



DISCUSSION OF THE COLLEGE'S STRATEGIC PLAN

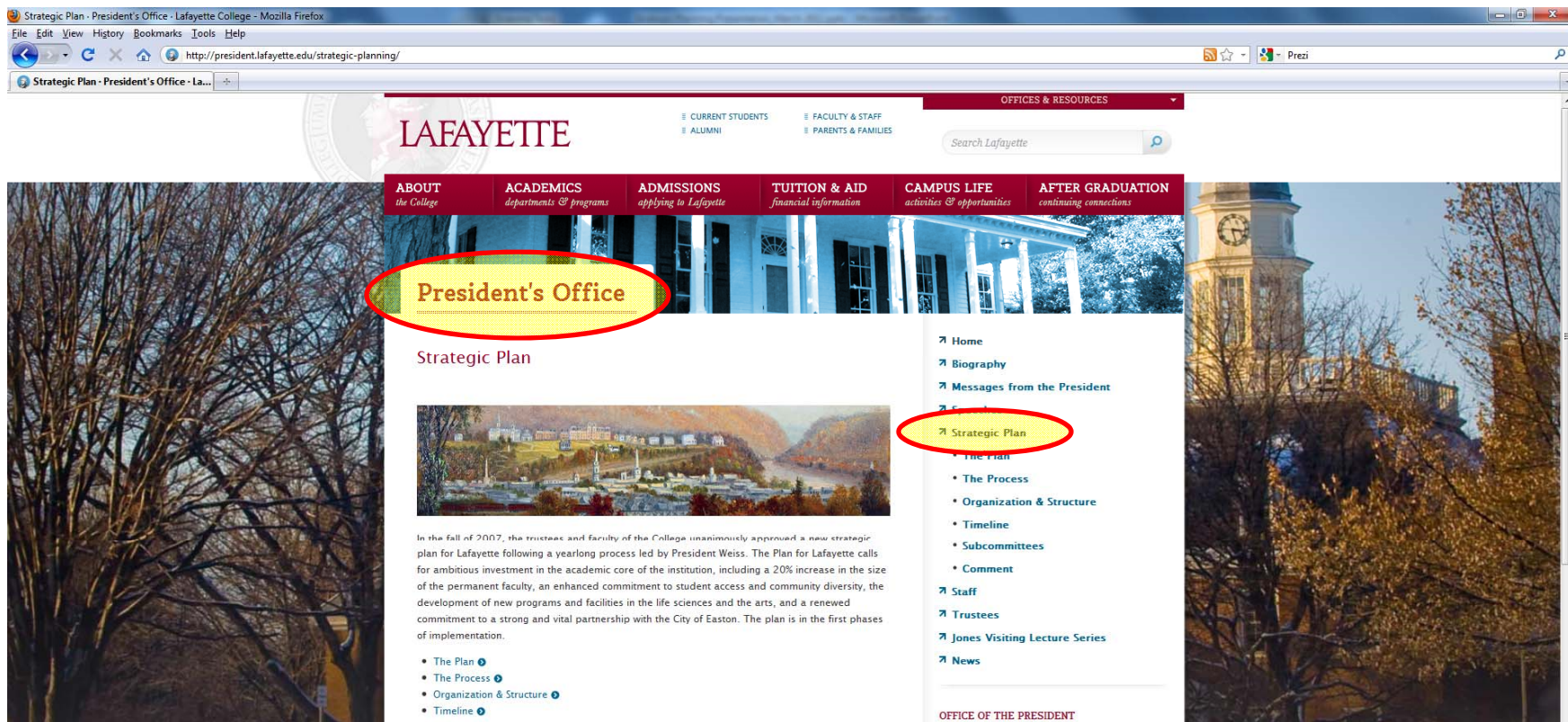
Administrative Staff Meeting

March 29, 2011



Background

- Developed through the work of the Strategic Planning Steering Committee over 18+ months
- Input from multiple constituencies – more than 140 faculty, staff members, trustees, students, alumni, and members of the community
- Approved by the Board of Trustees in October 2007
- Summary information is available on website



Resulting Focus

- **Primary Objectives**

- to build a truly outstanding faculty dedicated to the Lafayette model of education;
- to create a curriculum and learning environment for the new century that are innovative, progressive, challenging, and distinctive;
- to establish an integrated center for the life sciences equal in quality to the finest at any small college in the nation;
- to make programs in the creative arts an essential feature of the College and ensure that they are known for their outstanding quality, presence, and relevance to both the campus and larger community;
- to attract and support a diverse campus community

- **Supporting Initiatives**

- to upgrade the campus infrastructure
- to augment financial resources for the present and the future
- to strengthen the sense of community at Lafayette
- to further the ties between the College and the City of Easton

Accomplishments Thus Far

Objective 1: To build a truly outstanding faculty dedicated to the Lafayette model of education by:

