

Our Strategic Plan

VISION	A leading active learning community igniting personal passion, self-discovery, and deep learning			
MISSION	A small private liberal arts and sciences university providing personalized, experiential, hands-on instruction “in the field” with <i>Alaska</i> as its primary classroom			
VALUES	<p>Applied research projects: faculty working collaboratively with students in relevant real world settings</p> <p>Leadership, moral character, creativity, responsibility, and self-direction</p> <p>Abilities: think critically, reason analytically, solve problems creatively, work in teams effectively</p> <p>Student engagement, student-centered</p> <p>Knowledge to spark personal, moral, and spiritual growth</p> <p>Acknowledging and honoring the commitment to serve Alaska Native peoples</p>			
CORE Themes	Academic Excellence in all programs and services (AE)	People Focused for students, staff, faculty & trustees (PF)	Unique learning environment employing experiential and applied learning in Alaska using small, personal classrooms (ULE)	Sustainability of the triple bottom line – people, profit, and planet (SP ³)
STRATEGIES/GOALS	<p>AE1: Deepen, strengthen, and focus the curriculum by evaluating current a) degree programs to ensure academic rigor and appropriate content b) General Undergraduates Requirements (GURS) for relevance, and 3) the Academic Calendar for coherence</p> <p>AE2: Prepare integrated and coherent university wide assessment plan that incorporates the general education outcomes and systematically and consistently applies all assessment tools noted in the plan across all departments</p> <p>AE3: Strengthen curricular offerings that serve Alaska Native peoples</p>	<p>PF1: Provide faculty development in the best pedagogical practices, teaching technologies and disciplinary research/scholarship</p> <p>PF2: Provide staff development in the best practices of student services and community/co-curricular support</p> <p>PF3: Simplify and streamline student pathways through curriculum</p> <p>PF4: Competitive faculty and staff salaries</p> <p>PF5: Trustees who are knowledgeable about APU, engaged in its success. Provide effective Trustee orientation and development.</p>	<p>ULE1: Design and deliver the most distinctive first year student experience in the United States</p> <p>ULE 2: Create an integrated enrollment management model to make enrollment and student success the responsibility of all faculty, staff and students</p>	<p>SP³1: Increase private fundraising dollars and Endowed Property revenues</p> <p>SP³2: Increase the endowment corpus; divert 15% of all private funds raised into the endowment</p> <p>SP³3: Increase the number of student referrals from each member of the board of trustees</p> <p>SP³4 Develop effective alumni programs</p> <p>SP³5 Evaluate cost-effectiveness of outsourcing auxiliary services</p> <p>SP³6 Install energy efficiency measures to maximize APU’s triple bottom line.</p> <p>SP³7 Achieve best practices in business management; use OSMs below to evaluate President annually</p> <p>SP³8 Increase the number of students, first by building SFTE back to 600, then expanding into areas of targeted growth and student demand e.g., marine biology, health sciences etc.</p>
OPERATIONAL SUCCESS MEASURES (OSM) & OSM THRESHOLDS (OSM T)	<p>AE1 OSM: Every undergraduate completes a Senior Capstone Project OSM-T: Departmental rubrics for Capstone Project met</p> <p>AE1 OSM: Collegiate Learning Assessment (CLA) Scores OSM-T: APU’s value-added is in top quartile nationally</p> <p>AE1 OSM: National Survey of Student Engagement (NSSE) scores OSM-T: Achieve Top Quartile against small private peer institutions</p> <p>AE1 OSM: Courses taught by ranked faculty OSM-T: 85%</p> <p>AE2 OSM: Departmental assessment rubrics OSM-T: Rubrics scored annually, reviewed at departmental levels, data used to continually improve teaching and learning</p> <p>AE3 OSM: Alaska Native STFE OSM-T: Attain Alaska Native and Native Hawaiian-Serving Institute designation (20% of SFTE) Current baseline is 13%</p>	<p>PF1 OSM: Number of faculty development institutes on campus; professional conferences attended OSM-T: Percentage of APU faculty in attendance</p> <p>PF1 OSM: Faculty Higher Education Research Institute (HERI) Scores OSM-T: At or above national benchmarks</p> <p>PF2 OSM: Staff HERI scores; OSM-T: At or above national benchmarks</p> <p>PF2 –OSM 85% Staff attend on-site training and 10% increase in other staff development OSM-T Number of staff development institutes on campus; professional conferences attended</p> <p>PF3 OSM: Student persistence, graduation and satisfaction. PF3 OSM: Freshmen and transfer student 4-year graduation rates OSM-T: 40%; 70%</p> <p>PF3: Graduate school and employment rates OSM-T: Employed in field of choice or in graduate school within 6 months after graduation</p>	<p>ULE1 OSM: First year retention rates OSM-T: 70%</p> <p>ULE1 OSM: Student satisfaction OSM-T: Noel-Levitz surveys top quartile</p> <p>ULE2 OSM: Seamless, simple, web based application process OSM-T: SFTE increases each year</p>	<p>SP³1 OSM: Private gifts/earned revenue OSM-T: Private gifts goal of \$3.0 million/year (FY 2012 baseline is \$2 million) OSM-T Endowed Property Income goal of \$2.5 million/year (FY 2012 baseline is \$2.0 million)</p> <p>SP³2 OSM: Endowment Growth OSM-T: 5-7% annual growth of endowment</p> <p>SP³3 OSM: Number of Trustee student referrals OSM-T: 2 per year</p> <p>SP³4 OSM: Number of AMU/AMU alumni who are engaged/volunteer for APU OSM-T: 750</p> <p>SP³5 OSM: Cost-effectiveness studies OSM-T: Annual operating budget reductions</p> <p>SP³6 OSM: Annual energy expenses are \$1.1 million OSM-T: Reduce annual energy BTUs by 1/3 OSM-T: AASHE STARS Rating system measures waste reduction, carbon emissions annually</p>