Strategic Planning Update

A year in review…

Strategic Planning 2018-2019

- Leadership Handoff
- Revised Committee Structure
- AcT Team Creation
- AcT Team Playbook
  - Discovery, Develop, Delivery

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AcTivation

- Town Hall Meetings
  - *3 - avg. attendance 160*
  - *2 - avg. attendance 12 Student only*
- Activation Team Meetings
  - *6 - avg. attendance 70*
- Shared Governance Forums
  - *11 – attendance 78*
- Playbook Deployment
  - Data collection and review
  - Crucial Conversations
  - SWOT analysis
  - Recommendations

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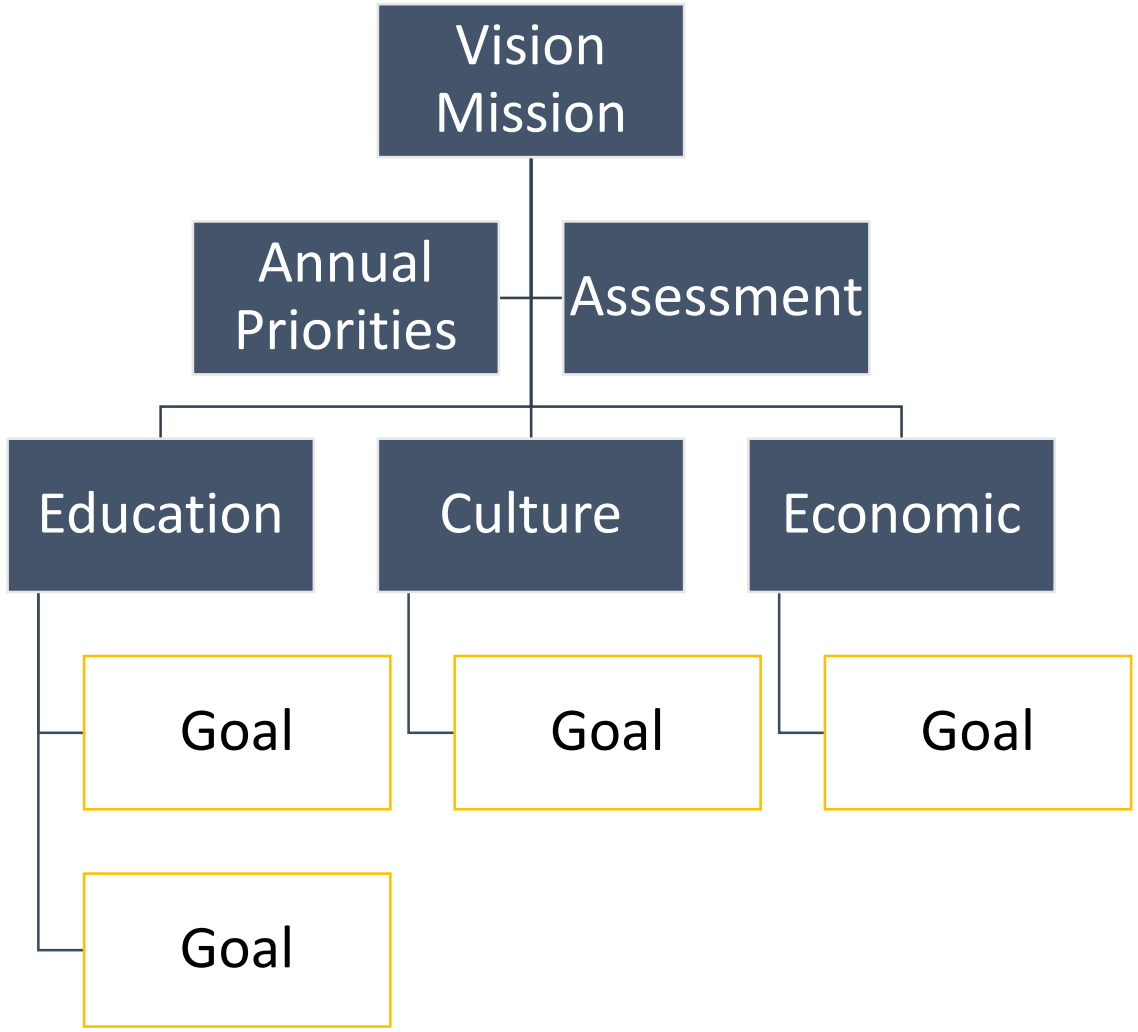
Summer Work…

- Mapping SWOT to recommendations
- Definitions of words used in the strategic plan
- Graphical representation
  - Adoption of mission targets
  - Final revision
  - Identification of common strategies
- Data collection tool



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Innovation → Research and Scholarship

Original

- Accelerate the discovery, creation and transfer of new knowledge.

