



THE FLORIDA STATE UNIVERSITY
COLLEGE OF SOCIAL SCIENCES AND PUBLIC POLICY



COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING III SUMMARY

Friday, February 1, 2018



CONSENSUS CENTER

“Facilitating Solutions, Supporting Collaborative Action

Florida State University

Facilitation Team: Bob Jones & Jeff Blair

COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING III SUMMARY

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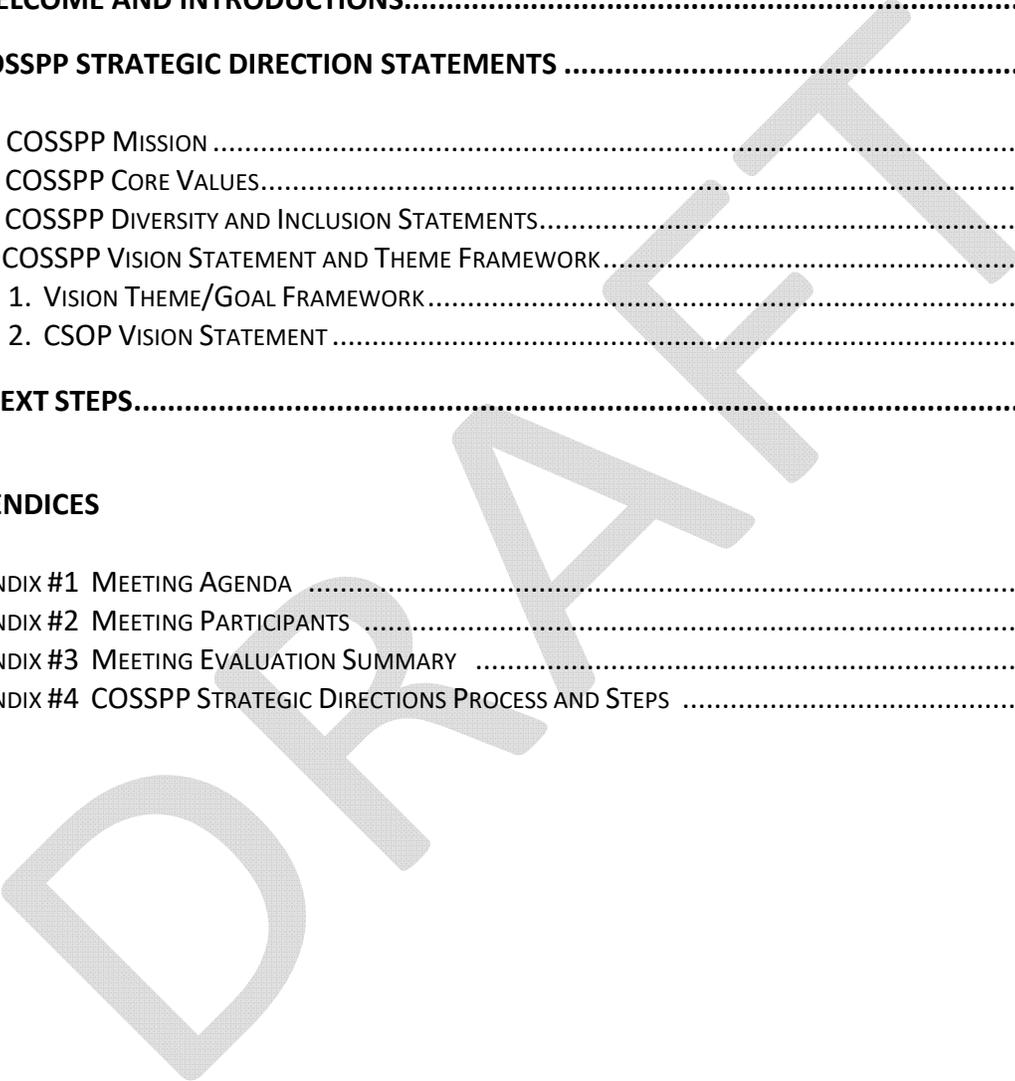
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COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING III

EXECUTIVE SUMMARY

Friday, February 1, 2019

Dean Tim Chapin welcomed and thanked the Strategic Directions Committee members again for their willingness to work together on behalf of the College in developing a strategic plan.

COSSPP Mission. The SDC reviewed the input and ratings from the Fall 2018 Input Sessions. It then reviewed, discussed and rated revised 2nd draft mission statement offered by the facilitation team. Below is the 3rd draft of COSSPP mission agreed on at the February 1, 2019 SDC meeting:

COSSPP is dedicated to excellence in creating and communicating social science and public policy knowledge through leading edge research, interdisciplinary programs, and teaching. We inspire and create opportunities for our diverse student body to become the next generation of leaders, citizens, and innovators to advance scholarship, engage communities, and serve society. (3.9 of 4 avg.)

