



COSSPP STRATEGIC DIRECTIONS INPUT WORKSHOPS SUMMARY

December 2018

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COSSPP STRATEGIC DIRECTIONS INPUT WORKSHOPS SUMMARY

I. CONTEXT AND OVERVIEW

In November and December 2018, 77 faculty, staff and students participated in input sessions convened by Dean Chapin and the COSSPP Strategic Directions Committee (SDC) and facilitated by the FSU Consensus Center (*See Appendix 1 for participants*) Input Sessions were held for COSSPP Staff, COSSPP Students, Economics, Geography Interdisciplinary Social Science and Centers, Political Science, Public Administration, Sociology and Urban and Regional Planning. At the conclusion of each session participants completed input forms that indicated the acceptability of the SDC provisional statements on mission, values, diversity and vision framework themes and additional comments.

The Summary of the input is presented below and is presented by COSSPP units in Appendix #2. The Strategic Directions Committee will review and consider this input as it convenes again in 2019 to develop a strategic directions plan for the College and to seek input from faculty, staff and students on a draft plan before submitting their recommendations to the Dean in Spring of 2019. For information and various documentation see: <https://coss.fsu.edu/strategic-planning>

OVERALL INPUT FORM RATINGS- November-December 2018										
<i>COSSPP</i>	<i>Overall Rating Avg.</i>	<i>COSSPP Staff (22)</i>	<i>COSSPP Students (13)</i>	<i>Economics (11)</i>	<i>Geography (5)</i>	<i>ISS/Centers (5)</i>	<i>Poli-Sci (15)</i>	<i>Public Admin (10)</i>	<i>Soc. (3)</i>	<i>Urban & Reg. Plan.</i>
Mission	3.0	3.1	3.7	3.0	2.3	2.6	3.0	3.0	3.3	3.3
Values	3.0	3.0	3.8	3.0	2.3	3.0	2.9	3.0	3.0	3.3
Diversity	3.0	3.2	4.0	3.0	3.0	3.0	2.4	2.7	3.0	3.2
Vision Framework	2.8	3.0	3.7	2.7	2.7	2.7	3.0	2.8	3.0	3.0
<i>COSSPP Acceptability Rating Scale</i>	<i>4= Acceptable, I agree</i>		<i>3= Acceptable with minor reservations</i>			<i>2= I don't agree unless major reservations addressed</i>		<i>1= Not acceptable</i>		

II. DRAFT COSSPP MISSION STATEMENT- COMMENTS AND RATINGS

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: 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.

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Input Session and Form Comments, Concerns and Suggestions

COSSPP Identity. Social Science and Public Policy.

- Mission generic- for any college anywhere. Include reference "social science and public policy"? (Economics)
- Missing the identity for the College. (Sociology)
- The mission seems vague and legalistic. I would prefer something more pointed. (Students)
- Old one is too generic, but new one is still generic about the disciplines within the college. (Geography)
- If we took our name off wouldn't this be the same for any college? Too generic. (Interdisciplinary Social Science and Centers)
- It is fine but not distinctive (Sociology)
- This could apply to other places- does this get to the identity piece. Somewhat generic. What is specific to the College? (Urban & Regional Planning)
- Too generic (Sociology)
- No sense of what this college (and university unique) unique in terms of geography. (state capital) (Public Administration)
- Doesn't establish the identity of the college nor the players within the college (Geography)
- Too wordy (Staff)
- Mission should be aspirational. What about how referencing how we are going to accomplish the mission. (Economics)
- Need more inspiration and motivation. (Interdisciplinary Social Science and Centers)
- It is fine but not distinctive (Public Administration)

- Too generic (Public Administration)
- 2nd sentence is awkward construction. Look at using some alternative language and construction. (Economics)
- Vacuous goals with no hint as to how to accomplish them (3) (Economics)
- Language is a bit inelegant (Economics)

Transferring and applying social science and public policy knowledge.

- “Transferring” is a weak word. Sounds passive. Possibly “Imparting”, “spreading”? (Economics)
- Address and clarify “creating and transferring knowledge” (Staff)
- First sentence should be edited for more clarity. Specifically “transferring” (Staff)
- Change wording as discussed for the “creating” piece- maybe “innovative research”? (Staff)
- First sentence- transferring... to what purpose? “With opportunities/in order to better understand the social world.” (Interdisciplinary Social Science and Centers)
- Like the knowledge focus of this revision (Political Science)
- “Creating knowledge”? Confusion- 1st sentence seems amorphous. Go back to “research and scholarship?” (Staff)
- Change wording as discussed for the “creating” piece- maybe “innovative research”? (Staff)
- Consider focus on “impact” for scholarship and teaching- useful. This is more measurable. (Economics)
- Missing-more explicit reference to research? More tangible than scholarship. (Interdisciplinary Social Science and Centers)
- “Research”? Creating knowledge? Scholarship is broader than research. For College perhaps use “research” (Economics)
- Reference- Social science and public policy- (Geography)
- Research produced to help inform the decision making process. (Political Science)
- Should have more focus on science and research. (Economics)
- “Social science”? Missing? (Staff)
- “Social science” add to knowledge. (Sociology)
- Give people a better sense of what social science looks like (Sociology)
- “Social science” add to knowledge. (Political Science)
- Add “public policy” into the mission. (Sociology)
- Evidence provided to people. (Political Science)
- Individual and department focus on research (Public Administration)
- Here to do highly engaged and policy relevant research. Should cover both. (Public Administration)
- Research produced to help inform the decision making process.(Sociology)
- Evidence provided to people. (Sociology)

Diversity of Perspectives and Backgrounds.

- Seems like it adds a “diversity” component but loses some COSSP identity. (Staff)
- How will you achieve the level of diversity you’re looking for? (Students)

- “Diversity” is good addition. (Economics)
- Diversity? Arts and Sciences are more diverse than COSSPP. (Geography)
- “Diversity of ...” Statement vs. a goal? (Political Science)
- Diversity- people, perspectives and opportunity. College is diverse in ideology in terms of faculty and students. Use another word? (Sociology)
- “Inclusion” of different kinds of people and perspectives. College should be trying to clarify its brand- hasn’t happened. (Sociology)
- Diversity is a buzz word now. “Different” vs “variety” (Sociology)
- Diverse perspectives and backgrounds. (Sociology)
- FSU Westcott created strategic plan. (Sociology)
- What does the last sentence mean? Very vague. (Sociology)
- Perspectives and backgrounds- help. (Sociology)
- Perspectives and backgrounds? Need both? Get to the benefit of perspectives. (Urban & Regional Planning)
- “through” vs “integrating” a diversity? (Urban & Regional Planning)

Current vs. Proposed.

- Old mission focused on constituencies. Lost the stakeholder aspect in the current statement. New one focuses on why/how (Political Science)
- Mission statement shouldn’t ignore stakeholders. (Political Science)
- What does this add to current? Inspiring- consider the “serving society” from the current? (Staff)
- Current statement-has more “personality” than the new draft. (Economics)
- Written better than current statement. Challenge is to distinguish the College. (Public Administration)
- 40% longer. Added diversity and leadership. Otherwise not much difference. (Sociology)
- Looks like a big improvement. (Urban & Regional Planning)

World Class vs. leading or cutting edge.

- “World class”- odd phrasing? Premier, excellence? (Economics)
- “Cutting edge” vs. “world class”- more applied and aspirational. (Interdisciplinary Social Science and Centers)
- “Leading edge”? (Interdisciplinary Social Science and Centers)
- “Go to”? People come to us because we are on the leading edge. (Interdisciplinary Social Science and Centers)
- “World class”? Rigor? Clarify what this mean? (Political Science)
- Change “world class” to transformative or equivalent. New statement already seems dated. (DURP)

Interdisciplinarity.

- What about “Interdisciplinarity?” Doesn’t this characterize a unique aspect of the college?
- We should state this interdisciplinary focus in the mission. (Interdisciplinary Social Science and Centers)

- Interdisciplinary reflects the culture and aspirations of the College. (Interdisciplinary Social Science and Centers)
- Social science, research and interdisciplinary- bind us together in terms of identity if not practice. (Interdisciplinary Social Science and Centers)
- Needs language about interdisciplinarity. (Interdisciplinary Social Science and Centers)

Lead state policy institution.

- The university plan should say we are the leading policy institution- applying social science to public policy (Public Administration)
- To extent we can inject something about importance of public policy and being in the state capital, (ward off hostile takeover from UCF) (Public Administration)
- “Be Florida’s go to place for policy research and advising (Public Administration)

“People”

- “People” seems nebulous. Why not “the world”? (Staff)
- Units and faculty are looking at how people make decisions- political, economic, etc. plans and policies. Human focus is the common denominator? (Geography)

“Betterment of”

- “to serve society” (vs. for the betterment of communities, organizations and people. (Staff)
- Change “people” in last sentence of statement to “society” or make it reflective of social sciences. (Staff)
- “Betterment”? we know what is better for them. More modest to “citizens and scholars in service to people org....” (take the value judgment) (Political Science)
- “Betterment”? we know what is better for them. More modest to “citizens and scholars in service to people org....” (take the value judgment) (Sociology)
- Last 3 phrases- human orientation. Looking at human society interaction with environment. Substitute: “Betterment of the society and environment” (Geography)

Community engagement

- I think community engagement and on-the-ground policymaking are also important missions aside from the mission for teaching and research (DURP)

Students

- Bring in the student perspective. Engage and support students as they engage. This feels like faculty talking. (Public Administration)
- Add a sentence on student engagement and support to learn and create. (Public Administration)

Wording Clarification

- Taking into consideration the meaning of “equality” (Staff)
- Remove “current and”- seems redundant (Students)
- Good use of “teaching” and “next generation.” (Students)

- “Instruction” vs, “education” (Public Administration)
- Connect to doing things- add “enable” to educate and inspire. (Urban & Regional Planning)

Environmental sciences.

