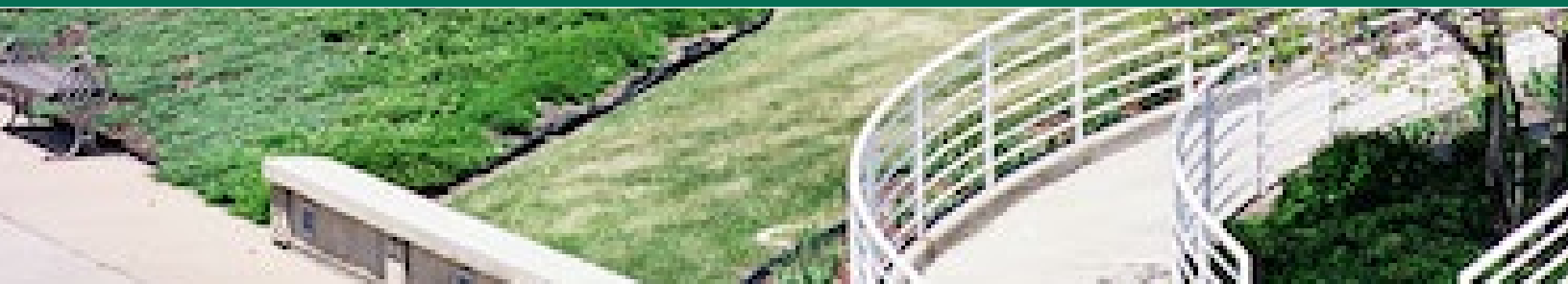




Strategic Plan 2020





Introduction

As the University works to reach higher levels in all aspects of teaching and learning, we recognize that our human capital are the key to propelling this exceptional academic institution and its constituents to levels of success.

Committee Acknowledgement

Chicago State University appreciates the engagement and leadership of the Strategic Planning Committee with special thanks to Dr. Sandra Karim and Dr. Edmundo Garcia who served as the co-chairs of the committee.

Strategic Planning Committee Members

Edmundo Garica - Chairperson

Sandra Karim - Chairperson and Faculty Senate Representative

Mary Bunch - Finance/Administration Representative

Mohamed D'Naou – College of Arts and Sciences

Matthew Fete – Dean, College of Pharmacy

Rosalind Fielder – Library

Leslie Jackson – College of Health Sciences

Steve Joslyn – Head Baseball Coach

David Kanis – Grants & Research

Leslie Baker-Kimmons – College of Arts and Sciences

Arbria Lee – Human Resources

Jonathan Lee- Global Engagement Office

Deborah Lynch – Faculty Union Representative

James Maddox – Campus Police

Roosevelt Martin – College of Business

Aremu Mbande - Student Affairs

Zachary McCann - Undergraduate Student

Jewel Minor - Graduate Student

Carolyn O'Connell – Athletics

Edward Ofori – College of Pharmacy

Devi Potluri – Graduate and Professional School

Bobbie Stewart - Civil Service

Derrick Williams- Facilities

Chyrese Wolfe – College of Education

Dawn Wynne - Enrollment Management

Bryce Yancy - Community Relations/Public Relations



VISION

Chicago State University will be recognized for innovations in teaching and research, community development and civic engagement. We will promote excellence, ethical leadership, entrepreneurship, and social and environmental justice. We will embrace, engage, educate, propel and elevate our students and community to transform lives locally and globally.

MISSION

Chicago State University transforms students' lives by innovative teaching, research, and community partnerships through excellence in ethical leadership, cultural enhancement, economic development, and justice.

VALUES

- ❖ Personal and academic excellence
- ❖ Personal, professional and academic integrity
- ❖ Diversity, Equity, and inclusion
- ❖ Leadership, service, philanthropy, social justice, and entrepreneurship
- ❖ Creative and innovative thinking and learning
- ❖ Pride in self, community, and the university
- ❖ Lifelong learning

GOALS and OBJECTIVES

Goal 1 Academic Excellence, Innovation and Student Transformation: A positive student experience and transformation will be at the center of decision making. Strengthen the institutional policies and structures that support and enhance academic innovation in undergraduate, graduate and professional studies; support student/faculty research and foster faculty and staff development.

Objectives

1. Assess and review graduate and undergraduate academic programs and evaluate current programs, to ensure programming meets regional, state, national, and global workforce needs through data driven methods in response to the changing higher education landscape
2. Implement and foster an educational experience, from commitment to commencement, that enables our students to their full potential
3. Enhance external support and innovative strategies as appropriate for university academic programs and services to enhance student readiness for the workplace and life long learning
4. Implement and sustain financial, structural, and other substantive support for faculty research, scholarship, professional development, continuing education, and active engagement in professional organizations

Goal 2 Student Enrollment, Retention and Graduation: Develop and implement recruitment, retention and progression strategies that seeks to encourage innovative and collaborative efforts between academic and non-academic units in efforts to ensure student success in the various programs of study.

