



# **COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING #2 SUMMARY**

Friday, November 7, 2018



**CONSENSUS CENTER**

*“Facilitating Solutions, Supporting Collaborative Action*

Florida State University

Facilitation Team: Bob Jones & Jeff Blair

## COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING #2 SUMMARY

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# COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING #2

## EXECUTIVE SUMMARY

Friday, November 7, 2018

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 and welcomed Shawn Cantor and Gary Van Landingham who were not able to attend the first meeting. The facilitators reviewed with the Committee the meeting objectives and agenda. The Committee accepted the first meeting summary without changes.

The SDC reviewed, discussed rated four alternative draft mission statements developed by the facilitators following the mission discussion at the SDC's first meeting and review on the Questionnaire comments and suggestions. The goal was to work from the statement that had the greatest support and develop a provisional draft mission statement to use for feedback in the upcoming Departmental, COSSPP staff and student input sessions. The mission statement draft based on Alternative C was further refined and resulted in the following provisional mission statement:

“COSSPP dedicated to excellence in creating and transferring knowledge through world class scholarship and teaching. Through a diversity of backgrounds and perspectives, we educate and inspire the current and next generation of leaders, citizens and scholars for the betterment of communities, organizations and people. *(Average rating 3.0 of 4)*

The facilitators introduced the draft set of COSSPP values for review and discussion. These were drawn from a review of some examples of core values and from the Committee's mission discussion at the first meeting. The Committee rated, discussed and refined the value statements and agreed to present the following at the Input Sessions:

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

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

The SDC reviewed, rated, discussed and refined several draft vision statements. It agreed to hold off on presenting a provisional vision statement at the upcoming Input Sessions. After

rating, review and refinements, the Committee agreed to present the following provisional vision theme framework at the input sessions:

- A. 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. 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. The College will meet student demand by recruiting and retaining exceptional faculty and staff to foster and support the College's activities.
- D. The College will cultivate the success of all students on campus and beyond.

The Committee rated the concept points as acceptable (*Avg. 3.1 of 4*) and agreed to utilize and seek input on the ideas draft statement in the Department input sessions scheduled for November and December and review it and the input in greater depth in 2019 and determine whether to recommend a statement for the College.

#### Draft COSSPP Diversity and Inclusion Statement Ideas

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

The Committee reviewed and approved the proposed approach to the input sessions to be held later in November and December 2018 Six departmental workshops (*Economics, Geography, Political Science, Sociology, Urban and Regional Planning, Askew School of Public Administration and Policy*) will be held to review and seek input on the draft mission, values, vision theme framework and diversity statement, and review alignment with Department plans and FSU plan. There will also be Staff and student input sessions that will review the framework and solicit information on operational and implementation issues.

Dean Chapin thanked the Committee for their hard work and noted a date for the 3<sup>rd</sup> Committee meeting in January would be set soon to review the input from the sessions on the statements and begin developing a draft for the plan going forward. The members completed a meeting evaluation form and the meeting adjourned at 11:30 a.m.

# **COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING #2**

## **FULL SUMMARY**

**Friday, November 7, 2018**

### **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 asked SDC members Shawn Kantor, Department of Economics/Hilton Center and Gary Van Landingham, Askew School of Public Administration to introduce themselves as they had scheduling conflicts with the first meeting.

Dean Chapin introduced the facilitators from the FSU Consensus Center who provided an overview of the meeting objectives and agenda. The Committee accepted the Meeting #1 summary without corrections. The facilitators reviewed again the proposed Committee consensus and meeting guidelines and asked for and received the Committee's support.

