CSUSB CAMPUS
FEEDBACK FORUM
STRATEGIC PLANNING 2023-2028
March 7, 2023
12:00-1:30PM
Presentation Outline

- Timeline
- Plan and Process
- Vision/Mission/Values
- Goal Statements and Objectives
- Feedback Survey
General Timeline

Regular cadence of full group (converge), workgroup (diverge), and Cabinet check-ins and website updates.

**Early Nov**
- **Converge!** Full meeting to kick off

**Mid Nov - Early Feb**
- **Diverge!** Work groups are drafting goal statements, objectives, & strategies. Embed assessment.

**Mid Feb**
- **Converge!** SPAC and work groups meet and share updates on deliverables, talk through what is working, needed, etc.

**Early March**
- **Feedback** from the campus community via open forums and survey.

**Mid April**
- **Diverge!** Work groups are incorporating campus feedback. Finalize goal statements, objectives, strategies, & outcomes.

**Early May**
- **Converge!** Present final copies to everyone, send to writer and strategic communication.

**June**
- **Publish!**
Plan and Process: Goal Themes Solidified

Spring 2022:

- President’s Leadership Retreat
  - Student Success
  - Faculty & Staff Success
  - Diversity, Equity, & Inclusion
  - Internationalization
Plan and Process: Task Force Chart

Fall 2022

- Task Force Selection
- External Consultant

- Strategic Plan Advisory Committee (SPAC)
  - Workgroup 1: Student Success
  - Workgroup 2: Faculty and Staff Success
  - Workgroup 3: DEI
  - Workgroup 4: Internationalization

- Research Sub-Committee
- Support Staff
- ACC
Strategic Plan Workgroups’ Charge

- Develop **goal statements**, objectives, strategies, outcomes, and measures relative to your workgroup.

  - Goal Statements
  - Objectives
  - Strategies
  - Outcomes
  - Measures
Plan and Process: Spring 2023

- Workgroups: meet very 2 weeks
- February: SP Workgroup Deliverable Drafts Due
- March 7: Campus Feedback Forum & Survey
- April 2023: Workgroups incorporate campus feedback and finalize drafts
- May 2023: Final Strategic Plan report generation
- June 2023: Publish report to campus
Feedback Survey

- Feedback On
  - Mission and Values revisions
  - Goal statements and objectives
  - Open until March 15th

- Website: https://www.csusb.edu/strategic-plan
  - Sharing drafts and feedback
  - “Share Your Voice”
Vision, Mission, & Values Defined

- **Vision**: future oriented - *the vision makes you excited*
- **Mission statement**: why we are here - *the mission makes you proud*
  - Concise, memorable, catchy, idiosyncratic
  - Honor essence of current mission
- **Values**: guiding principles - *foster belonging*
  - Condense to broad themes that encompass current values
  - Easy to remember and embody, Idiosyncratic
Vision

CSUSB aspires to be a model for transforming lives.
Proposed Mission Statement

We are a diverse Coyote Community.

We foster each other’s success—through active learning, intense mentoring, impactful scholarship, professional development, personal growth and dedication to individualized students’ needs—on campus, regionally, and globally.

Mission Statement (current)

CSUSB ensures student learning and success, conducts research, scholarly and creative activities, and is actively engaged in the vitality of our region. We cultivate the professional, ethical, and intellectual development of our students, faculty, and staff so they thrive and contribute to a globally connected society.
Proposed Core Values

Core Values (current)
Inclusivity, Innovation, Integrity, Respect, Social Justice & Equity, Sustainability, Transparency, Wellness & Safety

Core Values (proposed)
Progress, Access, Community, Kindness (PACK)
Proposed Core Values

**Progress.** *Innovation, sustainability and integrity* are cornerstones that bolster our commitment to serving our students, faculty, staff and community members. We are responsible stewards of the university and the environment and are committed to sustainable growth and development.

**Access.** We are committed to serving our student population and fostering their success. We recognize that equitable access to information, experiences, and resources are vital to a positive educational environment and our commitment to *inclusion.* We believe in transparency, eliminating barriers, and empowering each other so everyone may fully participate in and derive the greatest benefits from university life.

**Community.** We are actively engaged in contributing to the vitality of our region and committed to the social mobility of our students and community members. We value *social justice and equity* in all that we do, and work collaboratively to achieve collective and individual goals.

