COSSPP STRATEGIC DIRECTIONS COMMITTEE
MEETING IV SUMMARY
Friday, February 15, 2019

CONSENSUS CENTER

“Facilitating Solutions, Supporting Collaborative Action
Florida State University
Facilitation Team: Bob Jones & Jeff Blair
COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING IV SUMMARY

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COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING III
EXECUTIVE SUMMARY
Friday, February 15, 2019

On behalf of Tim Chapin, who was sick, the facilitators welcomed and thanked the Strategic Directions Committee members again for their willingness to work together on behalf of the College in develop a strategic plan. They provided an overview of the meeting objectives and agenda. The Committee accepted the Meeting #3 summary without corrections.

The SDC reviewed the mission statement that was tentatively agreed to at the February 1 meeting. The facilitators noted this was in draft form, could be refined further and would be finalized at the SDC’s last meeting on April 29. The SDC then reviewed the draft of COSSPP values agreed on at the February 1 SDC meeting. The SDC reviewed the draft of COSSPP diversity statements agreed on at the February 1, 2019 SDC meeting. Lisa and Stephanie met following that meeting, reviewed the discussion at the February meeting. Lisa noted they want to meet with the Dean to review with him how to think about and characterize diversity and equity issues in the COSSPP plan. They will report back and offer drafting recommendations to the SDC at the March 15 meeting.

The SDC reviewed, refined and rated the draft of COSSPP vision statement that was redrafted by the facilitators based on the input from the February 1, 2019 SDC meeting:

COSSPP offers an inclusive and collaborative College culture, welcoming all into a robust and free exchange of ideas. The College recruits and retains exceptional and diverse faculty, graduate and undergraduate students, and staff that supports the College’s mission and core disciplinary and interdisciplinary research, teaching, and service activities. Students are supported in the classroom and campus to become critical thinkers and are prepared through teaching, mentoring, advising, and service to successfully contribute and serve as the next generation of leaders, citizens, and innovators. The College’s reputation for excellence in creating and applying knowledge is reflected in its units and programs that are best in Florida and highly ranked among all public universities. (3.8 of 4 avg.)

The SDC reviewed and discussed each of the four vision themes to highlight key issues or challenges each Drafting Group should focus on. The following drafting groups were announced and the facilitators noted a template for each drafting group would be circulated early next week (Bold= drafting group coordinator):

A. Recruit and retain exceptional and diverse faculty, staff and students.
   Drafting Team Members: Petra Doan, Shawn Kantor & Katrinell Davis
B. Support student success.
   Drafting Team Members: Eliza Chase, Lisa Turner de Vera & Tan Perry
C. Innovative Service, Outreach and Expertise.
   Drafting Team Members: Joe Calhoun, Gary VanLandingham & Alan Rowan
D. Strengthen COSSPP Excellence and Reputation.
   Drafting Team Members: Stephanie Pau, Brad Gomez & Jeremiah Fisher

*The meeting adjourned at 11:55 am*
I. WELCOME AND INTRODUCTIONS

On behalf of Tim Chapin, who was sick, the facilitators welcomed and thanked the Strategic Directions Committee members again for their willingness to work together on behalf of the College in develop a strategic plan. They provided an overview of the meeting objectives and agenda. The Committee accepted the Meeting #3 summary without corrections.

II. COSSPP STRATEGIC DIRECTION STATEMENTS

A. COSSPP Mission

The SDC reviewed the following statement from the February 1 meeting:

“COSSPP is dedicated to excellence in creating and communicating social science and public policy knowledge through leading edge research, interdisciplinary programs, and teaching. We inspire and create opportunities for our diverse student body to become the next generation of leaders, citizens, and innovators to advance scholarship, engage communities, and serve society.” (3.9 of 4 avg.)

The facilitators noted this was in draft form, could be refined further and would be finalized at the SDC’s last meeting on April 29.

