Challenging the Spirit

ACTION PLAN
2012-2013 to 2017-2018
WKU VISION STATEMENT
WKU: A Leading American University with International Reach.

WKU MISSION STATEMENT
Western Kentucky University prepares students to be productive, engaged, and socially responsible citizen-leaders of a global society. It provides research, service and lifelong learning opportunities for its constituents. WKU is responsible for stewarding a high quality of life for those within its reach.
The next six years represent a critical juncture for WKU. We have made good progress over the past 14 years in defining and advancing a set of priorities that define us as an institution. The University now stands at the cusp of national prominence. This document charts the course that will guide the next phase in our transformation.

Four broad goals lie at the heart of this plan. First and foremost, we are committed to enhancing the academic mission and the quality of our academic programs in ways that will set us apart as an institution. Second, we will continue to build a diverse university community which supports the learning and success of our students. Third, we intend to work with our community partners to enhance WKU’s positive impact on the quality of life in our region. Finally, we must continue to ensure the infrastructure necessary to support our institutional priorities, as well as be responsible stewards of our fiscal and natural resources.

More than a strategic plan, this is a plan of action. Goals and objectives are tied to both targeted strategies and critical indicators of progress. Forward-looking yet realistic financial assumptions undergird each objective. The performance targets and strategies are ambitious, but necessary if the University is to accomplish a full and lasting transformation.

Fulfilling the commitments made in this Action Plan will require the best efforts of all WKU faculty, staff, students, alumni and friends. I ask everyone in the WKU family to dedicate themselves to this effort. In so doing, WKU will be that much closer to achieving its vision of becoming A Leading American University with International Reach.

Sincerely,

Gary A. Ransdell

MESSAGE FROM THE PRESIDENT
Strategic Goal 1
Foster Academic Excellence

Strategic Goal 2
Promote a Dynamic and Diverse University Community

Strategic Goal 3
Improve Quality of Life for Our Communities

Strategic Goal 4
Support the Core Mission with a Robust Campus Infrastructure

Appendices
Strategic Goal 1
Foster Academic Excellence

EXTEND THE ENGAGED LEARNING AND GLOBAL DIMENSIONS OF THE WKU ACADEMIC EXPERIENCE

REINFORCE WKU AS A DESTINATION OF CHOICE FOR FACULTY, STAFF AND STUDENTS
OBJECTIVE 1.1
SUSTAIN A VIBRANT CURRICULAR AND CO-CURRICULAR EXPERIENCE BUILT ON A LIBERAL FOUNDATION.

Targets
1. Develop and increase to 2,000 annual enrollment in Colonnade Program Connections courses
2. Increase by 50% the number of Honors College graduates
3. Increase by 5% the percentage of admitted students who enroll

Strategies
Implement a revised core curriculum, the Colonnade Program, aligned with Association of American Colleges and Universities Liberal Education and America’s Promise (LEAP) outcomes
Develop honors tracks within additional majors
Expand Honors College faculty buyout model
Build Honors College staffing to a level appropriate for degree-granting status
Increase funding for Honors Faculty Engagement Grants (HFEGs)
OBJECTIVE 1.2
ATTRACT AND SUPPORT EXCELLENT FACULTY AND STAFF.

Targets
1. Increase salaries of full-time faculty by 15% to better align with benchmark medians by ranks
2. Increase salaries of full-time staff by 15% to better align with market salary rates
3. Increase by 9% the ratio of full-time professorial faculty (PF) to full-time equivalent students (FTES)

Strategies
Allocate a significant portion of growth revenue to compensation

Earn state performance funding, to be allocated to staffing and compensation priorities

Reallocate budget line dollars to faculty salary lines and use one-time funds to support original areas

Allocate a portion of faculty staffing plan funds to augment salaries of existing faculty

Provide appropriate start-up packages for new faculty

Conduct equity and market analyses of staff positions by job category

Adjust the salary grade structure to align with market

Implement a multi-year plan to achieve competitive staff salary levels

Implement strategic hiring of tenure-track faculty to address core and growth needs
OBJECTIVE 1.3
REINFORCE A GLOBAL CONTEXT FOR TEACHING AND LEARNING.

