What & Why of Strategic Compass

- Engages stakeholders to develop a common identity and shared vision
- Anchored in strengths, distinctive qualities, underlying values, and future ambitions
- Provides strategic direction with flexibility for adapting to evolving circumstances

How: COHRE’s role

- Design and guide the process
  - Independent, neutral facilitator
- Give UIS stakeholders major voice
  - Faculty, staff, administrators, students, alumni
- Represent views of UIS community
  - Inductive integration of extensive input
  - Collective reflections & aspirations
  - Collaboratively developed description
UIS Strategic Compass
Overview

UIS Premier Education Experience
- Aligns with UI System emphasis and reputation for quality
- Expresses UIS’s distinctive vision for what this looks like and how it’s achieved
  - UIS pillars of a premier education
  - Driven by environment of 7 essential values
- Honors UIS history & leverages strengths
- Summarizes UIS identity & aspirations

Premier Education
World-Class Teaching  Personal Attention  Experience Engaged  Liberal Arts Skilled

7 Essential Values
1. Student-Focused  5. Strategic Decision-Making
2. Respect & Inclusion  6. Accountability
3. Community Connected  7. Fiscal Health
4. Innovation

Pillars of UIS
Premier Education

Center for Organizational and Human Resource Effectiveness
World-Class Teaching

UIS Strategic Compass - Premier Education Pillar

- UIS has strong roots in a teaching-oriented mission
- Core of talented, dedicated faculty; supporting them is critical

Key Priorities
- Reinforce emphasis on hiring faculty with strong teaching skills
- Improve teaching assessment and feedback systems
- Recognize and reward high quality teaching
- Invest in ongoing development of faculty teaching skills

Personal Attention

UIS Strategic Compass - Premier Education Pillar

- Personalized attention to students has been a defining feature of UIS throughout its history

Key Priorities
- Reinforce emphasis on individualized student interactions with faculty and staff
- Assure classes available in format students want/need (classroom vs. online)
- Improve practices for meeting specialized needs of diverse student body
- Develop critical student life factors
**Experience Engaged**

*UIS Strategic Compass - Premier Education Pillar*

- UIS committed to education infused with experiential learning
- Expands skills, stimulates interest, enhances career prep, and facilitates community connections
- Competitive market advantage for both UIS and its students

**Key Priorities**

- Reinforce and expand current experiential learning opportunities beyond the classroom
- Increase capability and practice of integrating experiential activities within courses

**Liberal Arts Skilled**

*UIS Strategic Compass - Premier Education Pillar*

- UIS has esteemed liberal arts history
- Provides versatile skills valuable across careers and in life
- Extends beyond applied technical skills to enhance success

**Key Priority**

- Strategically assess how to best leverage UIS’s liberal arts strengths for the future, including how to integrate those strengths across majors
Essential Values
Drive UIS decisions & actions
Cross-cutting impact

UIS Strategic Compass – Essential Values

Student-Focused

- Positive student impact is the highest ideal
- Paramount reference point for setting priorities, making decisions, and guiding actions at all levels of the university
- Lens through which UIS judges its success
Respect and Inclusion

- Treating every person with respect lays foundation for culture of genuine inclusion
- Embraces diversity and enables dignity to flourish
- Civility, transparency, and shared governance are significant contributors

Community Connected

- Collaborative connections with community
- Historically ranged from civil activism to career prep
- Global & local
- State gov’t, civic organizations, local employers
- Pursue & entice
Innovation

Creative initiative, pioneering efforts, and passionate commitment

- Bold efforts to try creative teaching methods
- Research, creative activities, applied endeavors
- Scholarship vital and multidimensional
- Internal efficiency
  - Continuous improvement of UIS processes

Strategic Decision-Making

- Emphasis on strategic, data-based approach
- Proactive, integrated planning
- Ongoing communication and transparency
UIS Strategic Compass – Essential Values

**Accountability**

- High ambitions require diligent follow through
- Clear expectations, attentiveness to progress, and appropriate consequences
- Constructively balance positive reinforcement and corrective responses as respectively earned

UIS Strategic Compass – Essential Values

**Fiscal Health**

- Ability to thrive is bound by fiscal health
  - Sound stewardship, strategic foresight, and development of resources
- Enrollment growth implications
  - Coordinated with ability to fulfill other values & pillars
- Development of alumni & community relations
- Students’ financial health too
  - Lower cost opportunity for premier education
Next Steps

Identity and Aspirations Into Actions and Impact

7 Essential Values

1. Student-Focused
2. Respect & Inclusion
3. Community Connected
4. Innovation
5. Strategic Decision-Making
6. Accountability
7. Fiscal Health

Thank You.

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UIS Strategic Compass Website:
https://www.uis.edu/academicaffairs/strategic-compass

From UIS homepage:
“About UIS” > “Strategic Compass”