# Strategic Plan Development [1]

# **Fulfilling CU's Mission**

Between the summer of 2019 and the spring of 2021, the University of Colorado (CU) conducted a collaborative and inclusive strategic planning process to identity common themes that would help guide the university for the next five years and beyond. Priorities identified collectively by stakeholders involved throughout the process will advance CU's Mission.

The CU system strategic plan is a high level plan that aligns all elements of governance (regents, system and campuses) to achieve a focused set of goals that are essential to fulfilling the university's mission. The system plan does not replicate or replace campus strategic plans, but is achieved through them. CU's strategic plan elevates and makes the case for CU with the state and shines light on its successes and needs.

"The University of Colorado is a public research university with multiple campuses serving Colorado, the nation, and the world through leadership in high-quality education and professional training, public service, advancing research and knowledge, and state-of-the-art health care."

## **CU's Strategic Planning Process**



[2]

## **Engagement & Process Timeline**

The strategic planning process was guided by input from the Board of Regents, faculty, students, staff, chancellors, trustees and the broader CU community.

Throughout the four-phase process the strategic planning committee met with approximately 600 stakeholders in over 80 meetings throughout the system and community.

#### **Phase 1: Listening**



## Jul. – Early Aug. 2019

Gather regent, chancellor and campus leadership input on priorities Jul. - Nov. 2019

Process development

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**Phase 2: Defining the Scope** 







Oct. 3, 2019
Strategic planning process kickoff meeting

Oct. 10 – Nov. 15, 2019 Working groups identified best practices and opportunities Nov. 6 – 7, 2019

Discussion and feedback of strategic focus area charges with regents

[4]

**Phase 3: Synthesis and Prioritization** 



Apr. 8, 2021

Strategic plan process update, discussion, and feedback with regents

[5]

**Phase 4: Finalization and Implementation** 





Jun. 2021

Regent Board Meeting
- final presentation

July 2021

Regent Retreat – action step panels and breakout groups

[6]

**Strategic Planning Process Structure** 

**GRADUATION** RATE & RETENTION (CU Boulder, CU Denver, UCCS)

LED BY Campus Leads & Working Groups

CAMPUS **WELLNESS &** MENTAL **HEALTH** 

LED BY Campus Leads & Working Groups

### INNOVATION IN **LEARNING & TEACHING**

LED BY VP Mike Lightner & Dean Rebecca Kantor (deceased)



# **Affordability & Student Success**

RESEARCH / SCHOLARSHIP / CREATIVE WORK

LED BY Provosts & Vice Chancellors

**HEALTHCARE** (CU Anschutz)

LED BY Dr. Laura Borgelt & Dr. Glen Mays



Data **Team** 

**Fiscal Feasibility Team CFOs** 

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### **Strategic Pillars**



## Pillar 1: Affordability and Student Success

## Strategic Focus Area Metrics with Goals and Initiatives

Focus Area: Graduation Rate & Retention

- Undergraduate Graduation Rate (4-year) All and Underrepresented Minorities (URM)
- Undergraduate Graduation Rate (6-year) All and URM
- Undergraduate Retention Rate (First-time Freshman) All and (URM)

#### Focus Area: Campus Wellness & Mental Health

- Percent of students, faculty and staff that participate in mental health training
- Assess faculty, staff, and student perceptions of the campus wellness culture
  - Three questions from the ACHA NCHA (student) survey that can be tracked and measured over time.
  - NFSHA (faculty & staff) survey questions will be included on the Campus and Workplace Culture (CWC) survey - administration will occur in fall 2021.

#### Focus Area: Innovation in Learning & Teaching

• Strategic Initiative(s): Performance tracked through the completion of action steps



# Pillar 2: Discovery & Impact

### **Strategic Focus Area Metrics with Goals and Initiatives**

Focus Area: Research/Scholarship/Creative Work

Research Funding

**Focus Area: Healthcare** 

Patients Served by CU Anschutz Clinical Faculty



# Pillar 3: Diversity, Inclusion, Equity & Access

## Strategic Focus Area Metrics with Goals and Initiatives

Percent of student, faculty and staff from underrepresented population (including gender, ethnicity, veterans and disability)

- Diversity of New Students
- Diversity of New Faculty and Staff Hires

Inclusion – Over time, data will be tracked to measure progress based survey questions selected from the Campus and Workplace Culture (CWC) survey focused on civility, acceptance/culure and harassment.

- Survey administration will occur in fall 2021
  - All CU campuses and System Office
  - o All students, faculty and staff
- Preliminary results of questions for the CU Strategic Plan will be presented at the February 2022 Board of Regents meeting



## Pillar 4: Fiscal Strength

## Strategic Focus Area Metrics with Goals and Initiatives

Focus Area: Collaboration and Partnerships

- Gifts/Fundraising
- Other Revenue per Employee

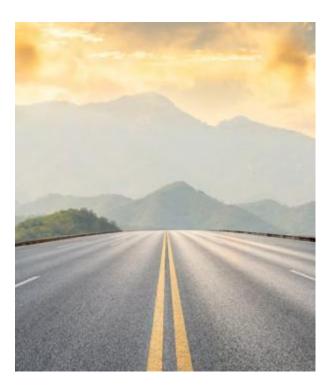
Focus Area: Deferred Maintenance and Sustainability

- Facility Condition Index (FCI)
- Energy Use Intensity (EUI)
- Greenhouse Gas Emissions

Focus Area: Information Technology (IT) Governance Committee (formerly: Transformation & Innovation Program)

• Strategic Initiative(s): Performance tracked through the completion of action steps

#### The Road Ahead



#### The Innovating for the Future strategic plan will:

- Detail actionable, measurable steps that will allow CU to continue to meet its mission and serve its students and the state.
- Provide a roadmap that will guide the university as it emerges from the pandemic and confronts the challenges of the coming five years.
- Complement campus strategic planning efforts and actions.
- Be a bridge that will offer continuity among the current administration, interim administration and next administration.

#### FIND FURTHER DETAIL ON STRATEGIC METRICS [8]

#### **Groups audience:**

Strategic Plan

Source URL:https://www.cu.edu/strategic-plan/strategic-plan-development

#### Links

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