

Response to: The 2016 Review of The President
By The Trustee Evaluation Committee
Karen Whitney
July 2016

With a great deal of thought and reflection I offer the following response to the 2016 Review of my performance. As is inevitable in matters such as these the review and response includes and goes beyond any direct actions I have taken and will undertake. Leading a complex university currently experiencing many challenges and opportunities requires both my dedicated efforts as well as leading a collective effort of dedicated faculty and staff in concert with our alumni, community and friends.

I appreciate the February Review's effort to summarize in a candid and comprehensive manner the state of executive leadership at Clarion University. I most appreciate the insightful direction the Trustee report provides as to future efforts. I wholeheartedly embrace the six strategic suggestions outlined in the report and will commit to each of these suggestions this upcoming year.

I further look forward, to working with the System, the Trustees, and the faculty and staff leadership as well as suggested in the Review.

I have enthusiastically commit to being "even more strategically focused during the next chapter" of my presidency.

The attached chart outlines the specific actions intended to advance each suggestion.

Clarion University Presidential Plan
June 2016 - September 2018

Strategically Focused Priorities

Priority 1: Student Success & Enrollment

Actions:

Commission the Provost to complete an 18-month enrollment plan;
Conduct a national search to recruit a new AVP for enrollment;
Admit, retain and graduate increasing numbers of students;
Prepare students for employment and;
Infuse high impact practices into the curriculum.

Results:

Priority 2: Resource Generation

Actions:

Continue to advocate for increased state funding;
Complete a private fundraising campaign to fund student scholarships, improve facilities, and operational priorities;
Continue to work with the University Taskforce on Pricing in order to determine our future approach to the price (i.e. tuition, fees) we charge students;
Commission the VP Finance & Administration to conduct a credible review of business practices with the hope of making those practices more palatable to the entire academic community and;
Ensure optimal stewardship of resources.

Results:

Priority 3: Faculty & Staff Development & Success

Action:

In order to ensure that a diverse professional development approach is offered to faculty and staff, a review will be conducted to describe the existing offerings; commission a task force to review the current approach and recommend our future approach to employee professional development;

Meet with leadership of all the faculty and staff governance groups to discuss how best to go forward in order to ensure productive relationships with faculty and staff;

In order to consider a commitment to making Clarion a national model of constructive “administrative-union relationships, meet with the leadership of our local unions to consider how we might go forward;

In order to consider ways to unify the Clarion academic community in light of the extensive change that the university has and continues to undergo, meet with the leadership of the faculty to consider how we might go forward.

In partnership with the local faculty union, review and improve the processes that determine faculty promotion, tenure, and sabbatical

Results:

Priority 4: Academic Program Distinctiveness & Quality

Actions:

Continue to champion the development and launching of new in demand academic programs;

Ensure that current academic programs are regularly and rigorously reviewed to ensure rigor, relevance, student demand, financial sustainability and institutional fit to mission and vision;

Results:

Review, update and implement campus academic standards policies in accordance with Board policies after consultation with the Council of Trustees, faculty and students.	
Priority 5: Review and Strengthen the University Leadership Team	
<u>Actions:</u> Ensure the appointment of a high quality, academically - oriented Provost through conducting a competitive national search.	<u>Results</u>