- How does environmental sciences fit in the mission? (Geography)
- Environmental sciences inform policy or management. (Geography)
- “Social and environmental sciences to advance basic understanding and inform public policy”? (Geography)

Other Comments

- Sounds reasonable. (DURP)
- Why do we need a college? What is special about the College relative to the various units? (Geography)
- Tradition? Not obvious from someone external to the college. (Geography)
- Motivation for this plan? University indicated we wouldn’t be competitive for resources from University and foundations for things like faculty lines. (Geography)
- Geography- struggles with what they study, a big umbrella as part of the “study” (Geography)
- I don’t like how its worded. Minor reservations (Students)
- Are we going to develop goals/objectives- if so needs to be both bottom up and top down (Public Administration)
- Need to reassess what the college values are. Can’t see as a vision for the future. (Sociology)
- Not stand alone statements- consider it as a package. (Urban & Regional Planning)

Alternate mission statement:

- “The College of Social Sciences and Public Policy is dedicated to providing students with opportunities to more deeply understand the social world, the tools to question assumptions, and the encouragement to blend disciplinary boundaries in order to be engines for change and acceptance as they serve society.” (Interdisciplinary Social Science and Centers)

III. DRAFT COSSPP CORE VALUES- COMMENTS AND RATINGS

Draft COSSPP Values

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

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Input Session and Form Comments, Concerns and Suggestions

Overall

- **Interdisciplinarity.** “Promoting interdisciplinary approaches to real-world challenges” (ISS & Centers)
- No explicit reference to interdisciplinary teaching and research. Inferred. Need more explicit statement. (ISS & Centers)
- Blending disciplinary boundaries to help us question current assumptions and to understand social problems. (ISS & Centers)
- ISS is not highly valued in the College. This is not understood nor rewarded. However it is in the FSU plan. (ISS & Centers)
- Statement about ISS methods? (ISS & Centers)
- Interdisciplinary work in the College? We need to get ahead of this. (ISS & Centers)
- **Emphasis on Teaching.** Need more of an emphasis on teaching. (COSSPP Staff)
- Teaching seems undervalued. Afterthought. (COSSPP Staff)
- Teaching should be included in the values (seemingly an afterthought) (COSSPP Staff)
- Address issues with the absence of teaching/instructing. Combine A and C (COSSPP Staff)
- Statement about pedagogy? Approach to teaching- philosophy of learning and how we promote this. (ISS & Centers)

- **Need for COSSPP core values?** Challenge of inclusion vs. omission- if not broad consensus why have these values? (Political Science)
- Core values that guide the college? Different ideas on these values. Some may not agree on some of these. All are interested in good science. Why do we need these? (Political Science)
- Won't get consensus on the relative weight of different values. (Political Science)
- Confusing. Value gets down to one or two words. B. is equity and social justice. C. Evidence based. (Political Science)
- Tip toeing around the real values. (ISS & Centers)
- **Clarification on use of COSSPP core values**
- Clarify if these are for Internal and/or external consumption? (Political Science)
- Are the values aspirational or ways to assess performance. Clarify the use of these. (Urban & Regional Planning)
- How will this be presented? Will this be front and center. May be problematic externally. (Sociology)
- **More emphasis on social sciences.** College is unique in being based on the social sciences. This should be more prominently featured. (Political Science)
- This emphasizes public policy. Public policy was added to social sciences- Social science should have more emphasis. (Political Science)
- Values- doing good social science as a purpose and a goal. (Political Science)
- **Students.** Take into consideration student demand and needs. (COSSPP Staff)
- The focus tends to be on faculty and institution to the exclusion of students. (COSSPP Staff)
- COSSPP is the 3rd largest college serving a lot of students. (COSSPP Staff)
- **Too generic.** These values are true of any college in country (Public Administration)
- Again, too generic (Public Administration)
- Not in the vision statement for FSU. (Political Science)
- **Research-** Reference theoretical, quantitative and qualitative research. (ISS & Centers)
- **International.** What about "international" Do these need a focus on this? Goal 3- global identity- projecting out. Do we take in international to input on way we deal with (Public Administration)
- **Service orientation?** Looks service oriented. Mission is broader than this. (Economics)
- I like how these values are not limited to the classroom. (COSSPP Students)
- I like the emphasis on public policy and research. Would like to see a large emphasis on mentorship and student engagement with faculty (COSSPP Students)
- Like these for the most part. (Geography)

Combination of Values

- Combine A and C and address issues with the absence of teaching/instructing. (COSSPP Staff)
- A, B & C seem redundant. Lots of overlap (Economics)
- Combine A & C? (Geography)
- B and C- combine. Evidence based public policy research to.... Add in interdisciplinary value. (ISS & Centers)

- Combine C and B? Raising the research and teaching topics one up the list (Urban & Regional Planning)

A. Supporting research that informs and matters to communities, organizations and people

- “Supporting research that informs, empowers and engages communities” (Public Administration)
- “Matters”- weak word? A & C are similar. Combine?
- “Impact” “contributes to the well-being of, to the advancement, relevant. (COSSPP Staff)
- “Matters” in A? Perhaps look for indicating a wider perspective for impact of research. (Economics)
- A. “community, organization and people”- are these all the same? People= individuals. (Geography)
- College has different approaches to study- quantitative, qualitative and techniques. (Geography)
- Add “Disciplinary and applied research”? (Political Science)
- Intellectual and scientific enterprise is an important shared value. (Political Science)
- Instrumental for other things vs. thinking big thoughts in the academy? (Political Science)
- People vs. “the public”? (Political Science)
- Basic research; academic research; foundational research. (Political Science)
- Primary value should be scholarship/science with other values vary greatly among departments and faculty. (Political Science)
- Research and advising that positively impact policy in Florida. (Public Administration)
- “Matters”? Perhaps look to indicate a wider perspective for impact of research.

B. Engaging in public policy research and analysis contributing to a more equitable and just society

- “Equitable and just”- ways these are accomplished can be problematic. Helping those who need the help the most?” More prosperous society? Tension between equality and prosperity? (Economics)
- “Equitable”= equal opportunity vs. equal income? (Economics)
- Social and economic mobility and opportunity. (Economics)
- Add “prosperous” to equitable and just. (Economics)
- Equitable and just often leads toward taking from the productive to give to the unproductive (Economics)
- Social justice is at center of Devoe Moore mission. Even though it is a conservative center focused on the market. Equity and opportunity are important. (ISS & Centers)
- “Equitable and just”- ways these are accomplished can be problematic. Helping those who need the help the most?” More prosperous society? Tension between equality and prosperity? (Urban & Regional Planning)
- “Equitable”= equal opportunity vs. equal income? (Urban & Regional Planning)
- Social and economic mobility and opportunity. (Urban & Regional Planning)
- Add “prosperous” to equitable and just. (Urban & Regional Planning)
- “Foundational” academic fundamental vs. focus on public policy. (Political Science)

- “Equitable and just”? Do you have to pick one? Can you get both? (Political Science)
- “Equitable and just”- add “economically vibrant”- opportunities of individual and collective successes. (Urban & Regional Planning)
- “Contributing to a robust economy that is equitable and just” (Urban & Regional Planning)
- Add “and healthy environment” to the end of the value statement. (Geography)
- B. “equitable and just society”? Internal and external use? E.g. fundraising impact. (Sociology)
- “An equitable and just”- delete ~~more~~. (Sociology)
- “Decision making” vs. policy makers”- broader needed. (Sociology)
- Policy- B and C- what is missing is “science.” (Political Science)
- Affect “opinion making”? (Sociology)
- Social, environmental and economic (Urban & Regional Planning)
- Add “sustainable”? (Urban & Regional Planning)
- B. Drop this value? (Political Science)
- College should acknowledge disciplinary research and not just policy focused work. Like to consider this in this plan. (Political Science)

C. Promoting evidence-based research to inform and shape policymaking

- Add, “Promoting and clearly communicating evidence” ... E.g. Climate change research- how we communicate becomes more important. (Geography)
- Insufficient attention to scientific methodology? Is this addressed? (Economics)
- Emphasis on policy and policy making and society. What about basic research?
- Policy based on sound theory and testing. (Economics)
- “Evidence based” C. What evidence? “Data driven” Could cover both quantitative and qualitative and testing of theory. (Economics)
- Lot of attention to “social” values. Consider more of an emphasis on scientifically sound methodology- the scientific method, the creation of knowledge. (Economics)
- “Evidence based” research distinct from research contributing. (ISS & Centers)
- Policy- what is missing is “science.” (Political Science)
- Research is not what the public cares about. (Public Administration)
- Our unit is one of the best research units on campus. Of 270 we are in the top ten, top 3 – believe in research. Impact of the college for the state and the need to make social science relevant and useful to keep people engaged. (Public Administration)
- Evidence based and policymaking connection (Urban & Regional Planning)
- Insufficient attendance to scientific methodology? Is this addressed? (Urban & Regional Planning)

D. Empowering and inspiring student success through teaching, mentoring and advising

- Teaching up front vs. the vehicle to inspire on D. Passively mentioned here. (COSSPP Staff)
- Add “Quality” of teaching. (COSSPP Staff)
- Add “to become well informed citizens of the world” (Sociology)

- Add “ Student abilities and success” (Sociology)
- What about “Critical thinking”? (Sociology)
- “Critical thinking” is at the core of interdisciplinary thinking and study. Add to F? Add “critical thinking” to D, if not a stand-alone value. (ISS & Centers)
- Add: “empower students to engage state and local policymakers and administrators (Public Administration)
- Add “Cutting edge” - innovation and rethinking of teaching. Add some adjectives. (Urban & Regional Planning)
- The order matters. D & E should be first (Public Administration)
- D should be higher on the list. Want to see more student-first thinking. (COSSPP Students)
- These are OK but needs more emphasis on the student experience and perspective. (Public Administration)
- How often does this suggest we need to “revise” curriculum. Clarify what is meant or implied by the frequency of the innovation. These may prompt faculty concern if it is seen as presenting a metric. (Urban & Regional Planning)

E. Fostering a dynamic, diverse and inclusive culture of people and ideas

- Put diversity up front and center (ISS & Centers)
- Our college has the ingredients- best demographic and social science research. Help the state become the leader in this.(Public Administration)
- Diversity 2nd to last vs. 1st indicates some explicit or implied priority (Public Administration)
- Explicitly state diversity (sorry) (Public Administration)
- The order matters. D & E should be first (Public Administration)
- Order matters: research might be the least concern for the public. (Public Administration)
- Would prefer a more explicit discussion of diversity. (DURP)
- Demographically Florida is a leading edge of a state where the nation going. A bell weather state. E.g. No majority in K12 in Florida’s schools. Show how we can make this work well (Public Administration)
- Add “critical thinking” to D, if not a stand-alone value. (ISS & Centers)

F. Facilitating a collaborative approach to solving problems that confront society

- Add “interdisciplinary” (ISS & Centers)
- Needs language about interdisciplinarity. (ISS & Centers)
- May be a way to get the social science identity into the mission. Use some of this language? (COSSPP Staff)
- Add, “Facilitating collaborative and multifaceted approach.....”(Geography)
- “Critical thinking” is at the core of interdisciplinary thinking and study. Add to F?
- We can influence local leaders- capitalize on where we are (Public Administration)
- F. “interdisciplinary” approach. They need recognition in the plan and connection with centers. (Sociology)

