



Strategic Plan Development

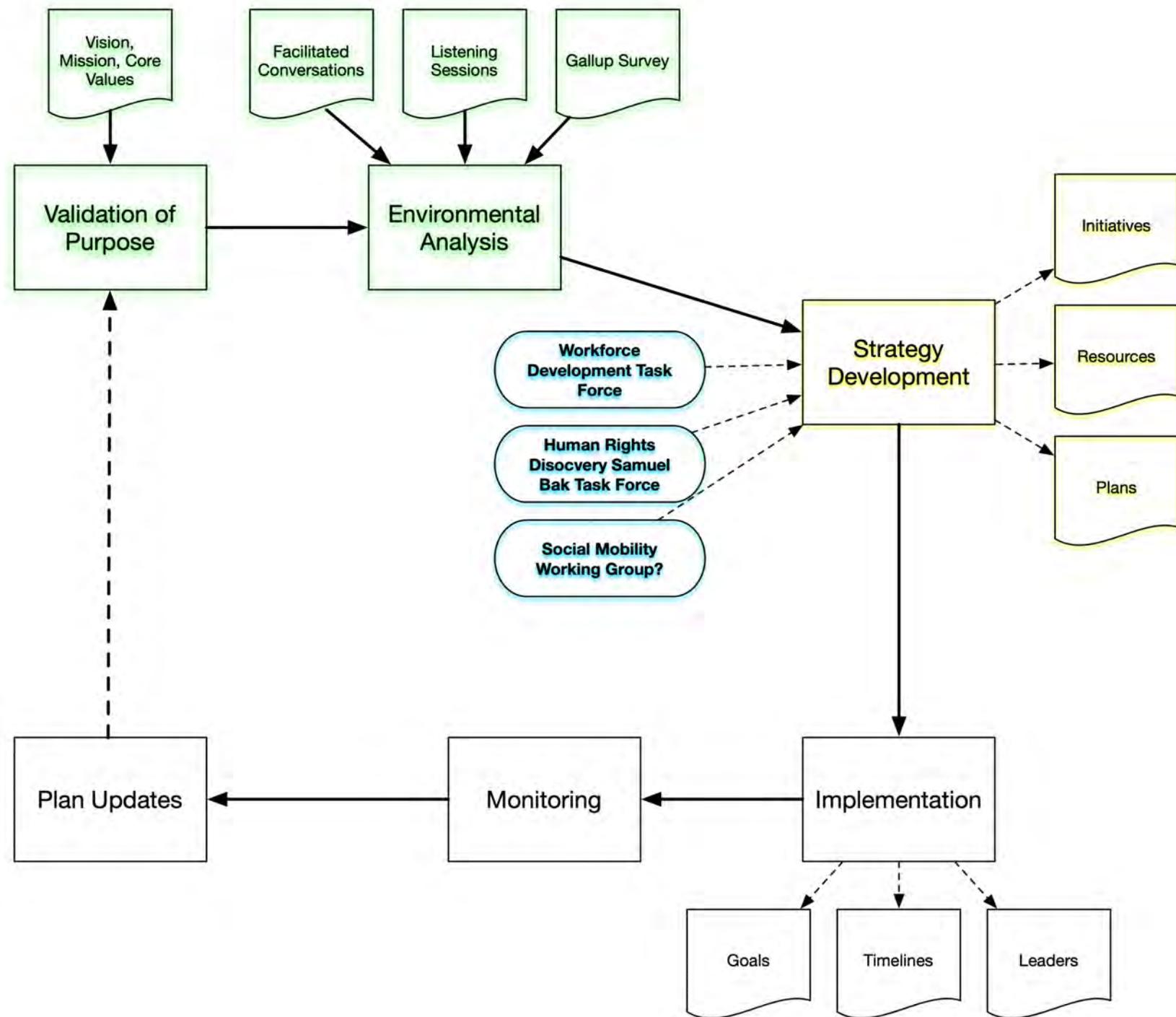


Plan for Today

-
- Overview of Plan Development Process
 - Progress to Date
 - Results of Environmental Scan
 - Strategic Initiative Outlines



