

Clarion University Presidential 500 Day Plan V.3

November 2014 – May 2016

Final Summary Update

July 2016

Total Action Items: 33

Not Begun: 3 (9%) In Progress: 22 (65%) Done: 8 (26%) Achieved Desired Results: 23 (66%)

Priority#1: Student Enrollment: Lead in ways that increases student enrollment and graduation.					
Status				Actions	Actual Results (Desired Results: Meet and/or exceed annual university enrollment performance targets.)
Not Begun	In Progress	Done	Achieved Desired Results		
	X		X	a. Develop strategic partnerships with other educational, governmental, and private sector organizations.	Clarion County Economic Development Corp./Blueprint Communities Initiative
	X		X	b. Work closely with the development of the new northern tier community college.	Serve as a board member to the Residual Rural Community College
	X		X	c. Ensure that new academic program/credential proposals receive approval and meet expected outcomes.	Implementing the plan for new credentials through 2017
		X	X	d. Install new enrollment management leadership.	Units comprising student recruitment and enrollment have been re-organized with continually increasing support.
	X			e. Work with the enrollment management leadership and with university governance groups to develop and implement a model that would team up faculty with admissions professionals in order to meet desired student enrollment targets.	
	X			f. Work with our alumni program staff and with the Alumni Association to become more involved in the lives of our prospective and current students with an emphasis on recruitment, career development and job placement/networking.	
Priority #2: Financial: Increase funding to the university.					
Status				Actions	Actual Results
Not Begun	In Progress	Done	Achieved Desired Results		
	X		X	a. Goal/Actions: Continue to develop the university's financial decision-making system called Responsibility Centered Management (RCM) in order to ensure mission driven, evidenced-based fiscal decisions. a.1. Increase revenues to the university.	(Desired Results: The Clarion financial planning model is reported to be used throughout the university by the Provost, Vice Presidents, Deans, Department Chairs and Directors.) Increase enrollment in priority areas each year.
	X		X	a.2. Clearly communicate changes made to our RCM Guidelines.	Anticipate further updates from committee.
		X	X	a.3. Communicate updates on the status of the Work Force Plan.	VPFA provided a post-report analysis.

	X			b. Goal/Actions: Establish a university culture of philanthropy.	(Desired Results: Meet and/or exceed our annual university private support performance targets)
	X		X	b.1. In collaboration with the CU Foundation develop a multi-year university comprehensive fund-raising campaign.	A plan through 2018 has been developed and is underway.
	X			b.2. Prepare the campus leadership for the campaign through professional fundraising/philanthropic development experiences designed to increase skills.	Developing a case for support of priorities.
	X		X	c. Goal/Actions: Continue to annually evaluate and periodically enact improvements to RCM that will enable evidenced based financial decision-making.	
	X			d. Ensure the University has a stable operating budget.	Enacted sweeping reductions in expenses.
Priority #3: Community Engagement: Continue to establish Clarion as a publically engaged university.					
Status				Goals & Actions	Actual Results
Not Begun	In Progress	Done	Achieved Desired Results		
	X		X	a. Goal/Actions: Expand Clarion University's engagement with the "Clarion Region." a.1. Serve as an economic development leader in the "Clarion Region."	(Desired Results: Target organizations will report that the university is a valued civic partner through a survey of target organization leaders.) Working with the Borough leadership regarding Blueprint Community Initiatives; Will be issuing to the committee the university's specific commitments.
	X		X	a.2. Collaborate in mutually beneficial ways with the community with an emphasis on commercial/retail revitalization.	Working with the CCEDC regarding a recent consultant's report to develop university property.
X				a. 3. Align university produced knowledge and resources with the "Clarion Region" community partners' needs.	
	X		X	b. Goal/Actions: Work with "Northern Tier" Pennsylvania institutions of higher learning to leverage their collective resources to increase the degree attainment of the region. b.1. Provide leadership to the new Northern Tier Community College.	(Desired Results: Increase the percentage of the population who hold a post-secondary credential through partnerships and collaborations with other post-secondary institutions of higher learning in the "Northern Tier.") Serve on the College's Board
	X		X	b.2. Continue to work with the System and the PA Assembly to explore efforts to increase college degree attainment in the region.	Working with the new Rural Community College; BC3, CCAC.
	X		X	c. Goal/Actions: Represent the university to other organizations and institutions in order to advance mutual interests. Organizations include:	(Desired Results: 1) Increase the percentage of the regional population who hold Clarion credentials; 2) All academic

