



Academic Strategic Plan

Acknowledgements

- Academic Planning Workgroup (APW)
- Subgroup Leads
- Subgroup Members
- Campus & External Stakeholders
- Shared Governance
- Provost's Team
- Institutional Effectiveness Office (IE)

Guiding Questions

Who is the intended student?

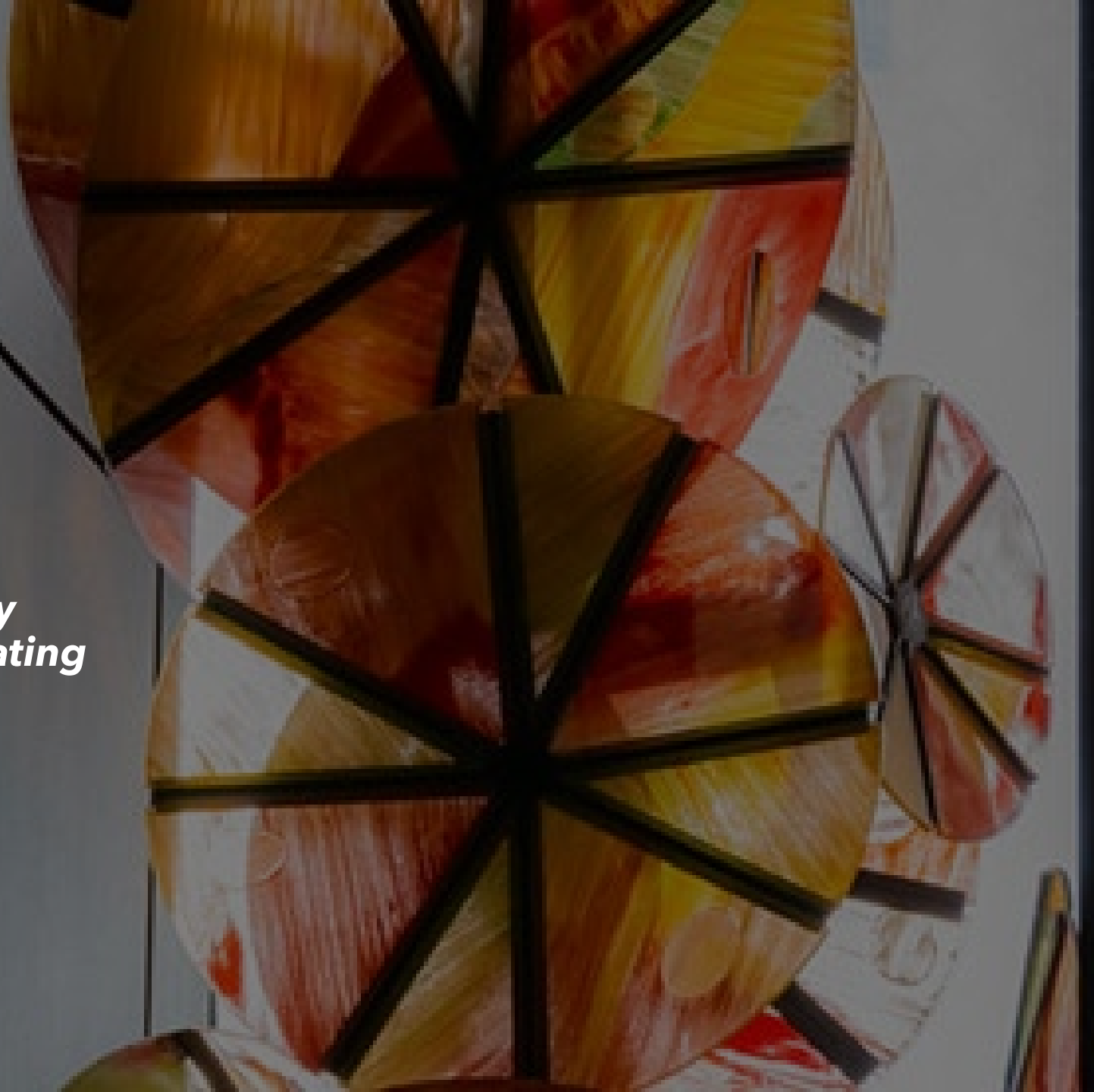
What programs and services are needed to serve that student?

What image or "brand" does the institution wish to project to the student?

How will the institution know it is successful?

Vision

Meeting 21st century challenges by elevating human potential and creating sustainable solutions.



