



CMU 2010

R e a l i z i n g t h e V i s i o n

Open Forum

March 20, 2008
Park Library 413D
10 - 11:30 a.m.

Forum Overview

Welcome | *Provost Julia Wallace*

Strategic Planning
& CMU 2010 Update | *Vice Provost
Catherine Riordan*

Key Performance Indicators
KPI Targets
Next Steps
How You Can Help | *Carole Richardson,
Kristi Ries, & Wei
Zhou*



CMU 2010

R e a l i z i n g t h e V i s i o n

Welcome & Provost's Vision for 2010

Dr. Julia Wallace



Strategic Planning

“Strategic thinking and planning is the process of deciding the optimal alignment between unlimited needs and limited resources to achieve your priorities.”

Center for Organizational Effectiveness (COre). 2000. Strategic Thinking and Planning Handout at UC Berkeley (Online), Retrieved 22 Feb. 2008.

<http://core.berkeley.edu/PdfFiles/Strategic%20Thinking%20and%20Planning%20Handout.pdf>

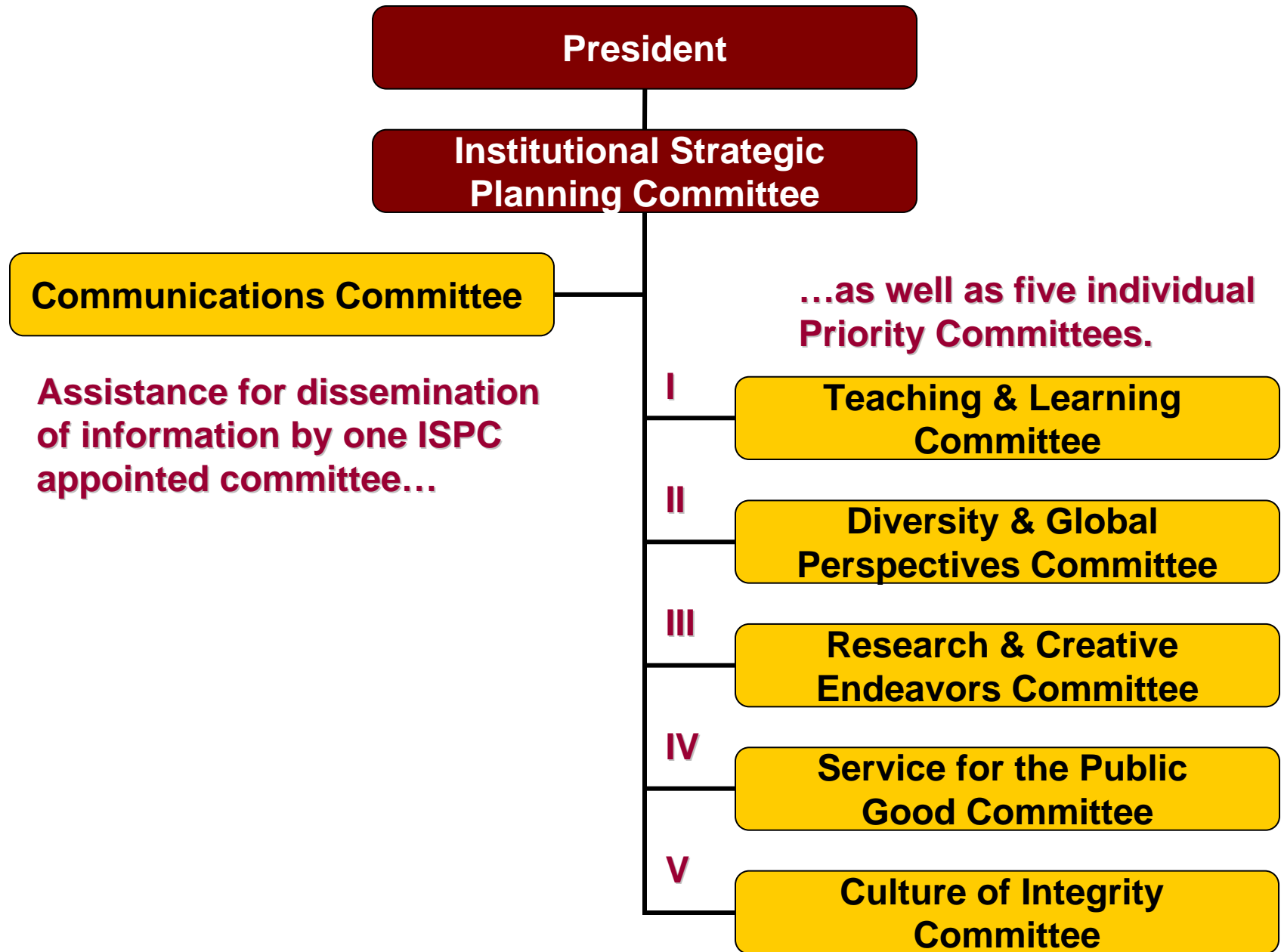
Strategic Planning

➤ Strategic Planning

- An institution's process of defining its direction and making decisions on allocating and reallocating its resources to pursue this direction.
- What do we do, for whom do we do it, & how do we excel?

➤ Key Performance Indicators (KPIs)

- Metrics used to quantify objectives to reflect strategic performance.
- Help an institution to measure progress towards their organizational goals, especially toward difficult to quantify knowledge-based processes.



Beyond CMU 2010

- Build next strategic plan
 - May be more focused and detailed
 - Priorities may differ
 - Will build on successes of CMU 2010
- Gather input from campus community
 - What should be different in next plan
 - Assessment of success of CMU 2010 using Key Performance Indicators & targets
 - Focus on strengthening positive trends



