



ANTIOCH  
UNIVERSITY

***ONE UNIVERSITY***

TOWN HALL MEETING  
Strategic Planning Update  
August 21st

***ONE UNIVERSITY***

**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)*
- Opportunity for broad feedback and response through website and Town Hall Meetings
- A collaborative effort from every area of the institution and its partners through nominations for steering and sub-committees

# 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.

# Inclusion & Diversity Statement of Commitment

In radical recognition of our mission and purpose, we pledge to actively engage in ongoing development as a wholly inclusive community. To this end we will consistently, deliberately and systematically strive to be appropriately responsive to the myriad dimensions of human diversity, such that none are marginalized and all experience justice and empowerment. Moving beyond tolerance toward inclusion and the celebration of our differences, we will courageously embrace any resulting challenges as they arise, recognizing that the responsibility for this rests with each and every member of the community. We assert that we will move expeditiously toward our goals through an ongoing commitment to courageous self-examination and respectful and honest interactions, which will lead us to the creation of formal and informal structures, policies, programs, and services that will give life to these ideals on our campuses and as we touch the world around us. *(Created by the University-wide Diversity Statement Task Force, approved 2012)*

# 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.

# 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 Town 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

# Strategic Priorities Working Titles

1. Enhance Engagement and Access for Student Success
2. Strengthen Academic Quality and Integrity Across the University and Coalition
3. Empower Faculty and Staff Development and Support
4. Embody Institutional Equity, Belonging, and Inclusion
5. Revolutionize Operational Effectiveness and Decision-Making
6. Cultivate a Connected and Responsive University and Coalition Community
7. Forge Dynamic Partnerships and Energize Community and Coalition Engagement
8. Champion Mission-Driven Fiscal Responsibility

# 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 other documents

**D. Conversations with students, faculty, staff**

**E. Survey Results from Strategic Planning Website** – 249 as of 8/18/2024

# What We Know From Various Resources

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

# Sub-Committee Chairs

- Priority 1 - Karen Crist
- Priority 2 - Michelle Finley
- Priority 3 - Rachel Keil
- Priority 4 - Stephanie Helms Pickett
- Priority 5 - Sue Byers
- Priority 6 - Laurien Alexandre
- Priority 7 - Russell Thornhill and Jane Paul (Co-Chairs)
- Priority 8 - Zephyr Ethier

# Committee Structure and Planning Process

## **Strategic Planning Steering Committee (SPSC) consist of 28 Members**

- 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 assist in preparing the 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

# How To Be A Part of the Process

- **Stay Informed**

- There will be regular updates to the Strategic Planning website

- **Email:**

- Chairs of sub-committee or Chair of Strategic Planning Steering Committee

- **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

# WE WILL NEED YOUR INPUT AND FEEDBACK

## Visit the Strategic Planning Website Regularly

*(Log into AUDirect to view the site)*



[hub.antioch.edu/strategicplan](https://hub.antioch.edu/strategicplan)

**Q&A**