

Strategic Planning Committee Meeting
January 11, 2017
CATS Conference Room
3:30-5:00pm

Members present: Dan Hanson, Jason Hogue, Kyle Ryan, Adam Neveau, Robert Ingram, Brandy Van Der Kamp, Ted Harshbarger, Zak Ruei, Trey Nelson, Kristin Buscher, Emily Volker, Paul Hinrichs, Mike Gerdes, Todd Simpson, Gene Beardslee, Joyce Douglas, Christy Hutchison, Kelli Gardner, Kristi Nies

Also present: Amy Mincer

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

***Semester Overview and Discussion** – Dr. Hanson noted that the committee’s objective is to move from the development of “emerging goals” to a final plan and he outlined the following steps to achieve that objective:

1. Review and refine goals.
2. Draft and vet final version of vision and values. There is a sub-committee working on this draft.
3. Draft strategies for each goal.
4. Incorporate alumni input. The survey has been sent for this.
5. Edit and refine goals and strategies.
6. Vet emerging goals and strategies across campus.
7. Develop initiatives for each strategy (form leadership teams, review research and SOAR, work with campus units and Cabinet).
8. Share emerging initiatives with the campus community.
9. Develop measures and assign ownership.
10. Develop implementation plan.
11. Provide input to faculty – HLC quality initiative

Dr. Hanson will be developing a more detailed list with dates assigned and will bring this to the next meeting.

***Level one goals – review and discuss** – Members were asked to review the handout “Strategic Plan Working Document” and engage in large group discussion. Dr. Hanson asked if there was more that should be added to the four goals. The conversation focused initially on fiscal concerns for both the institution AND for the students. It seems this is an underlying theme in ALL of the goals. The question is...what do we need to DO in regard to financial strategies for each goal. One suggestion offered that finances may be part of the big picture and be covered under the “resilient college” phrase. Another mentioned that “sound economic planning probably does fall under *infrastructure* (goal 4). Dr. Hanson suggested an alternative wording for goal 4 as “Ensure resources to afford a vibrant future”.

***Identification of draft strategies/objectives to achieve goals** – Dr. Hanson asked the committee to work in small groups to develop strategies. These are level-two goals that still ask the question “what” we want to achieve. Feedback from small group discussion included:

1. Academic Excellence (Goal 1)
 - a. Creation of innovative academic programs
 - b. Peer learning in every classroom
 - c. Outcome based assessments
 - d. Increase the numbers of (our undergraduate) students attending (some) graduate school
 - e. Involving external community to incorporate an expand experiential learning opportunities
 - f. Increase four-year graduation rates
 - g. Increase employment rate of graduates
 - h. Increase opportunities for high impact practices
 - i. Research with professors
 - ii. Service learning
 - iii. Internships
 - i. Increase opportunities for students to present what they are learning (learning artifacts)
 - j. attract high-caliber faculty
 - k. provide growth in personal financial understanding
 - l. program recognition
 - m. have verified and reviewed programs (by peer institutions)

2. Social Support (Goal 2): Providing students a personalized, transformative and comprehensive collegiate experience.
 - a. Foster student growth through transformative collegiate experience
 - b. Broaden horizons by pushing students outside of their comfort zones
 - c. Robust on-campus living experience
 - d. Expand experience outside the home life
 - e. Travel opportunities
 - f. Comprehensive opportunities: clubs and other extracurricular activities
 - g. Peer mentoring
 - h. Community-peer mentoring
 - i. Career preparation
 - j. Decrease student-faculty ratio
 - k. Provide a job to every student that needs or wants one – integrating student experience into the running and functioning of the campus.

3. Increased prominence (Goal 3)
 - a. Have more local high school seniors know that we exist
 - b. Become more known to non-traditional potential students
 - c. Become a regional hub for arts, cultural events and college athletics
 - d. Using the media-marketing resources to tell the Peru State story (qualitative/quantitative)
 - e. Active alumni – highly engaged
 - f. Students do service projects beyond the walls of Peru State College
 - g. Expand international student recruiting
 - h. Students participating in the communities
 - i. Consistent positive message
 - j. Peru State is synonymous with success
 - k. Increased prominence
 - l. Partnership with area business professionals for academic program reviews (advisory board for every academic program)

4. Preparing resources for 150 more years: HR, Technology, Financial Planning, Administrative Operations, improve for a strong future.
 - a. Build two new buildings in ten years (one academic, one student)
 - b. Best practices in business operations
 - c. Embrace (upgraded) technology in all activities and operations
 - d. Continue to update facilities – so they are second to none.
 - e. Maximize employee performance
 - f. Increase financial assistance to fund student education (jobs, scholarships, etc.).
 - g. Being good stewards of the funds invested by students and other stakeholders to maintain the public trust

Dr. Hanson asked all to review these strategies and also the SOAR results before the next meeting and the work will continue.

***Next Meeting Date** – January 25, 2017, 3:30-5:00pm in CATS Conference Room.