Possible New Values

- **Attract top quality faculty, students and staff.** New value- attracting top faculty and staff (and students) to the College to further its mission. Won't be able to accomplish the goals without that. (COSSPP Staff)
- **"Critical thinking"** is at the core of interdisciplinary thinking and study. Add to F? Add "critical thinking" to D, if not a stand-alone value. (ISS & Centers)
"Critical thinking" built into doctoral level. This focuses more on undergrad and masters programs. Without the critical thinking, they will not be successful. (ISS & Centers)
Critical thinking as a value? Overused phrase- higher education everywhere. (Public Administration)
- Promote reasonable analysis of changing society and solve problems (Public Administration)
- Question underlying assumptions. (Public Administration)
- **"Promoting interdisciplinary approaches** to real-world challenges" (ISS & Centers)
- **Community partnerships.** Can we add language on a value to include: "facilitating a community engaged approach to supporting long-term university-community partnerships in the communities served by FSU (COSSPP) (DURP)
- "Generating an environment at COSSPP that can produce effective leaders in the 21st century" (Public Administration)
- Public service and public service ethics. Integrity- consider in the values? (Public Administration)

Other Comments

- "Engage in action that supports the Seminole unconquered spirit....." (Public Administration)
- Very important to address staff development and competitive wages and support. (COSSPP Staff)

IV. DIVERSITY AND INCLUSION DRAFT CONCEPTS- COMMENTS AND RATINGS

Draft COSSPP Diversity and Inclusion Concepts

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

Several FSU departments, colleges and programs have established diversity and inclusion statements. It is addressed as a goal in the FSU Strategic Plan. There is also a brief FSU diversity statement

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.

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Overall Comments

- **Relation to FSU Diversity and Inclusion Goal.** Is this doing anything different from FSU's goal and statement? (Economics)
- Is this diversity concept of the college different from the university's? (Economics)
- Not clear this differs from FSU's goal. (Economics)
- **Evidence that diversity matters.** We shouldn't elevate beliefs to the level of evidence-based conclusions. (Economics)
- Diversity statement is not empirical. Where is the evidence for diversity's utility and value. (Political Science)
- We value evidence-based policy, no??? (Political Science)
- **Focus on inclusion vs. diversity?** This addresses more inclusion than diversity.
- "Diversity, Equity and Inclusion" is how the UC system frames it. (Geography)

- **COSSPP Diversity Strategic Plan.** Aim for improving or increasing diversity..
 - We need a similar goal to the University. Efforts to reflect.....the community we are trying to serve. (Public Administration)
 - We should have a separate strategic plan on diversity to coincide with these concepts.
 - We need more than a statement. We need a plan with a commitment to action! Diversity adds value. We don't just do diversity because it is the right thing to do. (URP)
 - I think we need more than a statement, we need a strategic directions plan on diversity. (URP)
 - This could be developed later in terms of strategic plan objectives or actions. (Geography)
 - Important that we have this. Important also that the statement articulates a mechanism for implementation. (ISS & Centers)
 - Write our goals- understood by the university- those who are providing resources. (Political Science)
 - DURP diversity/inclusion strategic plan adopted in 2017. Implementation underway on recruitment strategies for faculty and students. Reached into the accrediting body for planning programs. Even impacted pedagogy- and teaching. Sharing info between faculty and measure it. Did a follow up "climate survey" of faculty and students. (ISS & Centers)
 - How/where would this be implemented? design events to demonstrate the value of diversity? (URP)
 - **Diversity and Higher Education.** Diversity important for addressing racial/ethnic equity. In higher education in particular and doesn't seem to be articulated here. (Geography)
 - **Why diversity matters.** Clarify why diversity matters. (Geography)
 - Define diversity first? (URP)
 - We should promise students an experience of diversity in their education (URP)
 - Connect this with the mission of college- how diversity serves the larger mission of conducting good social science.
 - **Investment in diversity.** College and FSU should invest in getting this outcome. (Political Science)
 - Is this aspirational only? is FSU pretending on this or are there actions? (Political Science)
 - Will the University and College pay to implement this value. (Political Science)
 - Connection with the FSU plan and securing resources? (Political Science)
 - "Leave me alone so I can write papers, teach and do service" (Political Science)
 - Looks ok. Could be more condensed. (Economics)
 - Largely good. Nobody is perfect. (Economics)
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.**
 - Fostering and "maintaining" to sustain the effort. (Public Administration)

- Clarify what “backgrounds” are currently underrepresented in terms of the College faculty and students?
- Promote and support diversity among faculty (Political Science)
- Geography faculty bought into diversity- starting to represent the broader population. Not easy to maintain and may need resources.
- Should be more diversity among faculty and staff. (COSSPP Staff)
- Hire faculty with diverse specialties. (COSSPP Students)

- Add “differing” vs. divergent. (COSSPP Students)
- “divergent”? Implies movement vs. “different” (Sociology)

- Recognize and utilize differences to achieve outcomes not possible without the integration of perspectives and worldviews- help come up with more sustainable, solutions (URP)
- Add the importance of social science research on diversity and inclusion. (ISS & Centers)

- **Relation to COSSPP Mission.** “Academic excellence”- delete as it is redundant with the mission. (Economics)
- Connect to “our mission of academic excellence and community engagement” (Economics)
-
- **Support to implement.** How committed is the College when it has to come up with resources to assist departments implementing this? (Geography)
- How will you reach out to engage students, faculty and staff on this issue? (COSSPP Students)

- **Faculty recruitment.** Geography doing it right in terms of faculty recruitment. (Geography)
- Diversity for both retention and recruitment (Geography)
- Both pushing the faculty on the scholarship side and for students. (COSSPP Staff)

- Is Statement 1 sufficient to cover this issue? (Economics)
-
- Diversity support developing cultural competency to engage in a global world (URP)

- Community engagement as an element of diversity- engaging our diverse community (URP)

- Diversity of perspectives, and includes reasonable people disagreeing/meaningful and civil debate. (Political Science)
- Respecting Social and political beliefs may be contrary to looking for evidence to form a diversity policy etc. (Economics)
-

- 2. **We believe that diversity includes supporting and respecting the personal experiences, values, and worldviews that arise from differences of culture and circumstance.**

- “Support, Respect and value”- verbs are problematic. Choose one verb regarding diversity, e.g. respect (Political Science)
 - 2. End. “arise from....” Possibly delete? “That exist among us.” “That reflect our difference” (Sociology)
 - Delete 2- it doesn’t say anything we do. 3 speaks to doing. “and other differences” (Sociology)
- 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.**
- **Rigorous inquiry and diversity.** “Rigorous inquiry”- ? What does this mean in context of diversity? (COSSPP Staff)
 - In order to foster a rigorous environment, create a more diverse and inclusive environment. (COSSPP Staff)
 - Sentence- rigorous inquiry is separate and equal (COSSPP Staff)
 - “Rigorous inquiry”- encourages and facilitates.... Careful of words. (Public Administration)
 - Point 3 is not very clear, particularly the “rigorous inquiry” (Public Administration)
 - How does the “rigorous environment” related to the diversity? Separate the two? (URP)
“Encourages and facilitates- delete “rigorous” (URP)
 - Inquiry. But..... (Public Administration)
 - Rigorous inquiry- add research and “embrace alternate world views, experience, etc.” (ISS & Centers)
 - Too generic, need to rephrase “rigorous inquiry” (Public Administration)
 - Rigorous inquiry needs to be explicitly defined to avoid conflict. (Public Administration)
 - “Vigorous”? (COSSPP Staff)
 - Alternative term for “rigorous inquiry” or remove from statement. (COSSPP Staff)
 - “rigorous inquiry”? (Geography)
 - Inquiry and research may not be rigorous or may not be support diversity research (ISS & Centers)
 - Too generic, need to rephrase “rigorous inquiry” (Sociology)
 - Rigorous inquiry needs to be explicitly defined to avoid conflict. (Sociology)
 - Point 3 is not very clear, particularly the “rigorous inquiry” (Sociology)
 - “Gender, gender identity”- add this to the list. The list is important. (URP)
 - Enumeration of the factors important? A: *Yes, from the committee’s perspective.* (Economics)
 - Add: Furthering the exchange of ideas and culture. Understanding of culture. (Public Administration)
 - How do you “Involve” a viewpoint? “Examination”? “awareness”? “appreciation”? (Sociology)

- 3. This conflicts with the values? (Political Science)
- 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.**
 - Add “Safe and welcoming environment” vs. inclusive? (URP)
 - “Democratic society”- concern with this use here. (COSSPP Staff)
 - “A diverse society” vs. a “democratic society”? (COSSPP Staff)
 - “Equitable” vs. equal? (COSSPP Staff)
 - “Equal access to opportunities” how does this speak to students struggling with academic progress. Re-evaluate the way you say “equal”. Soap box analogy- different size people (COSSPP Staff)
 - “Democratic society”? (COSSPP Staff)
 - “Equitable” vs. equal? (COSSPP Staff)
 - Concern with use of “democratic society”? Lots to unpack. (Political Science)
- Simpler is better on this statement. (Political Science)
- Explicitly acknowledges the importance of civic discourse (agree to disagree)- effective and respectful engagement. (ISS & Centers)
- Debate and speech should feature more prominently. (Political Science)
- “Free speech”- academic freedom should be supported strongly. FSU policy weak. Princeton or University of Chicago have good- more protective of academic freedom. (Political Science)
- Point 4 is value laden. State that Diversity of perspectives and good social debate is central to doing good social science. We should justify and motivate this with consideration of the mission of COSSPP. (Political Science)
- “Fairly”= supported through graduation- helping them achieve success and complete their studies. (Public Administration)

Combining Points

- 4 and 3 could be combined? (Economics)
- 3 outlines domains. 4 outlines practices. (Economics)
- 2 and 3 combine together- (Economics)

Other Points

- Add language on academic freedom? (Political Science)
- Serving veterans well? Fits in well with what the university doing. (Public Administration)

V. DRAFT COSSPP VISION THEME FRAMEWORK

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

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.

