



B&F Town Hall Strategic Planning

December 2019

Strategic Implementation Framework



A strong, simple statement of institutional identity that drives the mission, vision, and values.



Describes the core purpose of the institution



Outlines what the institution wishes to become



Describes the values that define the institution

Strategic Plan

Outline the institution's strategic priorities and enduring commitments to fulfill the mission and vision, and to represent our values (Multi-year)



Describe intended goals related to the strategic priorities. Teams for each strategic priority create SMART goals: Specific, measurable actions and targets focused on the attainment of priorities. (Multi-Year)



General projects/activities/tactics (with timelines, budgets, resources, and accountability) designed to attain specific goals (Yearly)



Implementation Plans



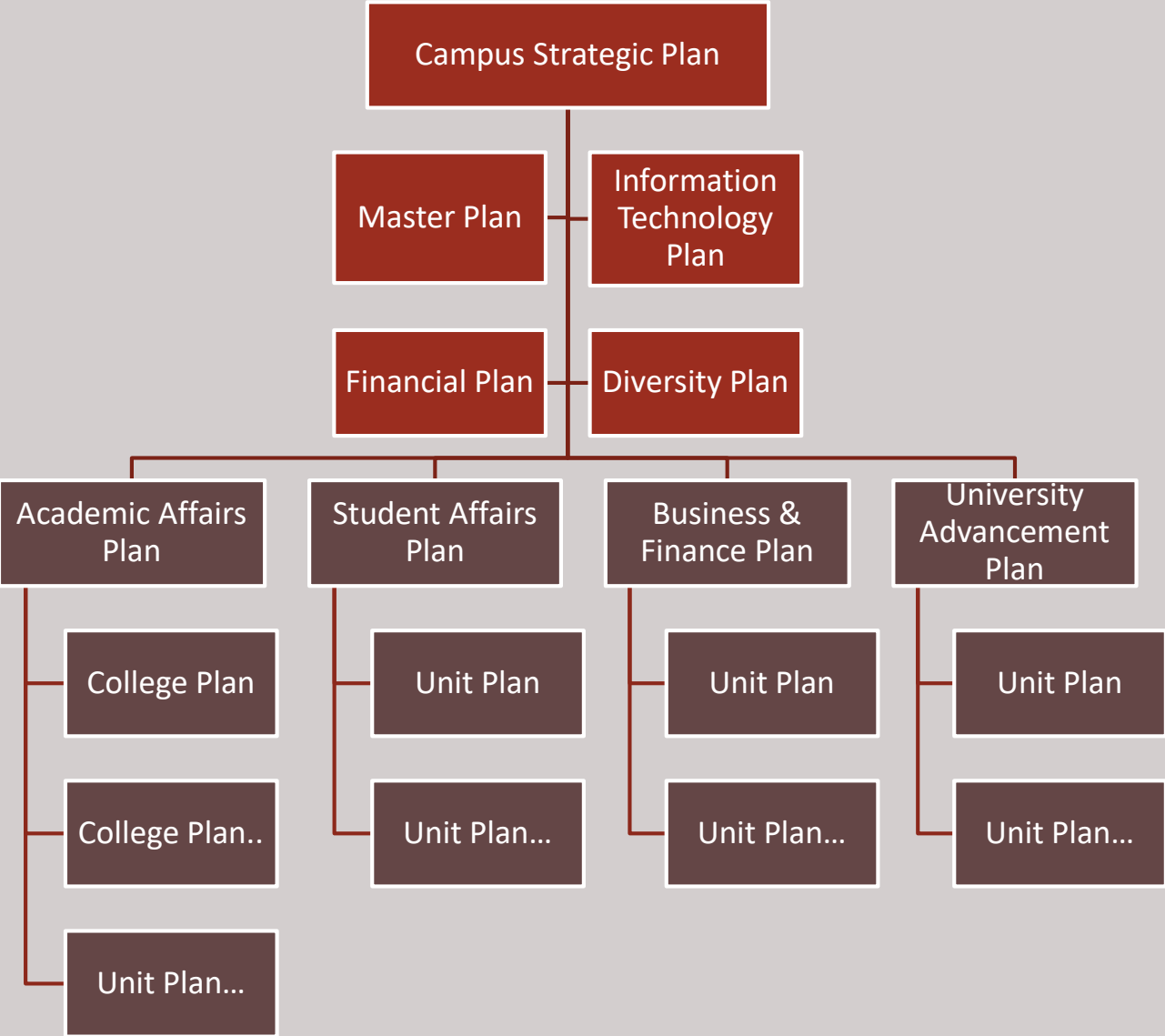
Specific measurements designed to assess progress toward goals/tactics and the overall priorities (Yearly)

