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Steering Committee Meeting Notes & Materials

Strategic Planning

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UW Strategic Planning Steering Committee

March 11, 2016 | 9:00 a.m. – 4:15 p.m. | Dawn Lucien Boardroom

Committee members attending:

Brian Anderson		Andrea Hill		Mark Pagano	X
Kathy Beaudoin	X	Lisa Hoffman	X	Sharon Parker	X
Bonnie Becker	X	Cedric Howard		Harlan Patterson	X
Amanda Bruner		Holly Bamford Hunt	X	Jocelyn Patterson	
Sheri Burden	X	Leslie Kinkade	X	Patrick Pow	X
Colleen Carmean	X	Josh Knudson	X	Lauren Pressley	X
Pat Clark	X	Bill Kunz		David Reyes	X
Kathleen Deakins	X	Joel Larson	X	Karl Smith	X
Rich Furman		Melissa Lavitt	X	Alina Solano	X
Joshua Garcia	X	Nita McKinley	X	Tracy Thompson	X
Cheryl Greengrove	X	Ali Modarres	X	Richard Wilkinson	X
Chris Hedegaard	X				

Kathleen Deakins welcomed the committee, reviewed what was accomplished in the last meeting and previewed the day's agenda.

Richard Wilkinson interviewed Josh Garcia in front of the group about his views about measurement and experience as deputy superintendent for Tacoma Public Schools. He said TPS believes it is important that people be data literate. Measurement is only as effective as the organization's definition of success. Getting people to agree on the definition was TPS's biggest challenge. TPS started with a data dashboard and now has portals for teachers where they can drill down to the individual student.

Josh said UW Tacoma should consider what institutional language we will use: will we track indicators or measures?

The TPS approach includes a multi-measure accountability system with the understanding that not everything can be measured without a story. He advised that UW Tacoma constantly talk about the "why" and tell the story of the data. Other than partnerships, TPS data is based on student outcomes and the story is from the lens of the student. "When you start to do what you say you're going to do and you have data to back it up, people will listen."

Bonnie Becker shared the vision and mission language as revised by Colleen Carmean, Josh Knudson and Joel Larson and the results of the survey of committee members gathering feedback on their level of support for the language and their comments. The committee agreed that the language should be shared "as is" during the upcoming stakeholder consultations.

Ricardo Ortega, director of Diversity Resource Center Initiatives for UW Tacoma, presented an overview of that group's work, including its goals, recommendations and objectives. In small groups, committee members then discussed how to best incorporate equity, diversity, and inclusion into the Strategic Planning process? The committee reached consensus that equity, diversity, and inclusion will be added as a Strategic Priority and that it will be a lens applied in developing and evaluating other elements of the plan.

Bonnie led a review of language for the Strategic Priorities revised since the last meeting and together the group edited them further as follows:

STUDENTS   Advance student success academically, professionally and personally.

RESEARCH   Expand and support a range of research, scholarship and creative activity.

COMMUNITIES   Partner in advancing strong and diverse communities.

EQUITY   Promote and model equity, inclusion, and social justice.

WORKPLACE   Foster a climate and culture where we are inspired to do our best work.

GROWTH   Grow strategically and sustainably.

Richard Wilkinson led the group in a table exercise of reviewing notes from the February meeting and identifying one or two achievements we must accomplish in the next three to five years to make measurable progress in that Strategic Priority. Committee members posted their ideas on a "sticky wall."

Bonnie shared the updated stakeholder consultation schedule and plans for "Campus Crowdsourcing," eight open sessions on campus to gather input, each devoted to specific Strategic Priorities:

	March 29	March 30	April 5	April 6
12:30-2:00	Students/ Growth	Workplace/ Community	Research/ Workplace	Diversity/ Growth
3:30-5:00	Diversity/ Research	Diversity/ Students	Students/ Community	Research/ Community

Next meeting on April 15 the committee will review the input gathered and further develop WIGs and Initiatives.