Targets
1. Achieve annual study abroad enrollment equivalent to 10% of full-time equivalent enrollment
2. Increase by 35% the number of international partnerships which involve sustained and meaningful scholarship exchanges or degree productivity agreements
3. Increase by 20% annual enrollment in courses with global studies designation status

Strategies
Promote the Emphasis in Global Studies as a curricular option for students
Establish themed academic, co-curricular and community programming focusing on a different country/region each year
Establish program to encourage and support involvement of WKU faculty and staff as participants in WKU-led study abroad or international travel programs
Develop and offer new upper-division general education/core curriculum courses with a strong global dimension
OBJECTIVE 1.4
PROMOTE RESEARCH, CREATIVE AND SCHOLARLY ACTIVITY BY FACULTY AND STUDENTS.

Targets
1. Increase by 75% the number of graduate student practica, theses and dissertations
2. Increase by 25% the number of completed Honors Capstone Experience/Thesis (CE/T) projects
3. Increase by 50% involvement of students and faculty presentations during Reach Week activities

Strategies
- Fully implement the first three professional practice doctoral programs
- Explore development of new professional degree programs, including Doctorate of Professional Studies (DPS) programs
- Explore joint doctoral degrees with other institutions
- Promote opportunities for mentoring by WKU faculty of Ph.D. students from other institutions
- Implement Faculty-Undergraduate Student Engagement (FUSE) Program to support student-driven scholarship and creative activity
- Implement buyout program for faculty contributing to Ed.D. program
OBJECTIVE 1.5
PREPARE STUDENTS FOR LIFELONG LEARNING AND SUCCESS.

Targets
1. Increase the total number of degrees by 17%

2. Increase by 20% the percentage of teacher education students scoring in the top 15% nationally on the Principles of Learning and Teaching Exam

3. Increase four-fold the number of students earning national scholarships (Boren, Critical Language, Fulbright, Gilman, Goldwater, Marshall, Mitchell, National Science Foundation Graduate Research Fellowship, Rhodes, Gates Cambridge, Truman, Udall)

Strategies
Enhance retention/placement initiatives at baccalaureate level

Implement changes to teacher education program admissions requirements approved by Kentucky Educational Professional Standards Board

Expand programs to identify and mentor students for national scholarships and other prestigious recognition

Expand leadership training and development opportunities for students
Strategic Goal 2
Promote a Dynamic and Diverse University Community

EMPHASIZE THE ACADEMIC AND SOCIAL DIMENSIONS OF DIVERSITY

SUPPORT AN INTELLECTUAL CLIMATE OF ENGAGEMENT AND FREE EXCHANGE OF IDEAS
**OBJECTIVE 2.1**
ENHANCE THE DIVERSITY AND INTERNATIONAL PROFILE OF FACULTY, STAFF, AND STUDENT POPULATIONS.

**Targets**
1. Increase the number of international students by 80%
2. Increase the percentage of under-represented minority (URM) students by 7%
3. Increase by 25% the number of URM full-time faculty, administrative and professional staff

**Strategies**
Support continued growth of the Navitas at WKU and English as a Second Language International (ESLI) programs

Increase recruitment efforts directed at URM students, including establishment of pre-college programs

Incorporate diversity considerations in allocation of scholarship funds

Increase partnerships with agencies that serve diverse populations

Fully implement minority faculty and staff hiring programs

*The CPE Benchmarks are strategic targets set by the Council on Postsecondary Education.*
OBJECTIVE 2.2
INCREASE STUDENT RETENTION, PERSISTENCE, AND TIMELY GRADUATION.

Targets
1. Increase first-year retention rate of the first-time, full-time baccalaureate (FTFTB) cohort by 5%
2. Increase six-year graduation rate of the FTFTB cohort by 8%
3. Decrease by 50% the combined graduation rate gap of low-income, URM, and underprepared students

Strategies
Support an active and data-driven Retention Task Force with timely responses to recommendations
Utilize both academic and co-curricular initiatives to identify and support at-risk students
Improve cohort tracking and advising of students throughout their WKU careers
Improve placement and advising of first- and second-year students within colleges and university-wide
Expand role of WKU Finish to assist enrolled students and recent stop-outs in completing their degrees
Expand marketing of living/learning communities to incoming students
Develop integrated Academic Success Packages for first-generation students falling into multiple at-risk groups
Develop and enhance innovative programs focused on student well-being
OBJECTIVE 2.3
MAKE A COLLEGE EDUCATION MORE ECONOMICALLY AFFORDABLE FOR STUDENTS FROM DIVERSE GROUPS.