### **II. COSSPP STRATEGIC DIRECTION STATEMENTS**

#### **A. COSSPP MISSION**

##### **1. Overview**

The SDC reviewed, discussed rated four alternative draft mission statements developed by the facilitators following the mission discussion at the SDC's first meeting and review on the Questionnaire comments and suggestions. The goal was to work from the statement that had the greatest support and develop a provisional draft mission statement to use for feedback in the upcoming Departmental, COSSPP staff and student input sessions. The mission statement draft based on Alternative C was further refined and resulted in the following provisional mission statement:

COSSP dedicated to excellence in creating and transferring knowledge through world class scholarship and teaching. Through a diversity of backgrounds and perspectives, we educate and inspire the current and next generation of leaders, citizens and scholars for the betterment of communities, organizations and people. *(Average rating 3.0 of 4)*

##### **2. 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." *(Questionnaire Acceptability Rating 3.2 of 5)*

### 3. Alternative Mission Statement Concepts

#### Alternative A Focus: Center of public policy research and teaching innovation for Florida and beyond.

The College of Social Sciences and Public Policy serves as the center of public policy research and teaching innovation for Florida and beyond by championing diversity and inclusion in its programs across a broad array of ideas, insights, cultures and sectors. The College produces compelling scholarship that informs policymakers and practitioners as well as its teaching and community service. It provides promising students from all backgrounds the policy knowledge and skills needed to step up as the next generation of leaders, citizens and scholars and make a positive difference in organizations, communities and the lives of people.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
2.5	1	4	6	0

#### SDC Comments:

- Are there distinctive features of each mission alternative? *Yes, but also lots of overlap.*
- How much should be aspirational vs. reflecting the College's current reality?
- First sentence needs to capture the soul/core of the College. Move diversity later in paragraph.
- We need to clarify what COSSPP stands for.
- Be true to who we are and say what we mean. "Teaching innovation"
- What is the college trying to do? Serve the public good? 1<sup>st</sup> sentence should address this. Then how we will do this as an educational institution. E.g. Support public policy? support social justice?
- Clarify what "positive difference" means in the mission statement for the College.
- Problem with "positive" and how it will be interpreted.
- "By championing....." Are research and teaching innovation the result of championing?
- **Social Science and Public Policy.** This is a College of social sciences and public policy. This doesn't capture the social sciences and inform knowledge as well as practice.
- Public policy research is a focus of this statement- some within College don't do public policy research.
- **Geographic focus?** Should this focus on Florida? FSU mission statement doesn't reference Florida and service for the state. Aren't we are trying to impact our disciplines and a larger community beyond Florida?
- **Scholarship and graduate programs.** Scholarship and graduate program output are very important.
- **Teaching innovation.** We do have specialized teaching faculty at the College. There is a reason to include teaching innovation.

- Teaching innovation? Is this a focus of the College? Is it a driving hiring/recruiting? Promotion and tenure are not grounded in teaching innovation. This is too narrow and doesn't reflect the College today.
- **Students.** Students should be included in the mission- creating graduates who can contribute and lead in the world.

**Draft B Focus: Center of public policy research, teaching, and diversity champion.**

The College of Social Sciences and Public Policy serves as the center of public policy research and innovation for Florida and beyond by championing diversity and inclusion in its programs. The College combines compelling scholarship, excellent teaching and community involvement to provide promising students from all backgrounds the policy knowledge and skills needed to step up as the next generation of leaders, citizens and scholars.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
2.2	0	2	9	0

*SDC Comments:*

- **Diversity as strength.** Should we define diversity outside of this statement (e.g. in values or separate diversity statement? It is too complex to define in the mission statement.
- "Diversity" up front vs balanced with excellence. Is this a sufficient condition for excellence in scholarship and teaching? Can we have the finest scholars and teachers along with diversity in the ranks?
- Took out high quality and excellence Put it back in and show how the College brings a diversity of disciplinary and other perspectives. That is our strength. Recognition of our diversity as a strength and our work can change the world going forward.
- *2-Reservations:* Proponent of diversity and inclusion- achieve by making social justice as part of our mission. However, how do we achieve diversity in "programs?" This is not a compelling mission statement

**Alternative C Focus: Creating public policy knowledge and sharing diverse expertise, making a positive difference.**

The College of Social Sciences and Public Policy is dedicated to creating public policy knowledge and sharing diverse expertise through world-class scholarship, teaching, and community engagement designed to guide the current and next generation of leaders, citizens and scholars and make a positive difference in organizations, communities and the lives of people.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
2.7	1	6	4	0

*SDC Comments:*

- Like the "next generation" and the focus on knowledge.

