



2017-2018 Action Plan

Annual Priorities	Strategic Plan Link	Division	Action Plan <i>*Indicates actions planned, funded, implemented, and assessed collaboratively among Academic Affairs, Enrollment Management/ Student Affairs, frequently also Athletics and/or Finance & Administration</i>
STUDENTS AT THE CENTER	Academic Excellence: 1.1, 1.2, 1.3 Responsibility 3.1 Partnerships 4.1	Enrollment Management/ Student Affairs	<ul style="list-style-type: none"> -*Purchased and implemented 'MyMajor' -*Increase participation in Haven Mindset exercise. -*Continue summer-melt communication plan -New guaranteed scholarship program funded by LHU Foundation -*Launch Academic Planner and Train Faculty and Students -*Includes Haven Mindset exercise in pre-orientation activities. -Freshman and sophomore planning in all residence halls -*FERPA Training for all student workers -Transition Panhellenic to Global Mountain Serve Office (now student engagement) -Provide Commuter specific programming -CEI will provide mentoring to those that do have them through department, athletics, or other current program -*Work with new AIP coordinator to assist with mentors and study halls
		Academic Affairs	<ul style="list-style-type: none"> -*First-Year Commons: Establish 3 faculty task forces to study and make recommendations for improving learning communities, First-Year Seminars, and the first year common reader. -*Continue to develop workable structure for learning communities -Make progress on aligning schedules and freshman registration with the 'Recipe for First-Year Success' (Tennessee research-based model); nb: composition seats in fall. -Establish baseline gateway DEWI pass rates for first-year students and fund faculty development in scalable and technology-enhanced pedagogies. -Complete 8-semester advising sheets for every program and align course schedules with them. -*Add a staff line for career navigator in Center for Career and Professional Development with .5 to support Exploratory Studies and 'switchers' -Earmark \$12,500 for undergraduate research support -Convene faculty working group on undergraduate research to recommend structure and funding allocation model -Convene faculty working group on academic integrity



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		Athletics	<ul style="list-style-type: none"> -Add section for student experience in program annual report form -Create learning outcomes and assessments for educational programming -HIPs 2.0
		Finance and Administration	<p>Several facilities projects that are being funded support various aspects of the student experience at LHU:</p> <ul style="list-style-type: none"> -Replacement of the artificial turf surface at Hubert Jack Stadium (\$539,500). -Renovation/replacement of running track at stadium (\$700,000). -Renovation of Smith Residence Hall (\$1,857,000).
INCLUSIVE CULTURE	Responsibility: 3.1, 3.2 Academic Excellence: 1.3	Enrollment Management/ Student Affairs	<ul style="list-style-type: none"> -*Activities designed to foster conversations about difference and a welcoming environment including a screening of the film I Am Not Your Negro followed by a panel. -*Metamorphosis (interactive drama) provided campus generated scenarios for faculty/staff and students. -Residence Hall programming
		Academic Affairs	<ul style="list-style-type: none"> -Launch one new faculty-led study abroad program, explore a Cuba exchange, and identify new study abroad and international student teaching partnerships. -Post faculty line openings in outlets that reach a diverse readership -Identified a diversity role on each search committee to raise awareness -Participate in SREB -*Administer climate survey -*Increase participation in Haven Mindset exercise -*The President charged a Task Force with making recommendations for establishing a University Senate to provide a University-wide forum to foster engagement from all constituencies on matters of interest University-wide. -*Common Reader: <i>Between the World and Me</i>; <i>Metamorphosis</i>; screening / <i>I Am Not Your Negro</i>
		Athletics	<ul style="list-style-type: none"> -*Support common reading activities among student athletes -Participate in NCAA Sportsmanship programming -*Support participation in climate survey
		Finance and Administration	<p>Implement the \$30,000 grant from the Governor's <i>It's On Us</i> program to improve awareness, prevention, reporting, and response systems regarding sexual violence. This includes development of a yearlong program consisting of six major components: advertising, new student programming, Week of Action programming in both the fall and spring semesters, and Green Dot</p>



