Idaho State University

Creating an ISU Academic-Research Plan

Project Charter Description

Charter Description: Idaho State University will work to ensure that institutional academic goals and priorities align and support the strategic plan. The university will work through a transparent and inclusive process to create a comprehensive Academic Plan to provide an academic focus to support operational opportunities for the academic and research community. The University will use the Academic Plan to align Academic Affairs and Research planning efforts and to help prioritize resources to achieve the strategic plan's objectives, budget model, and program prioritization.

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Project Charter Description

Objective One:

Conduct a campus-wide SOAR analysis to identify and analyze institutional academic and research goals and priorities. These goals must be aligned with the current institution's strategic plan, support current workforce demands, align with the university budget model and support program prioritization. This effort should be inclusive and involve all layers of campus including Academic Affairs, Student Affairs, and Research.

Project Charter Description

Objective Two:

Compose a ==white paper report== for Presidential approval that addresses the following questions 1) what are our academic goals, 2) how will those goals distinguish us in the market, 3) what are the student learning outcomes and how will those outcomes make our students successful after graduation, 4) how best to retain students and faculty in support of the academic plan, 5) how does the academic plan align with the institutional strategic plan, budget model, and program prioritization framework.
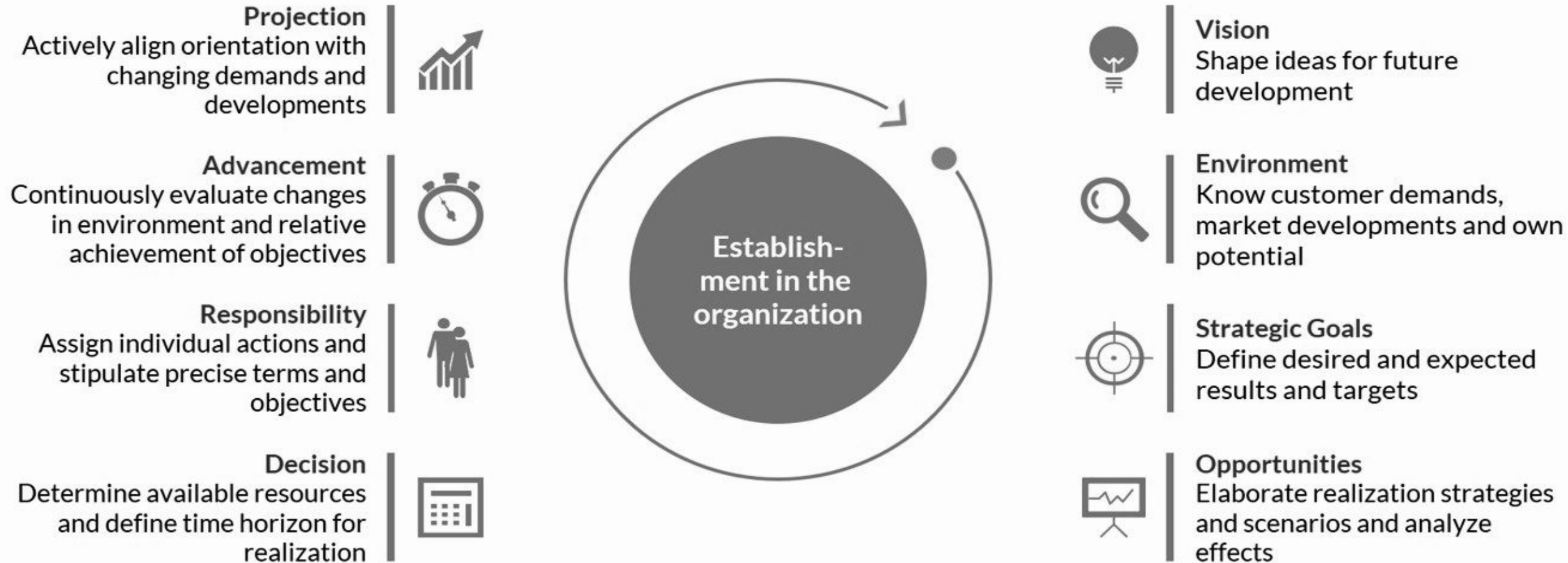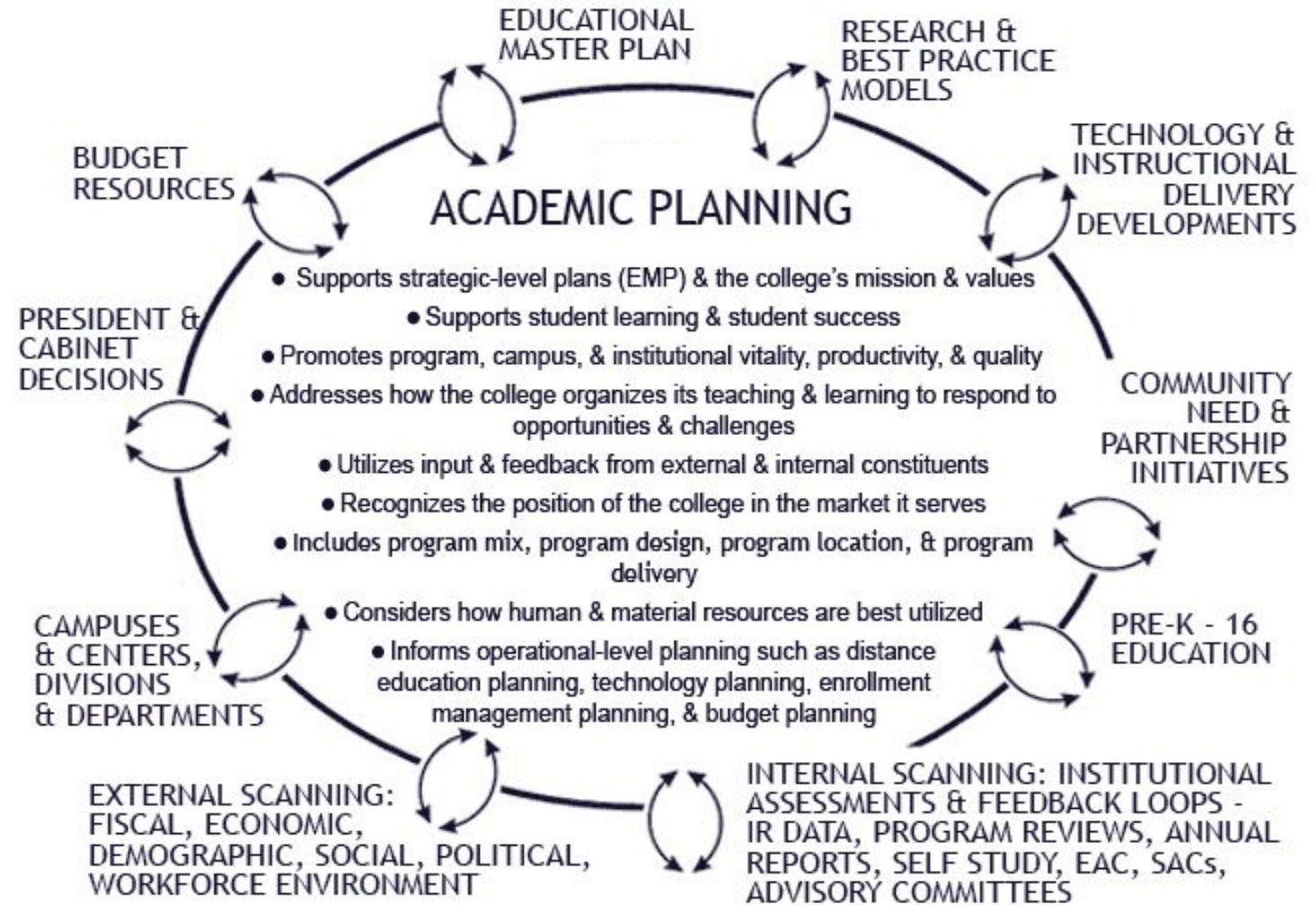
Definitions

1. **Academic planning.** Planning outlines an institution's overall academic goals and how those goals will be met. It includes academic program planning, academic structure, organizational framework, institution-wide outcomes or competencies, and division or department goals and how they align to the overall AP.

2. **Academic program planning.** A subset of academic planning, academic program planning measures, analyzes, and prioritizes academic programs to help institutions achieve strategic balance.

3. **Academic Plan.** A comprehensive document that articulates the mission and purpose of the academic enterprise at an institution.

