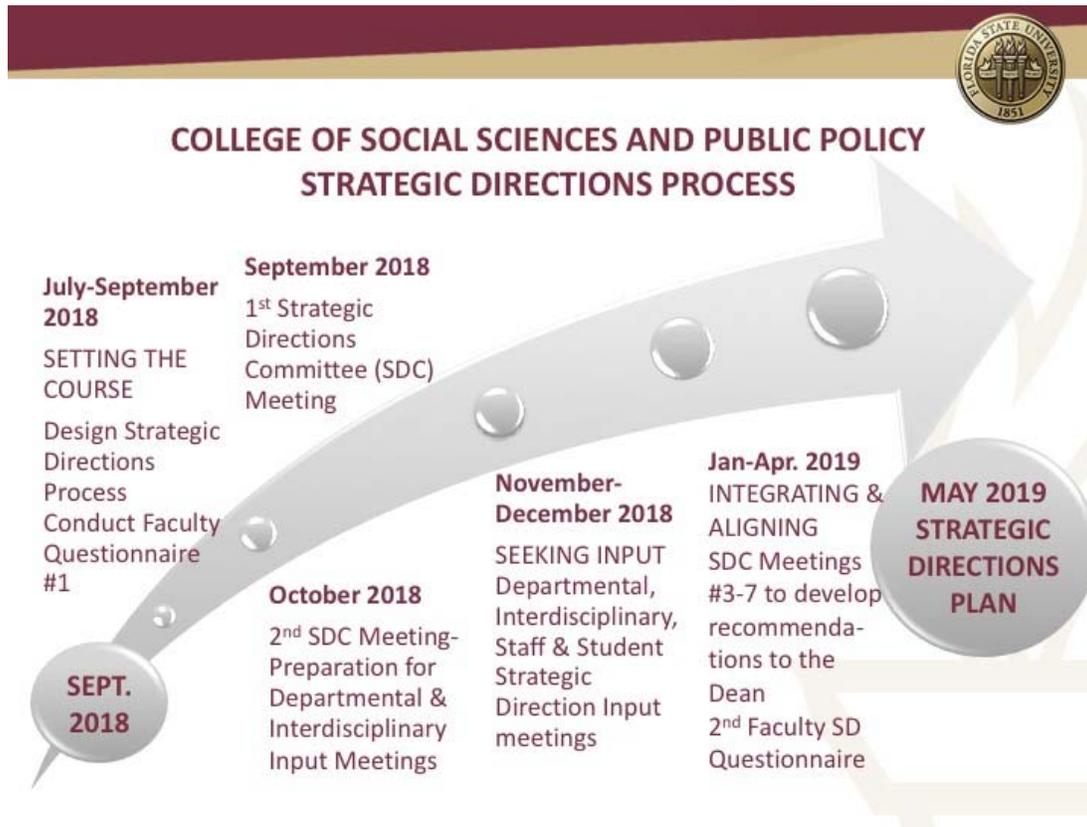


## COSSPP Strategic Directions Committee

Nbr	Fname	Lname	Core Unit	Type
1	Tan	Perry	Academic Affairs	Staff
2	Jerry	Fisher	Political Science	Staff
3	Shawn	Kantor	Economics, Hilton	TT Faculty
4	Stephanie	Pau	Geography	TT Faculty
5	Brad	Gomez	Political Science	TT Faculty
6	Gary	VanLandingham	Public Admin	Spec Faculty
7	Katrinell	Davis	Sociology, AFA	TT Faculty
8	Petra	Doan	URP	TT Faculty
9	Alan	Rowan	Public Health	Spec Faculty
10	Lisa	Vera	ISS	Spec Faculty
11	Joe	Calhoun	Stavros, Econ	TT Faculty
12	Eliza	Chase	Student Council	UG Student



## FSU 2017-2022 STRATEGIC PLAN

In 2016 FSU adopted its 2017-2022 strategic plan, “The Future is Florida State.” The plan is organized around core values (transformative daring, inspired excellence, dynamic inclusiveness, responsible stewardship, and engaged community) features six strategic goals (*see below*) and the following vision:

*"Florida State University will be among the nation's most entrepreneurial and innovative universities, transforming the lives of our students and shaping the future of our state and society through exceptional teaching, research, creative activity, and service. We will amplify these efforts through our distinctive climate--one that places a premium on interdisciplinary inquiry and draws from the rich intellectual and personal diversity of our students, faculty, staff, and alumni. These three forces--entrepreneurship, interdisciplinary, and diversity-- deepen FSU's impact and result in a powerful return to our students and the people of Florida for their continued support and trust."*

### **GOAL I ENTREPRENEURSHIP AND INNOVATION**

Make FSU a recognized leader and partner in academic, economic, and social innovation and entrepreneurship.

