

October 3, 2024 | SPC Meeting #2 - Fall 2024

Attendees: Mana Azarm, Deniz Bahar, Steven Kraus, Ryan Langan, Morgan Maich, Robert Mefford, Maureen A Beckman, Kelly Weidner, Richard Stackman

Absent:

Guests:

Attached files:  Team Leaders for Strategic Initiatives

 "Mini" Strategic Plan 2022-2025 Priorities

 Strategic Plan 2022-2025 Priorities - PROGRESS REPORT_SPRING 2024

Notes:

- **Approval of SPC Meeting Minutes**
 - Deniz Bahar makes a motion to approve.
 - Maureen Beckman seconds the motion to approve
 - All approve
- **FGC Meeting visit update**
 - Deniz and Ryan joined in on the FGC meeting to determine if the SPC should become a task force or not and the verdict was that we will stay a committee because task forces are a 1 time problem solving and then it gets resolved. But SPC is continuous work so we will keep it as a committee going forward.
 - Would like for each member to have a partners so it is easier to reach out and then when reviewing objectives we can just take a look at it and see that alignment is done properly.
- **Pairing all hands meeting and dean's objectives to our strategic planning objectives**
 - We will insert them so they are more visible.
 - We probably want to have all the objectives merged and fully lined up before we identify the stakeholders.
 - One of the most difficult things that we have been experiencing is just reaching out to people and getting a response from them.
 - Would like for each member to have a partner so it is easier to reach out and then when reviewing objectives we can just take a look at it and see that alignment is done properly.
 - SOM Objectives and Key Results (From Dean's slides from Staff and Faculty Meeting)
 - Objective 1: Ensure financial sustainability of the school
 - Went to objective 5.1 it was added objective KR1a nd KR3 as a comment
 - KR2 would be under our Strategic plan #6 but will need to find a home for it at another time.

- KR5 would be under 6 as well and connect with Frank Fletcher to see how we can increase visibility to the school.
- KR4 would be under SPlan #6

- Objective 2: Deliver values-based, rigorous, and impactful business education
 - Would be our strategic objective #3
- Objective 3: Enhance the student experience and outcomes
 - This objective and its sub objectives will become a new Objective on the living document.
- Progress Reports for Strategic Plan
 - Maybe we can discuss offline the process of removing and updating our strategic plan. And then bring the process to our meeting.
- How we are going to report out for AACSB
 - Courtney will be writing the Continuous Improvement Report. It will be going through editing because we'll have to submit it to the peer review team in December.
 - Technically this SP is going to be 5 years old. Like to have it as a living document from the standpoint that we don't have to do a new strategic plan necessarily within the next year. If we think back to the last process and what the peer review team is going to be looking for, they are going to be looking for either a new plan or a truly updated plan. This way we can show what this is what it looked like 5 years ago.
 - We do not want a messy unorganized Strategic Plan as part of the CIR where we have added lots of things and it has lost its coherence.
 - The key is we are going to have to ensure our strategic plan and how it fits within the larger University Strategic Plan. We are going to have to reconcile whatever our plan is with the existing University Strategic Plan because they're going to look for that.
 - What will help us update the plan and say this is the strategic plan and give it a new date of 2025.
 - The committee will need to have further discussion about the OKR's in relation to the strategic plan.
 - As we update and focus it more the OKR's can inform us that since the 3 OKRs are fairly obvious to what would be included in a Strategic Plan. Maybe they can be used to rethink that.

- The 2015, 2020 Strategic plan, since we did not have a mature process we had to include everything because everyone had their project in there and it was hard to focus the plan. The 2025 needs to be shorter than the 2020 plan.
- We need to be clear about what we should be doing and what we can do realistically.
- The key thing with AACSB is to show continuous improvement.
- There is going to have to be some narrative about how we have reconciled our plan, the 2020 with the USF Strategic Plan and how that has guided this sort of revised 2025 plan.