				<p>Nationally: AASCU, NCAA, AGB Statewide: State Government; PASSHE System; PASSHE Universities Regionally: Counties Contiguous to Clarion and Venango Counties Locally: Clarion Borough, Clarion Chamber of Business & Industry; Clarion County Economic Development Corporation; Venango Area Chamber of Commerce; Franklin Chamber of Commerce, Butler County Community College; Townships (Clarion, Monroe) c.1. Meet regularly with the leaders of each of the target organizations/institutions.</p>	<p>programs have identified student learning outcomes of measurable quality and; 3) All academic programs identify how they are relevant to meeting the current and emerging economic development and workforce needs of the region.). Since last COT meeting have met with representatives from: Nationally: ACE, AASCU Statewide: State Government; PASSHE System; PASSHE Universities, PACT Locally: Clarion Borough; Clarion County Economic Development Corporation; Clarion Chamber, Clarion Rotary</p>
	X		X	c.2. Collaborate and partner with target organizations/institutions to advance mutual interests.	SBDC Collaborations; Blue Print Initiative; Its On Us Governors Initiative, etc.
	X		X	c.3. As the university develops its next set of institutional plans consider future opportunities to further any mutual interests.	Held the 3 rd Road Scholars Tour for May 2016 in Business.

Priority #4: Equity & Diversity: Create equitable, diverse environments.

Status				Actions	Actual Results (Desired Results: Meet and/or exceed annual university diversity performance targets.)
Not Begun	In Progress	Done	Achieved Desired Results		
		X	X	a. Ensure that the diversity strategic plan is infused into divisional strategic plans.	Plan is posted to the internet and has been distributed throughout the university.
X				b. Invest in the university strategic diversity plan.	
		X	X	c. Meet regularly with the Presidential Commissions to monitor the progress of the diversity plan.	Hold regular meetings to review progress to the plan.
		X	X	d. Recognize successful accomplishments of the plan by establishing Presidential Awards.	Issue Presidential Award annually

Priority #5: Leadership: Ensure that the leadership (Provost, Vice President, Associate/Assistant Vice President/Provost, and Deans) provides clarity, direction, recognition and rewards in ways that earn the confidence of university faculty, staff, students, alumni and friends.

Status				Actions	Actual Results
Not Begun	In Progress	Done	Achieved Desired Results		
		X	X	<p>a. Goal/Actions: Support an organizational culture that encourages university leadership to pursue their highest and best work in order to achieve desired results.</p> <p>a.1. Recruit and retain a highly productive team of Vice Presidents/Provost, Assoc/Assist Vice Presidents/Provosts and Deans.</p>	<p>(Desired Results: CU will have a leadership team of Vice Presidents/Provost, Associate/Assistant Vice Presidents/Provosts and Deans who achieve desired results and have earned the confidence of the majority of the faculty and the staff.) Completed searches and recruited a VP for Student Affairs, VP for</p>

					Finance & Administration and Director of the School of Education
		X	X	a.2. Support an organizational structure that clearly and directly aligns portfolios of responsibility with the requisite authority.	Annually issue summaries of President, Provost, VP's responsibilities.
	X			a.3. Continue to build and strengthen relationships with faculty.	On-going efforts
		X		b. Goal/Actions: Communication: Clearly community university priorities and the rationale for increasing and/or decreasing investments in the university b.1. Continue to meet regularly with Deans, Directors, Department Chairs, faculty, staff and students.	(Desired Results: Students, faculty and staff will report that they are invited to participate in discussions and dialogue regarding advancing the university.) Current meeting regarding future approach to General Education
		X	X	b.2. Periodically issue emails to all employees regarding items of importance.	Regularly issued communication.
	X		X	b.3. Conduct open forums at least once a semester.	Conducted open forums on General Education.
X				b.4. Conduct online surveys to understand faculty, staff, student perspectives.	