Strategic Plan Development



Progress to Date

- Validation and Continuation of Core Values, Vision, and Mission
- Comprehensive Environmental Analysis
 - Over 200 Faculty, Staff, Students and Community Partners Participated in Facilitated Conversations
 - Raw and coded data on SharePoint
 - Chancellor held listening sessions with all Colleges and Units
 - Raw and coded data on SharePoint
 - Gallup Environment Survey
- Faculty, Staff, Student, and Community Recommended Strategic Activity Directions
- Plan is being developed



Environmental Scan Results – Strengths

	Leadership	Staff	Faculty	Student	Community
STRENGTHS					
Metropolitan mission and community integration	Green	Green	Green	Light Green	Green
Innovative academic programs	Red	Orange	Orange	Light Green	Yellow
Interdisciplinary research	Orange	Orange	Orange	Yellow	Orange
Student focus and student experience	Green	Green	Green	Light Green	Yellow
Benefit for the cost (i.e., low tuition, high value)	Light Green	Light Green	Green	Yellow	Light Green
Good student housing and surrounding area	Red	Orange	Red	Orange	Orange
Strong philanthropic community	Green	Yellow	Yellow	Yellow	Orange



Environmental Scan Results – Strengths (refined)

Strengths	Faculty	Staff	Students
Integration with Community Programs, Organizations, and Companies	38.2%	33.7%	23.4%
Student focus, student experience and programs	11.4%	13.1%	25.0%
Benefit for the cost (i.e., low tuition, high value)	8.1%	9.9%	4.7%
Strong Faculty/Staff	9.3%	7.8%	4.7%
Strong and innovative academic programs (online programs)	6.9%	5.0%	14.1%
Support for first generation, non-traditional students and military	8.9%	0.8%	8.6%
Diversity, Equity and Inclusion	0.0%	6.8%	6.3%
University Mission	0.0%	7.3%	3.1%
Alumni and other supporters	5.7%	2.6%	0.8%
Facilities	0.4%	2.6%	3.1%
Interdisciplinary research	3.7%	1.3%	0.0%



Environmental Scan Results – Weaknesses

	Leadership	Staff	Faculty	Student	Community
WEAKNESSES					
Lack of integration with business community	Red	Red	Red	Orange	Light Green
Online offerings are ad hoc	Red	Orange	Red	Orange	Light Green
Community perception	Light Green	Orange	Orange	Yellow	Yellow
Inadequate student focus and student experience	Red	Orange	Red	Light Green	Orange
Budget instability and resourcing	Green	Green	Green	Light Green	Orange
Faculty and staff morale	Green	Green	Green	Orange	Red
Student recruitment, enrollment, retention, and completion processes	Green	Yellow	Yellow	Light Green	Light Green
Lack of achievements on Diversity, Equity, Access, and Inclusion	Green	Yellow	Light Green	Orange	Light Green
Internal transparency and communication	Green	Light Green	Light Green	Light Green	Light Green



Environmental Scan Results – Weaknesses (refined)

Weaknesses	Faculty	Staff	Students
Faculty/Staff Compensation, Resources, and Opportunities	12.5%	15.2%	0.0%
Student Faculty and staff morale/motivation/retention	10.2%	10.7%	3.3%
Inadequate student focus, support and listening to student voices	5.0%	7.7%	27.1%
Campus Facilities / Parking	7.3%	6.8%	14.6%
Budget instability and resourcing	9.6%	7.7%	2.6%
Community perceptions / Academic Recognition	10.6%	4.1%	4.6%
Internal transparency and communication	4.0%	8.1%	3.3%
Inadequate workload and work processes	7.6%	5.6%	4.0%
Student recruitment, enrollment, retention, and completion	4.0%	6.2%	4.0%
Lack of achievements on Diversity, Equity, Access, and Inclusion	9.9%	2.6%	4.6%



