

Office of Undergraduate Education

Strategic Alignment Plan Summit

September 18, 2023

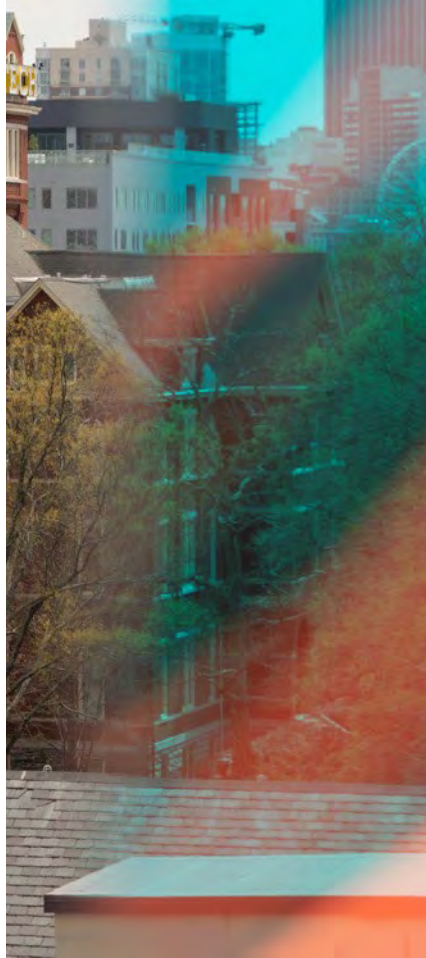
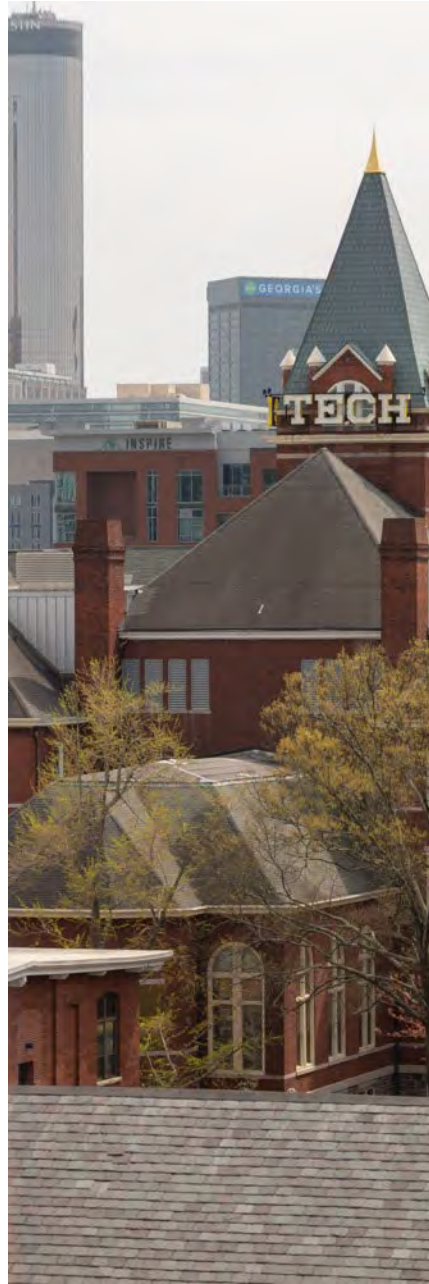
Steven P. Girardot, Ph.D., MPH (he/him)

Vice Provost for Undergraduate Education

Martha Greenway, President

Greenway Strategy Group





Today's Discussion

Part 1: Steven Girardot, Vice Provost for Undergraduate Education

Review Progress on Organizational Transformation (Phase I and Phase II) -- Timeline, Goals, and Accomplishments to date

Part 2: Martha Greenway, President, Greenway Strategy Group

- Review Strategic Alignment Focus
- Review Strategic Alignment Process
- OUE Input
- OUE Thought Exchange

Reminders: Fall 2023 OUE Events and Gatherings



10/3 - VPUE Brunch

- Time: 10:00 -11:00 am
- Location: Bradley Conf Room (near Whistle Bistro)
- No program/agenda—drop by for coffee/breakfast/brunch
- **All OUE staff welcome and encouraged to join**



10/25 OUE Fall Town Hall

- Time: 12:00 -1:30 pm
- Location: TBD (in-person)
- Topic: Lunch/Networking, OUE Staff Engagement, GT Culture Study
- **All OUE Staff expected to attend**



Ongoing/TBD

- Take a colleague to lunch/coffee
- OUE Fall New Staff Hire (all new staff & supervisors)
- OUE Holiday Gathering



What's on my mind these days...