EDUCATIONAL MASTER PLAN

RESEARCH & BEST PRACTICE MODELS

TECHNOLOGY & INSTRUCTIONAL DELIVERY DEVELOPMENTS

BUDGET RESOURCES

ACADEMIC PLANNING

- Supports strategic-level plans (EMP) & the college's mission & values
- Supports student learning & student success
- Promotes program, campus, & institutional vitality, productivity, & quality
- Addresses how the college organizes its teaching & learning to respond to opportunities & challenges
- Utilizes input & feedback from external & internal constituents
- Recognizes the position of the college in the market it serves
- Includes program mix, program design, program location, & program delivery
- Considers how human & material resources are best utilized
- Informs operational-level planning such as distance education planning, technology planning, enrollment management planning, & budget planning

PRESIDENT & CABINET DECISIONS

COMMUNITY NEED & PARTNERSHIP INITIATIVES

PRE-K - 16 EDUCATION

CAMPUSES & CENTERS, DIVISIONS & DEPARTMENTS

EXTERNAL SCANNING: FISCAL, ECONOMIC, DEMOGRAPHIC, SOCIAL, POLITICAL, WORKFORCE ENVIRONMENT

INTERNAL SCANNING: INSTITUTIONAL ASSESSMENTS & FEEDBACK LOOPS - IR DATA, PROGRAM REVIEWS, ANNUAL REPORTS, SELF STUDY, EAC, SACs, ADVISORY COMMITTEES

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What is the Purpose of an Academic Plan

Academic Plan

ISU STRATEGIC PLAN

MISSION, VISION, VALUES
GOALS
OBJECTIVES
MEASURES

RESOURCE PLAN · SUSTAINABILITY PLAN · I.T. MASTER PLAN · STUDENT SERVICES PLAN · WORKFORCE & COMMUNITY SUPPORT PLAN · DIVERSITY, EQUITY & INCLUSION PLAN · FACILITIES MASTER PLAN · STRATEGIC ENROLLMENT PLAN

1. Supports achievement of strategic plan goals and objectives (Integrated Planning)

2. Helps faculty visualize how they support the strategic plan

3. It guides decisions making:

   - prioritizes resources
   - emphasizes curriculum development
   - focuses technology deployment and use
   - outlines staffing
   - supports student success initiatives

4. Answers the questions:

   - Where do we want to be academically?
   - What will make us distinctive and competitive into the future?
   - What do we want our students to know, value, and be able to do by the time they graduate with a degree or certificate?
   - What types of students & faculty do we want to attract in the future and how do we retain them?
   - How does this program fit into our overall focus as a university?

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Committee Roles

Executive Committee (Co-Chair and Faculty Leadership)

- **Focus:** Provides overall direction to the organization in the development of the academic plan
- **Composed of:** Co-chairs and Faculty Subcommittee Leadership

Steering Committee (Selected by the President)

- **Focus:** Responsible for guiding the process and development of SOAR/Goals
- **Composed of:** Co-chairs and representatives on the project charter

Subcommittees (Faculty Leadership)

