

COLLEGE OF SOUTHERN IDAHO

STRATEGIC PLAN

GOAL I: SERVICE

STRATEGY:

Promote habitual characteristics of respectful and courteous interactions with the widening diversity of the internal community as well as the community at large; enable access to educational and training opportunities; and, demand the highest possible quality of performance.

ACTION AREA A: Student Service

Action Item 1) Assure a student's continuing access to educational and training opportunities by: eliminating student/CSI contact barriers; insuring collaboration among student service departments; communicating interactively with the College community, other institutions of higher education, and community at large. *(Student Services)*

Action Item 2) Establish a convenient, user-oriented student services system sometimes referred to as "one stop service". *(Student Services)*

Action Item 3) Reinvigorate programs to increase recruitment, retention, and placement of students. *(Director, New Student Services)*

Action Item 4) Institutionalize a minimum standard of "computer literacy" for degree-seeking students and expectations of compliance. *(Computer Skills Assessment Committee)*

Action Item 5) Offer classes at nontraditional times. *(Chief Academic Officer)*

Action Item 6) Develop opportunities for students with young families. *(Center for New Directions)*

ACTION AREA B: Diversity of Student Body

Action Item 1) Adopt a College definition of diversity that includes multicultural, highly able, and international students.

Action Item 2) Expand recruitment of multicultural, highly able, and international students.

Action Item 3) Recharge programs that promote understanding of diversity internally and externally.

ACTION AREA C: Communication

Action Item 1) Establish a user-friendly College-wide electronic communication system that interactively communicates institutional and departmental voice, data, and video messages.

Action Item 2) Communicate system-wide announcements and news items of general interest to the internal community.

Action Item 3) Establish a systematic survey process to obtain input about the quality of service exhibited by the College, internally, with former students, and with the community at large.

Action Item 4) Establish a representative committee to invite to the college campus-wide speakers of general interest (not classroom guests).

Action Item 5) Assure that the “open door” policy on campus continues and is extended to communications that are not face-to-face.

Action Item 6) (2004) Initiative on Decision-Making and Communication

ACTION AREA D: Quality

Action Item 1) Develop process for balancing student growth with quality instruction on an ongoing basis.

Action Item 2) Set expectations for quality programs and services by assuring that standards of performance and measurements of compliance are in place.

Action Item 3) Assure quality of instruction in all programs in cooperation with faculty, department heads, division directors, and deans.

Action Item 4) (2004) Initiative on Quality Instruction and Student Growth

GOAL II: INNOVATION

STRATEGY:

Discharge duties inventively and creatively. This entrepreneurial environment is fostered by administrators and all other employees who undertake thoughtful, insightful, and forward-looking decisions and reasonable risk may be a part of the College enterprise. The goal of “Innovation” is both to establish and to maintain the inventive spirit of the College.

ACTION AREA A: Programs and Program Review

Action Item 1) Continuously scan pertinent educational and business environments to ensure that programs meet forward-looking student, academic, and business needs and respond appropriately.

Action Item 2) Ensure that objective standards, processes, and procedures are in place to determine effectiveness of program mission and function; student preparation and instructional methods; student performance and outcomes. Take corrective action where indicated.

Action Item 3) Assure that the needs of special populations and persons with disabilities of the College are anticipated.

Action Item 4) Routinely assess the competitive marketplace for higher education.

ACTION AREA B: Technology

Action Item 1) Continuously enhance student access, improved learning, and internal and external services with up-to-date proven technology.

Action Item 2) Provide faculty, staff, and administration experience with emerging technologies.

Action Item 3) Continuously analyze, regularly report upon and make recommendations related to improvement opportunities in distance learning, internet, and the evolving data, video and voice technologies.

Action Item 4) Cooperate in community-wide communication networks in discharge of the College’s responsibility in the context of homeland security.

ACTION AREA C: New Funding

Action Item 1) Maintain and establish cordial working relationships with supervisory agencies and elected officials.

Action Item 2) Foster acceptance of the expectation that employees participate in seeking funding to supplement State general fund monies.

Action Item 3) Promote grant development and foundation activities.

Action Item 4) (2004) Initiative on Alternative Funding

GOAL III: PARTNERSHIPS

STRATEGY:

In the development and delivery of programs and services internally, cooperate and collaborate effectively and efficiently across administrative boundaries and, externally with the other educational institutions, businesses, and community organizations.

ACTION AREA A: Internal Partnerships

Action Item 1) Develop outreach centers with services at all campus sites.

Action Item 2) Establish standards and expectations for sharing of resources and cooperation between and among departments and between technical and academic disciplines.

Action Item 3) Establish program-development assistance for faculty to further the grant request process.

Action Item 4) Establish administration, faculty and staff cooperative process.

ACTION AREA B: Service Area School Districts

Action Item 1) Establish regular administrative and faculty interaction with counterparts at school districts including both public and private schools.

Action Item 2) Develop dual credit and tech prep opportunities.

ACTION AREA C: Higher Education Partnerships

Action Item 1) Broker four-year degree and advanced degree offerings in the service area by surveying, advocating and developing delivery or expansion of programs with appropriate institutions of higher education.

Action Item 2) Cooperatively construct a higher education center for the easy access of service area students to four-year and advanced degree offerings.

Action Item 3) Develop articulation to four-year degree programs.

ACTION AREA D: Community Partnerships

Action Item 1) Maintain and clarify the process for responsiveness to training requests from business.

Action Item 2) Continuously review comprehensive policies and procedures for discharge of Local Emergency Planning Committee duties.

Action Item 3) Create just-in-time training opportunities.

Action Item 4) Provide organizational leadership in regional economic development.

Action Item 5) Maintain and invigorate partnerships with community organizations to further cultural and artistic programs and events.

GOAL IV: FULLY DEVELOP RESOURCES

STRATEGY:

Enhance potential successes and high-level achievement through the development and management of human, physical, and financial resources.

ACTION AREA A: Human Resources

Action Item 1) Institute and refine system-wide professional development and renewal.

Action Item 2) Create a database tracking system for professional development.

Action Item 3) Cooperatively review personnel classification system; job descriptions; and evaluation process.

Action Item 4) Reaffirm salary competitiveness goals.

Action Item 5) Develop a process leading toward greater employee diversity to reflect a more diverse student body.

Action Item 6 (2004) Initiative on Maintaining the CSI Culture

ACTION AREA B: Facilities and Grounds as a Resource

Action Item 1) Ensure that buildings and landscaping are student and environmentally friendly including landscaping with lowered water demand.

Action Item 2) Develop grounds and facilities that are safe.

Action Item 3) Expand use of classroom buildings in non-traditional times.

Action Item 4) Maintain open spaces and buildings consistently at the traditional high level of appearance and function.

Action Item 5) Provide buildings and facilities for community use in a way that is consonant with increasing energy, maintenance, and opportunity costs and fees-for-use.

Action Item 6) Fully develop the Wood River Valley facility as indicated by program offerings.

Action Item 7) (2004) Initiative on Safety and Security

ACTION AREA C: Financial Resources

Action Item 1) Manage and invest money resources prudently on behalf of the public in the service area.

Action Item 2) Develop budgets annually and provide budgetary responsibility and accountability.