Recommendation

- Innovation is a strategy that can be combined with other goals

Updated

- ***Research and Scholarship - Accelerate the discovery, creation and transfer of new knowledge.***

Committee kept original language for goal.

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Industry and Community Partnerships → Partnerships

Original

- Capitalize systemically on relevant existing and emerging societal and economic trends that increase quality educational opportunities.

Recommendation

- Advance industry and community partnerships to provide quality educational opportunities and collaborations to satisfy rapidly evolving community and workforce needs.

Updated

- ***Partnerships – Advance industry and community partnerships to provide quality educational opportunities and collaborations to satisfy rapidly evolving community and workforce needs.***

Committee adopted the recommendation of the AcT Team.

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Diversity → Inclusive Excellence

Original

- Be a campus that reflects — in staff, faculty and students— the evolving diversity of society.

Recommendation

- Be a campus community that reflects and promotes – **in staff, faculty and students** – the evolving diversity of society.

Updated

- ***Inclusive Excellence – Be a campus that reflects and promotes – in all community members – the evolving diversity of society.***

Committee adopted the recommendation of the AcT Team with minor change.

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Campus Culture

Original

- Empower students to create a campus culture and experience that meets their changing needs.

Recommendation

- To equip students, faculty, staff and the greater Wichita community with the tools to create a campus culture & experience that meets the students' ever-changing needs.

Updated

- ***Campus Culture - Empower students, faculty, staff and the greater Wichita community to create a culture and experience that meets their ever-changing needs.***

Committee adopted the recommendation of the AcT Team with minor change.

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Applied Learning

Original

- Guarantee an applied learning or research experience for every student by each academic program.

Recommendation

- Keep Applied Learning as a WSU Goal, but modify to **address the weaknesses**.

Update

- ***Move to plan strategy to integrate into the campus framework.***

Committee elevated to strategy.

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Interdisciplinary Curricula

Original

- Pioneer an educational experience for all that integrates interdisciplinary curricula across the university.

Recommendation

- We recommend keeping this goal. We also **recommend a closer look and revision of the metrics and** definition of what this goal means to the university in the full strategic planning document.

Updated

- ***Move to plan strategy to integrate into the campus framework.***

Committee elevated to strategy.

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Assessment, Incentive and Rewards

Original

- Create a new model of assessment, incentive and reward processes to accomplish our vision and goal.

Recommendation

- Continue to analyze and improve the assessment, incentive and reward processes to accomplish our vision and goal.

Updated

- ***Move to plan strategy to integrate into the campus framework***

Committee elevated to strategy.

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Student Centeredness

Original

- NA

Recommendation

- NA

Updated

- *Student Centeredness - Promote holistic student success through a supportive learning environment in which all of our students…past, present and future, continually thrive and grow.*

NA.

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Vision

Wichita State University is globally recognized as the model for applied learning and research.

Mission

*The mission of Wichita State University is to be an essential **educational**, **cultural** and **economic driver** for Kansas and the greater public good.*

Goals

- *Student Centeredness - Promote holistic-student success through a supportive learning environment in which all of our students…past, present and future, continually thrive and grow.*
- *Research and Scholarship – Accelerate the discovery, creation and transfer of new knowledge.*
- *Campus Culture - Empower students, faculty, staff and the greater Wichita community to create a culture and experience that meets their ever-changing needs.*
- *Inclusive Excellence – Be a campus that reflects and promotes – in all community members – the evolving diversity of society.*
- *Partnerships – Advance industry and community partnerships to provide quality educational opportunities and collaborations to satisfy rapidly evolving community and workforce needs.*

