Cabinet members survey their staff to identify at least three Objectives the Unit will champion
  o Staff rank objectives they feel strongly about supporting based on:
    ▪ Can they positively affect the Objective?
    ▪ Do they care about the Objective?
  o Survey responses are used to group staff by Objective
    ▪ Objective and staff supporting it will likely generally align with org chart
  o Entire Unit does not need to promote the same Objectives
    ▪ Hypothetical Example: Academic Affairs might go as follows, with the Unit promoting eight Objectives, but no single area promoting all eight
      • Academic programs support:
        o 2.1 (Academic opportunities)
        o 2.2 (Experiential learning)
        o 2.3 (Faculty excellence and innovation)
        o 5.1 (Student success)
      • Assoc. VC of AA and IE, IER, and eLearning support:
        o 3.1 (Improving institutional functions)
        o 3.2 (Technology)
        o 3.3 (Accountability and transparency)
      • Asst. VC of AA supports:
        o 2.1 (Academic opportunities)
        o 2.2 (Experiential learning)
      • Grants and Sea Islands Institute supports:
        o 2.3 (Faculty excellence and innovation)
      • Libraries support:
        o 2.1 (Academic opportunities)
        o 3.2 (Technology)
        o 3.4 (Sustainability)

Teams are created to manage assessment of each Objective
  o Composition
    ▪ A representative from each unit that committed to the Objective
    ▪ Anyone else who is interested in the Objective
  o Charge
    ▪ Determine assessment methods
    ▪ Set targets
    ▪ Collect data
    ▪ Evaluate data (including KPI data)
    ▪ Develop improvement plan
    ▪ Create annual report on achievement of Objective
    ▪ Present to Cabinet 3 times
      • Beginning of academic year (assessment summary and actions to be implemented)
      • Mid-year (update on progress)
      • End of year (summary of the year’s activity, assessment results, improvement measures to be implemented)

Cabinet uses the information provided by the Objective teams to compile an institution-wide report on the implementation of the strategic plan
# USCB Strategic Plan 2023

## Implementation Process

### Alignment of Units and Objectives

<table>
<thead>
<tr>
<th>Objective</th>
<th>Academic Affairs</th>
<th>Athletics</th>
<th>Development</th>
<th>Enrollment Management</th>
<th>Finance and Operations</th>
<th>Information Technology</th>
<th>Student Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cultural Appreciation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Academic Programs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Student Development</td>
</tr>
<tr>
<td>Experiential Learning</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty Development</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Continuous Improvement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accountability</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sustainability</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collaborations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Engagement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Success</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>