PSU’s New Strategic Plan
Presentation to Board of Trustees
Academic and Student Affairs Committee

Let Knowledge Serve the City
Governance

- Board of Trustees
- President
- Strategic Plan Development Team Chair
- Communications Team
- Project Support Team
- Strategic Planning Team
- Topic Team #1
- Topic Team #2
- Topic Team #3
- Topic Team #4
- Topic Team #5
- Topic Team #6
- Topic Team #7
Strategic Plan Development Team

Sona Andrews, Provost & Vice President, OAA
Kate Bingaman-Burt, Assistant Professor, COTA
Michael Bowman, Associate Professor, Library
Darrell Brown, Professor, SBA
Kim Cooper, Foundation Board Member
Kelly Cowan, Instructor, MCECS
Carlos Crespo, Professor, CUPA
Noor Delaughn, Assistant Director, Budget
Rob Fullmer, IT specialist, CLAS
Erin Flynn, Associate Vice President, Research & Strategic Partnerships
Jamaal Green, Graduate Student
Matt Johnson, PSU Alumni Association Board of Directors
Mark Jones, Professor, MCECS
Irving Levin, Board of Trustees
Susan Lindsay, Senior Instructor II, CLAS/SSW
Chas Lopez, Interim Chief Diversity Officer, GDI
Rayleen McMillan, Student
Keva Miller, Associate Dean, SSW
Pam Miller, Professor, SSW
Nicole Morris, Administrative Program Assistant, Student Affairs
Steve Percy, Dean, CUPA -Chair
CeCe Ridder, Director, Diversity & Multicultural Student Services
Jennifer Ruth, Associate Professor, CLAS
Ethan Seltzer, Professor, CUPA
Sonja Taylor, Instructor, CLAS (added 2/19/15)
Gayle Thieman, Associate Professor, GSE
Nora Wendl, Assistant Professor, COTA (added 3/3/15)
Pat Wetzel, Professor, CLAS
Ralf Widenhorn, Assistant Professor, CLAS
Dilafruz Williams, Professor, GSE
Lisa Zurk, Professor, MCECS
Topic Teams Titles

- Community Partnerships, Engagement and Civic Leadership
- Student Learning and Academic Success
- Innovative Research, Scholarship and Creative Activities
- Equity, Opportunity and Access
- Organizational Excellence and Financial Stability
- Campus Climate
- Faculty Roles and Structure
- Global Excellence
Equity Lens Panels

**Racial Equity Lens Panel:**

- **Ann Curry-Stevens** Assistant Professor, Social Work - Chair
- Chas Lopez - Interim Chief Diversity Officer, Global Diversity & Inclusion
- **Cornel Pewewardy** - Professor, Native American Studies
- Veronica Dujon - Associate Dean, Curriculum Development & Enrollment Management, Liberal Arts & Sciences
- **Yves Labissiere** - Interim Director, University Studies, Community Health - Urban & Public Affairs
- Ann Marie Fallon - Director, Professor, University Honors
- **Marie Lo** - Associate Professor, English - Liberal Arts & Sciences
- **Marissa Zapata** - Assistant Professor, Urban Studies and Planning

**Marginalized Groups Equity Lens Panel:**

- **Ben Anderson-Nathe**, Associate Professor at the School of Social Work - Chair
- **Lisa Hawash** - MSW Online Option Coordinator & Instructor
- Craig Leets - Coordinator, Queer Student Services, Queer Resource Center - Student Affairs
- Ashley Horne - City of Portland Office of Neighborhood Involvement
- Jen Dugger - Director, Disability Resource Center - Student Affairs
- Jessica Amo - Director, Women's Resource Center - Student Affairs
- **Marjorie McGee** - Research Associate, Education, Graduate School of
- Ray Facundo - Coordinator of Student Veterans Services
- Christina Tubb - Equity and Compliance Investigator, Global Diversity & Inclusion
### Listening Sessions

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Vision

Portland State University leads the way to an equitable and sustainable future through academic excellence, urban engagement, and expanding opportunity for all.
Mission

We serve and enhance a vibrant region through our creativity, collective knowledge and expertise.

