President and Provost’s Leadership Council
January 12, 2022

NOTE: Meetings will be extended by 30 min., beginning Feb. 9. New meeting time: 12:30-2 pm.
- March 9 exception: 1-2:30 pm

Updates
- Moving Forward Together updated spreadsheet posting soon
- A framework to guide presidential affinity commissions was presented to the president
  - PPLC plans to engage existing groups at upcoming meetings
- Community Climate Surveys
  - OSU plans to contract with an external partner for the Employee Climate Survey, planned to launch in Spring
  - Will create a sampling strategy for more comprehensive reports

Actions to support PPLC priority for 2021-22
- Departure data and process for collecting
  - To determine the impact of faculty and staff of color leaving
  - The reason is as important as the data
- Development of an institution-wide onboarding program
- Supervisor/manager education
  - Building mentorship relationships for academic faculty
- Building community support
  - Building relationships between faculty members
  - Employees have difficulty in connecting with and building community

Identify how PPLC can move the work forward
- Not the responsibility one individual or group
- Requires an effort of collective areas of expertise

Onboarding presentation: Enterprise Service Management (ESM) platform
OSU is focused on creating a modern student and employee experience through a new Enterprise Service Management (ESM) platform. This will enable OSU to simplify access to information, resources, and training that faculty, students, and employees need from IT and from the university; using personalization and automation to create seamless, intuitive online experiences.

Group Deliberation
- Prompts
  - Reflecting on your onboarding to the university: what worked well, and what was missing?
  - How might lessons from your experience inform the development of a program and culture of onboarding that supports the success and belonging of minoritized employees?
- Deliberation Debrief
Different types of employees, in different units have different experiences
  - Academic Faculty – Senior Leadership – Athletics – Classified Employees

Many existing employees did not have an onboarding process
  - Some survive that environment, but it shouldn’t be expected that everyone will
  - Tends to be people from minoritized or international groups that are lost in the “no-onboarding” process

Existing onboarding tends to be task-based, but not relationship-building

How can PPLC support:
  - Identify what is planned for ESM, and how it supports PPLC recommendations
  - Identify pieces that can be built out

Standardize the experience across the institution, without relying on supervisor or unit

Make personal connections in process

Need to recognize the needs of individual employees, values, cultures and unique identities