



ANTIOCH
UNIVERSITY

ONE UNIVERSITY

TOWN HALL MEETING

Strategic Planning

MAY 15TH

We Are On This Journey Together

AU

Beginning Assumptions

- This is a continuous and dynamic process
- Builds on the data previously collected
(There is a basic plan this process is to update and build upon it)
- Cabinet selects Strategic Planning Steering Committee
- Opportunity for broad feedback and response through website forms
- A collaborative effort from every area of the institution and its partners through nominations for steering and sub-committees
- The process incorporates short-term and long-term priorities

Strategic Planning Process (Refresher)

1

Preparation and Planning

- Identify purpose/objectives
- Determine process/methodology
- Leadership structure

2

Engagement, Information Gathering and Analysis

- Review and consider current data
- Engage stakeholders, foster participation and collect input
- Review themes and potential priorities in key topic areas identified

3

Drafting the Plan

- Determine the select set of key priorities for the University
- Create high-level first draft plan and implementation framework
- Stakeholder involvement – multiple opportunities for response and feedback

4

Validation and Next Revision

- Validate draft plan direction and content with the stakeholder community
- Incorporate feedback into the plan
- Create final draft

5

Completion, Presentation and Plan Management

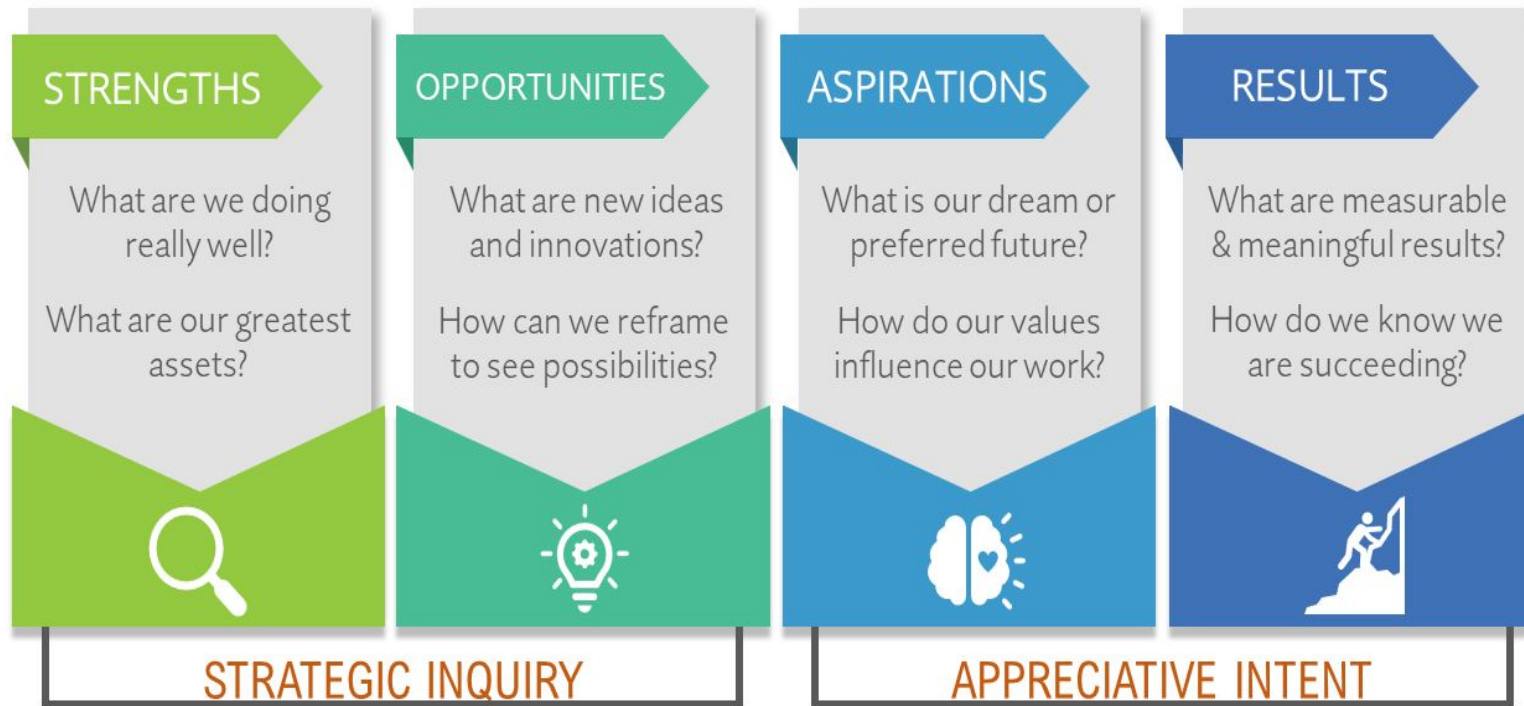
- Present finished plan
- Create a mechanism for process evaluation
- Build governance structure to support ongoing review and re-direction/update of plan, as needed
- Support embedding Strategic Plan initiatives into the work of all areas of the University.
- Regularly track progress, review milestones, and report on goal metrics.