COSSPP Values. The SDC reviewed the input and ratings from the Fall 2018 Input Sessions. It then reviewed, discussed and rated revised 2nd draft COSSPP value statements offered by the facilitation team. Below is the 3rd draft of COSSPP values agreed on at the February 1, 2019 SDC meeting:

The College is dedicated to achieving our mission by advancing our collective core values that inform the COSSPP culture and programmatic areas. We:

1. Foster a diverse and inclusive College culture, welcoming all into a robust and free exchange of ideas. (4.0 of 4 avg.)
2. Recruit and retain diverse faculty, students, and staff of the highest quality. (3.9 of 4 avg.)
3. Promote and clearly communicate evidence-based social science research and teaching to:
 - Inform and shape public policy;
 - Empower and engage communities; and
 - Contribute to the advancement of social and economic mobility, equal opportunity, and a sustainable world. (4.0 of 4 avg.)
4. Empower students through innovative teaching, mentoring, and advising. (3.7 of 4 avg.)
5. Facilitate critical thinking through a collaborative interdisciplinary approach to solving problems that confront society. (3.7 of 4 avg.)

COSSPP Diversity Statements. The SDC reviewed the input and ratings from the Fall 2018 Input Sessions and reviewed, discussed and rated revised 2nd draft COSSPP diversity statements offered by the facilitation team. Below are the 3rd draft of COSSPP diversity statements agreed on at the February 1, 2019 SDC meeting:

1. COSSPP will incorporate diversity and inclusion as a goal with objectives and actions in its Strategic Directions Plan. (4.0 of 4 Avg.)

“[A] diverse student body adds significantly to the rigor and depth of students’ educational experience. Diversity encourages students to question their own assumptions, to test received truths, and to appreciate the complexity of the modern world. This larger understanding prepares graduates to be active and engaged citizens wrestling with the pressing challenges of the day, to pursue innovation in every field of discovery, and to expand humanity’s learning and accomplishments.”

Prominent social science research has demonstrated that diversity:

- Improves critical thinking and problem-solving;
- Promotes enhanced learning outcomes for, *all* students by introducing new ideas in the classroom and limiting implicit bias;
- Increases intercultural and cross-racial knowledge, understanding, and empathy;
- Enhances “democratic outcomes,” including engagement in political issues and participation in democratic processes; and
- Improves students’ leadership skills, psychological well-being, intellectual engagement and intercultural effectiveness, preparing them for employment in the global economy.

1. The COSSPP is committed to fostering community that welcomes and respects diverse perspectives of our faculty, students and staff. We encourage and facilitate the exchange of ideas and culture and the understanding of diverse viewpoints, experiences, and traditions. (3.5 of 4 Avg.)
2. We value diversity along a broad spectrum of factors, including but not limited to race, ethnicity, national origin, gender, gender identity, sexual orientation, age, disability, religion, socio-economic background and status, geographic region, and social or political belief. (4.0 of 4 Avg.)
3. We offer an environment where civic discourse and academic freedom ~~is~~ are valued (4.0 of 4 Avg.)
4. We strive to achieve equal access to opportunities consistent with democratic principles and policies for a diverse society. valued (3.8 of 4 Avg.)

Vision Themes. The SDC reviewed the input and ratings from the Fall 2018 Input Sessions. It then reviewed, discussed and rated revised 2nd draft COSSPP vision themes as a goal framework for the plan offered by the facilitation team. Below is the 3rd draft of COSSPP of vision themes agreed on at the February 1, 2019 SDC meeting:

- A. Recruiting and retaining exceptional and diverse faculty, staff and students. The College will recruit and retain exceptional and diverse faculty, staff and students to support the College’s mission and core research, teaching and service activities.
 1. Exceptional faculty
 - a. Disciplinary and interdisciplinary research
 - b. Teaching
 - c. Service and Expertise
 2. Diverse disciplinary and interdisciplinary faculty

- a. Recruiting
 - b. Retaining
- 3. Capable and diverse staff
 - a. Recruiting
 - b. Retaining
- 4. Recruiting and retaining diverse students
 - a. Recruiting
 - b. Retaining
- B.** Support student success. The College will cultivate the critical thinking abilities and skills of its graduate and undergraduate students to support their success in the classroom, on campus, and beyond. (4.0 of 4 Avg.)
 - 1. Graduate students
 - 2. Undergraduate
- C.** Innovative Service, Outreach and Expertise. The College's centers, institutes, and departments serve as a key source of innovative service, outreach, and policy analysis.
 - 1. Support cutting edge Centers and Institutes
 - 2. State- innovation, outreach and expertise
 - 3. Local- innovation, outreach and expertise
 - 4. National- innovation, outreach and expertise
 - 5. International- innovation, outreach and expertise
- D.** Strengthen COSSPP Excellence and Reputation. Strengthen the College's reputation for excellence by being home to units and programs that are best in Florida, and continuously increasing our ranking among all public universities. (4.0 of 4 Avg.)
 - 1) Departments
 - 2) Centers
 - 3) Staff
 - 4) Students
 - 5) Alumni

The SDC agreed to review and refine a vision statement at the next meeting based on the vision themes and the language approved in other statements at the 3rd meeting.

