



# Idaho State University

## Department/Program Strategic Vision Template 3-5 Year Strategic Vision November 19, 2024

As the university emerges from a period of fiscal austerity and budgetary challenge, we would like to take this opportunity to engage in more collaborative and intentional efforts to shape the future of the institution in alignment with our [strategic plan](#). We believe that we can best do this by inviting and empowering departments/programs to create a strategic vision for themselves that is responsive to opportunities for growth and/or improvement. Some potential examples might include shifts in curricular focus based on disciplinary changes, new student success initiatives based on addressing current needs among students, new areas of research focus, etc. In essence, we are hoping that through data-informed and focused conversations, departments/programs will be able to answer the fundamental question of “based on the data and information we have, how should we shape this department/program over the next three to five years, and what do we need (to do/have/understand) in order to make this a reality?”

At the all chairs meeting in August, this vision was discussed in context of the new Program Analytics Dashboard (designed to aid in its development), and Academic Affairs also promised this template to assist a department or program to articulate a 3-5 year strategic vision and identify associated targets/actions necessary to realize said vision. *The vision should be data informed, and should capitalize on opportunities of strategic importance to the department/program that are also in alignment with our institutional strategic plan (please see Opportunity Aligned Resourcing (OAR) materials found on the Division of Budget and Finance’s [website](#) for more information on the institution’s resourcing philosophy related to its strategic plan).*

This vision will form the basis for discussion with college and institutional leadership, with the goal of endorsement at all levels, and a shared sense of what is needed to make this vision a reality. The final deliverable associated with this activity is a 2-page document that articulates the department’s vision of where it should be in 3-5 years and lists the discrete, executable actions that will facilitate the realization of this vision. This Strategic Vision document should be informed by 1) the significance of longitudinal trends in department/program data, 2) student demand, 3) workforce demand, 4) external stakeholders with needs/expectations relevant to our decision-making, 5) emergent disciplinary innovations/changes, and 6) affordability.

It is up to the department as a whole to decide whether to produce this document for each program in the department or for the department as a whole. **The deadline for the department/program's initial draft of this Strategic Vision Document is May 2, 2025, at which time it should be submitted to the respective college dean and to the Office of Academic Affairs at [provost@isu.edu](mailto:provost@isu.edu).**

**Department/Programs should meet to discuss the various areas and questions articulated below with a goal of building a strategic vision in response to the data analyzed and in alignment with the goals of ISU's Strategic Plan. This can be part of a series of faculty meetings, separate departmental meetings, or, if desirable, through delegation to a sub-committee (for review by the department later). A final, two page document that answers the below questions should be created and submitted following these discussions.**

**1) Participation**

- Briefly describe the process your department engaged in to develop this strategic plan. Please include how you ensured that all departmental faculty were able to contribute.

**2) Longitudinal Trends and Student Demand**

Using the Program Analytics Dashboard, please examine your department/program data as captured in the 11 "Measures" housed on the "Summary" tab.

- What do you notice about the department's longitudinal trends?
- What is the significance of these trends and what is contributing to them?
- Based on the data in the dashboard, what does student demand look like?

**3) Workforce Demand and External Partners**

- What does workforce demand look like? (Please reference resources like the [Bureau of Labor and Statistics](#), the [Idaho Bureau of Labor and Statistics](#), relevant publications of professional organizations, regional or other industry partners, etc.)
- Are there external partners or stakeholders (legislature, SBOE, industry, grantors, etc.) with needs/expectations that are relevant to our decision-making as it relates to our programmatic future? If so, what do we know about those needs/expectations?

#### 4) **Disciplinary Innovations**

- What is emergent in the discipline that we might want to attend to as we shape the program/department over the next 3-5 years?
- What data or information can you reference to help illustrate the above?

#### 5) **Affordability, Budget and Support**

*Please keep in mind that the institution is in the process of emerging from very difficult budget circumstances and that additional resources need to be shepherded carefully. Please consider throughout this visioning process how you can use, allocate, or reallocate current existing resources to support the vision you are articulating.*

- Are their issues related to affordability that we need to consider as it relates to this strategic vision?
- How might you use your current level of resources in the department/program to make this vision a reality?
- What additional resources would you need from the college or the institution?
- Who do we need to enlist to develop a plan to realize this vision (are there key partners we need to identify/enlist?)
- Are there other types of support we will need?

#### 6) **Summary of Strategic Vision and Targeted Actions**

- Please summarize, based on the above, the vision for the department that you are hoping to manifest over the next 3-5 years. Please also list the discreet, executable steps or actions that we need to take in order to realize this strategic vision.

#### **Additional Resources for Developing a Department/Program Strategic Vision**

- [Strategic Vision Planning Slides](#)