Mission

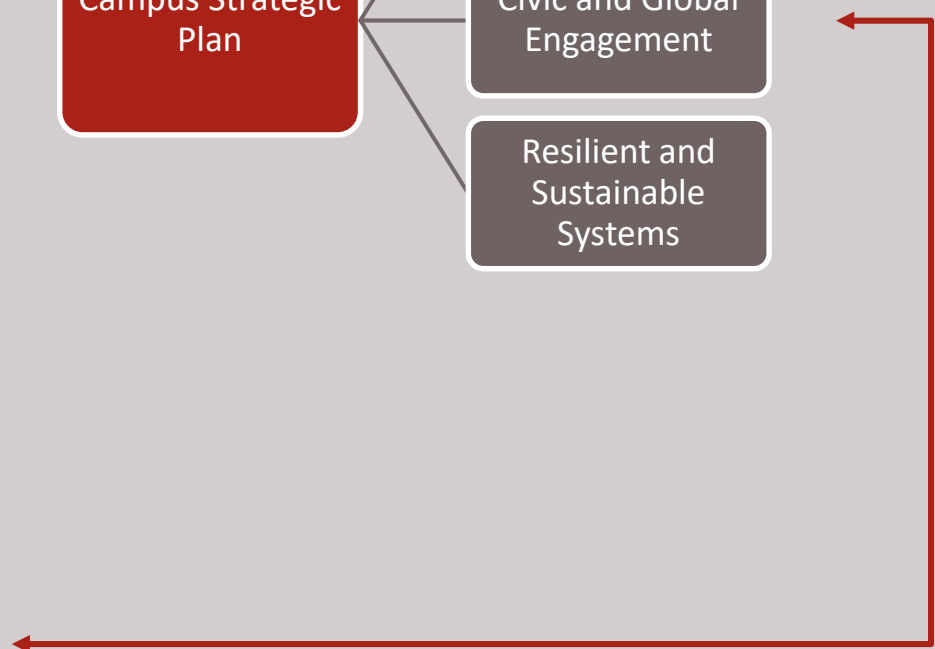
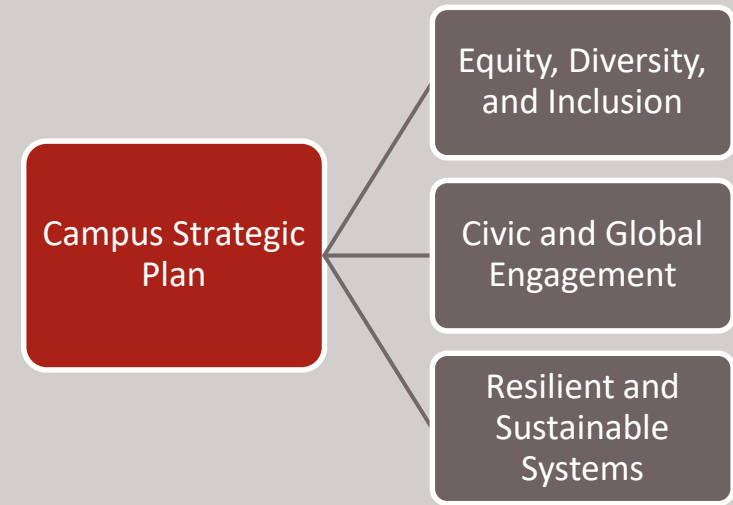
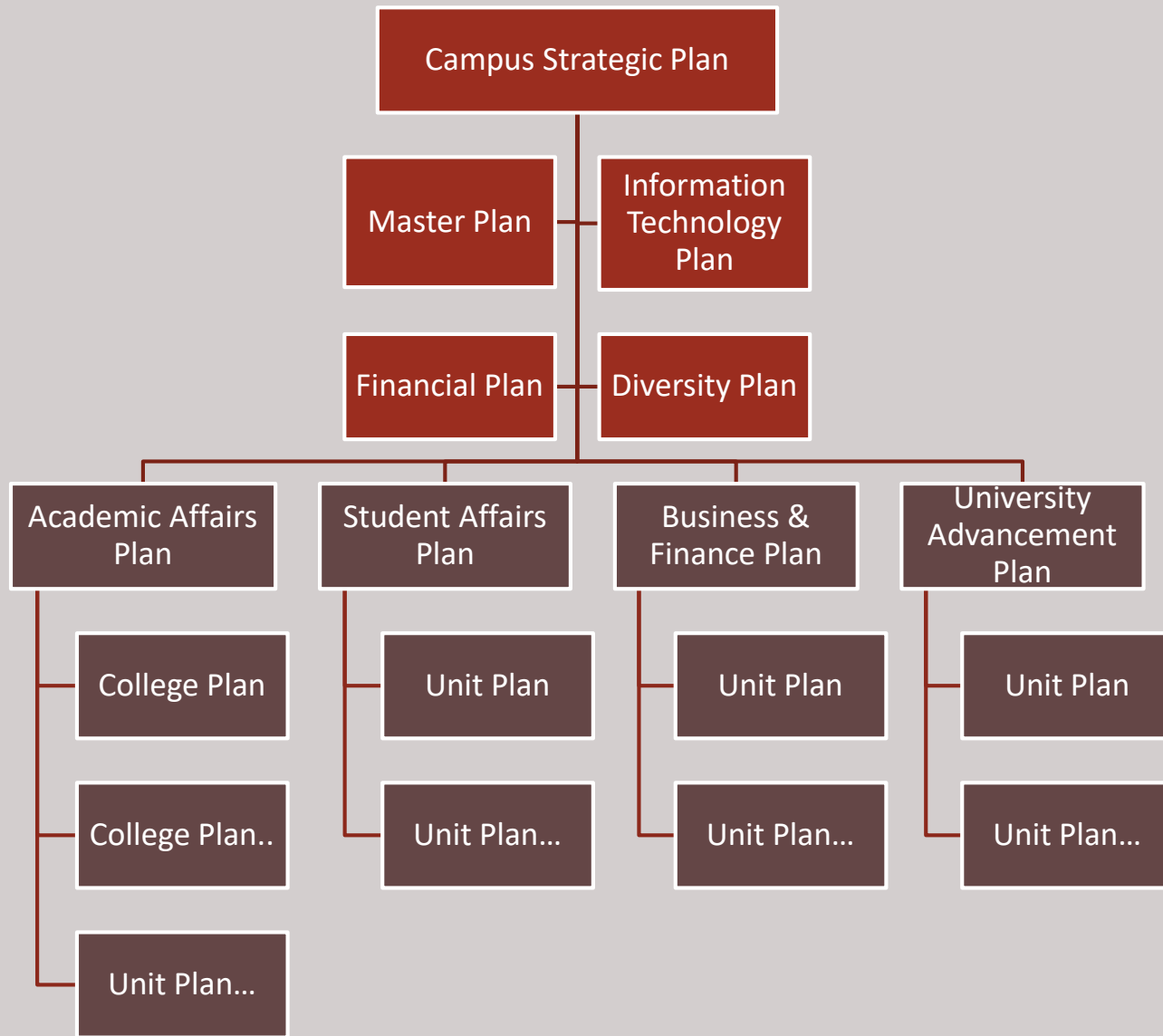
Chico State is the comprehensive university of the North State with a global reach. Through excellence of inquiry, innovation, and experiential learning, we develop students who are critical thinkers, responsible citizens, diverse leaders, and inspired stewards of environmental, social, and economic resources.

Vision

Chico State will be known as a preeminent university solving the unprecedented challenges of the 21st century.



