

Lock Haven University of Pennsylvania

Clearfield Action Plan:

A Supporting Document of the Strategic Plan (2003-2008)



2005-08

GOAL 1: IMPROVE THE QUALITY OF OUR ACADEMIC PROGRAMS

Objectives:

- 1-1: Define and document learning outcomes for academic programs.**
- 1-2: Develop new programs to address changes in workforce needs, technology, and demographics.**
- 1-3: Increase opportunities for experiential education.**
- 1-4: Acquire or maintain accreditations for the institution and programs with an appropriate accrediting body.**
- 1-5: Increase recruitment and retention of faculty with terminal degrees.**
- 1-6: Increase recruitment and retention of faculty from underrepresented groups.**
- 1-7: Increase opportunities for faculty and their participation in faculty development.**
- 1-8: Develop mechanisms to ensure students have competence in general education skills.**
- 1-9: Engage students and faculty in curricular programming and development activities that emphasize global content and diverse perspectives.**

Strategies:

Strategy	Outcomes to be Measured	Objective	Priority	Responsibility	Planning Reference			Timeline
					T	F	HR	
1. Develop business plans for the implementation of a B.S. in General Studies, B.S. in Management, and B.S. in MIS.	Plans developed	1-2	Presidential	Business Program Faculty				2005
2. Accredit the surgical technology program.	Accreditation received	1-2	High	Director of Surgical Technology Program	X		X	2006
3. Increase biology offerings.	Two additional courses offered	1-2	High	Science Faculty	X			2006
4. Explore funding from homeland security to support the development of a degree program in emergency management planning and disaster preparedness.	Funding secured	1-2	Medium	Clearfield PA Program Coordinator				2007
5. Provide technology (ITV) training and support for new faculty prior to teaching and the beginning of the academic year.	Training provided	1-7	Medium	Director of Learning Technology and Distance Education				2005

GOAL 2: MAINTAIN MODEST AND MANAGEABLE GROWTH IN ACADEMIC PROGRAMS

Objectives:

- 2-1: Increase headcount enrollment to 5,000 students over the duration of the plan *(completed)*.**
- 2-2: More aggressively recruit high quality students.**
- 2-3: Serve mission appropriate educational and workforce development needs of the Commonwealth of Pennsylvania.**
- 2-4: Double the number of course and program offerings provided by our on-line campus.**
- 2-5: Increase steadily second-year persistence rates and graduation rates.**
- 2-6: Maintain the integrity of the student/faculty ratio while gradually increasing faculty productivity.**
- 2-7: Maintain small average class size.**
- 2-8: Strategically rank all programs to determine which programs will grow, be maintained, or diminish.**
- 2-9: Continue enrollment growth, primarily at the graduate level and extended campus. *(objective added since the implementation of the current Strategic Plan)***

Strategies:

Strategy	Outcomes to be Measured	Objective	Priority	Responsibility	Planning Reference			Timeline
					T	F	HR	
1. Schedule more ITV courses and coordinate staffing with scheduling.	10 ITV courses offered	2-4	Presidential	Dean of Clearfield Campus	X			2006
2. Increase enrollment in all surgical technology programs.	20 students enrolled	2-9	High	Director of Surgical Technology Program				2006
3. Increase overall enrollment.	592 headcount undergraduate students enrolled	2-9	High	Dean of Clearfield Campus				2008
4. Explore offering a greater variety of courses.	Additional courses offered, including general education courses and introductory courses to academic majors	2-3, 2-9	High	Dean of Clearfield Campus				2006
5. Showcase the ITV successes in the field of medicine to increase faculty buy-in.	Hold a health care conference	2-4	Low	Dean of Clearfield Campus				2006

GOAL 3: PROVIDE A LIVING AND LEARNING ENVIRONMENT THAT FACILITATES INTELLECTUAL AND PERSONAL GROWTH

Objectives:

- 3-1: Assess and improve academic support programs that serve identifiable, special populations.**
- 3-2: Enhance and expand the living and learning environments such as classrooms, laboratories, studios, libraries, residence halls, and athletic facilities.**
- 3-3: Increase the quality and diversity of co-curricular activities and cultural events.**
- 3-4: Promote wellness initiatives throughout the campus.**
- 3-5: Assess and improve services to promote a safe environment.**
- 3-6: Study student retention to determine the environmental factors that influence retention on LHUP's campus.**
- 3-7: Analyze and enhance collaborative relationships with the local community.**
- 3-8: Encourage community members to engage in campus activities.**
- 3-9: Promote international understanding with on-campus housing for international students and activities that highlight differences and similarities among all people.**

Strategies:

Strategy	Outcomes to be Measured	Objective	Priority	Responsibility	Planning Reference			Timeline
					T	F	HR	
1. Provide additional support services, including evening, weekend, and summer hours.	Math and English labs are appropriately staffed	3-1	High	Dean of the Clearfield Campus			X	2008
2. Increase access to the library and high speed internet.	Access provided to Physician Assistant students	3-2	High	Clearfield PA Program Coordinator				2006
3. Conduct student satisfaction survey regarding student perceptions of support services.	Survey completed	3-2	High	Dean of the Clearfield Campus				2005
4. Increase availability of career services.	Additional opportunities made available via personal contact or technology	3-2	Medium	Director of Academic Support Services				2005
5. Explore options with main campus to acquire a defibrillator.	Defibrillator acquired	3-5	Medium	Dean of the Clearfield Campus				2005
6. Accommodate community organizations' needs for facilities and equipment.	Number of requests met	3-7	Medium	Dean of the Clearfield Campus				2005
7. Explore possibilities to provide food service .	Available options identified	3-2	Low	Dean of the Clearfield Campus				2006
8. Increase opportunities for community members to participate in main campus events via technology.	Number of attendees and events	3-8	Low	Dean of the Clearfield Campus				2005

