



# Strategic Planning

Enabler: Developing People

Strategic Planning Steering Committee

December 14, 2010



## Draft Criteria for Strategic Initiatives

(Also on yellow hand-out)

- 1. Defines and focuses on an escalating or emerging grand challenge;**
- 2. Builds upon a foundation of intellectual strength already at KU and has the likelihood to successfully recruit complementary expertise at the highest levels of excellence;**
- 3. Provides the basis for a vibrant scholarly community that encompasses many disciplines;**
- 4. Engages and motivates funding agencies, foundations, state government, alumni, and/or friends to provide much-needed resources; and**
- 5. Establishes learning opportunities that will position students as valued drivers and innovators of cultural, global, social, and technological change.**



2

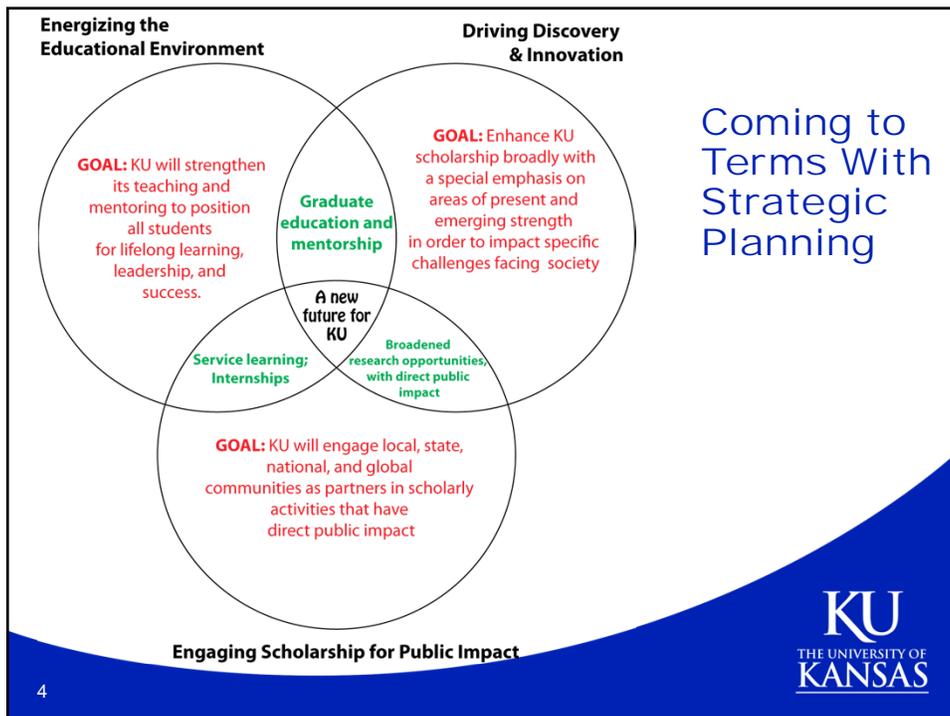
## Coming to Terms With Strategic Planning

- What we are providing to each of the work groups on

1. **Energizing the Educational Environment;**
2. **Driving Discovery and Innovation;**
3. **Engaging Scholarship for Public Impact**

is a **charge** of the following form:

- **Goal** – Large-scale effort that, when accomplished, moves the organization closer to its vision. Effective goals are subject to assessment.
- **Characteristics** – Specific aspects of the goal to focus on.



## Overarching Enablers:

Developing. . .

1. **People;**
2. **Infrastructure;**
3. **Resources**

Each is a goal common to the three work group goals.

- **Goal** – Large-scale effort that, when accomplished, moves the organization closer to its vision. Effective goals are subject to assessment.
- **Characteristics** – Aspects of the goal to focus on.
- **Strategy or Strategic Action** – A particular measurable approach in pursuit of goals.
- **Metrics and benchmarks.**

5



## Affinity/Loyalty

- **KU is a good place to work/study**
- **Overall, I am satisfied working/studying at KU**
- **I would recommend KU as a good place to work/be a student**
- **I would recommend KU to a friend as a good place to work/study**

6



## Predictors of Affinity/Loyalty

- I am satisfied with my job
- My work is viewed as important
- I am recognized for my work
- I have input and am heard
- KU is fair, honest, and reasonable
- KU makes needed changes and is open to new ideas

7



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