UPDATE ON THE RIT STRATEGIC PLAN IMPLEMENTATION

Presentation to Chairs and directors
March 2015
Approved by RIT BOT in November 2014

‘Greatness through difference’

5 ‘dimensions’, 31 ‘difference makers’, 117 ‘objectives’ – a total of 148 strategies

10 year duration
President Destler charged a group of VPs to provide an initial prioritization of the DM and objectives

F&A providing estimated costs of high priority ‘difference maker’ as well as identifying sources of funds

Kit Mayberry has formed an implementation team of a cross-section of campus to review the priorities, identify metrics, and timeline

Cauda and Haefner solicited campaign priorities to align with strategic plan
HIGH PRIORITIES BY DM (TO DATE)

- DM 1.1: Develop T-shaped graduate and co-curricular transcripts
- DM 1.2: Offer interdisciplinary opportunities in ‘STEAM’
- DM 1.3: Preeminent D/HH institution
- DM 1.5: Increase experiential learning offerings
- DM 1.7: Make on-time graduation a priority
- DM 3.5: Largest producer of female, minority male, D/HH STEM graduates
- DM 1.8: Diversity assessed for performance and promotion
- DM 1.9: Research will leverage diversity
- DM 2.1: RIT distinguished as a research university
- DM 2.3: Research will leverage diversity
- DM 3.7: Excel faculty and staff professional development and promotion
- DM 3.9: Difference to solve problems and create innovation
- DM 4.1: Best graduation placement rate
- DM 4.2: Best use of educational technology
- DM 4.3: Scholarships
- DM 5.1: RIT organization to encourage boundary crossing
- DM 5.2: Reduce silos
- DM 5.1: RIT organization to encourage boundary crossing
HIGH PRIORITIES BY TOPIC (TO DATE)

- T-shaped graduate
- Emphasize interdisciplinary learning and research
- Increase enrollments: female, minority male, D/HH STEM, graduate students
- Reduce silos

- Increase experiential learning
- On-time graduation
- Research strategic areas
- Marketing
- Scholarships for low-income
- Best graduation rate and placement
148 strategies can be intimidating so we will be looking for groupings or themes

Examples:

/ T-shape, experiential learning, co-curricular = ‘student experience’

/ On-time graduation, placement rate, excellence for D/HH = ‘student success’

/ Largest producer of female, minority male, D/HH, increase graduate students = ‘student enrollments’
<table>
<thead>
<tr>
<th>Theme name</th>
<th>Theme descriptors</th>
<th>Associated Difference Makers</th>
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<tbody>
<tr>
<td>Student Experience</td>
<td>T-shape outcomes, co-curricular experiences, experiential learning, global competencies, STEAM, critical thinking, career mentoring, interdisciplinary, leadership, academic quality</td>
<td>1.1, 1.2, 1.4, 1.5, 1.6, 3.2</td>
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<tr>
<td>Student success from K12 and beyond</td>
<td>On-time graduation, eliminate achievement gap, excellence for D/HH students, placement rate, culture of alumni</td>
<td>1.3, 1.7, 1.9, 3.6, 4.1</td>
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<td>Research and innovation</td>
<td>$100M in sponsored research, centers of collaborative research, center for entrepreneurship and innovation</td>
<td>1.8, 2.1, 2.2, 2.3, 3.4</td>
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<td>Student enrollment</td>
<td>STEM women, STEM AALANA men, STEM D/HH, 30% more graduate students, international student and alumni populations</td>
<td>2.4, 3.1, 3.5, 4.3</td>
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<tr>
<td>Organizational development</td>
<td>Employment advancement, model of inclusive excellence, marketing, use of educational technology, collaboration across units, reduce silos, faculty global competencies, master space plan, sustainability</td>
<td>3.3, 3.7, 3.8, 3.9, 3.10, 4.2, 4.5, 5.1, 5.2, 5.3, 5.5</td>
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TWO AREAS MOVING FORWARD

T-shaped graduate:
- Beginning conversations and research about what this looks like
- James Hall and Elizabeth Hane attended T-shape conference with Student Affairs reps
- Will need to establish institutional learning outcomes

Interdisciplinary work:
- Formed focus group to discuss an RFP that would facilitate team teaching and other interdisciplinary activities
NEXT STEPS

- Implementation team to recommend metrics and timetables
- Campaign case statement
- Campaign priorities
- Divisions charged to implement