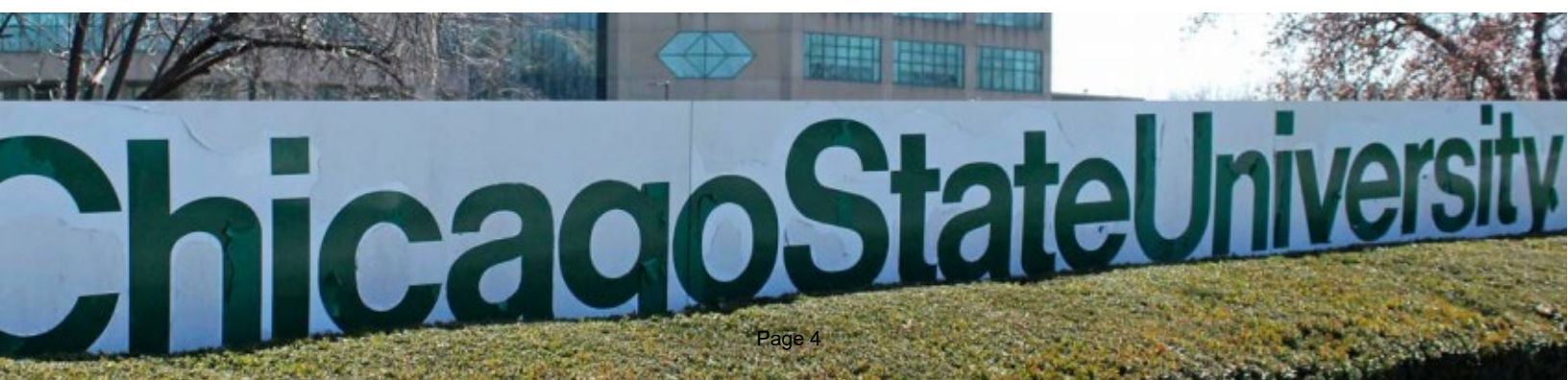
Objectives

1. Identify, enhance, and expand partnerships with local schools to increase enrollment particularly among traditional, non-traditional, and international students
2. Utilize and incorporate human capital and technology to create and sustain customer relationship management system utilizing data driven methods
3. Assess and review diversification of enrollment and enrollment criteria while evaluating course delivery systems both onsite and offsite to meet current and future student needs
4. Effectively communicate graduation requirements for successful progression, retention and timely degree completion

Goal 3 University Culture, Climate and Accountability: Create, communicate, and sustain an inclusive and welcoming university climate that fosters an institution that is ethically and socially responsible.

Objectives

1. Enhance and develop excellent customer service
2. Enhance and build an effective branding and marketing of CSU that recognizes distinctive programs and experiences at CSU
3. Develop and implement processes that encourage and promote shared governance
4. Create a process that enhances and encourages a professional and cordial work environment
5. Develop and implement professional development and training to improve employee satisfaction and performance



Goal 4 Strengthened Infrastructure: Improve and maintain the physical, technological and operational infrastructures that support all functions of the University.

Objectives

1. Enhance and maintain a physical and virtual campus that supports teaching, learning, scholarship, and creative activities
2. Implement a systematic plan to evaluate and improve the campus facilities and space
3. Implement a systematic plan to evaluate and improve the distance learning and information technology capabilities of the University
4. Evaluate and promote the quality and safety of the campus community
5. Assess and promote healthy and environmentally sustainable buildings

Goal 5 Cost Efficiencies and Diverse Revenue Streams: Ensure the University has the resources to support the academic mission and student experience.

Objectives

1. Create and implement a comprehensive financial plan that supports the mission of the University using data to evaluate competing priorities of the institution
2. Encourage a culture of giving and fundraising activities among all CSU stakeholders
3. Promote and develop the financial skills and knowledge of the University community to implement a financial strategy
4. Establish partnerships with local schools, educational entities and local park districts to offer dual education and other programs
5. Expand partnerships with private and corporate entities

