

Eastern's Strategic Plan Implementation

FAQs

4/1/08

What is the role of the design team for the 18 strategic initiatives?

The charge to each of the design committees is to determine for each initiative, how Eastern should implement the strategic goal and achieve the benchmarks identified in the Eastern Connecticut State University Strategic Plan 2008-2013. The teams should convey the best plans to achieve the goals.

The design teams will develop well-formulated proposals, testing their ideas with their focus groups and consultants.

When the design teams have proposals that are ready for approval, the initiative co-chairs will send them to the Steering Committee for consideration and formal analysis by the Planning, Support and Analysis Team.

What does the Steering Committee (SIPS) do?

The steering committee (using the acronym SIPS – Strategic Implementation Planning and Steering Committee) is comprised of 16 people. These are: two area chairs for each of the four strategic areas, a chair of the Planning, Support and Analysis Team, three elected members of the University Senate, two students and the President's Special Executive Assistant for Planning.

The Steering Committee's role is to coordinate the work of the 18 initiatives, facilitate the implementation efforts, and provide initial support for proposals that are recommended by the initiative co-chairs. The Steering Committee will recommend proposals to the President's Advisory Committee for approval.

What are the roles of initiative co-chairs, design teams, focus groups, consultants, and area chairs?

Initiative Chairs: two leaders who, with their design teams, develop strategies to achieve benchmarks.

Design Teams: the working groups who deliberate, debate and draft the strategies to achieve the benchmarks.

Focus Groups: interested persons who would like to be informed of proposals and the progress of design teams. They may be virtual focus groups or in-person, occasional groups.

Consultants: people with expertise in the initiative area. They will volunteer to provide information, conduct research or be available for discrete tasks.

Area Chairs: two people who facilitate and support the work of the initiatives in one of four areas: student success, innovative academic programs, learning centered campus, or institutional enhancement. They assist in the development of proposals and submit these to the steering committee of which they are a part.

How can my committee receive information and data to help it make decisions?

We want to make sure that our recommendations are based on knowledge of our culture and organization, Eastern students' needs and evidence of best practices. There

are many people across the campus that may have information to assist you in your efforts. Please contact Maggie Martin, who coordinates strategic planning implementation, at martinm@easternct.edu or x55704 to discuss your needs for information or resources.

What is the Planning, Support and Analysis Team?

The Planning, Support and Analysis Team is a group of experts from across the University to help provide assistance to the strategic plan implementation. This group includes members from information technology services, facilities, university relations, planning and institutional research, a dean's office and others who will provide overall assessment of the resources that a proposal may require for implementation.

May I still volunteer?

Yes! We will continue to need help in each of the initiatives and the overall support for the strategic planning implementation. Contact Maggie Martin at martinm@easternct.edu to volunteer.

What role does the President's Advisory Committee (PAC) play?

The PAC is a small, five-person, consultation group which works directly with the President to assess recommendations to implement the strategic plan. The University Senate and Student Government Association Presidents are members with three other faculty and staff members.

When does this work need to be done?

Eastern's Strategic Plan is a five-year plan, beginning in 2008 and ending in 2013. All of the 18 initiatives however must be started in the next two years. There are seven benchmarks (of the 63) that are scheduled to be completed during this academic year (2007-2008). At least 27 of the 63 benchmarks are scheduled to be implemented during this or next (2008-2009) academic year.

Although it is venturesome to implement these initiatives quickly, many of the initiatives are interrelated and the processes needed to transform an organization will be facilitated when we are all working in harmony to make change.

How shall we consider resources in our planning?

In your initial planning efforts, design teams should identify the best approach to implement the goals and benchmarks. We hope that the proposals represent creative and challenging approaches to achieve the goals. There are no expectations that we must constrain our proposals to the existing budget, yet we must also consider the fiscal impacts of our recommendations. There will be no funding advantage to proposals that are submitted first in the approval process.

What shall we do when our initiatives overlap?

Design groups should begin the process of identifying their main areas of concern and note how their plans may be related to other initiatives. Initiative co-chairs will discuss these areas of overlap with area chairs. Initiative chairs from two or more initiatives may meet to discuss these areas of overlap and work with area chairs and the steering committee to assure coordination.