

THE COLLEGE OF
WOOSTER

ON PURPOSE: OUR STRATEGIC FRAMEWORK
AN UPDATE – IN BRIEF
February 2013

At the start of the spring semester, all indications are that we are making good progress on our strategic priorities for 2012-13, with the exception of our progress towards our benchmark goals for faculty salaries, as we did not improve our position relative to the GLCA medians for associate and full professor average salaries.

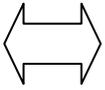
Our update follows.

A reminder about our “symbols of progress” convention: an up arrow indicates that we believe we are making good progress; a sideways arrow indicates that while we are making progress, we are not making progress as quickly as we might like; a down arrow indicates that we are not making progress and we are revisiting our assumptions (**we have no down arrow indicators**).

Strategic Objective			
Related Strategic Initiatives	Actions for 2012-13	Current Status	Commentary
INITIATIVES TO FULFILL OUR EDUCATIONAL PURPOSE WITH DISTINCTION			
CoRE <i>[Heather FitzGibbon]</i>	<ul style="list-style-type: none"> • Provide support and inspiration for faculty. • Launch series called Research Matters to provide venue for discussing innovations in research across disciplines. • Provide opportunity for faculty and students to engage in interdisciplinary collaborative work through the support of summer investigative teams addressing multi-disciplinary topics and supporting student/faculty travel opportunities to present their work. 		<ul style="list-style-type: none"> • Sent several faculty members to workshops on digital humanities • Participated in a number of NITLE webinars exploring pedagogy and digital scholarship • TS&T is discussing how to evaluate digital scholarship • Will be supporting one collaborative faculty-student research team in digital humanities • Have held successful <i>Research Matters</i> sessions on collaborative research, on-line research support, and digital identity. <i>Teaching Matters</i> topics have included collaborative teaching, using blogs in the classroom, and faculty IT fellows • Usage of CoRE increased, representing a larger number of faculty, students, and departments

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<p>Future of Sciences at Wooster <i>[Carolyn Newton]</i></p>	<p>Imagine the future of scientific inquiry and teaching at Wooster by focusing on defining our specific programmatic goals, aspirations, and needs.</p>		<ul style="list-style-type: none"> • We are working with planning consultant Art Lidsky to complete the program planning for a life science complex to replace the current Mateer facility. • The new complex will enable the collaborative and interdisciplinary work that is so essential to emerging scientific disciplines, and will also be an inviting space for students of all disciplines to become scientifically literate.
<p>Diversity and Global Engagement <i>[Carolyn Newton & Kurt Holmes]</i></p>	<p>Advance the Center for Diversity & Global Engagement’s mission of fostering a collaborative culture of inclusion and local/global engagement for the campus community by:</p> <ul style="list-style-type: none"> • Connecting its work more directly with the academic program including (1) faculty/staff development projects focused on diversity pedagogy (international and domestic) and (2) off campus study and global engagement programming. • Constructing and enhancing programs that will empower students to take responsibility for creating and implementing their own initiatives to improve campus climate. 		<ul style="list-style-type: none"> • Initiatives to improve campus climate, including working with the Secretary of the College on Title IX compliance, developing a strong Safe Zone Training Program, working with the Dean of Faculties office and other offices to provide cultural competency training for staff, faculty, and students; • Working with the Dean of Students Office and the President’s office to strategize about how to improve campus climate related to sexual misconduct and forms of harassment and intimidation; • Working with faculty and staff to strategize effective measures to improve and promote international education on our campus. • Completed the external review and Self Study of the CDGE and in the process of completing the external review of the program. • Derald Sue provided a campus-wide workshop on intercultural communication. We were also able to provide three mini-grants to individuals exploring issues arising from the workshop.
<p>Community of Learners <i>[Kurt Holmes]</i></p>	<p>Steward our rich array of opportunities and services in such a way that students and their families, as well as faculty and staff, understand that we are a small campus learning community on purpose, that we offer the richness of opportunities and services we do because we understand the role they play in the overall development and liberal education of our students.</p>		<ul style="list-style-type: none"> • Campus wide effort to promote “Civility” via programs sponsored by student groups, campus committees, and administrative offices. • Expansion of civic engagement with events such as “Make a Difference Day” and Voter Registration/Voting

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APEX <i>[Hank Kreuzman]</i>	Launch APEX		<ul style="list-style-type: none"> • APEX Completed and opened • Student visits to the offices increased 2 to 3 times • APEX Fellowships Program launched (will fund at least 35 student projects) • Experiential Learning staff have met one-on-one with more than 200 students to date
INITIATIVES TO STRENGTHEN THE FOUNDATION OF OUR COLLEGE			
Marketing Plan for Wooster <i>[Scott Friedhoff, John Hopkins]</i>	Bring together ongoing efforts into a comprehensive marketing plan designed to advance Wooster’s market position, our brand, and recognition in strategic demographics, and the pride and commitment that Wooster alumni and friends have in the College.		<ul style="list-style-type: none"> • Marketing plan is complete. Implementation well underway.
Campaign Planning <i>[Grant Cornwell, Laurie Houck]</i>	<ul style="list-style-type: none"> • Begin crafting a strategy and goals for Wooster’s next comprehensive campaign. • Conduct systematic research projects on the philanthropic capacity of our donor base • Commission a rigorous feasibility study to assess the scope of the College’s next campaign. • Work with the Board of Trustees and campus constituencies to establish our funding priorities. 		<ul style="list-style-type: none"> • Developed draft white paper outlining campaign priorities • Testing resonance through feasibility study (in process) and presidential dialogue dinners • Completed data screening; research is on-going • Drafting campaign plan, complete with proposed volunteer structure
INITIATIVES TO SUSTAIN OUR MOMENTUM			
HLC Continuing Accreditation & Planning Refresh <i>[Ellen Falduto, Gary Gillund, Anne Nurse, John Sell]</i>	<ul style="list-style-type: none"> • Complete the Higher Learning Commission (HLC) reaccreditation self-study. • With the HLC self-study as the basis, go through the process of coming to a common understanding of our strategic position and ask again what we should be doing differently to advance the College towards shared goals. 		<ul style="list-style-type: none"> • At time of this update, the self-study document is 80% complete • The “Big 5” elected committees and the Horizon Group have participated in SWOT updates.

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Faculty Salary Project <i>[Carolyn Newton, Laurie Stickelmaier, TS & T, FAC, Ellen Falduto]</i>	continue the work being done with the faculty and staff salary projects		<ul style="list-style-type: none"> Fall 2012 GLCA comparison indicated that we did not “gain” in our relative position to the GLCA medians for professors and associates; we exceed the median for assistants
Staff Salary Project <i>[Laurie Stickelmaier, Ellen Falduto, Staff Salary Advisory Committee]</i>			<ul style="list-style-type: none"> we update the market data annually and continue to address the differences to market through increments to the salary pool (arrow direction indicates continued progress)