# Strategic Planning Committee Meeting Agenda

**October 27, 2021, 12:30-2:30 pm**

via Microsoft Teams

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<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Who</th>
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<tbody>
<tr>
<td>12:30-12:35</td>
<td>Call to Order; Updates</td>
<td>Chair Cotti</td>
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<tr>
<td>12:35-12:40</td>
<td>Where have we been, are and are heading in the process</td>
<td>Elizabeth Hartman</td>
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<tr>
<td>12:40-1:00</td>
<td>Introductions</td>
<td>All</td>
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<tr>
<td>1:00-1:20</td>
<td>Overview of Mission and Vision</td>
<td>Elizabeth</td>
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<tr>
<td>1:20-2:20</td>
<td>Presentation on Sustainability</td>
<td>Stephanie Spehar and Brad Spanbauer</td>
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<tr>
<td>2:20-2:30</td>
<td>Questions, next steps</td>
<td>Elizabeth</td>
</tr>
<tr>
<td>2:30</td>
<td>Adjourn</td>
<td>Chair Cotti</td>
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</table>
Strategic Planning Committee Minutes
Wednesday, October 27, 2021, 12:30-2:30 p.m.
via Microsoft Teams

Attendees:
- Committee Members: Brooke Berrens, Teysha Bowser, Vice Chair Jennifer Christus, Rocio Cortes, Chair Chad Cotti, Toni House, Grace Lim, Pam Massey, Luiza Nelson, Alayne Peterson, Joe Pirillo
- Subject Matter Experts: Laurence Carlin, Caroline Geary, Aggie Hanni, Charles Hill, Lynn Kleman, Jeffrey Sachse, Stephanie Spehar, Elizabeth Whalley,
- Project Team Members: Elizabeth Hartman, Mina Kuss, Kimberly Langolf
- UMC Representative: Shane Nyman
- Other: Bradley Spanbauer

12:30-12:35
Call to Order; Updates
Chair Chad Cotti

- Chair Chad Cotti called the meeting to order at 12:31pm. He thanked everyone for coming. He stated this is the first meeting with the Subject Matter Experts (SME).

12:35-12:40
Where Have We Been, Are And Are Heading In The Process
Elizabeth Hartman

- Elizabeth Hartman presented a PowerPoint. She spoke about the following items:
  o Agenda
  o Where we have been and are going in the process
  o The Strategic Planning Process
  o Some next steps
  o Defining Terms: Mission v. Vision
12:40-1:00

**Introductions**

*All*

- Everyone introduced themselves to one another.

1:00-1:20

**Overview of Mission and Vision**

*Elizabeth Hartman*

- Elizabeth Hartman gave a brief overview of Mission and Vision. She also defined the meaning of each. She gave examples of Mission and Vision from other companies.

1:20-2:20

**Presentation of Sustainability**

*Stephanie Spehar and Brad Spanbauer*

- Stephanie Spehar and Brad Spanbauer presented on Sustainability. They explained the importance of sustainability. They reviewed the history of sustainability at UWO. They listed some of the major milestones of sustainability at UWO. Stephanie and Brad finished presenting and answered questions from the group.

2:20-2:30

**Questions, Next Steps**

*Elizabeth Hartman*

- Elizabeth Hartman thanked everyone for the great discussion. Next steps include:
  - Getting input from various stakeholders
  - Revisiting/Revising Mission
  - Defining Values/Foundational Elements
  - Developing Vision
  - Strategic Priorities

2:30

**Adjourn**

*Chair Chad Cotti*

- Chair Chad Cotti thanked everyone for the time. He also thanked Stephanie and Brad for the presentation. He asked everyone to reflect on sustainability and think about how it can be leveraged to create the Strategic Priorities. He adjourned the meeting at 2:30 pm.

