Strategic Plan Goal 1

Build an Inclusive College Community and a Culture of Pride and Integrity
FOUR-YEAR OBJECTIVES

1. Enhance leadership development and performance across the College.

2. Build a culture of inclusion that values diversity of people and ideas, and embraces the meaningful participation of all.

3. Build a common sense of purpose, pride and ownership through open, transparent, multidirectional communication and shared experiences.

4. Ensure a healthy work environment through a values-driven culture.
• Framework for change
  • Defining key actions and processes
  • Identifying and assessing
  • Engage Leadership and Organizational Consultant Firm

• Groups consulted to date
  • CVM Diversity Committee
  • Human Resources
  • NCSU Training Organizational and Development
  • Office of Institutional Research and Planning
  • Office of Institutional Equity and Diversity
  • Dean’s Cabinet
STRATEGIC PLAN GOAL 1.1

Enhance leadership development and performance across the College

What’s New?

- 2017-2018 SHRA Performance system
  - Includes Institutional Goal for all supervisors (in SHRA classification)
- Track 1 of VH Supervisors training and assessment
- NC State University Initiative - Management Essentials
STRATEGIC PLAN GOAL 1.2
Build a culture of inclusion that values diversity of people and ideas, and embraces the meaningful participation of all

What’s Planned?

- Define focus of the CVM Diversity Strategic Plan
  - Webpage development
  - Develop communication strategy
  - Enhance training opportunities for all CVM
  - Increase partnership with University efforts

- Assess - Current projects, programs, efforts
  - Stop, Continue, and/or Change
  - Define key metrics
  - Assess AAVMC Diversity Climate Survey-action items

- Thread diversity and inclusion through all college strategy
STRATEGIC PLAN GOAL 1.3

Build a common sense of purpose, pride and ownership through open, transparent, multidirectional communication and shared experiences

What’s New?

▪ College Events (i.e. Socials)
▪ Townhalls
▪ Open forum discussions
  ▪ Free speech
  ▪ Race and equality

What’s Planned?

College - wide survey
STRATEGIC PLAN GOAL 1.4

Ensure a healthy work environment through a values-driven culture

What’s Planned?

- Create College Ad-Hoc Committee
  - Review work to date
  - Lead additional College feedback sessions
  - Finalize CVM Core Values and Metrics

- Embed Core Values into CVM Culture
  - Daily operations
  - Decision making
  - Performance measures
Our Values

Integrity
Excellence
Respect
Collaboration
Compassion
Leadership
Openness and Honesty
Communication and Honesty
Responsibility
Mentorship
Feedback portion

1. In one word or sentence, briefly describe what a “values-driven culture/organization” means or looks like?
   - Workplace, classroom, laboratory, department

Instructions

▪ Reflect upon the above question and write down your response.
▪ Share your reaction with your nearest neighbor and discuss.
▪ We will be collecting your input.
Feedback portion

▪ What are you concerned is being left out or skipped right now in this goal?
Thank you