

**Strategic Planning Committee Meeting**  
**February 21, 2018**  
**CATS Conference Room**  
**3:30-5:00pm**

**Members present:** Dan Hanson, Jason Hogue, Greg Seay, Ted Harshbarger, Kristin Buscher, Emily Volker, Tammie Hart, Paul Hinrichs, Todd Simpson, Gene Beardslee, Joyce Douglas, Christy Hutchison, Robert Ingram, Kelli Gardner, Kyle Ryan, Kristi Nies, Adam Neveau, Mike Gerdes, Amy Mincer

**\*Welcome** – Dr. Hanson welcomed all to this final meeting to approve the Plan. He thanked the members for their service to and support of the College.

**\*Review and affirm the newly finalized strategic plan** – Dr. Hanson reviewed the final draft document and asked for committee feedback. He noted that his Cabinet believes this is a good and ambitious plan, although the funding plan has not been fully established. He also reminded all that it is a living document, so changes can be made as needed. In addition, by the end of February the subcommittees are to have the targets and goals in place.

**\*Prioritize top 4-8 transformational initiatives** – Dr. Hanson asked committee members to participate in small group discussion to identify their top 2-4 initiatives for each of the four goals. These will become the starting place for implementing the Plan. Four small groups spent time in discussion that yielded the following feedback on selecting top initiatives:

<u>Goal 1</u>	<u>Goal 2</u>	<u>Goal 3</u>	<u>Goal 4</u>
Advisory Boards x3 (HLC Project?)	Career Services (O2S1 &S2) x4 [Vista Prog.]	Regional Destination (B&C) x3	MicroLoans /Grants (Flex. Scholarships) x4
1st Year Experience x3	Under rep. students (O1S3BCD) x3	Alumni Success (O1S2) x2	Invest in Peru x4
Leadership Credentials x2	Unique Programming x2	Faculty and Student Success Stories x2	SEM x2
Faculty Excellence x2	Student Employment	Speaker's Bureau	Technology/Research x2
Honors Program x2	Night and Weekend	Name Recognition	Removing Student Barriers
Persistence to Graduation x2	Upper Classmen in Residence Halls	Regional Recognition of Excellence	Face-to-Face Time
Diverse Faculty	Stud. Transportation		New Employee Orient
Common Intelligence	Dining & Furniture O1S2B&E		Revenue Bond / Student Center
Undergraduate Research			Team Building

The Strategic Planning Committee suggested that the College's priorities reflect an overarching concern for the success of underrepresented students. With the understanding that low-income, racial minority, and/or first-generation college students are less likely to realize the benefits of a four-year degree, the

committee emphasized Goal 2, Strategy 3's initiatives to remove barriers for these students and several other thematically similar initiatives.

Outcome 2/Strategy 3 (O2.S3) - Develop strategies to enhance efforts to recruit, welcome, and support students from the state's changing demographic and those from other diverse backgrounds.

- a. Identify strategies to recruit underrepresented students including low income and first-generation students
- b. Enhance programs supporting underrepresented students and remove barriers to their success

Initiatives related to removing barriers:

G1.O3.S2.A Aggressively pursue diverse faculty using targeted outreach (x1)

G2.O1.S1.A Identify additional employment opportunities for students on campus (x1)

G2.O1.S1.B Increase night and weekend programming and involvement opportunities (x1)

G2.O1.S1.C Invest in unique programming opportunities for all students, especially with community service and outreach (x2)

G2.O2.S3.C Develop stronger international student support systems (x1)

G2.O2.S3.D Provide transportation opportunities for students (x1)

G4.O1.S1.A Continue removing barriers for students through collaboration and communication across campus (x1)

G4.O2.S1 - Invest in the City of Peru. (x4)

- a. Form a work group consisting of City residents, college employees, landlords and students to lead a collaborative strategic planning process addressing:
  - i. Housing and zoning policies
  - ii. Economic development
  - iii. City infrastructure
  - iv. Safety and accessibility for campus and community residents
- b. Work with the Foundation and alumni to invest in the City:
  - i. Provide incentives for home ownership by employees
  - ii. Encourage alumni purchase and renovation of rental housing
  - iii. Consider initiatives toward establishing senior housing for alumni and friends of the college in Peru

G4.O3.S1.A Team with the Foundation to develop a micro-loan or micro-grant program to support student persistence to graduation (x4)

G4.O3.S1.A Cooperate with the Foundation to increase flexible scholarship opportunities (room, board, tuition and fees) to address the widening gap between student contribution and cost of attendance (x1)

Initiatives designed to promote college and career success were described as natural next steps for all students, including under represented students.

**Initiatives related to creating a pipeline to career success.**

G1.O1.S1.B Create a new leadership credential open to all students; may provide a portfolio and/or diploma credential for superior level of leadership achievement (x1)

G1.O1.S2.A Create academic program advisory boards for curriculum review, program consultation, community outreach and workforce pipeline partnerships (x3)

G1.O2.S1.B Strengthen first year experience by integrating orientation, welcome week, college success course and other engaging activities (x3)

G1.O2.S3.B Develop a plan to improve the persistence to graduation rate (x2)

G2.O2.S1 Provide avenues for students to explore work and career opportunities (x4)

- a. Offer the Strong Interest Inventory to students through an assessment and career consultation session
- b. Develop and implement a four-year career development plan for students
- c. Review need and develop a one-credit career preparatory course
- d. Expand the practice of bringing relevant employers into classrooms, exposing students to possibilities in their chosen field
- e. Develop and implement an alumni/student-mentoring program

G3.O1.S1.C Produce more internal and external stories about student academic success, service, research, leadership, engagement opportunities and athletic and fine arts excellence (x2)

G3.O1.S2 - Peru State College will remain dedicated to fostering alumni relationships and pursuing the potential benefit of those relationships for its students, faculty and regional communities. (x3)

- a. Produce more internal and external stories about alumni success
- b. Create an alumni referral program
- c. Connect alumni to current and potential students

These themes do not exclude other initiatives, but instead highlight thematic needs to be addressed in our efforts to recruit and retain traditionally underrepresented students. In that process we should strengthen our commitment to their college and career success.

**\*Next Steps** – Dr. Hanson reported the next steps will include: 1) Finalizing KPIs and targets. Kristin Buscher will have a KPI dashboard on our website; 2) Cabinet will set priorities and claim areas of oversight; 3) Jason and his team will develop the strategic plan marketing version; 4) Dr. Hanson will ask a small group to review the mission statement for possible edits to fit with the new Plan.