B. COSSPP Values

The SDC reviewed the following draft of COSSPP values agreed on at the February 1 SDC meeting:

The College is dedicated to achieving our mission by advancing our collective core values that inform the COSSPP culture and programmatic areas. We:

1. Foster a diverse and inclusive College culture, welcoming all into a robust and free exchange of ideas. (4.0 of 4 avg.)
2. Recruit and retain diverse faculty, students, and staff of the highest quality. (3.9 of 4 avg.)
3. Promote and clearly communicate evidence-based social science research and teaching to:
• Inform and shape public policy;
• Empower and engage communities; and
• Contribute to the advancement of social and economic mobility, equal opportunity, and a sustainable world. (4.0 of 4 avg.)

4. Empower students through innovative teaching, mentoring, and advising. (3.7 of 4 avg.)
5. Facilitate critical thinking through a collaborative interdisciplinary approach to solving problems that confront society. (3.7 of 4 avg.)

C. **DRAFT COSSPP DIVERSITY AND INCLUSION STATEMENT**

The SDC reviewed the draft of COSSPP diversity statements agreed on at the February 1, 2019 SDC meeting:

“[A] diverse student body adds significantly to the rigor and depth of students’ educational experience. Diversity encourages students to question their own assumptions, to test received truths, and to appreciate the complexity of the modern world. This larger understanding prepares graduates to be active and engaged citizens wrestling with the pressing challenges of the day, to pursue innovation in every field of discovery, and to expand humanity’s learning and accomplishments.”

Prominent social science research has demonstrated that diversity:
• Improves critical thinking and problem-solving;
• Promotes enhanced learning outcomes for, all students by introducing new ideas in the classroom and limiting implicit bias;
• Increases intercultural and cross-racial knowledge, understanding, and empathy;
• Enhances “democratic outcomes,” including engagement in political issues and participation in democratic processes; and
• Improves students’ leadership skills, psychological well-being, intellectual engagement and intercultural effectiveness, preparing them for employment in the global economy.

1. COSSPP will incorporate diversity and inclusion as a goal with objectives and actions in its Strategic Directions Plan. (4.0 of 4 avg.)
2. The COSSPP is committed to fostering community that welcomes and respects diverse perspectives of our faculty, students and staff. We encourage and facilitate the exchange of ideas and culture and the understanding of diverse viewpoints, experiences, and traditions. (3.5 of 4 avg.)

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1 *Amicus Brief*, in *Fisher v. University of Texas*, filed jointly with Brown University, University of Chicago, Columbia University, Cornell University, Dartmouth College, Duke University, Johns Hopkins University, Massachusetts Institute of Technology, University of Pennsylvania, Princeton University, Stanford University, Vanderbilt University, and Yale University.
3. We value diversity along a broad spectrum of factors, including but not limited to race, ethnicity, national origin, gender, gender identity, sexual orientation, age, disability, religion, socio-economic background and status, geographic region, and social or political belief. (4.0 of 4 avg.)

4. We offer an environment where civic discourse and academic freedom are valued. (3.7 of 4 avg.)

5. We strive to achieve equal access to opportunities consistent with democratic principles and policies for a diverse society. (3.7 of 4 avg.)

Lisa and Stephanie met following that meeting, reviewed the discussion at the February meeting. Lisa noted they want to meet with the Dean to review with him how to think about and characterize diversity and equity issues in the COSSPP plan. They will report back and offer drafting recommendations to the SDC at the March 15 meeting.

D. Vision Theme Framework and Vision Statement

1. Vision Statement

| The Vision is idealized and hopeful picture of where or what the COSSPP would like to be in the future and serves as the framework for setting strategic directions. |

The SDC reviewed, refined and rated the draft of COSSPP vision statement that was redrafted by the facilitators based on the input from the February 1, 2019 SDC meeting:

Clean Version
COSSPP offers an inclusive and collaborative College culture, welcoming all into a robust and free exchange of ideas. The College recruits and retains exceptional and diverse faculty, graduate and undergraduate students, and staff that supports the College’s mission and core disciplinary and interdisciplinary research, teaching, and service activities. Students are supported in the classroom and campus to become critical thinkers and are prepared through teaching, mentoring, advising, and service to successfully contribute and serve as the next generation of leaders, citizens, and innovators. The College’s reputation for excellence in creating and applying knowledge is reflected in its units and programs that are best in Florida and highly ranked among all public universities.