Dean Chapin thanked the Committee for their hard work and noted February 15 for the 4th Committee meeting. The members completed a meeting evaluation and drafting group preference form and the meeting adjourned at 11:30 a.m.

COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING III SUMMARY

Friday, February 1, 2019

I. WELCOME AND INTRODUCTIONS

Dean Tim Chapin welcomed and thanked the Strategic Directions Committee members again for their willingness to work together on behalf of the College in develop a strategic plan. He introduced the facilitators from the FSU Consensus Center who provided an overview of the meeting objectives and agenda. The Committee accepted the Meeting #2 summary without corrections.

II. COSSPP STRATEGIC DIRECTION STATEMENTS

A. COSSPP MISSION

The SDC reviewed the input and ratings from the Fall 2018 Input Sessions. It then reviewed, discussed and rated revised 2nd draft statements offered by the facilitation team. . Below is the 3rd draft of the COSSPP Mission Statement agreed on at the February 1, 2019 SDC meeting.

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.
Mission	3.0	3.1	3.7	3.0	2.3	2.6	3.0	3.0	3.3	3.3
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		

3rd Draft Clean COSSPP Mission:

COSSPP is dedicated to excellence in creating and communicating social science and public policy knowledge through leading edge research, interdisciplinary programs, and teaching. We inspire and create opportunities for our diverse student body to become the next generation of leaders, citizens, and innovators to advance scholarship, engage communities, and serve society. (3.9 of 4 avg.)

COSSPP is dedicated to excellence in creating and communicating applying social science and public policy knowledge through leading edge interdisciplinary scholarship, innovative applied research, interdisciplinary programs, and masterful teaching. We educate, inspire and enable and create opportunities for a diverse student body to become the next generation of diverse leaders, citizens, and innovators scholars to advance scholarship, engage communities, and serve society.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
3.9 Avg.	11	1	0	0

Comments on rating or suggestions for alternate wording:

- 1st statement- leading with interdisciplinary scholarship? This is objectionable. Most focus on disciplinary work and is the source of the work in COSSPP departments.
- Issue may be where it appears in the statement? Interdisciplinary leads in this. We are a department based college. Finesse this?
- Beginning of Nov draft may be better.
- “Scholarship”- can include interdisciplinary.
- Geography- likes interdisciplinary- captures a unique COSSPP identity
- Links to University strategic plan’s focus on interdisciplinarity. Doesn’t make a difference if we call it out.
- “Applying”- is this accurate across the College? Transferring this to those that are applying them. “Transferring” knowledge.
- Applied doesn’t mean consulting. “Engaged scholarship”
- “Creating and communicating”? A bit of flair?
- Mission- everyone isn’t responsible for everything in this statement. E.g. “applying” is a part of the College. E.g. teaching faculty vs faculty focused on scholarship. Needs to encompass all at the College
- Audience? Faculty (present and future) and Students? This statement communicates to students the importance of interdisciplinary work.
- Mission should speak to everyone.
- Add: “Interdisciplinary programming and programs”
- “Enable”- where do I take my degree and apply it? Student perspective on a major shortcoming. Internships.
- Applying vs “communicating.”
- We do research, scholarship is how it is expressed.

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)

2nd Draft COSSPP Mission based on Input: COSSPP is dedicated to excellence in creating and applying transferring social science and public policy knowledge with world-class through leading edge interdisciplinary scholarship, innovative research, and masterful teaching. ~~Through a diversity of perspectives and backgrounds,~~ We educate, and inspire and enable students to become the current and next generation of diverse leaders, citizens and scholars to advance scholarship, engage communities, and serve society. ~~for the betterment of communities, organizations and people.~~

Draft November 2018 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.

B. COSSPP VALUES

The SDC reviewed the input and ratings from the Fall 2018 Input Sessions. It then reviewed, discussed and rated revised 2nd draft statements offered by the facilitation team. Below is the 3rd draft of COSSPP values agreed on at the February 1, 2019 SDC meeting.

