



Completion Imperative Strategic Planning Forum

On December 14, 2020, UNO students, faculty, staff, and community partners participated in the Strategic Planning Forum on Access to Excellence: the Completion Imperative. In total, there were 215 participants in this forum.

The agenda included presentations by various campus leaders around important Completion Imperative efforts, including Exploratory Studies, Academic Advising, the Momentum Year, and Removal of Barriers to Completion. While these are large scale strategic initiatives that resulted from previous input received during Completion Imperative forums, it is important to note that in 2020-21 campus-wide 161 initiatives are taking place in support of the Completion Imperative throughout the colleges, academic affairs, student success, and business units. In addition to providing status updates to existing initiatives, the Strategic Planning Forum also included a segment aimed at discussing the teaching and learning environments of the future.

In this forum, there were two virtual breakout sessions that allowed for participants to engage in meaningful debate and provide input on vital strategic questions. One set of questions allowed the campus community to assess the progress to date on a variety of Completion Imperative initiatives. The second set of questions allowed the campus community to engage in the Ideation process with the goal of elevating UNO's Completion Imperative efforts further and charting our next steps.

In total, we received over 600 comments and suggestions. Prominent themes in the campus' feedback include:

- Online Learning and Post-COVID life
- Struggles (mental health, COVID, financial, work v. life balance, DEAI, college readiness, connectivity, resilience, flexibility, technology, online teaching/learning expertise/comfort)
- Financial Barriers (office workload, financial struggles, financial literacy, tuition/fee structure, transparency of cost, reduction of cost, completion scholarships – need based v. merit)
- Assessment/metrics (targets, timeframe to assess success, goals vis-à-vis different populations, methods to measure success, etc.)
- Experiential learning (research, community engagement, internship, practicums, global learning, 'gaming' strategies)
- Community (human connection, peer community, belonging, different student populations, etc.)
- Student body (graduate students, non-traditional students, international, minority, first-gen, part-time students, transfer students, working students, undocumented students)
- Policies (credit/no credit; probation; change of major, withdrawal date)
- Communication/Awareness (regular, ensure staff/faculty awareness of all initiatives; who knows what when; communicating to students; celebrating success)
- Mentoring (life coaches, advisors, peer mentors, faculty)
- Workload (advisor, staff, faculty, financial aid office)
- Scalability of initiatives (funding, human resources, sustainability, early alert)
- New initiatives (summer bridge, celebration of milestones, life coaches, scaling early alert, reaching all students, rethinking disparate systems of information, completion scholarships, micro credentialing, expansion of non-business hour opportunities, rethinking calendar; competency-based education)



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Next Steps

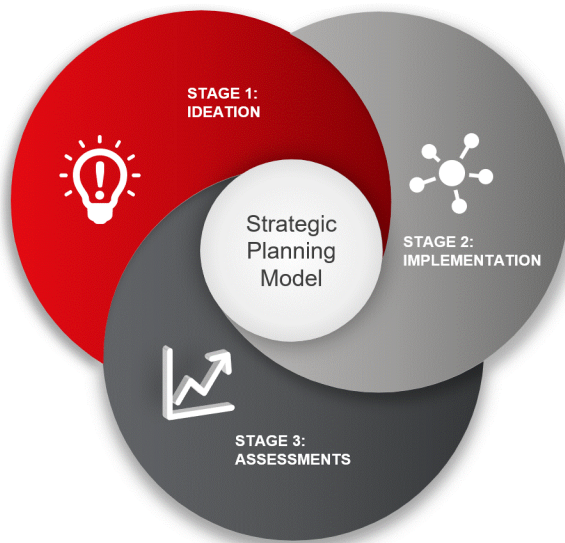
The input and feedback provided continues to be analyzed and used to inform implementation teams. Immediate next steps include:

- Providing the relevant feedback from the Forum to the leadership of each of the colleges, Office of Academic Affairs, Division of Student Success, Advising Leadership Council, and the Strategic Enrollment Planning team that brings all these groups together.
- Each of these groups will propose potential new action plans based on this feedback or modify existing action plans based on the Forum feedback.

Updates on these initiatives, as well as other initiatives formalized based on input received during the Completion Imperative Forum can be found on the Strategic Planning website: plan.unomaha.edu.

The Strategic Planning Model

There are several stages to the Strategic Planning Process, including: Ideation, Implementation, and Assessments. Strategic Planning is a dynamic and iterative process, in which we go through the stages on multiple occasions ensuring success in our [strategic priorities](#), such as the Completion Imperative, and create an action-focused approach to our planning efforts. The Completion Imperative reinforces the strategic goal of Student Centeredness, and as such, supports the UNO strategic plan.



The Completion Imperative was identified as a Strategic Priority in 2019. The campus community engaged in the Ideation stage in January 2019 during a Strategic Planning Forum. Based on the input received during this Forum, implementation teams were established with broad representation across the campus.

Each team created an action plans that included numerous strategic initiatives aimed at improving students' retention and completion rates at UNO. In 2020-21, a total of 161 Strategic Operational Initiatives were recorded UNePlan. These initiatives reflect ongoing efforts by campus units, including colleges, academic affairs, student success, and business affairs, in support of students' completion. The

Strategic Planning Steering Committee received regular updates on the progress for each implementation team and worked in collaboration with University leadership, including the deans, to assess the action plans and align resources.

In December 2020, the Strategic Planning Forum was focused on assessing progress-to-date and engaging in another round of Ideation with the goal of charting the next steps in this Strategic Priority.