Strikethrough/Underlined Version
COSSPP offers an diverse, inclusive and collaborative College culture, welcoming all into a robust and free exchange of ideas. The College recruits and retains exceptional and diverse faculty, graduate and undergraduate students, and staff that supports the College’s mission and core disciplinary and interdisciplinary research, teaching, and service activities. Students are supported in the classroom and on campus to become critical thinkers and are prepared through teaching, mentoring, advising, and service to successfully contribute and serve as the next generation of leaders, citizens, and innovators. The College’s deserved reputation for excellence in creating and applying communicating social science and public policy knowledge is reflected
in its units and programs and centers that are best in Florida and are highly ranked among all public universities.

<table>
<thead>
<tr>
<th>Acceptability Rating Scale</th>
<th>4 = Acceptable, I agree</th>
<th>3 = Acceptable with minor reservations</th>
<th>2 = I don’t agree unless major reservations addressed</th>
<th>1 = Not Acceptable</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.8 of 4 avg.</td>
<td>8</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Comments and Suggestions
- “Deserved”? Delete.
- “Create knowledge” we are all good with. “Communicating” knowledge is the applied aspect of some of our units.
- We hope to Influence and inform the discourse among policy makers. Creates a bit of a disconnect for some in the College.
- “applying” the research-
- Contributing to larger bodies of knowledge
- Create knowledge and shape public policy  Shaping knowledge?
- “Best in Florida”? Helps with comparative measures.
- Minor reservations- too wordy- streamline the student sentence.
- Minor reservations -The work in drafting groups will help crystalize this

2. Vision/Goal Framework-2030

The SDC reviewed and discussed each of the four vision themes to highlight key issues or challenges each Drafting Group should focus on.

COSSPP VISION THEMES- FEBRUARY 2019
A. Recruit and retain exceptional and diverse faculty, staff and students.
B. Support student success.
C. Innovative Service, Outreach and Expertise.
D. Strengthen COSSPP Excellence and Reputation.

A. **Recruit and retain exceptional, diverse faculty, staff, and students.** The College will recruit and retain exceptional and diverse faculty, staff, and students to support the College’s mission and core research, teaching and service activities.
   1. Exceptional faculty
      a. Disciplinary and interdisciplinary research
      b. Teaching
      c. Service and Expertise
   2. Diverse disciplinary and interdisciplinary faculty
      a. Recruiting
      b. Retaining
   3. Capable and diverse staff
      a. Recruiting
      b. Retaining
4. Recruiting and retaining diverse students
   a. Recruiting
   b. Retaining

What key issues or challenges should the Drafting Group Focus on?

- Concern with combining “capable and diverse” together for staff? Does this support a narrative that connects these two ideas without evidence.
- We should assume our vetting and hiring process are designed to get capable people.
- Could be read as: “Hire the best and then hire some diversity scholars.” We want exceptional scholars who are also diverse.
- Get rid of #2? Combine with #1?
- And/ vs or?
- Diversity is the need now in recruiting and retaining faculty.
- If administration isn’t willing to pay for talent, we can’t adequately address the diversity goal.
- Need to hire the best at what they do and they bring a different and essential perspective to the College.
- Connect this with the discussions ahead on the diversity concept and statement. Valuing the quality of diversity. Diversity statement needs attention and discussion.
- This is a fundamentally critical discussion as a College- we need this. It is hard work and essential work. We should anticipate the rethinking of a lot of issues
- Agree with exceptional and diverse. But need to do more here. Looking for people to add tremendous value to units.
- The measure of success is to ensure they successfully go through the tenure process.
- Junior faculty- in our dept great to be an assistant professor. Cultivate and protect from “service.” The College and administration need diversity on every committee and call on minority faculty. Obligations greater than other faculty. Need to treat everyone the same.
- We need to understand and appreciate the value of diversity that enrich who we are as a society. E.g. the Patrice Williams story. Creating knowledge must come from a broader base of what society is today.
- We have to recognize that we are functioning in a sexist and racist system and find a balance of encouraging growth but addressing expectations. We to have a constructive discussion about these values.
- Make sure we understand what diversity is.
- “Capable” speaks to training, qualified, etc. Candidates should have these qualities.
- List of diversity funds and initiatives campus wide for consideration by the SDC. What’s in place for realizing these goals. Other colleges dealing with this.
- Undergrad “your voice matters” initiative- students have suggested there is not enough financial support for student research.
- McNair scholars program is present at FSU but underutilized. Not pulling in McNair scholars.
- McNair scholars is an undergraduate with students paired with mentors, creating research and present at a conference. Helping underrepresented students get on the path to graduate school.
• Even if we have programs for undergrad and grad students, there is a lack of communication until it is too late to take advantage of opportunities.
• Minority “pre and post doc” programs (UNC and Ohio State have them) we need 2-3 in the college. This is a way to provide support.
• Hired as if they are junior faculty before they go on the market.
• Pre-pre docs- after undergrad, before grad program.
• AEA- building diversity in economics- program dedicated to this. Feed students into discipline level programs

