

## USCB Strategic Plan 2023

### *Implementation Process*

#### **Cabinet members survey their staff to identify at least three Objectives the Unit will champion**

- Staff rank objectives they feel strongly about supporting based on:
  - Can they positively affect the Objective?
  - Do they care about the Objective?
- Survey responses are used to group staff by Objective
  - Objective and staff supporting it will likely generally align with org chart
- 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:
      - 2.1 (Academic opportunities)
      - 2.2 (Experiential learning)
      - 2.3 (Faculty excellence and innovation)
      - 5.1 (Student success)
    - Assoc. VC of AA and IE, IER, and eLearning support:
      - 3.1 (Improving institutional functions)
      - 3.2 (Technology)
      - 3.3 (Accountability and transparency)
    - Asst. VC of AA supports:
      - 2.1 (Academic opportunities)
      - 2.2 (Experiential learning)
    - Grants and Sea Islands Institute supports:
      - 2.3 (Faculty excellence and innovation)
    - Libraries support:
      - 2.1 (Academic opportunities)
      - 3.2 (Technology)
      - 3.4 (Sustainability)

#### **Teams are created to manage assessment of each Objective**

- Composition
  - A representative from each unit that committed to the Objective
  - Anyone else who is interested in the Objective
- 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**

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## Implementation Process

### Alignment of Units and Objectives

Objective	Academic Affairs	Athletics	Development	Enrollment Management	Finance and Operations	Information Technology	Student Development
Cultural Appreciation							
Academic Programs							
Experiential Learning							
Faculty Development							
Continuous Improvement							
Technology							
Accountability							
Sustainability							
Collaborations							
Community Engagement							
Student Success							