- Investing in new faculty
 - Secured funds for 10 new endowed professorships
 - Increased size of faculty by 18 (goal of 35)
 - Reduced student-faculty ratio from 11:1 to 10:1
- Faculty Excellence Initiative
 - New funds for faculty development
 - New investments in IT and the Library
 - Adjusted compensation system to meet competitive standards (benchmarks and merit pay)
- Created a Center for Teaching and Learning – built space in Scott Hall and staff full time under the direction of the Dean of the College

Accomplishments Thus Far

Objective 2: To create a curriculum and learning environment for the new century that are innovative, progressive, challenging, and distinctive

- Faculty completing work on the Common Course of Study
- Education for the global environment
 - Enhancing study abroad with new resources and more extensive programs
 - Oechsle Center for Global Education
 - Building Grossman House residence hall
 - Developed new major in global studies
- Established a Center for Community-Based Learning, Research and Service
 - Educate for the local environment
 - Enhance experiential learning beyond the classroom
- Created Environmental Studies program and extended commitment to environmental issues

Accomplishments Thus Far

Objective 2 (continued): To create a curriculum and learning environment for the new century that are innovative, progressive, challenging, and distinctive

- Preparation for the future and maximizing each student's opportunities for success after graduation
 - Created the Academic Tutoring and Training Information Center (ATTIC) with peer tutoring, Supplemental Instructional sessions, study skills workshops, academic counseling, disability services, academic support service
 - Increased resources for Career Services

Accomplishments Thus Far

Objective 3: To establish an integrated center for the life sciences equal in quality to the finest at any small college in the nation

- Created an interdisciplinary life sciences minor in Fall 2009
- Secured professorship in the life sciences
- Developed new program in environmental studies, with post doc
- Created Life Sciences Seminar program
- The creation of a new life sciences facility
 - Working group, with consultant assistance, developed initial programming proposal
 - Two-phased facility plan developed

Accomplishments Thus Far

Objective 4: To make programs in the creative arts an essential feature of the College and ensure their outstanding quality, presence, and relevance

- Created a major in theater
- Created a major in film and media studies
- Williams Campus for the Arts under development
 - Film and media facilities
 - Film theater/screening room
 - Black Box Theater with production space
 - Faculty offices and student gathering spaces
 - Public art exhibition spaces
- Plans to renovate Williams Center for music and art programs

Accomplishments Thus Far

Objective 5: To attract and support a diverse campus community and to promote, celebrate, and sustain this commitment to diversity in all areas of the College

- Reconfigured the President's Cabinet to include a Vice President for Campus Life and Senior Diversity Officer
- Conducted a campus-wide climate survey and sponsored multiple sessions to discuss the purpose and results
- Implemented New Horizons financial aid program to eliminate or minimize loans for qualified students
- Created target of opportunity faculty hiring policy
- Created SPAL with new endowment for STEM disciplines
- Restructured Office of Intercultural Development
- Created the McDonogh Network for alumni

Accomplishments Thus Far

Initiatives to support essential resources: our campus, our endowment, and our communities

- Renovated Ramer History House
- Renovated Scott Hall
- Renovated Drake Dining Room in Farinon
- Provided wireless access in all campus buildings
- Created many new smart classrooms
- Beginning major renovation of the Quad and Watson Hall courtyard
- Beginning signage and gateway projects

