

**Strategy a** – Define “student success” for OSU-OKC, both programmatically and in relation to the attributes of the ideal graduate for Oklahoma State University.

**Strategy b** – Implement process for student exploration of degree program alternatives.

**Strategy c** – Establish comprehensive student retention plan from onboarding through completion inclusive of regular review of disaggregated institutional and program data.

**Strategy d** – Identify opportunities to expand high-impact practices for equity in retention and completion.

**Strategy e** – Define mentor roles for all students, especially those at-risk.

**Strategy f** – Annually review student placement guidelines and processes using student success data.

**Strategy g** – Provide employee professional development on building interpersonal relationships, peer mentoring, and success coaching.

**Strategy h** – Integrate advisement best practices, such as advisor check-ins, into OSU-OKC’s core academic advisement processes.

## GOAL C – SUPPORT EMPLOYEE EXCELLENCE

**Initiative 1** – Review policies and procedures to promote fair and equitable compensation.

**Strategy a** – Review compensation plan annually prior to budget cycle.

**Strategy b** – Establish a plan for employee incentives/appreciation.

**Strategy c** – Conduct an annual employee survey, addressing satisfaction in areas such as compensation, benefits, and professional development needs.

**Initiative 2** – Determine feasibility of implementing additional employee benefits.

**Strategy a** – Explore remote/hybrid work options that address business, employee, unit and customer needs.

**Strategy b** – Review employee tuition benefits periodically.

**Strategy c** – Promote employee health and wellness programs with annual assessments of equipment and programming needs, as well as possible incentives.

**Initiative 3** – Identify methods to improve consistent and timely communication.

**Strategy a** – Update OSU-OKC’s employee onboarding process for opportunities to improve institutional awareness and connectivity.

**Strategy b** – Improve effectiveness of current avenues for routine institutional updates to the campus community.

**Strategy c** – Create and support opportunities to increase common purpose and institutional cohesiveness.

**Initiative 4** – Ensure the availability of quality, relevant professional development and training.

**Strategy a** – Encourage supervisors to work with their teams to identify annual training and development opportunities, including team-building activities which support common goals.

**Strategy b** – Link employee professional development and performance goals with OSU-OKC’s mission and strategic priorities.