*Next meeting*: Wednesday, November 3rd.
STRATEGIC PLAN
2022-2027

Strategic Planning Committee
Meeting Agenda
November 19, 2021, 12:30-2:30pm
via Microsoft Teams

<table>
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<td>12:30-12:35</td>
<td>Call to Order; Updates; Formation of Strategic Area Teams</td>
<td>Chair Cotti</td>
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<td>Where have we been, are and are heading in the process</td>
<td>Elizabeth Hartman</td>
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<tr>
<td>12:40-1:00</td>
<td>Introductions (we have 3 new members)</td>
<td>All</td>
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<tr>
<td>1:00-1:10</td>
<td>Purposes of Strategic Planning: What it can and cannot do</td>
<td>Elizabeth</td>
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<tr>
<td>1:10-1:20</td>
<td>Review Mission Statement Guidance and homework results</td>
<td>Kim Langolf</td>
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<tr>
<td>1:20-2:20</td>
<td>Review Current Mission Statement and reach consensus on: 1. Revise or</td>
<td>All</td>
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<td>rewrite? 2. Concepts and words to be included in the mission statement</td>
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<tr>
<td>2:20-2:25</td>
<td>2-3 Volunteers to be on Writing Team to revise/redraft mission statement for Committee to review at the next meeting</td>
<td>Elizabeth</td>
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<tr>
<td>2:25-2:30</td>
<td>Questions, next steps</td>
<td>Elizabeth</td>
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<tr>
<td>2:30</td>
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Attendees:
- Committee Members: Brooke Berrens, Karl Boehler, Rocio Cortes, Chair Chad Cotti, Damira Grady, Toni House, Grace Lim, Pam Massey, Luiza Nelson, Alayne Peterson
- Subject Matter Experts: Byron Adams, Caroline Geary, Aggie Hanni, Charles Hill, Lynn Kleman, Jeffrey Sachse, Carlos Salazar, Stephanie Spehar
- Project Team Members: Elizabeth Hartman, Kimberly Langolf
- UMC Representative: Shane Nyman

12:30-12:35
Call to Order; Updates; Formation of Strategic Area Teams
Chair Chad Cotti

- Chair Chad Cotti called the meeting to order at 12:30pm. He thanked everyone for coming. He stated there are three new Subject Matter Experts (SME).

12:35-12:40
Where Have We Been, Are And Are Heading In The Process
Elizabeth Hartman

- Elizabeth Hartman stated there will be weekly communications from the Project Managers. She presented a PowerPoint. She spoke about the following items:
  o Agenda
  o Where we have been and are going in the process
  o The Strategic Planning Process
  o Some next steps

12:40-12:50
Introductions (We Have 3 New Members)  
*All*

- Everyone introduced themselves to one another.

12:50-1:00  
**Purposes of Strategic Planning: What It Can and Cannot Do**  
*Elizabeth Hartman*

- Elizabeth Hartman discussed the purpose of the Strategic Plan and capabilities of the it.

1:00-1:05  
**Review Mission Statement Guidance and Homework Results**  
*Kim Langolf*

- Kim Langolf reminded everyone about the homework. She said it would be best to give everyone back a little bit of time today to complete the homework in order to get the best results.

1:05-1:10  
**Questions, Next Steps**  
*Elizabeth Hartman*

- Elizabeth Hartman thanked everyone for the great discussion. She explained some of the next steps.

1:10  
**Adjourn**  
*Chair Chad Cotti*

- Chair Chad Cotti thanked everyone for the time. He adjourned the meeting at 1:10 pm.

*Next meeting*: Monday, November 22nd.
### Strategic Planning Committee

**Meeting Agenda**  
December 3, 2021, 2:00-4:00pm  
via Microsoft Teams

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
<th>Who</th>
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<tbody>
<tr>
<td>2:00-2:05</td>
<td>Call to Order</td>
<td>Chair Dr. Chad Cotti</td>
</tr>
<tr>
<td>2:05-2:10</td>
<td>Where have we been, are and are heading in the process</td>
<td>Elizabeth Hartman</td>
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</table>

**Where have we been?**

- Prior to Strategic Planning, conducted an [Environmental Scan](#)
- Conducted [SWOT Analysis](#)
- Added Subject Matter Experts to assist with operational process
- Received (or receiving) feedback on Vision and Strategic Priority ideas from [Leadership Council](#), Governance groups, and other internal/external stakeholders
- Received general [Strategic Planning feedback](#) from Fox Cities campus
- Introduced Mission and Vision [Mission and Vision Overview](#)
• Have had presentations on Sustainability and Inclusive Excellence. [Recordings and Presentations]
• Completed Mission homework
• Decided to defer discussion on Mission and Vision until after Committee has developed Strategic Priorities.

