

## 2023-2028 Strategic Plan

### Strategic Directions and Goals

*Approved by Ouachita's Board of Trustees – June 8, 2023*



#### **Sustain Christ-Centered Identity** by:

- Employing highly qualified Christians committed to our mission and to students
- Attracting students interested in Christian and academic excellence
- Fostering in students an ability to integrate Christian faith with learning, living, vocation, service and culture
- Developing students' commitment to the Great Commandment and Great Commission

#### **Steward Institutional Resources** by:

- Advancing employee compensation to be competitive with peer institutions
- Making progress on prioritized deferred maintenance needs
- Adjusting programs and personnel in response to enrollment patterns and our institutional mission
- Building larger financial reserves to navigate enrollment and economic changes

#### **Enrich Faculty/Staff Experience** by:

- Strengthening support for employees' spiritual, emotional and physical wellness
- Embracing a culture of leadership development that supports equal opportunities for advancement
- Recognizing employees for exemplary work with meaningful communication and rewards
- Implementing a comprehensive onboarding process for new employees

#### **Ensure Transformative Learning** by:

- Enhancing teaching, learning, creative expression and scholarship across the university
- Fortifying student learning through an exceptional education in the Christian liberal arts tradition
- Elevating high-impact educational practices as a distinctive feature for students
- Utilizing co-curricular and athletic programs to contribute to the university's learning goals

#### **Optimize Residential Enrollment** by:

- Extending progress on retention and graduation rates
- Cultivating current and new programs that are sustainable and fit our mission
- Amplifying improvements in admissions, marketing, financial aid and residence life
- Furthering racial diversity by enhancing support for students, faculty and staff of color

#### **Grow Graduate/Online Education** by:

- Communicating a broader institutional identity (Residential Undergraduate, Online Undergraduate, Graduate)
- Integrating online and graduate programs into campus structure and culture
- Augmenting support systems, including in admissions, marketing, instructional design, IT and staffing
- Operating up to 10 graduate programs that account for 15% of the university's degree-seeking students

#### **Strengthen Key Partnerships** by:

- Fostering engagement of current and prospective students with alumni and friends
- Deepening donor relationships that lead to mission-advancing gifts
- Growing as a partner and neighbor to our local community and region
- Reinforcing relationships and service to the Arkansas Baptist State Convention

# OUACHITA BAPTIST UNIVERSITY

## VISION

Ouachita Baptist University seeks to foster a love of God and a love of learning by creating for students and other constituents dynamic growth opportunities both on campus and throughout the world. With foresight and faithfulness, Ouachita makes a difference.

## MISSION

Ouachita Baptist University is a Christ-centered learning community. Embracing the liberal arts tradition, the university prepares individuals for ongoing intellectual and spiritual growth, lives of meaningful work, and reasoned engagement with the world.

## VALUES

Ouachita strives to be an academic community of vision, integrity, and service grounded in the following values:

**Faith.** We believe that life is lived most abundantly in response to the love of God through Jesus Christ.

**Scholarship.** We advance excellence in teaching, learning, research, and creative expression.

**Growth.** We foster broad-based education, encouraging growth in intellectual, spiritual, physical, and social domains.

**Character.** We affirm that respect and honesty undergird responsible citizenship and stewardship.

**Community.** We promote a vibrant community strengthened by diversity, sustained by common aims and supportive relationships, and committed to leadership and service on campus and beyond.

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## UNDERGRADUATE LEARNING GOALS

Through all its undergraduate educational programs—curricular and co-curricular, classroom and experiential—Ouachita promotes the following goals for student learning:

- Intellectual and applied skills that promote competency and lifelong learning, including articulate communication; critical and creative thinking; analytical and quantitative reasoning; scientific reasoning; and information literacy.
- Engagement with content and methods of the major domains of knowledge.
- Heightened awareness of personal and social responsibility, including the ability and inclination to practice civic engagement, ethical reasoning, personal integrity, stewardship, physical well-being, and spiritual growth.
- Appreciation for cultural diversity and development of intercultural competence for constructive engagement in both local and global contexts.
- Depth of knowledge and skills in a chosen discipline or combination of disciplines sufficient to provide the foundation for advanced study, professional competence, and meaningful work.
- Ability to connect learning across disciplines and apply knowledge and skills to solve problems.

## GRADUATE LEARNING GOALS

By offering advanced study in selected fields, Ouachita aims to promote scholarly achievement, enhance professional expertise, encourage faithful stewardship, and graduate highly capable professionals ready to assume places of leadership and service. Students completing the university's graduate programs are expected to accomplish the following:

- Demonstrate graduate-level mastery of the knowledge and skills central to scholarly inquiry and professional practice within a field of study.
- Develop a reasoned approach to the role of faith in scholarly and professional pursuits and responsibly relate Christian perspectives to disciplinary practice.
- Interpret and apply ethical insights and decision-making in the context of one's intended profession.
- Communicate a personal vision of vocation, including how one can contribute meaningfully to one's profession and broader community.