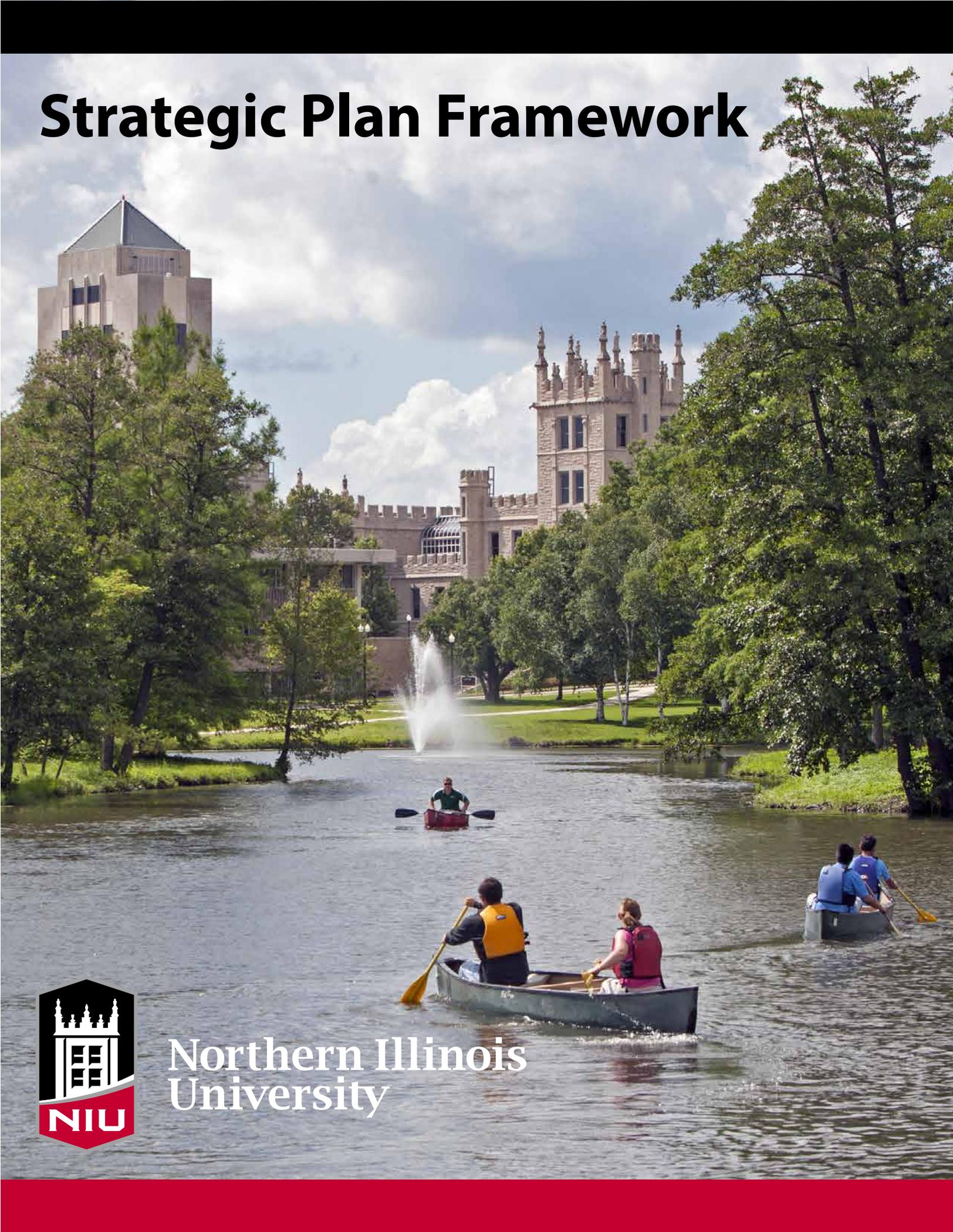


# Strategic Plan Framework



Northern Illinois  
University

## **NIU Statement of Vision and Mission**

The vision of Northern Illinois University is to be a premier student-centered, research-focused public university, contributing to the advancement of knowledge for the benefit of the people of the region, the state, the nation, and the world.

With this vision, the mission of the University is to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service.

## **Our Core Values**

- We will practice **ethically inspired leadership** in all that we do, and ensure our graduates are prepared to be ethical and inspired leaders in their fields and communities.
- We are committed to building **thriving communities** at NIU, embracing diversity, and engaging with other stakeholder communities we serve regionally and globally. We inspire students to become actively engaged and form bonds that will serve them as students and into their careers.
- We recognize NIU's financial **sustainability** as our responsibility and fundamental to our existence. We practice and advance principles of environmental, economic and social sustainability which enrich the lives of our students, faculty, staff and the world we live in.



## **Our Keystone Goal**

Students who invest in an NIU education are committed to achieving fulfilling careers and being responsible citizens in our changing world. Our goal is to provide them a broad-based education and enriching student experience, ensuring their timely degree completion and success in securing employment in their field of interest or graduate school enrollment within six months of graduation, if they so choose.



