



# WELCOME

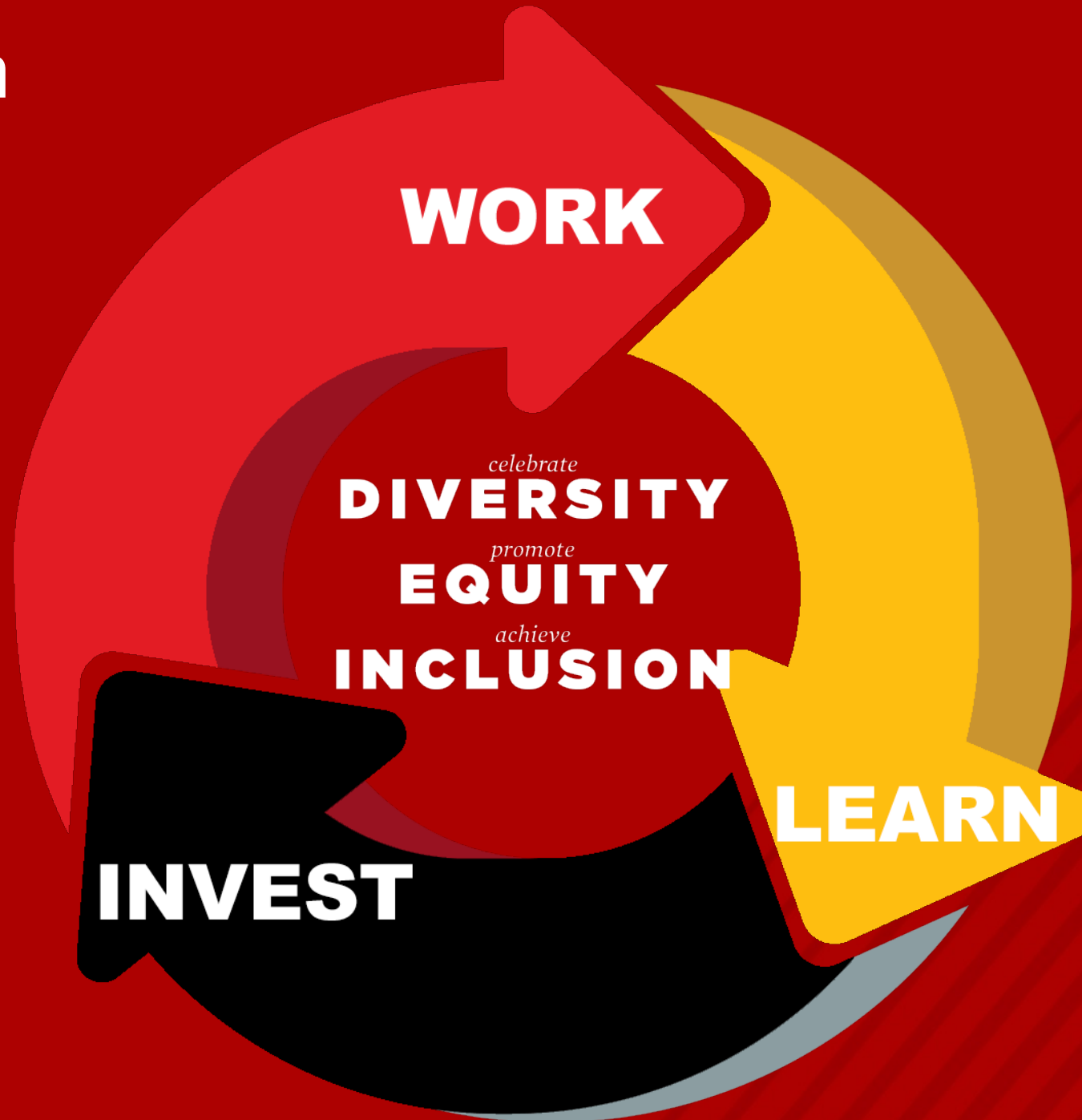
# Two 3-year Plans

**2019 – 2022**

**2022 - 2025**



# UofL Vision



# UofL Values - "CARDINAL Principles"

- C** Let us be a university that is a *Community of Care*. Care for self, care for one another as the Cardinals Family, and care for the community beyond as the human family. We are a community—not just a collection of individuals. We are a community—not just buildings connected by an HVAC system.
- A** *Accountability to the Team*. We keep our promises. We own mistakes. We are accountable to the team.
- R** *Respect, irrespective of position*. We respect each other's humanity and dignity, no matter what our positions in the organization are. We also respect our right to differing and conflicting positions on issues. To quote, "We will be a place that prepares students for ideas, not protects students from ideas."
- D** *Diversity and Inclusion*. We celebrate diversity of thought, of life experiences, of perspectives. We know as the Kentucky motto states, United We Stand. We want everyone, in the richness of all of their many unique and intersecting identities to feel included in the Cardinal fold.
- I** *Integrity and Transparency*. We will be true to our mission of an urban research university to create, disseminate and apply knowledge. Integrity is our collective commitment to make decisions with the best interests of our university in mind and to share the decision-making rationale and the outcomes transparently.
- N** *Noble Purpose*. We will identify for ourselves the ways in which we make a difference. We know we must solve the problems of access and affordability to give everyone the opportunity to find and pursue their own noble purpose.
- A** *Agility*. We will recognize that things change and when they do, we must change things. We know that when adaptation in an organization does not keep pace with adaptation in the environment, the organization will not survive.
- L** *Leadership*. We recognize that management is a position but leadership is an activity. We will all behave as owners of the University of Louisville because we are. We are U of L is not just a hashtag or a slogan. It is our declaration of leadership and ownership.



