

**Strategic Planning Committee Meeting**  
**April 12, 2017**  
**CATS Conference Room**  
**3:30-5:00pm**

**Members present:** Dan Hanson, Jason Hogue, Kristi Nies, Adam Neveau, Robert Ingram, Greg Seay, Ted Harshbarger, Paul Hinrichs, Todd Simpson, Gene Beardslee, Mike Gerdes, Tammie Hart, Zak Ruei, Trey Nelson, Amy Mincer

**\*Review of minutes from last meeting** – no changes.

**\*Strategic Plan Outline** – Dr. Hanson reviewed the handout “Outline Draft 1”, noting his work to further the development of the vision and values in advance of today’s meeting. Engagement has been brought more to the forefront. He asked the Committee to look at the structure of the document and offer feedback which included the following:

- Like that the transformational goals reflect back to each of the values
- Unsure whether the Engagement sentence concerning the values is correctly worded
- Suggestion to shorten “Vision for Engagement” to just “Vision”
- Overall, the Committee approves of the title, “Engaging the Future”, and the flow of the document

**\*Identification of Initiatives for Each Strategy** – Dr. Hanson reviewed the handout “Outline Draft 1a”, which includes some development of strategies, and requested that members work in small groups to consider and further develop the strategies and initiatives listed. Committee members worked in the following groups:

1. Academic Excellence Through Engagement – Gene Beardslee, Kristi Nies, Zak Ruei
2. Transformative Student Experience – Adam Neveau, Tammie Hart, Mike Gerdes, Trey Nelson
3. Sharing the Peru State Story – Jason Hogue, Ted Harshbarger, Paul Hinrichs
4. Excellence for the Future – Todd Simpson, Greg Seay, Robert Ingram

Groups #1 and #2 offered their feedback, recorded in bold by Jason Hogue, as follows:

**1. Academic Excellence through Engagement (Pride, Excellence)**

- a. Increase opportunities for high impact practices for all students (at least 3 throughout the four years).
  - i. **Identify high impact practices by reviewing the efforts of other institutions and bring experts in to present their high impact practices.**
  - ii. Plan, **pilot, evaluate and institutionalize** Peru appropriate high impact practices for **freshmen, sophomores, juniors, seniors and graduate students** (First-Year Seminars and Experiences, Common Intellectual Experiences, Learning Communities, Writing-Intensive Courses, Collaborative Assignments and Projects, Undergraduate Research, Diversity/Global

Learning, Service Learning, Community-Based Learning Internships, Capstone Courses and Projects).

iii. Identify and secure resources to support high impact practices.

iv. Technology.....

**v. Establish a center for teaching excellence.**

b. Enhance student success through academic excellence (measures could include retention, persistence to graduation, graduate school enrollment, job placement)

i. Research and develop strategies to support academic transition to college.

ii. Attract (and retain) high-caliber faculty.

iii. **Assess programs through internal review and peer review.**

iv. **Increase program recognition.**

**v. Enhance academic support systems (tutoring, mentoring, GRE prep, Praxis Prep, etc.)**

c. Cultivate and expand innovative and distinctive academic programming

i. Create a **process to create and develop new academic programs (could be distinctive honors program).**

ii. Develop presentation opportunities for students **and faculty.**

iii. **Support for faculty research, publication and creative development.**

d. Create partnerships to enrich student learning (businesses, organizations, institutes, alumni, communities, & other academic institutions).

i. **Expand support for student academic and/or honors organizations**

ii. **Internships, apprenticeships, job shadow, network beyond campus**

## **2. Transformative Student Experience (Pride, Excellence, Resilience, Unity)**

a. Immerse students (on campus, off campus, online, graduate) in a robust, supportive and safe learning environment.

i. On-campus

1. Create a welcoming and affirming learning environment.

a. Research and identify ways to reach out to and support students from growing diverse populations.

b. Foster multiple ways for students to develop relationships and have conversations with students from all backgrounds.

c. Continue to look for ways to hire a more diverse, **full-time and engaged** faculty and staff.

2. Create learning communities.

**a. Honors Program**

**b. Living Learning Communities**

**3. Enhance and integrate learning opportunities in co-curricular programs.**

4. Provide stronger career services support.

5. Develop stronger International student support systems.

**6. Enhancing student services**

- a. **Provide transportation opportunities for students.**
- b. **Provide incentives for upper classmen to live in the residence halls.**
- c. **Improve parking.**
- d. **Improve dining options.**
- e. **Keep residence halls attractive and competitive**

ii. Off-campus

- 1. Develop partnerships in the community and with law enforcement.
- 2. Work with the City to create safer off-campus housing.
- 3. Developing a community coalition to discuss safety, zoning, off-campus housing**

iii. Online

**1. Accessibility**

- b. Actively engage students (7-day week, clubs, service, travel, co-curricular).
- c. Nurture a mentoring community (faculty, peer, community partnerships, alumni).
- d. Create a distinctive leadership program preparing students for career and professional leadership.
- e. Address student financial need and reduce debt through on campus work opportunities.
  - i. Secure foundation funding support on campus work.
  - ii. Integrate student workers into college operations across the campus.

**iii. Research student-centered academic schedule**

**iv. More scholarships for room and board.**

Due to a time shortage, groups #3 and #4 will edit their sections electronically and send the changes to Amy Mincer for updating the master document.

**\*Next Steps** – Dr. Hanson explained that the strategic planning process will continue into the fall and asked members to consider serving until December to finish the development of initiatives.

**\*Next Meeting Date** – April 26, 2017, 3:30-5:00pm in CATS Conference Room.