Accomplishments Thus Far

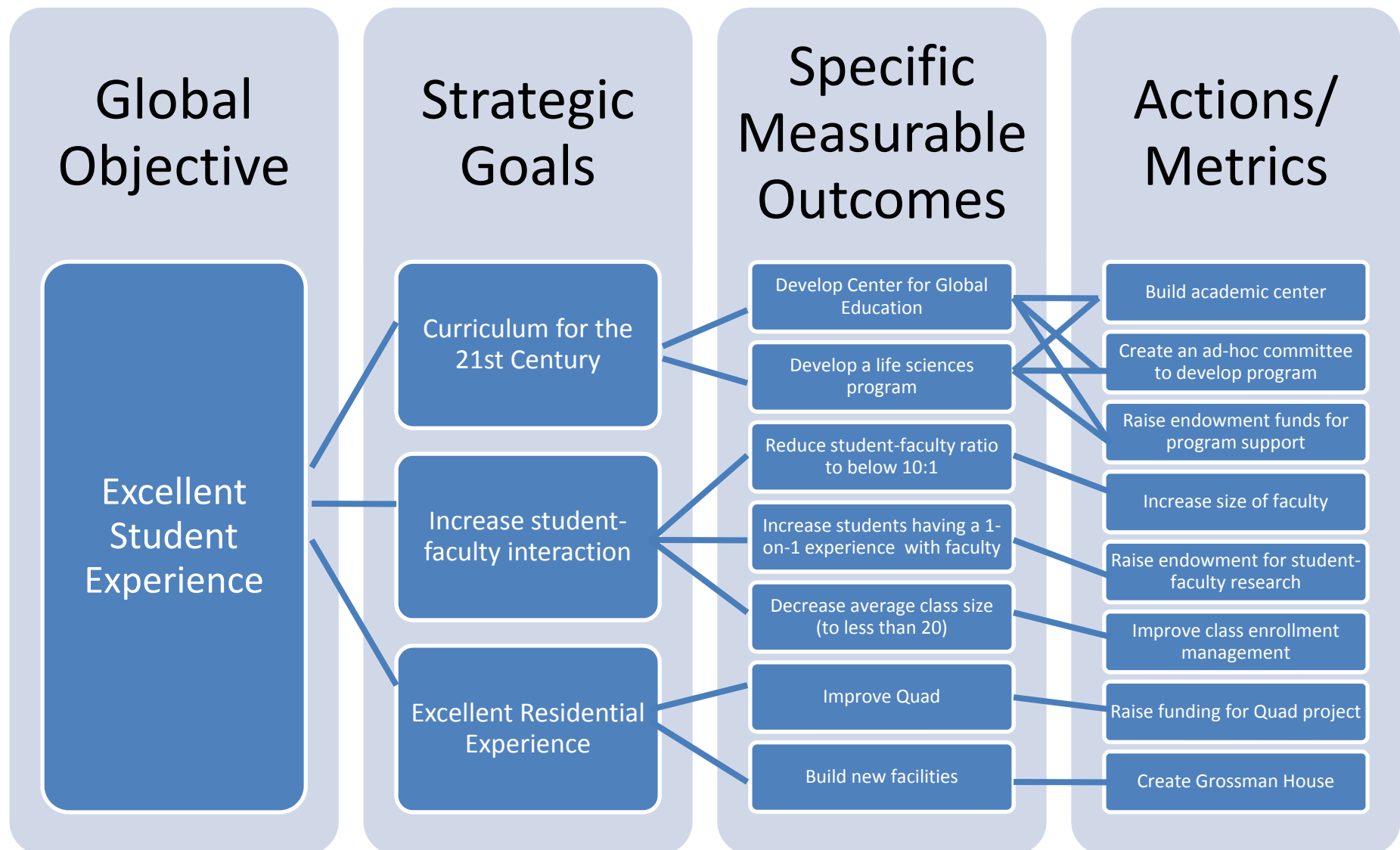
Initiatives to strengthen the sense of community – the partnership with Easton

- Support for the Ambassador Program
- Bachman Public House initiative
- Third Street arts initiative
- Support for the Landis Center and CBLRS

**Where do we go from
here?**

Re-Contextualization of the Plan

Sample



Re-Contextualization of the Plan

5 Global Objectives:

1. A student Educational experience that builds on a foundation of liberal arts to prepare 21st century global leaders and citizens
2. Inclusive, vibrant campus known for diversity in thought and experience
3. Faculty, staff and administrative achievement commensurate with the best colleges in the country
4. Innovative educational programs demonstrating national leadership in selected areas of excellence
5. Strong partnerships with the Easton community that strengthen students' educational experience and the vitality of the College

3 Supporting Objectives:

1. Financial, physical and technical infrastructure that ensures the College's capacity to deliver and reputational excellence for educational value
2. National prominence in technology innovation in support of the College's educational mission and strategic objective
3. Productive alumni engagement in all aspects of the student experience in support of the College's exceptional educational value

Discussion Summary from: Table _____

Global Objective 1: A student Educational experience that builds on a foundation of liberal arts to prepare 21st century global leaders and citizens

Already accomplished	Underway	Future Opportunities

Discussion Summary from: Table _____

Global Objective 2: Inclusive, vibrant campus known for diversity in thought and experience

Already accomplished	Underway	Future Opportunities

Discussion Summary from: Table _____

Global Objective 3: Faculty, staff and administrative achievement commensurate with the best colleges in the country

Already accomplished	Underway	Future Opportunities

Discussion Summary from: Table _____

Global Objective 5: Strong partnerships with the Easton community that strengthen students' educational experience and the vitality of the College

Already accomplished	Underway	Future Opportunities

Discussion Summary from: Table _____

Supporting Objective 1: Financial, physical and technical infrastructure that ensures the College's capacity to deliver and reputational excellence for educational value

Already accomplished	Underway	Future Opportunities

Discussion Summary from: Table _____

Supporting Objective 2: National prominence in technology innovation in support of the College's educational mission and strategic objective

Already accomplished	Underway	Future Opportunities

Discussion Summary from: Table _____

Supporting Objective 3: Productive alumni engagement in all aspects of the student experience in support of the College's exceptional educational value

Already accomplished	Underway	Future Opportunities