

## University Strategic Planning Group

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J. Schupp (19), B. Saxton, W. Simmons, J. Sully, D. Vitatoe

University Strategic Planning Group  
Thursday, November 1, 2018  
LSC Conference Room

### Minutes

In attendance: J. Krukones, C. Brennan, T. Bruce, R. Day, C. Dietz, J. Dillon, E. Eickhoff, D. Hareza, D. Kilbride, A. Kugler, G. Lacueva, K. Malone, M. McCarthy, A. Miciak, M. Morgan, M. Moroney, J. Schupp (19), B. Saxton, J. Sully.

The Minutes of the October 18 USPG meeting were unanimously approved.

T. Bruce had distributed in advance the Fall 2018 Monitoring Update, and noted there were a few items left to characterize as either Needing Attention or Satisfactory Progress.

Most Critical:

#### **Tactic 1.5. Increasing the testing space for students registered with Student Accessibility Services.**

While we have increased space and hired an additional staff member, M. Moroney noted that we need to be ADA compliant. It was also pointed out we need dedicated space as some testing is done in department office space, and we need more information to determine needs. It was agreed this tactic needs to be marked **Needs Attention**.

#### **Tactic 2.4. Improve the sustainability of the minority postdoctoral program and improve its ability to serve as a pipeline into tenure-track positions at JCU and at other institutions.**

J. Krukones reported that M. Farrar has drafted a protocol for continuing the program which will be reviewed and put forward for approval. He also noted we are able to continue the program as is, but expansion would need additional consideration and funding. It was agreed this tactic should be marked **Satisfactory Progress**.

Other 18-19 Tactics/Goals:

#### **Tactic 1.3. Develop and commit to a long-term faculty hiring plan which responds to retirement and departures and also clarifies expectations for faculty workload and percentage of and role for part-time faculty and other instructional staff.**

It was determined this should be marked **Needs Attention** as a formal commitment and long-term planning need the new Provost's approval.

#### **1.3. Provide an academic vision for faculty development writ large by developing and implementing an accountable structure within the academic administration with the appropriate responsibility and authority to deliver this vision.**

It was noted this tactic encompasses redesigning the Center for Teaching and Learning as well as providing leadership development and student research assistance. J. Krukones reported ongoing discussions with the President regarding the Center for Teaching and Learning. It was determined this tactic should be marked **Needs Attention**.

### **1.3. Provide faculty development in cultural competency and inclusive pedagogy (including Universal design for Learning).**

Since Workshops and Implicit Bias training have been offered, it was determined this tactic should be marked **Satisfactory Progress**.

B. Saxton reported that in fulfillment of Tactic 2.2, Develop Business course that satisfied ISJ requirement, a course had been offered this past summer, and another is in development.

T. Bruce asked the committee members if they were ready to accept this updated document as the official Fall 2018 Monitoring Report. All agreed.

The discussion turned next to the preliminary evaluation of the 2015-2020 plan, noting whether goals and objectives are: Completed, Making Exemplary Progress, Satisfactory Progress, Partial Progress, or Little to No Progress.

### **3.6 Strategic Alliance**

**Some Progress.** Have made progress locally, little to none globally. Need a leader to make this a priority. Need to catalog activities not everyone is aware we are doing. Education and Counseling have helped to increase our reputation.

### **3.5 Improved Collaboration**

**Partial Progress.** Need clarity about relationships/decision making, and better communication.

### **3.4 Enhanced Technology**

**Satisfactory Progress.** Improvement has been made; we are doing more than simply upgrading. J. Krukones reported on a recent meeting with HR to improve faculty onboarding.

### **3.3 Continuous Improvement**

**Exemplary Progress.** Program Reviews have been completed and work is underway for Administrative Reviews. Culture of assessment has improved greatly, and we need to give everyone involved their due.

### **3.2 Integrated Planning**

**Satisfactory Progress.** Discussion of need for more transparency, to broaden the communication of budget process, over and above town hall meetings. J. Dillon noted we have been intentionally planning, and a lot of University expense is operating costs which are built into the base budget. E. Eickoff pointed out that the elected members of all committees need to report back to colleagues.

### **3.1 Individual Well Being**

**Satisfactory Progress.** HR policy reviews have been undertaken. Deans have initiated and supported development for part-time faculty, and First in the World Grant has assisted in their development.

### **2.4 Inclusive Excellence**

**Little to No Progress.** Numbers have not dramatically moved, but we have a plan in place. Efforts have been made to improve the culture, but lack of diversity is the face we present.

### **2.3 Interreligious and Intercultural Dialogue**

**Satisfactory Progress.** M. McCarthy noted that, by looking at Inside JCU, there have been many programs and opportunities to explore, but it is difficult to measure number of people who took advantage of those opportunities.

### **2.2 Ignatian Pedagogy**

**Satisfactory Progress.** Still some work to do. J. Krukones reported that E. Peck and T. Pipp are initiating a program for second-year faculty that focuses specifically on Ignatian pedagogy. CSSA and Career Services are coordinating efforts around this. J. Schupp noted that students generally don't encounter Ignatian pedagogy in their first and second year at JCU.

## **2.1 Jesuit Catholic Values**

**Partial Progress.** Sustainability efforts have made solid progress. Progress on Justice is being made through Catholic Relief and Slavery Working Group, while LGBTQ individuals are feeling less justice now.

### **1.1 Integrative Curriculum**

**Completed.** Premature to say if foundation has been laid for personal and professional success.

B. Saxton made a suggestion to ask Student Union to report back to us on their experience with new curriculum. There was a question as to the sustainability of linked courses.

T. Bruce requested committee members submit comments for goals and objectives not covered at today's meeting. The updated document will be emailed.

Respectfully submitted,  
Barbara Lovequist