Our Process

Working Group

- Workgroup & Subgroups assigned
- Current State & Gap Analysis
- Preliminary models designed

Collect Feedback

- Workshops & Open Forums
- Surveys & Discussions

Recommendations

- By Subteam
- Write Academic Strategic Plan
- Campus Stakeholder Feedback

← We are Here

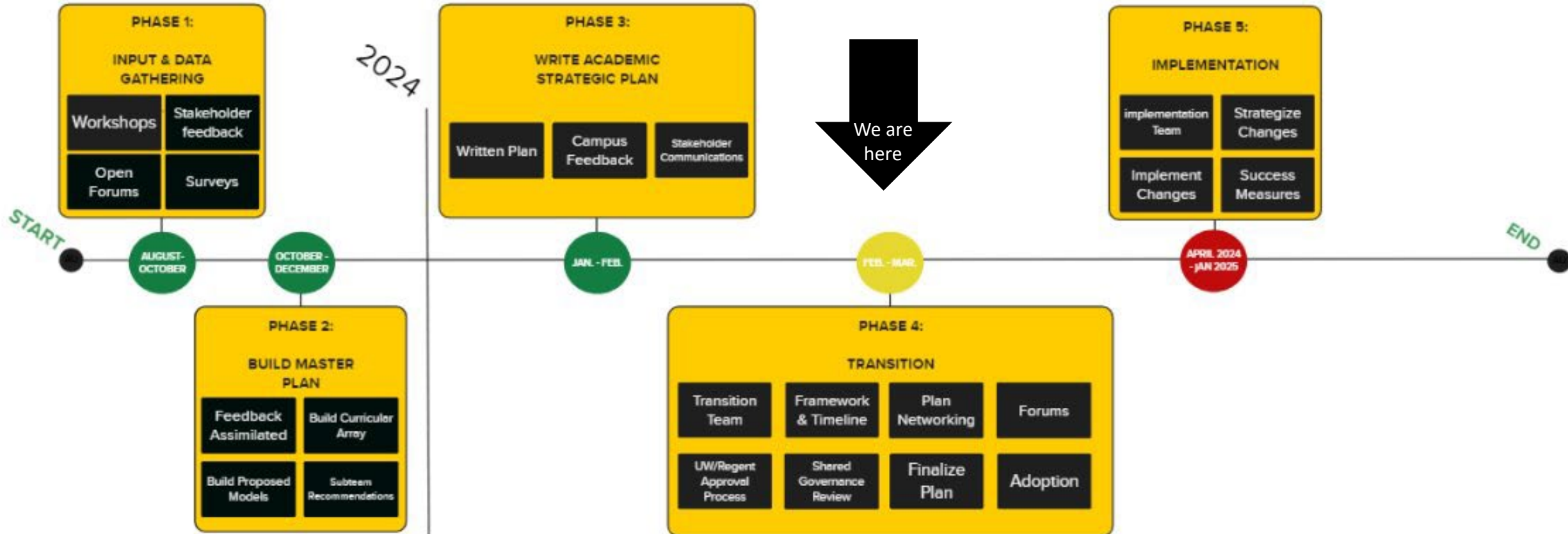
Adoption

- Shared Governance
- Vice Chancellors & Chancellor
- UW, Regents

Action Plan/Implementation

- Assign workgroup
- Plan framework & timeline
- Networking the plan

The Roadmap



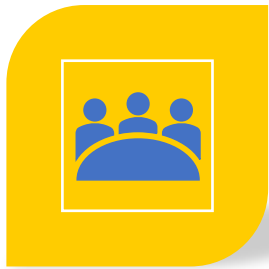
Stakeholder Engagement

We heard you

All stakeholder feedback considered

Multiple modalities used

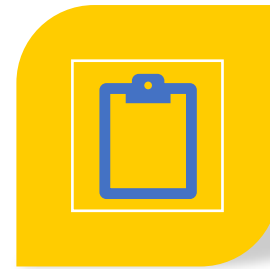
Engagement Modalities



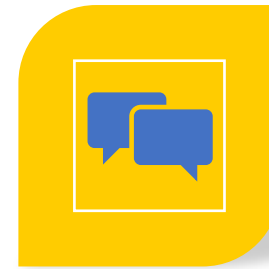
OPEN FORUMS
& WORKSHOPS



OUTREACH



SURVEYS &
FORMS



FEEDBACK
ANALYSIS

Response Analysis

TOTAL # OUTREACH & EVENTS

40

- 2 Provost Open Forums
- 1 In-Person Open House
- 1 Virtual Open House
- 3 Design Workshops
- 29 Subgroup Meetings
- 4 Survey Sendouts

SURVEYS

70%

Department-Level
Response rate to the department-level survey sent to Chairs and program directors

60

Restructure Feedback
Survey responses received when asked to select a curricular model that provides curricular efficiency, cost reduction, and student support

106

OPEN FORUM ATTENDANCE

Number of attendees at Provost's first Open Forum

170+

OPEN HOUSE ATTENDANCE

Number of virtual + in-person attendees at the Open House

Foundational Principles



Academic Restructuring
for Student-Centered
Career Pathways



Advancing Student
Success and Support



Research-Enhanced
University



Integrate Cutting-Edge
Technology into
Teaching & Learning



How we arrived at these models?

