

# WVU Tech 2020

## Strategic Plan for the Future

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### Goal 1

Engage undergraduate students in a challenging academic environment.

#### Objectives

1. Educate, retain, and graduate the leaders of tomorrow at the undergraduate level.
2. Encourage innovation in teaching and, through assessment of outcomes and objectives, transform the curriculum to provide students with the skills they need to succeed in a rapidly changing global society.
3. Strengthen relationships with state and regional primary and secondary education systems, as well as community and technical colleges, to facilitate a seamless, life-long learning process.

#### Actions

1. Weave critical and creative thinking, as well as lifelong learning and career skills into the curriculum, and align programs with the needs of both the state of West Virginia and a rapidly changing global society.
2. Make policy and practice adjustments based on continual assessment of curricular and co-curricular instruction and activities to increase retention and graduation rates.
3. Through strategic recruitment and retention actions, attract and retain a diverse population of high-ability students.
4. Engage with the Pre K-12 education system and the Community and Technical College System throughout the state.
5. Expand online and distance learning options to increase educational access.
6. Offer excellent advising that guides students to academic and career success.
7. Expand residential living and campus life programs to promote seamless in and out-of-class learning.

### Goal 2

Excel in scholarly activity, professional development, and innovation throughout the institution.

#### Objectives

1. Increase scholarly activity addressing challenges faced by West Virginia, the nation, and the world.
2. Strengthen the connections between faculty and student research alike with undergraduate education.
3. Encourage interdisciplinary activity in scholarship, professional development, and creativity.

## Actions

1. Provide resources and maintain infrastructure to support scholarly work.
2. Invest in the hiring and retention of high-quality faculty and staff who are committed to scholarly achievement, and mentor students, staff and faculty to a higher level of success.
3. Encourage collaboration among faculty and staff at WVU Tech with colleagues at other institutions.

## Goal 3

Maintain and strengthen an environment that promotes, attracts, supports, and includes diverse groups of students, faculty and staff.

## Objectives

1. Incorporate diversity broadly into the curriculum.
2. Facilitate intercultural, intercommunity and campus-wide outreach.

## Actions

1. Create an integrated administrative infrastructure to promote diversity, inclusion, and equality.
2. Employ best practices to promote inclusive searches for staff and faculty, diverse hiring, and retention.
3. Recruit, attract, and retain a student body with more global, national and diverse representation to enrich the learning environment for all students at WVU Tech.
4. Expand course offerings incorporating materials that contribute to student awareness of economic, political, and social issues.

## Goal 4

Advance national awareness, international activity and global engagement.

## Objectives

1. Promote international activity, world-wide engagement and awareness of national and global issues.
2. Integrate global themes broadly into the curriculum.

## Actions

1. Expand course offerings incorporating materials that contribute to student awareness of regional, national, and global issues.
2. Expose students to a global experience with opportunities for study abroad, global service learning, and on-campus activities.
3. Support international research and professional development opportunities for faculty.
4. Recruit and attract a student body with more global, national and diverse representation to enrich the learning environment for all students at WVU Tech.

## Goal 5

Enhance the well-being and the quality of life of the people of West Virginia.

### Objectives

1. Promote sustainable economic development and a cultural environment that improve the quality of life throughout the state.
2. Increase opportunities for West Virginians through life-long learning and community outreach.

### Actions

1. Expand outreach efforts to connect the campus to citizens and communities of West Virginia.
2. Promote alternative education experiences, such as the Regents B.A. program, to expand opportunities in higher education for adult learners.
3. Continue to strengthen ties with the southern counties and capital region of West Virginia.
4. Continue to collaborate with state and industry leaders to articulate WVU Tech's successes and initiatives, to learn of the needs of the state, and to promote economic development.
5. Strengthen relationships with alumni and stakeholders.

### Realization 1

Improve organizational structure, processes, and communication.

1. Promote a culture of collaboration and performance excellence at WVU Tech.
2. Develop a culture of evidence through the use of efficient methodologies and assessment practices.
3. Expand leadership, cooperative structures, and lines of communication to coordinate diversity, global engagement, sustainability, wellness, and outreach.
4. Encourage interdisciplinary and inter-campus research, education, and cooperation.
5. Create and maintain a one-stop comprehensive web location for archiving and accessing all policies and procedures governing the institution.
6. Develop and implement strategic initiatives that promote WVU Tech nationally and globally.

### Realization 2

Institute strategies to develop resources and formulate guidelines to allocate resources optimally.

1. Hire outstanding faculty and staff proactively and strategically and offer competitive salaries and benefits.
2. Provide all staff and faculty with the tools for success and meaningful review; invest in their professional development and retention.
3. Develop methods to garner revenue from both traditional and innovative sources.
4. Improve campus facilities and services, such as residential halls, laboratories, classrooms, parking, wellness, information technology, libraries, and recreation.

## Realization 3

Implement the strategic plan transparently and establish accountability at every level.

1. Enact complementary strategic planning in colleges, departments, and units.
2. Establish metrics and monitor rankings that compare WVU Tech to peer and aspirational institutions, and that compare progress with a current baseline as the plan is implemented.
3. Initiate periodic reviews to drive improvement and to track progress.
4. Re-examine the goals and action areas of the strategic plan periodically.
5. Test future WVU Tech initiatives against the goals of the strategic plan.
6. Develop appropriate management and advisory structures to implement objectives and actions.

## Aspirations

- WVU Tech will be the leading STEM institution among the undergraduate colleges in WV and the surrounding regions, strengthened by a comprehensive foundation in the humanities and social sciences.
- WVU Tech will establish a global presence through its exchange programs and build its international community.
- WVU Tech will be a model institution for cooperative co-curricular (for example, student life and athletics) and curricular experiences.