

University Strategic Planning Group

J. Colleran, N. Santilli, R. Armsworthy, C. Brennan, L. Brown, T. Bruce, J. Burke, E. Butler, ,
B. D'Ambrosia, R. Day, C. Dietz, J. Dillon, M. Farrar, D. Hareza, J. Krukones, A. Kugler,
G. Lacueva, T. Lewandowski, K. Malone, P. Mason, L. Massa, N. Mazanowski, M. McCarthy,
A. Miciak, M. Millet, M. Moroney, E. Peck, D. Riley, J. Schupp (19),
W. Simmons, J. Sully, D. Vitatoe, A. Welki

University Strategic Planning Group

Thursday, May 3, 2018

LSC Conference Room

Minutes

In attendance: N. Santilli, C. Brennan, L. Brown, T. Bruce, J. Burke, E. Butler, B. D'Ambrosia, R. Day, C. Dietz, J. Dillon, J. Krukones, G. Lacueva, P. Mason, M. McCarthy, A. Miciak, M. Moroney, E. Peck, D. Riley, J. Sully.

N. Santilli welcomed the group, and noted we would begin the meeting with a presentation and discussion of the Inclusive Excellence Strategic Plan.

J. Krukones thanked N. Santilli, on behalf of the committee, for his leadership over the past years.

The Minutes of the March 1, 2018, USPG meeting were approved.

E. Peck introduced the penultimate version of the Strategic Plan for Inclusive Excellence for USPG approval, and forwarding to the SLT and Board. He noted the preamble, which connects with intentionality to the Strategic Plan. A previous version of this plan and been shown to the SLT, and they encouraged the addition of aspirational elements and a more outward facing plan. This plan aligns with our Mission and its purpose is to better education our students to prepare for the world.

E. Peck noted that this is a decentralized plan, which is a common trend in higher education, with a single person or office taking responsibility for oversight. He explained that in the process of drafting this plan, the committee went back over data collected and reviewed from the previous focus group material and SWAT analyses. There are four goals that align with the Strategic Plan.

Goal 1 – Institutional Structures and Leadership. To sustain and help function, there is a need for coordinated leadership and accountability; to develop policy and procedures, make sure we are in compliance and respond appropriately, and to regularly assess and audit. This type of structure is recommended according to best practices.

Goal 2 – Curriculum and Training for Cultural Competency. A plan for diversity and equity training in the classroom, and for faculty and staff training.

Goal 3 – Recruitment and Retention. If John Carroll wants to diversify, we need to be intentional about recruiting and retention.

Goal 4 – Climate. We want to be inclusive and welcoming, raise awareness, educate the campus, and ensure that we pay attention to the experiences of those marginalized. We need to raise the bar.

E. Peck will be meeting with President M. Johnson regarding the plan. He also noted that DEI will continue to play a central role until a hire is made in the leadership role.

N. Santilli called for vote of USPG regarding acceptance of the proposed Strategic Plan for Inclusive Excellence. M. Moroney made motion to accept the proposed plan. The plan was unanimously endorsed by USPG and recommendation was made to present the plan to SLT. E. Peck noted one caveat – SLT has not seen the preamble, and if there are any concerns, he will bring this up to DEI at their next meeting.

Respectfully submitted,
Barbara Lovequist