

Sept 27, 2012 Coordinating Team Minutes

Present: Bailer, Baszile, Bazeley, Bush, Buller, Callahan (co-chair), Chapin, Creamer, Dahlstrom, Faimon, Haynes, Huang, Kabbaz, Kiper (co-chair), Paxton, Robinson, G. Smith, Stefanski, Womack Smith, Zhou; Ex – Officio: Dowdle, Pickerill

Discussion: Group clarified expectations of objectives as well as the distinction between objectives and metrics; Teams need to develop razor sharp objectives; Aspirations need to be broader; there has to be big picture view – develop a vision.

Team chairs were reminded to contact their librarian liaisons to get help with consulting relevant information. Also, team chairs were reminded about resources that are available to bring experts to campus, but this needs to be done soon.

Committee discussed the overall direction the target goal teams were taking and decided we need to get to the objectives and metrics level, which may help refine the aspirations. The chairs were encouraged to be specific and focused and that aspiration statements and objectives will likely evolve even during this early stage of the process.

Each team presented an update of progress/next steps and CT members provided feedback/suggestions:

TGT 1: Innovative Learning and Discovery

Aspirational Statement – has been modified; currently: Miami University will be recognized as a top national university where students are transformed to lifelong learners equipped for the needs of the present and challenges of the future by a distinguished faculty and staff.

- Lifelong learners does not capture enough of what we aspire to do; it doesn't capture all we currently do; Doesn't capture the regional campuses; scholarly part is missing
- TGT expects to develop objectives by next meeting; this is an iterative process; they will revise aspirational statement based on feedback.

TGT 2 Transformational Work Environment

Aspiration statement: Make MU the best place to work in higher education in North America

- Picked components from Chronicle without repeating those represented in other goals.
 - For example “virtual” environment is included in target goal 4 (dynamic organizational design)
- Need to think about faculty, CLS, UNC job satisfaction
 - Have multiple populations and meet their individual needs
 - Regional campus
 - Need consistency across the campuses
 - Team has links to UPAC and CPAC
 - Different roles played by different people
- Impact of changing demographics on employee profile
 - Fewer employees with more qualifications
- Consider instructional staff in broad terms
- Consider developing leadership roles

TGT 3: Inclusive Culture and Global Engagement

Current Aspiration statement = We will overcome the challenges of creating an inclusive culture through local and global engagement

- Statement is still evolving; still considering scope of focus
- Plan to have conversation with International Education and Shared Futures
- Still need to talk more about global engagement
- Need to consider the impact on curricular and co-curricular activities and possible professional development
- Give consideration to faculty, staff and students separately
- Broaden out the objectives - we currently have international spread out across campus
- Group has been considering exemplary models of inclusive University cultures and they will be making recommendations for visitors
- Consider metric = role of language; teach primarily in ENG; Students who speak ENG exclusively should be encouraged to learn other languages

TGT 4: Dynamic Organizational Design

Current aspiration statement: Miami University aspires to an organizational design that unleashes the individual and collective talent of the institution to achieve its fullest potential.

- They have been honing objectives
- Focus on stakeholders (internal and external)
- Inclusiveness in processes
- Thinking about organizational design very broadly

TGT 5: Effective partnerships and outreach

Tentative Aspiration Statement and objectives: As members of the “engaged university,” Miami faculty, students and staff achieve meaningful and mutually beneficial partnerships so that by the time of graduation, every student has completed a significant real world or applied learning experience.

- Metric is embedded in aspirational statement; metrics need to specify how they will connect local to global; coordinate metrics across goals;
- Aspiration statement is limited – focus is solely on students
- Consider impact of University on region, state, national and international