B. **Support student success.** The College will cultivate the critical thinking abilities and skills of its graduate and undergraduate students to support their success in the classroom, on campus, and beyond.

1. Graduate students
2. Undergraduate students

*What key issues or challenges should the Drafting Group Focus on?*

• Concerned about various ways to engage undergraduate service learning or to set up service learning courses. Would like to see some effort to get on the same page on this kind of assignment. What are the best practices?
• Engineering- service learning.
• Sam Staley- trying to do this
• Two requirements for undergraduate- “formative experience” and “scholarship and practice.” (Liberal studies committee). It is a “general education” requirement.
• We offer few scholarship and practice courses. How do we enhance and improve this?
• Can College raise this up? Focus on how to get students involved in research. Value faculty doing this kind of work however there is no real benefit to the faculty members.
• Think- RIBC program model for Political Science undergrads for other departments? Students working as research assistants in 2nd year for faculty and PhD. Students. It is a tax on faculty. Think of this as an objective or action.
• Communication= Student Leadership Council- students in these programs talk with other students about what they are like. Aware of opportunities and address fear of the unknown research activity.
• E.g. UV- undergrads only providing teaching opportunities. However, at FSU Office of Distance Learning doesn’t allow undergrads to grade assignments on line. Open to mentoring students who want to teach. We should publicize these opportunities.
• Problems connect with undergrad students and providing opportunities- worse than in 1990 at University of Arizona. Colleagues go to intermediate micro classes.
• “Handshake”- program through the Career Center. Way to connect with students. Call it a “research internship.”
• We are not taking advantage of the Career Center
• Graduate enrollment is a concern for the College and the University- Executive team looking at strategies for increasing graduate enrollment.
• What concerns are a priority? Recruiting quality grad students to programs.
• Not enough staffing to do full recruitment. Don’t have a centralized admissions office. Pulling in more applicants vs. landing them. Currently- focuses on applications # vs landing.
• Needs assessment- trends vs what is working/not working in terms of recruitment. Students looking for research opportunities. What are the incentives and in these letters. How to change the carrot. Maybe haven’t done this work.
• Masters programs- rate of movement—graduating seniors and your grad programs. Majority are FSU students- under grad; PS- 75%. Prompted by “Academic common market” underutilized- work to do this in addition to other recruitment efforts.
• Centralization of some recruiting tasks at college level should be considered for certain take advantage of more focused efforts.
• DURP doesn’t undergrad major. Recruiting at FSU and FAMU undergrads. In the past has been the best planning program in FL.
• Joint master degree program. If we had a major, it would help.
• Come up with standard rules on how far we can go to bring diverse grad students. Often interested working with a diverse faculty member. Problematic. Some are defensive tactics. Be more thoughtful.
• Increasing grad enrollment as a financial metrics issue. University puts $$ in undergrad levels.
• For Political Science More time/effort to develop applied master’s program- knowing what these goals are would be helpful. Sociology voted to abandon applied master’s program.
• 600 grad students overall with a 12% decrease in recent years. Looking for more paying students. % of paid students small.
• Financial incentives non-existent. Administration doesn’t have a way to make it happen.
• Capacity issues with applied masters- faculty constraints. $$. Dean convince the provost to increase.
• Task units to come up with masters programs- available faculty contribute to it? Develop more meaningful programs- retool, restructure to bring in more students.

