February 24, 2014

CIAS Strategic Plan Update 2013-2018

CIAS Strategic Plan
July 1, 2013 – June 30, 2018

- To review full plan go to: https://inside.cias.rit.edu/communications/cias-strategic-overview/
- For updates go to: https://inside.cias.rit.edu

CIAS Strategic Plan Steering Committee

- Lucas Barber
- Juan Carlos Caballero
- Twyla Cummings
- Mike Dear
- Gina Ferrari
- Ricardo Figueroa
- Lorraine Justice
- Debbie Kingsbury
- Therese Mulligan
- Bruce Meader
- Bruce Myers
- Sid Roepke
- Betsy Saxe
- Kim Sherman

Steering Committee Updates

- Steering Committee meets once per month
- Currently focused on:
  - Implementation updates
  - Process for communication of updates
  - Assessment process
  - Revisions to the strategic plan
  - Year one report

Implementation Teams

Team Name	Chairperson
Policy Development	Twyla Cummings
Marketing	Lucas Barber
Inclusive Excellence	Carla Williams
Strategic Dimension A	Kim Sherman
Strategic Dimension B	Twyla Cummings
Strategic Dimension C	Bruce Myers
Strategic Dimension D	Frank Cost
Strategic Dimension E	Elizabeth Kronfield
Strategic Dimension F	Michael Dear
Strategic Dimension G	Betsy Saxe

Implementation Team Updates

Student Success

- Focus: How to improve student success during three phases of the RIT experience: Admissions ➲ Learning ➲ Alumni

  - **Task Management**
    - Tracking Progress with Google Docs
    - Spreadsheet – Key players/decision-makers, benchmarks, metrics, our recommendations
    - Meeting notes online – Committee can access notes if they miss a meeting

Student Success

- Focus: How to improve student success during three phases of the RIT experience: Admissions ➲ Learning ➲ Alumni

  - **Background Research** – Meet with key players/decision-makers currently addressing tasks. Learn what is working, what could be improved, and future issues. Compare Strategic Plan.

Student Success

- Key discussion topics to date:
  - <u>Deb Kingsbury, Student services</u> – General student needs, Special needs, Academic and non-academic, Trends, Deterrents to success
  - <u>Ed Lincoln, Admissions</u> – Faculty connection with students pre/post-admission process is critical, Perceived cost of attendance, 85% get aid, Will I have support if needed?, Job after graduation?,
  - <u>Mike Dear & Kevin Buck, Facilities</u>; <u>Bob Fleck, System Administrator</u> – Shop/Lab access for Grad/Under grad during finals intercession, Student meeting space, Food service, Computers near/in classrooms, issues with *required* laptops
  - Team has an invitation to students interested in participating in committee discussions

Faculty and Staff Career: Focus/Success

- Faculty and Staff Hiring – focus on diversity
- Adjunct Faculty
  - database in process
  - orientation for Adjunct faculty (2 sessions/yr)
- Position descriptions for Admin Chairs, Sr. Staff/Staff Assistants, Graduate Directors and Program Chairs
- Recognition and Accomplishments – process established; next step communicate to CIAS
- CIAS Dean's Advisory Board – concept approved by Dean
- All College Retreats and Meetings

Scholarship, Creativity & Research

- Inventory
  - Present resources for scholarship, creativity & research underutilized
  - Inventory and publicity required
- Coordination
  - Seek to coordinate committee work with other CIAS/Institute resources
- Clarification
  - Clarify scholarship and creativity for Faculty

Global Engagement

- Fall has been primarily information gathering, which will end in early March; information will be used to put together a draft plan in spring semester
- Team has met with RIT support units to get their perspectives (International Student Affairs, English Language Center, Co-op and Career Services/Abroad, Study Abroad and Global Engagement)
- Faculty are taking "inventory" at department meetings to see what is already being done

Community and Culture

Social Engagement (Goal 2)

- Development of CIAS C&C calendar of events/activities from all schools that are open to whole CIAS community
- Encourage/track CIAS event participation via "passport"; possible incentives
- Formation of diverse student sub-committee
    - Video documentation of "who is in CIAS"
- Creation of visual identity

Inclusion (Goal 1) and Community Assessment (Goal 3)

- Clipboard Survey to faculty, staff and students to assess current climate within CIAS
- Revision of future goals in line with survey responses reflecting community desires

Environment and Facilities

- Large amounts of data and information on CIAS spaces have been gathered. A spreadsheet to manage this data has been created.
- This information will help team further analyze and help address the following questions:
  - Room utilization.
  - Room/space layout and ownership.
  - Program space layout and use.
  - Computer lab usage.
  - Appropriateness and condition of room or space.
  - Room designation, area and capacity.

Environment and Facilities

- CIAS building floor plans color-coded to delineate space designation and program affiliation. Provides an easy to see and understand layout of CIAS space. Posted 7B floor plans on Communication website. 7A to soon to follow.
- Team has begun to take this data and disseminate it into easy to read and understand graphs for further discussion and review.
- Posted computer lab scheduling utilization and login use graphs to communication website.

Policies and Guidelines

- Committee has reviewed 14 RIT Polices and completed 8 CIAS versions of these policies; 5 in process
- Committee has completed 3 CIAS guidelines;9 in process
- Completed policies and guidelines can be accessed at: https://inside.cias.rit.edu/communications/policies-and-procedures/

Marketing

- Created strategic map for 2013-2015
- A new round of website updates completed
- CIAS *Viewbook* scheduled to be completed in March. Currently with editor.
- Launched *SlideRoom* and CIAS is now using it as the primary portfolio review tool
- CIAS tour registration now available on the website

Things to Remember ...

- This is a five year plan
- Teams have to determine best strategy and practices to achieve their goals and actions – each will be different
- Some actions will require $$$ and others will not
- The Dean, Provost and President need to be part of the approval process for implementation plans and budget/resource request allocations