
Goals and Objectives

These goals and objectives accompany the university mission statement "PM 2000-01."

Achieving the university mission is an ongoing process and provides a framework for actions . Fundamental to these goals and objectives are a focus on student success, a commitment to hiring and retaining highly qualified faculty who will provide the necessary instruction and guidance, and a pledge to function as a communiversy that places emphasis on cooperative efforts which benefit the community and its people through meeting their educational and cultural needs and building economic and social partnerships. We seek to achieve our mission by planning, implementing, assessing, and revising the goals and objectives itemized below.

1. Goal: We will improve institutional effectiveness by building an infrastructure to facilitate planned growth.
 - Objectives: We will
 - A. ensure that all units within the University address the academic and support needs of our constituencies;
 - B. develop practices that recognize the value and roles of all members of the campus community;
 - C. employ planning practices that incorporate clear priorities as well as budget and cost considerations;
 - D. develop programs of excellence by expanding existing programs and creating new ones so as to make CSUDH a campus of first choice for new students;

E. expand our efforts to acquire extramural funding through effective development practices consistent with both campus and system expectations;

F. include in our strategic planning process provisions ensuring that the University meets the standards for regional institutional accreditation as well as national professional accreditation for degree programs in fields where recognized national professional accrediting bodies exist; and

G. support our infrastructure with technology that is widely available, readily usable, and fully integrated.

2. Goal: We will facilitate access to higher education for postsecondary learners and will offer instructional programs and services at times and places accessible to the population we serve, including programs on-campus, off-campus, and at sites served by state-of-the-art technologies.

- Objectives: We will

A. provide outreach to high schools and community colleges, including activities that facilitate student progress from high school through college and demonstrate the value of education as a key to career and personal fulfillment;

B. offer programs and services that meet the needs of working adult learners as well as traditional college-age students;

C. offer programs that emphasize relationships with economic and industry clusters within our community;

D. regularly survey our alumni to assess our programs and to maintain contact with them;

E. regularly assess our scheduling practices in order to improve our academic calendar and class schedule; and

F. offer distance learning via media such as computer network and video to ensure the broadest participation of learners transcending barriers of age, gender, or ethnicity.

3. Goal: We will support and strengthen academic programs encompassing the professions as well as the liberal arts and sciences in order to meet the learning needs and objectives of our students.

- Objectives: We will

A. regularly review instructional programs and courses at both the graduate and undergraduate levels;

B. provide clear, measurable learning outcomes for all academic programs and courses;

C. assess student learning using data from program reviews and learning outcomes assessment for continuous program and instructional improvement; and

D. provide support to enable the infusion of technological skills throughout our teaching and learning.

4. Goal: We will continue to undertake the education of teachers as a university-wide commitment in keeping with our responsibility to meet economic and social needs.

- Objectives: We will

A. create and sustain blended programs that facilitate graduation within
four years with both a bachelor's degree and a credential; and

B. increase outreach to middle and high schools to motivate students to
consider careers in teaching; work with school districts to advance current
district employees along the career ladder to clear teaching credentials;
create and expand collaborative relations with school districts and
community colleges to foster the preparation of future teachers; and work
collaboratively with school districts to provide in-service training for current
teachers.

5. Goal: We will offer a broad spectrum of courses, programs, and student services to provide students with the knowledge and skills that promote career development and foster lifelong learning.

- Objectives: We will

A. maintain strong programs that provide the skills for lifelong learning,
including those of technological literacy;

B. introduce, modify, or eliminate courses, programs, and services to meet the
long-term educational needs of the community,
business, industry, and
professions; and

C. utilize a wide range of technologies including video and Internet to provide
members of the community, business, industry, and professions with the
greatest possible access to educational and training programs.

6. Goal: We will take full advantage of our cultural and demographic diversity as a dimension of our students' learning.

- Objectives: We will

A. develop academic programs and support services that serve our multi-cultural, multi-ethnic student body;

B. build a faculty and staff of appropriate diversity;

C. encourage participation of our students and faculty in international programs, including the CSU International Program; and

D. provide university-to-university student and faculty exchange programs and seek to provide for international exchanges through becoming a Fulbright-designated campus.

7. Goal: We will pursue excellence in student achievement and instructional

programs as well as supportive services for faculty, staff, and administration.

- Objectives: We will

A. provide for continuous improvement of instructional and support programs based on assessment by students and alumni and outcomes of development programs;

B. continue to hire and retain excellent faculty and staff;

C. commit to faculty and staff development, including professional advancement, technological support, and degree completion programs;

D. analyze student and alumni responses to improve the effectiveness of our learning environment; and

E. collect and apply data from students and employers to develop and

strengthen our programs.

8. Goal: We will encourage, support, and reward the teaching, research, scholarship and creative activity of our faculty

- Objectives: We will

- A. allocate University resources to support faculty research, scholarship, and creative activity;

- B. recognize faculty achievement in the teaching and learning environment, including advising and scholarship of pedagogy;

- C. pursue external funding from public and private sources for support of excellence in teaching, research, and creative activities; and

- D. provide maintenance and continuous upgrade of equipment and facilities supporting faculty activities.

9. Goal: We will form interactive partnerships in the public and private sectors to generate research findings and strengthen the communities we serve.

- Objectives: We will

- A. encourage and support faculty in the pursuit of research projects in the public and private sectors;

- B. encourage university-community collaboration in the formation and implementation of public policy;

- C. actively support community economic and service organizations; and

- D. generate research findings through our interaction with the community to shape and inform student learning and curricular design and establish focus groups within our surrounding communities to assess their needs and consequent impact on the activities of the University.

10. Goal: We will foster campus-wide collaboration in learning, including expanded opportunities for students to gain experience beyond the University, as an integral part of their academic careers.

- Objectives: We will

A. foster service learning programs, cooperative education, internship programs, and alumni mentoring program opportunities for our students;

B. reward collaborative research between faculty and students by providing support and time for research and faculty supervision; and

C. encourage co-curricular learning experiences through the support of the Associated Students, Inc. (ASI) and other student-related groups.

11. Goal: We will strengthen our fiscal position and align our allocation of resources in support of the University's mission and goals.

- Objectives: We will

A. improve efficiency and strengthen prudent management of the University's resources;

B. regularly assess the linkage between planning and resource allocation to ensure appropriate support of the University's priorities;

C. require a fiscal analysis (revenues and expenditures, cost implications for new programs, and the like) as part of unit and program reviews; use these data in making decisions about reallocation of funds and the need to strengthen, consolidate, or, when warranted, eliminate academic and support services programs;

D. enhance efforts to acquire significant external support through planning, conducting, and evaluating a major capital campaign to begin in academic year 2000-01; and

E. annually analyze, disseminate, and apply our assessment data to improve and refine our planning, budgeting, allocation, and fund-raising processes.

12. Goal: We will provide quality, constituent-friendly services that enhance the teaching and learning environment and maintain the administrative integrity of the University.

- Objectives: We will

A. provide an aesthetically pleasing and safe teaching and learning work environment;

B. provide guidance, services, and support for employee development, employee benefit programs, and other functions related to employment at the University;

C. provide a framework that improves communication and information flow to the campus community and, thereby, ensures the integrity of the University;

D. maintain and enhance the University's physical infrastructure; and

E. develop a support structure for state-of-the-art technology by ongoing acquisition of hardware, software, and appropriate training.