Transformation Timeline [August 2018]

Plymouth State University

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TRANSFORMATION TIMELINE

This timeline sets out a chronology for PSU’s transformation to cluster-based learning with open laboratories. The intent is to identify key elements and benchmarks.

Fall ’17 freshmen will be exposed to some of the cluster experience. The first class to fully experience integrated clusters will matriculate in Fall ‘19.

SPRING ‘17

- **Build** upon strategic cluster momentum developed by integrated cluster guides
- **Continue** cluster project review process for AY18 and pilot external partnerships
- **Continue** implementation of AY17 cluster projects
- **Engage** community in Campus Forums on organizing, structure, curriculum, and finance
- **Establish** cluster homes for departments and programs by 4/30 and facilitate cross-cluster connections
- **Begin** discussions on co-location of clusters, open lab build-outs, and facility renovations
- **Initiate** development of transitional administrative structure
- **Begin to** use external advisory boards to work with faculty and administration aligning curriculum with regional and 21st century needs, as well as sustainable models for job connections, partnerships and financial supports for programming
- **Facilitate** curriculum discussions to plan and initiate curricular enhancements
- **Begin** formation of cluster leadership teams
- **Begin** analysis of program fit, need, and return combined with URSA process data and external advisory board recommendations
- **Launch** the integrated clusters marketing plan, including external-focused website
- **Air** new integrated clusters digital and traditional advertisements for undergraduate and graduate programs
- **Videotape** new winter-based marketing video with cluster theme
- **Announce** fourth $1 million+ gift in the University’s history to support student scholarships and cluster-based educational leadership institute
- **Engage** alumni as hosts of student recruitment events in New Hampshire
- **Conduct** mini feasibility assessment of donor interest in and affinity for Stadium and Turf Fields, Strength and Conditioning Lab, and student scholarships; work closely with President’s Council as primary volunteer fundraisers

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**Green**: Actions that have been adjusted

☑️ : Completed Actions
✓ Build community communication plan, place local media advertisements
✓ Start planned giving program; hire a Director of Planned Giving

SUMMER ’17
✓ Initiate planned renovations and classroom modernization
✓ Create new open laboratories and facilitate co-location of clusters where minimal investment is required across campus
✓ Finalize and launch Merrill Place residence hall and conference center
✓ Begin conducting cluster leadership team training
✓ Replace cluster guide model with integrated cluster leadership team model
✓ Launch First Year Seminar Fellows Program 1.0
✓ Conduct inaugural one-day June Orientation sessions for all incoming students
✓ Conduct Panther Days for first-year students over five days
✓ Develop opportunities for global cluster project development between Universities
✓ Videotape new summer-based marketing video with cluster theme
✓ Build community communication plan; publish and distribute PSU Impact Report
✓ Buildout and launch Salesforce CRM Communities for student recruitment, retention, and alumni engagement
✓ Create and implement social media strategic plan including use of Social Studio application in Salesforce CRM; benchmark student, alumni, and donor engagement
✓ Reconstruct gallery space in preparation for design and renovation of open lab with multiple stations
✓ Begin Phase 2 renovation of Hyde Hall and design of Innovation & Entrepreneurship Cluster home and open laboratory spaces
✓ Setup a Presidential/Faculty/Staff transition leadership team
✓ Pilot cluster organization in at least 2 clusters

FALL ’17
✓ Welcome Class of ‘21 into clusters
✓ Pilot challenge-based First Year Seminar Phase 1
✓ Propose Electromechanical Technology & Robotics (EMTR) program
✓ Ideate and develop plan for integration of Centers (Center for Transformation, Center for Business and Community Partnerships, and Office of Sponsored Programs)
✓ Begin implementation of data management and analytical system for Academic Affairs
✓ Launch cluster leadership teams; department chairs remain
✓ Form and pilot implementation of discipline-based communities
✓ Continue planning for co-locating clusters
✓ Initiate development of a plan for curriculum changes such as unit-based scheduling
✓ Continue exploring the process of organizing the residential experience around clusters
✓ Implement a Peer Mentoring Program for first-year students
✓ Implement Faculty/Staff Mentoring Program for first-year students
✓ Develop Retention Team model identifying key stakeholders

