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Engaging the Future
2017-2023

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Mission

Revise with focus on engagement

Vision

Peru State College will be renowned for transforming student lives through personal and engaging educational experiences.

Values

Peru State College lives its mission and vision through engagement in the classroom, engagement across campus, engagement in the region and beyond while valuing:

- **P**ride: We proudly celebrate our history as Nebraska's first college, our heritage of educating all students, and our tradition of achievement by students, alumni, faculty, and staff. We cherish the stately Campus of a Thousand Oaks entrusted to us.
- **E**xcellence: We pursue excellence through best practices and innovation in scholarship, teaching, research, and student development. We commit to providing exceptional facilities and resources supporting an engaged collegiate experience.
- **R**esilience: We recognize resilience as a key factor in success. We provide support and encouragement to achieve high standards by cultivating passion and perseverance.
- **U**nity: We embrace unity as a diverse and inclusive community. We believe in creating a culture of respect, mutual support, and understanding. We lead and model this culture on campus, in the region, and around the world.

Transformational Goals

1. **Academic Excellence through Engagement**
   a. Transform student lives through high impact practices. (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 (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. Further 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
    - iii. E.g. preparing students to be productive citizens

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

7. Develop initiatives to continue to improve safety on campus
   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. Develop leadership opportunities for students.
   i. e.g. Socially and civically minded individuals
e. Address student financial need and reduce debt.
   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.

3. **Sharing the Peru State Story (Pride, Excellence)**
   a. Foster regional and national brand recognition focused on distinctive engagement (Highlight distinctive educational experiences, student and faculty successes, faculty & staff national leadership roles)

      i. Integrate the marketing plan into the strategic enrollment plan (4C)

      ii. Comprehensive communication plan to promote campus prominence – including Public Relations, Athletics and the Foundation.

      iii. Communicate Peru State's faculty, staff, and student contributions to the economy, and academics. ~~educational outcomes, and quality of life at the local, state, and national level (Modified Wash State).~~

      iv. ~~b.~~ Communicate alumni engagement in our mission (share stories of success, connect with students).

   b~~c~~. Embrace our Outreach and Engagement mission.

      i. Engage ~~Serve the region and~~ the state and the region through curricular and co-curricular activities.

      ii. Serve as a regional destination~~/Cultural center~~ for the arts, culture and athletics.

      iii. Expand partnerships with regional organizations.

      iv. Serve the region through volunteer and service learning experiences.

      v. Develop a speaker's bureau of faculty and staff experts available to the region.

~~c~~d. Engage all area elementary and secondary ~~high school~~ students in on-campus opportunities (goal 100% of service region before high school graduation).

    i. e.g. Host an ACT preparation camp.

d. Engage potential non-traditional students (including degree completion and graduate students) through on- and off- campus opportunities.

    i. e.g. Soft skills classes

    ii. e.g. Entrepreneurship Conference

4. **Excellence for the Future (the next 150) (Pride, Excellence, Resilience, Unity)**
    a. Invest in the People of Peru State College
        i. Continue education funding
        ii. Professional Development (funding)
        iii. Provide growth opportunities (funding) include staff personnel
        iv. Require growth/ leadership training (time)
        v. Continue recognition of employees
    b. Invest in the City of Peru (housing, jobs, businesses, relationships)
        i. Work with the city to improve safety for residents ~~zoning regulations. /Enforcement of regulations.~~
        ii. Working with the Peru Chamber of Commerce, lead efforts to bring businesses to town. (Upgrade efforts.)
        iii. Identify ways students can participate in economic development initiatives. /Opportunities
        iv. Work with alumni to invest in housing. /Purchase, renovate, and rent housing. Build rental property.
            1. Look at ways to provide in town residences for faculty.
            2. Senior community and housing opportunities.

        v. Partner with the City in creating a strategic plan to identify the next big project for the College and City. Ex: Roads
        vi. Work with city, review infrastructure.
    c. Build strong enrollment though a Strategic Enrollment Management Plan (Aggressive marketing & recruitment Plan.)
        i. Research addition of academic programs/tracks.
        ii. Consider addition of co-curricular activities (athletics, fine arts).
        iii. Provide more online degrees.
    d. Increase Foundation support for scholarships, student work opportunities and college operations (student need, financial independence).
        i. Scholarships-tuition and include cost of room & board
        ii. Student work opportunities and college operations
        iii. Financial independence

       iv. Travel opportunities for students

e. Cultivate a College-wide culture of organizational integrity, effectiveness, openness and unity.

f. Strengthen the college infrastructure to support engagement.

    i. Facilities

      1. Identify and pursue funding strategies for key revenue bond facilities

        a. A new Student Center & Technology

        b. The Complex

      2. Identify current or new state facilities (classroom/athletic) for possible renovation / additions to meet needs of a growing campus (new classroom building, AV Larson, Baseball/Softball facility, add a Track)

      3. Pursue a campus geothermal solution eventually freeing up operating dollars to invest in the student experience. (Grants and state funding.)

      4. Continue commitment to treat campus as an arboretum campus, including planting of trees, grasses, adding walking trails, and ponds.)

      5. Revisit and identify Master Plan needs.

    ii. Technology

- To stay competitive
- Invest in latest technology hardware & software to provide relevant learning experiences for students. (Presentation/capabilities.)