### **GOAL II FACULTY AND RESEARCH**

- A. Strategically grow and support the faculty to promote FSU as a preferred climate for faculty engagement, productivity, and career longevity.
- B. Establish FSU as a sought-after destination for high quality graduate and professional students, and postdoctoral fellows.
- C. Encourage and place value in interdisciplinary activities throughout campus.

### **GOAL III DIVERSITY AND INCLUSION**

- A. Build an academic, work, and social environment where a diverse community of scholars from throughout the world and members of historically underrepresented and marginalized populations feel welcomed and included.
- B. Create and promote a global identity for FSU that reflects our impressive academic strengths and achievements.

### **GOALS IV AND V STUDENT SUCCESS AND POST-GRADUATION OUTCOMES**

Ensure student success on campus and beyond by preparing our graduates for 21st century careers.

### **GOAL VI: EXCELLENCE AND REPUTATION**

Build and promote a public identity for FSU that reflects our preeminence as a major public research institution of high rank and distinguished quality by:

- Investing strategically in our Institution and reputation
- Strengthening the University’s financial foundation
- Providing an up-to-date and adaptable information infrastructure
- Fostering a culture of service, problem solving, and teamwork among all FSU employees, and Incorporating sustainable living practices into all FSU activities.

### ***Current COSSPP Mission***

"The College of Social Sciences and Public Policy is dedicated to providing students with the highest quality instruction, offering opportunities for professional development, and performing first class research to serve society." (*COSSPP Sept. 2018 Questionnaire Acceptability Rating 3.2 of 5*)

### **DRAFT COSSPP MISSION**

*A mission statement defines what an organization is, why it exists, its reason for being. An effective COSSPP mission statement should address the following: Establish the identity of the COSSPP; state the COSSPP's purpose; be consistent with mandates and resources; motivate action and inspire support; be clear and concise.*

*Below is a provisional statement developed by the Strategic Directions Committee following discussion and review of the September 2018 COSSPP Questionnaire responses and the current mission.*

**COSSPP is dedicated to excellence in creating and transferring knowledge with world-class scholarship and teaching. Through a diversity of perspectives and backgrounds, we educate and inspire the current and next generation of leaders, citizens and scholars for the betterment of communities, organizations and people.**

*Do you believe this statement is an improvement on the current COSSPP mission?*

*Any words or concepts you would like the Committee to clarify or consider as it redrafts this statement?*

## DRAFT COSSPP VALUES

*A value* is a belief that guides your choices and action. Core values are the fundamental shared beliefs which form the foundation on which we conduct ourselves.

*The Strategic Directions Committee has developed an initial draft list of core COSSPP values for your consideration and input.*

The College is dedicated to advancing our collective core values that inform the COSSPP culture and programmatic areas including:

- A. Supporting research that informs and matters to communities, organizations and people
  - B. Engaging in public policy research and analysis contributing to a more equitable and just society
  - C. Promoting evidence-based research to inform and shape policymaking
  - D. Empowering and inspiring student success through teaching, mentoring and advising
  - E. Fostering a dynamic, diverse and inclusive culture of people and ideas
  - F. Facilitating a collaborative approach to solving problems that confront society
- *Are there any values you believe the Committee should consider adding or deleting?*
  
  - *Are there any values or wording the Committee should clarify?*

## DRAFT COSSPP DIVERSITY AND INCLUSION CONCEPTS

*(Initial concepts to be turned into a draft statement in Spring 2019)*

Several FSU departments, colleges and programs<sup>1</sup> have established diversity and inclusion statements. It is addressed as a goal in the FSU Strategic Plan.<sup>2</sup> There is also a brief FSU diversity statement<sup>3</sup>