Planning Alignment

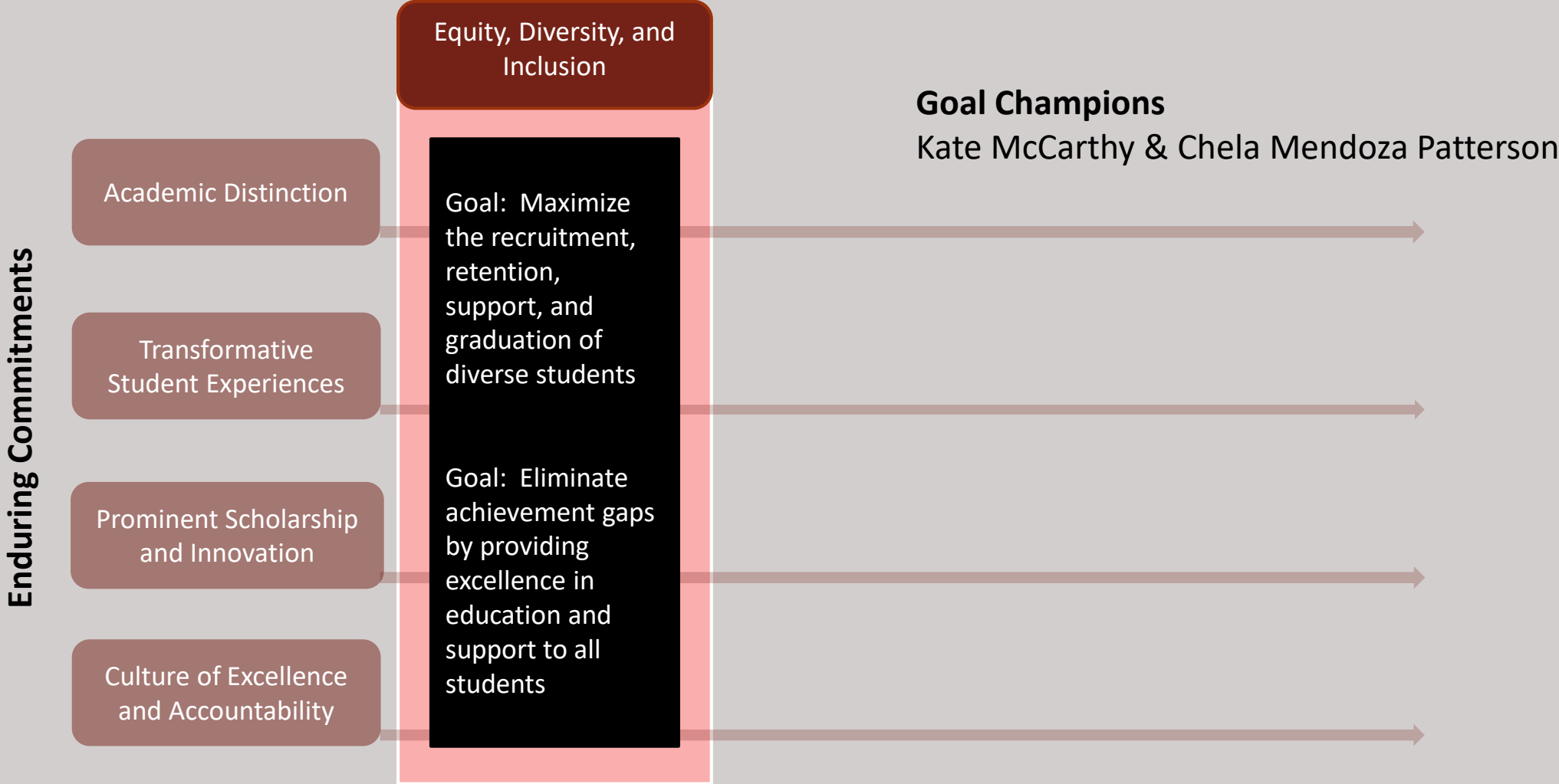


Planning Alignment

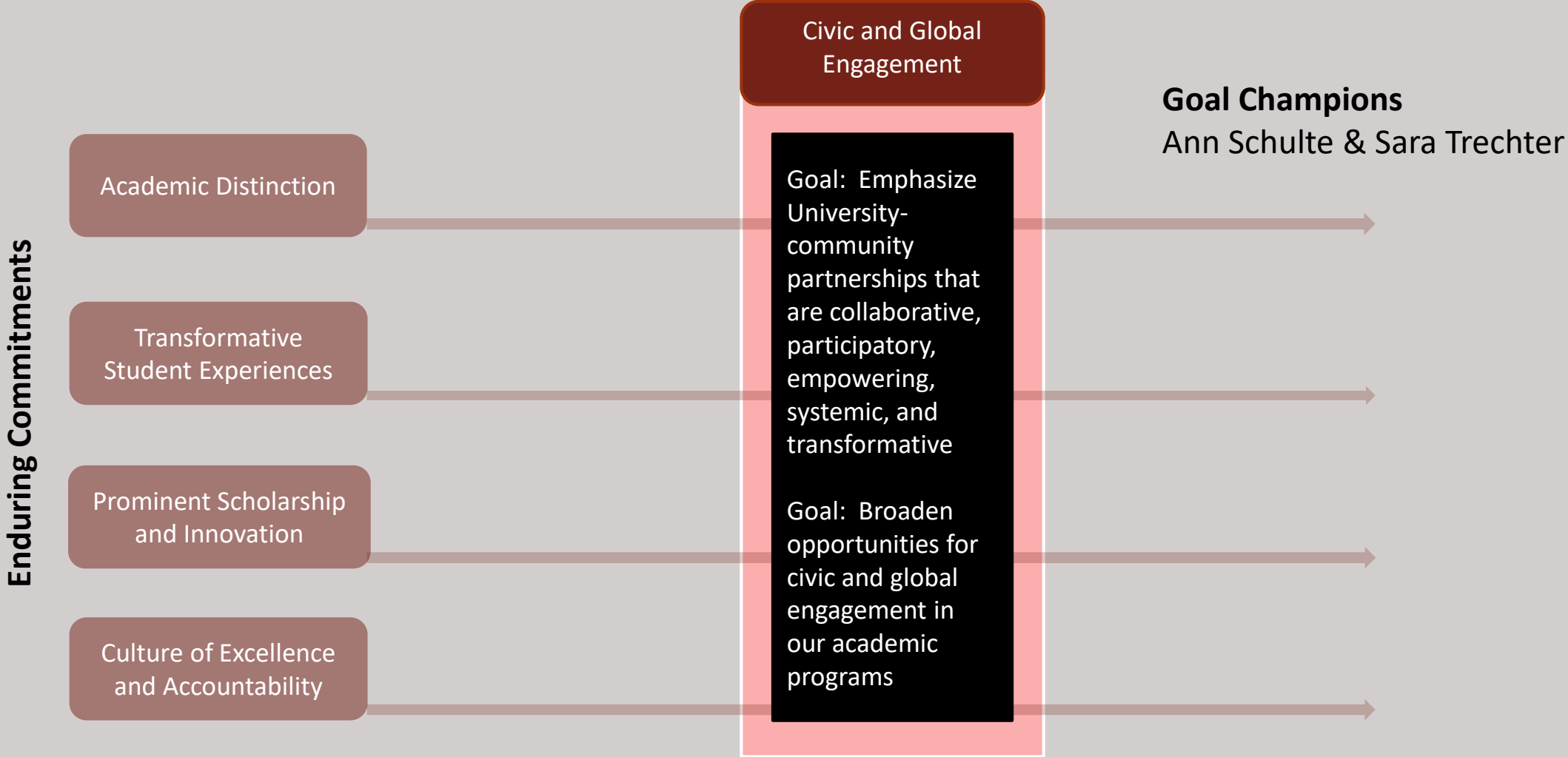
Our Approach

- University goals create focus, they are not new
- Goal Champions to lead the planning effort
- Strategic Planning Core Team to provide support

