



EMPIRE STATE
UNIVERSITY

OAA Strategic Planning Committee Community Update

May 22, 2023





Recap of The Committee's Charge

- The Office of Academic Affairs (OAA) Strategic Planning committee's role is to solicit input from the OAA community on the objectives and goals Academic Affairs should set in alignment with the university's Elevate '28 strategic priorities and draft potential objectives and goals for community input and Provost Council review.
- Timeline: April 1 to July 1, 2023
- All committee materials and updates are posted on our [website](#).
- Committee Members: Rick Savior, Dana Brown, Audra Buchanan, Cark Burkart, Lisa D' Adamo-Weinstein with Jenny Mincin & Eileen McDonnell (co-chairs)

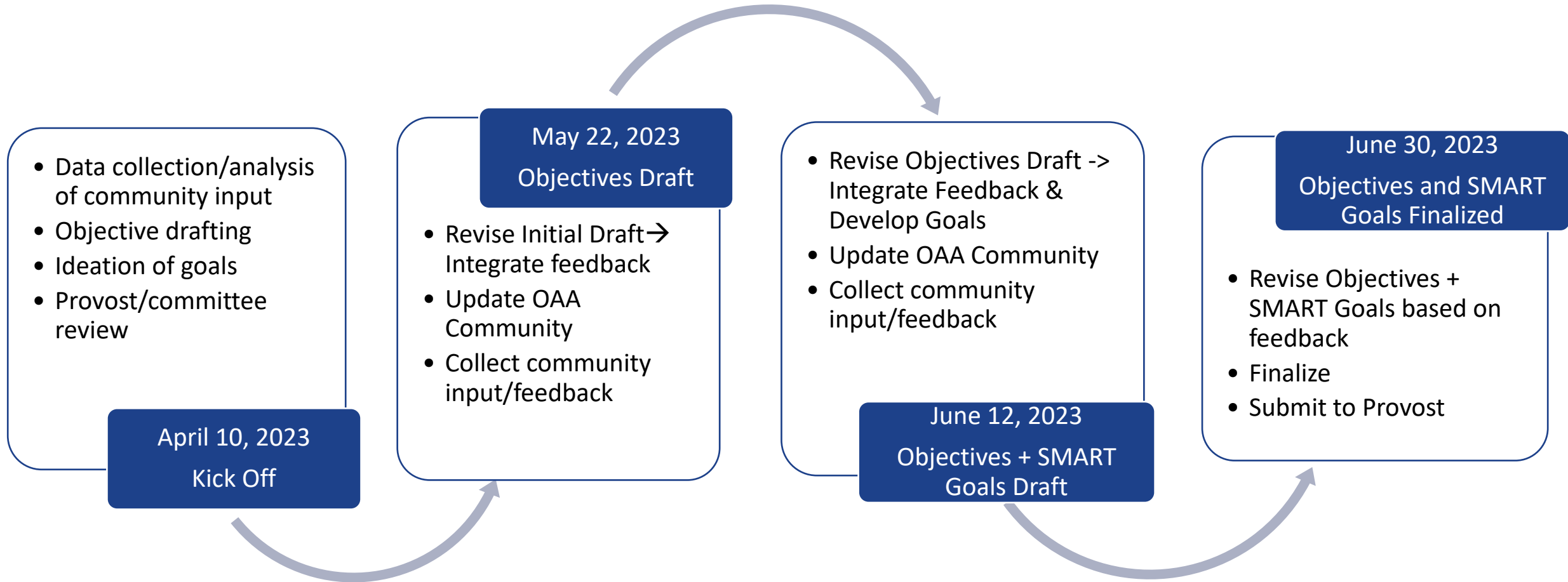


OAA Strategic Plan Framework

- The strategic plan connects to the larger vision and goals of Empire State University.
- Strategic objectives are broad statements that bridge to the 5-year plan and help us advance key components of each priority.
- Using the data from the survey administered in April, the committee identified the key objectives, goals, and initiatives for each of the four themes.
 - Student Success
 - Academic & Inclusive Excellence
 - Organizational Effectiveness
 - Raising Our Public Profile

