



SUCCESS
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TODAY'S AGENDA

1. Introductions
2. Framework Process
3. Mission, Vision and Values
4. Student Success Pillars, Goals and Objectives
5. Planning, Metrics and Outcomes
6. Discussion

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FRAMEWORK PROCESS

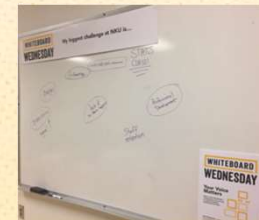
FRAMEWORK DESIGN PRINCIPLES

- Create a highly collaborative, transparent process that engages and empowers the faculty, staff, students and the community to action
- Foster an environment based on prudent risk-taking and acceptance of failure
- Communicate frequently and celebrate successes
- Align resources, structures and incentives for strategy execution

FRAMEWORK DESIGN DELIVERABLES

- Engage with the campus and external community
- Gather qualitative and quantitative data for guidance
- Identify what NKU will do to support Access, Completion, and Career and Community Engagement based on gathered data
- Design and deliver a simple, well-defined university framework with student success goals and objectives focused on Access, Completion, and Career and Community Engagement

DESIGN THINKING TOOLS



INTERNAL & EXTERNAL ENGAGEMENT

2,000+

Face-to-Face
Engagements

85

Face-to-Face
Forums & TalkShops

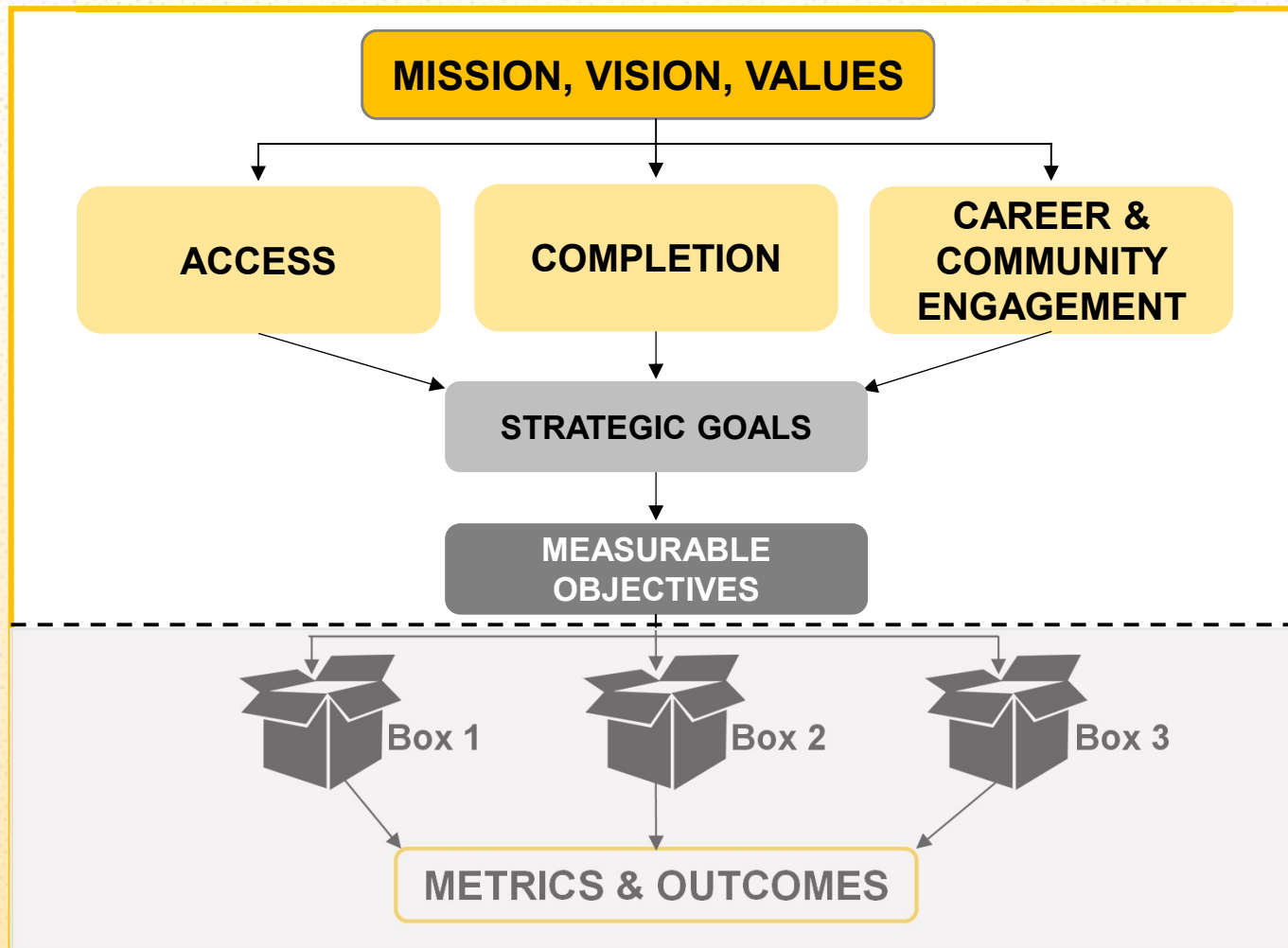
504

Online Responses
to Surveys

Also includes engagement and input from Spring Convocation on the documentary, "Unlikely."

