

From today forward: Personal strategic planning for success

Karen Nordell Pearson
Associate Dean for Research and Scholarship
Hope College
nordellpearson@hope.edu



Wangari Maathai
1940-2011
Green Belt Movement

<http://www.riqualificazioneurbana.com/en/enjoy-planting/>

Grounded in Mission

St. Olaf, a four-year college of the Evangelical Lutheran Church in America, provides an education committed to the liberal arts, rooted in the Christian Gospel, and incorporating a global perspective. In the conviction that life is more than a livelihood, it focuses on what is ultimately worthwhile and fosters the development of the whole person in mind, body, and spirit.

Now in its second century, St. Olaf College remains dedicated to the high standards set by its Norwegian immigrant founders. In the spirit of free inquiry and free expression, it offers a distinctive environment that integrates teaching, scholarship, creative activity, and opportunities for encounter with the Christian Gospel and God's call to faith. The college intends that its graduates combine academic excellence and theological literacy with a commitment to lifelong learning.

St. Olaf College strives to be an inclusive community, respecting those of differing backgrounds and beliefs. Through its curriculum, campus life, and off-campus programs, it stimulates students' critical thinking and heightens their moral sensitivity; it encourages them to be seekers of truth, leading lives of unselfish service to others; and it challenges them to be responsible and knowledgeable citizens of the world.

(Approved by the St. Olaf College faculty in 1987 and the opening paragraph adopted, as a shorter version, by the Board of Regents that same year.)

Grounded in Mission

St. Olaf provides an education...

- committed to the liberal arts
- rooted in the Christian Gospel
- incorporating a global perspective

Shared convictions...

- life is more than a livelihood
- focus on what is ultimately worthwhile
- foster the development of the whole person in mind, body, and spirit

Grounded in Vocation

“My work is loving the world.

Let me keep my mind on what matters...

which is my work, which is mostly standing still and learning to be
astonished.

which is mostly rejoicing,

which is gratitude...” *Messenger*

“Tell me, what is it you plan to do with your one wild and precious
life?” *The Summer Day*

Mary Oliver, *Thirst* (2006) and *House of Light* (1990)

Grounded in Vocation

“Everyone has something special to contribute to the world, and education is about preparing people for those roles.[] Regardless of the pursuit, having a vocation in the Lutheran scheme of things means gladly and diligently doing one’s work – whether it is lofty or mundane, paid or unpaid – to the glory of God and the benefit of the world.”

- *Foreward*

“As professors develop more reverence and respect for their chosen occupation, they claim their work as calling, transforming their understanding of what they do from secular to sacred, from perfunctory to profound.”

- *Introduction*

Claiming our Callings: Toward a New Understanding of Vocation in the Liberal Arts



Collecting Wisdom

- Which parts of STO's mission most closely align with your vocation?
- How closely do your day-to-day responsibilities support the college's mission?

Personal Strategic Planning

- Why?
 - Envisions an 'end' – future flourishing
 - Helps manage time by setting priorities
 - Reminds us of our commitments
 - Communication tool for others, so they can support us

Personal Strategic Planning

- What?
 - Personal, brief, specific, flexible, realistic
 - Vision: connection of mission and vocation
 - Goals
 - Strategies
 - » Actions
 - Timeline

Vision: Contribute to a thriving liberal arts college community through my teaching, scholarship and service and help students connect their disciplinary knowledge with broader themes of servant leadership, cultural competence and civic engagement!

Goal 1:

Strategy	Action	Accomplish by:
1		
2		
3		

Goal 2:

Strategy	Action	Accomplish by:
1		
2		

Goal 3:

Strategy	Action	Accomplish by:
1		
2		

Goal 1: Contribute to the field of nanomaterials through an active and externally-funded core research program involving undergraduates

Strategy	Action	Accomplish by:
Find undergraduate research students to contribute during the academic year and in the summer	Get to know students in my classes and ask them about their research interests	mid-Fall semester
	Ask my chair and mentor about recruiting strategies for research students	September
	Prepare a short summary of my research projects to share with students	End of September
Write at least one proposal for external funding each year	Meet with the Director of the Sponsored Research Office	End of September
	Seek our proposal writing workshops	By November 1 st
Seek out potentially new collaborators at area colleges and universities	Ask chair and mentor about possible collaborators	By the end of the fall semester
	Do a website survey of nearby colleges	One per week

Goal 2: Become an effective teacher who can get students excited about chemistry through creative uses of student-centered pedagogies.