C. Innovative Service, Outreach and Expertise. The College’s centers, institutes, and departments serve as a key source within the state and nation of innovative, transformative service, outreach, and policy analysis.

1. Support cutting edge Centers and Institutes and departments
2. State- innovation, outreach and expertise
3. Local- innovation, outreach and expertise
4. National- innovation, outreach and expertise
5. International- innovation, outreach and expertise

What key issues or challenges should the Drafting Group Focus on?
• “Innovative” service? What does this mean?
• New ways of doing service that are innovative. E.g. DURP Frenchtown work.
• What stands out and makes us unique? (connected with reputation)
• Projects producing new knowledge and ways on thinking about the world.
• Set up structure to facilitate service, outreach expertise. Need a framework and incentives
• Don’t see much innovation in service opportunities we engage in. Expand these opportunities for connecting and working with community groups.
• “Transformative” vs. innovation= service outreach and expertise. More dynamic and suggests changes people.
• Suggest ways to incentivize and value
• “Serve”- dumped on centers (not departments) vs. a transformative service experience.
• Centers could be seen as not delivering innovation? College units responsible for innovation.
• External and internal service opportunities distinguished? Down at the bottom of the AOR “service to the community. Need to incentivize both. Institutional arrangement-incentives related to rating and evaluation
• “Key source?” Where else will this come from. Is this compared to other colleges?
• “Are the sources of ....”
• AOR service is often underestimated by center faculty. Educating educators at the Stavros. Centers pigeonholed in outreach? What about research
• Focus on the College in terms of “key source” (comparative shopping)
• We need to incentivize this better in our College culture.
• Distinguish the college- part of identity.
• How do we become known for our service.
• Key source within the state and nation- clarify the intent
• Point # 1 too narrow?
• Centers and institutes help to provide the service focus

D. **Strengthen COSSPP Excellence and Reputation.** Strengthen the College’s COSSPP’s reputation for excellence by being home to units and programs that are best in Florida, and by continuously increasing our high rankings among all public universities.

1. Departments
2. Centers
3. Staff
4. Students
5. Alumni

**What key issues or challenges should the Drafting Group Focus on?**
• “Strengthen” excellence?
• Commitment to college’s reputation and excellence. Need to commit to building that “culture” that enable us to become excellent.
• Excellence? Vague.
• Ways to measure excellence?
• “Culture of excellence”- Univ. P & T committee. Sending long time people on that community. E.g. lots of service work in a research university. Won’t build a culture of excellence. Not commitment to building scholarly excellence.
• E.g. embedded in UC and faculty committed to it. Dept and faculty primary judges of candidates work.
• Good letters vs. papers to judge a candidate? Open records state. Say nice things.
• How to incentivize this.
• Structural problem in state university system. Funding from legislature is not adequate, “woeful”- locked in to this larger system and lack of funding.
• Ways to recognize excellence, reward people in some way. College have an award for top scholar? Service research awards.
• Resources are important- won award for best paper- APS review. College not acting to retain.
• Backslide replacing senior faculty and replace junior/ assistant.
• Got to be a place people want to come to. Where is intellectual vision? Don’t see that today. What’s the big thing we want to do
• Recruitment strategies- some are grabbing people earlier. Attracting in a way consistent with disciplinary trends.
• Exec. Comm. talking about grad students. No vision for what we do. Zoo model- hire people in different areas without a strategy.
• Don’t have the faculty to deal with grad students- no vision other than not pissing people off. Macro, micro and experiments-
• Place needs to be shaken up.
• College and Departmental Leadership needs the courage and support from the college to step up and do this.
• Need a vision and a commitment to a culture. Not cutting corners
• Distributional conflicts. If an area is not doing well. Better to leave vague. Is this a cultural problem.
• Embedded structurally- nothing ventured-nothing gained, Culture stifles, punishes creativity and “failure”
• The discussion/process around “merit”
• Environment in which the state is not investing. Across board raises to state employee
• Is this a union issue? Not effective for years.
• University admin. Associate VP etc.
• If you want excellence you need to reward.
• Improve programs- they must be led by people to do the job. Identify things that need to be improved.
• COSSPP = Lake Woebegone?
• Merit raises- the Administration blows hot and cold. There hasn’t been an even pattern for excellence.
• FSU hasn’t committed to be an excellent university. Expensive to retain best scholars and FSU has not been willing to pay resulting in a mediocre regional university
• Top 25 public university. Vision but top faculty was walking out the door. Hard core- research university.
• Article vs book driven- clear statement of goals at that point.
• Dept can find a ranking in which they look good. College create a metric? E.g. National research council rankings. Be more explicit about this.
• ISI rankings? Need to make a suggestion.
- Departments are like “house of cards” that are easy to collapse.
- When we lose seniors, we need to replace with seniors. Otherwise departments slip in ratings, reputation and recruitment.
- DURP-2 senior scholars went elsewhere and were not replaced.
- Move past the top 25 and set a goal of having x# of COSSPP departments in top 25. Get departments to be the best we can be.
- US News and world report metrics not helpful

