

# STRATEGIC PLAN

UNIVERSITY of HOUSTON

COLLEGE of EDUCATION

2016–17 Launched  
2021–22 Strengthened



# [ THE PROCESS ]

The UH College of Education launched an inclusive, comprehensive strategic planning process in September 2015. With the rollout of UH's new strategic plan in 2021, the College has reviewed and updated parts of the plan and is working to establish additional action steps and milestones.

# [ PROCESS I ]



Held a town hall meeting for all College faculty and staff to provide an overview of the strategic planning process. The College contracted with The Cambrian Group, which specializes in strategic planning for educational institutions, to facilitate the process.



Identified and convened the Strategic Planning Committee, which included:

- the Dean's cabinet;
- members of the Faculty Executive Committee;
- tenure track and clinical faculty;
- staff; and
- key non-College university and community stakeholders.



The committee drafted beliefs, mission, parameters, objectives and strategy statements. The committee also identified five action team leaders charged with developing the action plans needed to create a well-rounded strategic plan.

These teams met and the action team leaders presented the recommended plans to the Strategic Planning Committee.

# [ PROCESS II ]



In consultation with the Department Chairs and Associate Deans, the Dean appointed Strategy Implementation Leaders to oversee the launch of the action plans in 2016-17.

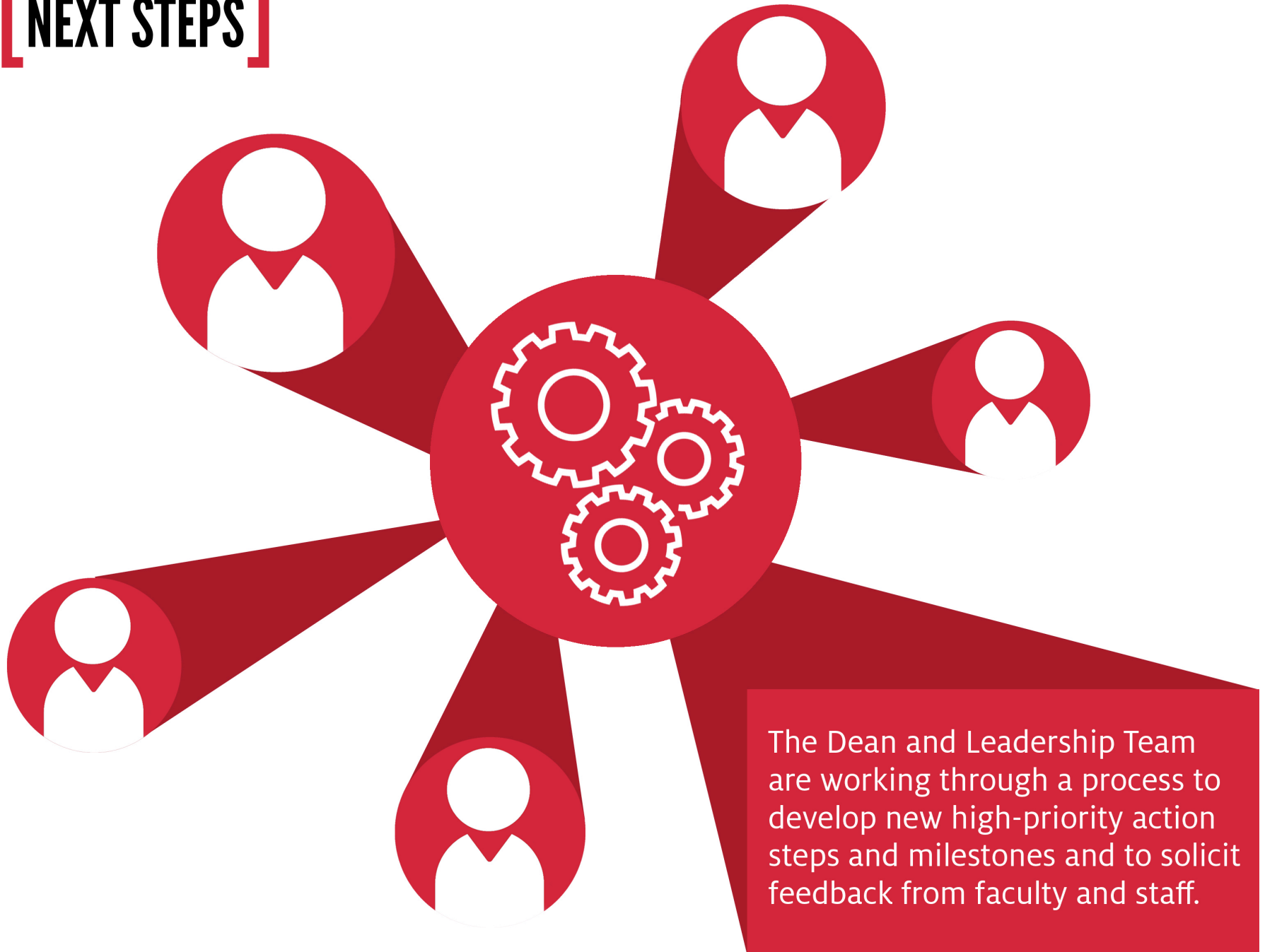


With dedication from working groups made up of faculty and staff, the College made steady progress implementing the action steps, tracking progress in quarterly reports and resetting during annual retreats of the leadership group.



As more action items were completed or transitioned into individual's job responsibilities, the Dean and committee leaders set annual priorities for the College. The rollout of UH's strategic plan in January 2021 fueled further review of the plan to ensure alignment. The College added a motto and revised its strategies.

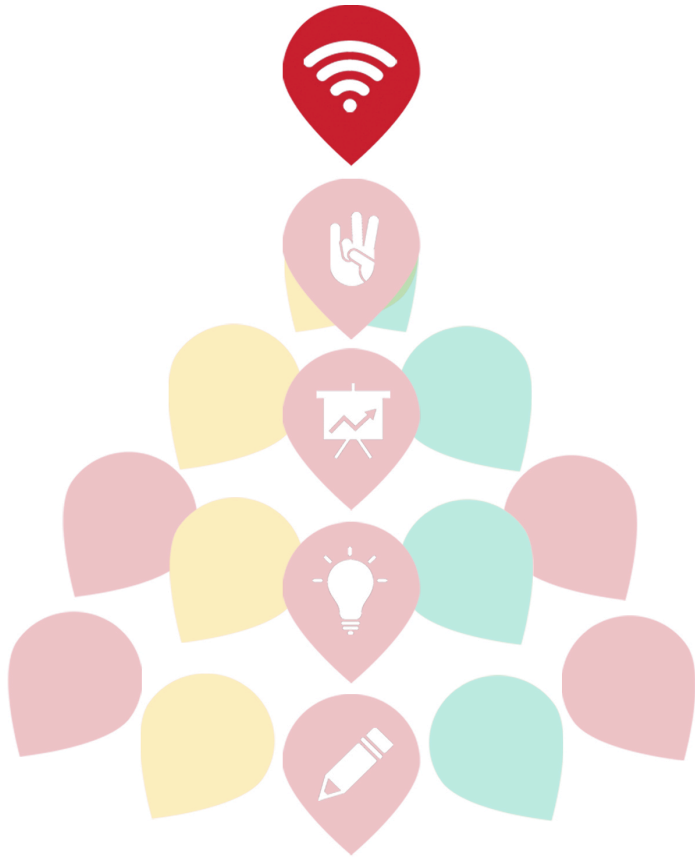
# [NEXT STEPS]



# [THE PLAN]



# [THE PLAN]



## **Beliefs**

Our responsibility is to improve the lives of others.