CMU 2010

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Update

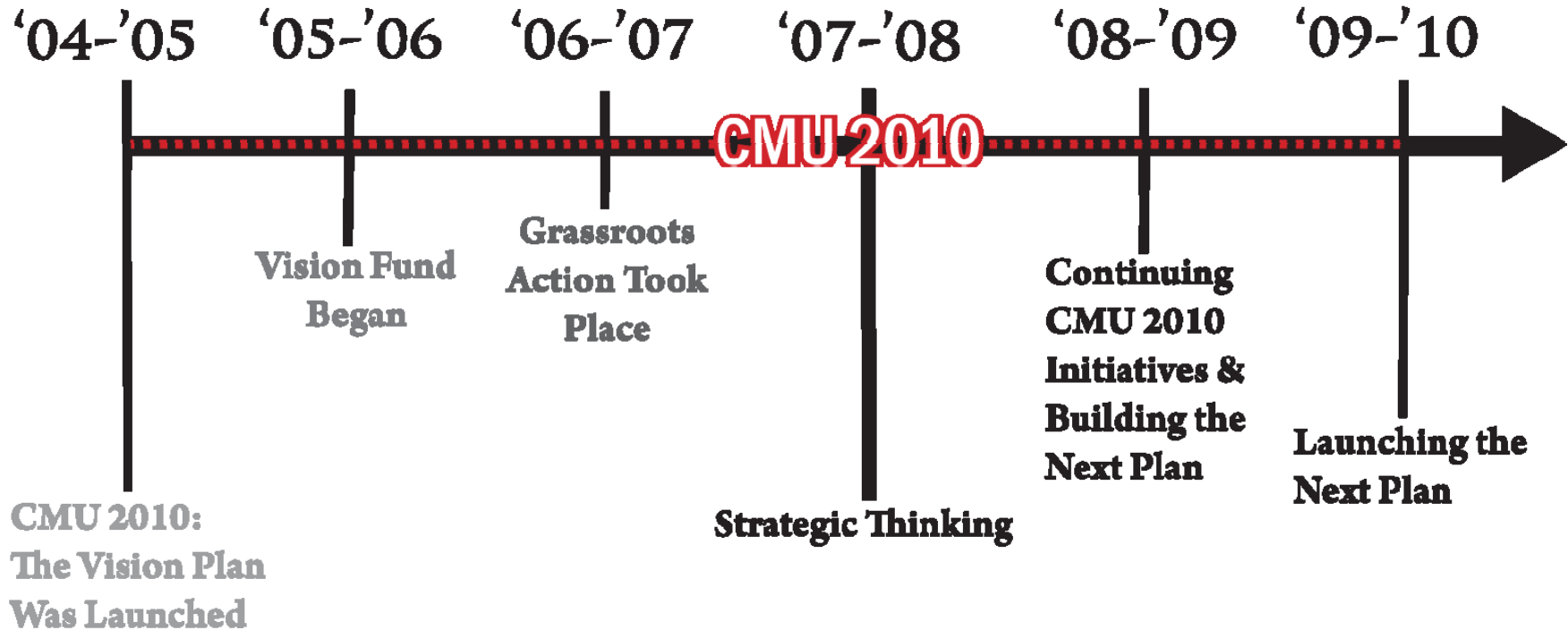
Dr. Catherine Riordan

CMU 2010 Accomplishments

- Commitment of President and Board clear
- Understanding of value and logistics of planning increased
 - 60% leaders believe they have greater understanding CMU 2010
- All divisions aligning strategies with CMU 2010
 - 89% units identified aligned actions
- Structures in place to support planning
 - Common terminology
 - Alignment budget and planning emerging
 - KPIs and targets established
 - Reinforced internally (e.g., perf mgt, grants)
 - Communications
- 28 Projects supported through Vision Fund
- Trust gradually increasing
- Opportunity to learn from mistakes

