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Dynamic Strategy

Char Miller | Executive Director, School of Nursing

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Pillars

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Learn

Exploring how we educate our students, including innovative teaching and classroom strategies, co-curricular experiences that add to the learning experience and more.



Discover

Understanding our research and scholarship excellence as well as our untapped potential and outlining opportunities to elevate our work as an R1 institution.



Engage

Studying the ways in which we serve our state and engage with our partners and supporters and determining ways to broaden and deepen partnerships that help us impact students and communities.




Work


Recognizing that our faculty and staff make our University community all that it is and determining how we can and will commit to our people in ways equal to the commitment they make to our University and our students.

Appreciative Inquiry Approach



 **BEST EXPERIENCE** (past)
Learning from our best lived experience.

 **VALUES** (current)
Discerning what has meaning, significance, and value now.

 **WISHES** (future)
Dare to dream of the ideal, possible outcome.

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Learn

Paul Shovlin | Associate Professor of Instruction, English

Dave Nguyen (he/him) | Dean, University College



Engagement Strategy

Listening Sessions

- 15+ Focus Groups: RHE Faculty & Students, CTLA Fellows/Collaborators/Award Winners/Program Participants, OHP Students, Libraries Professional & Student Staff, Athens Student Leaders, OIT Staff, Enrollment Management Staff
- 4 Senates: Administrative, Faculty, Graduate Student, Undergraduate Student
- 150+ Students polled around Baker Center

Surveys

- Before today: Reviewed "Big Ideas" survey information
- After today: Seeking your feedback through a survey on the ideas presented on the next slide

Emerging Themes

Become a T1 / R1 Institution

Goal 1: Experiential Learning Initiative

- Strategy 1: Expand potential for more OHIO students to find internship opportunities through a suite of on-campus employment, alum partnerships, and community and corporate relationships
- Strategy 2: Create institution-wide infrastructure to support meaningful undergraduate research options

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Learn.



Emerging Themes

Become a T1 / R1 Institution

Goal 2: Learning / Curricular Initiative

- Strategy 1: Evolve into an AI-Forward University with an emphasis on supporting human connections
- Strategy 2: Define and exemplify T1/R1 by amplifying the unique blend of research, teaching and equitable outcomes that take place in OHIO classrooms

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Discover

Elizabeth Beverly | Professor

Christopher France | Distinguished Professor



Engagement Strategy

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Surveys

- 1-item Discover survey initiated by the Office of the President on 11/29/23 (103 respondents)
- 4-item survey initiated by Discover Pillar Committee on 12/1/23 (209 respondents)
- >300 responses from faculty, staff, administration, students, and alumni

Listening Sessions

- Conducted 11 virtual and in-person listening sessions with broad campus representation:
 - ↳ Council for Research, Scholarship, and Creative Activity
 - ↳ College of Health Sciences and Professions
 - ↳ College of Arts and Sciences (2)
 - ↳ College of Business
 - ↳ Distinguished Professors
 - ↳ Graduate Students (2)
 - ↳ Heritage College of Osteopathic Medicine
 - ↳ Russ College of Engineering and Technology
 - ↳ Scripps College of Communication

Thematic Analysis and Committee Discussion

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Emerging Themes

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Goal 1: Become the leading university in health translation research with an emphasis on biological, psychological, and social contributors to health promotion and illness prevention.

- Strategy 1: Prioritize community involvement in all levels of research activities and ensure research outcomes are accessible, culturally sensitive, and directly benefit the communities involved.
- Strategy 2: Build and strengthen internal, regional, national, and international partnerships through mutually identified research collaborations, drawing on respective strengths and emerging areas to further interdisciplinary collaboration, student and faculty mentorship, and professional development.

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Emerging Themes

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Goal 2: Become the leading university in energy and environmental research with an emphasis on economic development and sustainability.