- Gratitude!!
- Hiring (and all related processes, including SA's) & Staff Onboarding/Engagement
- ISP Initiatives: Enrollment Growth, 4-year graduation rate, Limited Income Students
- SACSCOC & QEP 2025: Leadership in Progress and Service
- USG General Education/Core Curriculum Revisions (Spring/Fall 2024)
- Academic Advising, including Advising Technology Platform

Undergraduate Population - Overall

Total Undergraduates

18,272



Gender

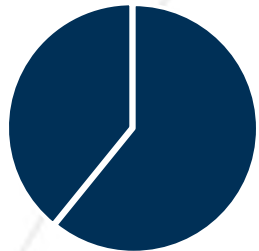
39.8% Women
60.2% Men



URM*

19.9% URM
80.1% Not URM

*URM = Underrepresented Minorities



Residency

60.3% In-State
39.7% Out-of-State

First-Generation (CCG*)

1,471

First-Year

3,756

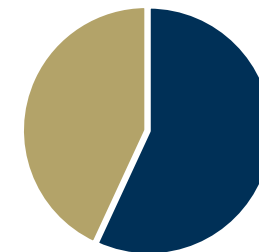
Incoming First-Year Student Enrollment

- 3,373 Fall
- 805 URM
- 383 iGniTe (Summer)
- 205 First-Gen
- 93 FYSA



Gender

43.1% Women
56.9% Men



Residency

57.8% In-State
42.2% Out-of-State

Current projection and plan is to increase Georgia Tech's enrollment to ~50,000 by 2025-26 with 20,000 undergraduate students.

Data from Fall 2023 Official Headcount (FT/PT Degree-Seeking Students)

*CCG Definition: A student is considered First Generation if neither parent or guardian has any college.

Overview of OUE Journey

Overall Objective

To align OUE's leadership, staff, and structure to implement the Institute Strategic Plan (ISP) as well as to support GT and USG strategic priorities for undergraduate education.

Three Phases of Work

	Phase I	Phase II	Phase III
Timing	Summer/Fall 2022	Spring/Summer 2023* <i>*Some continuing in Fall '23</i>	Fall 2023/Spring 2024
Focus	Development of North Star, Strategic Priorities, Leadership & Structure	Alignment of Units and Teams	Design of the Plan
Outcomes	<ul style="list-style-type: none">• Create our North Star• Establish Senior Leadership Structure• Align Units, Programs, and Services	<ul style="list-style-type: none">• Implement Leadership Structure and new alignment• Complete unit level organizational projects	<ul style="list-style-type: none">• Review Mission/Vision• Develop/Refine Processes• Develop OUE Strategic Alignment Plan

2022

April: New VPUE Announced

June: Phase I: OUE Organizational Transformation Launched

September: New Structure Launched and (2) Sr. Leadership Positions Established/Searches Begun

2023

Feb/Mar: New Sr. Leaders Searches Completed

April: Career Center/Grad Study Completed

May: QEP Topic Announced & Begun Integration into OUE (under AVPUE)

June: SLS Institutionalization; Renaming and establishing Office of E2L

July: Sr. Leadership Kickoff for Strategic Alignment



Phase I: Fall/Summer 2022

Goal

To create a senior leadership structure aligned to OUE and Institute's strategic goals for 2020-2030

Objectives

- Strengthen positioning of OUE to advance ISP, UE, & USG goals/priorities
- Align units with programs and services with common or complementary functions/goals
- Increase support for staff engagement, professional development, and DEI
- Streamline reporting structure and reduce silos



Phase II: Spring/Summer 2023*

Goal

To complete leadership structure/hiring and further refine the structure of each functional unit

Objectives

- Complete hiring of senior leadership and other vacant positions
- Complete unit-level organizational alignment as needed/appropriate
- Implement shared administrative structure

