TOWN HALL
Progress Report

March 23, 2016
The Town Hall is organized around answering three essential questions.

- What is the impact of repositioning the University into Strategic Clusters and Open Lab?
- What are the results and recommendations from the URSA process: Credit and Non-credit programs?
- What are the short- and long-term strategies to reposition the University?
FOCUS ON THE VISION

Plymouth State University is a visionary institution at the hub of an ever-growing creative community where students, faculty, staff, and alumni are actively transforming themselves and the region. We develop ideas and solutions for a connected world and produce society’s global leaders within interdisciplinary strategic clusters, open labs, partnerships and through entrepreneurial, innovative, and experiential learning.
Mission

Plymouth State University serves the state of New Hampshire and the world beyond by transforming our students through advanced practices where engaged learning produces well-educated undergraduates and by providing graduate education that deepens and advances knowledge and enhances professional development. With distinction, we connect with community and business partners for economic development, technological advances, healthier living, and cultural enrichment with a special commitment of service to the North Country and Lakes Region of New Hampshire.
Values: People and Place

Our values shape the environment in which our campus community members learn, teach, and serve. Our values guide our decision making, provide clarity in determining priorities, and influence our relationships and behaviors.

- Our alumni, heritage, and future as a transformative and highly engaged University with innovative and a creative approaches to learning and problem solving.
- Service to others, exemplifying our motto, ‘Ut Prosim’ (That I may serve) and working across disciplines where deeper levels of learning and outcomes occur.
Values: People and Place

- Entrepreneurial partnerships that enrich our learning and benefit our region focused on sustainable, environmentally connected work that enhances our sense of place and purpose
- The rights and dignity of all people
- Free speech, diversity of opinion, and the opportunity to learn from one another
- Collective responsibility for the health, safety, and wellbeing of our community
- Accountability for decisions, actions, performance, and conduct
- Continuous improvement in our programs, policies, and practices
- Responsible stewardship of our finite environmental, financial, and human resources
External Support and Guidance

- Hired consultant to support campus change process
- Brings external experience in higher education
- Assisted other organizations in supporting employees
- Adaptable approach
- March 25th - listen and learning sessions
- April 18th and 19th - broad campus based workshops
- Howard Teibel Educational Consulting
Financial Update

**FY16**
- Currently projecting better year-end
  - Underspending across campus, vacancy savings, lower utilities
  - One-time savings

**FY17**
- Budget still under development
- Strategy to reduce expenditure gap by $5M
  - Minimize growth in expenses by $2.5M
  - Restructure processes and positions - $2.5M
Plymouth State University
5 Year Operating Margin Projection

Strategic Investments - Clusters/Open Labs

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<tr>
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<th>FY17</th>
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University Strategic Priorities

- **Student Success: Transformational Teaching and Learning**
  - Recruitment, retention, completion
  - Embrace interdisciplinary, real-world learning, research, and service in preparation for 21st century careers, community engagement, and global citizenship.

- **Strategic Clusters, Open Labs and Collaborative Partnerships**
  - Collaborative interdisciplinary research and scholarship, innovation, entrepreneurship, curriculum development, and creative production. Partnerships for research, service, internships, community, economic and cultural development, and funding.

- **Investment in Teaching Facilities**
  - Technology-enriched, high quality learning environments
Internal Operational Strategic Priorities

- Financial Sustainability and Return on Investment
- Data Management System/s and training
- De-centralization of processes and decision-making
- Functions/Process/Workload
NCG Process Updates Top Recommendations

1. Create a one-stop center for graduate and undergraduate students
2. Redesign Student Success Center to be a second one-stop center for all things focused on supporting student success
3. Merge Undergraduate and Graduate Recruitment offices
4. Create Financial Services Centers.
5. Centralize all technology services.
CG URSA Process

- Level 1 and Level 2 review process identified
- Open Session held to review CG Evaluation Team Key Findings
- Level 1 review underway
  - Programs and Deans making decisions
Over 80 academic programs identified for further review and revision, consolidation or discontinuation

<table>
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<th>Major</th>
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<th>2015</th>
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**Programs graduating fewer than 5 students (total) in the last 5 years**

- 16 programs

**Programs with fewer than 5 students graduating per year (average)**

- These programs should be considered for discontinuation or consolidation
- These programs require further review & action
CG URSA process

Many decisions already gone through curriculum committee process
Many decisions already gone through curriculum committee process