**Kindness.** We recognize, *respect,* and value each member of the campus community, and treat everyone with kindness and compassion. We are invested in the academic, economic, social, emotional, and physical *well-being* of our students and campus colleagues. We believe a healthy university is one in which we all thrive.
**Goal Statement and Objectives**

- **Goal Statement:** General description of an intended broad end-state to be achieved (i.e., ideas, long-term purpose around which organizational coordination is directed).

- **Objectives:** Desired effects (i.e., benefits, changes, or improvements) that CSUSB aims to generate. Outcomes are the result of objectives.
  - 2-3 per goal statement
Goal 1: Student Success

- **Goal Statement:** Students choose CSUSB to engage in inclusive experiences that foster their curiosity and transform their lives.
Goal 1: Student Success

Objectives

1. Acknowledge and value students' cultural, linguistic, and social identities (what the students bring in).
2. Transform students’ understanding of self as agents in a global society (their experience while here).
3. Empower students to apply competencies that enrich their communities (application of what they’ve learned while here, and beyond).
Goal 2: Faculty and Staff Success

Goal Statement: Attract outstanding employees and retain them by cultivating an environment where they thrive professionally and personally; in which their voices are represented; and which fosters impactful collaborative partnerships with each other, with students, and with members of the wider campus community.
Goal 2: Faculty and Staff Success

- Objectives

1. Ensure fair, flexible, and efficient work.
2. Promote a culture of trust which values and integrates human differences and cares for the holistic well-being of employees.
3. Enhance pathways for professional advancement.
Goal 3: Diversity, Equity, Inclusion

**Goal Statement:** CSUSB is committed to advancing an environment where every member of the University plays an active role in diversity, equity, and inclusion excellence through engagement, empowerment, education, and accountability.
Goal 3: Diversity, Equity, Inclusion

- **Objectives**

1. Uphold an unwavering commitment to create an enduring diverse, equitable, and inclusive environment.

2. Strengthen our culture of belonging, acceptance, and appreciation for the unique characteristics and contributions of all students, faculty, staff, and administrators.

3. Promote and support a campus culture that values and upholds civil rights and protections for all members of our community.
Goal 4: Internationalization

Goal Statement: To distinguish CSUSB as a global institution that provides transformative international experiences to its campus community.
Goal 4: Internationalization

Objectives

1. Improve the global learning opportunities for students, faculty, and staff through enhancing globally-focused curricula and co-curricular activities.
2. Expand student participation in education abroad programs.
3. Grow and diversify the international student body.
Vision
• CSUSB aspires to be a model for transforming lives.

Mission
• *We are a diverse Coyote Community.* We foster each other’s success—through active learning, intense mentoring, impactful scholarship, professional development, personal growth and dedication to individualized students’ diverse needs—on campus, regionally, and globally.

Core Values
• **Progress, Access, Community, Kindness (PACK)**

Goals
1. Student Success
2. Faculty and Staff Success
3. Diversity, Equity, & Inclusion
4. Internationalization
<table>
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<th>Student Success</th>
<th>Objectives:</th>
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| Students choose CSUSB to engage in inclusive experiences that foster their curiosity and transform their lives. | 1. Acknowledge and value students' cultural, linguistic, and social identities (what the students bring in).  
2. Transform students’ understanding of self as agents in a global society (their experience while here).  
3. Empower students to apply competencies that enrich their communities (application of what they've learned while here, and beyond). |

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<th>Faculty and Staff Success</th>
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| Attract outstanding employees and retain them by cultivating an environment where they thrive professionally and personally; in which their voices are represented; and which fosters impactful collaborative partnerships with each other, with students, and with members of the wider campus community. | 1. Ensure fair, flexible, and efficient work arrangements.  
2. Promote a culture of trust which values and integrates human differences and cares for the holistic well-being of employees.  
3. Enhance pathways for professional advancement. |

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| CSUSB is committed to advancing an environment where every member of the University plays an active role in diversity, equity, and inclusion excellence through engagement, empowerment, education, and accountability. | 1. Uphold an unwavering commitment to create an enduring diverse, equitable, and inclusive environment.  
2. Strengthen our culture of belonging, acceptance, and appreciation for the unique characteristics and contributions of all students, faculty, staff, and administrators.  
3. Promote and support a campus culture that values and upholds civil rights and protections for all members of our community. |

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| To distinguish CSUSB as a global institution that provides transformative international experiences to its campus community. | 1. Improve the global learning opportunities for students, faculty, and staff through enhancing globally-focused curricula and co-curricular activities.  
2. Expand student participation in education abroad programs.  
3. Grow and diversify the international student body. |
Feedback Survey

- Mission and Values Feedback
- Goal Statement and Objectives