



Southern Illinois University System

ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT



SIU SYSTEM STRATEGIC PLAN

2024-2026

FY 2024 UPDATE

Introduction

In February 2022, the SIU Board of Trustees approved a comprehensive system-wide strategic plan designed to harness the strengths of each campus and amplify the collective impact of the SIU System. Since its adoption, the Strategic Plan Implementation Teams have worked diligently to oversee progress, report outcomes, and refine objectives. Their efforts have laid a strong foundation to advance our mission and priorities.

Throughout FY24, with support from the Center for Predictive Analytics, these teams focused on identifying key priorities, establishing timelines, and aligning metrics to measure success. In summer 2024, the goal co-chairs engaged in a thoughtful review process to further refine objectives and metrics, ensuring the plan remains responsive to the needs of our system and the communities we serve.

This updated strategic plan represents the implementation team's commitment to collaboration, innovation, and accountability. As SIU enters the next phase of implementation, we are confident in our ability to achieve the goals set forth for Years 3–5, driving progress across the System.

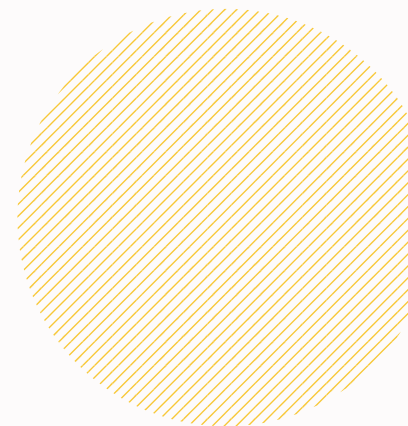
Mission and Vision

Mission

The Southern Illinois University System enriches students and diverse communities through inclusive excellence, experiential education and innovation. The system creates and shares knowledge that enables stakeholders to achieve their full potential, serves as an economic catalyst for the region and state, and advances global change, opportunities and social justice.

Vision

Empower people. Transform the world.



Goal 1: Academic Innovation and Student Success

Our innovative and accessible academic programs will provide interdisciplinary and experiential components that empower our students to address regional, national, and global challenges. While maintaining the strengths of each campus, we will engage in system-wide collaboration to create new opportunities for students and support lifelong learning.

Objectives	Metrics
Objective 1: Create and implement flexible coordinated program to increase and diversify educational opportunities for Southern Illinois (i.e. SIU System Course Exchange Program). Note: of priority is the flexibility offered to students (Team 1)	# of degrees by campus and degree type # of students enrolled in SIU online Four and 6-year graduation rates
Objective 2: Create a system to promote and document entrepreneurial initiatives among students, staff, and faculty (Team 2)	Qualitative: Process development milestones for shared tracking systems
Objective 3: Create a system to expand access to high impact practices for student success and retention (Team 3)	# of HIP offerings planned # of HIP Offerings in place

Goal 2: Anti-Racism, Diversity, Equity, and Inclusion

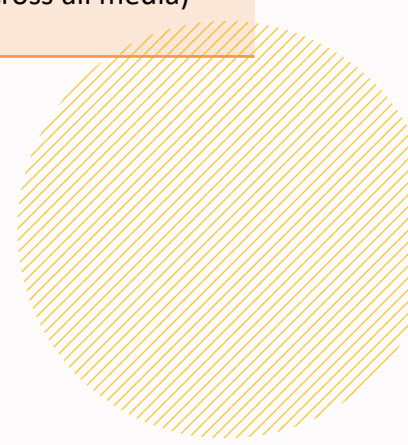
We will be a national model of anti-racism and anti-oppression that promotes diversity, inclusion and equitable access and opportunity for all individuals.

Objectives	Metrics
Objective 1: Develop system-wide statement and clearly and regularly communicate on SIUs commitment to anti-racism, diversity, equity, and inclusion (A DEI).	Qualitative: SIU A DEI statement milestones
Objective 2: Educate and equip SIU students, faculty, staff and constituents with knowledge about anti-oppression, the many forms of diversity present in our communities and skills to advance inclusion and promote equity through Southern Illinois and beyond.	# participants enrolled in A DEI programs (Health Equity Scholars, Conversations of Understanding, A DEI symposiums, A DEI Leadership Certificate, Diversity Advisory Council Speaker series, Kenniebrew)
Objective 3: Create infrastructure to support the growth and success of all students, faculty and staff, emphasizing the representation of historically marginalized individuals via equitable pathways.	Quantitative/Qualitative: Near Peer/AQ; Impact Academy, Black Scholar Experience; Codes, BRIDGE Scholars Program, Bryson Scholars
Objective 4: Increase recruitment and retention of underrepresented students, staff and faculty through a system-wide process.	Students: Race/ethnicity by demographics; 4-6 year graduation rates; 1-6 year retention and persistence rates Faculty/Staff: see Goal 5

Goal 3: Community Impact

We will collaboratively create sustainable solutions, utilizing the collective strengths of the system to improve the quality of life for all that we serve.