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Pre-identified Strategies/Tactics

- Applied Learning
- Assessment, Incentives, Rewards (broadly defined/applied)
- Interdisciplinary
- Recruitment
- Retention
- Academic innovations
- Pre-college Outreach
- Marketing & Communications
- Research
- Grant Writing (research)
- Sustainability
- K-12 Outreach

WSU | Wichita State University

Values Clarification… too many

WSU Values	Universal Values	Potential Values	Service Standards	Employee Competencies
• Seizing opportunities • ~~Success for all stakeholders~~ • ~~Diversity of culture, thought and experience~~ • Adaptive approaches • ~~Team work~~ • Positive risk-taking	• ~~Honesty~~ • Integrity • ~~Truthfulness~~ • Personal responsibility • ~~Collegiality~~ • Knowledge creation and education	• Teaching Excellence • Social Mobility • Access and Opportunity	• Professional • Responsive • Open • Understanding • Dependable	• Team Work • Inclusiveness • Initiative • Adaptability • Service Standards • Position Knowledge • Leadership* • Financial Management* *Managers/Budget Officer/Budget Review Officers Only

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Values

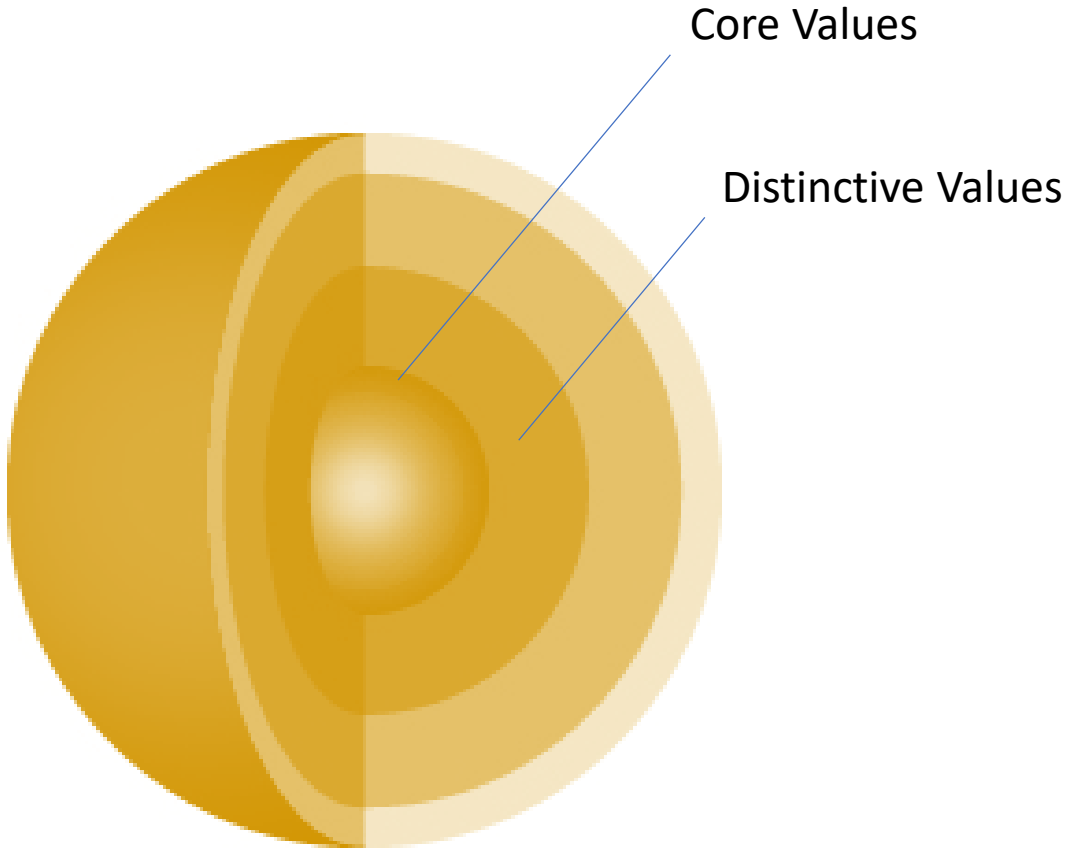
Core Values

- **Integrity,**
- **Transparency,**
- **Personal Responsibility,**
- **Collaboration,**
- **Access and Equity**

