Concordia University, Nebraska:
An excellent academic and Christ-centered community equipping men and women for lives of learning, service and leadership in the church and world.

ACADEMIC DISTINCTION
IN MISSION TOGETHER
LIFELONG IMPACT
STRONG INSTITUTIONAL RESOURCES

2020 THRIVE
Concordia will be a thriving Lutheran university that engages students in dynamic, life-shaping learning experiences and relationships as they discover, pursue and realize their vocational callings.
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Action Plan Components

- **Team**
  - Who will implement this action plan?

- **Metrics**
  - How do we know if the plan has succeeded?

- **Process**
  - What will we do?
Develop, implement, and administer program review systems for continuous improvement.

- **Team**
  - ALT (maybe ALC)

- **Metrics**
  - Complete five years of ProgRev.
  - Will be able to cite specific evidence of ProgRev data leading to change.

- **Process**
  - Review ProgRev
  - Continue BbA integration; data-based decisions
  - Administrative follow-up
  - DegreeWorks rollout
Nurture faith within the academic context.

- **Team**
  - Broad collaboration; action team may be formed.

- **Metrics**
  - Will require collaborative discussion.

- **Process**
  - Goal: academic excellence within a Christian community both FTF and online.
  - All professors are Christians who integrate faith into their instruction.
  - Support and continue 2K Initiative as it moves from reflective to transformative.
Build and implement departmental strategic growth plans.

- **Team**
  - Will proceed sequentially by department.

- **Metrics**
  - Process will set goals for growth.
  - Complete two growth plans per year for next five years.

- **Process**
  - First three program areas: Music (in progress), EDUC, Computer Science
  - Look for new program possibilities.
  - Provide resources for growing programs.
Move toward a comprehensive multidimensional assessment model.

- **Team**
  - Assessment Committee, with others.

- **Metrics**
  - Implement new model by 2020.
  - Action Team will develop detailed outcome plan.

- **Process**
  - First step: review of program goals, focusing on outcomes, external validation, distinctiveness.
  - Build mechanisms to assess goals; choose model and technology.
  - Increase dimensionality
Create enriched educational opportunities for high-achieving students through the creation of an honors program.

- **Team**
  - GenEdComm
- **Metrics**
  - Implementation Fall 2018
- **Process**
  - Will consider models, solicit input from faculty.
  - Develop implementation plan, possibly with a larger working group.
Set expectations for faculty to be current and externally engaged.

- **Team**
  - UGC

- **Metrics**
  - Sabbatical plan by Summer 2016
  - Departments will meet goals as set by action team.

- **Process**
  - Set goals by department.
  - Consider incentives, connection with prof. dev.
  - Promote external collaborations
  - Delineate administrative follow-up.
Support innovation in programs and instruction to create distinctiveness.

- **Team**
  - ALT will consult with Angie & Peter to start.

- **Metrics**
  - Develop plan by Summer 2016

- **Process**
  - Make this part of strategic growth plans for undergrad.
  - Work with strategic partners to create a process/mechanism on the grad level.
Provide and promote high impact learning experiences.

- **Team**
  - ALT will appoint members.

- **Metrics**
  - Action team will develop.
  - HILEs will be assessed.

- **Process**
  - Consider NSSE HIP definition (next slide); add mission opportunities & intercultural experiences.
  - Increase opportunities for students to participate and instructors to develop.
  - Promote international experiences.
  - Consider curricular initiatives, e.g. paired courses.
High-Impact Practices

Learning community or some other formal program where groups of students take two or more classes together

Courses that included a community-based project (service-learning)

Work with a faculty member on a research project

Internship, co-op, field experience, student teaching, or clinical placement

Study abroad

Culminating senior experience (capstone course, senior project or thesis, comprehensive exam, portfolio, etc.)
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