### III. NEXT STEPS IN THE COSSPP STRATEGIC DIRECTIONS PROCESS

The facilitators reviewed the following drafting team assignments

-thanked the Committee for their hard work and noted the date for the 5th Committee meeting on February 15. The Committee will review and refine the work on statements and themes and review the drafting groups proposal. He noted a draft meeting summary would be circulated and posted on the COSSPP strategic directions website.

The members completed a meeting evaluation form *(see Appendix #3 for a summary).* The meeting adjourned at 11:50 a.m.
Appendix #1- Meeting Agenda

COSSPP STRATEGIC DIRECTIONS COMMITTEE WORKSHOP #4
Friday, February 15, 2019
SDC Workshop #4 Objectives

- To review the College’s Strategic Directions Process and SDC Meeting #3 outcomes.
- Review COSSPP Mission Statement, Core Values and Diversity statement
- To review, discuss, & refine a draft Vision Statement
- Identify key issues for Vision/Goal drafting groups to consider.
- To clarify next steps, SDC approach, meeting schedule & assignments going forward.

SDC Workshop #3 Agenda

8:30 a.m. Welcome Remarks and review of Workshop Objectives - Dean Tim Chapin
8:35 Overview of Workshop Guidelines, Roles, and the Strategic Directions Process, and Acceptance of SDC Meeting #3 Summary Report
8:40 Review Mission Statement
8:55 Review COSSPP Core Values
9:15 Review COSSPP Diversity Statement
9:30 Review, rate, discuss and refine draft COSSPP Vision Statement
10:15 Stretch Break
10:25 Review and identify key issues and challenges for Vision/Goal drafting groups
11:30 Review Drafting Group Appointment and Assignments
11:45 Next Steps: SDC approach, schedule, assignments and written meeting evaluation
12:00 p.m. Adjourn
## Appendix #2 - COSSPP Strategic Direction Committee

