

2000-2005 STRATEGIC PLAN
CONNECTING UNIVERSITY STRATEGIC GOALS, Supporting Objectives and Strategies
with LEVEL I STRATEGIC GOALS and Objectives

UNIVERSITY STRATEGIC GOALS

- I. Advance Knowledge in higher education
- II. Increase opportunities for student access to and success in higher education
- III. Promote the responsible citizenship and leadership within an increasingly diverse population.
- IV. Promote the social, cultural, and economic development of the region.

LEVEL I SUPPORTING STRATEGIC GOALS

ACADEMIC AFFAIRS STRATEGIC GOALS

- 1: Maintain and Promote Academic Excellence in Current and New Programs
- 2: Strengthen and increase responsiveness to educational agencies, business and industry
- 3: Attract high ability students by offering programs that are intellectually and culturally stimulating
- 4: Enhance the retention of academically qualified students

BUSINESS AFFAIRS STRATEGIC GOALS

1. Manage the University's resources effectively and efficiently.
2. Safeguard the financial and physical assets of the University.

INSTITUTIONAL ADVANCEMENT STRATEGIC GOALS

1. Increase the scope and effectiveness of the Office of Development.
2. Increase the effectiveness of the Office of Alumni Affairs.
3. Improve the effectiveness of University Relations.
4. Increase external funding for the Athletics Department.

STUDENT AFFAIRS STRATEGIC GOALS

- 1: Support and encourage the development of good character and responsible citizenship in our students.
- 2: Promote successful integration of students into the social and academic context of higher education and into post-collegiate life.
- 3: Complement and enhance the academic program.
- 4: Address the needs and interests of the changing student population collectively, as members of groups of individuals, and as individuals in all of their diversity.
- 5: Demonstrate awareness and practice of humane values and inspire it in others.

LINKING UNIVERSITY STRATEGIC GOALS TO LEVEL I SUPPORTING GOALS

UNIVERSITY STRATEGIC GOAL I, Supporting Objectives and Strategies

- I. Advance Knowledge in higher education
- IA. Enhance the level of general and professional education for the region

1. Increase the number of degrees awarded per year.
 2. Increase the yearly enrollment for professional continuing education courses.
- IB. Expanding and disseminating basic and applied knowledge.
1. Increase the number of publications by faculty and staff
 2. Increase the number of presentations by faculty and staff
 3. Increase the number of grants and sponsored research programs awarded to faculty and staff
- IC. Supporting continued scholarship.
1. Increase faculty participation in research grants.
 2. Increase the amount of grant dollars received by the University

ACADEMIC AFFAIRS STRATEGIC GOALS AND OBJECTIVES

- 1: Maintain and Promote Academic Excellence in Current and New Programs
- I.1F Support faculty standards of excellence through a revised, equitable, and formative evaluation system.
 - I.1I Recruit and retain appropriately qualified faculty.

UNIVERSITY STRATEGIC GOAL II, Supporting Objectives and Strategies

- II. Increase opportunities for student access to and success in higher education
- IIA. Providing quality academic and support programs.
1. Maintain 100% accreditation of Board of Regents mandated programs.
 2. Increase the number of endowed professorships and chairs.
 3. Maintain educational and general expenditures budgeted to the category of instruction that is 1 percent higher than the average of the University of Louisiana System (ULS).
- IIB. Expanding educational opportunities through multiple delivery systems based on current technologies.
1. Increase the number of courses offered through new technologies
 2. Increase the number of students enrolled in courses offered through new technologies.
- IIC. Expanding educational opportunities through recruitment and retention programs, scholarships, and other innovative programs.
1. Increase participation in public post secondary education.
 2. Maintain the percentage of minority participation in public post secondary education.
 3. Increase percentage of first-time, full-time entering freshmen retained for the second year.
 4. Increase six-year graduation rates.
 5. Reduce the percentage of remedial student credit hours.
- IID. Actively supporting the commitment to life-long learning.
1. Increase the number of non-credit programs offered per year.
 2. Increase the number of students enrolled in non-credit programs and courses per year.