Objectives	Metrics
Objective 1: To synergistically revitalize communities in Central and Southern Illinois, the SIU System should continue to support and expand an Office of Community Engagement (OCE) that centers on revitalizing our communities. (Team 5)	Qualitative: Timeline and key milestones # grants submitted/awarded/\$ value
Objective 2: Improve collaboration among university-based programs and regional health and social service partners to improve access to quality/optimal health care, education and patient and provider engagement through the Institute of Rural Health (IRH). (Team 6)	Qualitative: Timeline and key milestones # grants submitted/awarded/\$ value
Objective 3: Support the SIU System’s economic impact by connecting businesses with university and community resources, strengthening relationships and fostering success for the purpose of business and economic development and retention (Teams 2, 5)	# SBDC programs to support businesses # relationships with school districts, school districts
Objective 4: Collaborate on the development and expansion of education and workforce training services and programs to ensure quality K-12 education systems and that residents have access to the training necessary to obtain in-demand careers with family-sustaining wages. (Team 7)	# workforce training programs # participants in workforce training program
Objective 5: Telling our Story - Extend the impact of System-wide programs and practices impacting the communities we serve, by continuing to promote and share this work. (Team 8)	# total mentions (across all media)



Goal 4: Research and Creative Activities

We will build collaborative opportunities to expand research, scholarship and creative activities through internal and external partnerships that fulfill our mission.

Objectives	Metrics
Objective 1: Increase the quantity and quality of SIU’s research and creative activities to significantly contribute to knowledge in ways that have both a regional and global impact. (Team 9)	# submissions and awards (N and \$)
Objective 2: Promote system and external partnerships to result in broader, more impactful research and creative activity (Team 9)	Quantitative/Qualitative: System collaborative grant awards
Objective 3: Leverage resources across the system to ease collaboration, reduce administrative burden, and improve compliance, resulting in a higher quantity and quality of grant and contract submissions. (Team 9)	# shared systems Qualitative: milestones and program development
Objective 4: Develop public relations mechanisms to increase campus, public, and governmental awareness of campus and system research and creative activities. (Team 9)	# shared workshops, conferences
Objective 5: Strengthen current SIUC-SIUE cooperative PhD programs and expand to include additional programs. (Team 10)	# PhD students by major Results of retention and student experience survey

Goal 5: Faculty and Staff Professional Development

To foster an equitable environment where our diverse faculty and staff can be successful and satisfied.

Objectives	Metrics
Objective 1: Develop a System-wide focused effort, with a commitment of appropriate support to enhance recruitment of diverse faculty and staff which will enrich our community. (Team 11)	# new faculty and staff hired by demographic # of overall faculty and staff by demographic
Objective 2: The SIU System will support the development and implementation of a targeted advancement plan for faculty and staff, with a commitment of appropriate resources that focuses on equity and inclusion. (Team 11)	Average time to tenure/promotion by demographic Qualitative: timeline of advancement plan development programs
Objective 3: Develop a training plan that supports employee professional development and advancement (Team 12)	# trainings # participants Satisfaction survey highlights (when available)

Goal 6: Infrastructure

We will build and maintain a sustainable infrastructure through continuous improvement, transparency and accountability.

Objectives	Metrics
Objective 1: Leverage technology to support, sustain, and advance the SIU system. (Team 13)	# shared technology resources (software contracts and systems)
Objective 2: Ensure long-term financial sustainability (Team 14)	Net unrestricted cash (\$) Student tuition and fees (\$)
Objective 3: Advocate and lead efforts for environmental sustainability and stewardship. (Team 15)	AASHE scores Energy Use Intensity
Objective 4: Maintain critical infrastructure, while anticipating future needs and opportunities (Team 14)	Statistics from IBHE Big Picture report (deferred maintenance, supplemental appropriations, foundation donations)