- Focus on excellence is good.
- End the statement at “scholarship?”
- Add “Excellence in” social science research, public policy scholarship, and service.”?
- Add, “For the betterment of communities, organizations and people”?
- “Guide” is not very active. How about to “educate and inspire”
- **Public policy focus.** Focus on public policy is limiting- knowledge of society more generally. Social processes
- Some in the College will not accept “dedicated to public policy knowledge”. Public policy is secondary to the scholarship, teaching ... Flip the focus. Focus on our work and not the resulting outcomes.
- Need to balance with a focus on social science as well.
- **Diversity.** Sharing diverse expertise.
- Diversity of ideas and cultures- torn between generality and specificity.
- Limiting- this doesn’t have diversity that first one had. Do we think of diversity in context of core values and a diversity statement.
- **Positive?** Problem with “positive” and how it will be interpreted.
- “Positive difference” is very subjective? “Public good”? Say what we mean as to what we are organized to do.
- “Positive”- responding to society and social progress? May need to better define.
- **Internal and External Audiences.** Challenge here is the “audience” is both external and internal. As a R1 university, scholarship is paramount. Look for something that meets both needs (scholarship and teaching).
- What is the purpose we are trying to do here. Is it Wescott, students, faculty, outside world.
- “Creating”? Who are we speaking to in terms of creating knowledge? If speaking to student should we speak more to training/teaching? Alternative language: “Develops public policy and social science knowledge”
- “Creating and transferring (disseminating) knowledge.” “Better to be general here.

**Alternative D Focus: Unique intersection of fields and Interdisciplinary programs prepares current and future leaders, practitioners and scholars to effect positive change.**

The College of Social Sciences and Public Policy incorporates the best practices in scholarship, research, teaching and service in the fields of economics, geography, political science, public administration, sociology, urban planning and interdisciplinary programs in social science, African American studies, demography, international studies and public health. The unique intersection of these disciplines and applied centers within one college allows for academic cross-collaboration and education that values diverse perspectives at the macro- and micro- organizational, community and governmental levels. It prepares the next generation to assume leadership roles and effect positive change as practitioners, researchers, and policymakers in the public, private, and non-governmental sectors.

Acceptability Rating Scale	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
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2.3	0	2	4	6
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*SDC Comments:*

- Too long
- Too wordy
- Listing out all the programs shouldn't be part of the mission statement.

**4. Revising the Draft Mission Statement**

Based on the ratings and discussion the SDC agreed to begin with statement C, which had the greatest support as a starter draft. Below is the strike/through underlined as well as clean version which was rated as an acceptable statement to share in the input sessions.

**COSSP dedicated to excellence in creating and transferring knowledge through both world class scholarship and teaching. Through a diversity of backgrounds and perspectives, this we guide educate and inspire the current and next generation of leaders, citizens and scholars for the betterment of communities, organizations and people. ~~advance and make a positive difference in organizations, communities and the lives of people.~~**

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

Acceptability Rating Scale	<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>
<b>3.0</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>0</b>

**B. COSSPP CORE VALUES<sup>1</sup>**

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

The facilitators introduced the draft set of COSSPP values for review and discussion. These were drawn from a review of some examples of core values and from the Committee's mission discussion at the first meeting. The Committee rated, discussed and refined the value statements and agreed to present the following at the Input Sessions:

<sup>1</sup> For examples of core values see, Duke University Sanford School Values and Principles [https://sanford.duke.edu/about-us/our-values-principles\\_](https://sanford.duke.edu/about-us/our-values-principles_). See, UCF School of Public Administration for examples of ethical and professional principles <https://www.cohpa.ucf.edu/publicadmin/strategic-plan/>

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

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

*Strikethrough underlined version*

1. Supporting ~~policy~~ research that informs and matters to communities, organizations and people with a local to global orientation
2. Engaging in public policy research and analysis contributing to a more equitable and just society
3. Promoting evidence-based research to inform and shape policymaking
4. ~~Providing Teaching~~ Empowering and inspiring ~~and committing to~~ student success through teaching, mentoring and advising.
5. ~~Building~~ Fostering a dynamic, diverse and inclusive culture of people and ideas.
6. Facilitating ~~collegiality and~~ a collaborative approach to solving problems that confront society. ~~research and problem solving .~~

	Acceptability Rating Avg.	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
Version #1	2.9	0	10	1	0
Version #2	3.2	2	9	0	0

