

Phase Two Strategic Planning
Xavier's Strategic Plan: Areas of Focus and Goals
2009-10 to 2014-15

Focus 1: To recruit and retain students who are prepared to lead and serve on behalf of a more just and humane society

Goal 1 Increase the size of the applicant pool and improve the selection process in order to better ensure student success and increase yield among the most promising applicants.

Goal 2: Improve freshman-to-sophomore retention and five-year graduation rate.

Focus 2 (Faculty):

To recruit and retain faculty who are leaders or potential leaders in their field and who are committed to the mission of Xavier.

Goal 1: Strengthen the current infrastructure that will allow faculty to be successful.

Goal 2: Execute market-driven strategies for faculty compensation (competitive salary, start-up funds, relocation)

Goal 3: Restructure rank and tenure policies and processes to facilitate effective faculty recruitment

Focus 2 (Staff)

Goal 1: Assess administrative programs and services, and their link to the University's mission

Goal 2: Reexamine staff structure, job descriptions, and staff qualifications to serve the current and future needs of the University

Focus 3: To offer leadership and service to our city and region and to expand our broader reach

Goal 1: Deepen our awareness of the implications of being a Catholic institution and how this shapes our responsibility to serve the city, the region and beyond.

Goal 2: Enhance collaborative partnerships to promote health, education, and economic development (e.g., biosciences).

Focus 4: To improve the processes that determine institutional effectiveness

Goal 1: Develop a budget based on institutional planning, assessment, and the demands of a changing environment.

Goal 2: Identify and assess key factors in Xavier's learning environment that facilitate student retention and graduation.

Goal 3: Develop new and existing programs in niche areas consistent with the University mission and responsive to societal needs