



Strategic Plan 2020-2030
Town Hall Meeting – September 3, 2019

2030 STRATEGIC PLAN: SEVEN CORE STRATEGIES

Cultivate Excellence in Research and Creative Works	Promote and invest in research and creative excellence to generate new knowledge, benefit society, attract and retain outstanding faculty, and expand transformational experiences for students.
Sustainable Enrollment	Enhance strategic enrollment and retention efforts to drive long-term stability and sustainability.
Learning, Engagement & Inclusive Belonging	Foster a community of learning, engagement, and inclusive belonging that creates transformational experiences and nurtures growth and development in the workplace, classroom, and across campus.
Optimization of Capabilities	Invest deliberately in our people, processes, buildings and technology to align with our strategic growth plans.
Intentional Revenue Viability	Strengthen and expand revenue sources to ensure future growth and improve student affordability and access.
Competitive Programs of Distinction	Support competitive programs and initiatives, both existing and new, that show the University's unique value and identity in the higher-education landscape.
University Partnerships and Outreach	Pursue mutually beneficial community outreach and partnerships to create innovative opportunities for faculty, staff, students and alumni to enhance the community we serve.

These team leaders and members are already in place:

CORE STRATEGY	EXISTING INITIATIVES
Competitive programs of distinction	Cybersecurity Continue to build out the programs to establish UCCS as a national leader in cybersecurity research and workforce development.
Competitive programs of distinction	Health & Wellness Programs Build the William J. Hybl Sports Medicine and Performance Center which will be the only center in the United States to integrate undergraduate and graduate education with clinical practice and research in a sports medicine and performance environment.
Learning, engagement and inclusive belonging	Diversity & Inclusion Strategy & Plan Cultivate a culture of inclusive excellence that is welcoming and responsive to the needs of a diverse campus community.
Sustainable enrollment	Online Programs Strengthen online programs to meet the evolving academic and professional needs of students.
Sustainable Enrollment	Graduation & Retention Develop a robust ecosystem of student support services, co-curricular opportunities and experiential learning that increases persistence, graduation and retention.

Consider joining one of these teams to work on these initiatives:

CORE STRATEGY	SUPPORTING INITIATIVES
Optimization of capabilities	People Strategy & Plan Develop and implement a transparent staff & faculty recruitment, hiring, compensation, evaluation, professional development, advancement and wellness/support/advocacy operational plan for our campus, which aligns with the UCCS 2020-2030 Strategic Plan.
Optimization of capabilities	Facilities Operational Plan Develop and implement an inclusive facilities operational plan to include planning, design, construction, operation of campus facilities and deferred maintenance in an environmentally sustainable manner, which meets the current and future needs of campus stakeholders and aligns with the UCCS 2020-2030 Strategic Plan.
Optimization of capabilities	Information Technology Operational Plan Develop and implement a campus-wide, comprehensive information technology operational plan to design and construct campus technology infrastructure, which services the current and future needs of campus stakeholders, while supporting rapid innovation and change , while aligning with the UCCS 2020-2030 Strategic Plan.

Consider joining one of these teams to work on these initiatives:

CORE STRATEGY	FOUNDATIONAL INITIATIVES
Competitive programs of distinction	Competitive Programs of Distinction Framework Develop and implement a framework that includes, but is not limited to, identification, processes, consulting with industry & community subject matter experts, recruiting, marketing, and funding. These are nationally competitive programs and initiatives, both existing and new, that show the University's unique value and identity in the higher-education landscape.
Cultivate excellence in research and creative works	Research Framework Develop and implement an equitable framework for research policy, practice, shared governance, and evaluation.
Intentional revenue viability	Incentive-Based Budget Model Restructure tuition tables to activity-based.
Learning, engagement and inclusive belonging	Faculty Development & Innovative Practices Incentivize faculty in seeking professional development through UCCS faculty development resources to strengthen curricular offerings and innovative teaching practices; including Universal Design for Learning methodologies that prepares students for academic success and professional achievements.
University partnerships and outreach	Public-Private Partnership Committee Establish a UCCS Cabinet working committee to evaluate and assess best practices in public-private-partnerships (PPP) in higher education.
Sustainable enrollment	Student Service Integration Build a Campus-wide system to integrate the delivery of services from recruiting through graduation to support increased online and on-campus enrollment, retention, persistence and graduation. A virtual and in-person one-stop-shop for delivery of student services (including a newly re-designed career center).

