

Jan. 2, 2019

Good morning, and happy 2019 to everyone,

Welcome to the staff, faculty, and students who are back at FSU. It has been a quiet two weeks since our commencement ceremony in December. Here are a couple of updates.

Strategic Planning. Assessment reports on the 12 action items of our strategic plan are due in mid-February. I plan to engage the Strategic Planning Task Force in late February to discuss our progress and seek input on our progress to date. The reports and updates will be posted on the web for the university community to review. I continue to focus on a few of the outcomes for this year. One is supporting the initiatives of VP Cash as she works with her staff to build the incoming class for fall 2019. The other two deal with resource allocation.

I'm working with VP Wyden as we select a firm to help us assess our support services. We had two firms on campus prior to the holiday break who had responded to our Request for Proposals. One firm had an approach consistent with what we hoped to accomplish with our strategic planning action items. We hope to have that firm begin its work later this month.

The other action underway is to identify salary inequities for both faculty and staff and propose a plan to address those inequities. A small working group led by Lisa Hersch, our Chief Human Resources Officer, has begun meeting, and I hope we will have proposed plans to consider university-wide by mid-semester.

Academic Department Chairs. I had several informal lunches with academic department chairs during December to hear their thoughts on a variety of topics and answer their questions. I also invited several of the VPs to join me for lunch, and I appreciate the discussions and interactions we had. I plan to schedule some follow-up meetings later this month to talk more about topics like budgeting, salaries, and the use of data from HelioCampus.

Construction. The weather has been very cooperative over the past few weeks and we continue to make progress on the new residence hall. Much of the work is preparing the foundation, so we don't see much above ground yet. We are also finishing up Annapolis Hall for students to move into just prior to the start of the spring semester.

Diversity, Equity & Inclusion Council. As I mentioned previously, this Council is being restructured to play a greater role on campus. While we have identified the offices and number of individuals who should serve on this Council from a faculty and staff perspective, a greater student voice is needed. I have asked Ben Forrest, SGA President, to work with SGA and student groups to provide me with recommendations for student representation on the Council. One of the Council's tasks this spring will be to consider the future role of the old University Police building.

I hope everyone's year is very successful and the start of the year is a good one.