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.
Values	3.0	3.0	3.8	3.0	2.3	3.0	2.9	3.0	3.0	3.3
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		

3rd Draft COSSPP Values

The College is dedicated to achieving our mission by advancing our collective core values that inform the COSSPP culture and programmatic areas. We:

1. Foster ~~and maintain~~ a diverse and inclusive College culture, welcoming all ~~with a~~ into a robust and free exchange of ideas. that is critical to good social science and public policy.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
4.0	12	0	0	0

Comments on rating or suggestions for alternate wording:

- “Good”? Delete.
- “Maintain” delete
- Robust and free- important. “Robust” value of university education.
- Welcoming all into”...
- Delete last clause.

2. Recruit and retain diverse faculty, students, and staff of the highest quality.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
3.9	11	1	0	0

Comments on rating or suggestions for alternate wording:

- Enhancing excellence- codifying nebulous – this is the frontier
- Look at the preamble to frame the following statements.
- Add “achieving our mission by advancing”
- “Enhance”
- “Diversity” is this the same as #1? May need it both places.
- Important code words- to get more people to apply to us. Fits with the FSU strategic plan.

- Is this a value?
 - Recruitment and retention of “high quality” or of the “highest quality”
 - Most important point in statement is “recruitment and retention”
 - “Pursue” or “Achieve”
 - High quality and diverse faculty- requires each to be high quality, vs. aggregation be the highest quality.
 - Department- struggle with diversity criteria and quality criteria.
 - “Achieving” - it is more than who you will hire in the next round. E.g. recruitment of students, part of a broader field. This is a longer term application.
 - What is excellence in this statement.
 - Option 1:Develop diverse faculty, students, and staff of the highest quality through recruitment and retention
 - ~~Option 2: Achieve~~ Enhance excellence through the recruitment and retention of ~~high quality~~ and diverse faculty, students, and staff of the highest quality.
 - ~~Option 3: Achieve~~ Enhance excellence through the recruitment and retention of high quality and diverse faculty, students, and staff.
 - Option 4: Recruit and retain diverse faculty, students, and staff of the highest quality.
3. Promote and clearly communicate ~~data driven, evidence-based disciplinary, interdisciplinary, and applied~~ social science research and teaching to:
- Inform and shape public policy;
 - Empower and engage communities; and
 - Contribute to the advancement of social and economic mobility, equal opportunity, and a sustainable world.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
4.0	12	0	0	0

Comments on rating or suggestions for alternate wording:

- “Shape”?
- Delete “data driven” use “evidence based”
- Delete ~~disciplinary, interdisciplinary, and applied~~

4. Empower and inspire students through ~~cutting edge~~ innovative teaching, mentoring, and advising. ~~to become critical thinkers and doers.~~

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
3.7	9	2	1	0

Comments on rating or suggestions for alternate wording:

- Eliminate D, it is in the mission statement? Not convinced this is needed.
- This is focused on students and teaching, mentoring and advising that are not set out in the mission statement. It is important
- Delete “and inspire”
- “Delete critical thinkers and doers”- look at #5.

5. Facilitate critical thinking through a collaborative interdisciplinary and multi-faceted approach to solving problems through critical thinking about issues that confront society.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
3.7	8	3		

Comments on rating or suggestions for alternate wording:

- Add “critical thinking through”
- Delete “multifaceted”, keep interdisciplinary.

C. DRAFT COSSPP DIVERSITY AND INCLUSION STATEMENT

The SDC reviewed the input and ratings from the Fall 2018 Input Sessions. It then reviewed, discussed and rated revised 2nd draft statements offered by the facilitation team. Below is the 3rd draft of COSSPP diversity statements agreed on at the February 1, 2019 SDC meeting.

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.
Diversity	3.0	3.2	4.0	3.0	3.0	3.0	2.4	2.7	3.0	3.2
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		

3rd Draft COSSPP Diversity and Inclusion Statement

“[A] diverse student body adds significantly to the rigor and depth of students’ educational experience. Diversity encourages students to question their own assumptions, to test received truths, and to appreciate the complexity of the modern world. This larger understanding prepares graduates to be active and engaged citizens wrestling with the pressing challenges of the day, to pursue innovation in every field of discovery, and to expand humanity’s learning and accomplishments.”¹

Prominent social science research has demonstrated that diversity:

- Improves critical thinking and problem-solving;
- Promotes enhanced learning outcomes for, all students by introducing new ideas in the classroom and limiting implicit bias;
- Increases intercultural and cross-racial knowledge, understanding, and empathy;

¹ Amicus Brief, in *Fisher v. University of Texas*, filed jointly with Brown University, University of Chicago, Columbia University, Cornell University, Dartmouth College, Duke University, Johns Hopkins University, Massachusetts Institute of Technology, University of Pennsylvania, Princeton University, Stanford University, Vanderbilt University, and Yale University.

- Enhances “democratic outcomes,” including engagement in political issues and participation in democratic processes; and
- Improves students’ leadership skills, psychological well-being, intellectual engagement and intercultural effectiveness, preparing them for employment in the global economy.