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Green: Actions that have been adjusted
✓ : Completed Actions
✓ Analyze academic program demand and environmental scan, phase one
✓ Enhance sophomore and junior search and support materials to introduce clusters
✓ Implement recommendations for major donor solicitations from mini feasibility assessment for fundraising campaigns for the Stadium and Turf Fields, Strength and Conditioning Lab, and student scholarships
✓ Continue implementation of community communication plan
✓ Publish and distribute annual PSU Impact Report
✓ Develop cluster-based alumni and donor volunteer engagement opportunities
✓ Start search processes for key administrative positions
✓ Hire necessary faculty for technology program development
✓ Presidential/Faculty/Staff transition leadership team active in cluster implementation

SPRING ’18
✓ Implement event data management and analytical system for multiple programs and departments in coordination
✓ Solidify cluster leadership teams by outlining roles and responsibilities
✓ Pilot themed General Education modules
✓ Research and identify national K-12 schools that offer project based learning models for new student recruitment (EAB research in process)
✓ Identify degree programs to transition to programs with 4-credit courses
✓ Submit and review curriculum proposals from University Reinvention (URI) process
  o Analyze academic program demand and environmental scan, phase two (in process)
✓ Implement transitional administrative structure
✓ Move Student Success, PASS, and Residential Life to Speare Building
  o Evaluate existing international partnership MOU’s to determine ROI (in process)
✓ Design layout for the Arts & Technologies Cluster and open laboratory for electromechanical and robotics, data visualization, and fabrication design; 4th floor of D&M
✓ Clarify roles and responsibilities of cluster leadership teams
✓ Implement plan for integration of Centers (Center for Environment, Center for Business and Community Partnerships, and Office of Sponsored Programs)
  o Identify opportunities for global cluster projects with newly established international University partnerships following new 2+2’s and MOU reviews (in process)
✓ Assess student experience in First Year Seminar Phase 1
✓ Ideate First Year Seminar Phase 2
✓ Refine team administrative structure including common job responsibilities
✓ Meet with CCSNH and local K-12 schools to create seamless path from high school to community college to PSU
✓ Launch Cluster Connect to enable faculty, student, and partner connections for projects, open labs, advice, and internship opportunities
  o Survey students’ reactions to clusters and open labs (surveyed through presentations, but no survey instrument)
✓ Develop integrated approach to academic and social experience in the residency halls

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Green: Actions that have been adjusted
✓ : Completed Actions
✓ **Develop** open lab living-learning space in key residence halls and utilize the conference center for a common space
✓ **Redefine** Student Success Coach position and first year advising model
✓ **Develop** Provost’s Council comprised of cluster representatives
  o **Hire** a Student Programming Coordinator to develop an integrated model of student programming (search in process)
✓ **Host** a First-Year Recognition Event to celebrate open lab projects in First Year Seminar
✓ **Evaluate** recruitment activity with newly established International University partnerships
✓ **Recruit** leaders for at least one Alumni Chapter in DC, Chicago and/or Colorado
✓ **Fine-tune** and promote cluster-based alumni and donor volunteer engagement opportunities (ongoing)
✓ **Implement** recommendations for major donor solicitations from mini feasibility assessment for fundraising campaigns for the Stadium and Turf Fields, Strength and Conditioning Lab, and student scholarships

**SUMMER ’18**
✓ **Continue** creating new open laboratories and co-location of clusters where minimal investment is required
✓ **Renovate** PE center as home for the Health & Human Enrichment Cluster
✓ **Conduct** check-ins and assess operating functions for administrative structure
✓ **Evaluate** integrated cluster projects and external partnerships
  o **Develop** first-year advising model that maps student’s four-year journey (in process)
✓ **Launch** First Year Seminar Fellows Program 2.0
✓ **Launch** Capstone Integration Fellows Program 1.0
  o **Hire** a Director of Career Services (search in process)
✓ **Review** and prioritize proposals from University Reinvention (URI) process
✓ **Submit** interim NEASC Report
✓ **Recruit** alumni for first-year mentoring program (ongoing)
✓ **Engage** alumni in development of strategic career center planning (in process)
✓ **Refine** cluster leadership teams and continued training
✓ **Open** one-stop-shop resources for students in Speare Building
✓ **Enhance** retention campaign for incoming first-year students; refine messaging with Admissions and Panther Days (orientation)
✓ **Implement** recommendations for major donor solicitations from mini feasibility assessment for fundraising campaigns for the Stadium and Turf Fields, Strength and Conditioning Lab, and student scholarship
✓ **Start** summer programming at the Conference Center
✓ **Conceptualize** design of open lab spaces on 3rd floor of D&M
✓ **Develop** and deliver a project-based design process pedagogy institute

