



**Strategic Planning Update  
Year Two Accomplishments  
July, 2012**

<b>Goal I</b>	
<b>CONTINUE A COMMITMENT TO ACADEMIC RIGOR: Ensure the rigor of all academic programs to support the University's commitment to leadership, excellence, and innovation.</b>	
Establish the Center for Excellence in Teaching and Learning and undertake a national search for the center's director.	A national search led to the hiring of Dr. Ken Sagendorf, formerly of the Air Force Academy, who began his responsibilities in July.
Redesign the centralized data warehouse for reliable reporting and decision-making.	Incisive Analytics is creating a roadmap for a centralized data warehouse to address this need. The project director, Cathy Gorrell, and project manager, Paula Harmer, continue to lead the project for building an Enrollment Management solution that includes a hybrid team of Regis and Incisive personnel. In a sustained mode, the program will be adapted for ongoing and strategic reporting needs that will change the way information is accessible and used. Paula Harmer hired two new positions, a Cube Report Writer and BI Integration Programmer.
Simplify the first-year pilot project analyzing program metrics for more nimble analysis and continuous program prioritization.	Less progress has been made in this area than we would have liked because of our lack of reliable metrics. The work being done to reconstruct our data warehouse should help us address this issue. In the previous year we assessed two degree programs using metrics from Humboldt State University in California. The process was too complex and cumbersome. This project will have a higher priority in the coming year.
Support a growing culture of research and scholarship through the revitalized Office of Academic Grants.	Don Bridger is leading us into a new era of grant support, including updated policies, compliance, and a smooth-running faculty-driven IRB. SPARC funding in the amount of \$50,000 funded student/faculty research and conference attendance.

Carefully monitor the changing climate of regional accreditation and U.S. Department of Education regulations.	Steve Jacobs and Roxanne Gonzales are monitoring HLC and U.S. Department of Education initiatives. The three Associate Deans of the colleges have drafted a University definition of the credit hour and working with other institutions doing the same.
Identify processes for exploring new programs that lie outside existing colleges/schools/departments.	A new Master of Education specialization in Urban Education was developed in partnership with the CPS School of Education, Regis College Master of Arts in Education Program, and the Boettcher Teachers Program.

<b>Goal II</b> <b>ENGAGE THE WORLD: Equip all graduates with the knowledge, skills, and habits needed to engage the world for the common good.</b>	
Explore ways of offering cultural immersion experiences to more Regis students.	TBD
Support the new Regis University Dual Language Program with AGMUS Ventures Inc. partners.	The Thornton campus is up and running. It was slower than anticipated and there have been partnership and infrastructure issues to address. To promote further collaboration, a new dean level position has been approved, reporting to the CPS Academic Dean. We continue to work with AVI to address issues that arise.
Establish infrastructure for the new centralized University Student Academic Support unit.	Kathy Goodkin has been hired to direct the new writing center. Ivan Gaetz did excellent work putting together the new University-wide "Learning Commons." A search will begin soon for a coordinator of tutoring services.
Identify new learning communities with particular focus on commuter students and students at a distance.	Diane McSheehy has a task force exploring two new learning communities: one to support commuter students and another to support CPS undergraduate students in conjunction with the new humanities course HUM 366 Leading Lives That Matter.

<b>Goal III</b> <b>EXPAND DIGITAL AND PHYSICAL RESOURCES: Provide physical spaces and digital resources that anticipate the aspirations of a vibrant 21<sup>st</sup> century Jesuit Catholic university.</b>	
Break ground on Clarke Hall and begin Claver Hall remodel.	Both projects are well underway, eliciting much excitement among Regis faculty, staff, and students.
Continue technology infrastructure upgrades	We have fully installed 802.11n capabilities using advanced arrays from Xirrus in all campus

