

## **GOAL 5: RESOURCES & INSTITUTIONAL EFFECTIVENESS**

*IMPROVE THE UTILIZATION OF UNIVERSITY RESOURCES  
WHILE EXPANDING REVENUES AND MAINTAINING AFFORDABILITY*

### **Initiative 1: Develop high level student jobs throughout campus**

ISU will strive to provide students working in the academic and administrative offices all over campus with meaningful job experiences. In this way, campus employment will serve as another training and development opportunity that helps to prepare students for the workplace. Enhanced job matching, tracking, competency-building, and accountability measures will be implemented. State Works, ISU's signature student employment program, continues to evolve, already providing over 150 students annually with ongoing professional development that can be applied in the classroom and the workplace.

### **Initiative 2: Increase the number of President's Society donors each year**

The ISU Foundation will promote and grow President's Society membership. A robust President's Society is essential to the long-term financial health of the university. The organization represents an invested constituency whose commitment impacts every facet of campus operations and directly supports countless university funds every year.

### **Initiative 3: Ensure that major IT services are reliable and accessible**

Email, Blackboard, Banner, and other IT services are critical to effective and efficient campus operations. These enterprise services must be reliable and accessible. Downtime should be minimized.

### **Initiative 4: Continue to expand the open educational resources (OER) initiative**

Open Educational Resources (OERs) help to reduce the financial burden associated with purchasing college textbooks, and thereby directly impact students' cost to pursue a college education. Semester-by-semester, the program works to replace expensive textbooks with free, open-sourced materials. Instructional faculty are recruited throughout the year to participate in the initiative; converting their traditional educational materials (textbooks) to open educational resources for the Foundational Studies courses and the courses required within departmental majors. All prospective OER classes are assessed to ensure maximum financial benefits can be realized from the course conversion; factors to be considered include: course frequency, number of course sections, number of students enrolled, textbook cost, and cumulative cost savings resulting from OER replacement of textbook.

### **Initiative 5: Reduce deferred maintenance for academic and administrative facilities**

ISU will conduct a facility condition assessment and implement a comprehensive system to prioritize, track, and update deferred maintenance needs.

### **Initiative 6: Support academic deans in meeting student/faculty ratio goals**

Academic Affairs will assist the academic deans in an analysis of the current departmental student/faculty data and as needed update the current ratio goals. Academic Affairs will then

assist the academic deans in their review of departmental/programmatic SCHs, on and off-campus class sizes, concentrations, and minors in order to develop plans that meet the goals.

**Initiative 7: Maximize student financial aid to address affordability**

ISU will more effectively use the limited financial aid resources to influence recruitment efforts and attract students not normally enrolling. More attention will be given to the individual student's overall aid package to better match cost of attendance. Given the university's emphasis on enrollment growth, the goal will be to impact more students while not increasing the budget.