President and Provost’s Leadership Council  
February 9, 2022

Meeting Materials

- Agenda

Review of *Moving Forward Together*

- Launched Summer 2020, in response to calls for action from OSU community members, and in a commitment to advance OSU’s [Strategic Plan](#), the university’s [Diversity Strategic Plan](#), and recommendations made by the [President and Provost’s Leadership Council on Equity, Inclusion and Social Justice](#).
- Of 45 actions, 27 (60%) are complete, or complete/ongoing
- Open areas of growth
  - Retention and recruitment of faculty and staff of color
- Goal: Complete Moving Forward Together goals and report on progress by end of AY2022
  - Remaining actions will be integrated into SP4.0, Action 10

Review “bifocal approach” to advancing organization change

- “Zooming in” and “zooming out” to advance change
  - Zooming in to drive progress
  - Zooming out envision, strategize and integrate envision future state
- This model is guiding PPLC’s work around employee retention
  - Zooming in to guide and inform onboarding, departure survey processes
  - Zooming out to deliberate employee of color retention strategies

Employee of Color Retention Strategy

- Why is this needed?
  - Incorporates Strategic Plan 4.0 goals and actions; Diversity Strategic Plan goals and actions; PPLC recommendations
  - Input from PPLC members and presidential commissions
  - Will inform the next strategic plan, diversity strategic plan, and unit-level efforts
- Overview of draft strategy; thematic areas
  - Onboarding
  - Supervision, mentorship and institutional support
  - Community support
  - Recognition and career pathways
  - Livability
  - Continuous organizational improvement
  - Structural change

Questions/Comments

- What is the origin of the recommendations and strategies?
  - A: Climate surveys and feedback from president’s commissions
- Recommend: Asking employees
  - Comment on livability and housing costs
    - Hiring people not living or working in Corvallis has resulted in greater diversity
    - Creating a work structure that allows greater flexibility in where employees work from and live

- Deliberation: Prompts
  - Given your role, experience and identities, what resonates within the strategy? What doesn’t? What’s missing?
  - Given urgent needs and the specific opportunity to integrate initiatives into the new onboarding process, what should be prioritized?

Next Steps: Action Planning
- What commitments to action can we make today?
  - HR is working on implementation of managerial competency model, including DEI core competencies
  - Implementation and formalization of a way to do inclusive supervising
    - Top-down messaging from leadership.
Attendees
- Scott Vignos
- Irem Tumer
- Cathy Hasenplug
- Damoni Wright
- Erika McCalpine
- Mike Green
- Janet Nishihara
- Phil Mote
- Nana Osei-Kofi
- Natchee Barnd
- Reagan Le
- Sue Tornquist
- Teresita Alvarez-Cortez
- Paul Odenthal
- Kevin Daugherty
- Steve Clark
- Rick Settersten
- Ana Lu Fonseca
- Dan Larson
- Maryssa Reynoso