Phase I

Assessment and Environment Analysis

SOAR FRAMEWORK

CREATE STRATEGY THAT INSPIRES ENGAGEMENT AND INNOVATION



Source of Data and Insights

A. Survey Data

1. HLC Surveys - for faculty and staff (2013, 2018, 2024)
2. Ruffalo Noel Levitz Surveys (for students)
3. Rankin Climate Survey
4. AUNE Sexual Misconduct Climate Survey
5. Anti-Racist Task Force Plan and Recommendations
6. Budget Priorities Recommendations Plan
7. Truth, Racial Healing, and Transformation Plan

B. Institutional Data from Antioch's OIE

C. Review of previous Antioch tactical plans, such as the 5-Year Vision & Pillars for Growth, and others

D. Conversations with students, faculty, staff

What we know from current surveys

- Inequities across the institution
- Data-informed decision making and practices
- Strategic communication plan & implementation
- Student Admissions/Retention/Persistence
- Tuition
- Satisfaction
- Voice & inclusion in decision making
- Gaps in student services and advising
- Collective governance/voice

What we know from current surveys

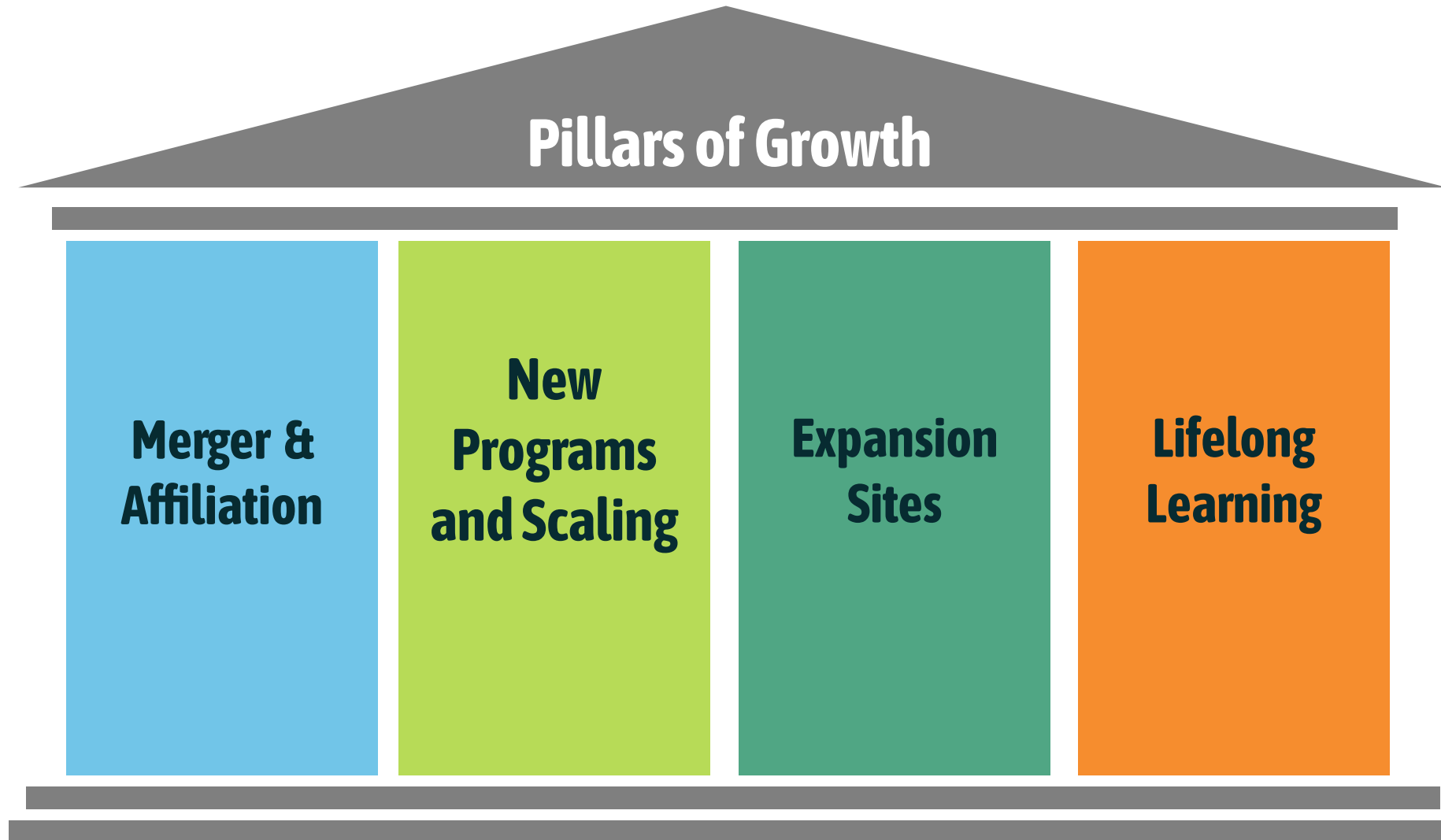
- Budgeting
- Resource allocation
- Data-informed decision making
- Faculty/Staffing issues
 - Compensation, including inequities
 - Review structures
 - Communication (departmental and University)
 - Professional development
 - Orientations
 - Ongoing PD
 - Antiracist specific
- Recognition of value

