

Strategy h – Enhance student orientation model, encouraging more students to participate and continuing to review student skills needed for success.

Initiative 3 – Increase opportunities for student engagement and participation in campus activities.

Strategy a – Offer students incentives to increase participation in campus events.

Strategy b – Offer more student activities and experiential learning opportunities, including engagement directed at students in online and hybrid courses, with co-curricular assessments to determine effectiveness.

Strategy c – Highlight and expand opportunities for activities that create a welcoming environment for all.

Strategy d – Provide opportunities for students to develop competencies linked to graduate success, including professionalism, citizenship, leadership, and responsibility.

Initiative 4 – Identify academic and non-academic risk factors for student success and appropriate intervention strategies, including early alerts and other targeted communications and services.

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 completed '22-'23 with ongoing review planned)

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 completed '22-'23 with ongoing review planned)

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.

Strategy i – Continue to support high-quality instruction and student support through employee input on needs in technology, facilities, and professional development.

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 as well as a review of career pathways.

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

Strategy d – Review job descriptions for equity in workload and compensation prior to position repostings.

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 programming needs, and a maintenance plan for equipment, 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 campus wide through planned activities and Staff Council and Faculty Senate discussions.

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.

Strategy c – Explore the feasibility of implementing a staff compensation for attainment of degrees that are required for or enhance their jobs.

GOAL D – ENHANCE INSTITUTIONAL IDENTITY

Initiative 1 – Clarify and leverage OSU-OKC’s identity and unique strengths to distinguish it from other educational providers.

Strategy a – Align OSU-OKC’s resources with fulfillment of the institution’s mission and strategic goals.

Strategy b – Ensure OSU-OKC’s mission, vision and values statements are clear and promoted to OSU-OKC’s diverse constituencies. (Strategy completed ’22-’23 with ongoing review planned)

Strategy c – Develop a position statement, messaging points, and communication strategies regarding OSU-OKC, its brand, its core roles in workforce education and career development, and its strengths and value propositions within the OSU and Oklahoma public higher education systems.

Strategy d – Pursue external resources in support of OSU-OKC’s strategic priorities.

Strategy e – Leverage data and technology to improve campus programs, services, facilities and traditions.

Initiative 2 – Develop and implement a comprehensive, integrated marketing and communications plan directed to OSU-OKC’s diverse stakeholder populations.

Strategy a – Overhaul the OSU-OKC website to ensure it is reflective of higher education best practices and the institution’s diverse constituents.

Strategy b – Leverage leading digital media channels and platforms in the ongoing, strategic engagement of prospective and current students, employees, employers, and other key stakeholders.

Strategy c – Ensure data-driven decision making in all major marketing and communications efforts.