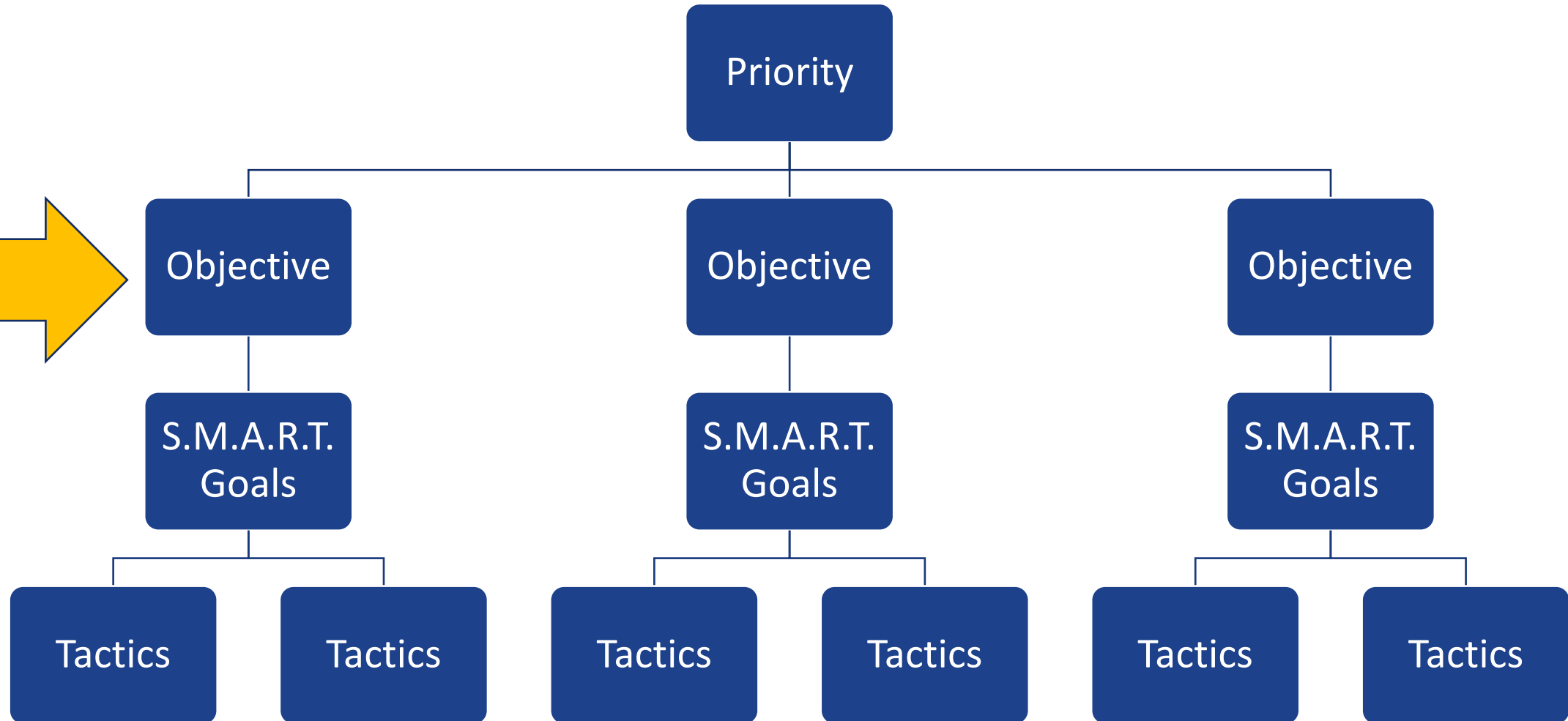
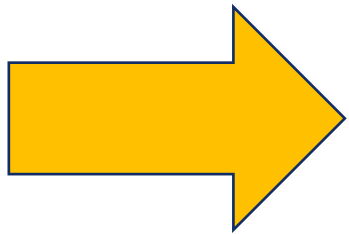


Process Timeline and Deliverables





Strategic Plan Structure





Strategic Priority: Student Success – Draft Objectives

- Streamline, reduce student costs, and raise students' academic success and completion (retention and graduation rates) for advising, degree planning, and course tracking.
- Improve the student experience by reducing or eliminating barriers to enrollment.
- Increase access, success, and engagement pathways for all students, respecting their goals and priorities.
- Increase capacity to serve and provide adaptive approaches to the changing needs of students and the challenges they face.
- Reduce equity gaps in student success and increase completion, retention, and graduation rates for students, with focus on those from historically underrepresented and underserved backgrounds.
- Meet students' social, emotional, and academic needs and connect them to the institution and one another.



