



MEETING MINUTES

Challenges and Opportunities Subcommittee February 4, 2022

The Challenges and Opportunities subcommittee was called to order at 1pm by Dr. Brian Payne.

Present were Dr. Melva Grant, Dr. Helen Crompton, Dr. David Bowles, Dr. Vicki Carnegie, Dr. Annamarie Ginder, Dr. Christopher Fleming, Mr. John Hasher, Ms. Nadine Faulcon-Johnson, Dr. Tancy Vandecar-Burdin, Ms. Rachel Asare, Dr. Teres Kissel, Mr. Harry Smithson, Ms. Samantha Palmucci, Dr. Anil Nair, Dr. Krzysztof Rechowicz, Dr. Jessica Whitehead, Dr. John Nunnery, Dr. Khan Iftekharuddin, Professor Deborah Krzyzaniak and Dr. Payne.

Dr. Payne reminded the subcommittee members that things are in the teams folder.

Steering Committee Update (attended by Drs. Payne and Grant): President Brian O. Hemphill, Ph.D. mentioned in the Strategic Plan Steering Committee meeting that there are two subcommittees working – Challenges and Opportunities and Mission and Values. VP Sanderlin said that the Mission and Values subcommittee didn't meet on the snow day, but they were given homework. Not to be outdone, Dr. Grant said the Challenges and Opportunities subcommittee met on the snow day and had homework. We shared a brief update about our committee's work – committee broke into six working subgroups, share our inward and outward focused domain framework. President Hemphill made it clear that our committee would produce a narrative for the other subgroups to use to guide their work of identifying 6-7 goals with key performance indicators (KPIs) assigned to responsible person(s), timeline, and budget recommendations. The strategic plan to be reviewed 2/year using KPIs.

Meeting Summary Notes:

Dr. Payne reviewed today's agenda. Dr. Grant added that we would not provide a template, as requested last meeting because the product of our goal work will be a narrative report.

Minutes of the January 28, 2022 meeting were approved. Meeting summary to be provided. Dr. Payne then called for updates from the subgroups in reverse order.

Research: Dr. Crompton spoke for the Research subgroup and said they met this morning and are making good headway. They reviewed data and created a template. They shared a template for other subgroups in the general C&O Teams folder.



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Student Success: Ms. Palmucci mentioned the Student Success subgroup was doing well. They have a Folder in Teams with an extensive list of Opportunities and Challenges by domain.

Finance: Mr. Smithson spoke on behalf of the Finance subgroup and they are muddling through. They do have a better understanding of the narrative. They would still like to meet with Mr. Bruce Aird, Dr. Bruce Rubin and Ms. Nina Gonser to determine the currently financial health of ODU. Dr. Nunnery mentioned those in the subgroup who are not finance people are struggling. They have a Folder in Teams with early ideas, a template, and other docs. A focus question they want to address with others who work and study finance to inform their work: What is the future of higher ed finance trends?

Infrastructure: Mr. Hasher said the Infrastructure subgroup has bullet points and a plan. They have a Folder in Teams with their outline and an excel file with C&Os.

Human Resources: Ms. Faulcon-Johnson said the Human Resource subgroup reviewed data (salary, turn over, etc.) and the challenges and opportunities based on the data. They will incorporate it into a plan. Dr. Grant mentioned improving black tenured faculty numbers. Over the last 30 years, we have never had greater than 8% black faculty. Dr. Crompton asked if the new Research 1 category focused on looking at faculty. Bring in great researchers? Maybe more endowed chairs are needed?

Community Engagement: Professor Krzyzaniak spoke for the Community Engagement subgroup and said there is a draft in the Teams folder. There may be more opportunities than challenges for community engagement and the subgroup hopes to get together this week.

External Focus Groups Summary:

Dr. Payne shared his powerpoint presentation on external focus groups. There is a summary in the folder as well as this powerpoint. There were 72 external participants, and 16 focus groups were held on January 24, 26, 27, and 28. Emails were sent to those who did not attend.

He then shared the slide showing the one word participants used to describe ODU. Secondly, he shared the one that asked participants to use one word to describe ODU students. Then they were asked what ODU does well, and lastly, they were asked to write down areas in which ODU



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could improve. However, the last question was changed to “What are you not getting from ODU that you need?”

Work Time: The subgroups broke into their individual groups for about 30 minutes.

Meeting Conclusion:

Dr. Payne mentioned to the group that the first part of the meeting was not recorded but the recording is on now and will be for all future meetings. He also asked if anyone wanted to share what was discussed in their subgroup?

Dr. Nair said they discussed partnerships and outside focus groups and expanded the domain to include graduate students.

Professor Krzyzaniak said this was the first time the community engagement subgroup had not met before today and they set up meeting times.

Dr. Nunnery mentioned they had a breakthrough and will have footing by the end of the weekend but still want the other items mentioned above – meeting with budget and finance people.

Ms. Palmucci said they discussed the end product, data points and narrative.

Infrastructure subgroup said they are looking at an external focus.

Dr. Payne envisions the final, overall document having the subcommittee and all members listed on the front page. He and Dr. Grant will write the narrative. The list of subgroups and members and their write up will be included as shared with co-chairs.

The meeting adjourned at 3pm.