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**Green**: Actions that have been adjusted
✓ : Completed Actions
FALL ’18
  o **Welcome** Class of ‘22 into clusters
  o **Run** remaining departments and clusters in parallel
  o **Transition** to discipline-based communities within clusters
  o **Implement** challenge-based First Year Seminar Phase 2
  o **Develop** program outcomes and plan for implementation
  o **Move** Health & Human Enrichment Cluster faculty into PE center
  o **Plan** for Fall ‘19 full cluster experience
  o **Begin** implementation of prioritize proposals from University Reinvention (URI) process
  o **Expand** integrated cluster projects and external partnerships
  o **Develop** strategy for external partnerships and sustainable funding for projects
  o **Pilot** themed modules for General Education Phase 1 and micro-credentialing
  o **Launch** approved degree programs with 4-credit courses
  o **Ideate,** research, and develop plan for new multidisciplinary programs among clusters for undergraduate and graduate programs
  o **Implement** Phase 1 of a Cluster-Based Integrated Living Learning Community
  o **Implement** Student Success Coaches associated with each cluster
  o **Develop** a restorative justice model in conduct cases
  o **Implement** enhanced First-Year Mentoring Program with alumni (PeopleGrove)
  o **Launch** at least one of the DC, Chicago and/or Colorado Alumni Chapter(s)
  o **Fine-tune** and promote cluster-based alumni and donor volunteer engagement opportunities
  o **Build** a Career Development program with the leadership of the new Director that integrates with Clusters, Open Labs, and Cambridge Living/Learning Model
  o **Implement** recommendations for major donor solicitations from mini feasibility assessment for fundraising campaigns for the Stadium and Turf Fields, Strength and Conditioning Lab, and student scholarships
  o **Begin** implementation of the Electro-Mechanical and Robotics; Data Visualization; and Cybersecurity programs

SPRING ’19
  o **Complete** transition from departments to discipline-based communities and clusters
  o **Assess** themed modules for General Education Phase 1
  o **Pilot** General Education Capstone Integration Course Phase 1
  o **Schedule** fall classes using unit-based scheduling
  o **Assess** student experience in First Year Seminar Phase 2
  o **Assess** and refine process for unit-based scheduling
  o **Develop** marketing plan for graduate enrollment based on finalized enrollment plan
  o **Continue** implementation of proposals from University Reinvention (URI) process
  o **Implement** plan for growing external partnerships and sustainable funding for projects
  o **Propose** and market new interdisciplinary programs among clusters for undergraduate and graduate programs

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**Green:** Actions that have been adjusted
✓ **: Completed Actions
Assess Peer Mentoring Program for first-year students
Evaluate Phase 1 of a Cluster-Based Integrated Living Learning Community
Develop model for faculty link with residence halls and student programming
Evaluate First-Year Mentoring program with alumni
Create an auditing system of junior students that is automatic
Evaluate applicant pool generation from identified Project Based Learning schools for year 2
Fine-tune and promote cluster-based alumni and donor volunteer engagement opportunities
Implement recommendations for major donor solicitations from mini feasibility assessment for fundraising campaigns for the Stadium and Turf Fields, Strength and Conditioning Lab, and student scholarships

SUMMER ’19
Complete build out of 12 open laboratories and co-locate clusters
Depart from departmental structure
Open discussions with identified Project Based Learning schools to begin new student recruitment activities
Build and renovate the Arts & Technologies Cluster home and associated open laboratory in the D&M building
Complete cluster administrative structure integration
Assess General Education Capstone Integration Course Phase 1
Complete Project Based Learning school integration into Plymouth’s recruitment strategy for primary, secondary, and tertiary markets
Organize honors/creative scholars placement in residence halls
Assess ROI of marketing and advertising campaign, as of June 30, in student conversions (inquiry, tours, and admission applications); revise FY20 ad placement and content
Review progress toward fundraising goals; refine approaches to major donor solicitations as needed
Begin phased implementation of program analysis, fit, and need recommendations
Expand summer programming at Conference Center
Implement First-Year Mentoring program changes for incoming class

FALL ’19
Welcome Class of ‘23, first class to have full cluster experience
Implement themed modules for General Education Phase 2
Implement micro-credentialing in General Education
Implement challenge-based First Year Seminar Phase 3
Implement Phase 2 of a Cluster-Based Integrated Living Learning Community
Implement unit-based scheduling
Evaluate and expand plan for integrated cluster projects and external partnerships
Launch new interdisciplinary programs among clusters

