DOS/SAP Conversation Summary

Opening - Strategic Planning Process: Why now?

Positive

- Helpful if there is a starting point. If there is a direction-say it.
- Which direction? Department up or division down?
- Process of an outside facilitator was helpful in past when it was an OU person but not a division person.
- Like outside facilitators, because they leveled the playing field so everyone had input.
- Outside person → fresh set of eyes.
- What about non-division staff?
  (No) – Because they do not understand us, they would derail the conversation
  (Yes)- Perhaps we could have focus groups with constituents.

Negative

- Too broad? Sometimes it is so vanilla? Everything fits and it is not focused.

Other feedback:

- What about internal/external reviews? Shall we start with them?
- Everyone should be given the opportunity to participate
- If trickle down is supposed to happen, it should not come from that department’s leader
- Consistency is communication; opening encouragement from pres encouraging all staff to participate
- Anonymous comments? Would that be helpful for people? Yes → to some people
- This can’t be the first thing we do with Culinary. We need to build trust first
- How do we hear classified/bargaining/unit staff/GA’s voices?
- Voluntarily vs. being required to participate? Encouragement needs to consistently come from the top.
- Start with all-call/feedback session that everyone is encouraged to attend. Work-release time would be important.
- What is the end goal? Transparency is important. Gives us direction, shared vision.
- Need everyone’s help
- Should start at the division’s mission/vision
- We are student affairs/you would think we would have students as a part of this process.
- I think it depends on the person. Some just want to be told what to do-others want to inform it.
- Is there more than one round/process?

Pitfalls to avoid

- Lack of communication is a big problem; don’t rely upon committees/directors to update each other
• Website/ newsletters, etc.
• Need dates/deadlines to stay on track

**What is more important - the process of strategic planning or the outcome of strategic planning?**

• Process ➔ relationship building, listening and to each other is more important
• If the process is good, the end goal would be better

**Implementation?**
• We should probably wait on structuring implementation until we have a plan.
• Flexibility to change in the middle of the process.
• Actionable steps need to be determined by the departments/team.

Closing – Please email Jenny if you forget something or would like to edit/add to our summary. Thank you!