

GOAL GROUP #4 Coordinating Committee
2019-2020 Executive Summary

Committee Membership:

- David Mihalyov: Vice president for University Relations
- Debbie Eggebrecht: Employee Relations and Compensation Manager (January 2020 on)
- Rebecca Lindsay: Student
- Milo Obourn: Associate Professor of English
- Fred Rion: Emergency Manager
- Jermaine Toppin: Dining Services Operations & Safety Manager
- Joe Torre: Associate Professor and Chair of History

Introduction:

The Goal Group 4 Coordinating Committee met several times throughout the 2019-20 academic year to collect and review progress towards each Measure of Success in the first goal of the *Building a Better Brockport Strategic Plan*. This executive summary accompanies the completed Operational Plan, which includes specific progress and data related to the achievement of each Measure of Success. This document summarizes the Goal 4 Coordinating Committee's analysis of progress, organized by strengths and opportunities for increased progress.

Analysis of Assessment Data:

Strengths:

Measure of Success	Assessment Data & Analysis	Recommended Action
4.1.b	Increased number of Open Office hours from 9 to 13	Continue to hold as needed, even virtually
4.2.b	Launched EDI online learning, developed Issue Reporting Center site	Track number of reports submitted through various tools
4.3.a	Year-over-year retention rate improved from 10.8% to 10%.	Offer additional mentoring opportunities, offer more training to supervisors
4.3.d	First PRODIGY fellow hired	Continue if possible
4.4.a	President's Cabinet added two members	Integrate new CDO into Cabinet
4.5.d	Number of external grants increased by 6% and amount of average grant received increased by 22%	Look to increase number of submissions, improve education of faculty/staff on process, opportunities

Opportunities for Increased Progress:

Measure of Success	Assessment Data & Analysis	Recommended Action
4.2.a	Gather and analyze campus climate data	Determine when/how to implement a campus climate survey
4.3.c	Much HR training on hold	Launch online learning modules, investigate what additional trainings can be held online
4.5.a	Leadership Development on hold	As of now this training needs to be held in person – can it be made virtual?
4.6.a/b	Comprehensive pay review/compensation plan	Work with SUNY to create a better compensation plan

Goal 4 assessed the progress toward a number of the Operational Plan's measures of success. During the Strategic Plan development, Measures of Success were selected to be areas of focus for a specific year or timeframe, and they are reviewed on an annual basis. The identified dates are outlined in the Operational Plan.

For Goal 4, all seven Measures were assessed. Below are summary next steps.

- 4.1 Continue successful initiatives such as Open office Hours, Extended Cabinet, Senate Administrative Appraisals.
- 4.2 Continue to make campus buildings/routes more accessible.
- 4.3 Evaluate faculty recruiting, retention, hiring, tenure, promotion, and pipeline initiatives.
- 4.4 Successfully integrate new CDO onto Cabinet
- 4.5 Look at number of employee relation/bias cases.
- 4.6 Increase percentage of Performance Plans/Evaluation completed on time.
- 4.7 President's Campus Climate Committee formed, will work to develop campus climate survey in 2021.

Requested Resources

The only resource request recommended would be to hire a training manager in Human Resources; however, we understand in the current budget environment that is not likely.

Requested Updates to 2020-2021 Operational Plan

During the review process, the Goal Group 4 Coordinating Committee collected requests for updates to the Operational Plan for 2020-2021. Our committee supports the following updates to the plan:

- Delete strategy 4.5.c as it was redundant with 4.5.d