Strategic Priorities



Strategic Priorities



Strategic Priorities

Enduring Commitments

Academic Distinction

Transformative Student Experiences

Prominent Scholarship and Innovation

Culture of Excellence and Accountability

Resilient and Sustainable Systems

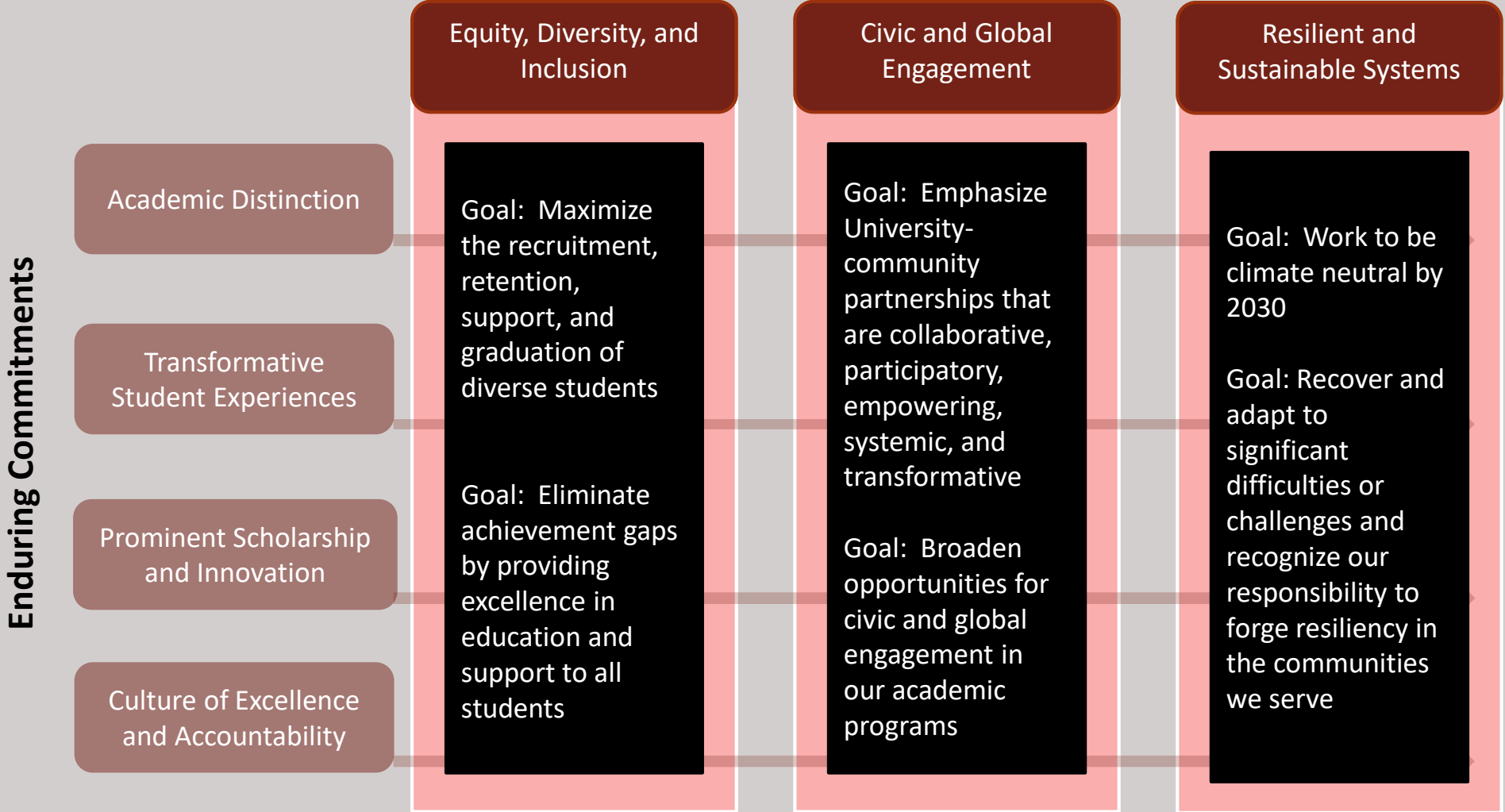
Goal: Work to be climate neutral by 2030

Goal: Recover and adapt to significant difficulties or challenges and recognize our responsibility to forge resiliency in the communities we serve

Goal Champions
Mike Guzzi &
Cheri Chastain

Goal Champions
Megan Kurtz &
Eli Goodsell

Strategic Priorities



SMART

Make your **SMART** goals:

SPECIFIC

- Clearly define the intended outcome

MEASURABLE

- The goal can be quantified

ASSIGNABLE

- A person, department, or committee could be given responsibility for the goal

REALISTIC

- It can be achieved with an institution's resources and in the amount of time indicated