Overall comments and suggestions:

- Diversity Committee for the College later on after the work in the strategic plan. Dean has this as a priority.
- DURP did this. We produced a diversity plan in the context of accreditation.
- Objective in the strategic plan?
- Address motivation for statement? What’s the problem? Why do we want a diversity statement in the first place.
- Like the fact that a committee will take this on and communicate what we are trying to do.
- Actions tied to this need to be more than lip service. Need specific actions.
- Are we kicking this down the road? Why not tackle now?
- SDC is already booked in terms of time and energy this Spring.

4- The COSSPP is committed to fostering community that welcomes and respects diverse perspectives of our faculty, students and staff. We encourage and facilitate the exchange of ideas and culture and the understanding of diverse viewpoints, experiences, and traditions.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
3.5	6	3	1	0

Comments on rating or suggestions for alternate wording:

- 2- leaves out an equity component. Dated multi-culturalism?
- Lisa/Stephanie- work on this in terms of equity.

~~We foster an environment that We encourage and facilitate the exchange of ideas and culture and the understanding of diverse viewpoints, experiences, and traditions.~~ Add to #1 above.

2. We value diversity along a broad spectrum of factors, including but not limited to race, ethnicity, national origin, gender, gender identity, sexual orientation, age, disability, religion, socio-economic background and status, geographic region, and social or political belief.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
4.0	9	0	0	0

Comments on rating or suggestions for alternate wording:

- “Foster”
- “We” who is it? Faculty, students”
- “We create an environment”
- Make these 2 statements

3. We ~~also strive to offer a safe and welcoming~~ an environment where civic discourse and academic freedom ~~is~~ are valued

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
4.0	9	0	0	0

4. We strive to achieve ~~everyone has~~ equal access to opportunities consistent with democratic principles and policies for a diverse society.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
3.8	7	2	0	0

Comments on rating or suggestions for alternate wording:

- Equal access to academic opportunities?
- “Safe spaces”?
- Safe and welcoming is a practical matter in the classroom.
- “Secure” vs. “safe”. “Safe zone or space” meaning.

5. ~~COSSPP should~~ will incorporate diversity and inclusion as a goal with objectives and actions in its Strategic Directions Plan.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
4.0	9	0	0	0

D. VISION THEME FRAMEWORK AND VISION STATEMENT

1. Draft Vision/Goal Theme Framework-2030

The SDC reviewed the input and ratings from the Fall 2018 Input Sessions. It then reviewed, discussed and rated revised 2nd draft vision themes offered by the facilitation team. Below is the 3rd draft of COSSPP vision themes agreed on at the February 1, 2019 SDC meeting.

Vision themes are the elements that characterize and encompass the desired future goals for the COSSPP.

DRAFT COSSPP VISION THEMES- FEBRUARY 2019

- Recruit and retain exceptional and diverse faculty, staff and students.
- Support student success.
- Innovative Service, Outreach and Expertise.
- Strengthen COSSPP Excellence and Reputation.

A. Recruiting and retaining exceptional and diverse faculty, staff and students. The College will recruit and retain exceptional and diverse faculty, staff and students to ~~foster and~~ support the College’s mission and core ~~disciplinary and interdisciplinary~~ research, teaching and service activities.

1. Exceptional faculty
 - a) Disciplinary and interdisciplinary research
 - b) Teaching
 - c) Service and Expertise
2. Diverse disciplinary and interdisciplinary faculty
 - a) Recruiting
 - b) Retaining
 - c) Capable and diverse staff
 - d) Recruiting
 - e) Retaining
 - f) Recruiting and retaining diverse students
 - g) Recruiting
 - h) Retaining

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
Avg. 4.0	10	0	0	0

Comments:

- Redundant with values?
- Frame for goals? Yes. Draft list of objective areas.

B. Support student success. The College will ~~recruit, retain and~~ cultivate the critical thinking abilities and skills of its graduate and undergraduate students ~~and to~~ support their success in the classroom, on campus, and in beyond the workplace.

1. Graduate students
2. Undergraduate

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
Avg. 4.0	11	0	0	0

Comments:

- Focus on “critical thinking” in this theme.
- Keep graduate and undergraduate objectives distinct.
- Use “beyond” for “workplace.”

C. Innovative Service, Outreach and Expertise. The College’s centers, institutes, and departments serve as a key source of innovative service, outreach, and policy analysis. ~~and expertise to with leaders at the state, local, national, and international all levels and sectors.~~

1. Support cutting edge Centers and Institutes
2. State- innovation, outreach and expertise
3. Local- innovation, outreach and expertise
4. National- innovation, outreach and expertise
5. International- innovation, outreach and expertise

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
Avg. 4.0	11	0	0	0

Comments:

- Governmental organizations only? What about nonprofit sector?
- Delete the last clause.