TIMELINE

Strategic Planning Efforts - Past, Present, and Future





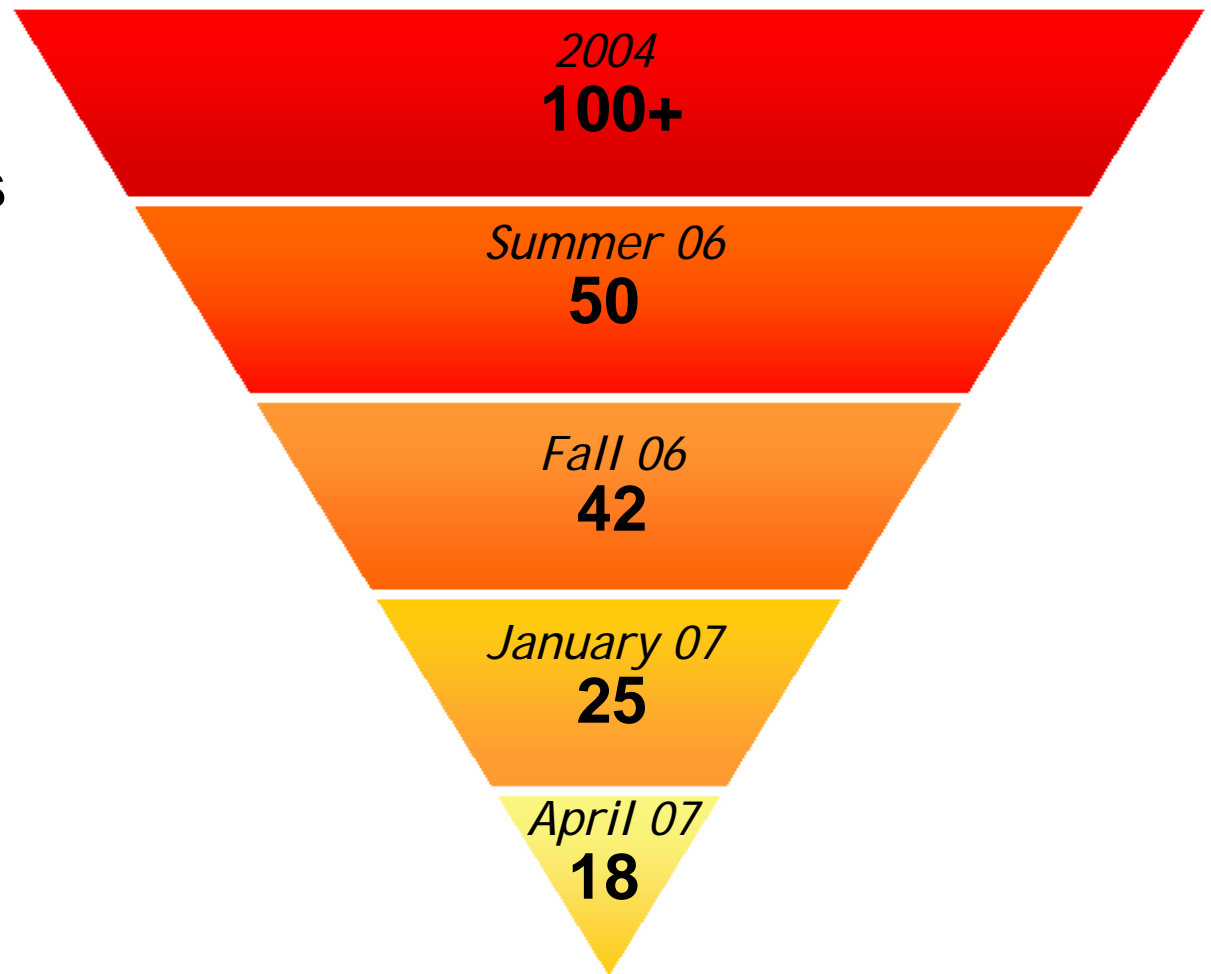
CMU 2010

R e a l i z i n g t h e V i s i o n

Key Performance Indicators