We are dedicated to collaborative learning, innovative research, sustainability and community engagement.

Our research and teaching have global impact.

We educate a diverse community of lifelong learners.
Values

We **promote** access, inclusion and equity as pillars of excellence.

We **commit** to curiosity, collaboration, stewardship and sustainability.

We **strive** for excellence and innovation that solves problems.

We **believe** everyone should be treated with integrity and respect.
Strategic Goals

1. Elevate student success
2. Advance excellence in teaching and research
3. Strengthen leadership in engagement
4. Commit to equity
5. Innovate for long-term sustainability
Strategic Goal 1: Elevate Student Success

**Objective:** Provide a quality education, and graduate students who are prepared for careers and life in a global context.

1. Put Students First
2. Clarify Academic Pathways
3. Advance Student Retention
4. Design/Offer Programs to Lead Future Success
5. Prepare for Academic and Career Success
6. Enhance Graduate Student Success
Objective: Support faculty to advance teaching and research, and prioritize investments to ensure relevant and high-quality academic programs.

1. Recognize and Develop Excellence in Teaching
2. Recognize Outstanding Research and Creative Activity
3. Prioritize for Excellence
4. Program Array that Reflects Academic Priorities
Strategic Goal 3: Extend Our Leadership In Community Engagement

**Objective:** Enhance engagement opportunities to further strengthen the reciprocal relationship between PSU and the broader community.

1. Support Lifelong Community Engagement
2. Make PSU’s Engagement More Visible and Accessible
3. Enhance Internship Opportunities
4. Elevate PSU’s Rule as an Anchor Institution
Strategic Goal 4: Expand Our Commitment to Equity

**Objective:** Create an environment at PSU that is open, inclusive and committed to diversity, and ensure that all students and faculty embrace culturally responsive teaching and learning.

1. Create a More Inclusive Campus
2. Promote Diversity through Hiring
3. Broaden International Opportunities
4. Define and Measure Diversity Learning Outcomes
Strategic Goal 5: Innovate For Long-term Stability

Objective: Foster innovation and continuous improvement in all areas of the University, including identification of new sources of revenue to advance the PSU mission.

1. Inspire More Community Support
2. Diversify Revenue Streams
3. Improve University Systems
4. Advance Campus Communication
5. Catalyze New Ideas
6. Plan for Resiliency
Closing Thoughts

- Perspectives to Keep in Mind
  - Extensive discussion behind the plan
  - Ideal versus real
  - Key Performance Indicators (Work in Progress)
  - Input Still Wanted!
Implementation

• Much work will follow the plan

• Faculty participation and governance will be important elements of moving forward

• Opportunities during implementation to refine ideas and clarify specific outcomes
Sliders and Subs (You Are Invited!)  
Thursday, November 5, 3:30-5:30  
Shattuck Hall  
Website: pdx.edu/president  
Deadline: November 5, 2015
Global Diversity & Inclusion (GDI)

Focus on Culture & Climate

• **Culture:** What we value.

• **Climate:** How we feel about our organization and our place therein.
Global Diversity & Inclusion (GDI)

A) Equity & Compliance

- Affirmative Action/Equal Opportunity Employment (AA/EEO)
- Americans with Disabilities Act (ADA)
- Title IX
Global Diversity & Inclusion (GDI)

B) Diversity Advocacy

- Recruitment and Retention
- Diversity Action Council
  - SAGE
  - Commission on the Status of Women
  - Access Committee
- Diversity Education
  - Cultural Competence
  - Diversity Management
  - Intervention and Prevention
Global Diversity & Inclusion (GDI)

C) Community Outreach & Engagement

• Partnerships & Alliances
• All Sectors
Priorities for Coming Year

• Diversity Action Plan
  Implements the PSU Strategic Plan equity and diversity goals and objectives

• Diversity hiring practices

• Diversity Education / Professional Development & Training
Diversity Action Council (DAC) Priorities

• Underrepresented student recruitment and retention
• Underrepresented faculty and staff recruitment and retention
• Cultural Competency Symposium & Training Series
Title IX

John Fraire, Ph.D.
Vice President for Enrollment Management and Student Affairs

Carmen Suarez, Ph.D.
Chief Diversity Officer
Why an ASAC discussion item?