Environmental Scan Results – Opportunities

	Leadership	Staff	Faculty	Student	Community
OPPORTUNITIES					
Degree Bundling / Certifications	Yellow	Orange	Red	Yellow	Orange
Strong Community with Desire to Support	Green	Yellow	Yellow	Green	Orange
Strong demand for our graduates	Orange	Red	Red	Red	Orange
Outreach to Underrepresented Populations	Yellow	Green	Green	Yellow	Green
Located in Economic Engine of the State	Green	Orange	Yellow	Yellow	Red
Online education and Remote Learning	Yellow	Green	Yellow	Green	Yellow
Workforce Development Such as Career Currency	Yellow	Yellow	Orange	Red	Yellow
Applied curriculum (internships, practica, research opportunities)	Green	Green	Green	Green	Green
Partnerships with UNMC	Orange	Orange	Orange	Orange	Red

Environmental Scan Results – Opportunities (refined)

Opportunities	Faculty	Staff	Students
Strong Community, Location in Economic Heart	21.0%	14.7%	20.4%
Online education, and non-traditional offerings	9.6%	12.0%	10.2%
Other	5.5%	9.0%	10.2%
Applied curriculum (internships, practice, research opportunities, study abroad programs)	10.0%	6.9%	7.1%
Faculty and staff development	11.4%	10.2%	1.0%
Degree Bundling and marquee programs	4.1%	6.6%	5.1%
First generation and non-traditional students	6.4%	4.2%	4.1%
Unique course offerings/ times and Unique Programs/Initiatives	7.3%	5.1%	1.0%
University Mission	0.5%	6.3%	6.1%
GAs/ Scholarships/ Funding/ student employment	2.3%	3.0%	6.1%
Student Support Services	4.1%	4.5%	2.0%
Student experience, recruitment, enrollment, retention	3.2%	5.4%	1.0%