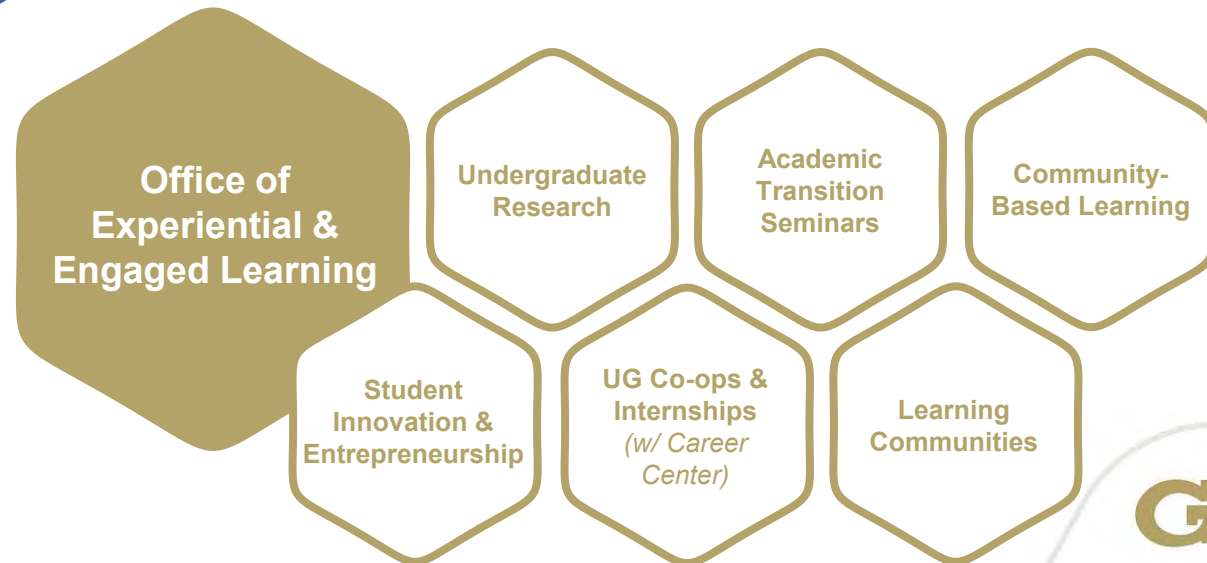
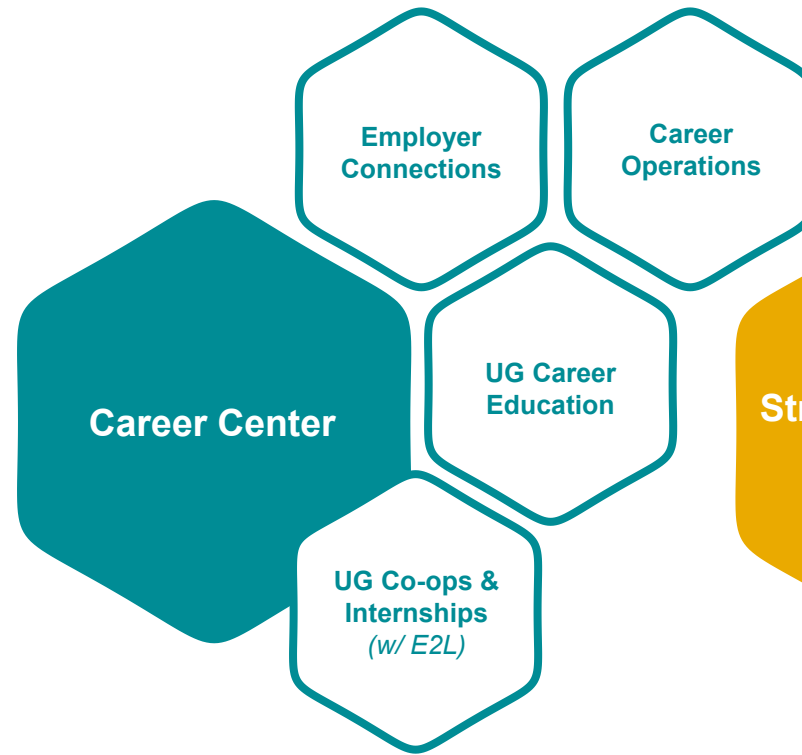


North Star & Strategic Priorities

GT	Mission	Develop leaders who advance technology and improve the human condition					
	Strategic Objectives	Amplify Impact	Champion Innovation	Connect Globally	Expand Access	Cultivate Well-being	Lead by Example
OUE	North Star	Create a transformative and meaningful undergraduate experience for every student.					
	Strategic Priorities	Ensure a consistent undergraduate experience		Deepen and Expand High Impact Practices & Experiential Learning		Establish OUE as the leader, convener, and trusted advisor for the undergraduate student experience	
	Capabilities	Focused & Streamlined	Student Centric	Integrative & Collaborative	Lifelong Success	Engaged Workforce	
Undergraduate students are at the center of everything we do							
Strive for Excellence	Thrive on Diversity	Celebrate Collaboration	Champion Innovation	Safeguard Freedom of Inquiry & Expression	Nurture Well-being	Act Ethically	Responsible Stewards

OUE 2023

oue.gatech.edu/structure





Phase III: Fall 2023 Strategic Alignment Plan

Goal

To develop an achievable and integrated 5-year plan to align the work of OUE internally and to meet external (GT, USG, National) priorities for undergraduate education.