- **Focus:** Creates objectives and initiatives that achieve the goals
- **Composed of:** Subcommittee leaders are faculty members and includes faculty/staff subject-matter expertise within and outside of the project charter to achieve outcomes
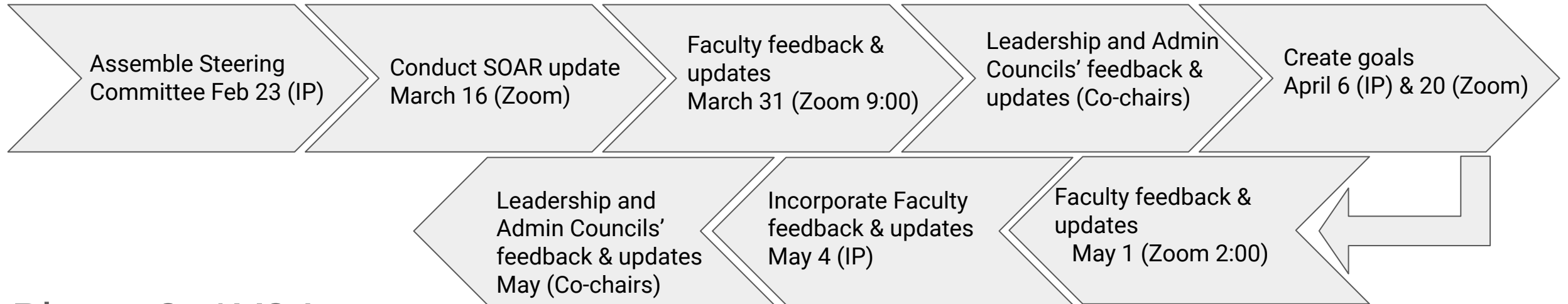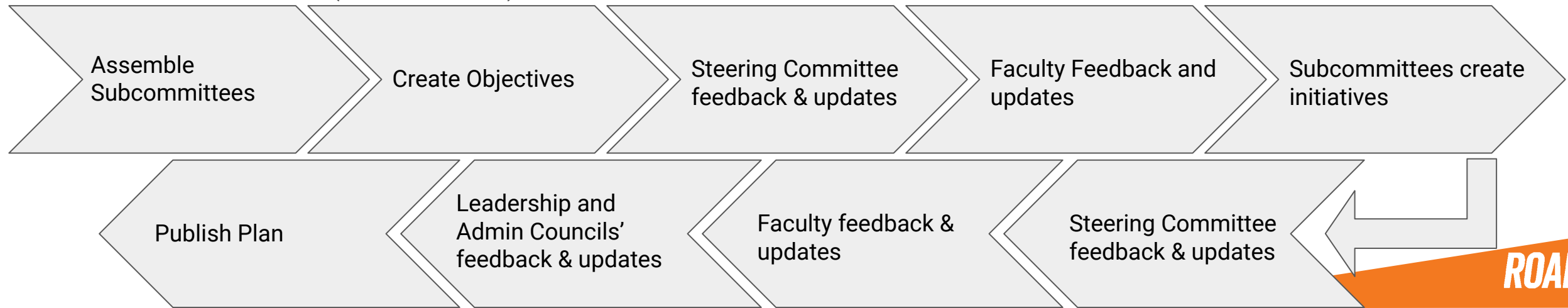
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Committee Responsibilities Cont.

- Executive Committee aligns the subcommittee actions with goals
- Steering Committee develops strengths, opportunities and goals
- Subcommittees creates objectives & strategies for the plan
  - Draft Subcommittee List:
    - Curriculum and Initiatives
    - Research and creative activities
    - Program Quality
    - Facilities' needs (provide for Facilities' master plan)
    - Information Technology integration (align with Project Charter)
    - Learning Outcomes Assessment
    - Enrollment and retention (align with Strategic Enrollment Plan)
    - Outreach (Align with IF project charter and Meridian master plan)
    - Recruitment and retention of Faculty

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Academic Plan Development Process

Idaho State University

Phase 1: Spring 2023

- Assemble Steering Committee Feb 23 (IP)
- Conduct SOAR update March 16 (Zoom)
- Faculty feedback & updates March 31 (Zoom 9:00)
- Leadership and Admin Councils' feedback & updates (Co-chairs)
- Create goals April 6 (IP) & 20 (Zoom)

- Leadership and Admin Councils' feedback & updates May (Co-chairs)
- Incorporate Faculty feedback & updates May 4 (IP)
- Faculty feedback & updates May 1 (Zoom 2:00)

Phase 2: AY24 (Dates TBD)

- Assemble Subcommittees
- Create Objectives
- Steering Committee feedback & updates
- Faculty Feedback and updates
- Subcommittees create initiatives

- Publish Plan
- Leadership and Admin Councils' feedback & updates
- Faculty feedback & updates
- Steering Committee feedback & updates

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Alignment Requirements

Planning Alignment: Internal Plans

Idaho State University

ISU Guiding Vision and Goals

ISU Strategic Plan

Master Plan Alignment

Academic Plan

Subordinate Plan Alignment

3-Yr Plan	SBOE Initiatives and Policies (ensure alignment)	Project Charters (ensure alignment)	Program Prioritization/ Program Health	Division and College Strategic Plans	Academic Affairs Strategic Plan

Accreditation	Program Review	Academic Budget Planning	Facilities Prioritization Lists	University Assessment Plan	IT Prioritization Lists

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Planning Alignment: SBOE Requirements

Idaho State University

3Z Requirements

- Statewide Programs
- Service Region Program Delivery
- High Demand Program
- Career Technical

Statewide Program Responsibilities

Audiology	Sign Language Interpreting
Physical Therapy	Health Education (M.H.E)
Occupational Therapy	Public Health (M.P.H)
Pharmaceutical Science	Health Physics
Nursing (Ph.D.)	Dental Hygiene
Physician Assistant	Medical Lab Science
Speech Pathology	Clinical Psychology
Deaf Education	Pharmacy Practice

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Strategic Plan Alignment

Idaho State University

Goal 1: Increase student access, opportunity, retention, and success

We build a diverse and thriving student population by providing all students with the tools, opportunities, and environment to support their goals, learning, and achievement.

