

**Draft 4 year plan
Adams State College
President Svaldi**

Accountability

The year by year objectives listed below are all objectives I believe have to be fulfilled so that ASC is in viable condition for the next President. These do not include those items that may arise from time to time or issues which emerge from legislation but the expectation should be that those also are effectively dealt with. All of the items below are related to the institutional strategic plan as noted. One individual alone cannot accomplish these tasks—rather the leadership team, faculty and other employees will be expected to add value to these efforts. Everyone will be held accountable for their assigned responsibilities by President Svaldi.

Adams State College Mission Statement

Adams State College dedicates its resources to provide opportunity and access for all students. The College is an innovative leader that recognizes the inherent educational value of diversity. It is a catalyst for the educational, cultural, and economic interests of rural Colorado, the surrounding region, and the global community.

Adams State College Institutional Goals

- 1. Promote academic excellence
- 2. Cultivate a high-quality, student-centered environment
- 3. Provide educational access and opportunity for success
- 4. Preserve and promote the unique history and culture of the region
- 5. Stimulate economic development in the San Luis Valley
- 6. Improve organizational effectiveness
- 7. Build financial stability

Adams State College Vision Statement

We measure our success by the success of our students in achieving their life goals. We are Colorado's most effective state-assisted four-year college. Our efforts provide a high quality educational experience through a supportive and rigorous learning environment. Our programs recognize the value of continual improvement while embracing diversity of culture and ideas that stimulate intellectual growth.

The numbers at the end of each individual objective relate the objective to the relevant institutional goal.

Year 1 Objectives (06-07)

- Successfully Complete self study & continuing accreditation process(1,6,&7)
 - Dr. Farish – on track
- Successfully Complete TEAC Accrediting process(1,6&7)
 - Dr. Valerio & President Svaldi
- NASM site visit (1)
 - Dr. Lipke & Dr. Novotny
 - Feb 2007
- Search for and hire Provost (6)
 - President Svaldi
 - Timeline: kickoff Fall 06
- Search for and hire “VP for Development” (6,7)
 - Foundation Board & President Svaldi
- Search for and hire Institutional Grant writer (6,7)
 - Foundation Board & President Svaldi
- Search for and hire Ag-Business Professor (1,3,5)
 - Dr. Keiser & Dr. Novotny
 - Timeline: hire date of Fall 07
- Review & assess current org structure (6)
 - Cabinet
 - Timeline: September 06

- Fully Develop, communicate, and start implementing comprehensive enrollment plan; ensure align outcomes with Performance contract (draft is attached) (3,7)
 - Cabinet
 - Freshman Retention Pilot Plan
 - Benchmark/data/feedback
 - Methods
 - Attendance/Assignments (miss 2/2 intrusive advising begins)
 - RA’s
 - Parent’s newsletter
 - 100 level courses profs can volunteer to be part of the program
 - Emerging Scholars
 - Pilot program
 - Tutoring peers
- Carefully monitor College finances with a goal of balancing the General fund budget via general fund income only within 4 years (6, 7).
 - Monitor – Budget Committee
 - Balancing - Cabinet
- Negotiate new performance contract benchmarks for low-enrolled programs (6)
 - President Svaldi and Dr. Novotny

- Implement initial recommendations for addressing salary inversion and compression issues among Full Professors.(1,6)
 - President Svaldi and Dr. Novotny
- Set benchmarks for 3 year salary improvement plan for all exempt levels; provide options to BOT for budget support in alignment with statewide cost allocation study outcomes.(1,6,7)
 - Cabinet
- Participate in Statewide Cost Allocation study (7)
 - VP Mansheim
- Implement new Faculty Handbook(1,2,6)
- Conduct at least two Community Forums in two different SLV Communities.(4,5)
- Review and assess all current academic programs; propose at least one new academic program each year (1,3, & 7)
- Implement New Exempt Staff Handbook (6)
 - VP Mansheim and Director Rogers
 - Timeline: September 06
- Develop and implement comprehensive employee training and development plan with a focus in year one on safety (6)
 - Safety program for facilities services – December 06
 - Director Wright
- Provide necessary training for Facility Services’ personnel to implement revised Organizational structure; implement and hold employees accountable.(2,6)
 - VP Mansheim and Director Wright
- Provide training and development opportunities for all Department Chairs and Exempt administrators with a focus in year one on conflict resolution. (6)
 - Interim Provost and Director Rogers
- Complete and implement Institutional Crisis Response Plan including appropriate training schedule and follow-up (6)
 - President & Cabinet
- Complete and start implementing campus diversity plan with appropriate yearly benchmarks (1,2,3,4)
 - President and Committee
- Determine future use of Marvel House; raise funds to make necessary renovations consistent with that use (4,5)
 - President, BOT, & Foundation Board
- Determine future use of Casa Del Sol Complex; raise funds to make necessary renovations consistent with that use (4,5)
 - Mansheim and Marquez
- Review usage of old Public Safety Building & KASF Building & condemned 4-plex, make appropriate plans for year 2.(2)
 - Move Radio Station
 - President & VP Mansheim
- Secure state funding for second half of Plachy Hall project (2,5)
 - Mortensen, Mansheim, Gil Romero & Nolbert Chavez
- Secure state and/or Federal funding for Campus IT needs (1,2,6)

