

**Minutes**  
**Faculty Senate Committee on University Planning**  
**November 2, 2023, 4:00 pm**  
**Union 305 and Via Zoom**

Present: Barbara Anderson, Amir Bahadori for Kimberly Kramer, Jacob Brown, Regina Crowell, Cassie Jones, Elizabeth Kiss, Don Saucier, Eric Shappee, Bently Taulbert, Elliot Young

1. Called to Order at 4:00 pm
2. Welcome to Provost Taber
3. Questions about Next-Gen K-State Strategic Plan.
  - a. How will the strategic plan be implemented/operationalized by colleges?

There is a structure being built to guide the work of the strategic plan and by early in 2024 there will be an office that will be the lead on implementing the plan.

Progress in specific areas: The next round of effort will engage everyone at the university to create the college and unit level plans that are both independent and feeding into the university-level plan. CCOPs and faculty will be involved. Shared governance is important to the process. Soon there will be proposals for new academic programs and micro credentials. There is \$1M for this effort and they will be due March 1, 2024. The money can be awarded for either new academic programs or micro credentials. There will be conversations between deans and planning groups—both CCOPs and FSCOUP—he believes this could be helpful so that elected faculty representatives are engaged in these processes. He thought there should be a minimum standard of engagement for FSCOUP and that we should define it. Individual members of FSCOUP should identify the people who should be included in their colleges so that deans include a diverse cross section of voices.
  - b. What metrics are critical? We need to track the right metrics and we need to track them across all groups. We need a theoretical framework for the student success metrics, research metrics, etc. We need to choose metrics that we impact through our actions and efforts.
4. Questions about transitioning to the new leadership in the provost's role.
  - a. We need someone who has a record of standing up for what they believe. Someone who thinks things through. A leadership team needs to have a good mix of all of the important traits needed on the leadership team—change agents/activators and those who have a cautious mindset and the ability to see unintended consequences.
  - b. Universities are in danger of not attending to the universal mission of the university because of the many strong and impactful outside forces.
  - c. There needs to be a planned conversation early in the new Provost's term about what shared governance means and how we can make sure work progresses while there is inclusion and perspective taking.
  - d. We need a better structure for supporting the academic opportunities we could pursue.
  - e. The university will have a threesome at the top with a plus one of Ethan Erickson on many issues to do prospective planning. This will be more active and important than the president's cabinet. FSCOUP could be involved prospectively with the provost.
  - f. Regarding 88+ committees—what can we do to better organize our efforts and be more effective with our efforts? There is an effort underway to identify and examine all of the

committees and their functions. FSCOUP could participate in the conversation about these committees, and which are essential, useful, and which might be redundant. We also have outdated policies.

5. Questions about opportunities for growth.
  - a. What amazing quality have we not exploited or tapped as an institution? The amazing people and their commitment, passion, connection to the university. When we tap into it we will see tremendous things happen. We sometimes take advantage and sometimes exhaust that quality. We need to nurture it and protect it from harms. (More with less is a harm and now we are talking about more with more.)
  - b. We are not very good at prioritizing and phasing our approaches. We need a plan for our strategic plan's implementation. We need to focus on specific aspects of it at specific times. We need to avoid the challenge of starting so fast, people feel left out or left behind. Deliberate efforts in the beginning that may be a bit slower following by picking up steam and going faster later.
  - c. We don't have all the foundation for the plan built and we are moving quickly on things, for example, micro-credentials are an example. Our HR and IT capacities are example of places where we may need more preparation.
  - d. He has enjoyed his time as Provost. We are starting so many things that are contributing to excellence and there is so much potential for greatness based on the strategic plan.
6. Final question from Jacob Brown—How do we keep from becoming too corporate—staying true to the timeless mission of universities? Ask the candidates questions that bring out their understanding of the key mission of the university. For example, ask the candidates about the things they valued, enjoyed, or appreciated about the work when they were a faculty member.

The meeting was adjourned at 4:50 p.m.