Launching Our Strategic Plan
February 15, 2022
Today’s Launch

Strategic Plan

Culture Charter

Mission

Vision

Core Values
Why Now?

- College has never had a strategic plan
- Employee survey showed low favorability in several areas
- We need to identify priorities, strengthen our culture and create a healthier, more productive working environment
Planning Process

- Conducted in 2020 and 2021
- All staff, faculty, postdocs and graduate students invited to participate
- More than 200 members of our community contributed
Tidal Equality

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Strategic Priorities

Priority 1: Deepen Scientific Foundations
Let's work together to develop robust and relevant foundational skills and research to advance scientific knowledge toward a better future for all.

Priority 2: Elevate Support Infrastructure
Let's invest in people and infrastructure that will empower excellence, inclusion and openness in research, teaching and community partnerships.

Priority 3: Advance Equity
Let's nurture a diverse, equitable and inclusive culture that values the experiences and perspectives of faculty, staff and students, and breaks down barriers to equity and equality of opportunity.

Priority 4: Open Up Science
Let's empower the college to become a local and global hub for public participation in science to connect our entire community to scientific discovery and innovation in meaningful ways.
A Strategy That Resonates

- Builds on current successes
- Clear alignment with university strategic plan
- Framework for addressing challenges
- Positions us to be uniquely valuable
Building on Current Activities

**Priority 1: Deepen Scientific Foundations**
Example: We’re building the *Chemistry of Life* program to provide interdisciplinary opportunities for students and address global challenges.

**Priority 2: Elevate Support Infrastructure**
Example: We’re going to hire a *STEM education expert* to revamp undergraduate teaching labs.

**Priority 3: Advance Equity**
Example: Our new *Diversity, Equity and Inclusion committees* are already fostering a more inclusive and equitable climate.

**Priority 4: Open Up Science**
Example: The new *Integrative Sciences Building* will support teaching and research that involves our community and broadens our impact.
NC State Strategic Plan: Goals

**Goal 1:** Empower students for a lifetime of success and impact.

**Goal 2:** Ensure preeminence in research, scholarship, innovation and collaboration.

**Goal 3:** Expand and advance our engagement with and service to North Carolina and beyond, defining the standard for a 21st-century land-grant university.

**Goal 4:** Champion a culture of equity, diversity, inclusion, belonging and well-being in all we do.

**Goal 5:** Improve university effectiveness through transformative technologies, cutting-edge processes and actionable data.

**Goal 6:** Lead in developing innovative partnerships, entrepreneurial thinking and applied problem solving.

**Goal 7:** Elevate the national and global reputation and visibility of NC State.
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<th>College Priorities</th>
<th>Empower Students</th>
<th>Ensure Preeminence</th>
<th>Expand Engagement</th>
<th>Champion Equity</th>
<th>Improve Effectiveness</th>
<th>Develop Partnerships</th>
<th>Elevate Reputation</th>
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To provide an inclusive, world-class science education to our students, to catalyze scientific research and innovation that improve our world and our collective understanding, and to invite the people of North Carolina, the U.S.A. and the world into our work as we become a local and global hub for open science.
Our Vision

We are urgently expanding equity, public participation and discovery in science, so that anyone can contribute solutions to our world’s greatest challenges for a sustainable, data-driven and just future.
Core Values

Integrity
Curiosity
Collaboration
Innovation
Justice
Culture Charter

- Cultural and behavioral aspirations for leadership and the broader community that can guide and inform all of our interactions.

- Tidal Equality sessions revealed serious issues with our culture in terms of bias, discrimination and unhealthy power dynamics.

- “Culture eats strategy for breakfast.”

- By improving culture, we can address many of our longstanding issues.
Applying the Plan: It’s Your Turn

- Align initiatives, proposals and workflows with strategic priorities. If something doesn’t fit, revamp it so it more closely aligns.

- Department and unit strategic plans should align with the college plan.

- Just as the Provost aligns funding decisions with strategic plan, the college will do the same with its units.

- Mini-grant initiative under discussion
Applying the Plan: An Example

Objective
Hire STEM education expert to revamp undergraduate teaching labs

Strategic Alignment
Deepen Scientific Foundations (*most obvious*)

*But how could hire be organized to*

Elevate Support Infrastructure
Advance Equity
Open Up Science

Key Results
Development of cutting-edge labs
Expert oversight of new equipment purchases
Expand equity in STEM education
Graduate student training
Increased bandwidth for other faculty
Progress Updates

▪ Submit ideas and accomplishments through website and email
▪ Update emails to the college community twice per year
▪ Website will be updated periodically with plan progress

sciences.ncsu.edu/about stratégic-planning
A Collective Way Forward

The College of Sciences strategic plan and culture charter are designed to support leadership toward building a stronger and more collective future for the college. The planning process identified opportunities for the college to create unique value and greater equality of opportunity for its various internal and external stakeholders.

And given the adage that “culture eats strategy for breakfast,” a number of existing challenges identified through the creation of the strategic plan can be improved if the college leadership and community members prioritize continuing to work together to define and animate the college’s culture and what makes it unique.

VIEW THE STRATEGIC PLAN AND CULTURE CHARTER

Strategic Plan
Read more →

Strategic Plan (PDF)
Read more →

It's Your Turn: Advance Our Priorities

Sciences faculty, staff and students can submit current activities and ideas that address strategic plan priorities.

Read more →