D. Strengthen COSSPP Excellence and Reputation. Strengthen ~~and cultivate~~ Advance the College's reputation for excellence by being home to units and programs that are best in Florida, ~~among the best in the Southeast~~, and continuously increasing our ranking in among the top 20% of all public universities.

1. Departments
2. Centers
3. Staff
4. Students
5. Alumni

Comments:

- Aspire to be better than goals?
- Mediocre goals with metrics that others judge us by.
- What do we aspire to? FSU's rankings or a unique and excellent college?
- Best in Southeast? ACC? Seems somewhat arbitrary. Suggest deleting "southeast"
- Likes the explicit measures of comparative excellence.
- Other themes don't have explicit measurable goals.
- College doesn't get ranked. However note statement indicates "home to units"
- Departments need to double the faculty to mirror peer institutions. Should this be a goal?
- Talk more about "high impact research" vs. overall rankings.
- Indicate that we want to continue to increase our ranking.

Vision Statement

The Vision is idealized and hopeful picture of where or what the COSSPP would like to be in the future and serves as the framework for setting strategic directions.

The SDC agreed to review a vision statement at the next meeting that would include language agreed to during the February 1 meeting.

Comments:

- What is unique to this College in terms of what we want to achieve.
- Why I like being in this college. Colleagues, etc.
- People driven community and collegial- concept
- Take stock of what we do well. Who we are.
- We are not one of the biggest colleges- e.g. arts and sciences not collegial.

III. NEXT STEPS IN THE COSSPP STRATEGIC DIRECTIONS PROCESS

Tim Chapin thanked the Committee for their hard work and noted a date for the 4th Committee meeting on February 15. The Committee will review and refine the work on statements and themes and review the drafting groups proposal. He noted a draft meeting summary would be circulated and posted on the COSSPP strategic directions website

The members completed a meeting evaluation form (*see Appendix #3 for a summary*). The meeting adjourned at 11:50 a.m.

DRAFT

Appendix #1- Meeting Agenda



COSSPP STRATEGIC DIRECTIONS COMMITTEE WORKSHOP #2

Wednesday, November 7, 2018

SDC Workshop #2 Objectives

- To review the College's Strategic Directions Process and Meeting #1 outcomes.
- To review, discuss draft mission concepts and refine a draft mission statement for workshops with Departments and Centers.
- To review, discuss, and refine a draft list of COSSPP core values.
- To review, discuss, and refine a draft vision and related vision themes.
- To review, discuss, and refine a draft COSSPP diversity statement.
- To clarify next steps, schedule and assignments going forward.

SDC Workshop #2 Agenda

- 8:30 a.m. Welcome Remarks and review of Workshop Objectives- Dean Tim Chapin**
- 8:35 Overview of Workshop Guidelines, Roles, and the Strategic Directions Process, and Acceptance of Meeting #1 Summary Report-**
- 8:40 Review, discuss draft mission concepts and refine a draft mission statement**
- 9:30 Review, discuss, and refine a draft list of COSSPP core values**
- 10:00 Stretch Break**
- 10:10 Review, discuss, and refine a draft vision and related vision themes from Meeting #1**
- 10:50 Review, discuss, and refine a draft COSSPP diversity statement**
- 11:15 a.m. Next Steps**
- Review of outcomes and assignments.
 - Review of Department and Center Input Sessions
 - Written Workshop Evaluation.
- 11:30 a.m. Adjourn**

Appendix #2- COSSPP Strategic Direction Committee

(**Bold**= participants, *Italics*= unable to participate)

Name	Core Unit	Type
Joe Calhoun	Economics Department, Gus A. Stavros Center	TT Faculty
Eliza Chase	Student Council	Undergraduate Student
Katrinell Davis	Sociology, African American Studies	TT Faculty
Petra Doan	Urban and Regional Planning	TT Faculty
<i>Jerry Fisher</i>	<i>Political Science Department</i>	<i>Staff</i>
Brad Gomez	Political Science Department	TT Faculty
Shawn Kantor	Economics Department, The Hilton Center	TT Faculty
Stephanie Pau	Geography	TT Faculty
Alan Rowan	Master's of Public Health	Spec. Faculty
Gary Van Landingham	Askew School of Public Administration	Spec. Faculty
Lisa Vera	Interdisciplinary Social Sciences	Spec. Faculty
<hr/>		
Jeff Blair	Facilitator, FSU Consensus Center	
Bob Jones	Facilitator, FSU Consensus Center	
Tim Chapin	Dean, COSSPP	-

Appendix #3- Meeting Evaluation Summary

<p style="text-align: center;">COSSPP STRATEGIC DIRECTIONS INITIATIVE COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING III FEBRUARY 1, 2019 MEETING EVALUATION SUMMARY</p>

Members evaluated the meeting using a 0 to 10 Rating Scale where a 0= Totally Disagree and a 10= Totally Agree, and provided any relevant comments.