OVERALL INPUT FORM RATINGS- November-December 2018										
COSSPP	Overall Rating Avg.	COSSPP Staff (22)	COSSPP Students (13)	Economics (11)	Geography (5)	ISS/Centers (5)	Poli-Sci (15)	Public Admin (10)	Soc. (3)	Urban & Reg. Plan.
Vision Framework	2.8	3.0	3.7	2.7	2.7	2.7	3.0	2.8	3.0	3.0
COSSPP Acceptability Rating Scale	4= Acceptable, I agree		3= Acceptable with minor reservations		2= I don't agree unless major reservations addressed			1= Not acceptable		

Overall

- Buckets are good. Tweak the words especially for external audience. (Sociology)
- Maintaining and building what we are doing well vs areas it should work in (diversity and camaraderie) (Public Administration)
- Should the vision themes be more aspirational? (Geography)
- Vision= all these are a means to achieve the vision. How will COSSPP makes a difference in society? How this College accomplishes the goals. (Economics)
- **Diversity.** How does diversity language factor into these areas? (COSSPP Staff)
- Diversity might worth being its own theme or clarified in one or more of these themes. (e.g. C and D?) (COSSPP Staff)
- Should diversity be greater emphasized in the mission statement? (COSSPP Staff)
- Should be diversity among faculty and staff (COSSPP Staff)
- Diversity- Why not one there. Or as an E? (Public Administration)
- **Process vs substance** oriented? E.g. service and expertise- speak to strengths. (Public Administration)

- **Importance of a COSSPP plan.** Dean will be using these in fundraising, in securing resources for the College and in assisting in recruiting students at FSU. (COSSPP Staff)
- The only way we can compete at FSU is for the College to have a plan. (COSSPP Staff)
- Consider the alignment with the FSU plan. (entrepreneurship, interdisciplinarity and diversity) (DURP)
- Is the university finished with the current strategic plan? E.g. the diversity statement for the entire University vs. college or department. (Economics)
- What makes this a plan vs. an exercise. How will this become operational? Measure, monitor, evaluating, revising. (Public Administration)
- **Research.** “Creation/transfer of knowledge” bring that to part of this framework. (Political Science)
- Need a category for research and one on teaching. (Geography)
- Should be one on research and one on teaching. (ISS & Centers)
- I feel that this list lacks a clear emphasis and prioritization on conducting primary academic and/or social science research. This surely needs to be explicitly stated as a key “vision theme”. Also, I dislike the prioritization of “Reputation” at the top of the list: Reputation should be put at the bottom of the list because it will be the natural outcome of a focus on research, expertise, service, recruitment and student success. The priorities should be, in order: research; service/expertise; recruiting; student success; reputation. (DURP)
- **Interdisciplinary research.** What about interdisciplinary research and training? Add this to distinguish the College.
- Needs language about interdisciplinarity. (ISS & Centers)
- **Service/outreach.** No mention of service or outreach components which are important to many departments, especially applied fields. (DURP)
- Inward looking= outward looking? Will someone attend or donate here without an express commitment to diversity (Public Administration)
-
- Responding to challenges, nimble (Public Administration)
- Should the vision themes be more aspirational? (ISS & Centers)
- “Citizenship”- where is this mentioned? (Public Administration)
- **Teaching.** What are these designed to do? Where is teaching? Is this going to formulate a vision statement or a set of goals and objectives? Unclear.
- Only state college plans to retain exceptional faculty if this plan’s to be backed with real effort and resources. Right now only aspirational. (DURP)
- History- administrations change with different focus- write papers, teach and do service, period and we will be OK. (Political Science)
-

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.

- **Reputation.** What if reputation wasn't one of the buckets but incorporated within other areas? Don't like leading with reputation. Should be the result of the others. (ISS & Centers)
- Diversity section- it needs to be found in the vision theme, reflect the diversity of the state. (Public Administration)
- Reputation- what about within the University? On Campus set a goal related to the College's reputation at FSU. "Not a dumping ground" for students at FSU. (COSSPP Staff)
- How will you boost reputation without trading individual success. (COSSPP Student)
- I would prefer a more ambitious goal- e.g. maybe top 20% overall (vs. all public universities) (COSSPP Student)
- B, C, D- justify good /excellent reputation. Reverse the order. (Public Administration)
- Reputation last (it's the result of the others), student success first. (Public Administration)
- Is the order sequential. Reputation first and student success last. (DURP)
- Reputation- add through excellence and research (Economics)
- A: ranked in top 20% without reference to Florida? (Economics)
- A. "Enhance reputation"- pretentious? (Economics)
- You don't aspire to a good reputation. Reputation comes from accomplishments (Economics)
- Like "Excellence" vs. "reputation." (Political Science)
- I think the reputation part is too focused on local reputation. FSU should aim for an international reputation. (DURP)

- **Ranking, top 20%?** Refer to Undergraduate rankings? We care more about graduate program rankings. Emphasize graduate programs (Political Science)
- Aspire to be top 20- Poli Sci is already there- "continue to be the best...." In the "region" (Political Science)
- Very specific- not very aspirational. Poli Sci is already there. Should the rest of the college be on par with us? What should Poli. Sci. do here? What is your aspirational. (Political Science)
- A. 20%? Numbers can be fudged and ignored. Overshadows the actual quality that meet the Departments and college. What info is used and measured. (Political Science)
- Why the Southeast region? Florida and the Nation. Is it alumni in the southeast that is the focus? (Political Science)
- "Among the top university" vs. a numerical target? (Political Science)
- "Best programs"- important for the Dean to be able point to some metrics to support resource requests. (Political Science)
- Best university for quality and for the price. (Political Science)
- Rankings based in perfect metrics. A dept could be strong in teaching or research or both. Value a mix of strengths. (Geography)
- Ranking game- give us the cash to play this game. Top 15 DURP- ACSP involvement. A senior hire. (DURP)

- **“Research”** should be highlighted and stated clearly here in terms of themes. (Political Science)
 - What about excellence in research? (Economics)
 - Add research (Economics)
 - Need to add research (Economics)
 - Research missing? Disciplinary, interdisciplinary. “Source of expertise”? Should be refined. (DURP)
 - Knowledge creation and policy relevant research- incentives currently? (DURP)
 - What about interdisciplinary research and training? Add this to distinguish the College.
 - **Applied degrees-** master level in College- producing students with degrees but won’t be acknowledged in national rankings. (Geography)
 - Should have 2 subdivisions: research and teaching. C. recruiting faculty and staff, and recruiting staff. (DURP)
 - 6 COSSPP units. If one is never going to get there. Do you jettison that one? Look at efficiency- producing students that do well. You can “feed” programs more efficient. (Geography)
 - Modeling the College plan after the FSU strategic plan? “Excellence and reputation” (DURP)
- 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.**
- **Policy expertise or source of knowledge?** Emphasis on expertise. What does “service” in B mean? (COSSPP Student)
 - “Service and policy expertise”- source of knowledge is better. (Political Science)
 - Expertise (delete policy?) You have science based. Too narrow for the College. (Sociology)
 - **Research.** Add “Academic research” (Political Science)
 - Include language on academic research. (Political Science)
 - Where is “creating and transferring knowledge”?? We’ve played the telephone game with ourselves. (Political Science)
 - **Outreach and Service.** Will this push you to do more services/outreach and providing expertise. Not so much for the Department. Perhaps the centers. (Political Science)
 - Source of service and expertise a place for that. (Geography)
 - Service? “Expertise” is broader term across the college. Indicate that expertise has a service component. Reverse “expertise and service” (Sociology)
 - Implies free labor. Doesn’t lend to academic credibility. (Sociology)
 - COSSPP as a source of service and expertise- it is the place for that. (ISS & Centers)
 - Service and expertise- we train a lot of professions in Florida (e.g. GIS)- technical and policy

- “Analytical”? (ISS & Centers)
 - Service and expertise- we train a lot of professions in Florida (e.g. GIS)- technical and policy expertise. (Geography)
 - Add “Analytical” expertise? (Geography)
 - College has strength in terms of innovative analytical techniques and work. Need to embrace that. (Geography)
 - Delete “~~source of~~” (DURP)
 - College has strength in terms of innovative analytical techniques and work. Need to embrace that. (ISS & Centers)
 - **Critical thinking.** How to apply the critical thinking in a wide range of settings. “Translational” ability. B & C might tie into this. (ISS & Centers)
 - **With leaders.** Add “For” vs. “with” leaders “to leaders”? Why not an exchange. We draw from their expertise/arenas/ (Public Administration)
- 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.**
- Hire more specialized faculty! (COSSPP Student)
 - Exceptional and diverse faculty and staff... (Geography)
 - Delete “~~exceptional~~” add diverse (DURP)
 - More retention would be helpful, but how? (DURP)
 - **Graduate student recruitment.** We need to focus on recruiting graduate students as well. (Economics)
 - Train graduate students as the next generation of academics. (Economics)
 - Adding- Recruiting high quality grad students- consistent with the FSU strategic plan. (Economics)
 - **Student demand ?** “Meet student demand”? Students aren’t necessarily demanding high quality scholarship. (Political Science)
 - Delete ~~student demand~~. Add: “Support the College’s research and teaching activities.” (Sociology)
 - “Student demand”? What about excellence of faculty research. (COSSPP Staff)
 - “Meet student demand”? Laughable- not the source of recruiting faculty. (Sociology)
 - “student demand”? does this equal student credit hours/FTE? Recruiting faculty that support the larger mission, outcomes/areas the college works in. More specific. Need to clarify this. (DURP)
 - **Staff development** needs should be spelled out clearer under these goals as objectives.