What we know from Leadership and Board Vision

5-Year Vision and Pillars for Growth

“Antioch will become an academically integrated national university with a broad portfolio of mission-consistent programs, scaled up to more campuses and modalities, delivered in more locations and markets, and supported by affiliated enterprises.”

What we know from Leadership and Board Vision



What we know from Leadership and Board Vision



At the Core

- Faculty Voice and governance reform (Faculty Senate)
- Academic Governance Reform (from Campuses to Schools)
- Academic Program Reform - integration
- Scaling current programs to other campuses
- Scaling current programs to other modalities
- Scaling current programs to Affiliate locations
- New Degrees and Programs
- Community Education
- New Expansion sites

Our Vision

Antioch aspires to be a leading university offering learners and communities transformative education in a global context that fosters innovation and inspires social action.

Our Mission

Antioch University provides learner-centered education to empower students with the knowledge and skills to lead meaningful lives and to advance social, racial, economic, and environmental justice.

Core Values

- **Excellence in Teaching and Learning**

The University offers quality academic programs relevant to the needs of today's learners and embraces experiential learning by bridging academic outcomes with the real-world experience of all members of its learning community.

- **Nurturing Student Achievement**

The University educates the whole person by cultivating personal growth, pragmatic idealism, and the achievement of professional goals.

- **Supporting Scholarship and Service**

The University supports the active engagement of students and faculty in both scholarship and service. Antioch values the creative and deliberative application of teaching and learning to 'further social, economic, and environmental justice.'

- **A Commitment to Social Engagement**

The University maintains a historic commitment to promoting social justice and the common good. Students graduate from Antioch University with a heightened sense of their power and purpose as scholars, practitioners, and global citizens.

- **Building and Serving Inclusive Communities**

The University nurtures inclusive communities of learners, inspiring diversity of thought and action. Antioch University engages and supports the educational, cultural, and environmental vitality of the diverse regional, national, and international communities that it serves.

Phase III Strategy Formulation



Committee Structure and Planning Process

Strategic Planning Steering Committee (SPSC)

- The Strategic Planning Steering Committee (SPSC) is a crucial entity, with representatives from each area of the university.
- Responsible for managing the process and coordinating the efforts of the SPSC and working with other committees.
- Goal is to prepare and present a final strategy plan by November 2024.

Sub-Committee

- SPSC + General Nominated/volunteers
Responsible for coordinating the effort of all future work groups and communicating progress across work groups and to campus

Strategic Plan Timeline with Milestones – April to July

Creates SPSC

1. In collaboration with the Academic Affairs Committee, BOG, deans, Faculty Senate, etc.
2. NOTE: SPSC will be a standing committee even as membership changes over time.

Develop Themes

1. Themes driven by Mission, Vision, and Core Values of Antioch
2. Incorporates Survey Data
3. Identifies Internal & External Opportunities and Threats with addition survey data
4. Process Themes

Presents Themes - Feedback

1. Present Themes Report to AU Community and conduct t own Hall Presentations
2. Solicits Feedback via Survey and Revise Themes
3. Seeks feedback from the Cabinet

Strategic Plan Timeline with Milestones – August to October

Draft Priorities/Goals

1. Translate themes into “strategic priorities” (goals)
2. Seeks feedback from the Cabinet
3. Develop priorities and goals for each theme (specific, measurable, achievable, relevant and time-bound)

Create Benchmark for Goals

1. Sub-committees – Draft benchmarks, initiatives, and key performance indicators based on priority/goal.
2. Create timelines for implementation and assessment
3. Create tentative budgets/align with the budget process

SPSC Writes & Revise Plan

1. Assesses subcommittee contributions and revise as necessary
2. Synthesizes benchmark subcommittee contributions
3. Seeks feedback from the Cabinet
4. Drafts overview and executive summary