Targets
1. Increase by 70% the number of first-time, full-time undergraduates receiving institutional grant aid

2. Decrease by 2% the average total credits to degree, including developmental and transfer hours,

3. Decrease by 3% the average time to degree of the FTFTB cohort

Strategies
Allocate existing scholarship dollars for maximum impact

Increase work-study opportunities for both Pell-eligible and non-Pell-eligible students

Implement need-based programs for first-generation students and other targeted groups

Improve placement and advising of students needing developmental/supplemental coursework in math

Expand Summer Term offerings by increasing opportunities for faculty to teach in summer and by providing scholarships for students taking two courses

Explore scheduling options intended to reduce students’ time to degree

Match WKU scholarship dollars 1:1 with philanthropic support

*The CPE Benchmarks are strategic targets set by the Council on Postsecondary Education.
Strategic Goal 3
Improve Quality of Life for Our Communities

ENHANCE THE EDUCATIONAL AND CULTURAL REACH OF WKU

COLLABORATE WITH EXTERNAL PARTNERS TO ADVANCE REGIONAL PRIORITIES
OBJECTIVE 3.1
EXPAND WKU’S ECONOMIC IMPACT ON THE REGION THROUGH STUDENT, FACULTY, AND STAFF ENGAGEMENT.

Targets
1. Increase Kentucky Community and Technical College System (KCTCS) transfers by 25%
2. Increase by 15% the number of Science, Technology, Engineering, Mathematics and Health Sciences (STEM+H) degrees produced
3. Increase by 20% percentage of credits completed through distance learning

Strategies
Expand joint admissions programs with KCTCS partner institutions
Implement KCTCS Day for prospective transfer students and KCTCS advisors
Continue involvement and leadership in statewide initiatives to make transfer more seamless
Maintain strong and relevant interaction with Chamber/industry partners
Expand program offerings and student services at regional campuses
Expand marketing at regional campuses
Expand and enhance online programs and student services
Expand non-credit programs for continuing education
OBJECTIVE 3.2
ENRICH THE CULTURAL MILIEU AND QUALITY OF LIFE IN THE REGION.

Targets
1. Increase by 10% the number of regional stewardship projects coordinated through the ALIVE Center and Institute for Citizenship and Social Responsibility
2. Increase annual attendance at arts and cultural events by 10%
3. Increase attendance at athletic events by 50%

Strategies
Expand the impact of Public Achievement and $100 Solution programs across the region
Expand university/community partnerships that address regional stewardship priorities
Establish ongoing Fine Arts Series as part of the Cultural Enhancement Series programming
Offer a season pass with reserved seating for the Cultural Enhancement Series
Expand ticket office operations to include artistic and cultural events programming
Move the Kentucky Folklife program from Frankfort to WKU
Utilize more fully the Kentucky Museum as a teaching and learning resource
Support continued improvement of public transit services through collaborative efforts with the City of Bowling Green
Establish policies and procedures to make parking on campus more easily accessible for community members
Strategic Goal 4
Support the Core Mission with a Robust Campus Infrastructure

STRENGTHEN THE CAPACITY TO FULFILL INSTITUTIONAL PRIORITIES

MANAGE RESOURCES EFFICIENTLY AND EFFECTIVELY
OBJECTIVE 4.1
CONTINUE THE PHYSICAL TRANSFORMATION OF THE WKU CAMPUSES.

Targets
1. Increase new or renovated academic square footage by 30%
2. Increase new or renovated student support and auxiliary square footage by 25%
3. Increase new or renovated athletic support square footage by 20%

Strategies
Secure state bonding for new construction and deferred maintenance
Secure authorization from the state for agency bond projects and the use of private funds
Partner with the local community to expand and improve our facility portfolio
Partner with the Medical Center for academic growth
Plan and build an appropriate home for the Honors College and Office of International Programs
Update the Campus Master Plan
Secure funding and complete build-out of the Athletics Facilities Master Plan
Develop a plan for data- and needs-driven prioritization of classroom improvements
OBJECTIVE 4.2
IMPROVE THE INFRASTRUCTURE FOR RESEARCH 
& CREATIVE ACTIVITY.

Targets
1. Increase total annual extramural federal research and development expenditures by 60%
2. Increase annual budgeted research and creative activity expenditures by 35%
3. Increase total annual sponsored project expenditures to $25,000 per full-time equivalent faculty (FTEF)

Strategies
Enhance Research and Creative Activities Program (RCAP) to support faculty research and scholarly activity across all disciplines
Revise faculty budget model to reflect effort invested in research and creative activities
Identify large-scale, cross-disciplinary efforts and target appropriate external funding sources
Regularly send faculty to visit funding agencies
Expand faculty involvement on proposal review panels
Enhance and expand online research guides and access to e-books
OBJECTIVE 4.3
GENERATE ENDURING PRIVATE SUPPORT FOR INFRASTRUCTURE AND INSTITUTIONAL ASPIRATIONS.

