



**NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY**

STRATEGIC PLAN REFRESH

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Board of Trustees Retreat

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NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY

*A&T Preeminence —
Taking the Momentum to 2023*

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Mission Statement

North Carolina Agricultural and Technical State University advances knowledge through scholarly exchange and transforms society with exceptional teaching, learning, discovery and community engagement. An 1890 land-grant doctoral research institution with a distinction in STEM and commitment to excellence in all disciplines, North Carolina A&T creates innovative solutions that address the challenges and economic needs of North Carolina, the nation and the world.

(Approved by Board of Trustees on February 16, 2018, and by Board of Governors on March 23, 2018.)

Vision Statement

North Carolina Agricultural and Technical State University is a preeminent land-grant institution where high-achieving scholars are engaged in transformative teaching and learning, civic outreach, interdisciplinary research and innovative solutions to global challenges.

(Approved by Board of Trustees on February 16, 2018, and by Board of Governors on March 23, 2018.)

- **Core Values** -- *Core values are the deeply ingrained principles that guide our actions and serve as the cornerstone for cultural change. This set of values was inspired by the need for simplicity and the goal to establish universal commitment. The acronym REILL offers a way to memorize and commit to meaningful change.*
- **1. Responsibility.** We hold ourselves accountable to the highest standards of performance for the success of our University.
- **2. Excellence.** We demonstrate high quality and attention to detail in all our endeavors.
- **3. Integrity.** We uphold high moral character and unwavering ethical behavior.
- **4. Inclusiveness.** We commit to diversity and demonstrate inclusiveness as we work together for the advancement of the University and the world.
- **5. Learning.** We cultivate a culture of intellectual inquiry, personal growth and achievement.

Goals and Strategies

1. Commit to excellence in teaching, research and student success.
2. Cultivate an intellectual climate that encourages the creative exchange of ideas and raises the quality of the professional environment.
3. Elevate and expand public service and community engagement to create a premier educational experience that addresses global needs.
4. Excel in resource stewardship, operational effectiveness and efficiencies.
5. Strengthen our campus community by fostering a more diverse and inclusive culture.

Key Performance Metrics -- External

1. Enrollment: 14,000
2. Graduation rates
 - 4-year 60%
 - 5-year 70%
 - 6-year 75%
3. Job-rich/STEM and Other
4. U.S. News Ranking: #185-200
5. Affordability
6. Faculty
7. Placement rate: 50%-70%*
8. Student diversity
9. Patents and licenses

*Placement rate is defined as employment, graduate school, or military.

- 50% placement 30 days after commencement
- 60% placement 60 days after commencement
- 70% placement 90 days after commencement

Key Performance Metrics -- Internal

1. Enrollment
2. Retention
3. Graduation rates
4. Degrees awarded
5. Degree efficiency
6. Persistence
7. Research
8. Financial resources
9. Athletic success
10. Faculty
11. Diversity
12. Rankings
13. Career: Internships, global experience and placement
14. Licensure and certification



Questions/Comments