Distinctive Values

- **Seizing Opportunities,**
- **Adaptive Approaches,**
- **Positive Risk-Taking,**
- **Innovation and Creativity,**
- **Knowledge Creation and Dynamic Educational Opportunities**

Optional Principles



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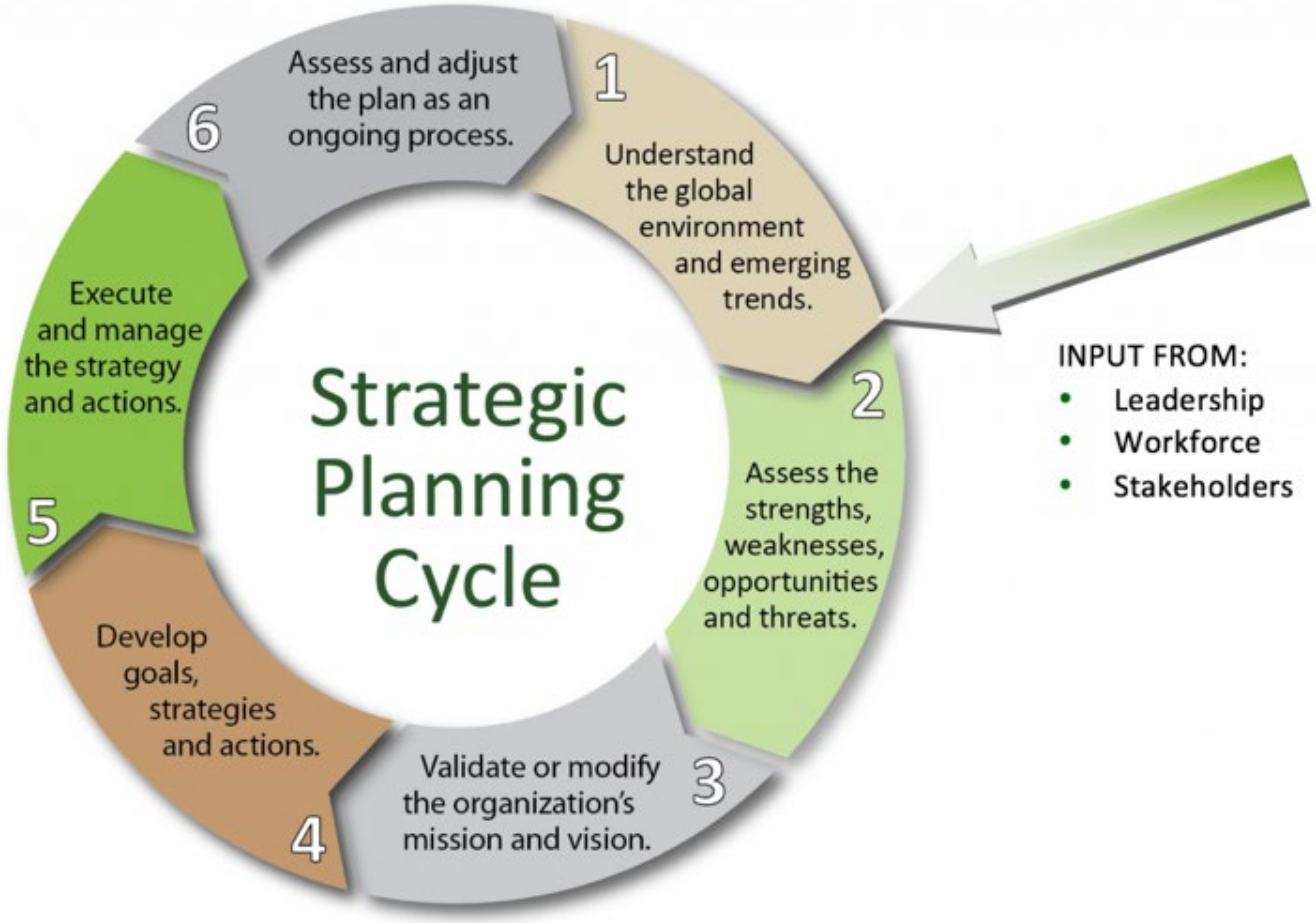
Next Steps … 4.5ish



