

# Strategic Plan Implementation Action Plan

STRATEGIC INITIATIVE: ESU personnel are essential and valuable assets of the University. Hence their knowledge and skills, creativity, and enthusiasm must be continuously supported and strategically developed to advance the University's vision and mission.

ACTIONS	WHO	WHEN	EXPECTED OUTCOME	NEW RESOURCE (If Applicable)
Gap analysis of existing divisional strategic plans – seeking input from units across campus to review their plans and report back on elements related to “PEOPLE”.	Divisional Directors and Academic Deans	January 17, 2011	Assess what units have determined to be important relative to “PEOPLE” at ESU. Determine gaps and who may need assistance from the implementation team to incorporate goals and actions related to “People” in their divisional plans.	
Provide support to divisions and departments in developing action items related to “PEOPLE” goals.	Implementation Team members	February 1, 2011	Units will incorporate action items into existing plans that address the strategic plan goals related to “PEOPLE”	
Conduct campus needs assessment to determine professional development and training opportunities most needed by university employees.	Implementation Team Members and Institutional Effectiveness	March 2011	Enhance training and professional development opportunities for “People” on campus. Greater participation and desired outcomes will be realized.	
Develop additional ways and opportunities to recognize employee contributions to the university.	Implementation Team and Human Resources Management	Spring 2011	Improve employee satisfaction and campus climate.	

Utilize Employee Satisfaction Survey recommendations To address issues of concern to “People” on campus.	Implementation Team, Bonnie Green, campus constituent groups	Fall 2011	Improve campus climate	
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