*Bold* = participants, *Italics* = unable to participate

<table>
<thead>
<tr>
<th>Name</th>
<th>Core Unit</th>
<th>Type</th>
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<tbody>
<tr>
<td>Joe Calhoun</td>
<td>Economics Department, Gus A. Stavros Center</td>
<td>TT Faculty</td>
</tr>
<tr>
<td>Eliza Chase</td>
<td>Student Council</td>
<td>Undergraduate Student</td>
</tr>
<tr>
<td>Katrinell Davis</td>
<td>Sociology, African American Studies</td>
<td>TT Faculty</td>
</tr>
<tr>
<td>Petra Doan</td>
<td>Urban and Regional Planning</td>
<td>TT Faculty</td>
</tr>
<tr>
<td>Jerry Fisher</td>
<td>Political Science Department</td>
<td>Staff</td>
</tr>
<tr>
<td>Brad Gomez</td>
<td>Political Science Department</td>
<td>TT Faculty</td>
</tr>
<tr>
<td>Shawn Kantor</td>
<td>Economics Department, The Hilton Center</td>
<td>TT Faculty</td>
</tr>
<tr>
<td>Stephanie Pau</td>
<td>Geography</td>
<td>TT Faculty</td>
</tr>
<tr>
<td>Alan Rowan</td>
<td>Master’s of Public Health</td>
<td>Spec. Faculty</td>
</tr>
<tr>
<td>Gary Van Landingham</td>
<td>Askew School of Public Administration</td>
<td>Spec. Faculty</td>
</tr>
<tr>
<td>Lisa Vera</td>
<td>Interdisciplinary Social Sciences</td>
<td>Spec. Faculty</td>
</tr>
<tr>
<td>Jeff Blair</td>
<td>Facilitator, FSU Consensus Center</td>
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<tr>
<td>Bob Jones</td>
<td>Facilitator, FSU Consensus Center</td>
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<tr>
<td>Tim Chapin</td>
<td>Dean, COSSPP</td>
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Appendix #3- Meeting Evaluation Summary

COSSPP STRATEGIC DIRECTIONS INITIATIVE
COSSPP STRATEGIC DIRECTIONS COMMITTEE MEETING IV
FEBRUARY 15, 2019
MEETING EVALUATION SUMMARY

Members evaluated the meeting using a 0 to 10 Rating Scale where a 0= Totally Disagree and a 10= Totally Agree, and provided any relevant comments.

1. Please assess the overall meeting
  9.5 The background information was very useful.
  9.5 The agenda packet was very useful.
  9.4 The objectives for the meeting were stated at the outset.
  8.9 Overall, the objectives of the meeting were fully achieved.

2. Rate your level of agreement that each of the following meeting objectives was achieved
  9.8 Review, and discussion of COSSPP Mission Statement.
  9.7 Review, and discussion of COSSPP Core Values.
  9.0 Review, and discussion of COSSPP Diversity Statement.
  8.9 Review, discussion, and refinements to draft COSSPP Vision Statement.
  9.4 Review, and identification of key issues and challenges for Vision/Goal drafting groups.
  9.4 Review of drafting group appointments, and assignments.
  9.3 Discussion of next steps, assignments and Initiative schedule.

3. Please tell us how well the Facilitator helped the Committee members engage in the meeting
  9.8 The Committee members followed the direction of the Facilitator.
 10.0 The Facilitator made sure the concerns of all Committee members were heard.
  9.6 The Facilitator helped us arrange our time well.
  9.6 Committee Member input was documented accurately.

4. Please tell us your level of satisfaction with the meeting?
  9.3 Overall, I am very satisfied with the meeting.
  9.8 I was very satisfied with the services provided by the Facilitator.
  9.2 I am satisfied with the outcome of the meeting.

5. Please tell us how well the next steps were communicated?
  9.4 I know what the next steps following this meeting will be.
  9.3 I know who is responsible for the next steps.

6. What did you like best about the Meeting?
   • Open and frank discussion of obstacles/realities of COSSPP faces
   • Candid and respectful comments

7. How could the Meeting been improved?
   • No comments
Appendix #4- COSSPP Strategic Directions Timeline and Process Steps

STRATEGIC DIRECTIONS TIMELINE & PROCESS STEPS

COLLEGE OF SOCIAL SCIENCES AND PUBLIC POLICY
STRATEGIC DIRECTIONS PROCESS

July-September 2018
SETTING THE COURSE
Design Strategic Directions Process
Conduct Faculty Questionnaire #1

September 2018
1st Strategic Directions Committee (SDC) Meeting

October 2018
2nd SDC Meeting- Preparation for Departmental & Interdisciplinary Input Meetings

November-December 2018
SEEKING INPUT Departmental, Interdisciplinary, Staff & Student Strategic Direction Input meetings

Jan-Apr. 2019
INTEGRATING & ALIGNING SDC Meetings #3-7 to develop recommendations to the Dean
2nd Faculty SD Questionnaire

MAY 2019
STRATEGIC DIRECTIONS PLAN

STEPS IN THE COSSPP STRATEGIC DIRECTIONS PROCESS- 2018-2019

SETTING THE COURSE- JUNE-SEPTEMBER 2018

June-September 2018
- Meet with Dean and review and refine as needed the proposed process, the planning horizon and conduct a strategic directions questionnaire for COSSPP faculty and staff.
- Compile, analyze, summarize and distribute the questionnaire results and incorporate into a Strategic Directions Committee Meeting #1 agenda packet.
- September appoint and convene the Strategic Directions Committee (SDC) for its first meeting on September 28, 2018.