- Competitive wages for staff. (COSSPP Staff)
- Support staff by sending to conferences, outside training, professional development, serving on committees across FSU. Other than competitive wages. (COSSPP Staff)
- Larger academic advising staff- as student population grows. Keep this in mind in terms of “exceptional” staff. (COSSPP Staff)
- As departments grow, we outgrow office staff. Measure staff capacity and respond accordingly. (COSSPP Staff)
- We are understaffed- with serving more students. (Political Science)
- **Critical thinking.** How to apply the critical thinking in a wide range of settings. “Translational” ability. B & C might tie into this. (ISS & Centers)
- Motivated by having competitive faculty- that’s what C is there. (Sociology)
- Add diversity. Possible in C and D. (Public Administration)

D. Student success. The College will cultivate the success of all students on campus and beyond.

- Add abilities. “...cultivate the abilities and success of all students.... (Sociology)
-
- D should be first. This puts student success as the least priority? (COSSPP Student)
- “All students”? even if they don’t interact with the college. (Economics)
- “All students in the college” (Economics)
-
- **Critical thinking.** Students- cultivating critical analysis, familiarizing them with alternative theories and perspectives. Teach to think critically. (Economics)
- Cultivating a foundation for future success need to add critical analysis. (Economics)
- “Teaching how to apply critical thinking to analyze theories”? (Economics)
- Want to impart both values and skills for students (Economics)
- “Critical thinking” add to D? (ISS & Centers)
- **Graduate students.** Need a greater emphasis and focus on graduate education. (Political Science)
- Recruiting top students (part of reputation), recruiting best undergrad to College majors/departments. (ISS & Centers)
- Add- Student retention and success. Keeping them here. (Public Administration)
- Advantage with students- advising, personal relationships. Not an dynamic statement. What are the outcomes? Should emphasize personal caring, individual needs. Important feature of the college (Public Administration)
- If student reads- sees it will support and guide. Student success. (Public Administration)
- Students- college experience is different today. Try hard to build community within the classroom. Intellectual camaraderie (Public Administration)

- Collaborative study, conflict resolution, consensus building (Public Administration)
- Add diversity. Possible in C and D. (Public Administration)
- Student success- clarify what kind of success? All encompassing. Describe better what is covered here. Not just academics, engagement in community, scholarly development. # of students getting jobs at research #1, leaders in their fields and professions. (DURP)
- Student success- broaden "development and success" not just about graduating them. (Sociology)
- Current situation- recruiting top flight students is a pressure point. (DURP)
- Student success. We tend to neglect transfer students and their needs. Should be proactive about this. (COSSPP Staff)

Combinations

- B. seems like a sub item of A. (COSSPP Staff)
- How to apply the critical thinking in a wide range of settings. "Translational" ability. B & C might tie into this. (Geography)

Other Comments

- Faculty-student engagement. (Public Administration)
- "Kick ass" college (Public Administration)
- Needs more emphasis on students and caring relationship. (e.g. encouraging international travel, etc.) (Public Administration)
- **Link to bricks/mortar**- COSSPP is place bound and constrained (with exception of Pepper center. (Public Administration). Askew- outreach unit- downtown. We are place bound. (Public Administration). Business school moving out. IOG as part of the college= brought in. (Public Administration)
- Need more work on this (Public Administration)
- Too generic (Public Administration)
- **Centers**. Think about all these Centers. Should be engaged in the process. Deal with their independent Center needs. Within 2nd questionnaire- address center needs. (Sociology)
- Diversity and inclusion plan- 1st plan. (DURP) End of academic year- 3rd year anniversary. (DURP)
- **Interdisciplinary**. "Interdisciplinary innovation" (DURP)
- What is the evaluation component for tenure- interdisciplinary work is more dangerous unless you are a full. (Sociology)
- Goal for entrepreneurship and innovation? Social entrepreneurship? "Social innovation" (DURP)

Appendix #1
COSSPP Strategic Directions Input Session Participants (Total 77)

11-27 DURP: Jeff Brown, Petra Doan, Tom Taylor

11-28 Dept of Economics: Manoj Atolia, Paul Beaumont, Shawn Cantor, David Cooper, Zack Grossman, Jim Gwartney, Randy Holcombe, Carl Kitchens, Milton Marquis, Sveltana Pevenitskaya, Anatasia Semykina .

11-30 Sociology: Deana Rohlinger, Kathryn Tillman, Elwood Carlson

11-30 Political Science: Doug Ahler, Charles Barrilleaux, Eric Coleman, Carlisle Rainey, Quintin Beazer, Inken Von Borzykowsky, Rob Carroll, Eric Coleman, Raphael Cunha, Marina Duque, Jerry Fisher, Brad Gomez, Bob Jackson, Holger Kern, Kai Ou, Carlisle Rainey, Chris Reenock, Mark Souva

12-3 ISS/Centers: Robert Crew, Alexandra Cockerham, Sam Staley, Lisa Turner de Vera

12-3 Geography: James Elsner, Mark Horner, Sarah Lester, Stephanie Pau, Tingting Zhao

12-3 Staff: Josh Boyd, Michelle Bravo, Christina Crotty, Latoya Dupree-Cottoni, Jeremiah Fisher, Shelly Ford, Tonja Guilford, Stephanie Hong, William Hogan, Linda Jordan, Ule Jackson, L. Kateri Kitchens, Elizabeth Kistner, Kimberly McClellan, Rob Nixon, John O'Malley, Tanya Perry, Jennifer Richolson, Sam Schoenberger, Carey Thomas, Adam Ware.

12-3 Students: Eliza Chase and members of the Student Council

12-6 Public Administration: David Berlan, Fran Berry, James Bowman, Ralph Brower, Portia Campos, Earle Klay, Keon Lee, Tian Tang, Gary Vanlanding, James Wright

APPENDIX #2- RESPONSES BY DEPARTMENTS, CENTERS, STAFF AND STUDENTS

I. Draft COSSPP Mission

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: 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.

Economics - Overall Rating-3.0 of 4

Input Session Comments 11-28

- Mission generic- for any college anywhere. Include reference "social science and public policy"?
- "World class"- odd phrasing? Premier, excellence?
- Consider focus on "impact" for scholarship and teaching- useful. This is more measurable.
- "Diversity" is good addition.
- "Research"? Creating knowledge? Scholarship is broader than research. For College perhaps use "research"
- Mission is aspirational. What about how referencing we are going to accomplish the mission.
- Current statement-has more "personality" than the new draft.
- "Transferring" is a weak word. Sounds passive. Possibly "Imparting", "spreading"?
- 2nd sentence is awkward construction. Look at using some alternative language and construction.

Input Form Acceptability Rating (3.0 of 4) and Comments

- Vacuous goals with no hint as to how to accomplish them (3)
- Language is a bit inelegant, should have more focus on science and research.

Geography - Overall Rating-2.3 of 4

Input Session Comments (12-3)

- Old one is too generic, but new one is still generic about the disciplines within the college.
- Doesn't establish the identity of the college nor the players within the college
- Social science and public policy-
- E.g. how environmental sciences fit?
- Why do we need a college? What is special about the College relative to the various units? Tradition? Not obvious from someone external to the college.
- Diversity? Arts and Sciences are more diverse than COSSPP.

- Motivation for this plan. University indicated we wouldn't be competitive for resources from University and foundations for things like faculty lines.
- Units and faculty are looking at how people make decisions- political, economic, etc. plans and policies. Human focus is the common denominator?
- Environmental sciences inform policy or management.
- Geography- struggles with what they study, a big umbrella as part of the "study"
- "Social and environmental sciences to advance basic understanding and inform public policy"?
- Last 3 phrases- human orientation. Looking at human society interaction with environment. Substitute: "Betterment of the society and environment"

Input Form Acceptability Rating (2.3 of 4) and Comments

- Reflected in the session notes taken by facilitators.
- Recorded in notes

Interdisciplinary Social Science and Centers- Overall Rating-2.6 of 4

Input Session Comments (12-3)

- Took our name off- wouldn't this be the same thing? Too generic.
- First sentence- transferring... to what purpose? "With opportunities/in order to better understand the social world."
- What about "Interdisciplinarity?" Doesn't this characterize a unique aspect of the college?
- We should state this in the mission.
- "Instruction" with "education". "Cutting edge" vs. "world class"- more applied and aspirational.
- "Leading edge"?
- Interdisciplinary reflects the culture and aspirations of the College.
- Missing-more explicit reference to research? More tangible than scholarship.
- Social science, research and interdisciplinary- bind us together in terms of identity if not practice.
- "Go to"? People come to us because we are on the leading edge.
- Need more inspiration and motivation.

Input Form Acceptability Rating (3.0 of 4) and Comments

- Submitted after the session: "The College of Social Sciences and Public Policy is dedicated to providing students with opportunities to more deeply understand the social world, the tools to question assumptions, and the encouragement to blend disciplinary boundaries in order to be engines for change and acceptance as they serve society."
- Needs language about interdisciplinarity.

Political Science - Overall Rating-3.0 of 4

Input Session Comments 11-30 Comments

- Old mission focused on constituencies. Lost the stakeholder aspect in the current statement. New one focuses on why/how
- "Diversity of ..." Statement vs. a goal?

- “World class”? Rigor? Clarify what this mean?
- Like the knowledge focus of this revision
- “Betterment”? we know what is better for them. More modest to “citizens and scholars in service to people org....” (take the value judgment)
- Research produced to help inform the decision making process.
- “Social science” add to knowledge.
- Evidence provided to people.

Input Form Acceptability Rating (3.0 of 4) and Comments

- Mission statement shouldn’t ignore stakeholders.

Public Administration - Overall Rating-3.0 of 4

Input Session Comments 12-6

- Written better than current statement. Challenge is to distinguish the College.
- No sense of what this college (and university unique) unique in terms of geography. (state capital)
- The university plan should say we are the leading policy institution- applying social science to public policy
- Individual and department focus on research
- Here to do highly engaged and policy relevant research. Should cover both.
- Are we going to develop goals/objectives- if so needs to be both bottom up and top down
- Exchange- hostile takeover from UCF- to extent we can inject something about importance of public policy and being in the state capital
- Bring in the student perspective. Engage and support students as they engage. This feels like faculty talking.

Input Form Acceptability Rating (3.0 of 4) and Comments

- It is fine but not distinctive
- Too generic
- Need to reassess what the college values are. Can’t see as a vision for the future.
- Add “public policy” into the mission.
- “Be Florida’s go to place for policy research and advising
- Add a sentence on student engagement and support to learn and create.

Sociology- Overall Rating-3.3 of 4

Input Session Comments

- 40% longer. Added diversity and leadership. Otherwise not much difference.
- Missing the identify for the College.
- Diversity- people, perspectives and opportunity. College is diverse in ideology in terms of faculty and students. Use another word?
- Give people a better sense of social science looks like
- Perspectives and backgrounds- help.
- This is a buzz word now. “Different” vs “variety”

- “Inclusion” of different kinds of people and perspectives. College should be trying to clarify its brand- hasn’t happened.
- Diverse perspectives and backgrounds.
- FSU Westcott created strategic plan.
- What does the last sentence mean? Very vague.
- “Betterment”? we know what is better for them. More modest to “citizens and scholars in service to people org...” (take the value judgment)
- Research produced to help inform the decision making process.
- “Social science” add to knowledge.
- Evidence provided to people.

Input Form Rating (3.0) and Comments

- It is fine but not distinctive
- Too generic
- Need to reassess what the college values are. Can’t see as a vision for the future.
- Add “public policy” into the mission.
- “Be Florida’s go to place for policy research and advising
- Add a sentence on student engagement and support to learn and create.

Staff COSSPP - Overall Rating-3.1 of 4

Input Session Comments

- “People” seems nebulous. Why not “the world”?
- “Creating knowledge”? Confusion- 1st sentence seems amorphous. Go back to “research and scholarship?”
- “Social science”? Missing?
- What does this add to current? Inspiring- consider the “serving society” from the current?