## **Our Collaborative Strategic Culture**

Our strategic planning process is designed to achieve an institutional norm of ongoing, aligned strategic thinking that ensures NIU's continued relevancy and leadership during a time of unprecedented change in higher education.

We build on our previous planning initiatives as well as our current knowledge of changing student demographics, emerging pedagogies and players, and realities of government funding and job markets.

All academic and supporting services units are encouraged to engage in an ongoing process of exploring ideas and creating their program scenarios, goals and action plans guided by this framework and our Strategic Imperatives.

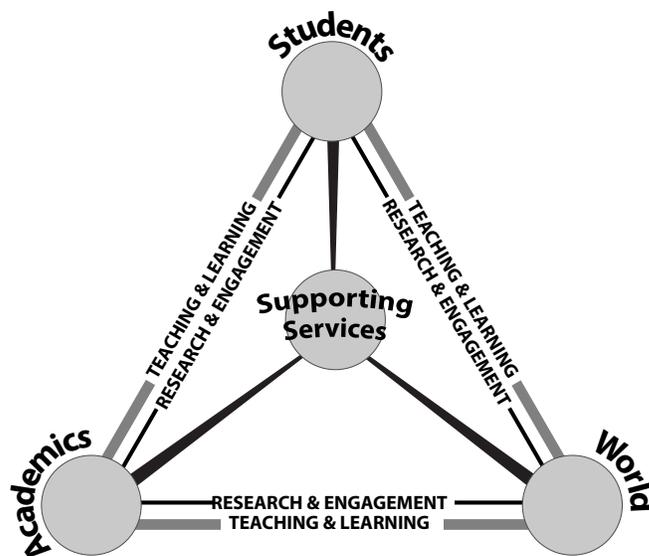
This process is enabled by NIU's rich legacy, our strong programs and engaged stakeholders. All are encouraged to participate responsibly through our system of shared governance, taking ownership of their own and their university's bold futures.

Through these bonds of shared values, agreements, teamwork and trust, we nurture an environment for unleashing and empowering a collaborative culture of innovation and change among faculty, students, staff, alumni and community.

## Our Triangle Strategy

The Triangle Map provides a big-picture of our strategic and organizational playing field. By mapping our individual unit scenarios and action plans on this field, we further collaborate our individual initiatives and encourage our big-picture awareness of opportunities and direction.

This Triangle Map connects three fields representing students, academics and the world, and a fourth field representing supporting services. Strategy and action plans can be developed to address initiatives within each of these fields, as well as addressing connections among the fields. NIU's distinguishing roles in research and engagement provide additional opportunities and purpose for connecting each.



### The four fields

1. **Students** are NIU's purpose, passion and economic engine. NIU is committed to being the school of choice for a strong, diverse student population including first-generation students.
2. Our **Academic** programs and faculty define who we are as an institution, providing an integrated liberal arts education offering vibrant research projects and engagement opportunities, and being internationally recognized for the diversity and accomplishment of our faculty and staff.
3. The **World** around us provides changing global and societal needs for our teaching, research and engagement activities, job markets for our students, partners for our programs, diversity in our students and faculty, and accomplished alumni supporting our people, programs, and place.
4. **Supporting Services** facilitate our ability to focus on Students, Academics and the World by providing enabling services and supporting our student and academic initiatives.

## Our Strategic Imperatives

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The following Strategic Imperatives are provided as touchstones, points of significant opportunity for NIU to change and thrive at this time. They are not intended to be fully inclusive and permanent. Not every initiative needs to address these imperatives to be vital. By referring to the imperatives while engaging in our individual planning initiatives, it is expected we will consider possibilities for advancing each, and ensure a basis for connecting our distributed strategic initiatives into our collaborative culture and direction as an institution. As we achieve goals and are informed by our environment over time, strategic imperatives will change.

1. **Come together as a collaborative, mutually supportive and aligned NIU community** to take control of our destiny and realize our full potential.
2. **Develop face-to-face connections with every NIU student** to understand their needs, choices and experiences, and achieve desired retention and enrollment goals and learning and graduation outcomes.
3. **Achieve career fulfillment and fair compensation for faculty and staff**, ensuring NIU's national recognition for excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service.
4. **Increase affordability of a high quality NIU education** by focusing on opportunities such as innovative use of technology, seeking efficiencies in administration and operations, attracting diversified sources of funding, and ensuring timely graduation and career readiness through effective advising and course scheduling.
5. **Maximize the value of the residential campus experience** in order to enhance learning outcomes and recruitment, and build a sense of place that connects and inspires while serving the unique needs of our diverse populations including both regional and international students.
6. **Significantly grow NIU as a leading public research university**, building on our existing areas of research strength and the Chicago region as a world leader in innovation, while continuing to engage undergraduate and graduate students in faculty-driven and student-initiated research and artistry.
7. **Enhance the global competitiveness and livability of our local economies** by integrating the talent and resources of NIU faculty, staff and students with those of our region to positively impact economic and workforce development, innovation and entrepreneurship, and the quality of life.