Meeting of the Strategic Planning Development Team (SPDT)  
11/9/15

SPDT Attending:  
CeCe Ridder  
Susan Lindsay  
Mark Jones  
Sonja Taylor  
Michael Bowman  
Nicole Morris  
Jamal Green  
Gayle Thieman  
Erin Flynn  
Sona Andrews  
Rayleen McMillan  
Steve Percy  
Irving Levin  
Keva Miller  
Mathew Johnson  
Pat Wetzel

SPDT Absent:  
Nora Wendl  
Noor Delaughn  
Kim Cooper  
Darrell Brown  
Kelly Cowan  
Dilafruz Williams  
Pam Miller  
Lisa Zurk  
Carlos Crespo  
Ethan Seltzer  
Ralf Widenhorn  
Rob Fullmer

SPDT Staff:  
Lois Davis  
Harry Esteve  
Mark Wubbold  
Susy Munson

Consultants:  
Matthew Landkamer  
Michelle Janke

Guests:  
Kathi Ketcheson  
Wim Wiewel  
Carmen Suarez  
Ann Curry-Stevens  
Ben Anderson-Nathe  
Gita Mehrotra

Chair: Call to order at 11:10 am.

PM: Housekeeping and overview of the agenda.

Chair: Introduced the co-chairs of the Equity Lens Panel: Ann Curry-Steven, Ben Anderson-Nathe and Gita Mehrotra. Their presentation was an overview of the process they had facilitated with the rest of the Equity Lens Panel members to arrive at their recommendations for the SP Writing Team. They brought an edited version of the draft plan and discussed each suggested edit with the SPDT. The SPDT responded to each edit on a page by page basis and reached general consensus on each.

General Discussion: There was much discussion about how the words “competitiveness”, “diversity” and “equity” were used. Concerns about competitiveness had to do with the perception that it was exclusive and suggested a emphasis on “winners” and “losers”…rather than the more inclusive environment we are working to promote. Instances of competitiveness have been struck from the document except where its use could not be avoided...i.e. competitive salaries. Discussion of how diversity and equity were used originated in a Faculty Senate debate, where some senators expressed a concern that the words were being used inappropriately. They argued that that the use of the word equity required the university to name specific inequities and how/when they would be rectified. They also argued that diversity without equity was a hollow promise. The Equity Lens Panel leaders said that their group had agreed to use both words, and as complementary to each other. They appreciated the
Faculty Senates argument about “naming” the inequities, but agreed that this would be a function of the Key Performance Indicators group/s that worked on the Equity Initiatives.

**Action:** Coraggio and other note-takers have captured the Equity Panel’s edits that have been accepted by the SPDT. These will be included in the next draft of the strategic plan.

**Brief Break for Lunch**

**Coraggio:** This will be a working lunch. Each SPDT member was provided with a copy of the feedback the support team had gathered via its outreach efforts. The work for the rest of the meeting was to reconcile each comment with the current draft.

**General Discussion:** Some of the topics covered while reconciling the comments were:
- The need for clarity around the issue of liberal vs. individualized...education.
- The need for professional development opportunities for staff.
- The inclusion/or not of KPIs in the document.
- Additional clarity around the types of revenue the SP is prioritizing...new vs. existing?

**Action:** Coraggio and other note-takers have captured the new edits. These will be included in the next draft of the strategic plan.

**Meeting Adjourned:** 2:08pm

**The Next SPDT meeting:** Nov. 16, 2015