**What happened this past week?**
• It was a short week because of the holiday so there was not a lot of activity in addition to the meeting on the 22nd.
• Added slide decks for Sustainability and Inclusive Excellence and the meeting recording for Inclusive Excellence (link above)

**What will happen this week?**
• Revised calendar and input strategy
• This meeting

**What will happen next week and beyond?**
• Meeting on December 8
• Break for the holidays
• Come back to work in January – additional presentations from SMEs, review input and split into teams to generate ideas for strategic priorities

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<thead>
<tr>
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<th>Participants</th>
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<tbody>
<tr>
<td>2:10-2:20</td>
<td>Review/Discussion on Revised Calendar/Process</td>
<td>Elizabeth; All</td>
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<tr>
<td>Time</td>
<td>Event</td>
<td>Presenter(s)</td>
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<tr>
<td>2:20-2:30</td>
<td>Review/Discussion on Input - from whom and how?</td>
<td>Elizabeth; All</td>
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<tr>
<td>2:30-3:20</td>
<td>Presentation/Discussion on Enrollment Management</td>
<td>Dr. Aggie Hanni; All</td>
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<tr>
<td>3:20-3:50</td>
<td>Presentation/Discussion on External Projects/Relations</td>
<td>Jeff Sachse; All</td>
</tr>
<tr>
<td>3:50-4:00</td>
<td>Questions, next steps</td>
<td>Elizabeth</td>
</tr>
<tr>
<td>4:00</td>
<td>Adjourn</td>
<td>Chair Cotti</td>
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2:00-2:05

Call to Order
Chair Dr. Chad Cotti

- Chair Dr. Chad Cotti called the meeting to order at 2:01pm. He thanked the project management team for the weekly communications. He also thanked Dr. Aggie Hanni and Jeff Sachse for presenting today. He said if there are any questions on anything, please feel free to reach out.

2:05-2:10

Where Have We Been, Are And Are Heading In The Process
Elizabeth Hartman

- Elizabeth Hartman presented a PowerPoint. She spoke about the following items:
  - Agenda
    - There are a couple items that will have to be pushed to the next meeting.
      - Review/Discussion on Revised Calendar/Process
      - Review/Discussion on Input – from Whom and How?
Where we have been?
What happened this past week?
What will happen this week?
What will happen next week and beyond?

2:10-3:00

Presentation/Discussion on Enrollment Management

Dr. Aggie Hanni; All

- Dr. Aggie Hanni presented on Enrollment Management. After the presentation, she answered questions from the group.

3:00-3:50

Presentation/Discussion on External Projects/Relations

Jeff Sachse; All

- Jeff Sachse presented on External Projects/Relations. After the presentation, he answered questions from the group.

3:50-4:00

Questions, Next Steps

Elizabeth Hartman

- Elizabeth Hartman thanked everyone for the great discussion. She also thanks Dr. Aggie Hanni and Jeff Sachse for presenting. She explained the next steps.

4:00

Adjourn

Chair Chad Cotti

- Chair Chad Cotti thanked everyone for the time. He adjourned the meeting at 4:00 pm.

Next meeting: Wednesday, December 8th.
# STRATEGIC PLAN
2022-2027

**Strategic Planning Committee**
Meeting Agenda
January 12, 2022, 10:00-11:30pm
via Microsoft Teams

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<td>Chair Chad Cotti</td>
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<tr>
<td>10:05-10:10</td>
<td>Where have we been, are and are heading in the process</td>
<td>Elizabeth Hartman</td>
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<tr>
<td>10:10-10:55</td>
<td>Presentation/Discussion on Associate Degrees</td>
<td>Caroline Geary</td>
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<tr>
<td>10:55-11:25</td>
<td>Presentation/Discussion on Advising</td>
<td>Liz Whalley</td>
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<tr>
<td>11:25-11:30</td>
<td>Questions, next steps</td>
<td>Elizabeth</td>
</tr>
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<td>11:30</td>
<td>Adjourn</td>
<td>Chair Cotti</td>
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STRATEGIC PLAN
2022-2027

Strategic Planning Committee Minutes
Wednesday, January 12, 2022, 10:00-11:30 a.m.
via Microsoft Teams

Attendees:
- Committee Members: Brooke Berrens, Karl Boehler, Teysha Bowser, Vice Chair Jennifer Christus, Rocio Cortes, Chair Chad Cotti, Heather Englund, Toni House, Grace Lim, Pam Massey, Alayne Peterson, Joe Pirillo
- Subject Matter Experts: Byron Adams, Laurence Carlin, Caroline Geary, Charles Hill, Lynn Kleman, Carlos Salazar, Stephanie Spehar, Elizabeth Whalley
- Project Team Members: Elizabeth Hartman, Mina Kuss, Kim Langolf
- UMC Representative: Shane Nyman
- Other: John Koker

10:00-10:05

Call to Order; Introductory Comments
Chair Dr. Chad Cotti

- Chair Dr. Chad Cotti called the meeting to order at 10:01am. He said a few others along with him will be giving a Strategic Plan update during the Cabinet retreat on January 13th.