1. Please assess the overall meeting

9.2 The background information was very useful.

9.2 The agenda packet was very useful.

9.4 The objectives for the meeting were stated at the outset.

9.3 Overall, the objectives of the meeting were fully achieved.

2. Rate your level of agreement that each of the following meeting objectives was achieved

8.7 Review of Input Workshops summary.

9.9 Discussion and refinements to revised draft COSSPP Mission Statement.

9.5 Discussion and refinements to revised draft COSSPP Core Values.

9.1 Discussion and refinements to revised draft COSSPP Diversity Statement.

8.3 Discussion and refinements to draft COSSPP Vision Statement.

8.3 Discussion and refinements to revised draft COSSPP Vision Themes.

9.4 Discussion of next steps, assignments and Initiative schedule.

3. Please tell us how well the Facilitator helped the Committee members engage in the meeting

9.5 The Committee members followed the direction of the Facilitator.

9.7 The Facilitator made sure the concerns of all Committee members were heard.

9.9 The Facilitator helped us arrange our time well.

9.7 Committee Member input was documented accurately.

4. Please tell us your level of satisfaction with the meeting?

9.2 Overall, I am very satisfied with the meeting.

9.6 I was very satisfied with the services provided by the Facilitator.

9.4 I am satisfied with the outcome of the meeting.

5. Please tell us how well the next steps were communicated?

9.5 I know what the next steps following this meeting will be.

9.5 I know who is responsible for the next steps.

6. What did you like best about the Meeting?

- Kept us on track
- On focus

- Nice job with limited time
- We accomplished everything we needed to .
- Real progress was made in numerous areas

7. How could the Meeting been improved?

- Much work had to be done and energy dissipated after a long agenda
- Too many documents floating about.
- Committee work on semantic issues.
- Decorum was lost a bit this meeting at least with who is speaking and when.

8. Other Comments?

- Better coffee, different food? Cheese and fruit?

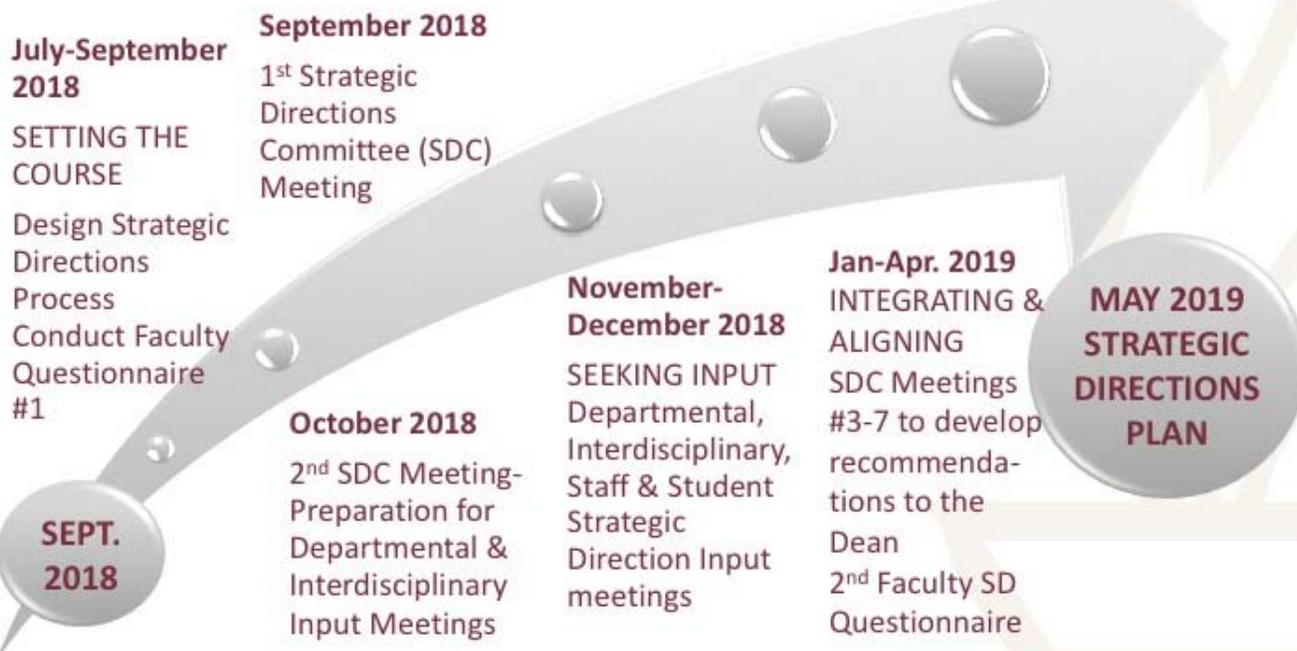
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Appendix #4- COSSPP Strategic Directions Timeline and Process Steps