# What Has Happened Before Today?

- New CPE Performance Funding Model
- Provost's Enrollment Management Advisory Committee
- Revenue Target Committee
- CEO Action for Diversity
- Financial Status Updates
- Reaccreditation
- Institutional Benchmark study
- Strategic Planning emails
  - Survey of students, staff, and faculty
  - Survey of alumni, donor, and friends
- Strategic Planning Retreat
- Workgroup Co-Chairs selected
- Workgroups populated
- Established Goals
- Developing timelines
- Incorporating submitted feedback
- Created defined deliverables:
  - Strategy
    - What we want to do
  - Action
    - How we intend to do it
  - Targets
    - Intended outcome narratives
  - Measures
    - Factors by which success will be judged



# Committee and Work Group Membership

Executive Committee (EC) +	Work Group Co-Chairs
Neeli Bendapudi	Jasmine Farrier ( <b>Learn</b> )
Gail DePuy	Jeff Sun ( <b>Learn</b> )
Jeff Bumpous	Nat Irvin ( <b>Learn</b> )
Beth Boehm	Crystal Collins-Camargo ( <b>Work</b> )
Rob Keynton	Karan Chavis ( <b>Work</b> )
Toni Ganzel	Brian Buford ( <b>Work</b> )
Brad Shafer	Enid Trucios-Haynes ( <b>Invest</b> )
Krista Wallace-Boaz	Kimcherie Lloyd ( <b>Invest</b> )
John Smith	Jon Klein ( <b>Invest</b> )
Jonathan Fuller	
John Drees	
Bob Goldstein	
Madison Pumphrey	
Michael Wade Smith	

**Steering Committee is comprised of EC + Work Group Co-Chairs**

# High Level Process Overview



Establish Strategic Goals (Early January)

Develop Specific Strategies, Tactics, Metrics and Timelines (Late January – May 31)

Final Public Comment Period, Marketing Collateral Design (Summer 2019)

Launch Formal Strategic Plan (August 2019)



## LEARN Strategic Goal

The University of Louisville is a great place to **LEARN** because it prepares students for success now, next, and beyond. We accomplish this by supporting the whole student through transformative, purpose-driven, and engaged learning.

# What we've done so far...

- Brainstorming
  - what works well at UofL;
  - what can we improve on;
  - what new ideas should we consider?
- Data Reviews
  - Undergraduate
  - Graduate

# What we want from you!



# WORK Strategic Goal

The University of Louisville is a great place to **WORK** because it is a workplace dedicated to personal growth and professional development. We accomplish this by fostering a culture where faculty, staff, and administration live our institutional values.

# What we've done so far...

- Reviewed recent survey, focus group and other data related to factors impacting making UL a great place to work
- Committee members prioritized strategy topics which must be addressed in the plan
- Broken into teams focused on each of the five topical areas
  - Culture and Climate
  - Professional Development and Advancement
  - Transparency, Leadership and Accountability
  - Retention, Hiring, Onboarding and Performance Management
  - Compensation, Salary and Benefits

# What we want from you!

- What would be the most impactful actions UofL could take to make this a Great Place to Work, in each of the five areas?
  - Culture and Climate
  - Professional Development and Advancement
  - Transparency, Leadership and Accountability
  - Retention, Hiring, Onboarding and Performance Management
  - Compensation, Salary and Benefits

## INVEST Strategic Goal

The University of Louisville is a great place to **INVEST** because of its demonstrated impact on the economic, social, and cultural health and well-being of Louisville, the Commonwealth, and beyond. We accomplish this through innovative teaching, research, scholarship and creative activity, principled leadership, responsible stewardship, and engaged partnerships.

# What we've done so far...

- Create Principles / Framework and Action Plan
  - **Valued Investments at the University of Louisville**
    1. Promote transdisciplinary/multidisciplinary education, research, and service
    2. Incorporate community-engaged partnerships and services
    3. Are student-centered to advance educational excellence
    4. Have a demonstrated economic, social, and/or cultural impact for local to global communities
    5. Serve the community as a whole by advancing diversity, equity, and inclusion including the interests of URMs/historically marginalized communities
    6. Demonstrate principled leadership and responsible stewardship



# What we want from you!

- Establish An Inclusive Process to Answer Key Questions:
  - Seek input from key constituencies inside & outside of UofL
  - Key Questions:
    - What do we do well that merits investment from those inside and outside of the University?
    - How do we build on those successes?
    - What are the new opportunities– big ideas -- that we might consider for the future?

**WE WILL NEED YOUR  
INPUT AND FEEDBACK**

# How To Be A Part of the Process

- **Stay Informed**
  - Regular updates to the Strategic Planning website (<http://louisville.edu/discover/strategicplan>)
  - Periodic campus-wide emails with updates on process and developing strategies
- **Get Engaged**
  - Participate in Work Group feedback sessions, focus groups, and other engagement opportunities
- **Share Your Questions, Comments, and Concerns**
  - Feedback form on strategic planning website
  - Openly engage members of the Steering Committee and Work Groups

