### Strategic Planning in the Middle of COVID-19

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INDIANA STATE UNIVERSITY
COLLEGE OF HEALTH AND
HUMAN SERVICES

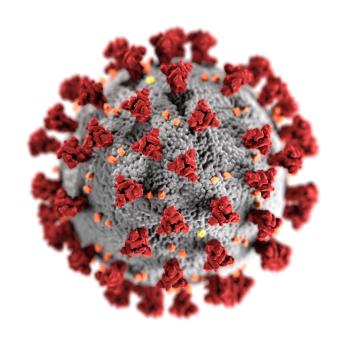


### Problem and Purpose

Strategic planning (SP) is difficult, but the COVID-19 pandemic further complicates efforts and jeopardizes the outcome.

What is the best way to accomplish SP during the COVID-19 crisis?

Revise our Strategic Map to Ensure Students, Faculty, and Staff are Empowered to Thrive in Complex and Challenging Environments.





### Background and Timeline

2017 -2018

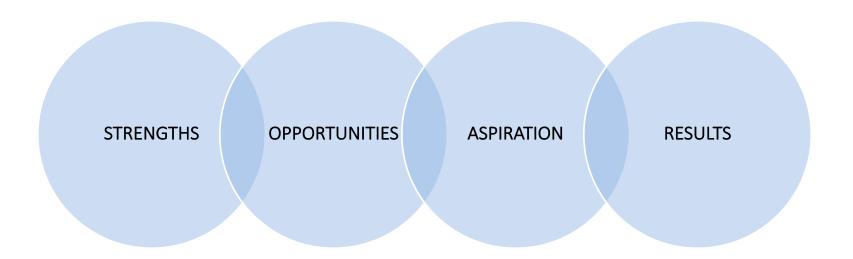
2020-2021

Fall 2021



#### **SOAR Framework**

(Stavros, Jacqueline & Cooperrider, David & Kelley, L.. (2003). Strategic inquiry with appreciative intent: Inspiration to SOAR!.. AI Practitioner: International Journal of Appreciative Inquiry. 5, 10-17)





# Addressing SP Challenges through Consensus

College wide communications

Selection of the working group

Stakeholder identification

Data collection tools

Remote Meetings and Attendance

Iterative Process led by Faculty and

Staff

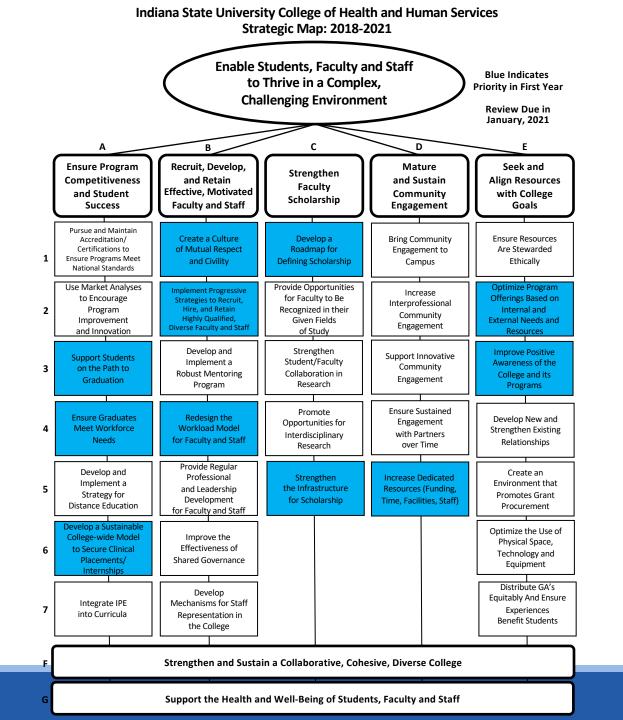
Facilitated by Deans

COVID-19 Backdrop

### Before and After

Mission	Vision
The College fosters student excellence and develops productive citizens who function as skilled health and human services professionals to improve the health and wellbeing of the communities we serve. We exemplify teaching, scholarship, service, and community engagement through health initiatives, innovative thinking, and lifelong learning.	To serve as a leader in developing health and human services professionals who will positively impact communities.
We prepare students to become professionals who improve the wellbeing of individuals, families and communities. Through teaching, research, service, and community outreach we serve the public and engage students with robust scholarly practices and experiential learning designed for career readiness.	To be a leader in the development of professionals who will positively impact communities.







#### **Indiana State University College of Health and Human Services** Draft Strategic Map: 2021-2024

**Empower Students, Faculty,** and Staff to Thrive in Complex and **Challenging Environments** 

**Review Due in** January, 2024

**Support Student** Success

Recruit, Retain, and **Develop Successful Faculty and Staff** 

**Enhance Community Engagement and** Scholarship

**Effectively Manage** Resources to Accomplish **Strategic Priorities** 

Improve student retention and on-time degree completion

Increase the number and retention of diverse faculty and staff

Increase the number of students engaged in scholarship with faculty

Align resources with strategic priorities

Sustain 95% placement rates post-graduation as measured by the First Destination Survey

Maintain faculty and staff retention at 90% or greater per year

Establish a college wide community engagement initiative

Raise the number of cross-listed or shared courses

Where applicable, improve /sustain certification and licensure exam pass rates

Improve the overall mean on the annual workplace environment, diversity, and inclusive excellence survey

Create opportunities to collaborate on community engagement

Increase the number and size of private and corporate donations

Increase the percentage of students who get an on time placement for clinical, fieldwork, or internship

> Maintain stable enrollments in

high-demand programs

xpand availability of and enrollment in hybrid and online certificate and degree options

Sustain high quality interprofessional education

Expand the number and size of scholarship awards for students with financial need

Increase the number and quality of grant applications aligned with strategic priorities



# SP Has Gone Better than We Thought it Might