10:05-10:10

Where Have We Been, Are and Are Heading in The Process
Elizabeth Hartman

- Elizabeth Hartman talked about the Strategic Planning teams and the makeup of each team.
- She asked for everyone in the group to identify no less than 3 values/foundational elements/guiding principles by 10am on Friday, January 14th.
- She spoke about the following items:
  - Agenda
Where we have been?
What happened this past week?
What will happen this week?
What will happen next week and beyond?

10:10-10:45
Presentation/Discussion on Associate Degrees
Caroline Geary

- Caroline Geary presented on associate degrees. After the presentation, she answered questions from the group.

10:45-11:25
Presentation/Discussion on Advising
Liz Whalley

- Liz Whalley presented on advising. After the presentation, she answered questions from the group.

11:25-11:30
Questions, Next Steps
Elizabeth Hartman

- Elizabeth Hartman thanked everyone for the great discussion and feedback. She also thanked Caroline Geary and Liz Whalley for presenting. She explained the next steps.

11:30
Adjourn
Chair Dr. Chad Cotti

- Chair Chad Cotti thanked everyone for the time. He adjourned the meeting at 11:30 am.

Next meeting: Friday, January 14th.
Attendees:
- Committee Members: Brooke Berrens, Karl Boehler, Teysha Bowser, Vice Chair Jennifer Christus, Rocio Cortes, Chair Chad Cotti, Damira Grady, Toni House, Grace Lim, Pam Massey, Luiza Nelson, Alayne Peterson
- Subject Matter Experts: Byron Adams, Caroline Geary, Aggie Hanni, Charles Hill, Lynn Kleman, Jeffrey Sachse, Carlos Salazar, Stephanie Spehar
- Project Team Members: Elizabeth Hartman, Mina Kuss
- UMC Representative: Shane Nyman
- Other: John Koker

2:00-2:05
Call to Order; Introductory Comments
Chair Dr. Chad Cotti

- Chair Dr. Chad Cotti called the meeting to order at 2:01 pm. He said today the group will be working on foundational elements/values/guiding principles.

2:05-2:10
Agenda Review
Elizabeth Hartman

- Elizabeth Hartman stated this will be a working meeting, therefore, there won’t be an official agenda. She said everyone will be splitting into their Strategic Planning teams to work on foundational elements/values/guiding principles. She stated that the Strategic Planning teams are Student Experience, Workplace Culture, Institutional Innovation and Development and Organizational Identity.
2:10-3:05

Strategic Planning Teams – Breakout Rooms
All

• The teams went into their breakout rooms and worked on foundational elements/values/guiding principles.

3:05-3:25

Report Out on Values List
All

• The group came back together. A representative from each team presented on their group’s work.

3:25-3:30

Questions, Next Steps
Elizabeth Hartman

• Elizabeth Hartman thanked everyone. She stated that a small team will work together to synthesis the input from all the teams.

3:30

Adjourn
Chair Dr. Chad Cotti

• Chair Chad Cotti thanked everyone for the time. He adjourned the meeting at 3:32 pm.

Next meeting: Thursday, January 27th.
**STRATEGIC PLAN**  
2022-2027

**Strategic Planning Committee**  
Meeting Agenda  
March 30, 2022, 2:30-4:30pm  
via Microsoft Teams

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<td>2:30-2:35</td>
<td>Call to Order; Introductory comments</td>
<td>Vice Chair Jennifer Shuttlefield-Christus</td>
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<tr>
<td>2:35-2:40</td>
<td>Where have we been, are and are heading in the process</td>
<td>Elizabeth Hartman</td>
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**What is the timeline?**
- Have a draft plan which includes vision, mission, values, strategic priorities and high-level goals prepared by June 1; to be circulated over the summer and with shared governance approvals in September
- Complete strategic priorities/goals by @ April 1 – circulate for feedback through mid-April
- Complete vision mission values by @ May 1
- Complete goals by @ June 1
### Where have we been?