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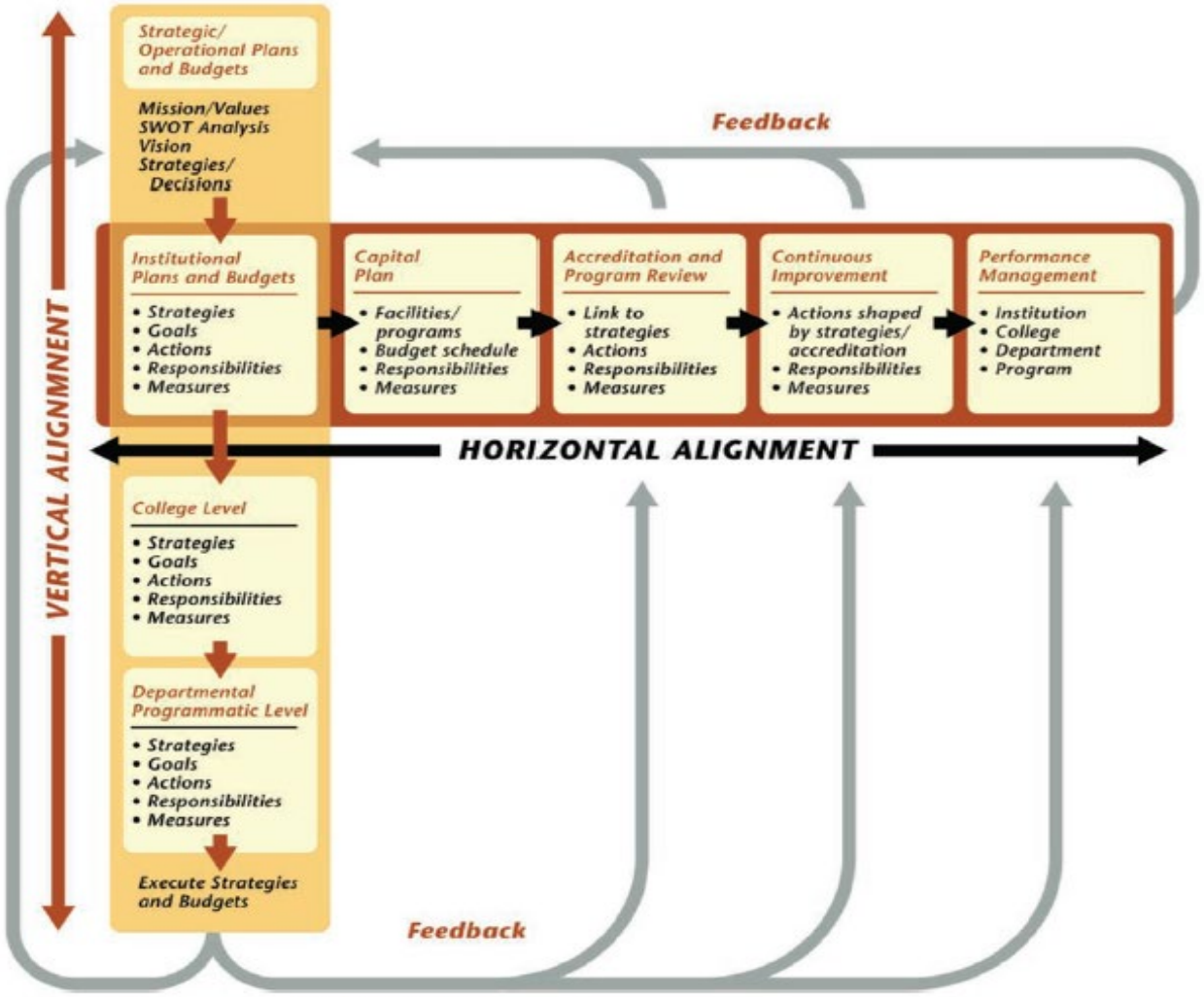
Strategic Planning 2019-2020

Vertical and Horizontal Alignment

- A portal for reporting of future and current activity
- Guidelines for collecting data & reporting
- Integrated planning group

Figure 2 **Vertical and Horizontal Alignment in Integrated Planning**



Source: Norris and Poulton 2008, p. 30.

