

# President and Provost's Leadership Council

## October 17, 2023

### Meeting Summary

- Welcome
- Introductions
  - Question: What do you hope PPLC accomplishes this year
    - Make an impact
    - Take action to advance initiatives
    - Involve Athletics staff more in this work
    - “Don’t get in our own way”
- 2023-24 Charge
  - In 2022-23, identified focus areas for Employee of Color Retention Plan
  - In 2023-24, goal is to substantially complete actions identified last year
  - Contribute to the development of the university’s next Diversity Action Plan (DAP) and deliberate a strategy for implementation efforts
    - PPLC was one of the first groups to review DAP in Spring 2023, and will be one of the last to review before it goes to the Board of Trustees for approval
    - Equalizing student retention rates, particularly with regards to race and ethnicity are part of the university strategic plan; Retaining excellent faculty is ESSENTIAL to ensuring the success of those goals.
- Summary of 2022-23 PPLC term outcomes
  - Share 2022-23 PPLC Final Report
  - Five priorities
    - Develop consistent opportunities for OSU to introduce new employees to the OSU community and learn from their experience to support success and belonging
    - Build supervisor capacity to provide culturally equitable support
    - Support opportunities for mentorship of employees of color
      - Identified need to engage with outside experts
    - Support livable communities within which OSU employees and their families reside
      - Building strong partnerships with other anchor employers in the area
      - Identifying other possible partnerships (down payment assistance, financial counselling)
    - Create a transparent strategy for communication and accountability for progress on retention strategy goals and actions
      - Partner with URM to make progress visible
      - Advance work on making data accessible: [Equity Data Insights](#) (in development)
- Development of Diversity Action Plan

- Review process (available on Developing the Diversity Action Plan [website](#))
- PPLC's role in the process
  - Encourage colleagues to attend the stakeholder sessions
  - Please support the DAP process and share information
    - Mapped to the university's strategic plan
    - Goals in the DAP has to be accomplishable in the next 7 years
    - Choices need to be made about what is included
- 2023-24 Charge and Workplan
  - President Jayathi Murthy and Provost Ed Feser delivery of [charge](#)