

Inspiring the Future Makers Strategy Update

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**Interim VP for Strategic Planning &
Initiatives**

**Faculty Senate Meeting
November 2024**



My Background

- Degrees from Princeton, Harvard, and Lehigh.
- Worked at Lehigh from 1983-2005. Six different positions, including Dean of Students and VP for Administrative and Government Affairs.
- Two-time College President: Wittenberg University 2005-2012, Northampton CC 2012-2022.
- ACE Fellow ('97-98) : Undertook an extensive study of strategic plans that were successfully implemented and those that weren't. Interviewed 30+ college presidents.
- Retired in 2022. Failed Retirement!
- Returned to Lehigh in January 2023 as Senior Director for International Development.
- Served as VP for DAR 12/23 to 4/24.
- Began my new role this past July.
- Wife, Lin, is the CEO of the Da Vinci Science Center.

Review of *Inspiring the Future Makers Strategy*

- Early impressions
- How the Strategic Plan fits into our larger context
- Activity since July
- Themes for the year ahead
- Share successes/accomplishments of Year One
- Outline plans for Year Two
 - Campus Engagement
 - Roadmap for the Year Ahead

Early Impressions

- Good momentum and structure to support the plan.
- Strong support among Senior Leadership to make the plan happen.
- 10 initiatives and a 10 year timeframe is a lot. Clarity, agility and focus will be key.
- Being Bold is important. My impression...
- It will be important to Celebrate our successes.

Timeline

2023

2033

2043

2053

Inspiring
Future Makers

10 YEARS

GO Beyond
5 YEARS

Branding
Campaign

5-10 YEARS

- Value proposition
- Current sentiment and aspirations for Lehigh

Campus Plan

10-35 YEARS

FIRST INCREMENTS

- Most immediate needs
- Enables strat plan fundable

YEARS 6-7

- High priority
- Contingent on strat plan evolution and funding sources

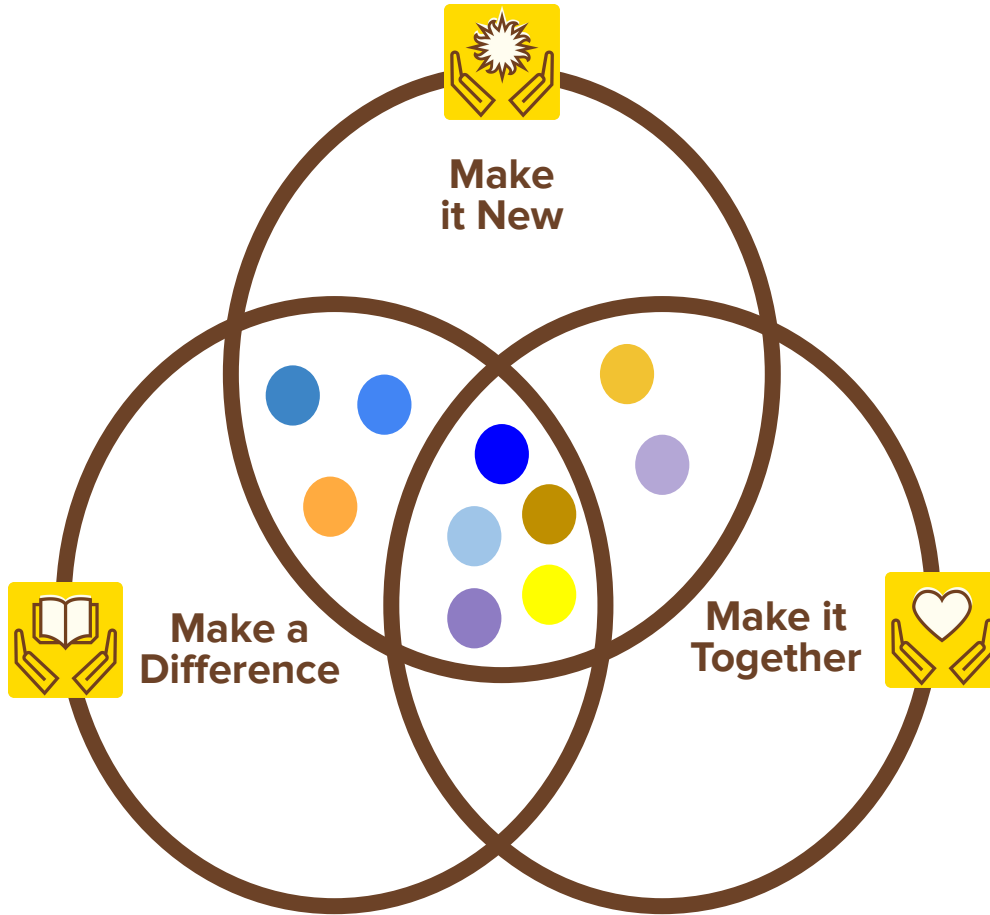
YEARS 11-20

- Identifies needs, flexible strategies, multiple pathways to accommodate changing circumstances

YEARS 21-30+

- Directional guidance

Make it happen



Key Initiatives

Specific projects and actions that support the three goals

- Redefine a Deeply Interdisciplinary Education
- Invest in Strategic Interdisciplinary Research
- Lead in Educational Innovation
- Transform Mountaintop Campus
- Enhance the Shared Bethlehem Experience
- Enhancing Graduate and Lifelong Learning

