President and Provost’s Leadership Council
October 6, 2022

Agenda

- PPLC Charge
- Introductions: Name, Role, Unit represented, What you hope PPLC accomplishes this year
  - Common themes
    - Tangible outcomes
    - Quantitative and qualitative recommendations
    - BOLDNESS
    - Be courageous enough to make difficult decisions that will result in lasting structural changes
    - We have data; hope to attach that data in a meaningful way to the PPLC
    - Hiring diverse staff and enrolling diverse students is a university challenge, and not the job of one committee or unit
    - PPLC work can contribute to the way colleges think of diversity work, and how deans and colleges can retain faculty of color
- Summary of 2021-22 PPLC term outcomes
  - 2021-22 PPLC Final Report
  - Employee of Color Retention Strategy
    - Continuous organizational improvement
      - Progress:
        - Led by University Human Resources, significant efforts to generate disaggregated turnover and retention data, benchmark against CUPA figures
        - University Community Climate Work Group convened to review, analyze and synthesize community climate data from across the institution
        - Comprehensive exit survey launched; initial data available this fall
    - Onboarding and communication
      - Progress:
        - Efforts made to streamline existing central onboarding resources
        - Identity management and enterprise service management projects are ongoing
    - Culturally equitable supervision
      - Progress:
        - Managerial Competencies Framework has launched; MCF implementation team has convened
Fall Academic Leadership Summit introduced MCF and asked school and department heads to deliberate its application.

LinkedIn Learning training opportunities are mapped; additional training will be developed.

**Community and institutional support**

*Progress:*

- Process for formation of Presidential Affinity Commissions adopted; support centralized in Office of Institutional Diversity.
- First “Hello Mid-Valley” held on October 5 at La Sells to provide networking and community building spaces for employees of color, LGBTQ+ employees and employees with disabilities.
- Broad-based employer support, over 100 attendees, Salem to Eugene.
- Expansion of Beyond Benefits and increased capacity of UHR to support care responses.

**Recognition and career pathways**

*Progress:*

- Ongoing conversations within Faculty Senate and Faculty Affairs re Faculty Handbook revisions.
- Pilot projects for career ladders in certain job categories.

**Community livability**

*Progress:*

- New housing resources published on UHR website.
- New partnership with Landed to provide homebuying education, financing navigation and market guidance.
- Ongoing exploration of OSU’s ability to partner to develop affordable housing.

**Overview of proposed 2022-23 PPLC work plan**

- Prioritize retention strategy actions into phases.
- Identify key collaborators for Phase 1 implementation.
- Develop action groups to guide implementation for Phase 1.
- Monitor and evaluate progress on Phase 1 implementation.
- Engage stakeholders on Phase 1 progress.
- Iterate Phase 1 and 2 actions based on engagement.
- Develop report on progress.

**Prioritizing Employee of Color Retention Strategy Actions**

- Prioritize actions based on committee member assessment of “effort” and “impact.”
  - Effort: Complexity and Resources
  - Impact: Traction and Beneficence.
For next meetings, committee members are asked to review the prioritization matrix and evaluate the actions.

Discussion:
- Data helps drive the effort, but so does “will” (the will to do “X” something that’s not on the list)
- Honesty is essential to success
- If Impact and Traction are not lined up, it reveals a lack of willingness to do the work, necessitating a difficult conversation
- How to determine consensus on a 1-5 scale
  - Suggest avoiding using a “3” rating; be bold and be honest
  - Recommend broadening the scale
- Alix Gitelman used a similar process for USSI; will share with Teresita Alvarez-Cortez
- Jon Boeckenstedt volunteered to provide visualization of the evaluation

Next steps:
- Review workplan and offer any feedback
- Complete prioritization matrix
- Come prepared to discuss at next meeting (Nov. 3)
  - Goal to explore the gaps in evaluation and differences in opinion