*Comments and Suggestions for Edits or Additional Values:*

- Some of our research is to create knowledge? Should include a value.
- “Making a more equitable and just society.” Enable change in the world.
- This is what will draw diverse students and faculty. Hold for it here as a value.
- College culture- safe place.
- Add to 1. “ and results in a more equitable and just society”?
- People process- “just society” vs. “social justice” (liberal activism)
- Concern about using “buzz words” e.g. social justice- idea and ideal are critically important.
- “Building”- “fostering”
- 5. Doesn't this address “silos”- push working among and between?
- 2. What about teaching and training
- IS there an order
- Teaching may be an important separate value

**C. VISION STATEMENT AND VISION FRAMEWORK**

**1. Draft COSSPP 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 reviewed, rated, discussed and refined several draft vision statements. It agreed to hold off on presenting a provisional vision statement at the upcoming Input Sessions.

*Version 1:* COSSPP will lead as the preeminent place for shaping the future of our diverse state, region, nation and world by contributing compelling social science and public policy research, analysis and advice and providing exceptional education and opportunities for service. It will offer solutions to social and policy challenges and will make a positive difference in organizations, sectors, communities, and the lives of people.

Acceptability Rating Scale	<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>
<b>2.2</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>0</b>

*SDC Comments:*

- Way too wordy. Doesn't engage people.
- Make more concise and something to guide you.
- Previous changes- conform.
- Wordsmithing- cut this down.
- Not clear where students fit in. Look to mission and values language.
- SP- can we add "environmental" to the social and policy challenges?
- COSSPP will lead in preeminent research and teaching that shapes the future.
- "Shaping the future"?
- COSSPP will take lead in offering solutions for social and policy changes.
- What does this College look like in 2030? What are known for, what have we accomplished, what do people look to us to do? What is the vision we have in common.
- COSSPP will be a preeminent place by....
- Is this about big ideas or is excellence and outstanding enough?
- "The COSSPP is recognized as the preeminent place
- Knowledge created is useful and impactful.
- Start with one own's vision of their department. E.g. FSU Political Science PHD students- attain and maintain that status of excellence. Departments want to be top public university programs in their realms. All of our programs ranked among the top programs in the world in terms of the disciplines
- Struggling with how and what. Focus on the dissemination of knowledge. Students want to be taught by amazing faculty. Undergrad, masters and PhD students. Teaching, mentoring and advising.

- Themes are good. How to work into a statement. Innovation? Expertise, excellence
- Have we said anything with this?
- How about, “COSSPP will lead in preeminent research and teaching that shape the future offering innovative solutions to social and policy challenges that contribute to a more just and equitable society.”

*Version 2:* The COSSPP will be recognized as a preeminent source of compelling social science research, outstanding teaching, and deep engagement by cultivating diverse perspectives that inform innovative solutions to wicked public policy problems.

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. 1.9	0	0	8	1

*SDC Comments*

- Bank it and come back to this later in the process
- Ask the units/departments about their aspirations for the College.
- Aspiring to be a real “go to” place. COSSPP on the speed dial. Policy experts, students,
- Dept. best in Florida and top 25.
- Full breadth- of services- research, mentoring advising.
- “Culture: of the college- pushing our students and faculty to create knowledge, share ideas and a hotbed of activity.
- How about, “The COSSPP will be a preeminent “go to” center for social science research, teaching, and engagement, shaping the future by cultivating diverse perspectives and innovative solutions to social and policy challenges. “

**2. Draft Vision Theme Framework-2030**

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

The facilitators presented the draft vision theme areas that were discussed and refined at the first meeting. After rating, review and refinements, the Committee agreed to present the following provisional vision theme framework at the input sessions:

**Draft Vision Themes- 2030** *(drawn from and based on SDC September discussion & COSSPP Questionnaire responses)*

- A. 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. 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. The College will meet student demand by recruiting and retaining exceptional quality and faculty and staff to foster and support the College’s activities.