Foundational Initiatives

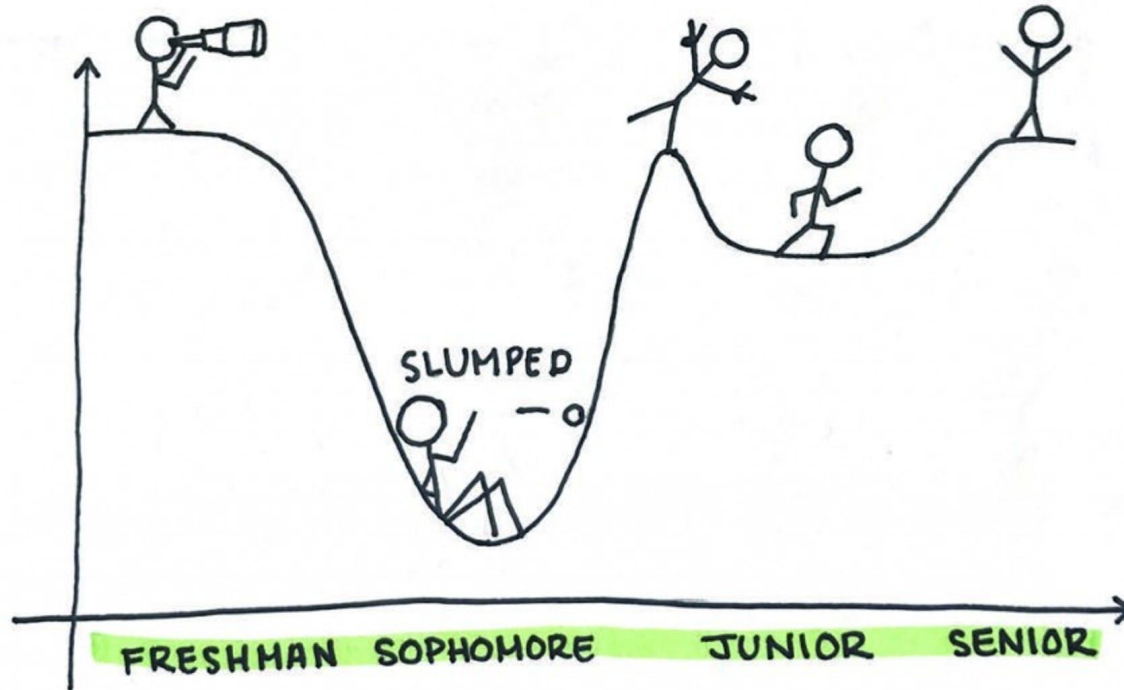
Set the institution up for success

- A Lehigh for Everyone
- An Expanded and Strengthened Research Environment
- An Organization of the Future
- Decision making informed by qualitative and quantitative data and analysis

Activity Since July

- SP Retreat for Senior Leadership Team and Initiative Leads - 8/20
- Clustering ten initiatives into four groups
 - Education (Interdisciplinary, Innovation, Enhancing Graduate and Lifelong Learning)
 - Research (Interdisciplinary, Strengthened Environment)
 - Infrastructure (Mountaintop, Org of the Future, Data)
 - Community (Lehigh for Everyone, Shared Bethlehem Exp)
- Campus memo highlighting [Year One Successes and Plans for the year ahead](#) - 9/24
- New Mantras for year two
- De-emphasizing the language of a “plan”
 - Lehigh’s *Inspiring the Future Makers* Strategy
- Focus on Milestones and Celebrations

No Sophomore Slump, No Bystanders



Successes in Year One

- University Research Center for Catastrophe Modeling
- New undergraduate IC program in Business and Health
- Investments in student success (retention and grad rates)
- Community perception survey
- Initiated a comprehensive campus planning effort
- Initiated a branding campaign
- Lehigh Commitment

Planned Campus Engagement

- 2 Town Halls, one each semester Fall–November 12
- 5 small dinner gatherings at the President’s home (Inter-College Programs, AI, Community Involved Research, Teaching Online, Lehigh UDI)
- 5 “Future Maker Forums” (Org of the Future, Shared Bethlehem Experience, A Lehigh for Everyone, Student Outcomes, Educational Innovation)
- Meetings with the faculty and staff of each of the colleges
- Data Day 2.0–May 8, 2025
- [And much more...](#)

Strategic Plan Roadmap for FY 24-25

- 50 action items across ten initiatives
 - The top level action items next slide
- Targeted for completion by June 2025
- Nathan and Mark meet regularly with the initiative leads to track progress and hold ourselves accountable

Top Level Action Items

- Name two new university research centers
- Finalize the development of an exploratory first semester
- Develop and publish a community and economic impact report
- Launch additional online and in-person graduate programs and grow existing programs to increase graduate enrollment
- Create the first specific career training track for doctoral students
- Achieve first year retention of 95% for the Class of 2028

Future Maker Grants for 2025

- Mountaintop– Grants to support events and temporary installations. Looking at relatively short time line. Would like to see impact by early Spring, if possible.
- Graduate Program Ideation and Development– Grants to support the development of new graduate program growth. Faculty would receive one semester course release to work on new programs. Award early in 2025.

Organization of the Future - Process Improvement Portal...

Submit ideas via the QR code >



Questions?