- Mortensen, Mansheim, Gil Romero & Nolbert Chavez
- Renovation of Old Student Center building as Community Outreach center (3,4,5)
 - Mary Hoffman & Todd Wright
- Secure funding for at least one mini bus. (2,7)
 - Coach Martin & President Svaldi
- Submit Richardson Hall renovation project for state funding (2,4,5)
 - Todd Wright
- Complete New Campus Facilities Master Plan (5,6)
 - Todd Wright & Cabinet
- Increase donations to the College by 10% (7)
 - President, Development Office, & Foundation
- Review legal relationship between Gingerbread House Board and ASC; revise as advised by Counsel. Study feasibility of complete restructuring of current Gingerbread House operation perhaps establishing as self-supporting operation and securing funding to improve facility (2,3,5,7)
 - Mansheim & Mary Hoffman
- Study and determine how to establish on-going Institutional Planning function to preserve, continuously update and maintain HLC materials and assessment of all institutional outcomes. (6)
- Catalog all Luther bean Museum holdings; appraise these holdings; establish operating budget. (4,6,7)

Year 2 (07-08)

- Continue Institutional Planning function to preserve, continuously update and maintain HLC materials and assessment of all institutional outcomes. Provide yearly report on planning efforts.(6)
- Implement Year 2 comprehensive enrollment plan; assess outcomes of year 1 (1,3,7)
- Review and assess all current academic programs; propose at least one new academic program.(1,3, & 7)
- Conduct at least two Community Forums in two different SLV Communities.(4,5)
- Carefully monitor College finances with a goal of balancing the General fund budget via general fund income within 4 years.(7)
- Implement Provost recommended Organizational changes if any (6)
- Implement Ag-Business emphasis (1,3,5)
- Continue with Comprehensive Training programs; assess outcome of year 1 (6)
- Continue with Crisis Response plan training; have at least one dry run (6)
- Implement year 2 Diversity objectives; set objectives for year 3.(1,2,3,4,6)
- Continue to implement Marvel house and Casa Del Sol recommendations (4,5)
- Submit Renovation of ES building for State Funding (2,5)
- Implement recommendations for Old Public Safety and KASF buildings and 4-plex. (2,5)
- Increase donations to the college by 10% (6)
- Secure funding for 2nd mini bus (2, 7)
- Start and complete renovation of old student center building (3,4,5)

- Continue with Gingerbread House project as determined in year 1.(2,3,5,7)
- Address any individual inversion issues caused by implementation of Faculty HB raises.(2,6)
- Implement year 1 faculty and exempt staff salary benchmarks assuming resources available. (2,6)

Year 3 (08-09)

- Continue Institutional Planning function to preserve, continuously update and maintain HLC materials and assessment of all institutional outcomes. Provide yearly report on planning efforts.(6)
- Conduct at least two Community Forums in two different SLV Communities.(4,5)
- Review and assess all current academic programs; propose at least one new academic program.(1,3, & 7)
- Implement Year 3 comprehensive enrollment plan; assess outcomes of year 2 (3,7)
- Carefully monitor College finances with a goal of balancing the General fund budget via general fund income within 4 years.(7)
- Continue with Comprehensive Training programs; assess outcome of year 2 (6)
- Continue with Crisis Response plan training; have at least one dry run (6)
- Implement year 3 Diversity objectives; set objectives for year 4.(1,2,3,4,6)
- Continue to implement Marvel house and Casa Del Sol recommendations (4,5)
- Submit Renovation of Music building for State Funding (1,2,5)
- Implement recommendations for Old Public Safety and KASF buildings and 4-plex (1,2,5)
- Increase donations to the college by 10% (6)
- Continue with Gingerbread House project (2,3,5&7)
- Address any individual inversion issues caused by implementation of Faculty HB raises.(2,6)
- Implement year 2 faculty and exempt staff salary benchmarks assuming resources available.(2,6)

Year 4 (09-10)

- Continue Institutional Planning function to preserve, continuously update and maintain HLC materials and assessment of all institutional outcomes. Provide yearly report on planning efforts.(6)
- Search for and hire President.(6)
- Conduct at least two Community Forums in two different SLV Communities.(4,5)
- Review and assess all current academic programs; propose at least one new academic program.(1,3, & 7)
- Implement Year 4 comprehensive enrollment plan; assess outcomes of year 3 (3,7)
- Carefully monitor College finances with a goal of balancing the General fund budget via general fund income within 4 years.(7)
- Continue with Comprehensive Training programs; assess outcome of year 3(6)
- Continue with Crisis Response plan training; have at least one dry run (6)

- Implement year 4 Diversity objectives; set objectives for year 5. (1,2,3,4,7)
- Continue to implement Marvel house and Casa Del Sol recommendations if necessary.(4,5)
- Submit Renovation of XXX building for State Funding (2,5)
- Increase donations to the college by 10% (6)
- Continue with Gingerbread House project (2,3,5&7)
- Address any individual inversion issues caused by implementation of Faculty HB raises. (2,6)
- Implement year 3 faculty and exempt staff salary benchmarks assuming resources available (2&6)

Whew. Retire.