GOAL 4: FOSTER A MORE DIVERSE CAMPUS COMMUNITY

Objectives:

- 4-1: Educate the campus and community regarding policies, practices, and issues on social equity and diversity.**
- 4-2: Increase the diversity of perspectives in the curriculum.**
- 4-3: Increase opportunities and participation in professional development related to diversity.**
- 4-4: Increase international exchange of students, faculty, and staff.**
- 4-5: Increase the recruitment and retention of underrepresented students, faculty, and staff.**
- 4-6: Report assessment results on diversity initiatives to various campus constituencies.**

Strategies:

Strategy	Outcomes to be Measured	Objective	Priority	Responsibility	Planning Reference			Timeline
					T	F	HR	
1. Increase opportunities to integrate diverse perspectives into curricular and co-curricular activities via distance education for main campus events or guest lecturers/speakers.	Number of opportunities and students	4-2	High	Dean of the Clearfield Campus				2006
2. Evaluate recruiting areas and identify academic programs that attract students from underrepresented groups.	Number of students from underrepresented groups	4-5	High	Clearfield Assistant Director of Admissions				2006
3. Provide workshops for students and faculty relating to University policies and issues on social equity.	Workshop held	4-1, 4-3	High	Clearfield Assistant Director of Admissions				2005

GOAL 5: CONTRIBUTE TO THE FURTHER DEVELOPMENT OF THE STATE SYSTEM OF HIGHER EDUCATION

Objectives:

- 5-1: Contribute actively to system-wide committees, work groups, and task forces.**
- 5-2: Implement the human resource and finance components of the shared administrative system. *(completed)***
- 5-3: Implement the new data collection plan and data warehouse initiatives.**
- 5-4: Host the Keystone University Network Academic Unit. *(eliminated)***
- 5-5: Respond effectively to the challenges of urban schools.**
- 5-6: Assess and improve academic advising in accordance with System initiatives.**
- 5-7: Contribute positively to System collaboratives.**

Strategy	Outcomes to be Measured	Objective	Priority	Responsibility	Planning Reference			Timeline
					T	F	HR	
1. Evaluate academic advising.	Survey conducted and results used to make improvements	5-6	Medium	Director of Academic Advising				2006

GOAL 6: ESTABLISH COMPREHENSIVE AND INTEGRATED MECHANISMS FOR ASSESSMENT, PLANNING, AND CONTINUOUS IMPROVEMENT

Objectives:

- 6-1: Develop, implement, and assess academic, support, and diversity action plans.**
- 6-2: Develop, implement, and assess complement, technology, facilities, and fiscal resource plans. *(completed)***
- 6-3: Integrate the System's Accountability Plan into the University's planning cycle. *(completed)***
- 6-4: Build on successful continuous improvement processes in areas central to the University.**
- 6-5: Connect action planning and assessment to the University budgeting process. *(completed)***
- 6-6: Identify data needs and provide institutional and departmental data for planning and assessment processes.**
- 6-7: Develop and implement institutional and program assessment plans and use assessment results to plan and make improvements.**

Strategies:

Strategy	Outcomes to be Measured	Objective	Priority	Responsibility	Planning Reference			Timeline
					T	F	HR	
1. Develop an Action Plan for the Clearfield Campus.	Plan developed and outcomes assessed	6-1	High	Director of Planning and Assessment				2005

GOAL 7: USE RESOURCES EFFICIENTLY AND EFFECTIVELY

Objectives:

- 7-1: Review and improve the hiring process.**
- 7-2: Create partnerships to enhance educational offerings and resource sharing.**
- 7-3: Take advantage of the expertise of faculty, staff, and students.**
- 7-4: Investigate additional ways to reduce costs and improve services through outsourcing.**
- 7-5: Improve the process for determining schedules and staffing academic curricula on the semester or annual level. *(completed)***
- 7-6: Explore alternative organizational models for educational delivery.**
- 7-7: Collaborate with third party developers on off-campus housing initiatives. *(completed)***
- 7-8: Continue refining financial aid and scholarship processes.**

Strategies:

Strategy	Outcomes to be Measured	Objective	Priority	Responsibility	Planning Reference			Timeline
					T	F	HR	
1. Separate responsibilities for admissions and student activities into two positions.	Two distinct positions created	ADD	High	Dean of Clearfield Campus			X	2005
2. Implement collaboration with Mount Nittany.	10 students enrolled	7-2	High	Dean of Clearfield Campus				2005
3. Plan in advance for proctoring examinations.	Plan developed	7-6	Medium	Librarian				2006

GOAL 8: DEVELOP ADDITIONAL EXTERNAL RESOURCES

Objectives:

- 8-1: Complete by June 2004, the “Touching Tomorrow Today” capital campaign and surpass its \$10 million goal. (*completed*)**
- 8-2: Develop one-year niche campaigns for under-funded campaign projects.**
- 8-3: Increase expenditures from grant-funded sources.**
- 8-4: Develop projects and activity programs that generate additional income.**
- 8-5: Expand Small Business Development Center funding and services.**
- 8-6: Target funding for endowments to sustain excellence of academic programs.**

Strategies:

Strategy	Outcomes to be Measured	Objective	Priority	Responsibility	Planning Reference			Timeline
					T	F	HR	
1. Apply for Keystone Innovation Zone (KIZ) designation.	Receive designation and grant resources	8-5	High	SBDC		X		2005
2. Identify funding for health services and clinical sites.	Sources identified and grant applications submitted	8-3	Medium	Clearfield PA Program Coordinator				2008