



Dear University Community,

On April 6, we shared a draft of the new University Values on the [Community Updates page](#), along with an outline for a Strategic Plan and a chart for how the University Strategic Plan will unfold at the division and unit levels. We asked that you gather in your departments and offices to review the Values and begin to develop university-level goals and initiatives for each of the four values of the Strategic Plan.

We also indicated that we would host a meeting of directors, department chairs, and other university leaders to receive this feedback and draft the Strategic Plan in mid-May. To assure the broad participation we need to continue developing a university-wide plan, we are going to shift how this feedback is gathered.

Please plan to gather in your departments or offices to discuss the Values and collaboratively develop goals and initiatives. Have one representative from your department or office send any suggested edits to the Values and 2 or 3 goals and/or initiatives per Value statement to Dania Cochran (danialcochran@cwu.edu) by Friday, May 12, at 5:00 pm. As in the past, you will be asked what department or office you represent and how many individuals participated (broken out by faculty, staff, students, administrators). We have included a word version of the Values document on the [Community Updates page](#) for you to use for your feedback. Please track changes if you would like to suggest edits to the Values.

Several employees have asked what constitutes a university-level goal or initiative. Please remember that the more you think institutionally about goals and initiatives as you consider the University Strategic Plan, the more assistance you will provide to the Steering Committee. Goals should include institutional priorities: increasing the diversity of our faculty and staff (what initiatives might we use to meet this goal?); increasing our retention rate of new freshman, including of traditionally underrepresented groups (what initiatives might we utilize here?); becoming a Hispanic Serving Institution; reviewing our curriculum and pedagogy to sustain diverse cultures and communities; updating and strengthening policies to deepen shared governance and shared leadership; etc.

If you have questions, please let us know. Thank you for your participation—we are nearing the end of this two-year, very inclusive process.

Sincerely,



A. James Wohlpart
President on behalf of the
Vision, Mission, and Strategic Plan Steering Committee:

- Missy Davis, Classified Employee
- Jessica Murillo-Rosales Davis, Alumni representing Graduate Students
- Laura Dahlby Nicolai, Athletics
- Sigrid Davison, Equity
- Wendy Iwaszuk, Alumni/Foundation Board Member
- Elizabeth Brown, Academic Department Chair Council
- Elvin Delgado, Former Faculty Senate Chair
- Jeff Stinson, Provost's Council
- Jonathon Henderson, Exempt Employee
- Luis Reyes, ASCWU President