BACKGROUND & PURPOSE:

The project originated while evaluating methodologies to execute on the Strategic Plan (SP). President Inkso asked the University Council (UC) to consider how the UC might engage in the execution of the SP, and at the same time suggested that Goal 4 may be an area to consider.

As stated in the "University Council Bylaws," "The UC considers the activities of the University that affect the common interests of faculty, staff and students, with particular attention to university policy and strategic planning. In its advisory role to the President and his or her Cabinet, the UC may propose and approve initiatives and general policies as well as express its opinions, make recommendations, and request information…" The UC membership consists of representatives from "all constituencies, including the academic faculty, administrative faculty, classified staff, students, and executive administrators…" The Diversity Committee is one of the standing committees that the UC "takes primary responsibility for the actions and recommendations…"

Given, that the UC has strong ties to strategic planning, that it includes representatives from all contingencies, and that it has the Diversity Committee as a standing committee, it seems reasonable that the UC can have an impact on Objectives 1 and 2 of Goal 4 of the SP.

<u>Purpose</u>: to ensure successful completion of Goal 4, Objectives 1 and 2.

Goal 4: Thriving University Community - A Great Place to Work and Learn
Objective 1: Foster an inviting and supportive university culture that exemplifies EOU's values and principles
- KPI 1: Achieve national recognition on the "Great Colleges to Work For" list
- KPI 2: 85% of students, faculty, and staff indicate the institution provides a supportive and caring environment

Objective 2: Support intercultural competency, inclusiveness, and diversity
- KPI 1: Resident students reflect a cross-section of Oregon enriched by students from other regions and countries
- KPI 2: The students, faculty, and staff demonstrate competency in intercultural interactions

OBJECTIVES:

Accomplishment of the purpose by 2029 at no additional cost. Milestones will need to be set to ensure that appropriate progress occurs between now and 2029.

WORK DEFINITION:

1) Project Administration
   a) Goal 4, Objective 1 and 2 Sponsor = Tom Insko
   b) Goal 4, Objective 1 Team Leader = Chris McLaughlin
   c) Goal 4, Objective 2 Team Leader = TBD
   d) Identify the process
      i) Determine how the UC will conduct business in this regard
      ii) Evaluate the use of an Ad Hoc Committee
   e) Determine the mix of responsibilities with Chris McLaughlin.
2) Objective 1 execution – Foster an inviting and supportive university culture that exemplifies EOU's values and principles
   a) KPI 1 - Achieve national recognition on the "Great Colleges to Work For" list
      i) Understand basic components and requirements of the "Great Colleges to work For" list

    ii)   Review previous survey

    iii)   Develop an action plan

  b)   KPI 2 - 85% of students, faculty, and staff indicate the institution provides a supportive and caring environment

    i)   Determine the current status

    ii)   Identify what it means to provide "a supportive and caring environment"

    iii)   Develop an action plan

3) Objective 2 execution – Support intercultural competency, inclusiveness, and diversity

  a)   KPI 1 - Resident students reflect a cross-section of Oregon enriched by students from other regions and countries

    i)   Data analysis

      (1)   Determine the current status

      (2)   Determine targets

    ii)   Develop an action plan

  b)   KPI 2 - The students, faculty, and staff demonstrate competency in intercultural interactions

    i)   Define what it means to "demonstrate competency"

    ii)   Define "intercultural interactions"

    iii)   Determine the current status

    iv)   Identify the gap or what is missing

    v)   Develop an action plan

DELIVERABLES/END PRODUCTS:

1) Four action plans
2) Semi-annual report of progress, including intermediate milestones and targets.

KEY MILESTONES:

1) DRAFT project scope presented to UC on February 13, 2018
2) Project Scope approval from UC on March 13, 2018.
3) All action plans developed by XXX, XX, 2018 (Is it possible by Commencement?)
4) First semi-annual report of progress by December 31, 2018. (see annual report schedule)

CONSTRAINTS:

1) UC is inactive three months of the year.
2) UC membership changes year to year

KEY ASSUMPTIONS:

1) That the UC has the skills and motivation to complete this work (good examples include the work on the Values & Principles and the Strategic Plan).
2) That the UC has the capacity to complete this work as well as other responsibilities.
3) That the UC will be able to engage constituencies and standing committees in the completion of objectives.

SPECIFICALLY EXCLUDED SCOPE:

1) Goal 4, Objective 3.
2) Re-wording of Goal 4, or the associated Objectives and KPI's.