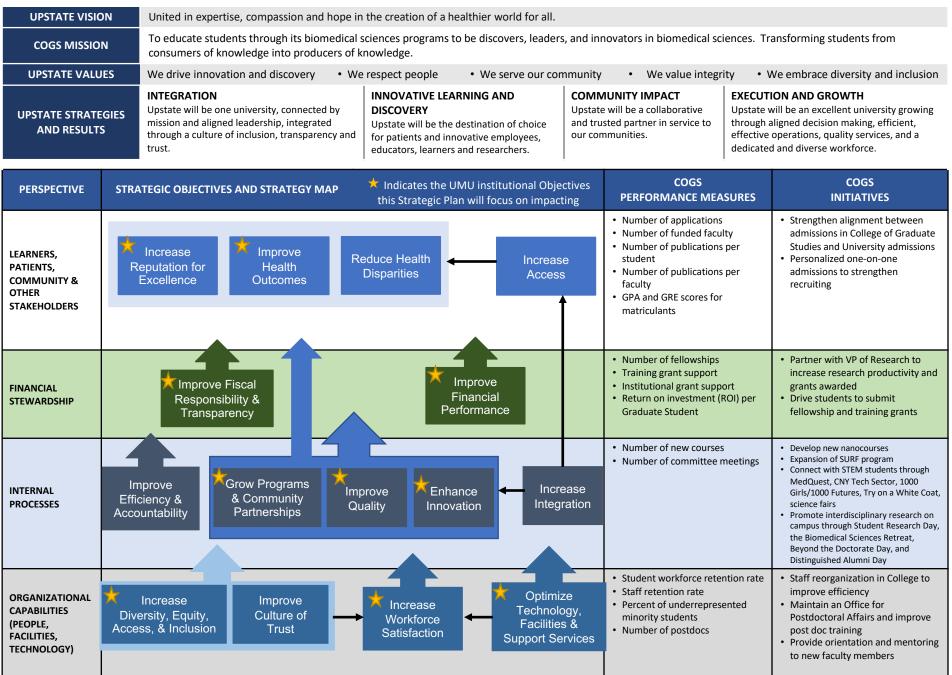


OUR UPSTATE (TIER 2) STRATEGIC PLAN OVERVIEW: College of Graduate Studies





Additional Priorities, Possible Initiatives, and Recommendations Identified by College of Graduate Studies

PERSPECTIVE	OUR UPSTATE TIER 1 STRATEGIC OBJECTIVE	ADDITIONAL COGS TIER 2 PRIORITIES, POSSIBLE INITIATIVES, AND RECOMMENDATIONS
LEARNERS, PATIENTS, COMMUNITY & OTHER STAKEHOLDERS	Increase Reputation of Excellence	Increase community connections
	Improve Health Outcomes	Connecting students to cutting-edge research
	Reduce Health Disparities	Refer to the Strategy Map on the reverse side of this document for the initiatives related to this Strategic Objective
	Increase Access	Streamline and improve application process
FINANCIAL STEWARDSHIP	Improve Fiscal Responsibility and Transparency	Five year planning projections – staff and budget
	Improve Financial Performance	Refer to the Strategy Map on the reverse side of this document for the initiatives related to this Strategic Objective
INTERNAL PROCESSES	Improve Efficiency & Accountability	 Reconfigure committees or meetings to reduce redundancy and increase efficiency Establish and implement an electronic registration process/dissertation submission
	Grow Programs & Community Partnerships	Develop a Postbach program in Physiology
	Improve Quality	Refer to the Strategy Map on the reverse side of this document for the initiatives related to this Strategic Objective
	Enhance Innovation	 Develop an assessment program and implement use of data analytics to better understand and refine admissions process
	Increase Integration	Inform staff of opportunities to be involved – Division and University
ORGANIZATIONAL CAPABILITIES (PEOPLE, FACILITIES, TECHNOLOGY)	Increase Diversity, Equity, Access & Inclusion	 Prioritize diversity in hiring Provide Title IX training and diversity education to students, faculty, and staff
	Improve Culture of Trust	 Employee engagement events to include colleagues outside of the College of Graduate Studies Giving & receiving feedback and acting on it – to/from students and colleagues Provide opportunities to hear from students Department exit interviews with students and employees in the name of continued improvement
	Increase Workforce Satisfaction	 Provide opportunities for professional development for faculty Enhance career development opportunities for students More regular recognition of personal triumphs
	Optimize Technology, Facilities & Support Services	Up-to-date technology

For questions or additional information on this OUR Upstate (Tier 2) Strategic Plan Overview for the College of Graduate Studies , please contact Mark Schmitt at schmittm@upstate.edu