Measuring Quality using KPIs

Establishing
KPI measures
at CMU



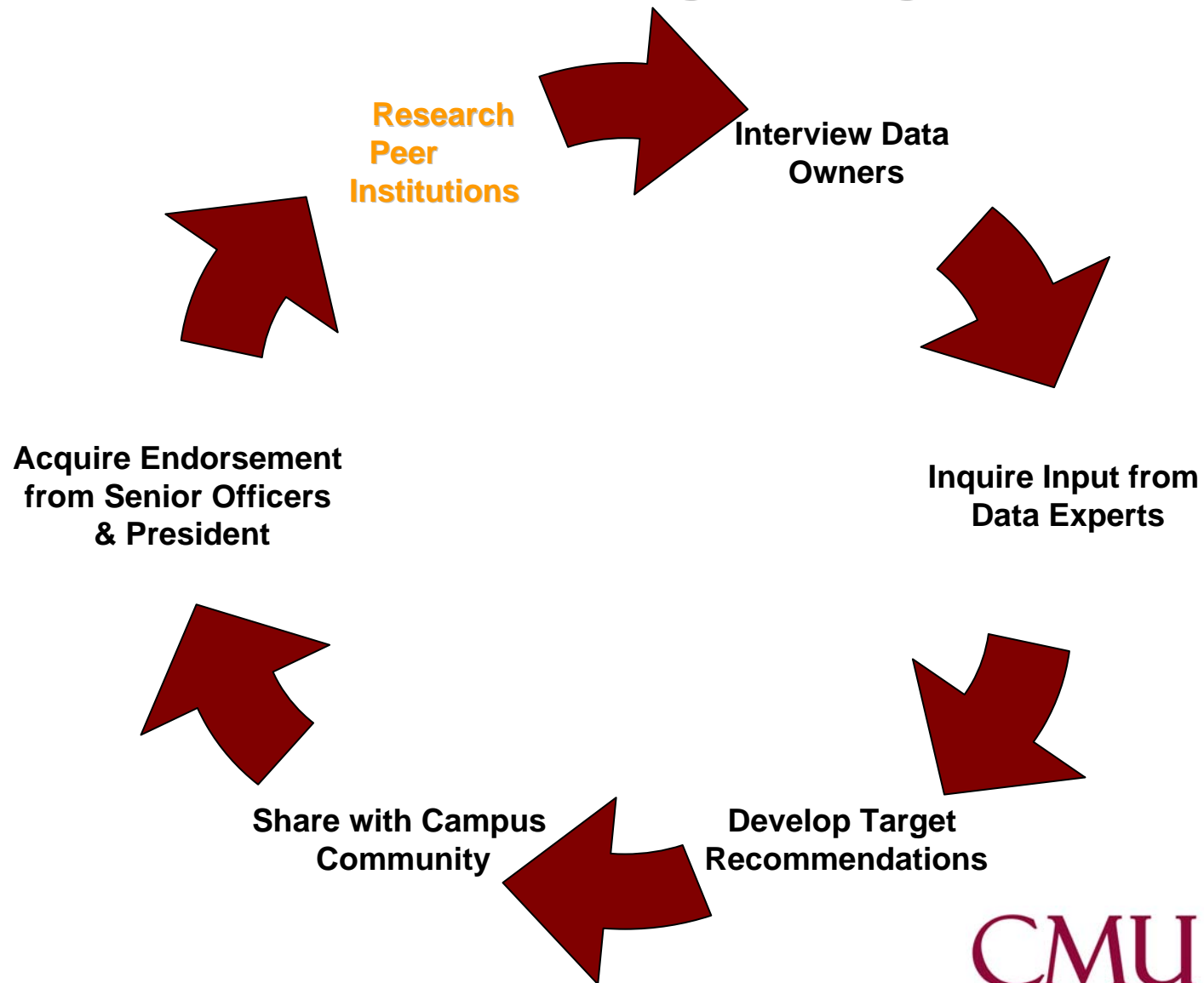


CMU 2010

Realizing the Vision

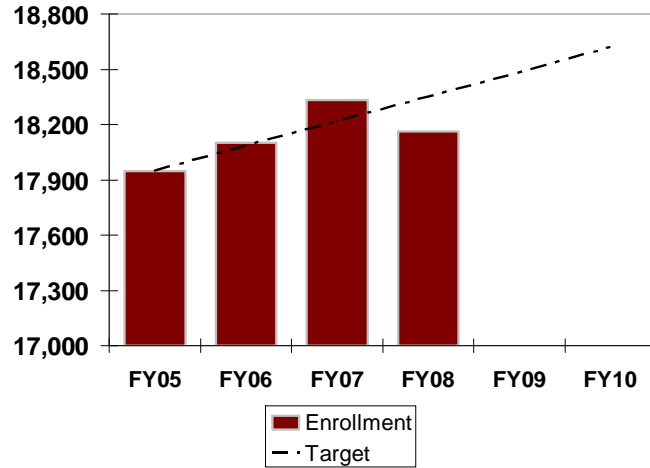
KPI Targets