ACADEMIC AFFAIRS STRATEGIC GOALS AND OBJECTIVES

- 1: Maintain and Promote Academic Excellence in Current and New Programs
- IIA-1.1A. Pursue Board of Regents approval of a master's program in applied marine and environmental biology, nursing, and culinary education.
 - IIA-1.1B. Complete efforts to attain national accreditation in:
Chemistry, Accounting , Culinary Arts
 - IIA-1.1C. Reaffirm accreditation of:
Art, College of Business B.S. and M.B.A., Cytotechnology, Education, Emergency Medical Services Paramedic, Family and Consumer Sciences, Mass Communication, Music, Nursing, Respiratory Care, School Psychology.
 - IIA-1.1D Support ongoing development of accreditation efforts in culinary arts and manufacturing technology

- IIA-1.1G Prepare for reaffirmation of regional accreditation by the Southern Association of Colleges and Schools
 - IIA-1.1J Implement recommendations of Blue Ribbon Commission on the redesign of teacher preparation.
 - IIB-1.1E Promote the use of technology to increase access to and enhance learning
 - IIC.1K Develop a transition plan for the elimination of the terminal associate degree programs.
 - IIC-1.1M Prepare for full implementation of selective admission standards outlined in Board of Regents Master Plan
 - IID.1H Encourage the expansion and development of programs that meet the needs of the region and promote global awareness.
- 3: Attract high ability students by offering programs that are intellectually and culturally stimulating
- IIC.3A. Provide support and assistance to the Honors Program, particularly the Honors Abroad experience.
 - IIC.3B Expand outreach degree programs to increase access to educational opportunities
 - IIC.3C Promote the continued implementation of social and cultural enrichment experiences for students.
 - IIC.3D. Provide opportunities for increased internalization of the academic experience.
- 4: Enhance the retention of academically qualified students
- IIC-4.4A Provide pro-active programs such as learning communities and tutoring.
 - IIC-4.4B. Provide programs to assist students who experience academic difficulty.
 - IIC.4C Improve advising through structured workshop experiences.

BUSINESS AFFAIRS STRATEGIC GOALS AND OBJECTIVES

1. Manage the University's resources effectively and efficiently.
 - II.1B. Evaluate the need for additional or diverse categories of human resources
 - II.1A. Plan strategically for replacing and adding personnel as positions and resources become available.
 - IIA.1D. Maintain an intelligent awareness of how or whether resources are being used to advance educational goals, particularly as they relate to designated areas of excellence.
 - IIA.1E. Maintain a level of education and general expenditures budgeted to the category of instruction that exceeds the average of the University of Louisiana System.
 - IID.1C. Provide professional development opportunities for University employees.

INSTITUTIONAL ADVANCEMENT STRATEGIC GOALS AND OBJECTIVES

1. Increase the scope and effectiveness of the Office of Development.
 - IIA-2.1A. Increase the amount of financial support to the University by the addition of three endowed chairs, five professorships, and thirty endowed scholarships.
 - IIA.1B. Increase the types of financial support to the university through a major gift campaign.
3. Improve the effectiveness of University Relations.
 - IID.3A. Implement a professional development program within the Office of University Relations.

- IID.3B. Provide in-service training to the staff members of University Relations so that they more effectively support the internal and external requirements of their mission.
- 4. Increase external funding for the Athletics Department.
 - IIC.4C. Implement endowed student scholarship program for student-athletes by creating four endowed scholarships during the next five years.

STUDENT AFFAIRS STRATEGIC GOALS AND OBJECTIVES

- 1: Support and encourage the development of good character and responsible citizenship in our students.
 - III.1B. Emphasize the ethical responsibilities of leadership through the leadership programs
- 2: Promote successful integration of students into the social and academic context of higher education and into post-collegiate life.
 - IIC.2A. Provide matriculation activities for new students to facilitate their involvement in the social and academic context of the University.
 - IIC.2B. Develop and implement a comprehensive student retention program.
 - IIC.2C. Assist students with career development and planning.
- 3: Complement and enhance the academic program.
 - IIC-1.3A. Attract to Nicholls students who are capable of academic success at the University Level, and offer to them scholarship funds sufficient to attract the most capable students.
 - IIC-2.4A. Support minority recruiting and retention activities.
- 5: Demonstrate awareness and practice of humane values and inspire it in others.
 - III.5B. Implement a comprehensive and systematic program to minimize and eliminate inappropriate student behavior

UNIVERSITY STRATEGIC GOAL III, Supporting Objectives and Strategies

- III. Promote the responsible citizenship and leadership within an increasingly diverse population.
 - IIIA. Serving as a model of responsible institutional citizenship and leadership.
 - 1. Increase the number of students in leadership programs per year.
 - 2. Increase the number of non-duplicated student leaders per year.
 - IIIB. Providing participatory opportunities that facilitate character development.
 - 1. Increase the number of programs and activities that focus on character development per year
 - 2. Increase the number of students involved in character development activities.