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			Bystander Training. Funds will also be dedicated to the development of an anonymous reporting system.
CREATE AND SUSTAIN PARTNERSHIPS	Partnerships	Enrollment Management/ Student Affairs	-Moved Global Mountain Serve Office to Parsons Union Building for more visibility. -Reorganized the Director of Community Service position into the Assistant Director of Student Engagement.
		Academic Affairs	-Watershed Ecology Center to be launched - Institute for the Study of Free to Speech under development - Blue Ribbon Panel for Innovative Preparation of Interprofessional Healthcare Teams - *Add .5 line for internships navigator in CCPD -Advisory councils: inventory, charge, start one to two new - Business seminar; Center for Entrepreneurship and Innovation
		Athletics	-*The Lock Haven University Foundation secured an initial allocation of \$1 million under the Commonwealth's Redevelopment Assistance Capital Program (RACP). This grant will be used to fund upgrades to the University's East Campus Gymnasium, which is used by multiple athletic programs, student clubs, and community groups. An additional allocation of \$3 million has also been requested in the 2018 funding round to help finance a wrestling center that would be part of a comprehensive athletics facilities master plan. -*Athletic Director set fund-raising targets in consultation with coaches and will work with Foundation on collaborations to achieve goals
		Finance and Administration	-The LHU Small Business Development Center is pursuing funding from the Economic Development Agency to conduct a feasibility study for a business incubator to serve the needs of Clinton and Lycoming counties. --*Expand use of social media channels to improve awareness of workforce development offerings, and add two high demand tests to the testing center the Scholastic Aptitude Test and the Graduate Record Examinations.
FACULTY STAFF DEVELOPMENT	Academic Excellence: 1.2 Responsibility: 3.1	Enrollment Management/ Student Affairs	-*MyHaven – Cognos Reports created and training for all secretaries -*Review Cognos capabilities with department chairs -*FERPA Training for all EM / SA Staff (Available to faculty also) -SAP training for faculty and improved communication -*Contribute furniture to new Faculty Development Center



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		Academic Affairs	<ul style="list-style-type: none"> -Continued to award new faculty reassigned time to all new instructional tenure-track faculty to support development of a plan for teaching/assessment effectiveness and scholarly growth. -*Relocated the Faculty Development Center in the center of campus, reorganized in effort to re-energize based on 16-17 Task Force recommendations to broaden participation in faculty -Conduct search for part-time Director of Grants and Sponsored Programs
		Athletics	<ul style="list-style-type: none"> -Develop staff in strategic planning and assessment -Provide coaching staff with development in fund-raising
		Finance and Administration	<ul style="list-style-type: none"> -*Support technology and fix-up paint up in new Faculty Development Center; facilitate moving
RIGHT SIZE PROGRAMS STAFF FACILITIES	Financial Sustainability: 2.1, 2.2, 2.3	Enrollment Management/ Student Affairs	<ul style="list-style-type: none"> -Create CRM Communication plans for special populations -Continuously improve traditional communication plan -*Review all open positions to determine needs and re-organization, as appropriate
		Academic Affairs	<ul style="list-style-type: none"> -Took update from 2016-17 Academic Plan to UCC for high level discussion on 2020 program portfolio -*Train key faculty and staff to use update of State System PA Workforce Needs/Gap Analysis and utilize in new program development -Complete all approvals for B.A.S.; complete curricular process for Entrepreneurship and Innovation minor; complete two new sub-baccalaureate certificates and Middle States substantive change process; update and revive BS Interdisciplinary Studies Option; conduct final review of French enrollments to decide about moratorium and seek State System collaboration to increase distance ed world language learning opportunities; reorganize ELML for new enrollment and budget context; develop proposal in concept for Nursing School and MS, NFP, DNP; etc., per current academic plan -Consider moving some AS/AAS Healthcare Professions fully online -Participate in TS3 convening's and bring back recommendations -Directors revised budget, planning, line request, and annual report templates to map goals and budget requests/expenditures to 2017-22 Strategic Plan.



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			<ul style="list-style-type: none"> -*Two matrices were developed: Linkage Between LHU Planning Processes and the Strategic Plan Goals and Allocation of Resources in Support of Strategic Plan Goals -*Vice Presidents will give guidance for using resources to achieve strategic priorities as indicated by Fiscal Management Committee
		Athletics	-*Review vacant positions for alternative models before replacing
		Finance and Administration	<p>Both the Information Technology and Financial operations areas were restructured in 2017-18. Likewise, a change was made to the first shift starting time in Facilities, which reduced, overtime related to snow removal. These changes all resulted in savings, which improved the University's financial position.</p> <p>The University has secured \$1 million in capital funding to finance the demolition of an unused residence hall and thereby eliminate approximately 25% of the 202,000 assignable square feet of excess space. This will result in a substantial reduction in ongoing operations and maintenance cost.</p> <p>A feasibility study is being conducted to support the renovation of Robinson Learning Center, a \$20 million capital project planned to commence in 2019-20. The study will analyze current utilization of that facility and several other E&G buildings and develop alternatives for more efficient and effective use of space.</p>