Targets
1. Increase the level of annual gift deposits by 40%
2. Increase the deferred gift inventory to $102 million
3. Grow the total endowment by 40%

Strategies
Establish a scholarship endowment matching campaign
Initiate plans, expand technology, and build infrastructure for the next comprehensive capital campaign
Enhance capacity to build the giving pipeline through donor acquisition and retention
Create programming and opportunities to engage all members of the WKU family in the life of the institution
Targets
1. Decrease energy usage per square foot by 12%
2. Increase the percentage of solid waste recycled or diverted by 150%
3. Increase the percentage of surplus materials re-used by 35%

Strategies
Fully implement the Campus Energy Policy
Utilize effective conservation measures to control operating costs, preserve physical assets, and promote sustainability
Build and renovate to LEED standards in all construction projects
Implement sustainability best practices in campus operations
Utilize campus infrastructure, facilities and operations as teaching and learning laboratories
Adopt a purchasing policy that ensures new equipment meets efficiency guidelines
Maintain an IT environment that facilitates attainment of strategic priorities
Implement an online applicant tracking system
Implement an e-procurement system and track fiscal impact
APPENDIX A. CAMPUS MASTER PLAN PRIORITIES

New Construction, Institutional Funds
1. Complete Renovation of Downing University Center $50,000,000
2. Construct Honors College Facility to include Honors, Chinese Flagship, Navitas, Confucius Institute, International Center and Scholar Development $22,000,000

Leased
1. Construct new WKU Campus Police Station, Parking Garage, Student Housing, Retail Space, Conference Center, Alumni Center
2. Health Services Complex
3. Regional Campuses

Projects for Which State Funding will be Pursued (Cost estimates based on 2010 dollars)
1. Renovate Science Campus Phase IV $48,000,000
2. Total Underground Infrastructure Repair and Replacement $35,000,000
3. Gordon Ford College of Business Building/Grise Hall Renovation $77,200,000
4. Glasgow Campus Facility $10,000,000*
5. Owensboro Campus Phase II Facility $10,000,000*
6. Renovate Radcliff Regional Center $3,300,000*
7. Elizabethtown Campus Facility $10,100,000*

*May include local lease options

APPENDIX B. INSTITUTIONAL BENCHMARK INSTITUTIONS

<table>
<thead>
<tr>
<th>Institution</th>
<th>City, State</th>
<th>Carnegie Basic Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appalachian State University</td>
<td>Boone, NC</td>
<td>Master’s/L</td>
</tr>
<tr>
<td>Ball State University</td>
<td>Muncie, IN</td>
<td>RU/H</td>
</tr>
<tr>
<td>Bowling Green State University</td>
<td>Bowling Green, OH</td>
<td>RU/H</td>
</tr>
<tr>
<td>Central Michigan University</td>
<td>Mount Pleasant, MI</td>
<td>DRU</td>
</tr>
<tr>
<td>East Carolina University</td>
<td>Greenville, NC</td>
<td>DRU</td>
</tr>
<tr>
<td>East Tennessee State University</td>
<td>Johnson City, TN</td>
<td>DRU</td>
</tr>
<tr>
<td>Florida Atlantic University</td>
<td>Boca Raton, FL</td>
<td>RU/H</td>
</tr>
<tr>
<td>Illinois State University</td>
<td>Normal, IL</td>
<td>DRU</td>
</tr>
<tr>
<td>Indiana State University</td>
<td>Terre Haute, IN</td>
<td>DRU</td>
</tr>
<tr>
<td>James Madison University</td>
<td>Harrisonburg, VA</td>
<td>Master’s/L</td>
</tr>
<tr>
<td>Middle Tennessee State University</td>
<td>Murfreesboro, TN</td>
<td>DRU</td>
</tr>
<tr>
<td>Northern Illinois University</td>
<td>Dekalb, IL</td>
<td>RU/H</td>
</tr>
<tr>
<td>Ohio University</td>
<td>Athens, OH</td>
<td>RU/H</td>
</tr>
<tr>
<td>Towson University</td>
<td>Towson, MD</td>
<td>Master’s/L</td>
</tr>
<tr>
<td>University of North Carolina at Charlotte</td>
<td>Charlotte, NC</td>
<td>DRU</td>
</tr>
<tr>
<td>University of North Carolina at Greensboro</td>
<td>Greensboro, NC</td>
<td>RU/H</td>
</tr>
<tr>
<td>University of South Alabama</td>
<td>Mobile, AL</td>
<td>RU/H</td>
</tr>
<tr>
<td>University of Southern Mississippi</td>
<td>Hattiesburg, MS</td>
<td>RU/H</td>
</tr>
<tr>
<td>Western Kentucky University</td>
<td>Bowling Green, KY</td>
<td>Master’s/L</td>
</tr>
</tbody>
</table>