ACADEMIC AFFAIRS STRATEGIC GOALS AND OBJECTIVES

- 3: Attract high ability students by offering programs that are intellectually and culturally stimulating
 - III.3D. Provide opportunities for the increased internationalization of the academic experience.

STUDENT AFFAIRS STRATEGIC GOALS AND OBJECTIVES

- 1: Support and encourage the development of good character and responsible citizenship in our students.
 - III.1A. Promote the commonly shared humane values contained in the Nicholls Creed.
 - III.B.1C. Provide opportunities for responsible participation in student governance, organizations, athletics, peer assistance, student employment, and other student activities.
- 3: Complement and enhance the academic program.
 - III.B.3C. Recognize academic achievement in the selection of students for “Who’s Who,” “hall of Fame,” ODK members and leadership-certificate recognition.
 - III.B.3D. Enhance Women’s History Month, African-American History Month, Jubilee, and other cultural initiatives of the Academic Affairs Office.
- 5: Demonstrate awareness and practice of humane values and inspire it in others.
 - III.5A. Promulgate standards of conduct and civility in the Code of Student Conduct, in the NSU Creed, and through the orientation and matriculation process; reinforce those standards of conduct and civility through the student judicial process and the law-enforcement process.

UNIVERSITY STRATEGIC GOAL IV, Supporting Objectives and Strategies

- IV. Promote the social, cultural, and economic development of the region.
- IVA. Developing partnerships and articulation agreements with public and private organizations.
1. Seek opportunities for creating partnerships with public and private organizations.
 2. Increase the number of partnerships and articulation agreements.
- IVB. Fostering collaboration with other state colleges and universities
1. Seek opportunities for fostering collaboration with other state colleges and universities
 2. Increase the number of collaborative agreements or programs.
- IVC. Serving as a community resource and providing activities which foster social, cultural, and educational development
1. Increase the number of students earning baccalaureate degrees in education
 2. Increase the number of faculty and staff actively participating in community projects and organizations
 3. Increase the number of quality programs and activities provided for the community

ACADEMIC AFFAIRS STRATEGIC GOALS AND OBJECTIVES

- 1: Maintain and Promote Academic Excellence in Current and New Programs
 - IVB.1L. Improve and enhance collaborative efforts with K-12 systems in local region.
 - IVB.1N. Increase collaborations with regional technical colleges to ensure access for students as a result of the master plan.
 - IVC.1O Seek and implement creative solutions for effective use of resources.
- 2: Strengthen and increase responsiveness to educational agencies, business and industry
 - IVA-2.2A Increase the number of articulation agreements with educational institutions in the region.
 - IVA-1.2B. Require all departments to meet annually with established professional advisory boards.
 - IVA.2C. Increase the number of programs with internship experiences.

IVA.2D. Promote research efforts designed to enhance economic development.

BUSINESS AFFAIRS STRATEGIC GOALS AND OBJECTIVES

2. Safeguard the financial and physical assets of the University.

IVA.2C. Establish and monitor a sound business environment so that various funding sources can reliably provide resources in support of the university's academic mission

INSTITUTIONAL ADVANCEMENT STRATEGIC GOALS AND OBJECTIVES

2. Increase the effectiveness of the Office of Alumni Affairs.

IV.2A. Increase the number of members in the Alumni Federation by 10% each year.

IV.2B. Increase the number of alumni chapters affiliated with the Alumni Federation by 10% each year.

4. Increase external funding for the Athletics Department.

IVA.4A. Add corporate sponsorships for the athletic department by two sponsorships per year for the next five years.

IVA.4B. Increase the number of season ticket holders in those sports for which season tickets are sold by ten percent per year for the next five years.

STUDENT AFFAIRS STRATEGIC GOALS AND OBJECTIVES

5: Demonstrate awareness and practice of humane values and inspire it in others.

IV.5C. Provide systematic training for faculty, staff, and student employees to recognize and combat harassment based on sex, race, religion, disability, or sexual orientation.