



Clarion University Presidential 500 Day Plan 2010 – 2012

## **The First 500 Days**

Dr. Karen Whitney, President

01 February 2011  
Status Report

# Status Report

## 1. Purpose

The purpose of this report is to provide the Council of Trustees of Clarion University and other stakeholders with a summary of the progress made toward completing the Presidential 500 Day Plan.

This report reflects actions and results achieved by Thursday, 24 February 2011.

## 2. Status summary

<b>Academic Advancement Goals:</b>	<b>Desired Results</b>	<b>Actual Results/Comments</b>
Increase the number of CU graduates annually.	Increase the percentage of the regional population who hold a post-secondary degree from CU.	Preliminary discussion with Deans regarding shaping future enrolment.
Consider establishing a consortium of institutions of higher learning that will work together and leverage their collective resources to increase the degree attainment of the region.	Increase the percentage of the population who hold a post-secondary degree through partnerships and collaborations with other post-secondary institutions of higher learning in the region.	Pursuing a Dept. of Labor (DOL) grant that would establish a consortium of NW PASSHE Universities.

<b>Campus Climate Goals:</b>	<b>Desired Results</b>	<b>Actual Results/Comments</b>
Work to the greatest extent possible to cultivate a culture of civility through policies, events, programs, and awards.	Faculty, staff and students will report that the university is a civil place in which to learn, work, and live.	Preliminary talks with CU community.
Encourage discussion and dialogue through specific listening activities.	Students, faculty and staff will report that they are invited to participate in discussions and dialogue regarding advancing the university.	Conducting forums on financial planning. Planning dialogue efforts on how CU can become more family friendly.

<b>Civic Engagement Goals:</b>	<b>Desired Results</b>	<b>Actual Results/Comments</b>
Advance the university's commitment to enhance the quality of life for the regional community through curricular, co-curricular, research and institutional efforts.	More students and more faculty report that civically engaging activities (applied research, service learning, experiential learning, and volunteer/community service) were incorporated into their coursework.	Will work with new Provost to achieve.
Represent the university to other organizations and institutions in order to advance mutual interests.	Partnerships have been strengthened and/or established that contribute to achieving the university's vision, mission, and goals.	Early talks with the Clarion Borough to collaborate on a Borough-University Master Plan. Hosting the Spring Community Breakfast on March 10.

<b>Financial Stewardship Goals:</b>	<b>Desired Results</b>	<b>Actual Results/Comments</b>
Establish a financial system called Responsibility Centered Management (RCM) in order to ensure mission driven, evidenced based fiscal decisions.	A financial planning model will be created and in use throughout the university by the Provost, Vice Presidents, Deans, Department Chairs and Directors.	Briefings and discussions leading the creation of a CU version of RCM and a CU version of a Financial Planning Model are underway. Meetings will occur through the semester with final decisions made by May 1 with a 7/1/11 launch.
Establish a university culture of philanthropy	The successful launch of a multi-year university comprehensive fund-raising campaign.	Campaign is under development. Began outreach to alumni and donors.

<b>Institutional Leadership Goals:</b>	<b>Desired Results</b>	<b>Actual Results/Comments</b>
Create an organizational culture that encourages university leadership to pursue their highest and best work in order to achieve desired results.	CU will have a leadership team of Vice Presidents, Associate/Assistant Vice Presidents/Provosts and Deans who work effectively together and will have earned the confidence of the majority of the faculty and the staff.	Several searches are either underway or have just concluded: Concluded: Assoc. Provost, Faculty Fellow for PAI. Underway: Provost, Director of Information Management & Institutional Research.
Establish a university culture of institutional planning, assessment and improvement.	Data driven decision-making; the use of institutional plans to continuously improve the institution is common practice throughout the university.	Appointed Dr. Todd Pfannestiel the first Faculty Fellow for Planning, Assessment & Improvement. Introducing a new improvement approach called Accelerated Improvement Process (AIP).

**Summary of significant actions taken during the period**

- Leading a multi-university effort to pursue a \$20 Million DOL grant that would establish a consortium of NW PASSHE Universities.
- Conducting forums on financial planning and the development of a CU RCM framework and a CU Financial Planning Model.
- Began early talks with the Clarion Borough to collaborate on a Borough-University Master Plan.
- Several searches are either underway or have just concluded:  
 Concluded: Assoc. Provost, Faculty Fellow for PAI.  
 Underway: Provost, Director of Information Management & Institutional Research
- Introducing a new institutional improvement approach called Accelerated Improvement Process (AIP).

### 3. Major Work In Progress Between Now And The Next Trustee Meeting (April 21, 2011)

Dimension	Actions	Anticipated Results
<b>Academic Advancement</b>	The DOL Grant has been submitted.  Establish timetable for an Academic Plan.	Continuing development of a NW PASSHE Consortium.  Present a timetable for action.
<b>Campus Climate</b>	No substantial action pending hiring of new Provost and Director of IMIR.	
<b>Civic Engagement</b>	More formal discussions occurring with Borough regarding master plan.	A draft of a timetable for action will be developed.
<b>Financial Stewardship</b>	Dialogue and discussions to develop a plan for RCM and a financial planning model.	Final draft versions are available.
<b>Institutional Leadership</b>	Begin Provost Interviews.  Establish timetable for Strategic Planning.	A new Provost begins 7/1/11.  Present a timetable for action.

#### 4. Key challenges and issues

<b>Dimension</b>	<b>Description</b>
<b>Academic Advancement</b>	Time required developing and seeking approval for new academic programs. Under staffing results in extended time to completion.
<b>Campus Climate</b>	Moving quality improvement efforts forward during a time of financial uncertainty.
<b>Civic Engagement</b>	Given general fiscal distress experienced by state government, private and public sectors partnerships may be challenged.
<b>Financial Stewardship</b>	State appropriations for FY 2011-2012 adversely affecting financial planning efforts.
<b>Institutional Leadership</b>	Completing successful searches on time.

#### 5. Secondary Results (Other results occurring as an outcome of primary efforts.)

<b>Primary Result</b>	<b>Secondary Result</b>
Academic Advancement: Increased Degree Attainment	Accelerated interest in creating a NW PASSHE Consortium.
Financial Stewardship	Increased team building as a result of bringing the leadership together in an intensive and compelling manner. A catalyst for institutional change and improvement.

## 6. Document Distribution

Name	Organization	Role
Members of the Clarion University Council of Trustees	Council of Trustees	University Oversight
Chancellor Cavanaugh	PASSHE	System Leadership
President’s Executive Council, Deans, Department Chairs	Clarion University	University Leadership
University Governance	Faculty Senate, Faculty Union, Staff Unions, Student Government, Alumni Association	Engagement and Communication

## 7. Supporting Information

A Presentation: Funding Clarion Now & for the Future