

## **2024-27 Strategic Plan Year One Summary**

### **Goal Theme 4:**

#### ***Resources and Infrastructure***

*Maintain and improve infrastructure and resources.*

#### **Outcome(s):**

- Maintain financial health and resources to sustain operations and pursue strategic priorities.
- Increase awareness of and opportunities for staff training and professional development provided by FHSU.
- Maintain and improve the learning and working environments at FHSU.

#### **Strategy 4.1:**

Conduct a staff professional development needs assessment survey.

#### **Strategy 4.2:**

Promote existing professional development opportunities for staff.

#### **Committee Members:**

Wesley Wintch, Cameron Shoemaker, Edie McCracken, Johnae Robles, Nicole Frank

#### **Summary of the Strategy(ies):**

The first year we completed strategy 4.1. We conducted a professional needs assessment survey. A committee was formed, a survey was created by the committee and improved by the staff from the Docking Institute. The survey was administered to staff in February of 2025 and had a response rate of 41%. Results from the survey were received and analyzed by the committee, and the survey report can be accessed through on the [Docking Institute's website](#). We documented key takeaways and possible action items from the survey. We are working to establish the benchmark to measure staff professional development while also using the data to promote new opportunities for staff in years 2 and 3.

#### **Summary of Outcomes on Strategy Benchmarks since the start of planning:**

Year 1 was about conducting the survey, gathering data to inform our actions, and establishing how we will measure. We have completed the survey, gathered the data and are working on establishing our benchmark, which we will have before year 2 begins.

Identify (if applicable) strategies/actions no longer appropriate for continued investment:

4.1 is completed and we no longer need to conduct a survey for this purpose. 4.2 will still need to be worked on and implemented over years 2 and 3 as we promote staff professional development across campus.

**Strategy 4.3:**

Work with KBOR system to complete the NIST cybersecurity audit.

Summary of the Strategy(ies) :

The first year we worked with Rubin Brown, the firm hired by the system to conduct the NIST assessment. Many hours of work from folks across campus were involved in completing the survey. That survey is now complete and we have received a report of the findings. The survey is not something we will make public to protect the cybersecurity of the institution. We have found that in many cases, FHSU is doing well. We also have areas for improvement to help overall cybersecurity on campus. Action plans are being prioritized and developed to implement the recommendations from the report. These actions and measurements will primarily be the focus of years 2 and 3.

Summary of Outcomes on Strategy Benchmarks since the start of planning:

Year 1 was to complete the assessment, gathering data to inform our actions, and creating our improvement targets. We have completed the assessment, gathered the data and are working to create our action list and our improvement targets for years 2-3. About 75% of the cybersecurity practices are fully implemented and implementation is in progress on the remaining items.

Identify (if applicable) strategies/actions no longer appropriate for continued investment:

We believe this is still vital to our organization and should remain a strategic priority.

**Strategy 4.4:**

Investigate new technologies and practices to improve efficiency in operational processes.

Team members:

Wesley Wintch, Dana Cunningham, Matt Cook, Keith Bremer, Matt Zimmerman, Blake Weigel, Kristin Wolf, Kristal Boxberger, David Bollig, Marnie Kohl

Summary of the Strategy(ies) :

In year 1, our action was to establish a team and create a process to gather and vet ideas to improve efficiency across campus. The team was established. We have worked together to create a process we believe will work to gather ideas. This process will run

through pilot areas this summer (University Technology, Library, and Student Union) and be implemented University wide in September.

Summary of Outcomes on Strategy Benchmarks since the start of planning:

Year 1 was about creating the process to gather ideas for efficiency. That process is created. Once ideas are submitted, the committee will work to vet them and select those we will implement.

Identify (if applicable) strategies/actions no longer appropriate for continued investment:

We believe this is still vital to our organization and should remain a strategic priority.