STRATEGIC ACTION PLAN

2016-2025

INNOVATE: Scholarly and Creative work with impact

Goal 1: Scholarly and creative products of the highest quality and scope, resulting in significant positive impact for the region and the world

Objective A
Build a culture of collaboration that increases scholarly and creative productivity through interdisciplinary, regional, national and global partnerships.

Indicators
Increases in research expenditures and scholarly/creative works derived from collaborative partnerships.

Objective B
Create, validate and apply knowledge through the coproduction of scholarly and creative works by students, staff, faculty and diverse external partners.

Indicators
Increased number of terminal degrees and non-faculty scholars (e.g. postdoctoral researchers), increased number of undergraduate and graduate students supported on extramural funds, and increased percentage of undergraduates participating in research.

Objective C
Grow reputation by increasing the range, number, type and size of external awards, exhibitions, publications, presentations, performances, contracts, commissions and grants.

Indicators
Increase in above measures as well as invention disclosures

ENGAGE: Outreach that inspires innovation and culture

Goal 2: Suggest and influence change that addresses societal needs and global issues, and advances economic development and culture

Objective A
Inventory and continuously assess engagement programs and select new opportunities and methods that provide solutions for societal or global issues, support economic drivers and/or promote the advancement of culture.

Indicators
Number of University of Idaho Extension direct contacts with communities.

Objective B
Develop community, regional, national and/or international collaborations which promote innovation and use University of Idaho research and creative expertise to address emerging issues.

Indicators
Number of active responses/programs in progress that seek to address the identified societal issues or collaborate with communities on research, the arts or cultural enhancement as reflected by the percentage of faculty collaboration with communities (reported in HERI survey) as well as total economic impact assessment (EMSI).

Objective C
Engage individuals (alumni, friends, stakeholders and collaborators), businesses, industry, agencies and communities in meaningful and beneficial ways that support the University of Idaho’s mission.

Indicators
National Survey on Student Engagement (NSSE) service learning metric, alumni participation rate, and dual credit engagement

TRANSFORM: Educational experiences that improve lives.

Goal 3: Increase our educational impact

Objective A
Provide greater access to educational opportunities to meet the evolving needs of society.

Indicators
Total number of enrolled students and conferred degrees (both undergraduate and graduate).

Objective B
Foster educational excellence via curricular innovation and evolution.

Indicators
Increased retention, numbers of graduates, NSSE High Impact Practices score and reductions in remediation via curricular innovation.

Objective C
Create an inclusive learning environment that encourages students to take an active role in their student experience.

Indicators
Measures educational parity and retention rates (for new and for transfer students).

CULTIVATE: A valued and diverse community

Goal 4: Foster an inclusive, diverse community of students, faculty and staff and improve cohesion and morale

Objective A
Build an inclusive, diverse community that welcomes multicultural and international perspectives.

Indicators
Increased multicultural student enrollment, international student enrollment, percent of multicultural faculty and staff.
**Objective B**
Enhance the University of Idaho’s ability to compete for and retain outstanding scholars and skilled staff.

**Indicators**
- Improved job satisfaction scores and reduced staff turnover rate.

**Objective C**
Improve efficiency, transparency and communication.

**Indicators**
- Invest resources wisely to enhance end user experiences (e.g. more customer service oriented) and maintain affordability for students (cost per credit hour and SBOE efficiency measure).