



Vision 2020: *Small College - Big Opportunities* Strategic Plan 2015 - 2020

VISION	Educational Excellence	Quality of Life	Organizational Capacity & Support	Sustainability
GOALS	<ul style="list-style-type: none"> • Strengthen current programs and develop new programs consistent with the College mission, unique strengths, and student needs. • Seek out, admit, and retain students who can succeed given the level of support – academic, social & financial – that the College is able to provide. 	<ul style="list-style-type: none"> • Involve faculty, students and staff in open and participatory governance. • Preserve and enhance a campus that is accessible, functional, comfortable, and healthy. 	<ul style="list-style-type: none"> • Support the people that support the College's students. • Develop a procedural, technological, and informational infrastructure that supports the College's programs. 	<ul style="list-style-type: none"> • Maintain fiscal stability through stewardship of current resources and investment in an expanded resource base. • Support and enhance economic, environmental, cultural, educational and philanthropic dimensions of the broader communities in which the College resides.
STRATEGIES	<ol style="list-style-type: none"> 1. Conduct program evaluation, research and development to support a process for assessing the quality and viability of existing programs and recommending and approving new undergraduate and graduate programs. 2. Research and adopt high-impact teaching and academic support strategies to increase retention and graduation rates. 3. Maintain a purposeful balance between tenure-track and auxiliary faculty positions. 4. Ensure a robust assessment process for the core curriculum and all academic programs. 5. Develop and publish admissions standards that are holistic and evaluate student potential as well as achievement. 6. Analyze domestic and international student markets and application & acceptance patterns to enlarge and expand the applicant pool & increase the percentage of accepted students who choose to attend. 	<ol style="list-style-type: none"> 1. Ensure that all major decision-making bodies of the College have procedures for soliciting input from the full college community and for reporting & communicating decisions that affect the Wesley College community. 2. Review policies and procedures of the College to assure due process and adequate protection of individual, minority, civil and human rights. 3. Systematically and routinely gather and analyze data on student satisfaction and use the results to inform academic and co-curricular program changes. 4. Prioritize & perform routine facilities renewal and renovation to maintain the physical plant and assure compliance with government access and safety regulations. 5. Develop criteria and procedures for identifying and prioritizing capital projects. 	<ol style="list-style-type: none"> 1. Systematically gather and analyze data on faculty and staff satisfaction and use the results to inform enhancements to salary, benefits, and working conditions. 2. Provide professional development opportunities for faculty and staff. 3. Perform an audit of data collection, technology, information, and communications systems to inform a plan for academic and administrative program support. 4. Assemble, review, supplement and revise as necessary academic and administrative policies and procedures to improve efficiency, transparency, and consistency. 	<ol style="list-style-type: none"> 1. Institute a multi-year planning and budgeting process that is participatory and transparent and aligns with the five-year business plan. 2. Expand the network of College alumni, friends, and other potential donors and create internal capacity for grant acquisition. 3. Investigate alternative sources of revenue, including but not limited to non-traditional programs, programs for non-traditional students, and multi-purpose use of campus facilities. 4. Forge symbiotic partnerships with government, non-profit, and other educational institutions. 5. Increase opportunities for faculty, staff and students to engage with the wider community in meaningful and useful ways. 6. Engage in joint ventures with the City of Dover and others interested in a vital and environmentally friendly downtown.

Mission: Wesley College is a United Methodist institution of higher education that seeks to be among the finest student-centered learning communities in the liberal arts tradition. Consistent with our Methodist heritage, the College affirms meaning and purpose in life through justice, compassion, inclusion and social responsibility that enhance community life and respect for the environment. Wesley College exists to liberate and empower its students with the knowledge, skills, ethical attitudes and capacity for critical thinking needed to achieve personal and professional goals and contribute to the local and global society.