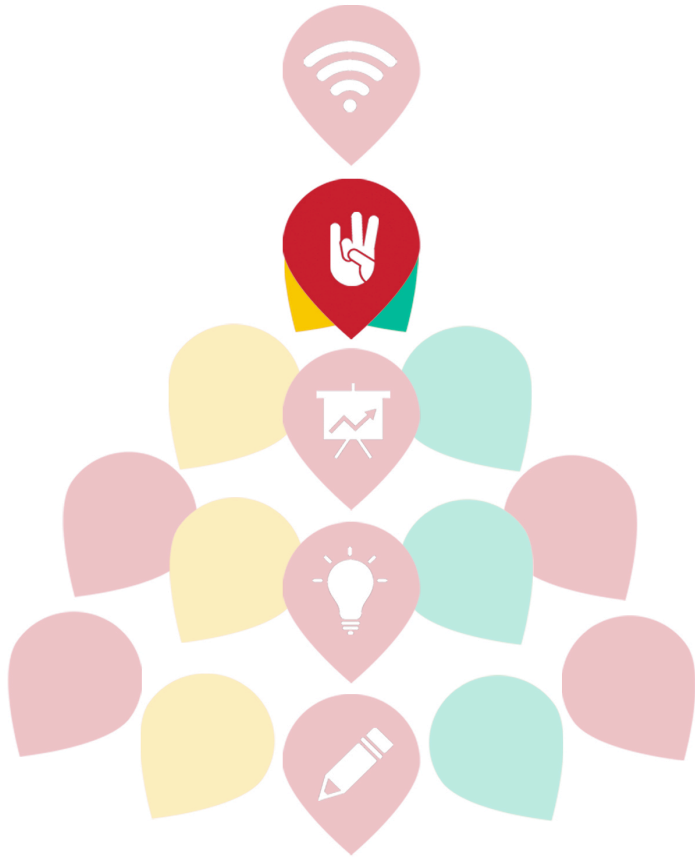
Equity is realized best through collective action.

Greater understanding is achieved through rigorous scientific inquiry.

Diverse perspectives and talents are essential for excellence.

Relentless pursuit of excellence requires challenging and valuing ourselves and others.

# [THE PLAN]



## **Mission**

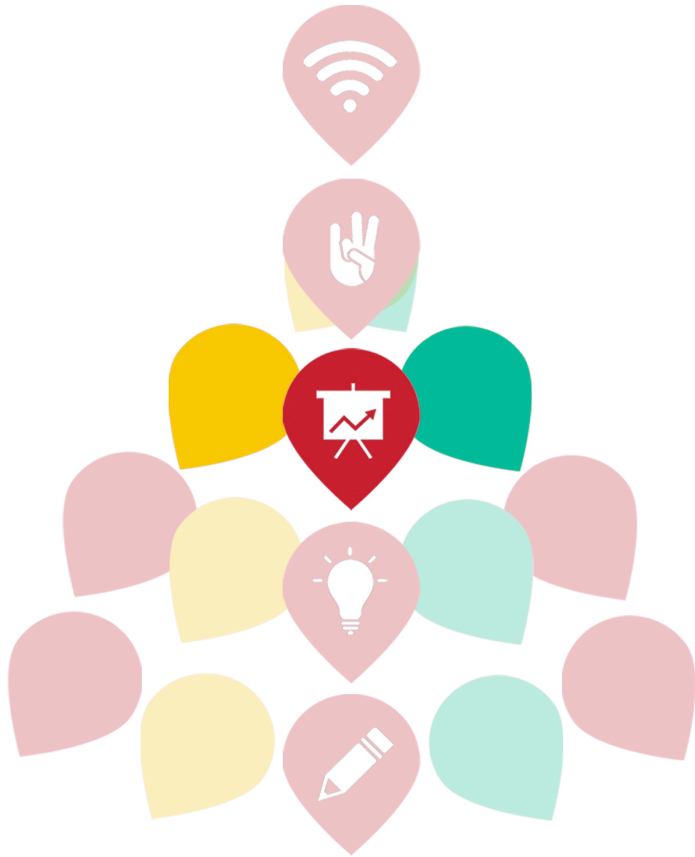
The mission of the College of Education at the University of Houston is to lead and inspire generative transformations of learning, health, leadership and well-being by developing new knowledge for an increasingly diverse world.

## **Motto**

Our mission is to end inequities in education and health.