- Prior to Strategic Planning, conducted an **Environmental Scan**
- Conducted **SWOT Analysis**
- Added Subject Matter Experts to assist with operational process
- Received (or receiving) feedback on Vision and Strategic Priority ideas from **Leadership Council**, Governance groups, Alumni Board, entire University community and other internal/external stakeholders
- Received general **Strategic Planning feedback** from Fox Cities campus
- Introduced Mission and Vision **Mission and Vision Overview**
- Have had presentations on Sustainability, Inclusive Excellence, Enrollment Management, External Project Revenue/Economic Development, Grants/Research/Sponsored Programs, AAS and Advising
- Completed Mission homework
- Decided to defer discussion on Mission and Vision until after Committee has developed Strategic Priorities
- Updated **Schedule and Engagement Process**
- Divided the Committee into four teams to work on strategic priorities:
  - Student experience
  - Workplace Culture
| o Institutional Innovation/Success  
o Organizational Identity |
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<tr>
<td>• Committee meeting in strategic planning teams on foundational elements/values/guiding principles – deferred completion until after strategic priorities established</td>
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<td>• Cabinet retreat presentation and discussion</td>
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<td>• Three Committee meetings in strategic area teams on strategic priorities – teams meetings in between</td>
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<td>• A communication to the University community on where we are at in the process and how to provide input (deadline March 18)</td>
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**What happened since our last update?**

- Teams have worked to get their strategic priorities (long list) completed so that these can be shared with the University community

- Determined dates for open forums on Oshkosh, Fond du Lac and Fox Cities campuses

**What will happen next?**

- Committee meetings – presentation on Center for Civic and Community Engagement and work on Mission/Vision/Values
- Develop a presentation for the open forums
- Compile strategic priorities into a document to be shared for feedback

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<th>Presenter</th>
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<tbody>
<tr>
<td>2:40-3:30</td>
<td>Presentation on Center for Community Engagement</td>
<td>Mike Lueder and Jennifer Considine</td>
</tr>
<tr>
<td>3:30-3:35</td>
<td>Guidance on Mission/Vision</td>
<td>Elizabeth</td>
</tr>
<tr>
<td>3:35-4:30</td>
<td>Work in Teams on Mission/Vision</td>
<td>All</td>
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- Subject Matter Experts: Caroline Geary, Aggie Hanni, Charles Hill, Lynn Kleman, Kaili Lee, Jeffrey Sachse, Carlos Salazar, Elizabeth Whalley
- Project Team Members: Elizabeth Hartman, Mina Kuss
- UMC Representative: Shane Nyman
- Other: Jennifer Considine, Mike Lueder

2:30-2:40

Call to Order; Introductory Comments

Vice Chair Jennifer Christus

- Vice Chair Jennifer Christus called the meeting to order at 2:33 pm. She thanked everyone for their work so far. She gave a brief update of where the committee is at in the process. She said today the group will be hearing from Mike Lueder and Jennifer Considine from the Center for Civic and Community Engagement. She said the leadership team will be meeting with the Chancellor’s Cabinet next Tuesday, April 5th.

2:40-2:45

Agenda Review, Where Have We Been, Are and Are Heading in the Process

Elizabeth Hartman

- Elizabeth Hartman recapped where have we been, are and are heading in the process. She stated there will be three upcoming open forums. She said there will be a presentation today. She said after the presentation, everyone will be splitting into their Strategic Planning teams to work on mission/vision.
2:45-3:10

**Presentation on Center for Civic and Community Engagement**

*Mike Lueder and Jennifer Considine*

- Mike Lueder and Jennifer Considine presented on Center for Civic and Community Engagement. After the presentation, they answered questions from the group.

3:10-3:15

**Guidance on Mission/Vision**

*Elizabeth Hartman*

- Elizabeth Hartman thanked Mike Lueder and Jennifer Considine for the presentation. She gave the group guidance on mission/vision. She asked each strategic area team to develop a mission and vision statement for their strategic area.

3:15-4:30

**Strategic Planning Teams – Breakout Rooms**

*All*

- The teams went into their breakout rooms and worked on mission/vision.

*Next meeting:* Tuesday, April 12th.