

The University Planning Council (UPC) received its charge from Dr. Driscoll during the fall 2019 term, which was to *develop priorities that will guide the design of a University Strategic Plan focused on ordering all of our resources and all of our work to ensure that each student is successful—both here and after graduation.* After receiving the charge, several brainstorming sessions resulted in common themes, which became initial “Core Principles” and “Impact Areas.”

In January 2020, UPC cochairs and members began meeting with divisions, departments, and organizations to discuss the strategic planning process, Core Principles, and Impact Areas. More than 600 faculty, staff, and students participated in these meetings, which concluded in June 2020.

Feedback from these meetings was used to develop the 2020-25 Strategic Plan further. The following plan is two pages, by design, to allow departments and units the flexibility to create and refine initiatives to roll up into the overarching plan.

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# Draft Strategic Plan for 2020-25

IUP’s Strategic Plan for 2020-25 is designed to transform the culture at IUP to enhance the student experience by fostering exceptional student-centeredness.

Transformation will include reordering resources to ensure **every student is engaged and can be successful at every point in their journey**—transitioning to the university, while enrolled at IUP, and after their time at IUP.

## CORE PRINCIPLES

1. Every student is a priority.
2. Promote the search for, production of, and dissemination of knowledge for the benefit of our students and society.
3. Provide a wide range of intellectual and professional opportunities for students that will assist them in developing their potential for becoming productive and responsible citizens.
4. Construct an environment of respect that encourages the growth of diversity, equity, and inclusion.
5. Respond to students and their needs when and where they are to enhance student satisfaction.
6. Design and re-engineer processes and procedures logically to improve ease of use for students.
7. Improve communication, collaboration, and engagement across the university, and with our alumni and community partners.



# IMPACT AREAS

Five Impact Areas are identified to support the university community in implementing the core principles for IUP's Strategic Plan for 2020-25:

## IUP-READINESS

1. Enhance and expand orientations to ensure all IUP populations—students, families, faculty, and staff, are successful.
2. Create intentional connections (both formal and informal) between populations who are new to the university, with each other and with the university community.
3. Create new and expand existing resources to ensure continuous improvement in the support of student success.
4. Improve communications that highlight resources and tools available to support student success.

## FINDING AND CREATING COMMUNITY

1. Create, enhance, promote, and support opportunities for students to engage and network with like-minded students, both socially and academically.
2. Foster community-based initiatives and partnerships to increase experiential learning, research and professional opportunities for all students.
3. Customize innovative methods of intentional social media use to promote engagement within the IUP community.

## POST-IUP SUCCESS

1. Connect current and previous students to resources and programming that support career exploration, preparation, development, and success.
2. Build stronger and intentional connections with alumni through mentorships, internships, and business partnerships.

## ACADEMIC SUCCESS

1. Enhance students' initial experience at IUP, including academic support and personal development, in an environment that fosters health and wellness, and values engagement between all members of IUP.
2. Establish and/or enhance student-peer mentorship programs within each college to provide academic support and social guidance.
3. Enhance the course scheduling process across the university to better accommodate the students, allowing more flexibility, adaptability, and opportunities.
4. Identify and address obstacles that impede graduation.
5. Enhance advisee/advisor communication.
6. Increase and enhance experiential learning, research, and professional opportunities for undergraduate and graduate students.

## MENTAL HEALTH AND WELL-BEING

1. Implement methods to support students in obtaining mental health services in a fast and efficient way when and where they need the help.
2. Promote mental health wellness across all IUP environments.
3. Collaborate with the community to engineer a responsive, comprehensive, and long-term system of mental health support for students.
4. Educate and support students to attend to physiological, safety, and financial needs.