Opportunities and expectations of initiative team members:

OPPORTUNITIES	COMMITMENT
<ul style="list-style-type: none"> • Dig deep into an area of UCCS you are curious about and/or enjoy • Collaborate with new colleagues • Gain professional & personal learning development • Develop new skills • Make a long-term contribution and impact to our University 	<ul style="list-style-type: none"> • Ideally, participate through completion– but commit to a minimum of 6 months, starting next month • Attend team meetings: 1-2 per month • Volunteer to take on tasks and action items • Provide ongoing 360-degree communication and feedback– support & promote our plan

CORE STRATEGY	FUTURE INITIATIVES
Competitive programs of distinction	<ul style="list-style-type: none"> • Develop and execute an entrepreneurial, targeted, and flexible strategy for program-specific marketing and recruiting for competitive programs of distinction. • Develop and implement an accelerator program for cultivating new ideas for submission to the framework.
Cultivate excellence in research and creative works	<ul style="list-style-type: none"> • Increase university investment in research faculty, research, and sponsored program support significantly above growth and inflation margins. • Foster a diverse research culture and strengthen infrastructure. • Significantly expand support for student research especially among underrepresented students.
Learning, engagement and inclusive belonging	<ul style="list-style-type: none"> • Establish formal mentoring opportunities for students, staff, and faculty that support educational, personal, and professional development. • Expand and promote curricular and co-curricular experiential learning for students that enhances a sense of belong and increases persistence. • Create a purposeful communication model that facilitates effective information sharing, celebrates achievements, and cultivates a strong sense of community across students, staff, and faculty.
Intentional revenue viability	<ul style="list-style-type: none"> • Commercialization of partnerships and undeveloped campus lands. • Shared service agreements. • Decrease the cost to students through outside means (third-party payments, internships, new scholarship opportunities). • Research funding that increases ICR and decreases base funding.
Optimization of capabilities	<ul style="list-style-type: none"> • Develop and implement a Process Governance initiative, to include assessment, revision and review of university processes as a method to improve infrastructure cross-functionality and efficiencies.
Sustainable enrollment	<ul style="list-style-type: none"> • Expand recruiting pipeline to UCCS with a focus on non-resident, international, online, HS concurrent enrollment and K-12 outreach. • Strengthen online programs to meet the evolving academic and professional needs of students. • Campus-wide effort to integrate the delivery of services from recruiting through graduation to support increased online and on-campus enrollment, retention, persistence and graduation. A virtual and in-person one-stop-shop for delivery of student services (including newly re-designed career center).
University partnerships and outreach	<ul style="list-style-type: none"> • Establish a dedicated unit/department to manage PPPs that are mutually beneficial to UCCS. • UCCS will partner with alumni, donors and industry leaders to maximize campaigns and future philanthropic efforts to build resources and grow endowed funds to exceed \$100M. • Work with campus and cabinet to assess and create a program to encourage, support and reward campus volunteerism in ways that align with UCCS' mission.



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UCCS Town Hall
2020-2030 Strategic Plan Update
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Initiative Team Sign-Up

Name _____ Email _____

I am (select one): ___ Faculty ___ Staff ___ Student ___ Alumni ___ Other

Rank up to 3 Initiative Teams you are interested in (1 = top preference). Teams of up to 10 members will be formed from collected responses.

Competitive programs of distinction

___ Competitive Programs of Distinction Framework

Cultivate excellence in research and creative works

___ Research Framework

Intentional revenue viability

___ Incentive-Based Budget Model

Learning, engagement and inclusive belonging

___ Faculty Development & Innovative Practices

Optimization of capabilities

___ People Strategy & Plan

___ Facilities Operational Plan

___ Information Technology Operational Plan

Sustainable enrollment

___ Student Service Integration

University partnerships and outreach

___ Public-Private Partnership Committee