- Strategy 1: Strengthen and expand initiatives in basic and applied energy research to develop sustainable, actionable technologies, methods, and policies aimed at achieving a low-carbon future that focus on materials, transportation, storage, and infrastructure.
- Strategy 2: Prioritize research initiatives aimed at understanding, assessing, and preventing or mitigating the economic, ecological, and social impacts of contemporary and legacy pollution and waste and global environmental change.

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Engage

Tracy Plouck | Dean, Voinovich School of Leadership and Public Service
Imants Jaunarajs | Assistant Vice President, Division of Student Affairs



Engagement Strategy

Listening Sessions

- Segmented open forum sessions and surveys into three stakeholder groups: community partners and alumni, faculty/staff, and students.
- Facilitated open forum sessions for stakeholder groups at every RHE campus, the Athens Campus, and online.
- Engaged over 80 faculty/staff, 100 community partners, and 20 students across the 20 open forum sessions.

Surveys

- 740 individuals completed the Engage survey
 - 198: Community Partners
 - 289: Students
 - 253: Faculty & Staff

Audacious Goals

Goal 1: Ohio University will be recognized as a national leader in life & career preparation through community impact.

- Strategy 1: Center for Community Impact
- Strategy 2: Community-Based Experiential Opportunities for Students

Goal 2: Ohio University will fully implement engagement strategies to support the important role of regional campuses in economic development, workforce fulfillment and community vibrancy.

- Strategy 1: Economic Development and Workforce Fulfillment
- Strategy 2: Community Vibrancy

Audacious Goals

Goal 3: Ohio University will measurably broaden and deepen alumni engagement.

- Strategy 1: Innovation Engagement Plan
- Strategy 2: Increase Volume of Annually Engaged Alumni

Engage.



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Work

Cindy Anderson | Professor and Chair, Sociology and Anthropology

Greg Fialko | Senior HR Director and Director of Benefits



Engagement Strategy

Listening Sessions

- College of Education
- Student Affairs
- Human Resources Liaisons

Surveys

- Work Survey: 481 surveys responses were received
 - Faculty: 40%;
 - Administrator: 49%;
 - Union 11%
- Dynamic Strategy Survey: 176 Responses related to Work Pillar
 - Compensation/Benefits 32%
 - Work Culture/Environment 36%

Audacious Goal

To make Ohio University a destination employer for those passionate about the mission of public higher education.

Work.



Strategies

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Strategy 1: Prioritize a culture that focuses on recruiting, retaining, recognizing, and rewarding faculty and staff across the university, including all campuses and modalities.

- Build compensation and benefits strategies that provide OHIO with a competitive advantage in recruiting and retaining talent.
- Achieve a well-balanced, and sustainable workforce across all campuses and units.

Work.



Strategies

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Strategy 2: Continually enhance a workplace culture rich with support, trust, belonging and respect where everyone is invested in and supportive each other's success.

- Connect individual work with OHIO mission
 - Ensure that all employees have a clear sense of purpose and belonging.
- Promote clear and open communication about university decisions and changes that impact their work.
- Inspire transparency and foster trust at all levels of the institution
 - training opportunities
 - foster dialogue

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Strategies

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Strategy 3: Support a culture that encourages all divisions and units to prioritize employee wellbeing.

- Review and improve wellness resources to support physical and mental wellness.
 - improve awareness
 - increase connectivity
 - streamline access to services
- Create opportunities for social connection and community building that promotes inclusion and celebrates all identities and perspectives.

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Strategies

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Strategy 4: Establish a Center for Ohio Employee Excellence.

- Create an onboarding experience for all faculty and staff across all campuses and modalities to ensure new hire community integration and success.
- Expand or create programs that demonstrate gratitude and recognition for employee service and accomplishment.
- Enhance and expand professional development opportunities, including programs within the University as well as policies and practices that embed faculty and staff development opportunities for continuous improvement.

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Please provide feedback at:

ohio.edu/president/dynamic-strategy

Thank You