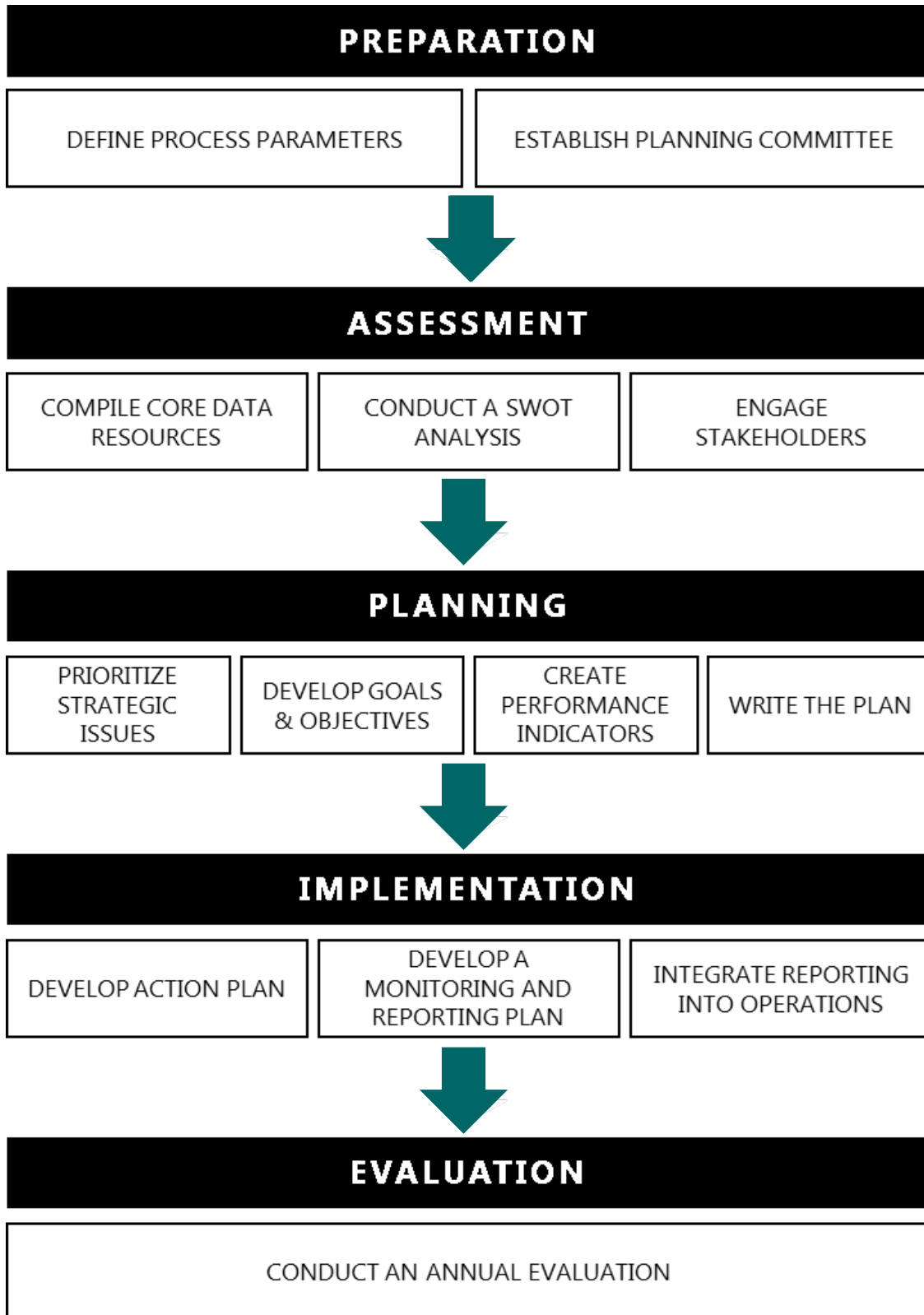
Goal 6 Community Service, Urban Leadership and Economic Engagement: Create partnerships, engage and assist our local community through service, urban leadership, economic development activities, and mutually beneficial partnerships.

Objectives

1. Continuously serve and benefit our local community through university-wide volunteer outreach efforts made by our employees and our students
2. Engage community leaders in their efforts to promote equity, educational and economic opportunities
3. Build and enhance mutually beneficial partnerships with local organizations to increase educational outcomes, improve health and well-being, and address disparity issues



Strategic Plan Process



Environmental Scan

Chicago State University (CSU) has a deep history of providing high quality, relevant and accessible public higher education to students in Illinois, other states, and other countries. The environmental scan reviews key impacts based on local, regional, and national factors to offer a contextual background for reviewing and revising CSU's strategic plan to create an engaging and dynamic direction leading the University forward with excellence and greater accomplishments. With new, invigorated leadership at the helm, CSU's traditions and history serves as foundation elevating the university to higher heights.

Key Demographic Impact

Chicago's population will be smaller and more diverse, by 2029. Future students have the potential to bring greater diversity to campus. The population of traditional age students will decrease, creating a smaller target audience for Illinois colleges and universities to recruit.

Key Education Pipeline Impact

Graduation rates for black high school students in Chicago will drive opportunity and diversity for target and potential students. Test-optional policies will increase competition for potential students.

Key Educational Competition Impact

Given the predicted decline in traditional age population, competition for prospective college students will be intense.

Key Economic and Occupational Demand Impact

Occupational demand is influenced by the number of openings compared to the number of program completions. There is approximately one graduate for every four positions. Employment opportunities are projected to grow over the next five years with salaries that are slightly above the national average, which may entice alumni to stay in the area.

Key Political Impact

New mayor and new governor with renewed focus on equity and higher education. On a positive note, educational accountability is increasing and more transparent than ever before.

Key Social Values and Lifestyle Impact

Colleges and universities will need to be more flexible in how coursework is structured. Changes in the market will drive expectations at the university.

Key Technology Impact

Technology will change the workforce and students will need to be proficient and adaptable in using technology. Colleges and universities are charged, more so than ever before, with ensuring students are proficient in technology.



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