This plan will:

- Be inclusive (engage stakeholders)
- Be based upon clear criteria
- Articulate how priorities will be made
- Have a phased implementation (5-years)
- Be flexible and responsive

Foundational Strategic Direction



Strategic Priorities

- Ensure a consistent undergraduate experience
- Deepen and expand high impact practices
- Establish OUE as **the** leader, convenor, and trusted advisor for the undergraduate experience

Core Capabilities

- Prepare students for college and career success
- Increase access to the undergraduate experience and awareness of resources available to undergraduate students
- Focus on collective goals and streamline programs and services
- Collaborate across silos, boundaries, and functions to live our value of “students are our first priority”
- Create and cultivate a “simply irresistible” workplace that is equitable and diverse

Actionable, Responsive Strategic Alignment

Our Work

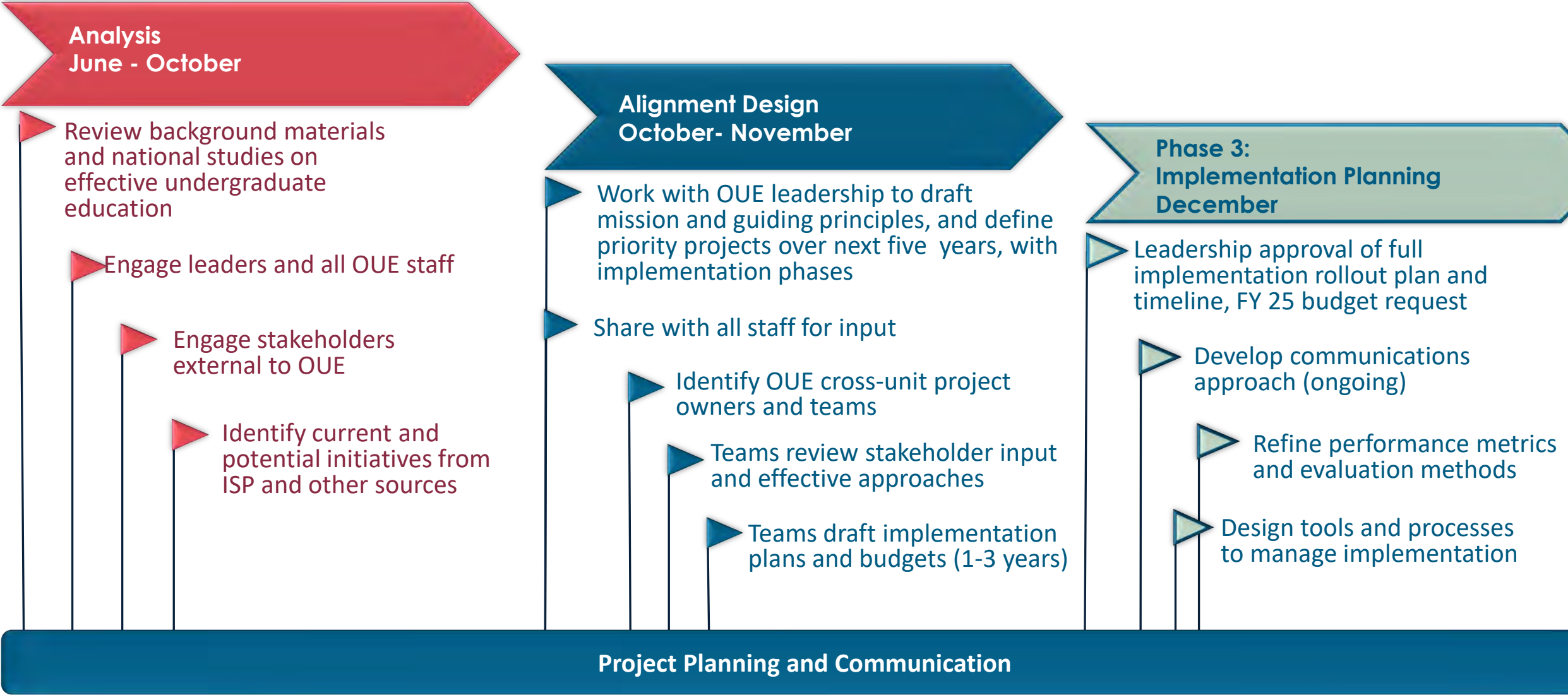
- Ongoing, continuously improving unit responsibilities
- Institute Strategic Plan
- University System of Georgia directives
- External accreditation requirements
 - QEP
- Emerging opportunities and challenges



Our Mutual Commitments

- Our guiding principles
- Our practices

OUE Strategic Alignment Project Timeline



Next Steps

Continue Input

- Complete post meeting survey
- Continue thought exchange
- Review stakeholder input
- Review and provide input to draft mission, guiding principles, and priority projects
- Participate in the drafting of implementation plans
- Provide ongoing input (e.g., weekly Drop-In Hour)