Primary Design Considerations

- Increase administrative efficiency and reduce administrative costs
- Attract, retain, and prepare diverse students for 21st century success
- Highlight and enhance UWO points of distinction
- Preserve disciplinary identities while stimulating interdisciplinary curriculum and research

Model Types Investigated

- Interdisciplinary Structure
- ASET Models 1-5
- Super Departments
- Schools Only
- 3 Colleges
- Career Clusters

45 different iterations

How we arrived at these models?

Budget Development and Review

- UBOs from each college pulled all administrative support from each college
- Data was distributed into subcategories for cross-comparison between colleges
- AVC for budget reviewed and verified data
- Original budget detail was reorganized based on model structures
- Reductions were made with Dean, Finance, and committee input

External Validation

- Budgetary projections and administrative models were reviewed and assessed by Deloitte Consulting
- EAB provided resources on academic efficiency that aligns with proposed models.

Recommendations: Academic Restructuring

Principle 1: *Build an academy around student-centered career pathways:*

- Nationally-recognized career clusters align UWO with career planning processes used in K-12
- Preserve disciplinary integrity within an interdisciplinary framework
- Two Proposed Models with **Career Clusters:**
 - 3 Colleges + 6 Schools
 - 3 Colleges + 8 Schools

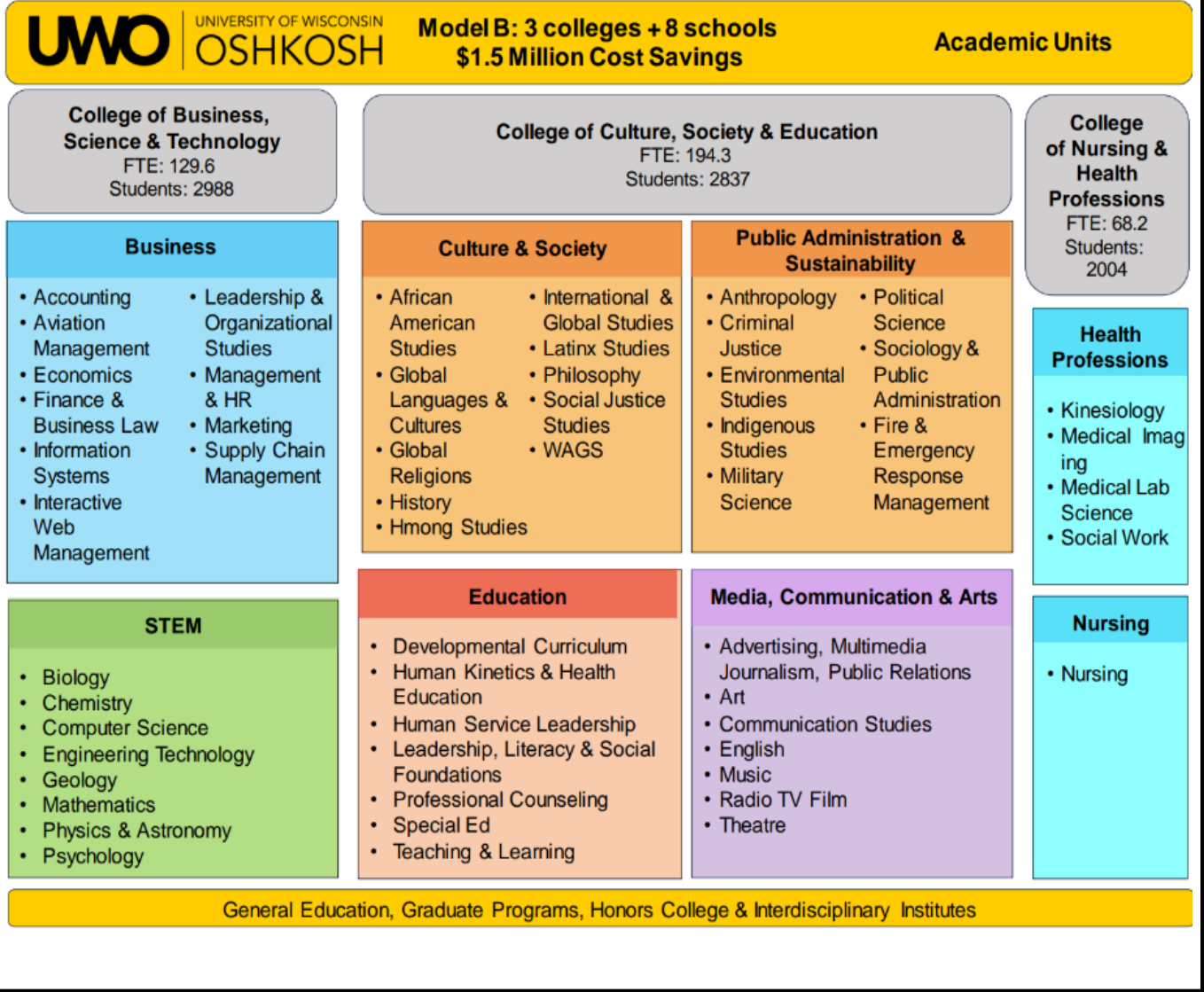
Model A

Academic Restructuring



Model B

Academic Restructuring:



Action Plan

Academic Restructuring



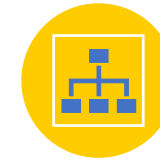
Finalize administrative roles and responsibilities



Assess program array within new structure



Evaluate space if physical movement is necessary



Restructure Student Information System (SIS) and budgeting process



Streamline administrative processes within the academy and reorganize budget structure to match

Recommendations: Student Success & Support

Principle 2: *Advance Student Engagement and Success.*

- Refocus on 1st-year student academic success through innovative teaching and learning for the UWO student portfolio.
- Simplify curricular array to maximize flexibility for students.
- Integrate Academic Affairs into the overall student support technology (Navigate).



Action Plan

Student Success

- Build a strong dedicated group of leaders/instructors to guide and teach 1st-year students.
- Facilitate course clean-up and provide collaborative course building/scheduling across campuses, to reduce registration and graduation barriers.
- Increase awareness of student support referrals, minimize duplication, and ultimately improve retention through proactive strategies.

