Our UMBC: A Strategic Plan for Advancing Excellence

Provost Philip Rous
August 19, 2013
Retreat Planning Group

- Lisa Akchin
- Michael Dillon
- Jack Suess
- Connie Pierson
- Terri Werner
- Jill Wardell
- Erin Johnson
- Leslie Tinker
- Roland King
- Richard Byrne
- Laura Schraven
- Meggen Marx
Theme Team

- Valerie Bell
- Dr. Bev Bickel
- Steve Bradley
- Dr. Philip Farabaugh
- Dr. Tyson King Meadows
- Dr. Kim Leisey
- Dr. Tim Topeleski
- Dinah Winnick
- Romy Hubler Jones
- Tymofey Wowk
LET ME SEE IF I GOT THIS RIGHT...

WE ARE PLANNING, AS PLANNED, A PLAN TO SUPPLANT THE OLD PLAN WITH A PLANNED NEW PLAN WITH ADVANCED PLANNING...

THAT'S THE PLAN
Our Year of Planning to Plan

Fall 2012

• Leadership Retreat (President’s Council and Senate Leaders) to draft Guiding Principles for Planning

• Conversations about Guiding Principles with Senates, Chairs, Alumni Board, and many others

Spring 2013

• Leadership Retreat to finalize Guiding Principles and begin draft planning process & timeline

• Second round of campus conversations for feedback on process and timeline

• Campus Strategic Planning Survey completed by 298 faculty, 341 staff, and 962 students
Our Shared Guiding Principles

- Rooted in reflection on UMBC’s vision and values
- Broadly inclusive, engaging participation of stakeholders, including shared governance groups
- Communicated effectively to the campus
- Rich in analysis of the campus’s performance, as well as internal and external opportunities and challenges
- Open to dialogue about systemic strengths and weaknesses
- Clear about how decisions will be made
- Specific in setting priorities and flexible enough to accommodate emergent opportunities
- Connected with State and University System of Maryland priorities
- Open to new and divergent perspectives
- Aligned with financial planning and fundraising
UMBC Strategic Planning Process

- President
- Deans & Vice Presidents
- Strategic Planning Steering Committee
- Senior Advisors

Guiding Principles for Planning:
- Vision
- Mission and Values
Steering Committee

Philip Rous
Provost

Kathleen Carroll
Associate Professor, Economics
President, Faculty Senate

Bruce Walz
Professor and Chair, Emergency Health Services
Chair, Academic Planning and Budget Committee

Dorothy Caplan
Executive Administrative Assistant II, College of Natural and Mathematical Sciences
President, Non-Exempt Staff Senate

Lailah Shishineh
Assistant Director – First-Year Experience
President, Professional Staff Senate

Max Barnhart
SGA Representative

Dan Miller
Ph.D. student, Physics
Vice President, Graduate Student Association
Steve Bradley
Associate Professor and Graduate Program Director,
Visual Arts

Philip Farabaugh
Professor and Chair, Biological Sciences

Aryya Gangopadhyay
Professor and Chair, Information Systems

Kim Leisey
Associate Vice President, Student Affairs

Carole McCann
Professor and Director, Gender and Women’s Studies

Tyson King-Meadows
Associate Professor, Political Science and Acting Chair, Africana Studies

Vanderlei Martins
Associate Professor, Physics

Yvette Mozie-Ross ‘88
Associate Provost for Enrollment Management

Mavis Sanders
Professor, Education

Lynne Schaefer
Vice President, Finance and Administration

Greg Simmons ‘04
Vice President, Institutional Advancement

Karl Steiner
Vice President, Research

Jack Suess, ‘81
Vice President, Information Technology

Claire Welty
Professor, CBEE and Director, Center for Urban Environmental Research and Education

Ex Officio: Alumni Representative
Role of Focus Area Strategy Groups

The Strategic Planning Steering Committee will appoint and charge between five and eight Focus Area Strategy Groups.

The responsibilities of each group will include:

• Internal and external stakeholder engagement
• Analysis of information, including assessments necessary to understand external and internal opportunities and challenges
• Recommending strategic goals, supporting strategic objectives, and metrics to build excellence in the focus area
Ways to be Involved

- Serve on a Strategy Group
- Participate through your shared governance group
- Participate through a planning advisory group
- Attend a campus-wide open meeting
- Visit the planning website frequently: [http://planning.umbc.edu](http://planning.umbc.edu)
A Note About Communication: Inclusive stakeholder engagement and two-way communication throughout the planning process are responsibilities of planning leadership groups including the Council of Deans and Vice Presidents, the Strategic Planning Steering Committee, and Focus Area Strategy Groups.
How Retreat Conversations Will Be Used

• **At the Retreat:** Theme Team will summarize and share broad themes from conversations.

• **Next month:** LLC graduate students will review all comments and provide a content analysis report to the campus.

• **Through the fall semester:** The Strategic Planning Steering Committee will use information from retreat conversations as they propose the values, vision, and focus areas that will provide the foundation for our planning.
Strategic planning at UMBC is marked by a commitment to inclusivity and interaction.

The questionnaire surveyed faculty, staff, and students about their opinions toward a) UMBC’s progress in its core areas; b) perception of the University’s vision statement and overall values; c) what areas to prioritize in the strategic planning process.

Survey was accessible between May 10 and May 30, 2013.
Vision Statement

UMBC seeks to become the best public research university of our size by combining the traditions of the liberal arts academy, the creative intensity of the research university, and the social responsibility of the public university. We will be known for integrating research, teaching and learning, and civic engagement so that each advances the others for the benefit of society.
How Well Does Vision Statement Fit with Personal and Professional Goals?

"Excellent" and "Good Fit"

<table>
<thead>
<tr>
<th>Group</th>
<th>Excellent and Good Fit</th>
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</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>81%</td>
</tr>
<tr>
<td>Staff</td>
<td>77%</td>
</tr>
<tr>
<td>Students</td>
<td>66%</td>
</tr>
</tbody>
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Percentage response “Poor Fit:”  
Faculty, 1.7%; Staff 1.8%; Students, 4.0%

Percentage response “Doesn’t Fit:”  
Faculty, 0.3%; Staff 0.9%; Students, 1.8%
Framework for 2016 Focus Areas

- Student Body Size and Composition
- Faculty Size and Composition
- Program and Curriculum Development
- Management, Organization and Staffing
- External Relations with Baltimore-Washington and Beyond