

Dear Colleges,

Below please find the results of discussions around the planning questions conducted by the Business Office.

Lou Ann

--Is becoming "the premier public liberal arts and sciences institution in the nation" a compelling vision statement for you? Why or why not? **This comes from our last strategic plan.** Too vague, not compelling

--What is the most important priority for Truman over the next five years? **Some items mentioned in staff meeting: recruitment, revenue building ideas, maintain high quality education while staying within budget constraints, graduating students,** find different ways of compensating employees since raises will be delayed (Specific example was to provide more paid time off).

--What assumptions about the next five years are reasonable for us to make regarding:

- Budget: **less money available, need to supplement with creative revenue streams, create efficiencies, look for external funding ; consider having additional paid days off during the winter to save on utility costs-this might also boost morale of hourly employees to have additional paid days off since there haven't been pay increases for a couple years; educate employees on financial responsibility and thinking more about spending less/is the expense really necessary**
- Staffing: **work on unification of faculty and staff; recommend a unification council consisting of 3-4 people from the student, staff, and faculty areas. Everyone will have to take on extra duties/work without added compensation. Need to be consistent as to when more compensation is provided for extra work and when it isn't. Need more cross training especially for departments that work closely together.**
- Technology: **determine if technologies are efficient for our needs and stay current in knowledge of available technologies; look at ways to automate processes and automate audit trails; better tech support from software developers; need to keep up to date with new Banner modules; can't fall behind in technology area; training for employees.**
- political realities: **political leaders are always changing so we need to maintain relationships and be able to show Truman's contributions to society; University needs to continue trying to improve relations and image with local communities; need to highlight/advertise things we do within the local communities; work on more larger contributions through the Foundation**
- student needs and expectations, and : **these will change and increase; students want things instantly---they want more convenience**
- practices in higher education? : **look at more online classes, more technology in classes; operate more like a for-profit; more high school college credit; work on more of a balance between traditional student and getting more transfers.**
- 

--In your opinion, what would be the characteristics of a successful strategic plan for Truman for 2011-15?: **needs to be easy to understand and written in layman's terms; needs to be measurable, need to think globally.**