President and Provost’s Leadership Council
December 15, 2021

Summary of Previous PPLC Work on Employee of Color Retention
- PPLC Faculty Retention Reports (2017-18, 2018-19, 2019-20)
- Small group deliberations from 11/17/21 PPLC meeting
  - Six thematic areas
    - Livability
    - Data collection and analysis
    - Career development and advancement
    - Leadership and supervision
    - Sense of belonging and community
    - Professional development
  - Note that professional and academic faculty are having different experiences
  - Emphasize the need for employee exit survey data
- Reiterate importance of connecting this work to goals in SP 4.0 Goals and Actions
  - Goals
    - Goal 1: Transformative education that is accessible to all learners
    - Goal 4: A culture of belonging, collaboration and innovation
  - Actions
    - Action 1: Continue attracting and supporting a diverse, world class faculty
    - Action 10: Integrate inclusive excellence principles and practices into all aspects of the university
    - Action 11: Increase our retention and graduation of all students
    - Action 19: Implement a comprehensive talent management system

Deliberation to Refine PPLC Priority Actions for AY22
- Individually, then in small groups, consider these questions:
  - Where and why are we stucker?
  - What will it take to get unstuck?
- Common themes
  - Challenge of recruiting
  - Importance of relationship building
  - FTE needed to make office or individual responsible for implementation
    - Accountability

Preview of Identifying Priority Actions & Community Engagement
- PPLC members will receive Qualtrics survey
  - Capturing ideas on prioritization
  - Qualitative thoughts on action areas
  - Survey will be anonymous
- Inviting commissions, emerging commissions and AFAPC to inform priorities and actions to upcoming PPLC meetings.
Next Steps

- Reach out to Scott Vignos or Teresita Alvarez-Cortez with questions, thoughts and comments
- Complete Qualtrics survey
- Scott Vignos to connect with recent cohorts from Provost’s hiring initiatives

Next meeting: January 12, 2022, via Zoom

Attendees

- Scott Vignos
- Teresita Alvarez-Cortez
- Paul Odenthal
- Alix Gitelman
- Ana Lu Fonseca
- Natchee Barnd
- Erika McCalpine
- Mike Green
- Cathy Hasenpflug
- Janet Nishihara
- Jon Boeckenstedt
- Dan Larson
- Maryssa Reynoso
- Phil Mote
- Nana Osei-Kofi
- Rick Settersten
- Sue Tornquist
- Reagan Le
- Steve Clark
- Kevin Dougherty
- Pamela Johnson