

Campus Conversations with President Maloney

February 4, 2020 2:30 p.m. - 3:00 p.m.

Administration Building, Fuller Auditorium

- President welcomed everyone and thanked them for attending
- President Maloney announced that Phillip Wasylean II class of 1963 passed away on February 3, 2020
 - Wasylean Hall was named after him
 - A Celebration of Phil's life will be held on April 26, 2020 at 12:30 p.m. at Wasylean Hall
- President spoke to the graffiti incidents that took place on campus last week
 - One of them we were able to discover, though confirmation by students in the classroom and the faculty member, that the image left on the whiteboard was part of a lesson from a class during a teaching moment.
 - The graffiti found in Sullivan Academic Building was racially inappropriate.
 - The President reminded the audience that we have put mechanisms in place to help us deal with incidents of bias, the Campus Climate Committee and the Bias Incident Response Team. If you are interested in being a part of one of these committees or learning more please reach out to President Maloney
 - We never want a member of this community to feel unsafe or have their ability to learn negatively impacted
 - President recognized that last week we had a successful anti-semitism program that was well attended and facilitated a great conversation, thank you to Stacey Luster for organizing
 - On February 3, 2020 we had the ribbon cutting of the new LGBTQ+ Resource Center
 - Welcome to part time staffer Randee Sigel who will staff the resource center
- There will be a campus wide unity rally on Thursday, February 6, 2020 at 1:00 p.m.
 - Several key faculty, staff and students from our community have been involved with the planning of this event
 - We will be suspending classes at 1:00 p.m. that day
 - The President expects that everyone will join us
 - The President is looking forward to the event, and hopes it will be a moment for the community to come together and support one another
- A question was asked about what types of punishments would be faced if someone was caught. We take these matter seriously and will use all options available to deal with those involved
- A comment was made about upcoming lecture on February 5, and Courageous Conversations on April 27th, more information can be found:
<https://www.worcester.edu/Event-Calendar/>
- There is a Black History Month Photo Exhibit happening on February 4, 2020 at 3:00 p.m., President Maloney encouraged everyone to attend and support the students who contributed to this project

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- A comment was made in favor about the response from the campus on last week's incident and the speed in which the campus was made aware of the situation
 - There was a lot of people involved with making sure the message went out in a timely manner
 - President Maloney also thanked the people involved with reporting the incident in a timely manner
- President Maloney introduced people involved with the Strategic Planning Committee
 - Please see below for the two slides
 - We have reached the halfway point
 - The committee is starting to communicate out to the campus on the work that has already been done
 - The Strategic Planning Committee has created eight goals for the campus to consider
 - These are not the finalized goals, and the final number could be more or less than eight
 - This is what the committee has been working on and prioritizing
 - Equity is not broken out as it's own goal because the expectation of the Strategic Planning Committee is that equity will be woven into each goal
 - Equity is part of everyone's work
 - Each working group to have a finalized proposal to be considered by the committee by the end of March
 - Tonight, each of the eight goals will be broken into its own working group
 - Students, faculty and staff will be included in these working groups
 - The working groups may contact you for information, please work with them to get them the information they need
 - The Board of Trustees will review the plan in June and we will take the plan to the Board of Higher Education in the fall
 - A question was asked if the 5 core values will be changed?
 - There is a lot of work that still needs to be accomplished with the current goals, but the core values will stay the same
 - The main focus is "Where does WSU want to be in 2025?"
 - There are groups work on the RASE Plan, that work will be blended into the Strategic Plan
 - Some of the RASE Plan work will go through governance
 - A question was asked if there are groups actively working on the non governance items of RASE
 - There is a committee, the Innovation Committee, that is a subsection of Cabinet that will work through and review some of the RASE Plan items
 - A comment was made about some of the work, like the advising portion, that could be concluded as early as the end of February

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- There were 1,151 touch points or voices heard during the fall semester to help build out various components of the Strategic Plan
- A comment was made about the Superbowl and the radio calls for Haikus
 - The Haiku was read and the student wanted to share how much they enjoy the campus and the experience
 - They followed up with a question asking how many seniors students are enrolled at WSU
 - President Maloney directed the student to Dean Kyle
- There will be a way for topics, questions and / or comments to be submitted for Campus Conversations ahead of time, more to come on that soon

Next Campus Conversations: Wednesday, March 11, 2020, 8:30 a.m.



