Response To The Clarion University Council of Trustees'  
2015 Presidential Annual Review  

By  
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Introduction

First my thanks to The Presidential Leadership Review Committee and Trustees Chair Jim Kifer, Immediate Past Chair Trustee R. Lee James, Vice-Chair JD Dunbar (Chair of Review Committee), Secretary Milissa Bauer; Trustees Syed Ali-Zaidi and Darren Young, Student Trustee for their many hours of service related to the review. I appreciate the many colleagues, students and friends of the university who participated in Trustee lead constituent forums. Since joining Clarion University in July of 2010 I have come to find these regular reviews to be most thoughtful and very helpful as I work to continually improve my leadership and service to the university. I am humbled and appreciative of the confidence you have in me as evidenced by recommending the extension of my contract through 2018 to the State System Board of Governors.

The 2014-15 year will be known as a year of guiding the university to strategically offering new academic programs, new and renewed facilities, a new university brand; a new Borough-University community partnership (Blueprint Communities Initiative) and completing the recruitment of new dynamic university leadership. All of these efforts were designed to ensure Clarion University's future success.

Challenges continue to exist and require a watchful leadership eye. Emerging from this difficult period is an institutional resolve to overcome our situation and not to become victim to circumstances out of our control. Going forward, the Trustee Evaluation Committee was clear that while the President did not create these great challenges and perils, the president is responsible for leading the university's recovery. After great reflection and review it is clear that the approach to presidential leadership in 2015-16 will be a year of continued recovery through stakeholder engagement and collaboration.

Actions Based On The Review

The Review has offered several recommendations that I will incorporate into my current 500 Day Plan. Recommendations from the Review include: 1) Continued attention to communication; 2) Continued community engagement; 3) Continued review to clarify the priorities and goals of the Presidential Commissions; 4) Establish more avenues for many constituents to help shape and grow our enrollment and; 5) Increase Alumni support of our students.

Engagement:
Regular and relevant communication is always an item of importance that requires constant attention as a president. Communication efforts have continued to increase and mature.
What remains apparent is that for many receiving information is not sufficient but what is meant by communication is involvement with the information leading toward greater understanding and preferably an opportunity to shape the future of one's work, learning and/or community.

Strategic and pervasive efforts will be presented to various interested constituent groups. Throughout the year a variety of stakeholder groups will receive briefings and be invited to engage with the leadership in an on-going dialogue. The purpose of these briefings is to work to ensure stakeholders are well informed about the hard work and results of the hard work on behalf of the university. The purpose of engagement is to reflect upon past efforts and seek recommendations which could influence future efforts and aid the university toward achieving desired results.

Since 2010 several institutional planning efforts involving hundreds of students, alumni, faculty, staff and friends of the university have guided important institutional operations. These university plans are at different stages of implementation and accomplishment. This year 2015-16 will be a year of briefing and engaging various topics throughout the next year including: The Enrollment Plan; The Master Facilities Plan, The Academic Plan, The Campaign (For Fundraising); Review of the 2013-2015 Workforce Plan; The Clarion University Commitment to the Blueprint Communities Action Plan; Clarion University Action Plan (A System Required Plan for All State System Universities); and the Update On The Athletic Taskforce Enhancement Plan;

As is the custom, all reports will be made available online via the university's website.

**Advancing The Top Two Presidential Priorities**

1. **Increase Enrollment**
   Support the new leadership; offer new in-demand programs; support a scholarship enhancement effort in partnership with the Foundation; and enact a comprehensive Enrollment Management Plan

2. **Increase Revenues**
   Work with the Governor, the Legislature and the Board of Governors to increase the state's funding to clarion; selectively price courses in high demand areas to ensure their full funding; and work to earn the maximum allocation of performance funding.

**Faculty Engagement:**
Working with the Faculty Union and the Faculty Senate leadership to engage all faculty regarding the review and the modernization of our approach to general education in order to offer a best practice approach to the delivery and purpose of our foundational learning experience for all undergraduate students.

Work with the Faculty Union and the Faculty Senate leadership to engage all faculty regarding a review and discussion leading to improving the promotion, tenure, and sabbatical process.

**Community Engagement:**
Continue to engage a broad set of constituents who have an interest in the future of the Clarion University.