



President's Report  
Council of Trustees  
June 2024



Office of the President  
Marketing and  
Communication Team  
Enrollment Management  
Team  
Finance Team  
DEIB Team  
Strategic Planning Teams  
Student Affairs  
Human Resources  
University Advancement  
and Alumni Engagement

It takes all of us!

# Leadership Searches

- Vice President for Advancement
- Chief IATS Officer
- Vice President for Enrollment Management
- Associate Provost for Academic Innovation
- Chief Diversity Officer

Vice President  
for University  
Advancement

Troy Miller



# Vice President for Enrollment Management

Michael May



# Senior Director of Marketing and Communications

Ken Bach





- 2nd Dixon Trophy in school history and first since 2007-08
- 8 of our teams scored at least 16 points in the Dixon Trophy standings
- 13 of our teams scored at least 10 points in the Dixon Trophy standings
- Led all schools in the PSAC with 8 PSAC Champion Scholar award winners for student-athletes that had the highest GPA at the championship finals site.
- Swept the PSAC honors for the DII 50th anniversary scholarships – Anna Igims and Brayden Long
- NCAA Inspiration Award winner - alumna Roxanne Dunn
- 4 PSAC Coach of the Year Awards (WXC, FB, WIT&F, WLAX)

# Athletics Awards 2023-24

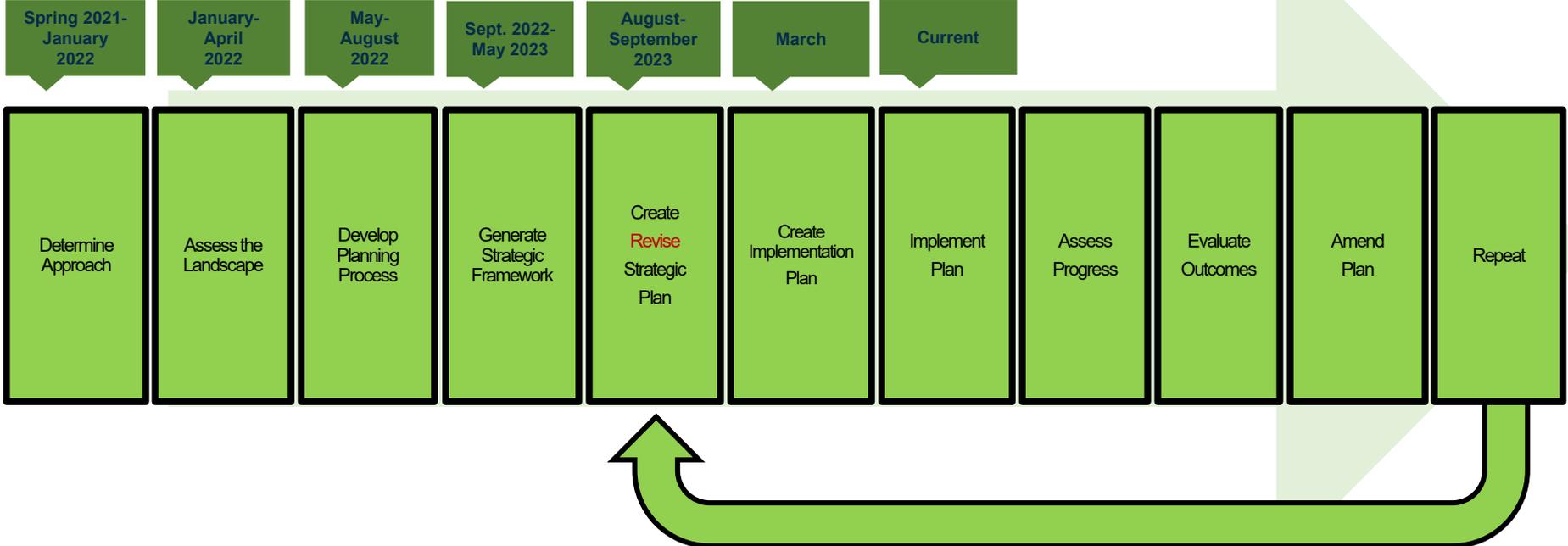
- 70 PSAC Athletes of the Week
- 111 All-PSAC Honorees
- 76 All-Region Honorees
- 11 All-Americans
- 54 CSC Academic All-District Honorees
- 4 CSC Academic All-America Honorees (All teams not out yet)
- 4 PSAC Top 10 Awards (spring not out yet)





# Strategic Plan Update

# Strategic Plan



The Development of the Strategic Planning Framework is a collaborative effort led by the Academic and Non-Academic community.

