

## LEE Strategic Plan 2023

**Identity:** We are an urban, minority-serving R1 institution that serves a significant proportion of nontraditional and first-generation college students.

**Mission:** Our mission is to elevate the social mobility of our students and enhance the economic vitality of Southern Nevada by providing a high-quality business education that empowers and equips our diverse student body to become effective leaders, conducting cutting edge research, and playing an active role in the business community.

**Vision:** We aim to be a top-ranked Urban MSI R1 business school in the West.

### Foundational Priorities Resources:

Goal - Increase discretionary resources by 100%

- Executive Education—Reposition EMBA for an average of 40 students in each cohort
- Summer Session—Increase summer session enrollments 50%
- Philanthropy—\$100 million for new building, \$20 Million for added programmatic support
- Wise stewards of our resources, demonstrating fiscal responsibility

### Culture:

Goal - Cultivate a people-first organization that students, staff, and faculty are proud to associate with, feel valued, and experience a strong sense of belonging.

- Foster a culture of mutual respect and appreciation
- Identify and rectify pay and workload inequities.
- Systematically and frequently host business leaders and mid-career executives who represent a broad spectrum of backgrounds and industries.

### Innovation:

Goal - Continuously improve, experiment, and reward innovation

- Support the investment in experiential learning opportunities across the curriculum
- Implement an industry survey and small advisory groups to regularly monitor the alignment among curriculum, and programs, employers and community needs
- Incorporate and utilize cutting-edge technologies in pedagogy (e.g., software, AI)

### Strategic Pillars Students:

Goal - Students graduate on time with a valuable degree and a job in hand

- Achieve a 65% six-year graduation rate by 2029
- Make paid internships the norm
- Identify and remove bottlenecks and speed bumps in admissions, retention, progression and completion without sacrificing the quality of education our students receive
- Continuously assess program curriculum for relevancy and recency
- Achieve 90% Employment/Graduate school
- Collect and utilize student satisfaction data to drive strategic decisions

## Faculty:

Goal - Recruit, retain, and support high-quality diverse faculty who excel in teaching and research

- Identify and target a balance of full-time instructional and tenure-track faculty
- Create benchmarks to track progress towards advancement of faculty diversity by rank
- Explicitly reward externally funded research
- 200% increase in A-level publications (currently defined as A+, A, A- on the LEE SARS list)
- Increase faculty engagement in service responsibilities
- Invest in professional development for both research and pedagogy
- Develop faculty teaching fellowships for instructional faculty

## Staff:

Goal – Recruit, retain, and support high-quality diverse staff who excel in supporting the mission of the school

- Invest in staff learning and development to foster professional growth, leadership and lifelong learning by providing training, service-related activities, travel, and advancement opportunities
- Recognize and encourage efficiencies and innovations in programs, processes, and procedures
- Provide ongoing support and resources to staff to help them grow and thrive in their roles
- Cultivate a flexible and supportive work environment that prioritizes employee well-being and work-life balance
- Nurture a culture of collaboration and teamwork that encourages staff to share their knowledge and expertise
- Provide staff with opportunities for feedback and input in decision-making processes.
- Promote and maintain a culture of mutual respect and inclusivity
- Recognize and reward outstanding performance, and foster a positive and supportive work environment

## Community:

Goal - Become the go-to partner for southern Nevada employers for economic growth and development.

- Develop an instrument to capture all LEE industry engagement
- Increase student/industry engagement events by 300%
- Expand industry sponsorships and other industry financial support by 500%
- Grow the quantity and visibility of locally relevant research
- Increase the breadth and diversity of industry advisory boards
- Encourage faculty and staff engagement in community service