

Preparing Students for Global Citizenship

- transcript
- expectation of service
- cultural shift
- Intentional leadership development
- Strategic language competency development
- Diversity & internationalize curriculum, students, faculty and staff.
- Increase international/global experiences
- Experiencing global citizenship
- Begin w/ end in mind – create a "global" campus & student experience = (dorm, co-ed, etc.)
- More students study abroad
- Increase global awareness through courses & internships so NC will be a strong competitor in global market.
- Global perspectives in Foundations curriculum

Constant Revisiting Common Student Exp

- ECU Foundation curriculum courses redesigned to address 21st century students and skills (soft skills) (technology & language)
- Redefine "gen ed" for integrated learning
- Broadly re-consider what every student needs to know.
- Increasing relevance of knowledge

Students Engaged in Economic Development Activities in the Region

- Empower communities to develop and sustain economic enterprises.
- Model for workforce development
- Establish center for entrepreneurship
- Partnering faculty/student in research employment

Students will be Active & Engaged Learners

- How to engage DE students?
- Living/Learning Center (Diversity/Leadership) Service Care for Others
- Active learning methods widely practice
- Learner-centered approaches
- Mob courses Transient courses
- Learn & work in teams

Incorporate Non-academic Requirements for Graduation.

- ALL students have an opportunity to participate in Service Learning as part of all curricula. (or some shared student experience)
- Leadership/service model linked to academics
- Require non-academic expr. To graduate. (Lead. Outreach...)

Embracing Evolving Student Population

- Readiness for new students in community Si
- Treat diversity like marriage
- 33% of Students are DE

Use of Technology to Maximize Student Learning and Experience

- Technology driven – resources, integration and utilization
- Technology used to maximize excellence
- High quality distance education

Wellness

- Self-care (health promotion)
- Increase employment of health care graduates in Eastern NC
- Greater community health services dental school ETAL
- Focus academic programs on health delivery
- Collaboration between ECU students and K-12 to improve health initiatives (middle grades & healthy lifestyles)

Leadership Learning Experiences

- Pre-college leadership academy
- Implement standards for leadership competence
- Engagement with region's schools.
- Increased scholarships
 - Leadership scholarships
 - Scholarships to increase access to Latino students
 - *To prepare our campus community, we should offer free classes for conversational Spanish to everyone on campus during work hours*
- "Followership" and Risk Taking

Students Benefit from Effective Infrastructure

- ECU must prioritize
- Recession = more students less money
- Increased need for FAC/Staff development
- Successful enroll. Mgmt. =
 - A work in progress
 - Target entering students
 - Target talented students
- Performing arts center
- Make diversity like breathing



Resistance works ("Resistance is futile")

- Resistance to change
- Change is bad
- Reliance on Status Quo
- Fear
- Campus culture & choking on change
- Unexpected economic factors
- Resistant to change
- "I have always done it that way..."
- Fear of Risk
- Distrust

Policies Unclear, Inflexible, & Ineffective

- Policies & bureaucracy
- Cluttered bureaucracy; lack of clarity "N" decision making
- Faculty manual
- Bureaucracy + incoherent policies
- Systems issues (rules, policy, GA, etc.)
- Big bureaucracy
- Inflexibility of rules (state, fac man, bus man...)
- Processes & procedures run by precedent.
- Cooperative faculty government
- No merit system for SPA

Disconnect Betw. Vision & Priorities

- No shared vision!
- Athletics too high priority
- Climate univ / & community in general (climate survey)
- Study abroad is the ugly step child
- Lack of broad ECU consensus
- Incentives not tied to vision
- Faculty engaged in other things
- scholarly identity

Training is an Afterthought!

