



Clarion University Presidential 500 Day Plan 2010 – 2012

The First 500 Days

Dr. Karen Whitney, President

**11 April 2011 Status
Report**

Status Report

1. Purpose

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

This Report reflects actions and results achieved by Monday, 06 June 2011

2. Status summary

An overview of the status of achieving the desired results.

Academic Advancement Goals:	Desired Results	Actual Results/Comments
Increase the number of CU graduates annually.	Increase the percentage of the regional population who hold a post-secondary degree from CU.	Continuing discussion with Deans regarding shaping future enrollment by setting specific enrollment targets for Fall 2012.
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.	Mid-April will submit a grant to the DOL which, if funded, would establish a consortium of NW PASSHE Universities.

Campus Climate Goals:	Desired Results	Actual Results/Comments
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.	As a result of campus talks will commission a committee to recommend specific actions.
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.	Continue to conduct forums and roundtable talks on topics of campus interest including: University Financial Planning, Family Friendly Best Practices and University Holiday Practices.

Civic Engagement Goals:	Desired Results	Actual Results/Comments
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.	Continue talks with the Clarion Borough to collaborate on a Borough-University Master Plan. Hosted the Clarion Community Breakfast on March 10.

Financial Stewardship Goals:	Desired Results	Actual Results/Comments
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.	On track to launch a CU version of RCM and a Financial Planning Model. Twelve Responsibility Centers (RC's) have been identified. Final decisions made by May 1 with a July 1, 2011 launch.
Establish a university culture of philanthropy	The successful launch of a multi-year university comprehensive fund-raising campaign.	Campaign is under development and will focus on alumni and donor outreach. Met with alumni and donors in Florida, Pittsburgh, Philadelphia, and New York.

Institutional Leadership Goals:	Desired Results	Actual Results/Comments
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 underway: -Provost and Academic Vice President; -Director of Information Management & Institutional Research (IMIR)
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.	First projects using the Accelerated Improvement Process (AIP) have begun to organize. Also beginning preliminary efforts that will result in 4 major university plans: University Strategic Directions Plan; Academic Plan; Student Life Plan, and Finance & Administration Plan.

Summary of significant actions taken during the period
<ul style="list-style-type: none"> • Leading a multi-university effort to pursue a \$20 Million DOL grant that would establish a consortium of NW PASSHE Universities. • Completing work to launch a CU RCM framework and a CU Financial Planning Model. • Continue to work with the Clarion Borough to collaborate on a Borough-University Master Plan. • Several searches are underway: Provost and Academic Vice President and Director of Information Management & Institutional Research. • Developing the first projects for institutional improvement using Accelerated Improvement Processing (AIP).

3. Major Work In Progress Between Now And The Next Trustee Meeting

Dimension	Actions	Anticipated Results
Academic Advancement	The DOL Grant submission. Establish timetable for an Academic Plan.	Receive all or most of the grant request. A timetable for action.
Campus Climate	Commission a committee to specifically review and submit recommendations regarding civility.	Expect a report by mid-Fall 2011.
Civic Engagement	More formal discussions occurring with Borough regarding master plan.	A draft of a timetable for action will be developed.
Financial Stewardship	Decisions which will define a plan for RCM and a financial planning model.	Final draft versions are available.
Institutional Leadership	Begin Provost Interviews Establish timetable for the 4 major strategic plans.	A new Provost begins 7/1/11. Present a timetable for action.

4. Key challenges and issues

Dimension	Description
Academic Advancement	Time required developing and seeking approval for new academic programs. Under staffing results in extended time to completion.
Campus Climate	Moving quality improvement efforts forward during a time of financial uncertainty and distress.
Civic Engagement	With the general fiscal distress experienced by the government, private and public sectors, partnerships may be challenged.

Financial Stewardship	A proposed 54% reduction in state appropriations for FY 2011-2012 adversely affecting financial planning efforts.
Institutional Leadership	Completing successful searches on time.

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

Primary Result	Secondary Result
Academic Advancement: Increased Degree Attainment	Accelerated our interest in creating a NW Consortium.
Financial Stewardship	The financial distress created by the Governor’s proposed extraordinary reduction in state funding has resulted in a university environment that has brought the university leadership together in an intensive and compelling manner. There is a deep understanding of the need 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
Presidents Executive Cabinet, Deans, Department Chairs	Clarion University	University Leadership
University Governance	Faculty Senate, Faculty Union, Staff Unions, Student Government, Alumni Association	Engagement and Communication