

PCOE Strategic Planning: Envision 2.0  
Steering Committee Meeting #1  
September 14, 2015  
Minutes

Attending: Dr. Judy Abbott, Dr. Natalie Hensarling, Dr. Karen Embry Jenlink, Dr. Lynda Martin, Dr. Carla Murgia, Dr. Dustin Joubert, Dr. Jannah Nerren, Dr. DawnElla Rust, Dr. Robbie Steward, Dr. Janet Tareilo,, Dr. Liz Vaughan

Not attending: Dr. Yuleinys Castillo, Dr. Brandon Fox, Dr. Suzanne Maniss, Dr. Darla O'Dwyer, Dr. Scott Slough, Dr. Alan Sowards

Members were welcomed to the meeting. Introductions were made, with each member identifying which area of the plan that people would be working on (if already assigned.)

Dr. Nerren discussed the timeline and member identification, noting that SEEL is in need of one more member, from the junior faculty level.

It was determined that teams would be assigned following the pillars of the SFA Envisioned plan. These teams are:

University (PCOE) Culture:

Dr. Brandon Fox , Dr. Liz Vaughan and Dr. Scott Slough

Increasing Connections:

Dr. Suzanne Maniss, Dr. Robbie Steward and Dr. Yuleinys Castillo

Academic and Co-curricular Innovation:

Dr. Alan Sowards, Dr. DawnElla Rust, and Dr. Carla Murgia

Attract and Support High-Quality Staff:

Dr. Dustin Joubert, Dr. Karen Embry Jenlink and Dr. Janet Tareilo

Transformational Experiences:

Dr. Jannah Nerren, Dr. Darla O'Dwyer , and Dr. Natalie Hensarling

Meaningful and Sustained Enrollment Growth:

Dr. Lynda Martin and Unnamed SEEL member

There was discussion about the alignment between the development of the PCOE Strategic Plan and the SFA Strategic Plan. Those on the PCOE Steering Committee who also served at the university level shared their experiences.

Dr. Embry Jenlink shared about CUPA data (College and University Personnel Association for Human Resources), where institutions come together and get salary data together. It is considered the gold standard for salary data. This is currently being used by the SFA Envisioned team to think about recruiting and retaining high quality faculty and staff.

The website was reviewed with discussion of the groups that were represented.

Dr. Embry Jenlink posed the question of how do we cultivate ownership of SFA Envisioned for faculty who were not a part of a focus group or who were not here at the time. How do we evolve a comprehensive and complex document for our college? There is the micro-level the department level, and then Drs. Martin and Nerren both expressed the importance of staff to the culture of the college, and discussion ensued about adding staff members to the team.

Dr. Steward asked for clarification as to secretarial staff or student affairs staff. Dr. Vaughan expressed a concern about the brevity of the timeline and wanted to move quickly to get the staff members added.

It was determined that each unit is to nominate one staff person for Drs. Nerren and Tareilo to select two, in addition to one staff member from either The Office of Student Services and Advising or the Office of Assessment and Accountability for a total of three staff members total to serve as members of the culture group.

The question was posed as to how do we, as a steering committee, take what is done, and take out the pieces that relate to our college and write a specific plan for the college?

Each team will take their identified numbered section on the plan and talk about what that means for their group. The white papers from the SFA Envisioned planning sessions have the needed definitions for some of the terms used.

Dr. Hensarling asked what was the end goal? The decision was to have a specific plan that ties our work, future work, and hiring practices to the SFASU Strategic Plan. The PCOE Strategic Plan will be a five-year plan. We will set the goals, and then in the following year, we are to add the strategies. We need measureable actions. The SACS goals and expectations (the learning outcomes) will be connected to this.

If in May of 2016 we have a plan, the department and program work will begin to work. The learning outcomes are tracked in Trac-Dat to the goals.

Concern was expressed that it will be hard to draw a line from SPA reports and accreditation requirements to the transformational learning.

Staff Nominees:

Stephanie Milford - Human Sciences

Heather Stewart – Elem Ed

Lisa Stone – Student Services and Advising

Carrie Durrett – Office of Assessment and Accountability

No nominee as yet for from Human Services

No nominee as yet for Secondary Education

No nominee as yet for Kinesiology and Health Science

Actions steps prior to the 2<sup>nd</sup> meeting:

1. Review Envision SFA website, particularly the white papers. These papers pull information related to each group's charge.
2. Dr. Nerren will send a Doodle poll for next meeting.
3. Chairs and Associate Deans will make nominees for selection of 3 staff to be added to the team.
4. We will reconvene early in October with Dr. Cooper – start with lunch.
5. Minutes from Meeting #1 will be added to the PCOE website.