Washburn University's
Strategic Plan for
Learner Success

1) **Academic Excellence and Innovation – Recognized as a student-centered teaching-focused institution with faculty and staff committed to creating exceptional undergraduate and graduate learning experiences with an enduring dedication to student success and the development of graduates with the education, knowledge and skills to excel as citizens and in their careers in our ever-evolving world.**

   a. Offer quality degree programs and courses supporting and valuing continual improvement and innovation in content, learning pedagogies, and course delivery modes to meet the needs of students and the workplace.

   b. Enhance academic student success by creating a graduation-focused academic environment with the resources and opportunities to support students in their unique paths, evidenced by improving graduation rates, credit hour completion rates, and time to degree for students.

   c. Create various educational pathways and distance learning opportunities for students enabling the attainment of desired skills, certifications and degree completion for all students.

   d. Ensure a thriving culture of instruction that recognizes and promotes excellence in teaching and supports the development of innovative and relevant teaching methods.

   e. Foster opportunities and support for faculty to engage in scholarship recognizing its importance for excellence in the classroom and valuing the many forms of scholarship including pedagogy, teaching and learning.

2) **Student Engagement – Embrace the importance of student involvement in activities beyond the classroom and a student's connection to others as vital to a student's success at Washburn. Remain student-centered by providing integrated, inclusive experiences that enrich the learning environment.**

   a. Produce a vibrant campus experience, virtually and in-person, that extends the boundaries of the classroom so that everything is part of the learning experience.

   b. Continue to support student learning and leadership development by providing opportunities for engagement in a broad set of high-impact experiences on and off campus, inside and outside of classroom.

   c. Encourage civil discourse by exploring diverse views and experiences, in the context of rigorous thought, highlighting cultural experiences, and learning about various perspectives.

    d. Adopt an approach to holistic student physical and mental wellness so they have safe, healthy futures as engaged, productive alumni and citizens.

    e. Build school spirit and pride by encouraging attendance at athletic events, and fostering student-athletes' participation in non-athletic campus experiences.

3) Engaging Work Environment – Become a sought-after place to work because we give competitive compensation and benefits and offer a collegial culture that attracts, trains, and retains the best employees, while providing opportunities for professional development and a desirable quality of life.

    a. Enhance processes and practices to hire and retain excellent faculty and staff members who are integrated into the campus community and are committed to our mission.

    b. Implement intentional efforts to attract and retain diverse faculty and staff members.

    c. Offer opportunities and programs for faculty and staff job training and professional development.

    d. Expand communication, campus engagement, and participation between the University and Tech campuses.

    e. Provide a work environment that supports overall health and well-being.

    f. Support and model rigor of thought and respect in all interactions with students and fellow employees.

4) Valuable Community Partner – Provide opportunities for local and global experiences that demonstrate and communicate the value of Washburn education to Topeka so the community seeks our graduates and recognizes we are an integral part of Topeka's economy and culture.

    a. Collaborate with businesses/non-profits to develop and enhance degree programs and partnerships that support economic growth and increase the number of educated citizens in Topeka.

    b. Expand community-engaged learning experiences, courses, and partnerships to enhance our students' education and benefit the community partner.

    c. Encourage employees to be leaders in the community, supporting efforts that positively impact students and enhance the University's reputation in the community- regionally, nationally, and internationally.

    d. Support and enrich Topeka's quality of life and quality of place by offering diverse events, programs, and spaces for the local population.

    e. Continue and enhance student outreach in Topeka and abroad.

5) **Fiscal and Operational Excellence – Be responsible stewards of all resources – people, financial, environmental, and physical – by developing and streamlining processes and practices to more nimbly meet the evolving needs of faculty, staff and students while using resources efficiently, innovatively, and effectively**.

    a. Exercise care for, and protection of, our financial strength by being fiscally responsible with public, private, and student dollars while thoughtful of affordability and access.

    b. Continuously evaluate student recruitment and retention strategies to be supportive of student success and growth in enrollment.

    c. Maintain stable public support and obtain additional funding for capital improvements at all campuses.

    d. Utilize established processes to promote available private funds and to identify desirable projects for giving opportunities.

    e. Ensure comprehensive support services for all students, particularly at-risk students, are easily accessible and contribute to an environment that encourages individual growth and success.

    f. Continue a responsible maintenance schedule for buildings, grounds, and technology that supports accessibility, landscaping, art, sustainability, and infrastructure.

    g. Enhance resources to provide a physical and digital learning environment that is accessible and meets the changing needs of the 21st century learner on all campuses.