TIMEBOUND

- Identifies when the goal will be completed

Example Tactics

- Equity, Diversity and Inclusion
 - Meet the Heat (UPD)
- Civic and Global Engagement
 - Internship and volunteer tracking (Risk Management)
- Resilient and Sustainable Systems
 - LED Lightbulbs (FMS)

Example Tactics

- Academic Distinction
 - Update Virtual Reality Labs (FMS)
- Transformative Student Experiences
 - Text Messaging Reminders (Student Financial Services)
- Prominent Scholarship and Innovation
 - Student Learning Fee Administration (Budget Office)
- Culture of Excellence and Accountability
 - Procure to Pay (Procurement & Contract Services)

Move to a new table in the row with the same number as on the paper you are handed



Try to have each table contain a variety of different departments for this exercise

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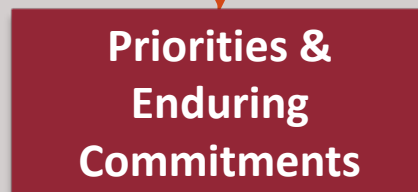
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Business & Finance is taking an iterative approach to our planning process. Today we will be identifying the tactics in which we are already engaged.

General projects/activities/tactics (with timelines, budgets, resources, and accountability) designed to attain specific goals



Specific measurements designed to assess progress toward goals/tactics and the overall priorities (Yearly)

Implementation Plans

Working in your table groups, identify one tactic that would fit in each of the 3 Strategic priorities and 4 Enduring Commitments

What is one activity that you learned about in your group that you didn't know about previously?

Someone will bring you a microphone so we can all learn from each other.

Don't get shanghaied....jump on board!



Annabel Mike Sheryl Ann Dolores Jeni Chief Stacie

Business & Finance Cabinet

Skip-Level Meetings (to date.....)

Logistics and Progress to date

- ▶ Started November 4th, and expected completion (first round) on February 4th
- ▶ 26 groups of direct-line staff in intact groups; 16 completed to date
- ▶ Meetings arranged at employee convenience (4 after-hours, so far)
- ▶ Groups have ranged from a minimum of 2 employees to 15 maximum
- ▶ Employees have included Financial Services, Human Resources, Facilities Management, EHS/Risk, Budget Office, and UPD
- ▶ Purpose:
 - ▶ Learn about each other and campus/B&F organization to build better teams
 - ▶ Learn about issues of importance to employees doing the direct work
 - ▶ Share perspective on topics of interest to increase collaboration and decision-making
 - ▶ Answer questions and improve communication
- ▶ An additional 7 sessions with Mid-Managers (Gap meetings: being scheduled after winter break)

Skip-Level Recurring Themes

- ▶ Training and Professional Development support
- ▶ It's great to work at Chico State!
- ▶ Leadership Model and expectations of leaders at Chico State
- ▶ Materials and Equipment procurement
- ▶ Managers are good people, trying to do the right things
- ▶ Staffing levels and Workload (take care of yourself to take care of others)
- ▶ IRP and salary equity determinations; how to request, timing, process, criteria
- ▶ Budget confusion
- ▶ Benefits are the best in the area, and a great source of stability
- ▶ Group structure and work alignment
- ▶ How B&F interfaces and supports other Divisions across campus
- ▶ Student engagement opportunities and expectations
- ▶ Decision-making impact on multiple interdependent groups (i.e., parking, sustainability)
- ▶ The last Town Hall pictures are hilarious; makes our leaders more approachable

Some group-specific topics

- ▶ Parking challenges
- ▶ Cross-departmental collaborations (i.e., turning off lights and heaters, trash)
- ▶ Shift change communication challenges and vulnerabilities
- ▶ Campus Master Plan and new buildings
- ▶ Manager challenges (recurring turnover; knowledge gaps)
- ▶ Process Improvement approaches
- ▶ Budget-to-actuals and multi-year budgeting, with provisional budgets for summer
- ▶ Community outreach and town/gown relations
- ▶ Effectiveness of “green” cleaning supplies and equipment
- ▶ Professionalism of B&F employees and value to campus
- ▶ Security camera resolution and usability
- ▶ Departmental pride in each other and the mission we all serve

Winter is coming...thanks for being here!