Advancing Student Success Aligned with Regional Needs

3-YEAR STRATEGIC FRAMEWORK



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MISSION, VISION AND **VALUES**

OUR MISSION *why we exist*

Northern Kentucky University delivers innovative, **student-centered education** and engages in impactful scholarly and creative endeavors, all of which empower our graduates to have fulfilling careers and meaningful lives, while contributing to the economic, civic and social vitality of the region.

OUR VISION *what we aspire to be*

NKU will be nationally recognized for being a **student-ready, regionally-engaged** university that empowers **diverse learners** for **economic and social mobility**.

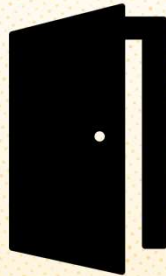
OUR VALUES *what we stand for*

- We will promote a culture that fosters and celebrates **excellence** in all that we do.
- We will engage in honest, fair and ethical behavior with **integrity** at the heart of every decision and action.
- We will foster a community of **belonging** by embracing equity, diversity and inclusiveness.
- We will approach our work—how we teach, engage and serve—with creativity and **innovation**.
- We will maintain a climate of **collegiality** built on respect and characterized by open communication and shared responsibility.

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STUDENT SUCCESS PILLARS, GOALS AND OBJECTIVES

STUDENT SUCCESS PILLARS



ACCESS



COMPLETION



**CAREER &
COMMUNITY
ENGAGEMENT**

ACCESS GOAL

NKU will expand programs, services and delivery options to increase access and become a preferred destination for learners across the Commonwealth of Kentucky, the nation and the world.

ACCESS OBJECTIVES

- Reduce barriers and simplify processes so diverse learners can **successfully apply, be admitted and enrolled** for NKU educational opportunities.
- Implement innovations to **improve affordability** of an NKU education.
- Expand outreach and partnerships with P-12 schools, community colleges, non-profits, and business and industry to **increase educational opportunities** that serve the needs of both students and the community.
- Increase the number of **first-generation, post-traditional, international and underrepresented students** at NKU, particularly in fields where their underrepresentation is most significant.
- Design a **welcoming and desirable NKU experience** to create a sense of **belonging for all students**.



COMPLETION GOAL

NKU will align the institution so more learners, particularly first-generation, post-traditional, low-income and underrepresented individuals, earn highly-valued degrees, certificates and credentials.



COMPLETION OBJECTIVES

- Enhance the **culture of service-orientation** that respects the realities of our students' lives and provides consistent, responsive care and support across all areas with special emphasis on wellness, advising, financial aid and career preparation.
- **Increase flexible, experiential and modular learning pathways** that allow students to earn credentials along the way to their degree, and implement components of competency-based education in majors where possible.
- Implement innovative instructional and curricular approaches to **reduce time-to-degree**.
- Significantly **improve retention, persistence, and graduation rates** with special emphasis on closing the achievement gap through meaningful use of predictive analytics and technology-based student success tools.
- Align the institution's policies, procedures, resources, rewards and incentives to **encourage collaboration and innovations** that advance student success.



CAREER & COMMUNITY ENGAGEMENT GOAL

NKU will increase its contributions to the economic, social and civic prosperity of the region through talent, innovation and the stewardship of place.



CAREER & COMMUNITY ENGAGEMENT OBJECTIVES

- **Build experiential and co-curricular learning into all majors** at NKU to enhance students' career readiness and lifelong learning.
- Ensure that **literacy in technology, data, creativity, global awareness and cultural competence** is a hallmark of NKU's undergraduate education.
- Expand public-private partnerships to **accelerate innovation and entrepreneurship** across the university.
- **Strengthen engagement** among alumni, business and other external organizations with NKU students, faculty and staff.
- Improve post-graduation outcomes to **enhance graduates' economic and social mobility**.

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PLANNING, METRICS AND NEXT STEPS

WHAT'S NEXT?

PLANNING & ACTIONS

- Define and prioritize what projects and initiatives will appear in the 3 Boxes
- Identify actionable steps, resource needs and timelines within each of the 3 Boxes
- Form work groups and implementation teams
- Develop corresponding milestones and metrics

FRAMEWORK METRICS

Two levels of metrics could be utilized to track performance on *Success by Design*:

- **Broad Institutional Metrics** – Shows advancement of institutional performance (e.g., retention, degrees conferred, enrollment populations, etc.)
- **Individual Project Metrics** – Shows performance of each initiative launched during implementation phase

EXAMPLES OF FRAMEWORK METRICS

ACCESS	COMPLETION	CAREER & COMMUNITY ENGAGEMENT
<ul style="list-style-type: none">• Yield Rates• Overall Enrollments	<ul style="list-style-type: none">• Degrees, Credentials and Certificates• Retention, Persistence and Graduation Rates	<ul style="list-style-type: none">• Post-Graduation Outcomes• Alumni Giving• Service Hours• Service Learning Outcomes• Experiential Learning Opportunities• Internships and Co-ops• Partnerships

WHAT WILL SUCCESS LOOK LIKE?

- Superior (peer-leading) **Student Success outcomes**
- **Innovative public-private partnerships** to support Access, Completion, and Career and Community Engagement
- A culture of **transparency, collaboration and alignment** to support Access, Completion, and Career and Community Engagement
- A more **sustainable NKU** to ensure growth and longevity
- A **stronger NKU brand and identity** with a clear focus on Access, Completion, and Career and Community Engagement

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DISCUSSION AND **WRAP-UP**

DISCUSSION

- What **resonates** with you from this framework?
- How do you see your work **fitting** into this framework?
- What's **missing**?

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