

**Faculty Senate  
Strategic Planning Feedback & Suggestions -  
Submitted to Executive Committee  
October 2018**

**CoLA – suggestions for changes**

**Steering Committee Proposed **Mission** Statement:**

In the spirit of the Wright brothers, we empower all students to excel in their lives and chosen careers through integrated learning, research, innovation and experience.

**Proposed revisions:**

In the spirit of the Wright Brothers, we empower all students to excel in their academic journeys, career paths, and civic lives through dedicated teaching, innovative research, and experiential learning.

**Steering Committee Proposed **Vision** Statement:**

To be a diverse, inclusive university that transforms the educational, economic, and social fabric of the communities we serve.

**Proposed revisions:**

To be an inclusive and accessible university that transforms the educational, economic, and social fabric of our diverse communities.

**Steering Committee Proposed **Strategy** Statement:**

By 2025, the Wright State Experience will provide a premium return on the investments and partners through a student-first system that leverages the unique strengths and resources of Raider Country.

**Proposed revisions:**

By 2025, the Wright State experience will demonstrate its impact on the significant investments of students and university partners, including their time, creativity and commitment to success, through a student-focused system that epitomizes a broad array of innovative teaching, authoritative research and community engagement.

## **BSOM Feedback**

In the spirit of the Wright FAMILY [replacing brothers] we empower all students to excel in their chosen [lives and] careers through integrated learning, research, innovation, and experience.

Given what is known about Wilbur and Orville's sister Katharine – her passion for learning, career as a teacher, and a life-long supporter of her brothers (starting at age 15), to limit recognition to the men of the family is jarring, potentially offensive, and reminiscent of the myopia of a bygone generation. "Family" is startling in its own way because it is unexpected, and tacitly recognizes the critical contribution of women to the successes of many men, historically as well as today. For what it is worth – it is the first thing we read, and rings sexist.

## CEHS Overall feedback

- For the most part people like what the Strategic Planning Committee has developed.
- People like how concise the statements are compared to previous documents
- Some concerns about Mission and Strategic statements were voiced, including specific suggestions to consider below.

## What people disliked or concerned

- Strategy statement.
- Suggests minimizing the value of non-STEM fields.
- Using words ‘career,’ and ‘receive a return on their investment.’
- Lack of language addressing ‘ethics’ woven into the mission, vision, values, and strategy statement.
- Talking values of ‘inclusion’ without mentioning ‘diversity.’

## Suggestions

- Use ‘to excel in their professional goals’ or to ‘excel in their chosen pathways’ instead of ‘to excel in their chosen career.’
- Remove the “by 2025” portion in the strategy statement.
- Use ‘intentionally diverse’ instead of ‘inclusive.’

## Mission Statement

- My main comment deals with the word ‘career’ in the Mission statement ‘to excel in their chosen career.’ Many of my students are in the programs within which I teach to improve themselves in one way or another. They are the adult learners who are not looking for a career. To me, the better word would be to ‘excel in their professional goals’ or to ‘excel in their chosen pathways.’
- Our career centers throughout Ohio focus on careers. WSU offers programs for careers and for other pathways available to help all students make a meaningful contribution to society. A compromise might be ‘to excel in their chosen careers and pathways...’
- The statement that students will “receive a return on their investment,” present a message that WSU minimizes non-STEM programs that allow students to make contributions to society from a non-STEM approach.

## Values

- In the Values section, I find the only reference to the concept of ethics: *We act with transparency and integrity.* In today’s world, I believe more deference is needed to the commitment to be ethical in our work. The current state of our country reflects changes in what is ethical and not. Without a reference to the commitment to ethics, WSU could find itself embracing unethical concepts as well.

- In the “Values that Define our People” they list “principled”. I do not like the term principled. I MUCH prefer “ethical”. But to me this represent ethics. Diversity is included in the “Values that Define our People”, in the “Vision Statement”, and in the last 2 “Areas of Strategic Focus”; “Teaching, Learning, & Programming” AND “Student Life & Engagement”. I believe these core concepts have been incorporated into the document and its components.

### Strategic Statement

- I am not a fan of the “Strategy Statement”; just does not make sense! What does “that leverages the unique strengths and resources of Raider Country” mean exactly. Raider Country, ugh ... what the heck is that; WSU or Dayton-area? Unsure what that means as a statement (or that the community outside of the University would understand it—some within the University don’t know what it means).
- My issue with Strategic Statement is that to me it implies that in the past, currently, and until 2025, the experience will **not** provide a return on the investment. The top of the flier already says 2025, so addressing this could be as simple as removing the “by 2025” portion in the strategy statement.

### Diversity & Inclusion

- Our current version speaks of WSU being 'inclusive'; but I would like to see us be "intentionally diverse". This language might signify that we are purposeful and thoughtful about a diverse campus. Or, to be "socially relevant" with our communities.
- In the new ‘strategy’ section, 1 of the 4 categories includes ‘diversity’ and one includes ‘inclusion’. I know the two terms can have similar meanings, but they are there, reminding the reader that WSU is committed to both.

### Ethics

- Regarding an ethical statement, I would agree with including language which promotes that WSU will be a campus to "foster an ethical community of service and respect".
- In the Values section, I find the only reference to the concept of ethics: *We act with transparency and integrity*. In today’s world, I believe more deference is needed to the commitment to be ethical in our work. The current state of our country reflects changes in what is ethical and not. Without a reference to the commitment to ethics, WSU could find itself embracing unethical concepts as well.