WORCESTER
STATE
UNIVERSITY

Campus Conversations

February 4, 2020

Convergence of Views → 4 Mission-Central and 4 Mission-Enabling Goals

Core Mission Goals

ACADEMIC DISTINCTION

- Offer high-quality undergraduate and graduate programs that develop the intellectual and personal potential of every student and prepare the next generation of leaders, innovators, and scholars

STUDENT SUCCESS

- Provide all students a transformative, holistic educational experience with a path to timely degree completion and solid preparation for advanced academic studies or career success

ENROLLMENT

- Be attractive and accessible to an increasingly diverse population of students within an increasingly competitive recruitment environment

PUBLIC GOOD

- Have an impact beyond campus through leading-edge scholarship and creative activities, civic engagement, and mutually beneficial partnerships with local, regional and global communities

Mission-Supporting Goals

PEOPLE

- Recruit, nurture, and retain high-quality and diverse faculty and staff committed to educating and supporting a diverse student body

CULTURE

- Build a campus culture of innovation and collaboration within a framework of inclusive excellence and accountability

RESOURCES

- Develop sustainable revenue streams adequate to support the University's academic mission and institutional priorities, and invest in physical infrastructure and technology with a commitment to financial and environmental sustainability

REPUTATION

- Enhance branding and marketing to raise regional and national visibility and garner recognition for excellence, value, and impact

Building Shared Vision through Inclusive Planning

OUTREACH/ENGAGEMENT (collecting data as part of “situation analysis” and diagnostics phase of the planning process)	Launched	Closed/stop collecting input	COMMENTS
Academic Kick-Off Day invitation to identify “must-do” priorities for coming three to five years	September 3	n/a	160 responses from faculty and staff; Sarah has analyzed for common themes/threads
Visioning questionnaire prepared by consultant; responses invited from executive cabinet and trustees	Sept. 11	Oct. 1	15 responses (9 executive cabinet, 6 trustees); I will share results/analysis (that will feed directly into our SWOT and work) at the planning retreat.
All faculty and staff: Launch survey (verb prompts) for all faculty and staff linked from President’s strategic planning memo	Sept. 25	Oct. 19	99 responses (60 staff, 38 faculty, 1 anon); data were analyzed by the steering committee
Administrative department “functional assessments” for the consultant, focusing on “current state” – area-specific challenges, objectives, initiatives underway, etc.; prepared by executive cabinet members	Sept.	n/a	These will feed directly into our SWOT and work at the planning retreat.
Academic program evaluation (spearheaded by VPAA/provost using grid provided by consultant; provost to work with deans and dept. chairs.)	Oct.-Nov.	n/a	Lois met with SPSC at its 11/18 SPSC meeting.
Open Forum for faculty and staff re: planning “foundations” – presentations by B. Maloney, R. Forsythe, B. Kyle, K. Eichelroth	Oct. 28, 30		42 attendees on 10/28; 43 attendees on 10/30 PPT posted on strategic planning portal.
All-faculty survey	Oct. 28	Nov. 11	106 responses
All-staff survey	Oct. 29	Nov. 11	130 responses
Survey of exec. committee members of Foundation board and AAAB	Nov. 1	Nov. 15	4 responses
Student surveys - Undergraduates - Graduate students	Nov. 6 Oct. 31	Nov. 15 Nov. 15	262 responses 87 responses
Alumni outreach (survey of recent graduates, 2009-19)	Nov. 11	Nov. 15	90 responses
Meeting with graduate program coordinators	Nov. 15	n/a	14 (of 20) attended a brief round-table discussion focused on five strategic questions emailed in advance (with written responses submitted to SPSC)
Faculty open forum/round-table meetings (focusing on questions relating to the experience of being a faculty member at WSU)	Nov. 13, 21, Dec. 9		55 attendees
Staff open forum/round-table meetings (focusing on questions relating to the experience of being a staff member at WSU)	Dec. 10 (APA) Dec. 18 (AFSCME)		44 attendees
Conversation with the WSU Foundation Board	Dec. 3		Barry and Tom teed up a planning-related question for discussion
			1,151 TOUCH POINTS (VOICES HEARD)