Objectives:

- Increase access and enrollment using targeted recruitment efforts
- Improve student retention by strengthening students' ISU experience
- Improve ISU's graduation rate

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Strategic Plan Alignment

Idaho State University

Goal 2: Strengthen programmatic excellence

Programmatic excellence is at the core of student achievement. The University continually evolves to meet workforce demands and recruit, retain, and support highly qualified faculty and staff. We allocate resources to strengthen programs and opportunities focused on student achievement and success.

Objectives:
- Attract, support, and retain outstanding faculty and staff
- Enhance ISU's infrastructure
- Increase the number of nationally recognized programs
- Align ISU's programs with community, regional, and national needs

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Strategic Plan Alignment

Idaho State University

Goal 3: Cultivate external partnerships

We contribute to the betterment of all communities through strong collaborations and partnerships. The University will continue to foster existing beneficial partnerships and build new associations that advance Idaho State's mission.

Objectives:

- Increase the number of relationships with corporate, non-profit, and government entities.

- Maximize the impact of new and existing relationships partnerships to support ISU's mission

- Expand collaborations with K-12 and post-secondary educational institutions

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Strategic Plan Alignment

Goal 4: Expand research, clinical, and creative activities

We change lives for the better by expanding our research, clinical, and creative activities. We focus on increasing human knowledge, serving the needs of society, and supporting artistic ventures.

Objectives:

- Enhance faculty's ability to initiate research and innovative projects
- Increase productivity in research, scholarly, and creative activities
- Engage students in Interprofessional Educational and/or clinical research
- Enhance ISU student research, clinical, and creative opportunities

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Strategic Plan Alignment

Idaho State University

Goal 5: Energize the Bengal community

We engage and build strong relationships with all members of the Bengal Community to achieve academic success and innovation, advance learning and research, and enhance lives. The Bengal Community includes students, faculty, staff, alumni, community members, friends, and partners who engage with the University and support its success.

Objectives:

- Increase faculty and staff connection, engagement, and recognition
- Increase ISU's impact on its communities

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Data Points

- **Faculty Data**
  - 5-years of data (based on Nov. 1st HR data)
  - By full-time/part-time and tenure status
  - By college and department is very difficult because of data quality and re-organizations.
  - Faculty retention and reasons for leaving
- **Student Enrollment Data**
  - 5-years of data (fall term – Census Day)
  - By undergraduate and graduate degree-seeking and non-degree-seeking
  - By full-time and part-time status
  - By college and department
  - By program, major and degree
  - By residency
- **University Climate** (ready in March) Darren
- **Credit hour production** by campus last 10 years

- **Academic Programs**
  - 5 years of data (fiscal year –summer, fall, spring)
  - Counts by unique major code and degree code combinations. Honors degrees will not be a separate program.
  - By undergraduate and graduate programs
  - By college and department
  - New and Closed programs
  - 3-yr plan
- **Degrees Awarded**
  - 5 years of data (fiscal year –summer, fall, spring)
  - By degree type –certificate, associate, bachelor, master's, doctorate)
  - By college and department

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Data Points

- <u>Research awards</u>
  - Total Expenditures
  - Total Award Trend- # volume
  - # of Active Researchers (researchers with active external funding/sponsorship during that fiscal year--could be research, creative activities, etc.)
  - Total Stipend and Wages paid to Students from External Sponsors
  - Total Scholarships, Fellowships and Tuition Paid from External Sponsors

- What <u>other data points</u> do you think we need to add?

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Examples of Academic Plans

Idaho State University

Below are examples of other universities' academic plans

[Colorado State University](#)

[Cal Poly Pomona](#)

[Montgomery College](#)

[University of Washington (Tacoma)](#)

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Questions?