

People Strategic Plan Team
Meeting Summary
September 21, 2010

Present: Teresa Fritsche, Warren Anderson, Eugene Powell, Angelo Senese, Vicky Sanders

1. Angelo provided a recommendation to incorporate all bullet points in the people goal under 4 sub headings. It was felt by the group that it is inappropriate to pick and choose bullet points, we should be focused on all points stated in the document and not make value judgments about what should be tackled first.
2. Below are the 4 sub headings with goals posted (from the strategic plan) for each subheading as determined by the Team.
3. Next steps include highlighting actions that currently exist at the university that help to accomplish the goals. Divisions that have created strategic plans will be asked to submit action items from their unit strategic plans that will also help in meeting the goals.
4. The group also discussed the need to have some additional direction from senior administration regarding expectations for the work of the Team. The group has some concern that each Team is approaching the task differently and some (us) may not produce what is expected or desired. The Team is agrees that we are not developing another strategic plan but that we are working to develop approaches/actions for accomplishing the goals as stated in the current plan.
5. Warren volunteered to set up a shared site for Team communication. This will allow us to post ideas, suggestions and action items.
6. With recommendations from Team members Vicky and Angelo will work on the Strategic Plan Implementation Action Plan document.
7. The next meeting is scheduled for Tuesday, October 19, 2010 in the Reibman Boardroom.

People and Resources Team

ESU personnel are an essential and valuable asset of the University. Hence their knowledge, skills, creativity, and enthusiasm must be continuously supported and strategically developed to advance the University's mission and vision.

Professional and Personal Development

- Strategically support our personnel in their efforts to advance and stay current in their work-related knowledge and skills.
- Create innovative opportunities to build awareness and promote the value of wellness among the ESU community members.

Recognition

- Reward and recognize demonstrated commitment to lifelong learning and scholarly distinction, including areas of teaching, research, creative endeavor and innovation.
- Encourage, support and acknowledge faculty and staff (individuals and teams) who make an exceptional impact on the University.

Program Support

- Set aside a portion of the University's operating budget to support mission-critical programs and the associated faculty and staff development.
- Develop a short- and long- range workforce plan that addresses concerns such as succession planning, knowledge management and transfer, and strategic allocation of recruitment and retention resources.
- Increase collaboration by creating learning communities for faculty and staff.

Environmental Support

- Foster a culture of civility, collegial discourse, and respect for diversity in interactions and business resources.
- Be vigilant in providing a physically, socially and emotionally safe work environment that is also aesthetically and physically comfortable for all ESU members.
- Increase collaboration by creating learning communities for faculty and staff.