

# STRATEGIC PLANNING WORKSHOP

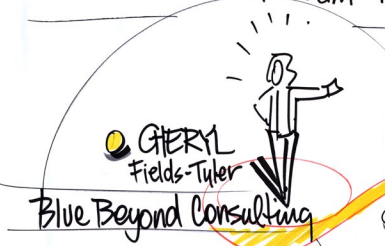


Welcome  
Thank You for being here!



- ALL STAFF MEETING
  - February 19, 2016
  - 9:00am - 11:30 am.

- let's CRAFT our Vision for the Future
- You will become ARCHITECTS & AMBASSADORS of CAL-STATE L.A.'s future!



● See yourselves as Agents of CHANGE!

● Who do we want to BE together??



● Get into discussion groups.

● We will envision the future TOGETHER!

- WHAT is our SHARED VISION for CAL-STATE L.A.?
- WHAT is the Roadmap to build the Vision?  
this is a creative, inclusive process.
- Come to the meetings!! Be part of the PROCESS and help facilitate it for others.
- Stakeholder activity by April.
- Plan → a roadmap by beginning of Summer
- Implementation by FALL!



● ● Being a student 5-7 years from now



- Why did you CHOOSE CAL-STATE L.A. over other options??
- What distinguishes CAL-STATE L.A.?
- What are you hoping your future employer will think when they see CAL-STATE L.A. on your resume?



# VISION! CAL-STATE L.A.

- We MUST hire + tenure faculty of color!!
- FACULTY Representation is proportional to student Population by ethnicity.

\* Academic Excellence!!

- #1 Academic Research FACILITY.

- Celebrate DIVERSITY

- Great EDUCATION at affordable PRICES!!

- Location! Access! Cost! Prestige! and Expansion!!



I matter!  
I BELONG!  
I have a lot to offer!  
I'm important and I make connections across Campus!

- Provides big Opportunity for local Communities!

- Human Resources
- DISABILITIES.

- Marketing → It's a commuter campus! We want to market to the people we want to Keep in CAMPUS! creating the SPIRIT!!

\* Sense of COMMUNITY!

\* INTERNSHIPS

\* Family



- Mentors! Care about Students!

- It's like a Family! lots of supports!

- Familiarity and comfort. Summer courses.

- More Donors! Donations!! So no student will drop out of school because of financial constraints.

SAFETY & INCLUSION on CAMPUS!

Let's be ONE STEP AHEAD TECHNOLOGICALLY!  
The World is much more connected now!  
More people will hear about us and be Intrigued!!

Rich & Vibrant STUDENT LIFE!!



Ethnicity Represented! in Student, Staff and Faculty!

- Faculty is Accessible.
- lots of Phds in the classroom.



I'm ready to face the World!!

- Beautify the CAMPUS by renovating more buildings - Amazing Residence Halls!

SHOW ME THE MONEY!



- Getting a job will be EASY after Graduation!

- I promote CAL-STATE L.A.!

- Community → Safe and improved Public Transportation (Shuttles) To connect CS campuses in L.A. area

# Insights from DATA:

## LARGE INCREASE of Transfers of student to CAMPUS...

• Is it Cost?

→ Foreign Students??

• We are able to take on more students!  
→ Semester Conversion

• Lack of DIVERSITY in STAFF & FACULTY. We need to reflect who we are.

• CAL-STATE L.A. → we have the SUPPORT!!

→ Show the % of Students coming in and out.

Retention rates...  
80% of Graduates stay in L.A. county.

• Hiring Plan for Staff.?

• How many are Alumni in the Administration?

• We need Staff Surveys to get more DATA.

• INCREASE in STUDENT BODY.

• No hiring plan for STAFF.

• STRATEGIC Planning Committee lacks DIVERSITY

• DATA shows that Majority of the Staff Pool has been employed less than 4 years. (That's a problem!)

• What's the number of STAFF that graduated from CAL-STATE L.A.?

• Gender of Staff?

Surprised at the numbers.

• We need an Increase in Tenure Track for Faculty

Even out the Balance.

We have to fill the Pipeline!

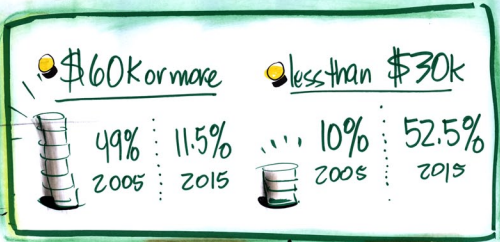
• Can we explore FRIDAY classes?

• They should go out on the FIELD and work, experience + get New Ideas — then come back to CAL-STATE L.A.!! (5 yrs out in the Field)



## BUDGET

• Alumni Salaries



• University Climate "Staff/Faculty/Lecturers"

→ We need more time to make CONNECTIONS!

• Mentoring

• We need more "onramp" learning!  
• Create pathways to good jobs!

→ Great CAREERS!

- Mentorships.
- Counseling
- Career paths.



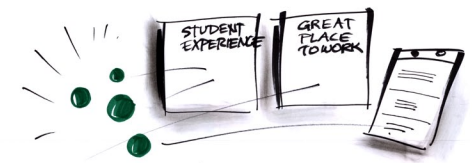
• Establish MENTOR Program for New Staff.

# BREAKOUTS!



- DISCUSS QUESTIONS AROUND
- STUDENT EXPERIENCE &
- GREAT PLACE TO WORK!

- What's most **COMPELLING??**
- What's at the **TOP** of the LIST??



Vote w/the DOTS!!