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Vertical Alignment

University Language	College/Division/ Department Language	Explanation
Vision		
Mission Statement	Purpose Statement	What does your unit do to support the university mission? What is your purpose at WSU? In ICT? Kansas?
Values	Guiding Principles	What additional values/principles guide your specific work or differentiate your work from that of other units.

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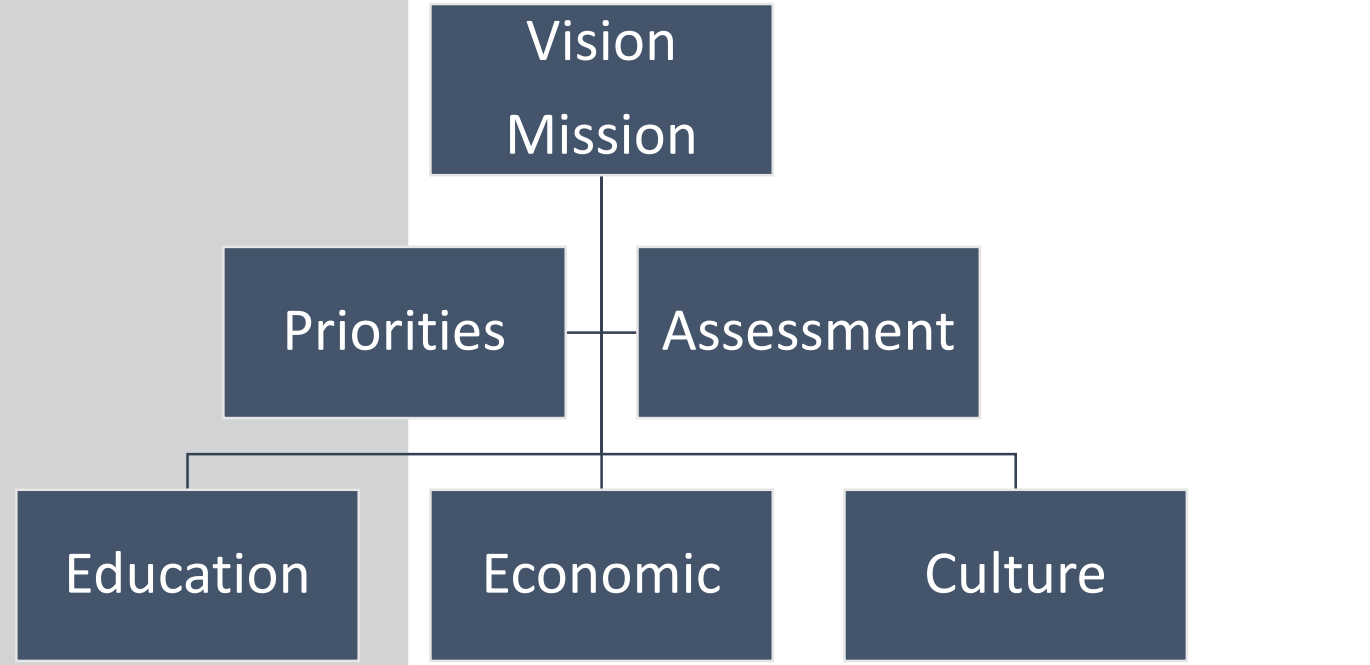

Student Centeredness | Research & Scholarship | Campus Culture | Partnerships | Student Centeredness

Applied Learning
Assessment, Incentives, Rewards (broadly defined/applied)
Interdisciplinary

Pre-college Outreach
Grant Writing (research)
Sustainability
K-12 Outreach

Interdisciplinary
Recruitment
Retention
Academic Innovations

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Horizontal Alignment

Integrated Planning

- Budget
- Diversity Plan
- Communications Plan
- Technology Plan
- Master Facilities Plan
- Talent Development Plan
- Campaign Plan
- Athletics Plan
- Student Affairs Plan (HRL & RSC)
- Alumni Engagement Plan

Delivery Plan

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