STRATEGIC DIRECTIONS TIMELINE & PROCESS STEPS



COLLEGE OF SOCIAL SCIENCES AND PUBLIC POLICY STRATEGIC DIRECTIONS PROCESS



STEPS IN THE COSSPP STRATEGIC DIRECTIONS PROCESS- 2018-2019

SETTING THE COURSE- JUNE-SEPTEMBER 2018

June-September 2018

- Meet with Dean and review and refine as needed the proposed process, the planning horizon and conduct a strategic directions questionnaire for COSSPP faculty and staff.
- Compile, analyze, summarize and distribute the questionnaire results and incorporate into a Strategic Directions Committee Meeting #1 agenda packet.
- September appoint and convene the Strategic Directions Committee (SDC) for its first meeting on September 28, 2018.

September 28, 2018

- **COSSPP Strategic Directions Committee Meeting #1.**

November 7, 2018

- **COSSPP Strategic Directions Committee Meeting #2.**
 - Review and refine the products of Retreat #1 (mission, vision themes). Develop initial goals and review the agenda for proposed Departmental, Interdisciplinary, Staff and Student meetings and assignments.

SEEKING INPUT ON STRATEGIC DIRECTIONS- NOVEMBER-DECEMBER 2018

November/December 2018

- **Departmental Strategic Direction Input Meetings** (faculty): Six departmental workshops to review the draft mission, vision themes and draft goals, review alignment with Department plans and FSU plan, identify challenges and opportunities ([Economics](#), [Geography](#), [Political Science](#), [Sociology](#), [Urban and Regional Planning](#), Askew School of Public Administration and Policy).
- **Interdisciplinary Strategic Direction Input Meetings** (faculty) workshops to review the draft mission, vision and goals, to review alignment with Interdisciplinary Program plans, and to identify and challenges and opportunities: [African American Studies](#), [Demography](#), [International Studies](#), [Interdisciplinary Social Science & Public Health](#).
- **College-wide Academic Recruitment, Student Advising Staff Workshop** to review the plan framework and solicit information on operational and implementation issues.
- **College-wide Student Strategic Directions Workshop/Fair** to review and seek feedback through the Student Leadership Council on the plan framework and solicit ideas for improvements.

INTEGRATING AND ALIGNING THE CSSPP STRATEGIC DIRECTIONS PLAN- JANUARY-MARCH 2019

February 1, 2019

- **COSSPP Strategic Directions Committee Meeting #3- 8:30 am- 12:00 p.m.**
 - Review input from Fall 2018 input workshops and meetings. Refine, as needed the products based on input (mission, vision, goals, objectives) and identify potential strategic actions. Seek member preferences in terms of goals/objectives drafting groups.

February 15, 2019

- **Strategic Directions Committee Meeting #4.**
 - Review Meeting #3 outcomes.
 - Convene and charge Committee drafting teams for each goal area. Each drafting team will meet between Committee meetings to develop draft recommendations for goal, objectives, strategic actions and implementation guidance.

March 15, 2019

- **Strategic Directions Committee Meeting #5.**
 - SDC Review, rate and refine and provide feedback to drafting teams on their output and draft recommendations.

- Drafting Teams refine their drafts based on input and consider implementation issues, measures, milestones and assignments.

March 29, 2019

- **Strategic Directions Meeting #6.**
 - SDC Review, rate and refine drafting team draft goals, objectives and actions.
 - Review and refine and seek consensus on draft COSSPP Strategic Plan 2019-2030.

SEEKING INPUT ON STRATEGIC PLAN FINAL RECOMMENDATIONS

Early April 2019

- **College-wide Strategic Directions Online Questionnaire #2-** To test acceptability of goals, objectives and actions. Compile, analyze, summarize and distribute the questionnaire results to the Strategic Directions Committee in advance of meeting #7.

April 26, 2019

- **Strategic Directions Meeting #7.**
 - Recommendations to the Dean with implementation recommendations regarding alignment with Department plans for a ten-year College Strategic Plan 2019-2019.
 - Review input from College Wide Workshop and online questionnaire and refine and seek consensus on recommendations to the Dean on adopting a COSSPP strategic plan with implementation recommendations regarding alignment with Department plans for a ten-year plan 2019-2019.

May 2019

- Facilitators provide the SDC's Strategic Directions Plan Recommendations to the Department Chair based on the input from the 2018-19 Process.
- Dean adopts and disseminates College Strategic 10-Year Plan to CSSPP Faculty, Students, Staff and Alumni.