with increased Wi-Fi capability.	residences and DML. Building and remodel projects will facilitate considerable expansion in the coming year.
Migrate to Desire2Learn by January 2013.	Fall semester 2011 pilot was a success. Spring 2012 began with a set of difficult issues, but these have been resolved and the second pilot moved along well. The goal is to have all courses converted and live for Fall 2012.
Transition to virtual desktop computing where appropriate	A small pilot group was installed during Fall semester, and many issues have been discovered and resolved. ITS is on track to rollout 200 licenses.
Address infrastructure needs to support intended growth in all three colleges.	With the addition of Clarke Hall and the remodel of Claver Hall, all three colleges will benefit from considerable upgrades to Lowell Campus IT infrastructure for both academic and administrative purposes. In addition, ITS has been modernizing core infrastructure and the core applications housed there as replacement budgets have allowed.

<b>Goal IV</b> <b>IMPROVE ORGANIZATIONAL STRUCTURES: Enhance organizational structures to support academic models of the future that advance the University's vision and mission.</b>	
Effectively transition the University from Fr. Michael Sheeran's successful tenure to the new presidency of Fr. John Fitzgibbons.	Regis University welcomed the new president June 2012 and looks forward to his inauguration September 25 <sup>th</sup> .
Complete assessment of faculty/staff compensation and begin implementation as indicated.	Evaluation of faculty salaries was completed with the assistance of Sibson Consulting. Analysis of comparison schools revealed the need for a two-tiered system in all three colleges. Discussions have begun with faculty groups about the recommendations. The goal is to set aside a fund to begin making salary adjustments for FY2013-2014. Following this review, we will analyze staff salaries throughout the university.
Explore new models of faculty governance for greater faculty voice at the University level.	The Academic Policy and Planning Council, the University's highest academic governing body, is deliberating on more effective models of governance and opportunities for wider faculty voice in University matters.
Foster open communication through town hall meetings and other venues.	Regular Town Hall meetings have been led by Ladewig, Webber, and Dahlman on issues related to planning and implementation. 2012-

	2013 Town Halls intend to solicit more discussion and input from participants.
Modify existing organizational structures as necessary for increased efficiency.	Student academic support has been consolidated into one unit reporting to the Library dean. The new CIO will report to the Provost for better integration of academics and technology. The two learning technology units of CPS and RHCHP will report to the new CIO. A task force addressing events, scheduling, and conferences has made recommendations for improved integration of services.
Codify University policies that have relied on oral tradition.	The Office of Academic Grants has taken the lead on codifying policies in three areas: Research Integrity, Non-Compliance in Research, and Institutional Review Board.

<b>Goal V</b> <b>INCREASE VISIBILITY: Communicate the Regis University story to increase visibility, define its Jesuit Catholic character with diverse learning models, and create greater demand for a Regis University education.</b>	
Complete a new website design.	ACSYS Interactive has been engaged to address <a href="http://www.regis.edu">www.regis.edu</a> needs. The launch date is expected to be November or December 2012.
Create a centralized marketing division for consistent brand messaging and greater brand.	Soon Beng Yeap joined the University as Chief Marketing Officer, has built a team, and is moving forward on University-wide brand initiatives. He is focusing on three areas: Brand Marketing, Web Marketing, and Digital Marketing.
Develop a University-wide marketing plan and internal/external communication strategies.	Under development.
Develop social media tools appropriate for a 21 <sup>st</sup> century University.	Soon Beng Yeap and others have identified all social media used by Regis and have created new social media policies and standards.

<b>Goal VI</b> <b>FINANCE THE VISION: Ensure financial sustainability, invest in innovative new programs, and reduce tuition dependence.</b>	
Complete funding initiatives for Claver Hall and Clarke Hall construction and begin fundraising for the field house remodel.	Completed successfully.

Establish financial models for decision-making that include indirect costs.	The first draft for allocating indirect costs from university service and operational areas, such as Student Life, Enrollment Services, Facilities, Information Technology Services, and so forth, was shared with the President's Cabinet by Chuck Dahlman.
Identify clear criteria for new partnerships.	TBD