



STRATEGIC PLANNING EXECUTIVE SUMMARY – MARCH 2017

The following is a summary of the College of Arts & Sciences strategic planning activities completed in February and March 2017. CAS endeavored to be transparent and inclusive during all steps of the process, and encouraged faculty leadership to guide all priorities and efforts. All participants were also encouraged to participate in university-level strategic planning activities. The results presented below are designed to reflect a unifying voice for CAS into the UM-Flint Strategic Planning process.

CAS strategic planning activities can be broken down into three segments:

- Identifying Priorities
- College Survey
- College Open Forums

Priorities were identified at a special meeting of CAS leadership—made up of the Council of Chairs (chairs, associate chairs and program directors), Executive Committee members, and CAS deans. Julie Peterson facilitated the meeting, during which the group set both the priorities for the survey and the process by which the College would operate in open forums.

The **College Survey** asked the faculty and staff of CAS to review a list of 26 priorities, identify their top five priorities, and rank the five in order of most important to least important. They were able to add and rank an “other” option. The second half of the survey asked participants to identify significant opportunities for CAS in the next five years. Response rates to the CAS survey were quite high: 63% of tenured & tenure-track faculty, 67% of staff, 32% of Lecturer III and IV faculty, and 8% of Lecturer I, II, and adjunct faculty participated.

Top priorities identified by the CAS survey (in ranked order):

- Address shortcomings in the current budget model
- Rethink general education and create standards for what constitutes a “gen ed” course
- Address salary gaps to improve recruitment and retention
- Strengthen professional development and pathways to promotion for tenure-track and LEO faculty
- Foster an inclusive and welcoming culture within CAS to promote success for our students, faculty, and staff
- Cultivate understanding of CAS goals and the liberal arts

Common Themes from the “Significant Opportunities” Question:

- Define and demonstrate relevance of a liberal arts and sciences education
- Prioritize student needs and learning in enrollment, curriculum, and space planning
- View our place in Flint and the Water Crisis as opportunities; UM-Flint and CAS identity

- Maintain or increase our enrollment while providing outstanding and engaged learning experiences
- Review of faculty, staff, and administrative needs to promote a collaborative and positive college culture
- Reexamine general education and the UM-Flint budget model

CAS held two **College Open Forums** in early March to which all CAS faculty and staff were invited. CAS participants were organized by their choice of table topic: Staff Support & Culture, General Education, Student Success & Preparation, Faculty Support & Culture, Community Engagement, or Budget. These topics were distilled from the survey results and approved by CAS leadership. At their tables, participants discussed the full list of 26 survey priorities, choosing and ranking three as the most important for university planning. They then discussed why their particular table topic should be advanced to university-level planning. The groups moved on to an additional table topic as time allowed.

Top priorities identified to advance for University planning:

- Address shortcomings in the current budget model to align to institutional priorities
- Improve inter-departmental and internal communication
- Rethink general education and create standards for what constitutes a “gen ed” course

Notes were taken at all gatherings and, combined with results from the CAS survey and summaries from open forum discussions, compiled into a comprehensive summary of CAS Strategic Planning. This 13-page document will be distributed to all faculty and staff in the College. These results, in addition to the priorities set by university-level planning, will help drive future college-level strategic planning in Fall 2017 and beyond.

Closing Summary at CAS Forums

Consultant Julie Peterson summarized three main themes that arose from CAS efforts:

- CAS believes in a culture and network of care and concern—for students, faculty, and staff.
- We have a need to identify and reconnect with our mission of being educators in a liberal arts institution.
- Our people are our greatest resource and make all other things possible.

For any questions on strategic planning within the College of Arts & Sciences, contact Dean Susan Gano-Phillips.