- In effective training – students, faculty, and staff
- Tech knowledge gap between faculty & students

Shared Values

- Entitlement mentality
- Failure to accept others!
- Ethics & integrity are contextual

Commitment to Action

- Stop talking and act.
- Few people can go from planning > task analysis > implementation > assessment.
- In effective integrated strategic planning
- Faculty understanding, buy in, own change

Resources and Priorities Misalignment

- Empower people Give authority with responsibility
- Priority paralysis
- If we do it, fund it
- Failure to prioritize resource allocation
- Resource allocation

Attitudinal Resistance

- Silo attitudes
- Eliminate silos at every level
- Lack of collaboration
- Lack of accountability with assessment.
- Leaders making tough decisions
- Student life & AA professionals not engaged

Overcome apathy
cynicism
Ombudsman committee

Continuous
Commitment to
Caring &
Meaningful
Action

Established "training teams"
with broad Univ.
representation

Established mentoring
program with \$.

Retreat on change assessment
and accountability

Teach problem solving skills &
use those skills to analyze &
solve specific problems

Establish a Prog.
of Systematic
Prof Dev 4 FAC,
STF, & Students
- To Facil.
Student Success

required
collaborative
based on needs
consistent
continually
assessed

Training that is

ECU Sim game

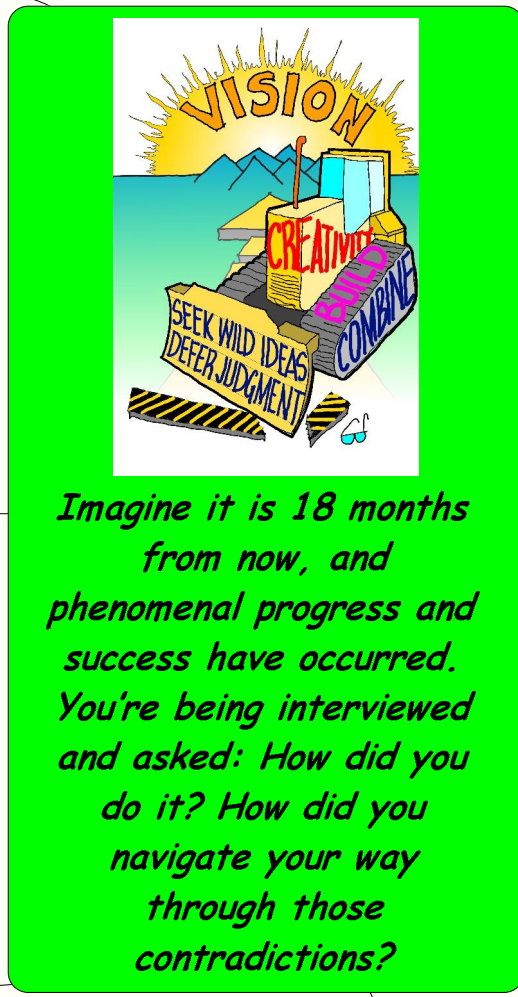
Human Resource Dept. created
"likeness education experiences"

Redefined faculty privilege and
responsibility

Comprehensive risk management review
& enforcement process put in place

Create a single ECU policy manor for all
employees, identifying authority and
responsibility for each policy.

Create a
Compendium for
University
Community
Operations &
Citizenship



Effective
Leadership
Moving Toward
Defined Goals

Leadership that is... Collaborative
Visible
Consistent

Top leadership stayed committed to a collaboratively prepared set of program priorities.

Transparent priority setting

Create a shared vision

Project managers were assigned to key priorities and took them from planning to implementation.

Purposeful
Decision-Making
Based on
Accurate
Data

ECU clearly defined success in terms of measurable outcomes

Data driven facility planning

Used SACS data to make change

Feedback loop for strategic plans

Set Goals,
Insure
Accountability
Incentivize
Desired
Performance

Merit reward system (aligned with strategic plan)

Empower teams that analyze, implement, & assess for incentive driven performance.

Included core values in evaluation & tenure promotion process shared values

Set goals & objectives; Assign responsibility and accountability; Incentivize desired performance

Celebrate and recognize success

Resources Will
Follow Priorities

Defunding of programs that are:
not advancing the mission

Strategic development on priorities & resource allocation

"Best Idea Campaign" - will be funded if selected