Strategic Priority: Academic & Inclusive Excellence – Draft Objectives

- Recruit and retain professional, administrative, and academic (faculty) staff of color to better reflect the multidimensional diversity of the State of New York, and beyond.
- Optimize academic programs to meet the career and personal needs of students.
- Broaden the competitiveness of the university's academic portfolio by strengthening the breadth and currency of degrees, certificates, and digital credentials to meet the personal and professional goals of students.
- Align academic programs with student and employer needs.
- Become a national model for effective, innovative, and inclusive online teaching and learning that is adaptive to rapid change.
- Enhance support for high impact scholarship and artistic activities.



Strategic Priority: Academic & Inclusive Excellence – Draft Objectives (Continued)

- Engage in continuous improvement of academic program development and services, infusing DEI, and using evidence-based and progressive pedagogical practices.
- Increase program offerings that equip students for entrance and success in high demand occupational fields based upon strategic identification of emerging and declining workforce needs.
- Develop and maintain a disciplined approach to using data and evidence-based assessment as an enabler for ensuring quality and continuous improvement of teaching and learning.
- Advance a data driven, decision-making culture that incorporates institutional DEI data. [Source: DEI Action Plan]
- Increase the institutional commitment to and practice of valuing and credentialing learning that occurs outside of the "classroom," optimizing students' learning experiences.
- Leverage and support innovative, inclusive pedagogies, and related research.
- Create and strengthen learning environments that demonstrate diversity, equity, and inclusion. [Source: DEI Action Plan]



Strategic Priority: Organizational Effectiveness – Draft Objectives

- Fully implement and embrace robust continuous improvement processes and effectiveness tracking across Academic Affairs.
- Advance a climate that fosters mutual respect, clear communication, as well as engendering an institutional culture that promotes belonging, trust, and inclusivity.
[Adapted from the Source: DEI Action Plan]
- Develop systems, structures, and a work environment that builds and fosters productive and effective relationships, as well as removes any barriers that impede or inhibit our ability to do our work.
- Improve processes, technology, tools, and facilities to align across the academic and non-academic needs of the institution.



Strategic Priority: Organizational Effectiveness – Draft Objectives (Continued)

- Enhance utilization of technology and facilities to realize resource efficiencies and academic excellence.
- Ensure that the diversity of employees reflects the multidimensional diversity of the State of New York, and beyond. [Source: DEI Action Plan]
- Recruit and retain a diverse employee population and create an inclusive and supportive workplace environment for BIPOC employees to thrive.
- Improve organizational effectiveness through culture of assessment - a systematic and inclusive process that supports a university-wide approach to ongoing assessment and evaluation.



Strategic Priority: Raising Our Public Profile – Draft Objectives

- Promote the quality of Empire State University’s teaching and learning practices to academic peers, prospective students, and the community at large.
- Increase the visibility and impact of Empire State University scholarship and creative activities.
- Position Empire State University as a SUNY leader in applied scholarship and creative activities that directly impact people’s lives and communities.
- Nurture existing relationships, increase collaborations, presence, and engagement with leaders, influencers, agencies, and organizations in our respective disciplines and communities.



Strategic Priority: Raising Our Public Profile – Draft Objectives (Continued)

- Increase university support and championship of faculty research and scholarship.
- Increase visibility and optimize internal processes to leverage existing/develop new relationships with partners (companies, unions, non-profit organizations, and state agencies).
- Further position the university as a leader in online teaching and learning, individualized instruction, and prior learning assessment.



Summary

- Committee updates and documents are available on the [OAA Strategic Plan website](#)
- Complete [survey](#) to help our committee narrow our focus to 3 strategic objectives and further refine draft objectives.
- Survey will remain available until 5:00 PM on Tuesday, May 30.
- Next OAA Community Update: Monday, June 12, 2023.
 - Objectives + SMART Goals Draft

Questions and Discussion