

Priority	1	Increase the institution's creative & research profile and be a top choice for students.
Strategy	1.1	Deliver impactful academic offerings and experiences
Initiative	1.1.1	Continually refine the inventory and delivery of dynamic curricular programs to ensure ongoing and emerging needs are met

Action	Responsible	Begin Date	End Date	Outcome/Metrics/KPIs
Grow the graduate degree inventory to be on par in scope and size with comparable universities.	VPAP; DCGS	August 2025	May 2035	Metric 1: At least three Letters of Notification (LON) for graduate degrees in process at all times. Metric 2: At least one curriculum cohort every 18 months, led by DCGS. Metric 3: Increase graduate student enrollment to 20% of total student population.
Add strategic targeted online programs and courses to be comparable in scope and size with peer universities.	VPFSI (AVP Online Learning)	August 2025	May 2027	Metric 1: Number of undergraduate and graduate fully online programs launched. Target: 85 fully online programs by May 2027. Metric 2: Number of identified online undergraduate core courses developed that are applicable to many degree programs. Target: Six new online general education courses launched by May 2027.

Initiative 1.1.2 Solidify our reputation as a recognized leader in instructional excellence through enhanced faculty professional development and innovative pedagogies

Action	Responsible	Begin Date	End Date	Outcome/Metrics/KPIs
Enhance faculty professional development opportunities in high-impact practices for teaching and learning.	VPFSI	August 2025	May 2027	Metric 1: Track attendance/number of faculty members participating in teaching and learning workshops/series. Baseline data collected by May 2026 for AY 25-26. Target: Increase faculty participation by 10% in May 2027.
		August 2025	May 2027	Metric 2: Participants' perceptions of a teaching and learning professional development's effectiveness or usefulness to their teaching. Baseline data by May 2026. Target: Increase instructional efficacy of faculty participants by 5% in May 2027.
Strengthen professional development and mentoring opportunities for department chairs and school directors throughout the academic year.	VPFSI	August 2025	May 2035	Metric: Post-survey administered to department chairs and directors
Create faculty training sessions on career-integrated pedagogy	Career Development Center (in partnership with the Center for Teaching and Mentoring)	August 2026	ongoing	Metric 1: Offer two training sessions per academic year Metric 2: 5-10% annual growth in faculty and staff participation Metric 3: Positive participation feedback indicating increased confidence in integrating career and self-development into teaching.

Initiative 1.1.3 Continuously update campus facilities, equipment, and technology

Action	Responsible	Begin Date	End Date	Outcome/Metrics/KPIs
Create a clear and transparent systematic computer replacement process for academic and administrative employees, ensuring communication with respective personnel	VP ITD	May 2025	May 2026	Metric 1: System Replacement Tracking: Track the number of systems eligible for replacement, the number of systems replaced, the total cost of the system purchased, and the split of costs between the department account and the university replacement account. This metric can be filtered by Academic or Administrative Employees and Spring and Non-Spring Semester purchase timeframe. Metric 2: Total Funds Available: Track the total funds allocated for each year's computer replacement cycle. Based on tracking the actual computer each employee needs to accomplish their job tasks, the university will know the actual cost for the 5-year replacement costs. Metric 3: Overall Replacement Tracking: Track the total number of full-time employees and the total number of systems replaced during each calendar year.
Work with Instructional Technology Committee (ITC) to review the TAF proposal process to ensure equitable funding for all colleges and maximize the number of students impacted.	VP ITD	July 2025	June 2026	Metric 1: Summary of Discipline Specific proposals submitted each year: Total # of Proposals, # of Faculty involved in proposal submissions, total \$ value of all submitted projects. The number of proposals funded, # of Faculty involved in funded proposals, total \$ value of funded proposals. Metric 2: Summary of Classroom technology proposals submitted each year: Total # of Proposals, # of Faculty involved in the proposal submissions, total \$ value of all submitted projects. The number of proposals funded, # of Faculty involved in funded proposals, total \$ value of funded proposals. Metric 3: Use of LabStat software to track computer and application usage in each technology classroom and lab.

Leverage a new campus facilities master planning process to reduce the amount of deferred maintenance projects	VP B&F; VPPE; Manager of Academic Space Planning	July 2025	June 2035	Track funds spent on facility additions/ improvements annually.	
--	--	-----------	-----------	---	--