**Strengths**

- **Human Capital**: 37
- **Doing more with less**: 15
- **Positive work environment**: 14
- **Excellent customer service**: 12
- **Management/Leadership**: 12
- **Innovative, forward thinking**: 4
Weaknesses

- Employee Satisfaction Concerns: 28
- Pay: 25
- Communication: 21
- Lack of Defined Policies & Procedures (Process...): 17
- Poorly-Defined Core Purpose: 14
- Planning & Setting Expectations: 13
- Keeping Up With/Adopting Newer Technology: 10
- Skill Development Opportunities: 7
Opportunities

- Employee Retention: 39
- Additional Services: 24
- New/Updated Technology: 12
- Collaboration/Partnerships: 12
- Cross-Training: 7
- Outside Funding: 4
- Improve Policies & Procedures: 4
- Public Relations/Communication: 3
Losing Good Employees: 33
Public Relations/Communication: 19
Budget/Funding: 16
Process/Policy Improvements: 6
Changing Technology: 5
Student Recruitment & Retention: 5
Vendor Management: 4
Product/Service User Management: 3
UIT 2016-2018 Strategic Planning

Please use this form to submit your ideas for strategic technology initiatives that will advance the mission of Columbus State University over the next three years.

Title of Initiative
Should this turn into a project, what would be the best way to refer to it?

College or Department
Please select the unit that best describes your area of focus at CSU:

Strategic Alignment
Focus 1 - Becoming a “first Choice” Institution
—Priority 1 - Attract a higher % of students with the motivation & preparation to complete a degree
—Goal 1 - Improve CSU’s Name recognition, academic reputation, and ranking
—Goal 2 - Increase the # of student scholars
—Goal 3 - Continue to offer a “best value” educational experience.
—Priority 2 - Employ more creative instructional methods
—Goal 1 - Improve the quality of instruction through improvements to classrooms, labs...
—Goal 2 - Improve flexibility in course design & student resources.
—Priority 3 - Increase student academic & social engagement and sense of belonging
—Goal 1 - Promote student participation...
—Goal 2 - Cultivate student participation in CSU cultural & social activities
—Goal 3 - Focus more on student satisfaction & well-being

Focus 2 - Driving Sustainable Growth
—Priority 1 - Sustain the University’s growth by focusing resources in areas with strong potential based on emerging opportunities
—Priority 2 - Improve faculty/staff retention, job satisfaction, & productivity
—Priority 3 - Improve stewardship through leadership in sustainability programs, the efficient use of resources, & external partnerships.

What Year Needed
- Fiscal Year 2016
- Fiscal Year 2017
- Fiscal Year 2018

Description of Need

Benefit/Rationale
What population(s) - Student, Faculty, Administration - will benefit from this project, and how?

Sponsor Name
The sponsor does the following:
- Sets the expectation for the project outcomes and how it links with the University’s overall strategy.
- Helps to clear roadblocks for project resources
- Provides sponsor feedback to project team
- Champions the project at the executive level to secure buy-in

Any additional comments about this request

Contact/Requester Name

Submit
Timeline

• Departmental Strategic Planning 11/14
• Feedback Received from Leadership Institute - 12/14
• Shared Plans for Strategic Planning with President’s Cabinet and Faculty Senate - 1/15
• Gather Feedback from Leadership - 2/15
• Strategic Planning with Leadership 3/15