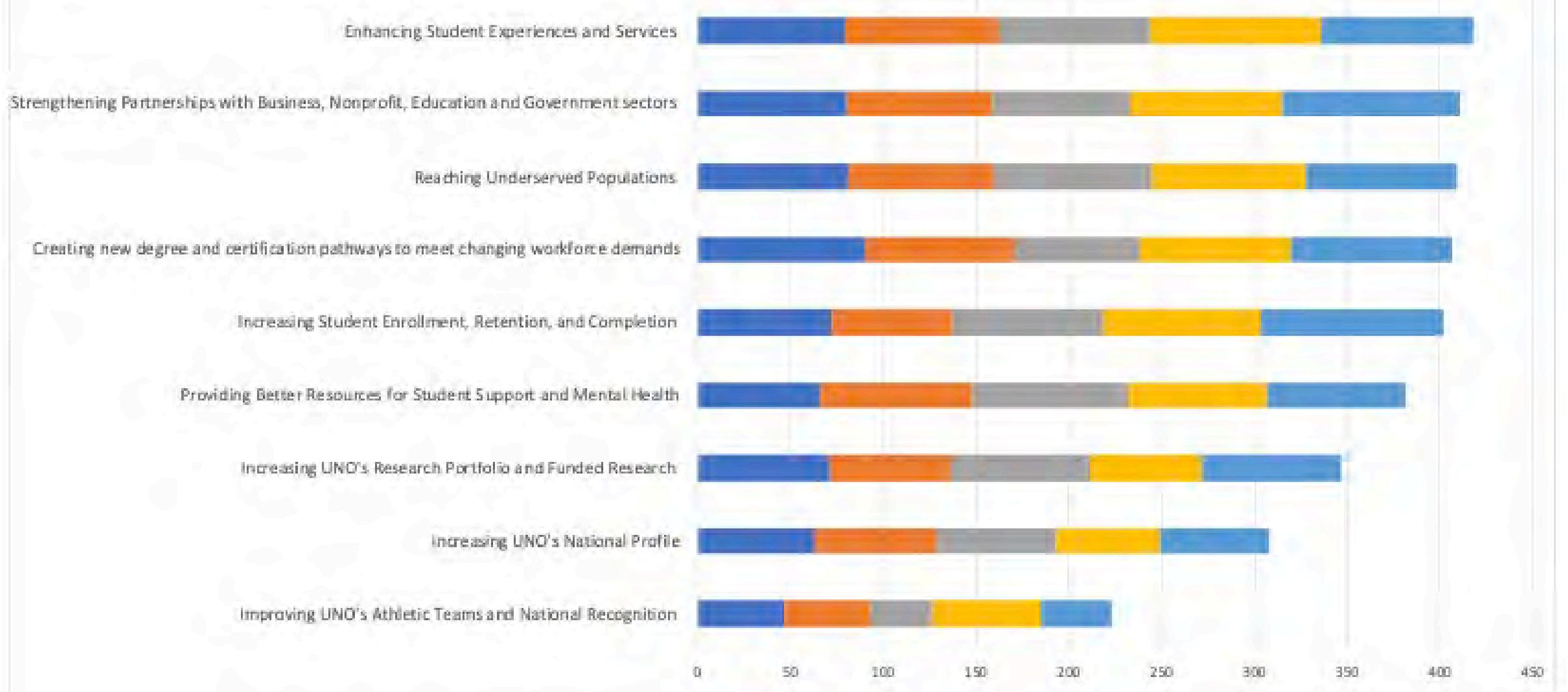
Environmental Scan Results – Threats

	Leadership	Staff	Faculty	Student	Community
THREATS					
Budget uncertainty	Low	Low	Low	Low	Low
Declining Population / Enrollment	Low	Low	Low	High	Low
Segments of the population questioning the value of a college degree	Low	Low	Low	Low	Low
Faculty/staff retention	Low	Low	Low	Low	Low
Increasing student costs	Low	Low	Low	Low	Low
Poor Campus Messaging and Perceptions	Low	Low	Low	Low	Low
Changing nature of education and training (corporate training, Coursera, etc.)	Low	Low	Low	Low	Low
Demands on our students (work, family, economy, mental health)	Low	Low	Low	Low	Low
Lack of data informed decision making, dashboards, and accountability	Low	Low	Low	Low	Low

Environmental Scan Results – Threats (refined)

Threats	Faculty	Staff	Students
Faculty and staff morale and retention	17.7%	27.5%	5.4%
Need to improve student experience and course options	0.8%	11.5%	19.6%
Budget instability and resourcing	12.0%	6.5%	3.6%
Changing nature of education and training	12.4%	4.7%	2.7%
Other	5.2%	6.5%	11.6%
Declining Population / Enrollment	6.8%	5.0%	0.9%
Poor Campus Messaging and Perceptions	6.4%	2.0%	11.6%
Lack of innovation	3.6%	5.9%	2.7%
Lack of transparency and data informed decision making (leadership)	5.2%	4.3%	2.7%
Increasing student costs and payment systems	3.2%	4.3%	4.5%
State politics	6.4%	2.0%	6.3%
Demands on our students/ staff/ faculty (work, family, economy, mental health)	3.6%	3.2%	4.5%

Recommended Priorities



■ Leadership ■ Staff ■ Faculty ■ Student ■ Community



Recommended Priorities

	Extended Leadership	Staff	Faculty	Student	Community
THEMES					
Increasing UNO's Research Portfolio and Funded Research	High	Medium	High	Low	High
Strengthening Partnerships with Business, Nonprofit, Education and Government sectors	High	High	High	High	High
Increasing Student Enrollment, Retention, and Completion	High	Medium	High	High	High
Enhancing Student Experiences and Services	High	High	High	High	High
Reaching Underserved Populations	High	High	High	High	High
Increasing UNO's National Profile	Medium	Medium	Medium	Low	Medium
Providing Better Resources for Student Support and Mental Health	High	High	High	High	High
Improving UNO's Athletic Teams and National Recognition	Low	Low	Low	Low	Low
Creating new degree and certification pathways to meet changing workforce demands	High	High	High	High	High

UNIVERSITY OF
Nebraska
Omaha

