Goals Discussions Meeting 5 – Proposed Process

Action required: SPC members are asked to:

- Refer to the initial skeletons considered at the last meeting *(Annex I)*
- Note the proposed set of goals to work with
- Identify and discuss potential actions to go under each goal
- Approve a set of skeleton goals and actions

Aim

By the end of the meeting, the committee needs to have agreed a set of goals (not necessarily worded perfectly but with a clear idea of what the goal would ‘look like’) and at least some supporting actions. This information will then be sent to the Chancellor for feedback over the Spring Break. It is important that we seek the Chancellor’s input at this early stage in goal and action development so that we can double-check if we are on the right lines in terms of the level that the goals and actions are framed at.

Goals

At the last meeting, the committee briefly considered two potential skeleton structures for the goals and actions (see Annex I):

- The first offered seven goal areas with some cross cutting themes.
- The second offered eleven goal areas with those cross-cutting themes from the first structure split out as separate, specific goal areas.

Both structures contained exactly the same information but were just organized slightly differently. The committee was reminded that ultimately the Chancellor has asked, as a guide, the committee to develop 5-7 goals.

An interpretation of the structures was offered in terms of thinking about the goals as ‘outputs’, or that which we want to achieve, and actions as ‘inputs’, that which we need to do to achieve the output. Working with that way of conceptualizing goals, the committee identified eight potential ‘outputs’ and therefore goals. These were:
- A collaborative environment
- Applied learning and scholarship
- Student success
- Entrepreneurship and innovation
- Hawaiian university/Hawaii as a unique locus for learning
- Diversity and multicultural fluency
- Organizational excellence
- Community responsiveness

The committee briefly debated whether ‘applied learning and scholarship’ and ‘student success’ were similar enough to be combined together. Also raised, in relation to the previous item on a Hawaiian language university within a university, was how to frame a potential goal on UH Hilo as a Hawaiian university (and what would look like). These questions need to be resolved at the March 18th meeting.

Note that the committee needs to try to reduce this list down by one goal area by either removing a goal and incorporating it as cross-cutting actions, or by combining two or more suggested goals.

**Goals and Actions Matrix**

Using the proposed goals above, a simple matrix table is given below to try to illustrate how these goals might ‘look’. Each goal is partially populated with potential action areas using the information from the initial skeleton – these are only initial suggestions and members are encouraged to move items around, add/remove/change items. Members may find this matrix helpful in visualizing and organizing the goals and actions.
<table>
<thead>
<tr>
<th>GOALS</th>
<th>ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>A collaborative environment</td>
<td>Support collaborations faculty – integrative learning, multidisciplinary</td>
</tr>
<tr>
<td>Applied learning and scholarship</td>
<td>Promote collaborations and unity across campus</td>
</tr>
<tr>
<td>Student success</td>
<td>Improve internal communications to support collaboration</td>
</tr>
<tr>
<td>Entrepreneurship and innovation</td>
<td></td>
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<tr>
<td>Hawaiian university/Hawaii as a unique locus for learning</td>
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<tr>
<td>Diversity and multicultural fluency</td>
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</tbody>
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- **Place-based, applied learning - connected to people and environment of Hawai'i**
- **Integrative learning experience across disciplines**
- **Entrepreneurship and innovation – infused into curriculum and through experiences**
- **Grounded in native Hawaiian core**
- **Support diversity in the student body and capitalize on that diversity**
- **Organizational structure and infrastructure (physical, technical and fiscal)**
- **External partnerships – college-town, preparing students**
- **Improve retention (Intended outcome/potential indicator?)**
- **Research/service partnerships to promote/support economic engine**
- **Infused local values and cultures into activities**
- **Support diversity in the faculty and staff and capitalize on that diversity**
- **Communication and transparency**
- **Identify and serve community needs**
- **Stake-claim to areas/programs of excellence (enabled by unique location)**
- **Foster a sense of multicultural fluency**
- **Streamlined institutional processes and procedures**
- **Access for all of Hawaii,**
- **Investment in employees – faculty and staff (professional development, recognition and reward)**
- **Underserved populations**
- **Better promote UH Hilo activities**
- **Distance learning,**
- **Branding – branding project underway**
- **Morale (outcome?)**