Strategic Plan Timeline with Milestones – November to Onward

SPSC Publishes 2024-Plan

1. Shares the SP with internal and external committees.
2. The SPSC Chair regularly communicates to the AU community about the SP process and updates while continuing to request feedback and participation
3. Coordinate and implement a strategy for communication (internal and external)

SPSC Develops Revision & Updating Process

1. Monitoring the implementation of the strategic plan
2. Determining the frequency of updates to stakeholders
3. Determining/introducing themes or priorities, benchmarks, and KPIs
4. Reviews SPSC membership and other involved groups

Strategic Plan A Living Document

1. Use SP as a benchmark for annual reviews and update processes
2. Annual report to AU and CCG boards, AU Community, and external community
3. Board and leadership share specific guidelines for annual reports throughout all areas of the university

Crystallize Themes

- Data Sources
- Surveys
- Forums
- Townhall Meetings
- Strategic Planning Website Forms



Phase IV **Implementation Plan**

- Action Items with specific tasks
- Timelines –schedule task completion milestones
- Resource Allocation – Manager human and financial resources, infrastructure, and technology
- Key Performance Indicators – specific, measurable, and aligned with the overall objectives and mission.
- Communication plan – with continuous feedback
- Risk Management Plan for unexpected events, etc.

Mapping of Themes, Goals Sub-goals, Initiatives & Metrics

Themes

1. _____
2. _____
3. _____
4. _____



Goals

1. _____
2. _____
3. _____



Subgoals

1. _____
2. _____
3. _____
4. _____



Initiatives

1. _____
2. _____
3. _____
4. _____

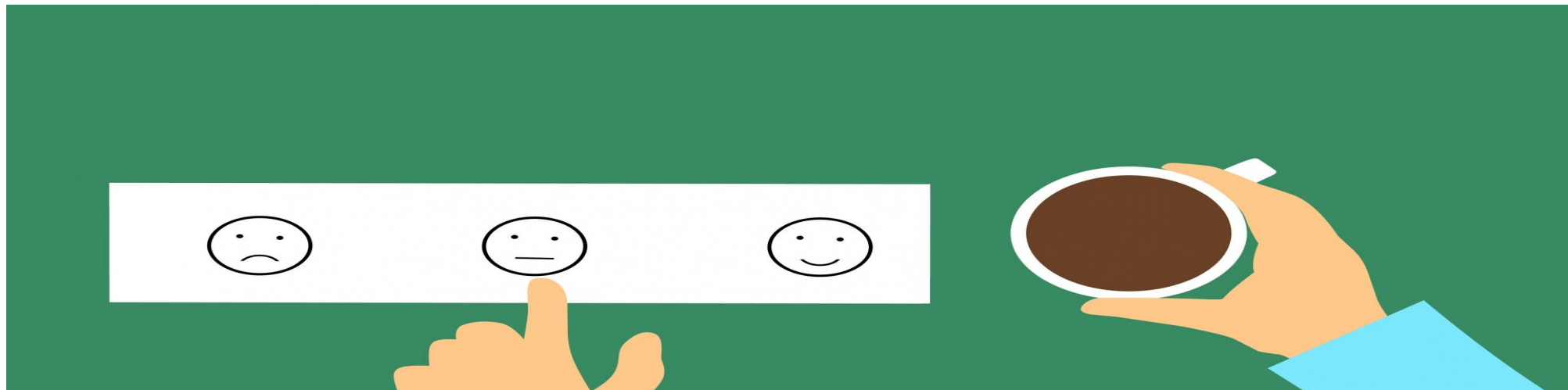
Metrics

1. _____
2. _____
3. _____
4. _____

Phase V

Evaluation and Revision

- Monitor and Evaluate by verifying progress, identifying problems, and making adjustments.
- This becomes an annual process and is integrated into institutional practices.



WE WILL NEED YOUR INPUT AND FEEDBACK

Visit the Strategic Planning Website Regularly

(Log into AUDirect to view the site)



hub.antioch.edu/strategicplan

How To Be A Part of the Process

● Stay Informed

- There will be regular updates to the Strategic Planning website
- Monthly updates on DNA and other university communications.

● Get Engaged

- Self-nominate or nominate someone else to serve on a Work Group on the website
- Participate in Work Group feedback sessions, focus groups, and other engagement opportunities.

● Share Your Questions, Comments, and Concerns

- Feedback form on strategic planning website (Deadline October 15, 2024)
- Openly engage members of the Steering Committee and Work Groups

Q&A

Strategy & Action Activity

**Help us by Sharing Your
Ideas for the Future
of Antioch University**