INSTITUTIONAL STRATEGIC GOALS – HIGH LEVEL OVERVIEW

The strategic planning process addresses key focus areas of the entire institution for 2012 through 2016.

Through an extensive self-study, UoPeople has identified four strategic goals for the institution in this planning cycle:

- **Goal 1**: Sustain and Enhance Academic Excellence
- **Goal 2**: Pursue Organizational Development and Effectiveness
- **Goal 3**: Sustain Financial Stability
- **Goal 4**: Expand Mission Driven Growth

UoPeople recognizes that *Academic Excellence* is fundamental to the University’s success in accomplishing its mission and fulfilling its vision. This is why it is reflected in our core values and is our first strategic goal. Key objectives for AY2012 through AY2016 include:

- Achieve accreditation from a recognized US accreditation agency.
- Develop a new Master’s degree program; and
- Establish a Comprehensive Assessment Model highly focused on measuring Learning Outcomes.

*Organizational Development and Effectiveness* is another strategic focus area of the University. From the commencement of its first term in September 2009, UoPeople has accepted approximately 100 students each term, resulting in modest growth in the student body.

In order to stay financially sustainable and to accomplish its mission, UoPeople plans to increase its number of students, and be able to administer and support these students within the next few years.

UoPeople needs to quickly become an established institution, operating efficiently and effectively, ready to scale up to serve thousands of students, while improving the consistency and quality of its administration. Key objectives for FY2012 through FY2016 include:

- Develop and implement formal, streamlined and automated procedures for all key institutional routines and processes including – Academic Affairs, Student Affairs, HR, Finance, and others.
• Leverage technology to improve efficiency and reduce manual work; and
• Develop and enhance Volunteering Framework.
• Implement personnel development processes including performance review and personal development plans.

As to the third strategic focus area, **Sustaining Financial Stability**, the University aspires to increase the student generated revenues, along with improving its fundraising capabilities. Key objectives for AY2012 through AY2016 include:

• Strengthen Fee collection capabilities; and
• Develop Fund Raising Capacity.

The fourth strategic institutional goal is **Expanding the Mission Driven Growth**, meaning not only to enroll a substantial number of students, but the right students. Key objectives for FY2012 through AY2016 include:

• Develop student recruiting capacity especially in developing countries.
• Drive world-wide movement of supporters and strategic alliances; and
• Develop Financial Support Capacity.

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