Establishing Targets

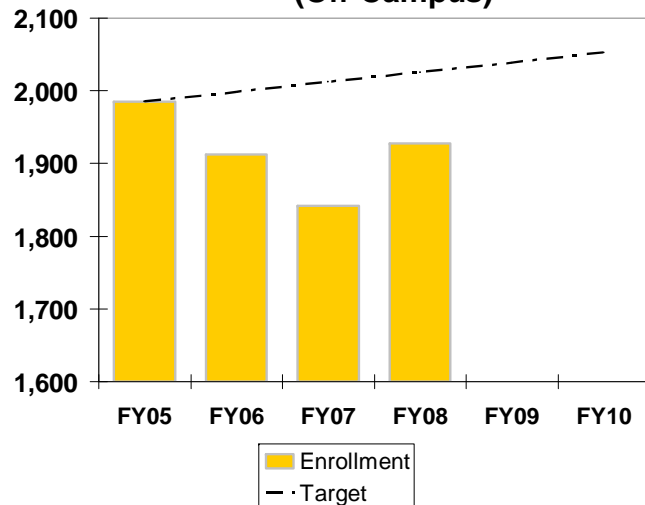


Example KPIs & Targets

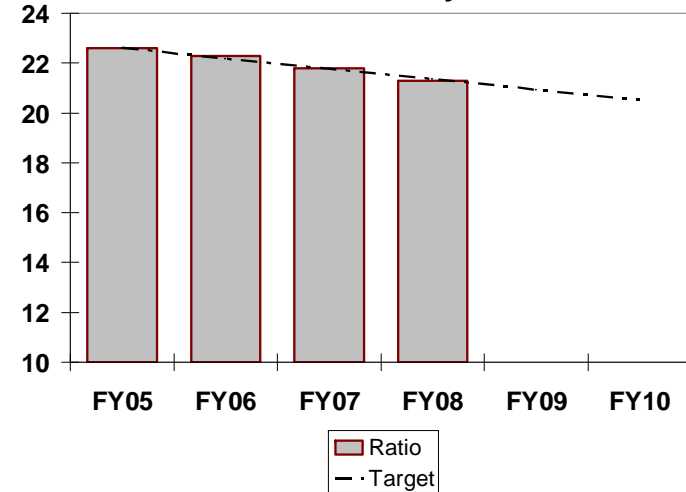
Undergraduate Enrollment (On-Campus)



Undergraduate Enrollment (Off-Campus)