Recommendations: Research-Enhanced

Principle 3: *Embody the ideals of a research-enhanced university*

Provide opportunities for enhanced research activities that fuel faculty passion for teaching, problem-solving, and student advancement, while advancing the cultural richness and economic development of our region.

- Facilitate shared understanding and action by providing definition of **"research-enhanced."**
- Recognize, celebrate and share faculty scholarly output by capturing data on publications, presentations, performances, and other outcomes.
- Strengthen the culture of scholarship at UWO by acknowledging faculty and student achievements in research and creative activity through multiple modalities.

Action Plan

Research-Enhanced

- Develop and widely distribute a definition of a **research-enhanced comprehensive university** to raise awareness with students, faculty and staff.
- Develop a process that recognizes, celebrates, and shares faculty scholarly output by capturing data on faculty publications, presentations, performances, and other outcomes.
- Acknowledge faculty and student achievements in research and creative activity by:
 - Promoting faculty engagement within Oshkosh community
 - Developing a convocation or special event-based recognition
 - Developing a process for faculty nominations and awards
 - Promoting achievements through UWO communication channels and social media
 - Promoting a Faculty Showcase for presenting accomplishments

Recommendations: Learning Environment & Technology

Principle 4: *Integrate cutting-edge technology into teaching and learning.*

- Further integrate academic planning with facilities planning to ensure sustainable long-term approaches to building and maintaining the learning environments necessary to realize our vision.
- Define technology and support for learning environments that will best serve the common learner and persona types at UWO.



Action Plan

Learning Environment & Technology

- Evaluate and recharter the Faculty Senate's Information and Learning Technologies Advisory Council (ILTAC) to:
 - Evaluate current-state technology
 - Assess best practices
 - Recommend technology for learning environments
 - Resource recommendations
- Operationalize and implement effective mechanisms to evaluate technological systems.
 - ILTAC and associated subgroups will assess and assist with tech system upgrades, renovation projects, and construction.

Moving Forward

- We are here:
 - Strategic Plan + 4 Action Subplans
 - Discussion and Voting
 - Transition Team Assignment
 - Project Plan & Timeline
 - Prioritization Analysis
- Implementation
 - April 2024 - January 2025





Questions?