Input Form Rating (3.1) and Comments

- Address and clarify “creating and transferring knowledge”
- Seems like it adds a “diversity” component but loses some COSSP identity.
- “to serve society” (vs. for the betterment of communities, organizations and people.
- Change “people” in last sentence of statement to “society” or make it reflective of social sciences.
- Change wording as discussed for the “creating” piece- maybe “innovative research”?
- Too wordy
- Taking into consideration the meaning of “equality”
- First sentence should be edited for more clarity. Specifically “transferring”

Students COSSPP - Overall Rating-3.7 of 4

Input session comments- none

Input Form Acceptability Rating (3.7 of 4) and Comments

- I don’t like how its worded. Minor reservations
- Remove “current and”- seems redundant
- How will you achieve the level of diversity you’re looking for?

- The mission seems vague and legalistic. I would prefer something more pointed.
- Good use of “teaching” and “next generation.”

Urban and Regional Planning DURP- Overall Rating-3.3 of 4

Input Session Comments 11-27

- Looks like a big improvement.
- This could apply to other places- does this get to the identity piece. Somewhat generic. What is specific to the College?
- Connect to doing things- add “enable” to educate and inspire.
- “through” vs “integrating” a diversity?
- Perspectives and backgrounds? Need both? Get to the benefit of perspectives.
- Not stand alone statements- consider it as a package.

Input Form Acceptability Rating (3.3 of 4) and Comments

- I think community engagement and on-the-ground policymaking are also important missions aside from the mission for teaching and research (DURP)
- Can we add language that includes “fostering equity” (DURP)
- Change “world class” to transformative or equivalent. New statement already seems dated. (DURP)
- I feel this statement is unacceptable because it mentions nothing about the mission of conducting or disseminating research. (DURP)
- Sounds reasonable. (DURP)

DRAFT COSSPP VALUES

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

- G. Supporting research that informs and matters to communities, organizations and people
- H. Engaging in public policy research and analysis contributing to a more equitable and just society
- I. Promoting evidence-based research to inform and shape policymaking
- J. Empowering and inspiring student success through teaching, mentoring and advising
- K. Fostering a dynamic, diverse and inclusive culture of people and ideas
- L. Facilitating a collaborative approach to solving problems that confront society

Economics - Overall Rating-3.0 of 4

Input Session Comments (11-28)

- Reaction to B: “equitable and just”- ways these are accomplished can be problematic. Helping those who need the help the most?” More prosperous society? Tension between equality and prosperity?
- “Equitable”= equal opportunity vs. equal income?
- Social and economic mobility and opportunity.

- Add “prosperous” to equitable and just.
- “Matters”? in A. Perhaps look for indicating a wider perspective for impact of research.
- Looks service oriented. Mission is broader than this.
- Insufficient attendance to scientific methodology? Is this addressed?
- “Evidence based” C. What evidence? “Data driven” Could cover both quantitative and qualitative and testing of theory.
- Lot of attention to “social” values. Consider more of an emphasis on scientifically sound methodology- the scientific method, the creation of knowledge.
- Emphasis on policy and policy making and society. What about basic research?
- Policy based on sound theory and testing.

Input Form Acceptability Rating (3.0 of 4) and Comments

- A, B & C seem redundant. Lots of overlap
- Equitable and just often leads toward taking from productive to give to unproductive

Geography - Overall Rating-2.3 of 4

Input Session Comments (12-3)

- Like these for the most part.
- E.g. Climate change research- how we communicate becomes more important.
- C: promoting and clearly communicating evidence
- B. add “and healthy environment” to the end of the statement.
- A. “community, organization and people”- are these all the same? People= individuals.
- Combine A & C?
- College has different approaches to study- quantitative, qualitative and techniques. Address.
- F. Facilitating collaborative and multifaceted approach.....

Input Form Acceptability Rating (3.0 of 4) and Comments

Interdisciplinary Social Science and COSSPP Centers- Overall Rating-3.0 of 4

Input Session Comments (12-3)

- No explicit reference to interdisciplinary teaching and research. Inferred. Need more explicit statement.
- Blending disciplinary boundaries to help us question current assumptions and to understand social problems.
- “Promoting interdisciplinary approaches to real-world challenges”
- ISS is not highly valued in the College. This is not understood nor rewarded. However it is in the FSU plan.
- Statement about ISS methods?
- Interdisciplinary work in the College? We need to get ahead of this.
- B and C- combine. Evidence based public policy research to.... Add in interdisciplinary value.
- “Evidence based” research distinct from research contributing.
- Confusing. Value gets down to one or two words. B. is equity and social justice. C. Evidence based. Theoretical- quantitative and qualitative.

- Tip toeing around the real values.
 - Put it front and center-
 - Social justice is at center of Devoe Moore mission. Even though conservative center focused on the market. Equity and opportunity are important.
 - “Critical thinking” is at the core of interdisciplinary thinking and study. Add to F? Add “critical thinking” to D, if not a stand-alone value.
 - F. add “interdisciplinary”
 - Statement about pedagogy? Approach to teaching- philosophy of learning and how we promote this.
 - “Critical thinking” built into doctoral level. This focuses more on undergrad and masters programs. Without the critical thinking, they will not be successful.
- Input Form Acceptability Rating (3.0 of 4) and Comments*
- Needs language about interdisciplinarity.

Political Science - Overall Rating-2.9 of 4

Input Session Comments (11-30)-

- B. “Foundational” academic fundamental vs. focus on public policy.
- Disciplinary and applied research?
- Instrumental for other things vs. thinking big thoughts in the academy?
- Policy- B and C- what is missing is “science.”
- A. People vs. “the public”?
- Internal vs. external consumption?
- “Equitable and just”? Do you have to pick one? Can you get both?
- B. Drop this?
- Core values that guide the college? Different ideas on these values. Some may not agree. All are interested in good science. Do we need these?
- Not in the vision statement for FSU.
- Values- doing good social science- purpose as a goal.
- Inclusion vs. omission- if not broad consensus why
- This emphasizes public policy. Public policy was added to social sciences- should have more emphasis.
- Won’t get consensus on relative weight of different values.
- Intellectual and scientific enterprise is an important shared value.
- College is unique in being based on the social sciences. This should be more prominently featured.

Input Form Acceptability Rating (2.9 of 4) and Comments

- Not all good things go together.
- Basic research; academic research; foundational research.
- Primary value should be scholarship/science with other values vary greatly among departments and faculty.

Public Administration - Overall Rating-3.0 of 4

Input Session Comments (12-6)

- This is true of any college in country
- Research and advising that positively impact policy in Florida.
- Engage in action that supports the Seminole unconquered spirit.....
- Demographically Florida is a leading edge of a state where the nation going. A bell weather state. E.g. No majority in K12 in Florida's schools. Show how we can make this work well
- Our college has the ingredients- best demographic and social science research. Help the state become
- Diversity 2nd to last vs. 1st indicates some priority
- Research is not what the public cares about.
- We can influence local leaders- capitalize on where we are
- "empower students to engage state and local policymakers and administrators
- "Environment"- that emphasizes- generating an environment to produce effective leaders in the 21st century"
- What about "international" Do these need a focus on this? Goal 3- global identity- projecting out. Do we take in international to input on way we deal with
- A. Supporting research that informs, empowers and engages communities"
- Critical thinking as a value? Overused phrase- higher ed everywhere.
- Promote reasonable analysis of changing society and solve problems
- Question underlying assumptions.
- Unit is one of the best research units on campus. 270 units- top ten, top 3 – believe in research. Impact of the college for the state and the need to make social science relevant and useful to keep people engaged.

Input Form Acceptability Rating (3.0 of 4) and Comments

- 2. Explicitly state diversity (sorry)
- The order matters. D & E should be first
- Order matters: research might be the least concern for the public.
- Again, too generic
- These are OK but needs more emphasis on the student experience and perspective.

Sociology - Overall Rating-3.0 of 4

Input Session Comments (11-30)

- F. "interdisciplinary" approach. They need recognition in the plan and connection with centers.
- How will this be presented? Will this be front and center. May be problematic externally.
- B. "equitable and just society"? Internal and external use? E.g. fundraising impact.
- "An equitable and just"- delete ~~more~~.
- "to make America great again...."
- "Decision making" vs. policy makers"- broader needed.
- Affect "opinion making"?
- D. "Well informed citizens of the world"
- "Critical thinking"?
- D. " Student abilities and success"

Input Form Acceptability Rating (3.0 of 4) and Comments

- 2. Explicitly state diversity (sorry)
- The order matters. D & E should be first
- Order matters: research might be the least concern for the public.
- Again, too generic
- These are OK but needs more emphasis on the student experience and perspective.

Staff COSSPP Overall Rating-3.0 of 4

Input Session Comments (12-3)

- A. “matters”- weak word? A & C are similar. Combine? “Impact” “contributes to the wellbeing of, to the advancement, relevant.
- If you change the mission (world) consistent with these value statements.
- Teaching seems undervalued. Afterthought.
- 3rd largest college serving a lot of students.
- Teaching up front vs. the vehicle to inspire on D. Passively mentioned here.
- D. “Quality” of teaching.
- F. may be a way to get the social science identity into the mission. Use some of this language?
- New value- attracting top faculty and staff (and students) to the College to further its mission. Won’t be able to accomplish the goals without that.

Input Form Acceptability Rating (3.0 of 4) and Comments

- The focus tends to be on faculty and institution to the exclusion of students.
- Need more of an emphasis on teaching.
- Address issues with the absence of teaching/instructing Combine A and C
- Teaching should be included in the values (seemingly an afterthought)
- Very important to address staff development and competitive wages and support.
- Take into consideration student demand and needs.

Students COSSPP - Overall Rating-3.8 of 4

Input Session Comments (12-3) Comments- none

Input Form Acceptability Rating (3.8 of 4) and Comments

- I like how these values are not limited to the classroom.
- I like the emphasis on public policy and research. Would like to see a large emphasis on mentorship and student engagement with faculty
- D should be higher on the list. Want to see more student-first thought.