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

	Acceptability Rating Avg.	4 = Acceptable, I agree	3 = Acceptable with minor reservations	2= I don't agree unless major reservations addressed	1 = Not Acceptable
Version #1	2.9	0	9	1	0
Version #2 with edits	3.0	0	10	0	0

*SDC Comments:*

- C. Redundant- strike last clause?
- A. The college will be 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.
- Separating success and diversity as if they are two things?
- Is the vision to grow the college? Need more staff and faculty
- Tighten A- what do we mean
- D. Students achieve great things. Provide guidance at the student progresses. “cultivating transformation”

**D. DRAFT COSSPP DIVERSITY AND INCLUSION STATEMENT**

The facilitators shared that several FSU departments, colleges and programs<sup>2</sup> have established diversity and inclusion statements. It noted the COSSPP Department of Urban and Regional Planning has developed a diversity and inclusion strategic plan.<sup>3</sup> It is based on the premise “that our graduates face an increasingly diverse world, community and workplace in the future. To be better prepared to engage as planners, policy makers, analysts and activists in that world, we have a responsibility to integrate diversity and inclusion into our department’s core

<sup>2</sup> College of Arts and Sciences <https://artsandsciences.fsu.edu/diversity-statement>, College of Medicine <https://med.fsu.edu/?page=CouncilDiversityInclusion.Home>, Department of Philosophy <https://philosophy.fsu.edu/graduate-study/diversity-statement-demographics>, Biology [https://www.bio.fsu.edu/diversity\\_statement.php](https://www.bio.fsu.edu/diversity_statement.php)

<sup>3</sup> [https://coss.fsu.edu/durp/sites/default/files/Diversity\\_and\\_Inclusion\\_Strategic\\_Plan\\_Aug\\_2018.pdf](https://coss.fsu.edu/durp/sites/default/files/Diversity_and_Inclusion_Strategic_Plan_Aug_2018.pdf)

activities of teaching, research and service.” It is also addressed as a goal in the FSU Strategic Plan<sup>4</sup> and as a brief FSU diversity statement<sup>5</sup>

The Committee rated the concept points as acceptable (*Avg. 3.1 of 4*) and agreed to utilize and seek input on the ideas draft statement in the Department input sessions scheduled for November and December and review it and the input in greater depth in 2019 and determine whether to recommend a statement for the College.

**Draft COSSPP Diversity and Inclusion Statement Ideas**

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

Acceptability Rating Scale	4 = <i>Acceptable, I agree</i>	3 = <i>Acceptable with minor reservations</i>	2= <i>I don't agree unless major reservations addressed</i>	1 = <i>Not Acceptable</i>
Avg. <b>3.1</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>0</b>

<sup>4</sup> FSU Strategic Plan Goal #3 Realizing the Full Potential of Diversity and Inclusion. Across the nation, institutions of higher education are struggling to build meaningful community from an increasingly diverse student body. With programs like Unconquered Scholars, FSU is redefining what inclusion can mean on college campuses—which has led to our being named one of only 10 “Diversity Champion” universities nationally by INSIGHT Into Diversity magazine. Our approach starts with a belief that diversity is about more than a particular head count: it must reflect the quality and depth of interactions. By valuing, celebrating and leveraging the differences and similarities within our community, we create a fertile environment for problem-solving—one that is more inventive and compassionate. We’re proud that our cohesive community has become a signature of the FSU experience. But we can, and we will, do more.

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

<sup>5</sup> “At Florida State University, diversity and inclusion are not only legal and ethical responsibilities, they are a lifestyle. FSU faculty and students work independently and together to broaden their own world views, to assess their own areas of exclusion and homogeneity, and to explore the complexities of living in relationships that change us.” <https://faculty.fsu.edu/diversity>

### **III. STRATEGIC DIRECTIONS INPUT SESSIONS**

The Committee reviewed and approved the proposed approach to the input sessions to be held later in November and December 2018 (*See, Appendix 5*). Six departmental workshops (*Economics, Geography, Political Science, Sociology, Urban and Regional Planning, Askew School of Public Administration and Policy*) will be held to review and seek input on the draft mission, values, vision theme framework and diversity statement, and review alignment with Department plans and FSU plan. There will also be Staff and student input sessions that will review the framework and solicit information on operational and implementation issues.

### **IV. NEXT STEPS IN THE COSSPP STRATEGIC DIRECTIONS PROCESS**

Dean Chapin thanked the Committee for their hard work and noted a date for the 3<sup>rd</sup> Committee meeting in January would be set soon. The Committee will have a chance to review the input from the sessions on the statements and begin developing a draft for the plan going forward.