September 28, 2018
- COSSPP Strategic Directions Committee Meeting #1.
November 7, 2018

- **COSSPP Strategic Directions Committee Meeting #2.**
  - Review and refine the products of Retreat #1 (mission, vision themes). Develop initial goals and review the agenda for proposed Departmental, Interdisciplinary, Staff and Student meetings and assignments.

SEEKING INPUT ON STRATEGIC DIRECTIONS- NOVEMBER-DECEMBER 2018

November/December 2018

- **Departmental Strategic Direction Input Meetings** (faculty): Six departmental workshops to review the draft mission, vision themes and draft goals, review alignment with Department plans and FSU plan, identify challenges and opportunities (Economics, Geography, Political Science, Sociology, Urban and Regional Planning, Askew School of Public Administration and Policy).
- **Interdisciplinary Strategic Direction Input Meetings** (faculty) workshops to review the draft mission, vision and goals, to review alignment with Interdisciplinary Program plans, and to identify and challenges and opportunities: African American Studies, Demography, International Studies, Interdisciplinary Social Science & Public Health.
- **College-wide Academic Recruitment, Student Advising Staff Workshop** to review the plan framework and solicit information on operational and implementation issues.
- **College-wide Student Strategic Directions Workshop/Fair** to review and seek feedback through the Student Leadership Council on the plan framework and solicit ideas for improvements.

INTEGRATING AND ALIGNING THE CSSPP STRATEGIC DIRECTIONS PLAN- JANUARY-MARCH 2019

February 1, 2019

- **COSSPP Strategic Directions Committee Meeting #3- 8:30 am- 12:00 p.m.**
  - Review input from Fall 2018 input workshops and meetings. Refine, as needed the products based on input (mission, vision, goals, objectives) and identify potential strategic actions. Seek member preferences in terms of goals/objectives drafting groups.

February 15, 2019

- **Strategic Directions Committee Meeting #4.**
  - Review Meeting #3 outcomes.
  - Convene and charge Committee drafting teams for each goal area. Each drafting team will meet between Committee meetings to develop draft recommendations for goal, objectives, strategic actions and implementation guidance.

March 15, 2019

- **Strategic Directions Committee Meeting #5.**
  - SDC Review, rate and refine and provide feedback to drafting teams on their output and draft recommendations.
Drafting Teams refine their drafts based on input and consider implementation issues, measures, milestones and assignments.

March 29, 2019
- Strategic Directions Meeting #6.
  - SDC Review, rate and refine drafting team draft goals, objectives and actions.
  - Review and refine and seek consensus on draft COSSPP Strategic Plan 2019-2030.

SEEKING INPUT ON STRATEGIC PLAN FINAL RECOMMENDATIONS

Early April 2019
- College-wide Strategic Directions Online Questionnaire #2: To test acceptability of goals, objectives and actions. Compile, analyze, summarize and distribute the questionnaire results to the Strategic Directions Committee in advance of meeting #7.

April 26, 2019
- Strategic Directions Meeting #7.
  - Recommendations to the Dean with implementation recommendations regarding alignment with Department plans for a ten-year College Strategic Plan 2019-2019.
  - Review input from College Wide Workshop and online questionnaire and refine and seek consensus on recommendations to the Dean on adopting a COSSPP strategic plan with implementation recommendations regarding alignment with Department plans for a ten-year plan 2019-2019.

May 2019
- Facilitators provide the SDC’s Strategic Directions Plan Recommendations to the Department Chair based on the input from the 2018-19 Process.
- Dean adopts and disseminates College Strategic 10-Year Plan to CSSPP Faculty, Students, Staff and Alumni.