Urban Regional Planning DURP Overall Rating-3.3 of 4

Input Session Comments (11-27)

- B. “Equitable and just”- add “economically vibrant”- opportunities of individual and collective successes.
- “Contributing to a robust economy that is equitable and just”
- Social, environmental and economic-

- “sustainable” missing?
 - Combine C and B? Raising the research and teaching topics one up the list
 - Evidence based and policymaking connection.
 - “Cutting edge” to D- innovation and rethinking of teaching. Add some adjectives.
 - How often does this suggest we need to “revise” curriculum. What is the frequency of the innovation. These may prompt faculty concern if it is seen as presenting a metric.
 - Are the values aspirational or ways to assess performance. Clarify the use of these.
 - Reaction to B: “equitable and just”- ways these are accomplished can be problematic. Helping those who need the help the most?” More prosperous society? Tension between equality and prosperity?
 - “Equitable”= equal opportunity vs. equal income?
 - Social and economic mobility and opportunity.
 - Add “prosperous” to equitable and just.
 - “Matters”? in A. Perhaps look for indicating a wider perspective for impact of research.
 - Looks service oriented. Mission is broader than this.
 - Insufficient attendance to scientific methodology? Is this addressed?
 - “Evidence based” C. What evidence? “Data driven” Could cover both quantitative and qualitative and testing of theory.
 - Lot of attention to “social” values. Consider more of an emphasis on scientifically sound methodology- the scientific method, the creation of knowledge.
 - Emphasis on policy and policy making and society. What about basic research?
 - Policy based on sound theory and testing.
- Input Form Acceptability Rating (3.3 of 4) and Comments*
- Can we add language to include: “facilitating a community engaged approach to supporting long-term university-community partnerships in the communities served by FSU (COSSPP)
 - Would prefer a more explicit discussion of diversity.

DRAFT COSSPP DIVERSITY AND INCLUSION CONCEPTS

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

Several FSU departments, colleges and programs have established diversity and inclusion statements. It is addressed as a goal in the FSU Strategic Plan. There is also a brief FSU diversity statement

- 5. 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.**
- 6. We believe that diversity includes supporting and respecting the personal experiences, values, and worldviews that arise from differences of culture and circumstance.**
- 7. 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.

8. **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.**

Economics - Overall Rating-3.0 of 4

Input Session Comments 11-28

- Academic excellence- redundant. Included in the mission.
- Respecting Social and political beliefs may be contrary to looking to evidence to form policy etc.
- Is statement 1 all that is needed?
- 2 and 3 combine together-
- 1. End- “our mission of academic excellence and community engagement”
- Is this doing anything different from FSU?
- Enumeration of the factors important? Yes from the committee.
- Looks ok. Look to be more condensed.
- Why or is this diversity concept of the college different from the university?
- 4 and 3 could be combined?
- 3 outlines domains. 4 outlines practices.

Input Form Acceptability Rating (2.7 of 4) and Comments

- We shouldn't elevate beliefs to the level of evidence-based conclusions.
- Largely good. Nobody is perfect.
- Not clear this differs from FSU's statement.

Geography - Overall Rating-3.0 of 4

Input Session Comments 12-3

- Diversity important for addressing racial/ethnic equity. In higher education in particular and doesn't seem to be articulated here. Clarify what diversity matters.
- This address more inclusion.
- “Diversity, Equity and Inclusion” is how the UC system frames it.
- This could be developed later in terms of strategic plan objectives or actions.
- “rigorous inquiry”?
- Geography faculty bought into diversity- starting to represent the broader population. Not easy to maintain and may need resources. How If committed the College has to come up with resources. Geography doing it right in terms of faculty recruitment.
- Both retention and recruitment-

Input Form Rating (2.3) and Comments

- Reflected in the session notes taken by facilitators.
- Recorded in notes

Interdisciplinary Social Science and COSSPP Centers- Overall Rating-3.0 of 4

Input Session Comments 12-3

- Added- explicitly acknowledges the importance of civic discourse (agree to disagree)- effective and respectful engagement.
- Inquiry and research may not be rigorous or may not be support diversity research .
- Add the importance of social science research on diversity and inclusion.
- Rigorous inquiry- add research and embrace alternate world views, experience, etc.
- Important that we have this. Important also that the statement articulates a mechanism for implementation.
- DURP diversity/inclusion strategic plan adopted in 2017. Implementation underway on recruitment strategies for faculty and students.
- Reached into the accrediting body for planning programs-
- Even impacted pedagogy- and teaching. Sharing info between faculty and measure it.
- Did a “climate survey” of faculty and students.

Input Form Rating (3.2) and Comments

Political Science - Overall Rating-2.4 of 4

Input Session Comments, 11-30

- 3. This conflicts with the values?
- “Support, Respect and value”- verbs are problematic. Choose one verb regarding diversity, e.g. respect
- College should invest in getting this outcome.
- Connect with mission of college- how diversity serves the larger mission of conducting good social science. Diversity of perspectives, and includes reasonable people disagreeing/meaningful debate.
- Debate and speech should feature more prominently.
- “Free speech”- academic freedom should be supported strongly. FSU policy weak. Princeton or University of Chicago have good- more protective of academic freedom.
- Diversity statement is not empirical. Where is the evidence for diversity utility and value.
- Is this aspirational only? is FSU pretending on this or are there actions?
- Concern: 4- “democratic society”? Lots to unpack.
- Simpler is better on this statement.
- The University doesn’t want to pay for this value.
- Write our goals- understood by the university- those who are providing resources.
- “Leave me alone so I can write papers, teach and do service”
- Connection with the FSU plan and secure resources?
- College should acknowledge disciplinary research vs. policy focused work. Like to consider this in this plan.

Input Form Rating (2.4) and Comments

- Promote and support diversity among faculty
- Point 4 is value laden. Diversity of perspectives and good social debate is central to doing good social science. We should justify and motivate this with consideration of the mission of COSSPP.
- We value evidence-based policy, no???
- Add language on academic freedom?

Public Administration- Overall Rating-2.5 of 4

Input Session Comments- 12-6

- Serving veterans well? Fits in well with what the university doing.
- 1. Fostering and “maintaining” sustain the effort.
- Public service and public service ethics. Integrity- consider in the values?
- 4. Fairly- supported through graduation- helping them achieve success and complete their studies.
- Aim for improving or increasing diversity.. We need a similar one to the University. Efforts to reflect.....the community we are trying to serve.
- “Rigorous inquiry”- encourages and facilitates.... Careful of words.
- Inquiry. But.....
- Furthering the exchange of ideas and culture. Understanding of culture.

Input Form Rating (2.5) and Comments

- Too generic, need to rephrase “rigorous inquiry”
- Rigorous inquiry needs to be explicitly defined to avoid conflict.
- Point 3 is not very clear, particularly the “rigorous inquiry”

Sociology - Overall Rating-3.0 of 4

Input Session Comments 11-30

- 1. “divergent”? Implies movement vs. “different”
- 2. End. “arise from....” Possibly delete? “That exist among us.” “That reflect our difference”
- Delete 2- it doesn’t say anything we do. 3 speaks to doing. “and other differences”
- How do you “Involve” a viewpoint? “Examination”? “awareness”? “appreciation”?

Input Form Acceptability Rating (2.5 of 4) and Comments

- Too generic, need to rephrase “rigorous inquiry”
- Rigorous inquiry needs to be explicitly defined to avoid conflict.
- Point 3 is not very clear, particularly the “rigorous inquiry”

Staff COSSPP - Overall Rating-3.2 of 4

Input Session Comments 12-3

- 4. “Democratic society”- concern with this use here.
- 4. “A diverse society”?
- “Rigorous inquiry”- ? What does this mean in context of diversity?
- Both pushing the faculty on the scholarship side and for students.
- “Equal access to opportunities” how does this speak to students struggling with academic progress. Re-evaluate the way you say “equal”. Soap box analogy- different size people-
- “Equitable” vs. equal?
- Sentence- rigorous inquiry is separate and equal
- In order to foster a rigorous environment create a more diverse and inclusive environment.
- “Vigorous”?

Input Form Rating (3.2) and Comments

- “Democratic society”?

- “Equitable” vs. equal?
- Should be more diversity among faculty and staff.
- Alternative term for “rigorous inquiry” or remove from statement.

Students COSSPP - Overall Rating-4.0 of 4

Input Session- none

Input Form Acceptability Rating (4.0 of 4) and Comments

- How will you reach out to engage students, faculty and staff.
- Use “differing” vs. divergent.
- Hire faculty with diverse specialties.

Urban Regional Planning-DURP - Overall Rating-3.0 of 4

Input Session Comments 11-27

- Recognize and utilize differences to achieve outcomes not possible without the integration of perspectives and worldviews- help come up with more sustainable, solutions
- Cultural competency to engage in global world
- How/where would this be implemented? design events to demonstrate the value of diversity?
- “Gender, gender identity”- add this to the list. The list is important.
- How does the “rigorous environment” related to the diversity? Separate the two?
“Encourages and facilitates- delete “rigorous”
- Define diversity first?

Input Form Acceptability Rating (3.0 of 4) and Comments

- We should promise students an experience of diversity in their education
- What “backgrounds” or underrepresented? I think we need more than a statement, we need a strategic directions plan on diversity.
- We should have a separate strategic plan on diversity to coincide with these concepts.
- “Safe and welcoming environment” vs. inclusive?
- We need more than a statement. We need a plan with a commitment to action! Diversity adds value. We don’t just do diversity because it is the right thing to do.
- Community engagement as an element of diversity- engaging our diverse community

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

Draft COSSPP Vision Themes- 2030

- E. **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.

- F. **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.
- G. **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.
- H. **Student success.** The College will cultivate the success of all students on campus and beyond.

Economics Overall Rating-2.7 of 4

Input Session Comments (11-28)

- What about excellence in research?
- Reputation- add through excellence and research
- Train graduate students as the next generation of academics.
- Adding- Recruiting high quality grad students- consistent with the FSU strategic plan.
- Vision= all these are means to achieve. How it makes a difference in society. How this College accomplish goals.
- "All students"? even if they don't interact with the college.
- "All students in the college"
- A: ranked in top 20% without reference to Florida?
- A. "Enhance reputation"- pretentious?
- D. Students- cultivating critical analysis, familiarizing them with alternative theories and perspectives. Teach to think critically. Cultivating a foundation for future success need to add critical analysis.
- D. "Teaching how to apply critical thinking to analyze theories"?
- D. Want to impart both values and skills for students-
- The committee has had the time yet to work through these.
- Is the university finished with the current strategic plan? E.g. the diversity statement for the entire University vs. college or department.

Input Form Acceptability Rating (2.7 of 4) and Comments

- We need to focus on recruiting graduate students as well.
- You don't aspire to a good reputation. Reputation comes from accomplishments
- Add research
- Need to add research

Geography Department -Overall Rating-2.7 of 4

12-3 Vision Framework Comments

- A. 6 units. If one is never going to get there. Do you jettison that one? Look at efficiency-producing students that do well. You can "feed" programs more efficient. Do yo
- Applied degrees- master level in College- producing students with degrees but won't be acknowledged in national rankings.
- Source of service and expertise a place for that.

