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Date: Friday, September 2, 2022 at 12:08 PM
To: The sswunc mailing list <sswunc@listserv.unc.edu>
Subject: [sswunc] Update on Strategic Plan[t]ing and a Break from our Labor

Dear colleagues,

I'm writing today with an update about our Strategic Plan[t]ing process. (The attached PDF explains why it's "plan(t)ing" instead of "planning"!)

It is important to me that you stay well-informed throughout this process, as we work together to decide the best future for our School. I plan to send regular updates via email, and I ask that you take a few minutes to read them as they come to your inbox. I also hope that each of you will participate in the process as much as you can. The more input and participation from all parts of our community, the better our process and our plan will be.

If you miss an update, or want to refresh your memory, these messages and supporting materials will be archived on a special Strategic Plan(t)ing page on the School's website. This web page will go live in a few weeks, and I will notify you when it is available.

KICK-OFF AND WHERE WE ARE NOW

We officially kicked off Strategic Plan(t)ing at the School's Faculty and Staff Retreat on August 10. I've attached a PDF that recaps that kickoff discussion. It outlines the following information:

- Objectives for the process
- A description of the big picture, including the four phases of the project
- A list of our stakeholder groups
- A projected timeline

- A description of the Stages of Change that typically accompany significant organizational change efforts such as this one

At the retreat, we heard a brief presentation from Terri Stockton-Foulks of [Kairos Insights](#), the consulting firm that will partner with us on this important work. Terri shared more information about project phases, and she walked us through the Stages of Change graphic that you'll see in the attached PDF.

We have begun Phase One of the process: Organizational Assessment. The first step in Phase One is for Kairos to hear from focus groups made of a representative sample from our community. The purpose of the focus groups, which will wrap up next week, is to help Kairos Insights create the surveys that will make up the next part of this phase.

NEXT STEPS

The next step in the Organizational Assessment phase is the deployment of three survey instruments: Climate and Culture Survey, Community Partner Survey, and Alumni Survey. The Climate and Culture Survey will be disseminated to all faculty and staff, and I encourage everyone to participate. Writing, deploying and evaluating these surveys will take the rest of 2022, and that will complete Phase One. Simultaneously, the School's leadership will complete an activity known as an Equity Kaleidoscope, which will focus on DEIA considerations in higher education and provide a framework for us to revisit the School's mission, vision and values through the lens of DEIA. I'll share more information on this work in my next update.

RESOURCES AND FEEDBACK

As I mentioned above, we will soon have a section of the School's website dedicated to housing all Strategic Plan(t)ing materials. The School's leadership team and I are committed to transparency throughout this process, and this

repository will be a valuable resource in helping our entire community to stay informed and involved.

Throughout the next 18 months, we will focus on how we listen, learn and lead efforts across the School and the communities we serve. I am excited about the future that we will determine together. As always, I invite you to stay in touch with me about any concerns, comments or compliments about this process. You'll be hearing from me regularly.

For now, it is time to take a break from our work. I hope that your weekend is spent engaged in things that make you happy and with people who bring you joy. **As we begin our Labor Day weekend, I can't help but think about all that you do, daily, to serve our students, communities, and the causes to which we are deeply committed. Thank you!**

Please take time to tend to your self-care. Still, I know that some might be tempted to spend some of the weekend catching up on email. **Please resist that temptation.** However, if you are on email this weekend, please consider setting a delivery date and time that delays the transmission of the message such that the intended receiver does not see your note until next week. **You so deserved a break from your labor.**

All the best to you.

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