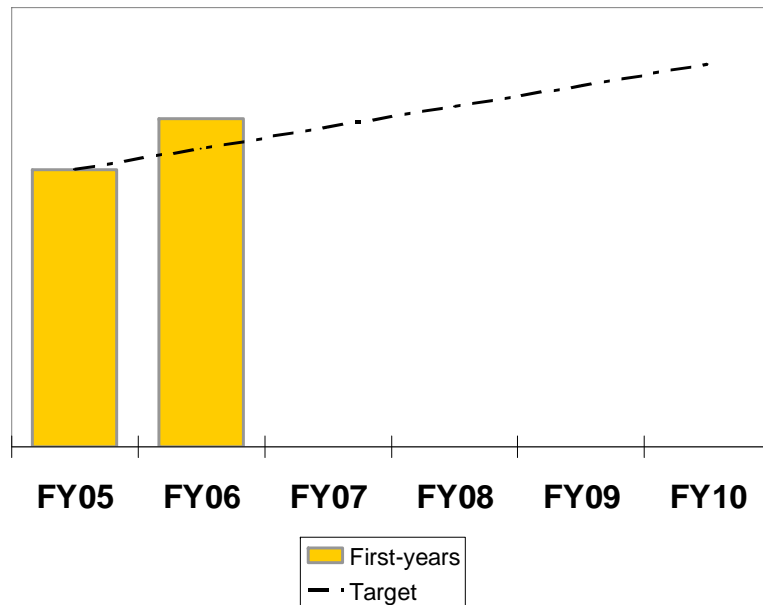


Student-Faculty Ratio

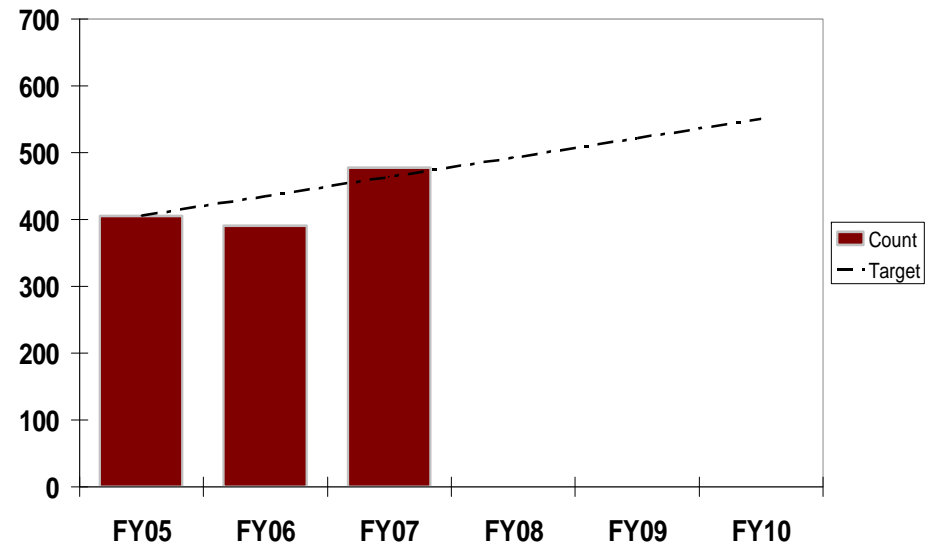


Example KPIs & Targets

Academic Expectations (First-Year Students)