1. The COSSPP is committed to fostering a College community that not only welcomes and respects divergent perspectives, but actively reaches out to engage students, faculty, and staff from a wide range of backgrounds which enhances our mission, community, and academic excellence.
  2. We believe that diversity includes supporting and respecting the personal experiences, values, and worldviews that arise from differences of culture and circumstance.
  3. We foster an environment that encourages rigorous inquiry, we facilitate the involvement and understanding of diverse viewpoints, experiences and traditions, and we value diversity along a broad spectrum of factors, including but not limited to race, ethnicity, national origin, gender, gender identity, sexual orientation, disability, religion, socio-economic background and status, geographic region and social or political belief.
  4. We also strive to offer an inclusive environment where everyone is treated fairly and has equal access to opportunities consistent with principles and policies for a democratic society.
- *Are there any concepts you believe the Committee should consider adding in drafting this statement?*
  - *Are there any concepts or wording the Committee should clarify?*
  - *Are you supportive of the College developing a diversity and inclusion statement based on these concepts?*

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<sup>1</sup> College of Arts and Sciences <https://artsandsciences.fsu.edu/diversity-statement>. College of Medicine <https://med.fsu.edu/?page=CouncilDiversityInclusion.Home>, Department of Philosophy <https://philosophy.fsu.edu/graduate-study/diversity-statement-demographics>, Biology [https://www.bio.fsu.edu/diversity\\_statement.php](https://www.bio.fsu.edu/diversity_statement.php)

<sup>2</sup> FSU Strategic Plan Goal #3 Realizing the Full Potential of Diversity and Inclusion. Across the nation, institutions of higher education are struggling to build meaningful community from an increasingly diverse student body. With programs like Unconquered Scholars, FSU is redefining what inclusion can mean on college campuses—which has led to our being named one of only 10 “Diversity Champion” universities nationally by INSIGHT Into Diversity magazine. Our approach starts with a belief that diversity is about more than a particular head count: it must reflect the quality and depth of interactions. By valuing, celebrating and leveraging the differences and similarities within our community, we create a fertile environment for problem-solving—one that is more inventive and compassionate. We’re proud that our cohesive community has become a signature of the FSU experience. But we can, and we will, do more.

- Increase the diversity of FSU’s student body, faculty, and staff.
- We will set and pursue aggressive goals to enroll students and recruit and retain faculty and staff at all levels of the University who reflect the diversity of Florida and our nation.
- Expand and strengthen academic and co-curricular programs, as well as administrative initiatives, that increase diversity and inclusiveness.
- Develop globally and culturally competent students who are prepared to succeed in an increasingly multicultural and international society.

<sup>3</sup> “At Florida State University, diversity and inclusion are not only legal and ethical responsibilities, they are a lifestyle. FSU faculty and students work independently and together to broaden their own world views, to assess their own areas of exclusion and homogeneity, and to explore the complexities of living in relationships that change us.” <https://faculty.fsu.edu/diversity>

## DRAFT COSSPP VISION THEME FRAMEWORK

Vision themes are the elements that characterize and encompass the desired future for COSSPP and will serve to provide a framework goals and objectives

*The Strategic Directions Committee has developed a series of draft “vision themes” for your consideration and input which they are considering using as a framework for developing goals and objectives in 2019. These draw on the Committee’s initial discussions and the input from the COSSPP September 2018 Questionnaire.*

### Draft COSSPP Vision Themes- 2030

- A. **Reputation.** Strengthen and cultivate the College’s reputation by being home to units and programs that are best in Florida, among the best in the Southeast and ranked in the top 20% of all public universities.
  - B. **Source of Service and Expertise.** The College’s centers and departments serve a key source of service and policy expertise to leaders at the state, community, national, and international levels.
  - C. **Recruiting and retaining exceptional faculty and staff.** The College will meet student demand by recruiting and retaining exceptional faculty and staff to foster and support the College’s activities.
  - D. **Student success.** The College will cultivate the success of all students on campus and beyond.
- *Do you believe these themes provide an adequate framework for developing a COSSPP strategic directions plan?*
  - *Can you see yours and the Department’s programs and activities fitting into these areas?*
  - *Do you have any additional themes you believe the Committee should consider going forward?*