*Key to Carnegie Basic Classification: Master’s/L – Master’s Colleges and Universities (larger programs) DRU – Doctoral/Research Universities | RU/H – Research Universities (high research activity)
## APPENDIX C. FINANCIAL ASSUMPTIONS

### Recurring Revenue and Commitments

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Tuition &amp; Fees</td>
<td>$6,323,000</td>
<td>$6,860,000</td>
<td>$7,203,000</td>
<td>$7,563,000</td>
<td>$7,941,000</td>
<td>$8,338,000</td>
</tr>
<tr>
<td>2. State General Fund</td>
<td>$0</td>
<td>$0</td>
<td>$1,449,000</td>
<td>$1,477,000</td>
<td>$1,553,000</td>
<td>$1,584,000</td>
</tr>
<tr>
<td>3. State Performance Funding</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$2,300,000</td>
<td>$0</td>
<td>$2,300,000</td>
</tr>
</tbody>
</table>

### Enrolment Growth

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>4. Navitas Resident Tuition &amp; Fees</td>
<td>$0</td>
<td>$820,000</td>
<td>$902,000</td>
<td>$990,000</td>
<td>$1,085,000</td>
<td>$1,187,000</td>
</tr>
<tr>
<td>5. Navitas Non-Resident Tuition &amp; Fees</td>
<td>$0</td>
<td>$0</td>
<td>$720,000</td>
<td>$1,200,000</td>
<td>$1,200,000</td>
<td>$1,200,000</td>
</tr>
<tr>
<td>6. Enhanced Retention</td>
<td>$0</td>
<td>$246,000</td>
<td>$271,000</td>
<td>$568,000</td>
<td>$624,000</td>
<td>$982,000</td>
</tr>
</tbody>
</table>

### Other Sources

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>7. Buyout of Faculty Time</td>
<td>$0</td>
<td>$220,000</td>
<td>$120,000</td>
<td>$120,000</td>
<td>$120,000</td>
<td>$120,000</td>
</tr>
<tr>
<td>8. Commitments from Existing Budgets</td>
<td>$1,185,000</td>
<td>$437,500</td>
<td>$840,000</td>
<td>$755,000</td>
<td>$255,000</td>
<td>$255,000</td>
</tr>
</tbody>
</table>

### Total Available Recurring Revenue

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$6,531,000</td>
<td>$8,580,500</td>
<td>$11,502,000</td>
<td>$14,970,000</td>
<td>$12,775,000</td>
<td>$15,963,000</td>
<td></td>
</tr>
</tbody>
</table>

### Fixed Cost Increases

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$4,579,000</td>
<td>$7,069,000</td>
<td>$4,962,000</td>
<td>$5,627,000</td>
<td>$5,609,000</td>
<td>$5,143,000</td>
<td></td>
</tr>
</tbody>
</table>

### Strategic Expenditures

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$2,929,000</td>
<td>$1,105,500</td>
<td>$5,989,000</td>
<td>$8,281,250</td>
<td>$6,325,500</td>
<td>$9,523,500</td>
<td></td>
</tr>
</tbody>
</table>

### Total Recurring Expenditures

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$7,508,000</td>
<td>$8,174,500</td>
<td>$10,681,000</td>
<td>$13,908,250</td>
<td>$12,234,500</td>
<td>$14,666,500</td>
<td></td>
</tr>
</tbody>
</table>

### One-Time Commitments

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>9. Central Carry-Forward</td>
<td>$2,941,000</td>
<td>$990,000</td>
<td>$590,000</td>
<td>$560,000</td>
<td>$560,000</td>
<td>$560,000</td>
</tr>
<tr>
<td>10. Divisional Funds</td>
<td>$2,219,500</td>
<td>$1,895,000</td>
<td>$1,825,000</td>
<td>$2,175,000</td>
<td>$1,775,000</td>
<td>$1,775,000</td>
</tr>
</tbody>
</table>

### Strategic Expenditures

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>$5,160,500</td>
<td>$2,885,000</td>
<td>$2,415,000</td>
<td>$2,735,000</td>
<td>$2,335,000</td>
<td>$2,335,000</td>
<td></td>
</tr>
</tbody>
</table>