

**Focus: Northwest Missouri State University's Strategic Plan Summary, FY 17  
Strategic (Core) Competencies, Strategic Objectives and Strategic Goals**

**Northwest's Strategic Competencies**

1	<b>Safe:</b> Preventative-based systems ensure that students, employees, visitors/friends, and the community can learn, live and work in a safe environment.
2	<b>Trusted:</b> Northwest employees do the right things for the right reasons; our genuineness and sincerity result in a culture of institutional integrity.
3	<b>Invested:</b> Employees invest in student success on a personal level resulting in rewarding relationships that benefit all involved.
4	<b>Resourceful:</b> We provide high value through drive and resilience, and thus achieve maximum results.

**Strategic Objectives (SO) and Strategic Goals (SG)**

**SO1: Academic Programming and Strategic Enrollment**

1	Enhance academic relevance and quality
2	Develop Northwest – Kansas City
3	Enrich the living and learning environment by elevating campus beautification
4	Enhance and enrich the student's experience throughout their time at Northwest

**SO 2: Learning and College Completion**

1	Increase retention of at-risk students
2	Create an institutional learning framework that connects curricular and co-curricular experiences
3	Create and implement a strategic student engagement plan to boost engagement and leadership opportunities

**SO 3: Diversity, Equity and Inclusion**

1	Improve access and success for diverse populations
2	Enhance diversity and inclusive learning across curricular and co-curricular offerings
3	Cultivate a diverse, equitable and inclusive campus and community climate

**SO 4: High Performance Culture**

1	Create an infrastructure to foster continuous process improvement, optimize efficiencies and integrate technologies
2	Develop a systematic professional development process aligned with strategic objectives and University goals for all employees
3	Implement and communicate a total competitive market-based compensation plan
4	Enhance a supportive environment for a healthy workforce
5	Improve internal communication processes and tools

**SO 5: Organizational Viability**

1	Refine Northwest's vision, values and philosophy
2	Ensure Northwest's operating model is sustainable
3	Continue assessing and prioritizing deferred maintenance needs and campus master plan recommendations aligned with strategic objectives and goals
4	Refine Forever Green quiet campaign initiatives ensuring alignment with strategic objectives and goals