President and Provost’s Leadership Council
May 11, 2022

Process Review
• To do:
  o Deliberate implementation responsibilities and process
  o Summarize efforts and next steps
  o Communicate with stakeholders

Review of implementation group work
• Livability
  o Challenge: Lack of clarity
    ▪ Who is responsible? OSU & Community group and goals
    ▪ Need to better lead and identify coordination of efforts
  o Barrier: Lack of available funding for FTE
  o Next steps: Identify a lead
  o Questions
    ▪ Who might lead the work?
      • Recommend HR, but they do not have the capacity at the moment
    ▪ What are the aspects of livability?
      • Affordability
      • Community vitality

• Recognition and Career Goals
  o Three goals in this area
    ▪ Understanding and defining “equity service”
      • Recognition and evaluation of DEI service
    ▪ Identifying clear career ladders
      • Provide guidance to supervisors to coach career leaders
      • Provide additional support to professional development
      • Provide employees clear goals for advancement
      • Develop affirmative action plans
    ▪ Creating recognition for culturally responsive supervision
      • Create an award
      • Need for recognition and incentivization
  o Assets
    ▪ Management Competency Framework is being developed; includes goal-setting efforts for increasing faculty/staff diversity
  o Barriers
    ▪ Lack of understanding among supervisors of “equity service”
    ▪ Work that is advancing is not centered around DEI
  o What does equity advancement look like? The Guidance for Diversity, Equity and Inclusion Learning provides examples.
• Culturally Equitable Supervision and Mentorship
  o Assets
    ▪ Managerial Competency Framework, when implemented
    ▪ Education capacity (OID & HR)
    ▪ Lots of buy-in and alignment
  o Barriers
    ▪ Limited expectations for supervision
    ▪ Limited training for supervisors
  o Dependencies to progress
    ▪ Cultural change: people need to see themselves as supervisors
    ▪ Time to build capacity
    ▪ Additional training capacity
  o Discussion
    ▪ Additional cultural shift needed
      ▪ Recognizing the value of an employee of color being supervised by an employee of color
      ▪ Recognizing the unique needs, concerns and experiences of employees of color, and accepting it

• Onboarding
  o Goals
    ▪ Develop consistent opportunities to introduce new employees to the community, including beyond OSU
    ▪ Develop comprehensive and consistent communication strategies
    ▪ Identify pre-boarding opportunities
  o Barriers
    ▪ Supervisors
      ▪ Need to establish expectations for the supervisors, from the top-down
  o Discussion
    ▪ Need consistent/cohesive bridge between making the job offer, and the employee being here.
    ▪ Importance of recent community climate data

Implementation planning
• Identify how to organize implementation of priority actions moving forward to create sustainable progress and hold ourselves accountable
  o Create visual representation of achievability and impact of action items
  o Need buy-in from senior leadership: Cabinet, Provost’s Council of Deans, Provost’s Senior Leadership Team
  o In regards to community livability, reach out to others doing this work for collaborative opportunities and available data
    ▪ County
    ▪ Other employers (Samaritan Health, HP, school districts, LBCC, etc.)
  o Be conscious of the leaders and people in groups who have limited bandwidth
- Integrate goals into existing work
- Prioritize the actions that are unique to PPLC

Next Steps
- Add narrative re process to retention strategy
- Synthesize implementation planning
- Develop tracking mechanism
- Prepare for meeting in June with president and provost, June 16
  - Finalize strategy, particularly add narrative about process
  - Synthesize worksheets provided
  - Look at metrics