Update on Institutionalizing the Collective Impact Strategic Plan

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Overview of Institutionalization

- Institutionalizing the new Collective Impact strategic plan entails weaving the plan into the fabric of UCF.

- UCF must make necessary changes to align with and support achievement of metrics listed in the strategic plan.

- Institutionalization is achieved when decisions and behaviors are guided by the plan.
Key Components of Institutionalization

Alignment
“I can't change the direction of the wind, but I can adjust my sails to always reach my destination.” — Jimmy Dean

Co-Ownership and Connectivity
“The strength of the team is each individual member. The strength of each member is the team.” — Phil Jackson

Collective Thinking
“None of us is as smart as all of us!” — Ken Blanchard

Collective Action
“Upon the conduct of each depends the fate of all.” — Alexander the Great
Alignment

- Budget Model
- Challenge 2020
- IT Project Management
Co-Ownership and Connectivity

- Provost’s Retreat
- Provost Forums
- Provost’s College Visits
Collective Thinking

1. Pan-University Thematic Teams
   105 UCF faculty and staff across five thematic teams

2. Metric Leaders
   12 leaders – identified as primary leads in the strategic plan

3. Engage Students
   Provide opportunities for students to help us “collectively think” about how we will reach the metrics

4. Engage Faculty and Staff
   Involve faculty beyond the 105 that serve on the Thematic Teams

5. Recognize Faculty and Staff
   Established Collective Impact award
Engage Students

- Meetings with SGA Leadership
- Guest Lecturer for UCF strategic planning & org. dev. courses
- Fall 2016 Survey
  - 849 students completed the survey
  - 46.2% FTIC and 47.6% Transfer Students (6.2% did not indicate)

Over 60% of the respondents were female, and the ethnic and racial breakdown of respondents mirrored the UCF undergraduate student population.

Results were shared with Thematic Team 1 to inform their action planning.
Engage Faculty and Staff

- Meeting with, sharing information to gain feedback, and obtaining ideas
  - Faculty Senate updates and Faculty Senate’s Strategic Planning Council
  - “Think Tank” during 2016 Winter Faculty Development Conference & proposal submitted for Summer Conference

- Marchioli Collective Impact Ideation Competition to crowd-source great ideas campus wide to help UCF reach its strategic goals and metrics.
  - Over 90 entries, about 67 usable with ideas listed
  - All ideas will be shared with the Thematic Teams to inform their work
  - Thematic Teams select finalists, separate selection committee to select winners
  - 1st place = $2,500, 2nd = $1,000, 3rd = $500 cash (staff or non-unity faculty) or grant (in-unit faculty)
Recognize Faculty and Staff

Marchioli Collective Impact Innovation Award
Developed and implemented an innovative program, project, or initiative that has produced documented outcomes/impacts related to a metric in the strategic plan

Awards
$1000 to one recipient each academic semester for the first three years

Inaugural Recipient
Dr. Jennifer Kent-Walsh, Associate Professor, Communication Sciences, COHPA. She will do a session soon!

2017 Selection Committee
8 faculty and staff, 1 observer

Next Call for Nominations
September 2017

Nomination forms available at http://www.ucf.edu/strategic-planning/
Collective Action

- **Each of Us**
  Each individual throughout the organization focuses on how he or she contributes to achieving the metrics outlined in the strategic plan and works toward it in some way every day.

- **Some of Us**
  Each unit at UCF, in collaboration with our partners, undertakes actions in specific focus areas in which it excels in a way that supports and is coordinated with the actions of other units through a mutually reinforcing plan of action (i.e., UCF Institutionalization Plan) to achieve institutional level metrics.

- **All of Us**
  Collective action leads to aligning independent and unit-level actions to achieve common strategic goals.