# [THE PLAN]



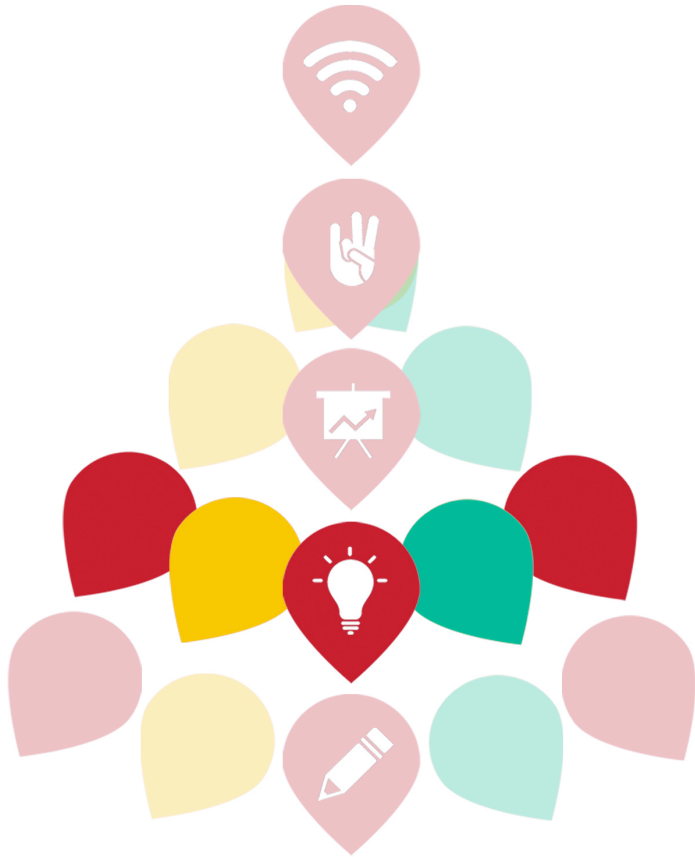
## **Strategic Objectives**

We will lead collective action to build capacity in communities.

Communities and partners will eradicate educational and health disparities.

Other systems and professionals will leverage our work.

# [THE PLAN]



## Strategies (2016)

We will serve the community as the hub for collective action.

We will establish and maintain a shared culture of safety, trust and well-being that supports transdisciplinary mission-focused innovation for collective success.

We will pursue funding, research and community engagement opportunities that advance our mission.

We will promote the College of Education as unique, transformative, innovative, community-engaged and making a difference.

We will ensure mission-focused professional growth and development.

# [THE PLAN]



## Revised Strategies (2021)

We will deliver a high-quality educational experience that empowers students to lead.

*Added this strategy to explicitly state our commitment to student success*

We will serve the community as the hub for collective action.

We will maintain a shared culture of trust that advances equity, justice and belonging to support collective success.

*Revised to explicitly state our commitment to equity and justice*

We will pursue funding, research and community engagement opportunities that advance our mission.

*The communications and professional development strategies shift to action steps as part of each strategy.*

# [OUR STRATEGIC PLAN]

















## **Action Plans & Milestones**

In light of developments since 2016 and the rollout of UH's new strategic plan in 2021, the Dean and Leadership Team are working through a process to establish and implement new high-priority action steps coupled with milestones. The team will work with faculty and staff governance to solicit feedback and shared support.

# [ IN ALIGNMENT ]

## Mapping the COE plan to the UH plan

COE Strategies	UH Goals*				
	1	2	3	4	5
I: High-quality educational experience					
II: Hub for collective action					
III: Equity, justice and belonging					
IV: Mission-advancing funding, research and community engagement					

### \*UH Goals

- 1: Student Success – Provide a Top Tier, Inclusive Educational Experience to All
- 2: Nationally Competitive Research – Build a Research Powerhouse that Impacts our Region & the World
- 3: Social Responsibility – Serve as an Exemplar for Equitable & Inclusive Community Engagement
- 4: Nationally Relevant Athletics – Build a Competitive Athletics Program (COE: academic success of student-athletes)
- 5: Competitive Funding – Build a Sustainable Funding Base to Support Vision & Goals (COE: fundraising for scholarships)

# [ IN ALIGNMENT ]

## Mapping our strategies with the College Success Measures

	I	II	III	IV
Total Research Expenditures		🚩	🚩	🚩
Federal Research Expenditures		🚩	🚩	🚩
Total Annual Giving	🚩	🚩	🚩	🚩
First-Year FTIC Retention Rate	🚩	🚩	🚩	
Six-Year FTIC Graduation Rate	🚩	🚩	🚩	
Doctoral Degrees Awarded	🚩	🚩	🚩	🚩
Faculty Citations		🚩		🚩
Journal Articles Published		🚩		🚩
Dollar Amount of Grants Submitted Per Year				🚩
Number of Grant Submissions Per Year				🚩

### COE Strategies

I: High-quality educational experience. II: Hub for collective action. III: Equity, justice and belonging. IV: Mission-advancing funding, research and community engagement.

# STRATEGIC PLAN

UNIVERSITY of HOUSTON

COLLEGE of EDUCATION

## 2021+: Strengthening Our Work to End Inequities in Education and Health