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Green: Actions that have been adjusted
✓ : Completed Actions
Continue to ideate, research, and develop plan for new interdisciplinary programs among clusters for undergraduate and graduate programs

Develop a comprehensive parent communication model over a four-year cycle

Implement restorative justice model in conduct cases

Launch at least one of the DC, Chicago and/or Colorado Alumni Chapter(s)

Launch Electro-Mechanical and Robotics Program

Launch second year of First-Year Mentoring program with alumni

SPRING ’20

Launch General Education Capstone Integration Course Phase 2

Implement plan for growing external partnerships and sustainable funding for projects

Continue to propose and market new interdisciplinary programs among clusters for undergraduate and graduate programs

Assess themed modules for General Education Phase 2

Assess and iterate engagement of discipline-based communities within clusters

Organize each club and organization with cluster-based experience

Fine-tune and promote cluster-based alumni and donor volunteer engagement opportunities

SUMMER ’20

Evaluate Phase 2 of a Cluster-Based Integrated Living Learning Community

Evaluate needed renovations or enhancement for open labs on campus

Evaluate needed improvements within co-location of clusters on campus

Assess General Education Capstone Integration Course Phase 2

Review progress toward fundraising goals; refine approaches to major donor solicitations as needed

Build production studio space

Begin Phase 3 of build out and renovation of Hyde Hall as Innovation & Entrepreneurship Cluster home

Continue to work towards being an economics hub for the North Country and Lakes Region tying in Arts & Technologies, Innovation & Entrepreneurship, Center for Business and Community Partnerships, and Enterprise Center to regional business parks

FALL ’20

Fine-tune themed modules for General Education

Fine-tune challenge-based First Year Seminar

Launch new interdisciplinary programs among clusters

Continue to ideate, research, and develop plan for new interdisciplinary programs among clusters for undergraduate and graduate programs

Fine-tune Cluster-Based Integrated Living Learning Community

Implement parent communication system and cycle

Develop proactive off-campus community model for off-campus students

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Green: Actions that have been adjusted
✓ : Completed Actions
- Launch at least one of the DC, Chicago and/or Colorado Alumni Chapter(s)
- Launch Data Visualization/Analysis and Cybersecurity Programs

**SPRING ’21**
- Graduate first class with partial cluster experience
- Evaluate and retire remnants of previous system
- Continue to propose and market new interdisciplinary programs among clusters for undergraduate and graduate programs
- Fine-tune General Education Capstone Integration Course
- Systematize student informational systems to create a cohesive model for retention
- Fine-tune and promote cluster-based alumni and donor volunteer engagement opportunities
- Review and refine NEASC assessment models across campus

**SUMMER ’21**
- Fine-tune micro-credentialing in General Education
- Implement needed renovations or enhancement for open labs on campus
- Implement needed improvements within co-location of clusters on campus
- Assess ROI of marketing and advertising campaign, as of June 30, in student conversions (inquiry, tours, and admission applications); revise FY22 ad placement and content
- Review progress toward fundraising goals; refine approaches to major donor solicitations as needed
- Combine career and advising to create robust center that works with business partners

**FALL ’21**
- Fine-tune themed modules for General Education
- Continue to launch new interdisciplinary programs among clusters
- Assess and document needs for classroom modernization on campus
- Create underperforming student contract system aligned with professional advisor
- Develop graduate program for an MS in Arts and Technology

**SPRING ’22**
- Fine-tune General Education Capstone Integration Course
- Fine-tune and promote cluster-based alumni and donor volunteer engagement opportunities

**SUMMER ’22**
- Invest in classroom modernization for Hyde Hall, Highland Hall and Draper Maynard
- Review progress toward fundraising goals; refine approaches to major donor solicitations as needed
- Invest in upgrading facilities for full conversion to cluster-based spaces, open laboratories, and residence halls

*subject to change as we learn together*

**Green**: Actions that have been adjusted

✓ : Completed Actions
FALL ‘22
  • **Evaluate** retention efforts for graduating first class to have the full cluster experience
  • **Develop** graduate program in Nursing

SPRING ‘23
  • **Invest** in classroom modernization for Hyde Hall, Memorial and Draper Maynard
  • **Graduate** first class with full cluster experience
  • **Survey** first class with full cluster experience
  • **Fine-tune** and promote cluster-based alumni and donor volunteer engagement opportunities

FALL ‘24
  • Fully integrated and fine-tuned model
  • Full implementation with continuous improvement

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**Green**: Actions that have been adjusted
✓ : Completed Actions