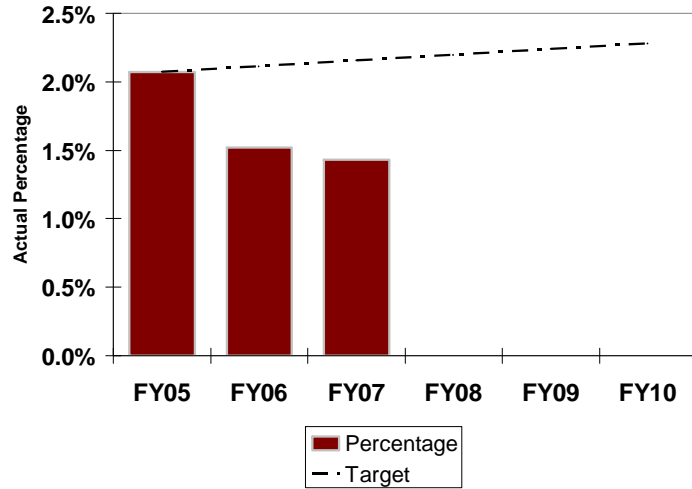


Study Abroad Program Participation

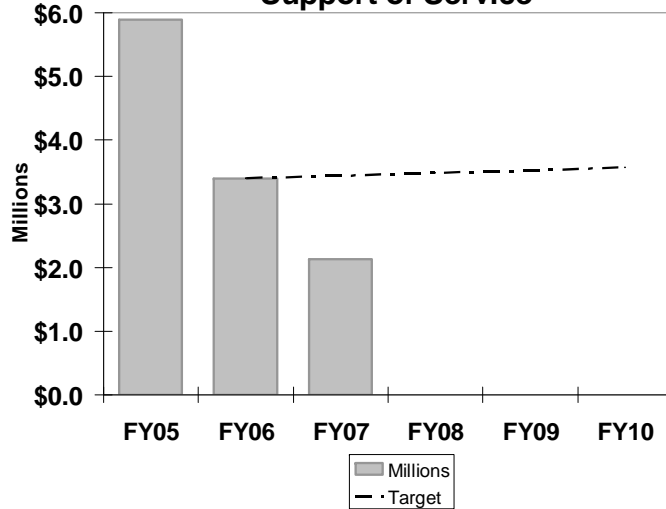


Example KPIs & Targets

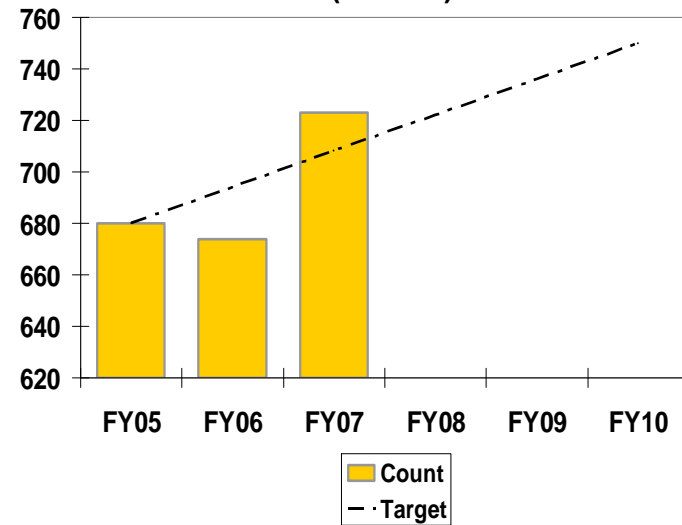
Expenditures in Support of Research



External Awards in Support of Service



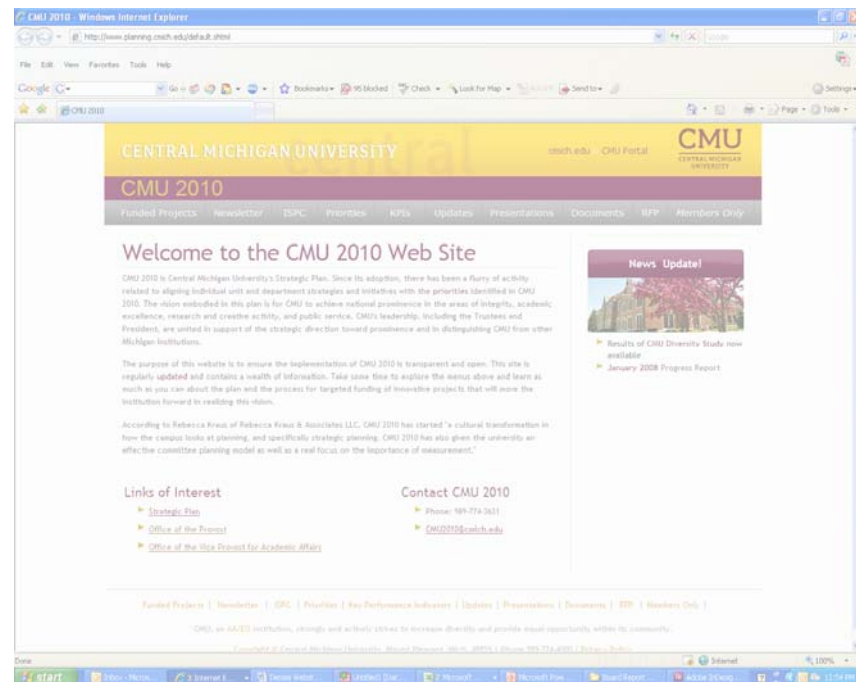
Student Research Activity (SRCEE)



Web Site

- Primary means of communicating success of strategic plan
- Is updated weekly
- Includes detailed information concerning KPIs and Targets

<http://planning.cmich.edu>





CMU 2010

Realizing the Vision

How You Can Help

Playing A Role in CMU 2010

" CMU will be a nationally prominent university known for integrity, academic excellence, research and creative activity, and public service. "

Priority II Example

- CMU Priority II, Key Performance Indicator #7 - Percentage of Staff From Underrepresented Groups
 - FAS Strategy - Increase *staff* diversity by reviewing and evaluating the effectiveness of current efforts to recruit and retain staff from underrepresented groups and make recommendations for ways to increase effectiveness
 - HR Strategy - Increase Diversity Focus
 - HR Initiative - Research/collect data to determine why turnover is higher for diverse staff than non-diverse staff and make recommendations to address
 - HR Initiative – Initiate retention interviews for diverse staff within the first year of employment
 - HR Initiative – Research, develop and implement level two diversity training in partnership with diversity offices

Priority II Example

