



# Rowing Not Drifting 2030

The University of Northern Colorado

Strategic Planning Process



## Vision Elements

**Students First** We exist to transform the lives of our students. We focus on all aspects of their success by making intentional decisions to meet their needs and the needs of our community.

**Empower Inclusivity** The diversity within our university and state is a distinct advantage that we celebrate and nurture. We ensure learning occurs through meaningful discussion of shared and different experiences, viewpoints, and ideas

**Enhance & Invest** The success of students relies on a healthy and strong team. We provide our staff and faculty with the support they need to succeed as professionals, educators, and in life. We foster an environment where their individual well-being and sense of belonging are vital to our collective success.

**Innovate & Create** Learning occurs through critical inquiry, discovery, and creation. We leverage technology and capitalize on opportunities to innovate and improve instruction. We anticipate and address societal needs by transforming the campus into a creative laboratory that asks questions, solves problems, and shapes Colorado's future.

**Connect & Celebrate** Strong community connections provide authentic learning experiences and reciprocal partnerships and collaborations. We set the standard for how engaged universities enrich the lives of those on campus, throughout Colorado, and beyond.



# Students First

Kim Medina (co-chair, AVP of Enrollment Management)

Teresa Castro (co-chair, UG student, President of SGA)

Katrina Rodriguez (co-chair, VP for Student Affairs)

Gardiner Tucker (AVP Student Affairs)

Renee Welch (Director of Career Services)

Stephanie Jones (Assistant Director of Community Standards)

Andrea Arguello-Abramson (Graduate Student)

Yvette Lucero-Nguyen (Director Women's Resource Center)

Jacob Sutton (International Advisor)

Sami Roby (Graduate Student)

Oluwagbenga Agboola (Graduate Student)

Adrina Pawlak (Coordinator of Outreach, Office Financial Aid)



# Students First – alignment with Key Actions

1. Develop and implement an action plan to ensure UNC is a student ready campus of individuals at all academic levels
2. Complete the second discovery phase of the hispance Serving Institution (HIS) 2025 plan



# Empower Inclusivity

Tobias Guzmán (AVP Student Affairs & Chief Diversity Officer)

Kyle Nelson (Faculty, Department of Sociology)

Dan Satriana (VP, General Counsel)

David Shimokawa (Graduate Student)

Lyda McCartin (Director CETL)

Cliff Leek (Faculty, Department of Sociology)

Susan Keenan (Faculty, School of Biological Sciences)

Sarah Chase (Assistant Director of Human Resources)

LD Ortis (Associate Director Student Activities)

Yvette Lucero-Nguyen (Director Women's Resource Center)

Brittney Morgan (Graduate Student)

Brenda Vargas (UG Student)

Grant Stephens (UG Student)

Jennifer Stokes (Assistant to AVP & Chief Diversity Officer)

Stephen Loveless (Gender and Sexuality Director)



## Empower Inclusivity– alignment with Key Actions

3. Create systems of accountability, effectiveness, and collaboration to address diversity, equity, and inclusion
8. Develop and deploy a consistent and constructive process of evaluating and rewarding employee performance while also fostering varied opportunities for feedback and growth outside of the traditional supervisor-employee dynamic.



# Enhance and Invest:

Shawanna Kimbrough-Hayward (co-Chair, Director Center for Human Enrichment)

Lindsay Snyder (co-Chair, Program Assistant, Admissions)

Oscar Levin (co-Chair, Faculty, School of Mathematical Sciences, Chair of Faculty Senate)

Lisa Grimes (State Authorization and Compliance Administrator\_

Karina Sanchez (Graduate Student)

Tyler Hajek (Graduate Student)

Bryson Kelly (Assistant Director of Recruitment, Admissions)

Lyda McCartin (Director of CETL)

Koreen Myers (Organizational Development Specialist, Human Resources)



## Enhance and Invest – alignment with Key Actions

4. Establish an infrastructure and set a foundation for a supportive culture of career-long professional development for staff and students
7. Establish a robust infrastructure to support research, discovery, and creative work that engages students and provides opportunities for faculty to contribute to the creation of new knowledge





# Innovate and Create

Bret Naber (Chair, AVP for Information Technology)

SherRhonda Gibbs (Dean, Monfort College of Business)

Michelle Quinn (Senior VP for Finance and Administration)

Ruby Black (UG Student)

Nicholas Pullen (Faculty, School of Biological Sciences)

Letha Mellman (Graduate Student)

Chris Saxton (Director, Office of Research and Sponsored Programs)

Jayne Blodgett (Assistant Dean of University Libraries)



## Innovate and Create – alignment with Key Actions

5. Develop and introduce career readiness in the curriculum for all disciplines
6. Develop a new university-wide data infrastructure to focus on improving strategy, organizational effectiveness, and student success



# Connect and Celebrate

Nikki Troxclair (Chair, Assistant VP for Marketing)

Darren Dunn (Director of Athletics)

Allie Steg Haskett (VP for University Advancement)

Vijay Chalasani (Faculty, School of Music)

Alison Grant (IM&T Assessment)

Kiki Gilderhus (Interim Dean, College of Performing and Visual Arts)

Kim Murza (Faculty, Department of Audiology and Speech-Language Sciences)

Lyndsey Crum (AVP for Alumni Relations)

Hadley Vogler (UG Student)

Grant Stephens (UG Student )

Nicholas Harman (Graduate Student)



## Connect and Celebrate – alignment with Key Actions

9. Develop and begin implementation of a data-driven strategic marketing and communications plan that showcases the university's important role on a local, regional, state, and national basis
10. Implement UNC's Rowing , Not Drifting 2030 Campaign including creation of philanthropic investment opportunities, engagement and fundraising goals, feasibility study, and timeline for all campaign phases.