

Strategic Plan Implementation Summary

April 28, 2020

DRAFT

Pitzer's five-year strategic plan was approved by College Council and the Board of Trustees in the spring of 2019. The Committee for Strategic Plan Implementation (CSPI) convened in the fall and met regularly this academic year to discuss, collect, and organize information regarding proposed implementation activities in support of the strategic plan. There are currently 160 activities suggested for implementation that are recorded in a spreadsheet administered by the CSPI.

This document is intended to summarize the myriad proposed implementation initiatives in a more readable and digestible format than the spreadsheet (which contains more than 2200 fields of information). The items in this summary may be either standalone actions or themes that encompass many related activities. All of them are in alignment with at least one of the goals and objectives in the strategic plan, and several of them support multiple objectives. This is a working draft that will be modified as feedback is provided and additional information emerges.

Draft Implementation Items/Themes (not in any specific order):

- a. Create new and strengthen existing **academic programs** and curricula to enhance interdisciplinary teaching and learning.
- b. Improve the **student experience** through implementation of the comprehensive campus life plan that addresses spaces, programs, services, resources and support for students.
- c. Invest in providing a comprehensive array of resources and support that enhance **student health and well-being**.
- d. Increase **faculty growth and development**, including expanding resources for research and scholarly work, to strengthen effectiveness, satisfaction, and retention.
- e. Expand **career services** programming, opportunities, and resources in collaboration with academic, co-curricular, alumni and parent programs, to support student exploration of different vocational aspirations and post-graduate experiences.
- f. Foster a learning environment that promotes, supports, and celebrates **diversity, equity, and inclusion** across the Pitzer community.

- g. Enhance **academic support and advising** for purposes of optimizing student learning and success.
- h. Fund and hire new **faculty positions** to support enrollment growth and address changing and emerging academic interests and needs.
- i. Strengthen the **natural sciences** through investment in tenure-track faculty and more modern facilities to support current science enrollments and improve teaching and learning.
- j. Incrementally grow **student enrollment** while maintaining the quality and diversity of the student body.
- k. Invest in **technology and support services** to drive innovation, use and share information, increase efficiency, and create sustainable systems.
- l. Increase **financial aid for students** to further diversify the student body and increase social mobility, by enhancing the budget to support and provide greater access for low-income students and raising new funds to support middle-income students.
- m. Engage in a community driven **campus space planning** process to improve the teaching and learning environment, and increase the frequency and quality of shared social and academic interactions on campus.
- n. Strengthen the relationship between **study abroad** and campus-based academic and co-curricular programs while broadening access and increasing financial support to enable all students to study abroad while at Pitzer.
- o. Prioritize and facilitate purposeful and impactful campus events by giving **community** members agency to organize and promote them while providing necessary resources through existing governance and organizational structures.
- p. Improve effectiveness of institutional **advancement and communications** efforts through investment in staff, programs, and services with a focus on fully supporting campus initiatives that differentiate Pitzer from other institutions.
- q. Ensure inclusive, transparent, and effective policies, processes, and governance structures in support of **institutional planning, evaluation, and decision-making**.