

2016-17 Annual Operational Action Plan

The Wilberforce University Renaissance: Re-Claiming Institutional Prominence and High Performance, our Strategic Plan, includes six broad institutional goals, focused strategic objectives, and action steps for each of these goals. As the plan is implemented, we annually gather specific evidence from the University community. The items selected are a snapshot of the various activities from across the campus, and other activities may have been implemented across campus.

Goal 1. Operational Efficiency

We are dedicated to establishing policies, procedures, and practices that assess and assure the highest standard of workplace effectiveness and operational functionality to support the core mission of the University.

- 1.1 Shared governance policy implemented.
 - 1.1.1 New organization structure created and implemented for implementation of shared governance. New groups have been organized and activated for implementation of shared governance - i.e. University Staff Council and University-wide Council are organized with meetings held.
- 1.2 Used performance management and evaluation/assessment systems.
- 1.3 Implemented Campus Infrastructure Plan.
 - 1.3.1 Phase 1 Renovations.
- 1.4 Developed preventative maintenance plan.
- 1.5 Implemented technology action plan (Conducted Technology Operations and Access Survey March 24, 2015).

Goal 2 Academic Excellence

We are dedicated to establishing rigorous and challenging academic programs and intellectual experiences that prepare students for successful entry into the workplace, graduate, and professional schools, entrepreneurship and an appreciation of ideas which results in life-long learning.

- 2.1 Linked Student Learning outcomes with program outcomes.
- 2.2 Established Academic Program Review Process.
- 2.3 Developed a faculty generated student success strategy.
 - 2.3.1 Policy and Procedure Implemented for reporting and collecting Mid-Term grades.
- 2.4 Explored innovative curriculum and programming that leverages existing interest in Drone Technology, Media, and other 21st century industries.
 - 2.4.1 Implemented STEM Task Force to determine new opportunities for student learning and resource generation.
- 2.5 Reviewed process for University –wide assessment process.
 - 2.5.1 Participants in HLC Assessment Academy Project
 - 2.5.2 Department of Institutional Effectiveness developed and implemented training departmental assessment and review.
- 2.6 University established focus on Entrepreneurship and Social Justice as a pathway forward.
 - 2.6.1 University secured substantial gift to establish the Mark and Shelly Wilson Center for Entrepreneurship and Social Action.
 - 2.6.2 The Mark and Shelly Wilson Center for Entrepreneurship and Social Action hosts two-day *Think Tank* with prominent HBCU intellectuals and scholars.

2.6.3. The Mark and Shelly Wilson Center for Entrepreneurship and Social Action submitted research grant for Thurgood Marshall Fund for Center Entrepreneurship

2.6.4 Developed strategy for Entrepreneurship Major implementation.

2.7 Received Career Pathway Initiative Grant to enhance student success.

2.8 Received Masters of Rehabilitation Grant.

Goal 3 Fiscal Responsibility

We are dedicated to establishing policies, procedures, and practices that reflect the most promising key performance indicators in fiscal management and accountability to assure good stewardship of the University financial resources and assets.

3.1 Implemented financial and resource management plans for each division.

3.3 Implemented planning and budgeting process aligning of university units.

3.4 Aligned University fiscal needs with enrollment, recruitment, and student success.

3.4.1. Completed Guaranteed Admissions Agreements with one community college.

Goal 4 Student Engagement

We are dedicated to establishing policies, procedures, and practices, which create and support a vibrant and holistic student experience that expands learning beyond the classroom.

4.1 Re-imagined Division of Student Affairs to Division of Student Engagement and Success.

4.2 Developed strategy for increasing retention and graduation rates.

4.2.1 Restructured Admission, Registrar, and Financial Aid to create Division of Enrollment Management.

4.3 Increased opportunity for students to obtain paid internships through external funding.

4.3.1 Received Project Success Grant Funding to enhance internship opportunities for students.

Goal 5 Image Enhancement

We are dedicated to establishing an infrastructure, which supports a comprehensive approach to repair and enhance the image, reputation and physical environment of the University.

5.1 Developed strategy for sustained and productive relationships with constituents.

5.2 Implemented transparent and sustainable university wide-process and products that address accreditation guidelines for programs regionally and nationally.

Goal 6 Civility and Kindness

We are dedicated to establishing policies, procedures, and practices, which create and support an institutional climate of collegiality, mutual respect, and workplace collaboration.

6.1 Operationalized continuous monitoring by the Accreditation Committee.

6.2 Updated constituents on accreditation monitoring outcomes.

6.3 Used HLC monitoring findings for continuous institutional enhancement