# Implementation Teams and Tracking

- Two co-leaders for each pillar
- One faculty leader within each pillar
- Tracking and outcome measures
- Strategic Plan Implementation Guide and Progress Tracking

# Pillar #1- Commitment to a Robust, Supportive, and Inclusive Culture

- Embed the development of cultural competencies across the university through the integration of the diversity, equity, inclusion and belonging strategies and initiatives across curricular and co-curricular experiences, training and programming opportunities for faculty, staff, and students.
  - Possible partnership with the Delaware Tribe
- Align individual performance evaluations and organizational assessment systems to support the university's core values and strategic direction.
  - Human resources meeting to reset manager expectations using 1,2,3,4, 5 approach
  - SRU Leader Communicator Academy



Management Performance Reward Program  
Holly McCoy

# Performance Review

Review of Performance from July 1, 2023 and June 30, 2024

Supervisors will review evaluations which will be due to Human Resources by September 30, 2024

Prepare for 2024-2025 Performance Evaluation Cycle

Address “Evaluation Inflation”

# Performance Ratings

- 5 Significantly and Consistently Exceeds Expectations
- 4 Exceeds Expectations
- 3 Fully Performing - Meets Expectations
- 2 Needs Improvement
- 1 Unsatisfactory

# Evaluation Inflation

Over the past two evaluation cycles:

- 36% - 5s
- 57% - 4s
- 7% - 3s
- 0% - 2s
- 0% - 1s

# Evaluation Inflation

Why does it happen?

- Fear of discontent
- Organizational politics
- Lack of training
- Lack of systems

What are the consequences?

- Talent misalignment
- Resentment
- Stagnation



Transparency in  
Process

Clear Criteria

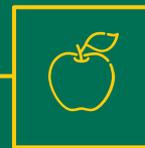
Co-created Goals



Strategic Plan

Competencies

Regular  
Feedback



Reward Strong  
Performers

Foster Employee  
Growth and  
Development

# SRU Leader Communicator Academy

## Pillar 1: Commitment to a Robust, Supportive and Inclusive Culture

- A two-month-long certification program led by bcw facilitators.
- Hybrid model will kick-off with a campus workshop in June, followed by a series of virtual learning modules held throughout the summer. Once the modules have been completed, participants will receive their Leader Communicator Academy certificate.
- First cohort, 20 members representing Administrative Council.
- Second cohort, up to 20 managers representing levels 180/190.

At the end of the program, participants will:

- Be more comfortable communicating the university's vision and strategic plan with various audiences.
- Be able to leverage different communication methods to help manage our teams.
- Have the tools to instill an open, transparent, and inclusive team culture.
- Have a stronger executive presence.
- Feel confident in addressing issues related to inclusion and diversity, including tackling unconscious bias in communications.

## Pillar #2 Commitment to Academic Discovery and Growth

- Expand learning experiences and opportunities to meet the needs of varied learners and groups.