- CMU Priority II, Key Performance Indicator #10 – Study Abroad Program Participation
 - Strategy - Increase students' global perspectives by promoting and enhancing their international learning experiences.
 - Increase Study Abroad Program Participation
 - Survey students to better understand their immediate perceptions of existing study abroad programs
 - Communicate benefits, opportunities of programs already in place, and research other partnerships with faculty/colleagues
 - Increase student participation in study abroad programs as well as the number of programs offered in each discipline



CMU 2010

Realizing the Vision

Announcements & Feedback

CMU 2010 Vision Fund

- \$4.3 of \$5.0 million committed in 28 projects to-date
- Next RFP (Request for Proposals)
 - Announcement to campus community in April 2008
 - Due date for proposals in October 2008
 - Decisions announced in Spring 2009
 - Funds available July 1, 2009
- Visit <http://planning.cmich.edu> for more information

Fireside Chats

➤ Informal information exchange between CMU community members and 2010 committee members



➤ Purpose:

- To discuss collaborative project ideas in preparation for next RFP
- To discuss KPIs & targets and how to ensure proposals address them
- To discuss other CMU 2010 topics

➤ Small groups will allow for in-depth conversation and personalized responses

➤ Schedule

- April and September 2008
- Announcements will be sent on CMU Today listserv

Questions?
Comments?



<http://www.planning.cmich.edu>