<u>**Strategic Plan – CAS**</u>

Mission:

The College provides transformational experiences that prepare students for global citizenship so they become life-long learners contributing to their communities and fully participating in democracy.

Vision:

The College aspires to provide high quality educational experiences to prepare students for life and work, the best possible work environment for faculty and staff for the accomplishment of professional goals, and avenues for significant community engagement.

Core Values:

Student Focused – Make students and their success the driving force behind decisions at all levels.

Excellence – Demand quality in all aspects of the college's operation.

By Doing Learn – Provide academic programs and acceptance of a variety of ideas, beliefs and cultures.

Diversity – Support an understanding and acceptance of a variety of ideas, beliefs and cultures.

Community – Enhance the College's strong relationship with the Pittsburg area community, region and beyond.

Innovation – Support creative and critical thinking that promotes informed intellectual risk taking.

Sustainability – Establish best practices relevant to resource conservation.

Goals:

1. **Enhance the College's strong record of academic excellence.**
   a. *Create and sustain programs that enrich students and society and provide the appropriate allocation of resources, faculty and staff to support the programs, especially those that are in high demand.*
      1. Utilize assessment, program review, national accreditation, state approval and other data in program improvement.
      2. Effectively utilize data analytics in decision-making.
      3. Position effectively for recruitment and retention of faculty and staff.
      4. Weather fiscal challenges while maintaining quality experiences for students.
      5. Create partnerships for offer of interdisciplinary, 2 plus 2 and other program opportunities.
      6. Attend to the teaching-learning environment.
      7. Align resources.
   b. *Encourage a culture of discovery and research by supporting these activities among faculty and students.*
      1. Develop College-wide opportunities for dissemination of faculty, student and faculty-student research including web-based mechanisms.
      2. Expand College recognition of research/creative endeavors.
      3. Explore a partnership with G&CS on dissemination plans.

4. Support research, scholarship and creative endeavors with resources when possible.
c. *Support excellent teaching through an array of teaching-learning techniques and technologies.*
   1. Create opportunities to recognize teaching and advisement including inclusion in the CAS Newsletter, web and social media sources.
   2. Resource recognition opportunities.
   3. Support the work of the CTL's professional development opportunities including Master Advising Academy.
   4. Assess best practices within the College in support of excellence in teaching and advisement.
   5. Fund teaching-learning equipment and technology needs utilizing short and long-term planning data.
d. *Strategically utilize resources at all levels in order to maximize their value to our academic goals and to model responsible behavior to our students.*
   1. Utilize university-wide models/processes and program data in decision-making with input from students, faculty and/or staff.
   2. Enable academic efforts in sustainability.
e. *Engage fully in transformation of general education.*
   1. Support engagement of faculty in general education transformation.

2. **Support student success with renewed focus on recruitment and retention of students.**
   a. *Recruit and retain students in all academic programs.*
      1. Develop and fund College recruitment and retention plans.
      2. Establish with programs, yearly outcomes for R&R success.
      3. Engage in university RPM processes.
   b. *Embrace a diverse College culture of respect, understanding and awareness.*
      1. Include faculty, students and staff in guided discussion of College culture.
      2. Contribute to resourcing opportunities for development such as speakers and programs.
      3. Model inclusion, respect, understanding and awareness in every interaction.
   c. *Create opportunities for early and sustained engagement with faculty and staff through student orientations, student organizations, service-learning projects, student-faculty research, advisement and others.*
      1. Create additional opportunities within the College.

3. **Foster partnerships for the benefit of students, faculty, staff, alumni and the region and beyond.**
   a. *Continue development of PSU as a cultural center communicating effectively the substantial role of the College's programs.*
      1. Enhance promotion of academic events including lectures, workshops, plays, performances, competitions, exhibits, and others.

b. *Create and foster partnerships with potential employers and other interested entities.*
   1. Develop new and foster existing partnerships with employers and others.
c. *Enhance partnerships with community groups, school districts and other colleges and universities as well as programs and units in other colleges within PSU.*
   1. Establish a minimum of 3 new internal partnerships or interdisciplinary programs.
   2. Establish a minimum of 3 new external partnerships.
d. *Foster relationships with alumni and friends of the College.*
   1. Utilize advisory boards.
   2. Participate in alumni gatherings and other events.
   3. Partner with advancement.
   4. Utilize websites, newsletters and social media for positive messaging.
e. *Seek external funds through development, grants, internships and employment in support of students, faculty and programs.*
   1. Increase numbers or value of grants, internships, scholarships and other sources of support for students, faculty and programs.
   2. Establish at least one endowed faculty line.
   3. Demonstrate good stewardship in use of private gifts and external funding.

4. **Embrace responsiveness and innovation.**
   a. *Support innovation while building on College traditions.*
      1. Establish open lines of communication with faculty, staff, students, alumni and broader communities honoring College traditions.
      2. Foster a climate of idea exchange, innovation and critical thinking.
   b. *Enhance communication both internally and externally.*
      1. Implement CAS Newsletter and Social Media Plan.
      2. Explore, when funding allows, addition of a marketing expert for CAS.
      3. Utilize student advisory councils and other constituent groups.