He noted a draft meeting summary would be circulated and posted on the COSSPP strategic directions website and a report on the input sessions and agenda packet would be shared in January in advance of the Committee's third meeting.

The members completed a meeting evaluation form (*see Appendix #3 for a summary*). The meeting adjourned at 11:30 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)

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

## Appendix #3- Meeting Evaluation Summary

<p style="text-align: center;"><b>COSSPP STRATEGIC DIRECTIONS INITIATIVE</b> <b>COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING II</b> <b>NOVEMBER 7, 2018</b> <b>MEETING EVALUATION SUMMARY</b></p>
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*Members evaluated the meeting using a 0 to 10 Rating Scale where a 0 meant Totally Disagree and a 10 meant Totally Agree. 10 evaluation forms were completed.*

**1. Please assess the overall meeting**

9.3 The background information was very useful.

9.8 The agenda packet was very useful.

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

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

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

8.0 Agreement on provisional COSSPP Mission Statement.

8.1 Agreement on provisional COSSPP Core Values.

6.5 Agreement on provisional COSSPP Vision and related Vision Themes.

8.0 Agreement on provisional COSSPP Diversity Statement

9.5 Discussion of next steps, assignments and Initiative schedule.

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

9.4 The Committee members followed the direction of the Facilitator.

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

9.4 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?**

9.4 Overall, I am very satisfied with the meeting.

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

9.2 I am satisfied with the outcome of the meeting.

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

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

9.3 I know who is responsible for the next steps.

**6. What did you like best about the Meeting?**

- Great collaboration and discussion
- Transparent goals and objectives
- This was tough work, but progress was achieved

- Figuring out what the College actually wants to be
- Friendly, collegial and supportive
- Open, transparent, comfortable sharing ideas in an organized way

**7. How could the Meeting been improved?**

- Occasionally need to quite the very talkative and encourage the quiet.
- Less ambitious goals or more time. But this was a heavy lift as it was.
- It was a bit less disciplined in speaking than last time. Don't know if that is a bad thing.
- More bagels.

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## Appendix #4- COSSPP Strategic Directions Timeline and 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.

###### October 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.

## A. SEEKING INPUT ON STRATEGIC DIRECTIONS- OCTOBER-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.

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

### Early January 2019

- **COSSPP Strategic Directions Committee Meeting #3- 1:00- 5:00 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.
- Convene and charge Committee drafting teams for each goal area. (3-4 based on the vision themes/goals identified in retreat #1 and refined over the Fall based on input from Departments, interdisciplinary programs, students and staff). Each drafting team will meet between Committee meetings to develop draft recommendations for goal, objectives, strategic actions and implementation guidance.

### Early February 2019

- **Strategic Directions Committee Meeting #4.** 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

### Early March 2019

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

### Late March 2019

- **Strategic Directions Meeting #6.** Review and refine and seek consensus on draft recommendations to the Dean with implementation recommendations regarding alignment with Department plans for a ten-year College Strategic Plan 2019-2019.
- **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.

**Late April 2019**

- **Strategic Directions Meeting #7.** 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.

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## Appendix #5- Input Meetings- November/December 2018

- **Departmental Strategic Direction Input Meetings** (faculty): Six departmental workshops to review the draft mission, vision themes and diversity statement, and 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 themes and diversity statement, and 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.

### *Role of SDC Members*

- Help with the convening of Departmental, Interdisciplinary and Center/Institutes meetings.
- Introduce the process and the facilitators at the Workshops.

### *Draft Departmental and Centers/Institutes Strategic Direction Input Meeting Agendas*

<b>0:00</b>	<b>Welcome Remarks and review of Meeting Objectives</b>
<b>0:05</b>	<b>Summary and Overview the Strategic Directions Process</b>
<b>0:10</b>	<b>Presentation and Input on COSSPP Mission, Vision Themes, Value, and Diversity Statements</b>
<b>0:25</b>	<b>Presentation and Input on Vision Themes and Departmental Challenges and Opportunities</b>
<b>0:55</b>	<b>Next Steps</b>
<b>0:60</b>	<i>Adjourn</i>