• Informational update
• Review:
  • Requirements
  • Response
  • Statistics
  • Work in progress
Title IX

- Title IX prohibits all schools, including institutions of higher education, receiving federal funds, from discriminating on the basis of sex.
- Sexual harassment/misconduct is a form of sexual discrimination and sexual assault/violence a most pernicious form.
- U.S. Dept. of Education requires institutions to designate a person responsible for carrying out the institution's responsibilities.
- Must have grievance and investigation procedures
- Must communicate
PSU’s Obligations

1. Educate

2. Investigate

3. Respond
“Dear Colleague Letter” aka DCL

- Reminder that Title IX includes sexual violence and schools have specific obligations and requirements.
- The institution, must show genuine care and concern.
- Must investigate sexual violence cases.
- Intermediate / interim accommodations.
- Educational programming specific to sexual violence.
Title IX and Sexual Assault

Main points:

• We must focus on the victim/complainant
• We must investigate internally and provide intermediate accommodations
  • Separate from police
  • Preponderance of evidence.
  • Must do investigations in a timely manner
• Educational programming centered on prevention and bystander intervention.
At PSU: Report of Incident

• CARE Team
• Investigation
• Outcomes
PSU CARE Team

- Michele Toppe, Associate VP for Student Affairs/Dean of Students
- Dana Tasson, Executive Director, SHAC
- Marcy Hunt, Director of Counseling, SHAC
- Phil Zerzan, Chief, CPSO
- Craig Whitten, CPSO
- Michael Walsh, Executive Director, University Housing & Res Life
- Nicole Morris, Interim Director of Conduct
- Chenae Garcia, Case Manager
## Sexual Assaults/PSU

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<td>9</td>
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<td>18</td>
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<tr>
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<td>8</td>
<td>3</td>
<td>12</td>
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<tr>
<td>On Campus</td>
<td>1</td>
<td>6</td>
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<tr>
<td>Suspensions/Expulsions</td>
<td>5</td>
<td>2</td>
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PSU & Educational Outreach

- On-line modules for students, faculty and staff
- Arc of programming
Work in Progress

• Campus Climate on Sexual Violence Survey
  • Mandatory
  • Completion by June 2016
  • Much guidance
  • Survey model developed and piloted by AAU (Association of American Universities)

• Bystander Intervention
• Consent campaign
• Confidential Advocates
April 2016, Sexual Assault Prevention Awareness Month

• Oregon Universities Best Practices Conference
  April 26, Portland State University

• Student/ASPSU Conference
  April 26
AIRED

1. **Assess:** risk & urgency
2. **Inform:** institutional obligations
3. **Resources:** discuss those available
4. **Ensure:** student connects with DOS & CARE Team
5. **Document:** conversation
Information

• April 2011 DCL of U.S. Department of Education
• Not Alone.gov
• First Report of the White House Task Force to Protect Students from Sexual Assault
• The Campus Sexual Assault (CSA) Study
• Culture of Respect.org
• Know Your IX.org
• April 2015 U.S. Department of Education Title IX Resource Guide
Information

- April 2015 DCL of U.S. Department of Education on Role of Title IX Coordinator
- U.S. Department of Education 2014 “Questions and Answers on Title IX and Sexual Violence” September 2015
Student Safety: Title IX +


- The Violence Against Women Act (VAWA) amends the Clery Act with the SaVE Act

- Adds domestic and dating violence and stalking
Key Contacts

Michele Toppe, Associate VP for Student Affairs/Dean of Students
toppem@pdx.edu

Julie Caron, Title IX Coordinator
jucaron@pdx.edu