**Program Deletions: Majors/Options**

- MEd School Psychology/ Counselor Education - Concentration in Parent Involvement and Education
- Interdisciplinary Studies Major- Multi-Field and Thematic Options.
- Bachelor of Science in Biological Science Education (7-12)
- Bachelor of Science in Early Childhood Studies- Early Intervention Option
- Bachelor of Science in Management- Human Resources Management option
- Bachelor of Science in Management- International Business option
- MEd Curriculum and Instruction- Concentration in Online Teaching and Learning
- MEd Languages and Linguistics - Concentration in K-12 French Education
- MEd Languages and Linguistics - Concentration in K-12 Spanish Education

**Minors/Certificates**

- Certificate in Parent Involvement and Education
- Certificate in Online Teaching and Education
- Human Resources Management Minor
- Minor in German
- Certificate in Early Intervention
Update on Strategic Cluster Initiative
Strategic Cluster Guides

Roles
- Point-Of-Contact
- Planner
- Organizer
- Facilitator

The Strategic Cluster Guides will align, organize, and transform our projects, programs, and capabilities into a cluster framework.
## Steering Committee Coaches

<table>
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<tr>
<th>Cluster</th>
<th>Coach</th>
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<tr>
<td>Health + Human Enrichment</td>
<td>Mark Fischler</td>
</tr>
<tr>
<td>Tourism, Environment + Sustainability</td>
<td>Thad Guldbrandsen</td>
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<tr>
<td>Arts + Technology</td>
<td>Paul Mroczka</td>
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<tr>
<td>Justice + Security</td>
<td>Cynthia Vascak</td>
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<td>Education, Democracy + Social Change</td>
<td>Gail Mears</td>
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<tr>
<td>Exploration + Discovery</td>
<td>Joe Boyer</td>
</tr>
<tr>
<td>Innovation + Entrepreneurship</td>
<td>Robyn Parker</td>
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Overview – Strategic Cluster and Open Lab Initiative

PSU STRATEGIC CLUSTERS

PSU is in a period of transformation. To meet the evolving needs of 21st century learners while serving our neighbors and defining our future, we have begun the process of reorganizing the University around strategic clusters that will work across traditional, disciplinary boundaries. Strategic clusters will be complemented by open lab environments.

Your involvement is important in our transformation. Think about what you are passionate about, where do you see the future of your discipline heading and how can your involvement in a strategic cluster support a better outcome for our students and be the most meaningful for you. Join our discovery process.

Questions? Ask us!

Keep the Discussion Going on Yammer

Learn more about the strategic clusters:
- Arts and Technology
- Education, Democracy, and Social Change
- Exploration and Discovery
- Health and Human Enrichment
- Innovation and Entrepreneurship
- Justice and Security
- Tourism, Environment, and Sustainable Development
What's the idea behind Pioneering PSU?

posted by Julie Bernier | 3-10-16 | 4:30pm

According to the Oxford Dictionary to pioneer is to initiate or originate; to explore and lead the way.

As we embark on our journey to transform and reimagine our campus, we will be operating with the pioneering spirit. Those who have come before us in this region worked hard to build a special place that we call home.

As we know, the best teachers are always learning and we will be learning together throughout this process.

We will need to work hard to create our uniqueness in this new world of higher education. To innovate, create, and work through complex issues takes great effort. At times, we will be operating outside of our comfort zones, spending significant time thinking and brainstorming, creating and finding different ways to connect across the campus and beyond.
Yammer

Plymouth State University

Yammer works best when your team is here too.

Invite them now

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Recent Activity

Amanda Whitworth and Deborah Healey have joined Innovation & Entrepreneurship.

Amanda Whitworth and Deborah Healey have joined Arts & Technology.

Deborah Healey has joined Justice & Security.

App Directory

5 new featured apps added to the App Directory this week.

Suggested People

Marylouise Sevigney

Follow

Nathan Porter

Paul Moczka – March 11 at 8:10am

Working on a new performance piece that is definitely a Cluster type project in that it has Jonathan Sentone (Music/Composition), Amanda Whitworth (Dance/Choreography/Performance), Matt Kizer (Design/Tech/Theatre) and Paul Moczka (Theatre/Dramatic Writing) working in a manner in which all four of us are collaborating simultaneously to create this from scratch. This is not a standard way of working in the theatre. We’re working towards a highly integrated work. The working title is For Now, but we’re sure that will change.

Robin DeRosa, Jo-Anne Guilmet, Scott Robison, and 5 others like this.

Liz Ahl – March 11 at 12:47pm

How did you manage to do this without being in a cluster?

Robin DeRosa, Scott Robison, and Amanda Whitworth like this.

Write a reply

Robin DeRosa, Jo-Anne Guilmet, Scott Robison, and 5 others like this.
Our Present Structure
From Programs to Clusters & Open Lab
Our Future Structure