*Finish What You Started*

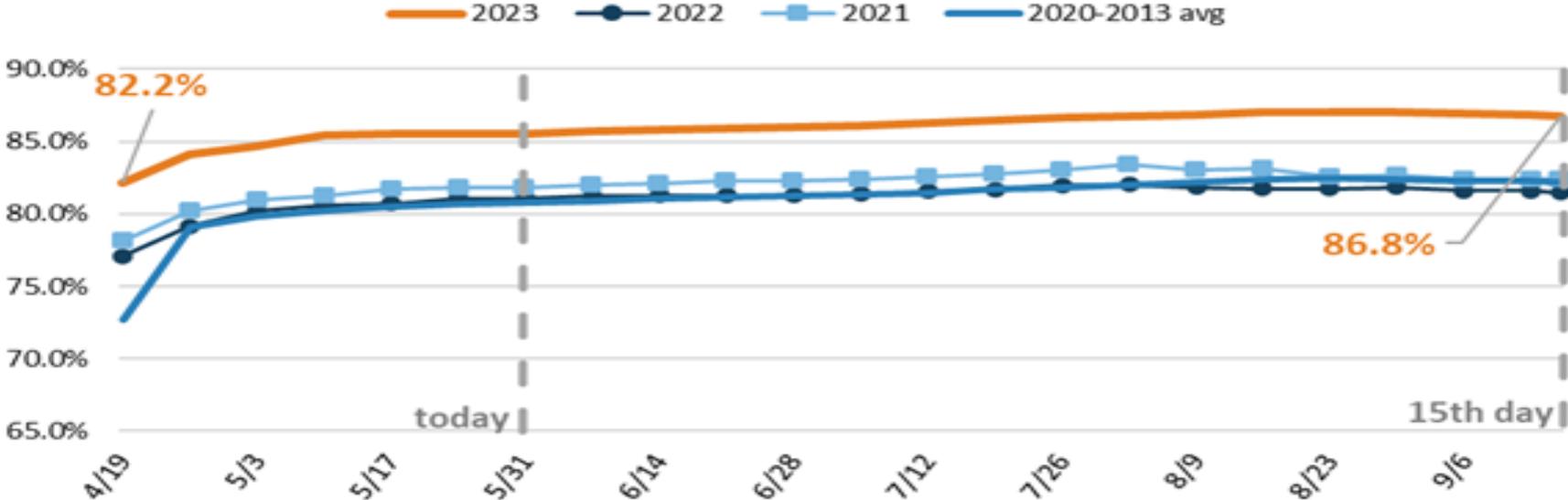
Pittsburgh Steelers

Pittsburgh Pirates

Buffalo Bills

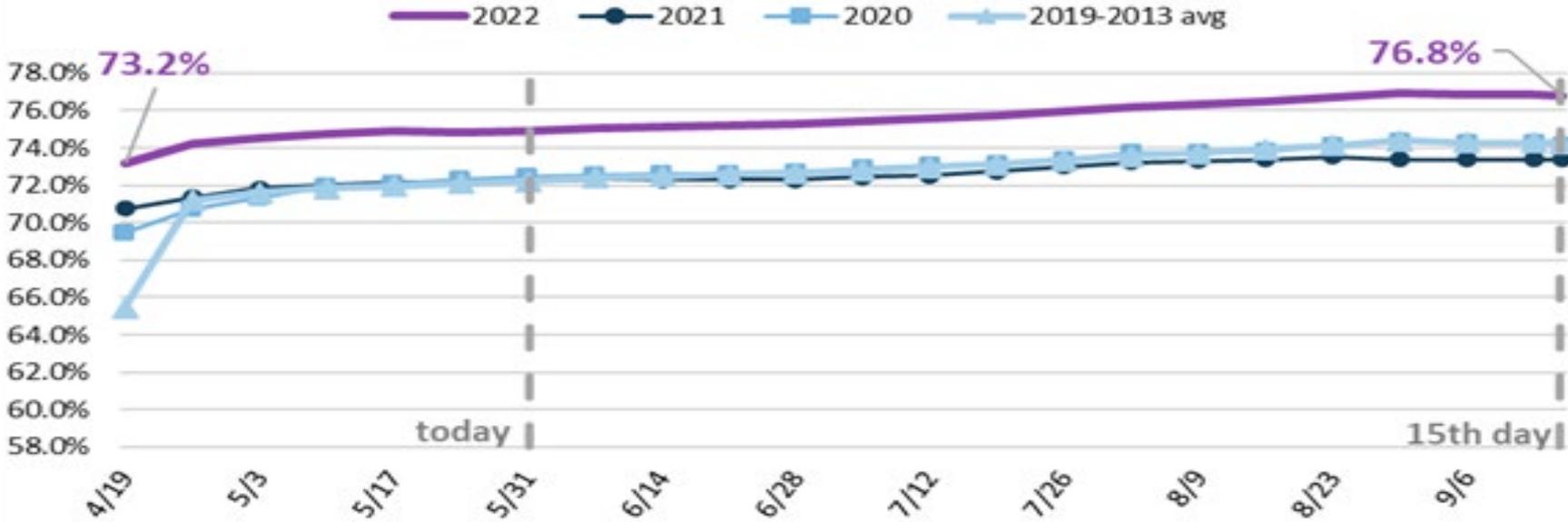
# Persistence projections: F23 Cohort - +4.7% (85.8% vs. 81.1%)

1st-to-2nd year retention of **the Fall 2023 cohort** is projected to climb to mid-August and then fall slightly as we approach the 15th day of class. This would follow the average pattern of the previous 10 cohorts.



# Persistence projections - F22 Cohort - +2.7%(74.8% vs. 72.1%)

2nd-to-3rd year retention of the Fall 2022 cohort is projected to climb between early May and the 15th day of class. This would follow the average pattern of the previous 9 cohorts.



## Pillar #3 - Commitment to Community Impact and Collaboration

- Expand community engagement/partnerships
  - Pittsburgh Cultural Trust
  - Engineering partners
  - Board of Visitors
- Engage in environmentally sustainable practices.
  - Plans for natural gas conversion

# Pillar #4 - Financial Sustainability and Resource Stewardship

- Ensure alignment and efficiency between and within affiliated entities.

## Mission statement

“Establish and maintain an effective partnership to ensure that all SRU Affiliates collaborate for the benefit of the University. By harnessing the collective energy and resources of this integrated Alliance, we strengthen SRU's position as a leading institution of higher learning to make a lasting difference for the entire University community and all of its constituents. Through exceptional financial and strategic planning, we are committed to maintaining our position as a leader in the PASSHE system while preparing for the challenges and opportunities of the future.”

- Structured for Success
  - Office of DEIB
- Comprehensive Campaign
  - Feasibility study complete