- Rankings based in perfect metrics. A dept could be strong in teaching or research or both. Mix of strengths.
- What if reputation wasn't one of the buckets but incorporated within other areas? Don't like leading with reputation.
- One on research and one on teaching.
- Service and expertise- we train a lot of professions in Florida (e.g. GIS)- technical and policy expertise.
- College has strength in terms of innovative analytical techniques and work. Need to embrace that.
- "Analytical"?
- C. Exceptional and diverse faculty and staff...
- D. Recruiting top students (part of reputation), recruiting best undergrad to College majors/departments.
- "Critical thinking" add to D?
- How to apply the critical thinking in a wide range of settings. "Translational" ability. B & C might tie into this.
- What about interdisciplinary research and training? Add this to distinguish the College.
- Should the vision themes be more aspirational?

Input Form Acceptability Rating (3.7 of 4) and Comments

Interdisciplinary Social Science - -Overall Rating-2.7 of 4

Input Session Comments 12-3

- A. 6 units. If one is never going to get there. Do you jettison that one? Look at efficiency-producing students that do well. You can "feed" programs more efficient. Do yo
- Applied degrees- master level in College- producing students with degrees but won't be acknowledged in national rankings.
- Source of service and expertise a place for that.
- Rankings based in perfect metrics. A dept could be strong in teaching or research or both. Mix of strengths.
- What if reputation wasn't one of the buckets but incorporated within other areas? Don't like leading with reputation.
- One on research and one on teaching.
- Service and expertise- we train a lot of professions in Florida (e.g. GIS)- technical and policy expertise.
- College has strength in terms of innovative analytical techniques and work. Need to embrace that.
- "Analytical"?
- C. Exceptional and diverse faculty and staff...
- D. Recruiting top students (part of reputation), recruiting best undergrad to College majors/departments.
- "Critical thinking" add to D?
- How to apply the critical thinking in a wide range of settings. "Translational" ability. B & C might tie into this.

- What about interdisciplinary research and training? Add this to distinguish the College.
 - Should the vision themes be more aspirational?
- Input Form Acceptability Rating (3.7 of 4) and Comments*

Political Science -Overall Rating-2.7 of 4

Input Session Comments (11-30)

- A. Like “Excellence” vs. “reputation.”
- A. Top 20%? Refer to Undergraduate rankings? We care more about graduate program rankings. Emphasize graduate programs
- A. Aspire to be top 20- Poli Sci is already there- “continue to be the best....” In the “region”
- A. Very specific- not very aspirational. Poli Sci is already there. Should the rest of the college be on par with us? What should Poli. Sci. do here? What is your aspirational.
- A. 20%? Numbers can be fudged and ignored. Overshadows the actual quality that meet the Departments and college. What info is used and measured.
- A. Why the Southeast region. Florida and the Nation. Is it alumni in the southeast that is the focus?
- “Among the top university” vs. a numerical.
- “Best programs”- important for the Dean to be able point to some metrics to support resource requests.
- Best university for quality and for the price.
- “Research” should be highlighted and stated clearly here in terms of themes.
- “Creation/transfer of knowledge” bring that to part of this framework.
- History- administrations change with different focus- write papers, teach and do service, period and we will be OK.
- B. “Service and policy expertise”- source of knowledge is better.
- Add “Academic research”
- C. “Meet student demand”? Not demanding high quality scholarship. Recruit.
- We are understaffed- with serving more students.
- Will this push you to do more services/outreach and providing expertise. Not so much for the Department. Perhaps the centers.

Input Form Acceptability Rating (2.7 of 4) and Comments

- Include language on academic research.
- Need a greater emphasis and focus on graduate education.
- Where is “creating and transferring knowledge”? We’ve played the telephone gam with ourselves.

Public Administration- -Overall Rating-2.8 of 4

Input Session Comments 12-6

- Diversity section- it needs to be found in the vision theme, reflect the diversity of the state.
- B, C, D- justify good /excellent reputation. Reverse the order.
- B “to leaders”? Why not an exchange. We draw from their expertise/arenas/
- “For” “with” leaders
- D. Student retention and success. Keeping them here.

- Diversity- Why not one there. Or as an E?
- Inward looking= outward looking? Will someone attend or donate here without an express commitment to diversity
- Process vs substance oriented? E.g. service and expertise- speak to strengths.
- Responding to challenges, nimble,
- Advantage with students- advising, personal relationships. Not an dynamic statement. What are the outcomes? Should emphasize personal caring, individual needs. Important feature of the college
- If student reads- sees it will support and guide. Student success.
- “Kick ass” college
- International travel-= seems more emphasis on students and caring relationship.
- Students- college experience is different today. Try hard to build community within the classroom. Intellectual camaraderie,
- Collaborative study, conflict resolution, consensus
- Maintaining and building what we are doing well vs areas it should work in (diversity and camaraderie)
- What makes this a plan vs. an exercise. How will this become operational? Measure, monitor, evaluating, revising.
- Link to bricks/mortar- place bound (with exception of Pepper center.
- Askew- outreach unit- downtown. We are place bound.
- Business school moving out. IOG as part of the college= brought in.
- “Citizenship”- where is this mentioned?

Input Form Acceptability Rating (2.8 of 4) and Comments

- Need more work on this
- Too generic
- Add diversity. Possible in C and D.
- Faculty-student engagement.
- Diversity in C & D
- Reputation last, student success first.

Sociology Department -Overall Rating-2.7 of 4

Input Session Comments 11-30

- C. “Meet student demand”? Laughable- not the source of recruiting faculty.
- Motivated by having competitive faculty- that’s what C is there.
- Student success- broaden “development and success” not just about graduating them.
- Add “Abilities and success”
- Service? “Expertise” is broader term across the college. Indicate that expertise has a service component. Reverse “expertise and service”
- Implies free labor. Doesn’t lend to academic credibility.
- Buckets are good. Tweak the words especially for external audience.
- Expertise (delete policy?) You have science based. Narrow for the college.
- C. delete student demand. “Support the College’s research and teaching activities.

- 3 full professors in the discussion.
- Think about all these Centers. Should be engaged in the process. Deal with their independent. Center needs.
- Within questionnaire- address center needs.
- What is the evaluation component for tenure- interdisciplinary work is more dangerous unless you are a full.

Input Form Acceptability Rating (3.0 of 4) and Comments

- D. Add abilities. "...cultivate the abilities and success of all students....

Staff COSSPP - Overall Rating-3.0 of 4

Input Session Comments 12-3

- There is a "how" after this? Yes.
- A. Reputation- what about within the University? On Campus set a goal related to the College's reputation at FSU. "Not a dumping ground" for students at FSU.
- D. Student success. We tend to neglect transfer students and their needs. Should be proactive about this.
- C. "Student demand"? What about excellence of faculty research.
- Staff development needs that needs to be spelled out clearer under these goals as objectives.
- Competitive wages for staff.
- Support staff by sending to conferences, outside training, professional development, serving on committees across FSU. Other than competitive wages.
- Larger academic advising staff- as student population grows. Keep this in mind in terms of "exceptional" staff.
- See students declared, as well as double majors and others considering the College-
- As departments grow, we outgrow office staff. Measure staff capacity and respond accordingly.
- B. seems like a sub item of A.
- How does diversity language factor into these?
- Diversity might worth being its own theme or clarified in one or more of these themes. (e.g. C and D?)
- Should diversity be greater emphasized in the mission statement?
- Dean will be using these in fundraising, in securing resources for the College and in assisting in recruiting students at FSU.
- The only way we can compete at FSU is for the College to have a plan.

Input Form Acceptability Rating (3.0 of 4) and Comments

- Should be diversity among faculty and staff
- Clarify "rigorous inquiry" in this context.
- Substitute equitable for "equal"
- "Equitable" vs. equality

Students CSSOPP - Overall Rating-3.7 of 4

Student Input Session Comments - none

Input Form Acceptability Rating (3.7 of 4) and Comments

- How will you boost reputation without trading individual success.
- I would prefer a more ambitious goal- e.g. maybe top 20% overall (vs. all public universities)
- Emphasis on expertise. What does “service” in B mean?
- D should be first. This puts student success as the least priority?
- Hire more specialized faculty!

Urban Regional Planning DURP -Overall Rating-3.2 of 4

Input Session Comments 11-27

- C. “student demand”? does this equal student credit hours/FTE? Recruiting faculty that support the larger mission, outcomes/areas the college works in. More specific. Need to clarify this.
- D. Student success- what kind of success? All encompassing. Describe better what is covered here. Not just academics, engagement in community, scholarly development. # of students getting jobs at research #1, leaders in their fields and professions.
- Is the order sequential. Reputation first and student success last.
- Current situation- recruiting top flight students is a pressure point.
- A: 2 subdivisions. C. recruiting faculty and staff, and recruiting staff.
- Research missing? Disciplinary, interdisciplinary. “Source of expertise”? Should be refined.
- Knowledge creation and policy relevant research- incentives currently?
- Consider the alignment with the FSU plan. (entrepreneurship, interdisciplinarity and diversity)
- Goal for entrepreneurship and innovation? Social entrepreneurship? “Social innovation”
- “Interdisciplinary innovation”
- Modeling the College plan after the FSU strategic plan?
- “Excellence and reputation”-
- Ranking game- give us the cash to play this game. Top 15 DURP- ACSP involvement. A senior hire.
- Diversity and inclusion plan- 1st plan.
- End of academic year- 3rd year anniversary.

Input Form Acceptability Rating (3.2 of 4) and Comments

- I think the reputation part is too focused on local reputation. FSU should aim for an international reputation.
- C. Delete “exceptional” add diverse
- No mention of service or outreach components which are important to many departments, especially applied fields.
- More retention would be helpful, but how?
- Delete “source of”
- What are these designed to do? Where is teaching? Is this going to formulate a vision statement or a set of goals and objectives? Unclear.
- I feel that this list lacks a clear emphasis and prioritization on conducting primary academic and/or social science research. This surely needs to be explicitly stated as a key “vision theme”. Also, I dislike the prioritization of “Reputation” at the top of the list: Reputation should be put at the bottom of the list because it will be the natural outcome of a focus on

research, expertise, service, recruitment and student success. The priorities should be, in order: research; service/expertise; recruiting; student success; reputation. (DURP)

- Only state college plans to retain exceptional faculty if this plan's to be backed with real effort and resources. Right now only aspirational. (DURP)

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