

University of Missouri

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University of Missouri Strategic Plan

Mission Statement

The mission of the University of Missouri, as a land-grant university and Missouri's only public research, doctoral, and professional degree-granting institution, is to discover, disseminate, preserve, and apply knowledge. The University of Missouri, through its four differentiated campuses and a health care system, promotes learning, fosters innovation to support economic development, and advances the health, cultural, and social interests of the people of Missouri, the nation, and the world.

Vision

The University of Missouri will enhance its position as a premiere higher education system.

Core Values

The University will pursue its vision within an environment that fosters integrity, respect, trust, openness, fairness, quality performance, and accountability. In doing so, the University of Missouri values and is committed to:

People:

Human talent is the University's primary resource and principal contribution to society and is committed to creating opportunities for individuals to realize their full potential.

Excellence:

The highest levels of performance are measured against regional, national, and global standards.

Synergy:

Partnerships, cooperation, and collaboration increase the quality, efficiency, and impact of and accessibility to University programs and services.

Strategic Themes and Goals

The University of Missouri has five strategic themes that serve to guide the University toward its vision: Access to Quality Learning and Teaching, Academic and Research Achievement and Quality, Community-University Engagement, Valuing People and Creating a High-Performing Organization, and Developing and Managing Resources and Improving Processes. Each theme has several strategic goals. The campuses and system administration are expected to develop strategies within their respective plans to achieve the goals not later than 2010.

I. Access to Quality Learning and Teaching:

Create a positive learning environment that enables students to achieve their full academic potential and to cultivate their personal development.

Strategic Goals:

1. Grow overall enrollment.
2. Remain the first choice for Missouri's students.
3. Increase diversity in recruitment and retention of students.
4. Develop tuition and financial aid policies that support access and affordability for the citizens of Missouri.
5. Lead public universities in the state in student retention and graduation rates.
6. Prepare graduates to assume leadership roles in our communities, state and nation.
7. Assess educational outcomes to improve the quality of student learning.

II. Academic and Research Achievement and Quality:

Achieve a nationally competitive position in research, scholarship, and academic programs in selected areas consistent with each campus mission.

Strategic Goals:

1. Target investments in programs that will raise national and international standing.
2. Hire and retain additional faculty of international distinction.
3. Build on national leadership in life science research.
4. Enhance interdisciplinary research and instructional programs.

III. Community-University Engagement:

Set new standards of quality for community-university engagement that will constitute a national model of service and outreach to the state, the nation, and the world.

Strategic Goals:

1. Collaborate and partner within and beyond the System.
2. Increase public understanding and earn support for the state's public research university and its social, cultural, and economic impact.
3. Improve the delivery of quality, cost-effective health care services to the citizens and residents of the State of Missouri.
4. Promote innovation and economic development through public-private partnerships.

IV. Valuing People and Creating a High-Performing Organization:

Within a high-performing organization, develop an eminent faculty and highly talented staff who are engaged, productive, diverse, and committed to achieving the University's vision.

Strategic Goals:

1. Increase diversity in recruitment and retention of faculty and staff.
2. Maintain high standards in the hiring and promotion of faculty.
3. Improve the compensation of faculty and staff commensurate with market and performance.
4. Improve the stipends and benefits for graduate and professional students.
5. Create additional development opportunities to support faculty and staff in their respective responsibilities.
6. Evaluate organizational/unit performance using appropriate performance protocols.
7. Strengthen accountability for outcomes through performance assessment.

V. Developing and Managing Resources and Improving Processes:

Establish and maintain the financial and physical resource base required to support the University's vision and sustain organizational improvement.

Strategic Goals:

1. Achieve efficiencies and effectiveness by improving academic and administrative processes.
2. Build the highest quality information technology infrastructure to support the University's missions.
3. Improve the University's physical plant and infrastructure.
4. Increase external research funding.
5. Complete private fund-raising campaigns.
6. Sustain financial performance of the hospitals and clinics.
7. Diversify the resource base.

Performance Measurement

Each campus and system administrative unit is accountable for making a measurable contribution to the University's strategic goals. Performance goals and measures will be established by each unit in collaboration with the President and used to assess progress in implementing the plan.