Strategic Planning

Enabler: Developing People

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.
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.**

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
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

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Strategic Planning Steering Committee
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