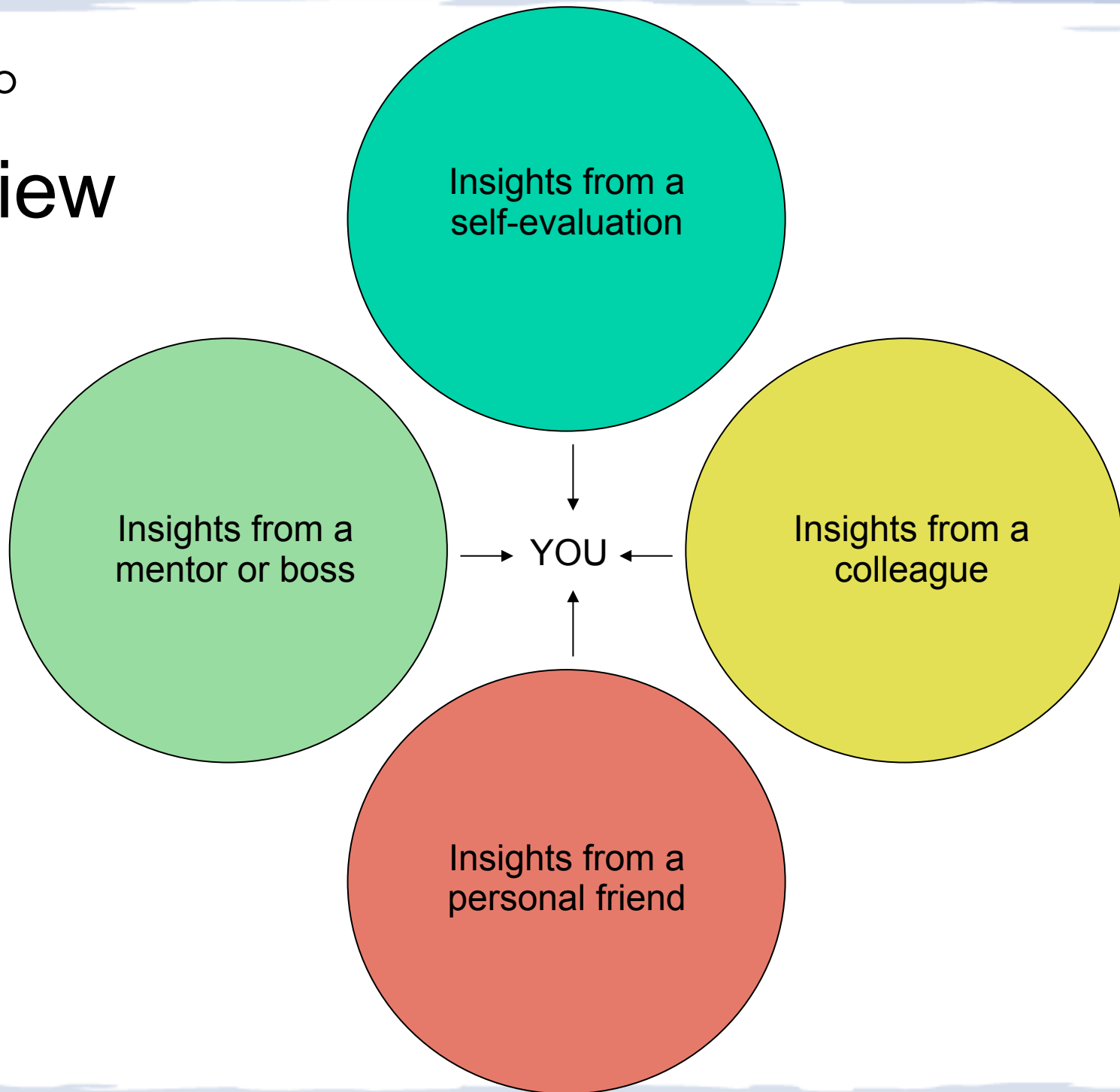
Strategy	Action	Accomplish by:
Talk with colleagues about our curriculum and modules that are already in place	Seek out interested faculty for monthly lunches to discuss pedagogy	End of August and begin lunches in September
	Seek participation from the staff of the Center for Teaching and Learning	Before August
	Ask chair or dean if he/she will pay for these lunches	Before August
Incorporate one active learning activity into each class period	Re-work syllabi and course plans adding activities in advance	End of August for fall semester
Seek out professional development opportunities for innovative pedagogies	Meet with the Director of the Center for Teaching and Learning	By November 1st

Personal Strategic Planning

- How?

- Gather input from others – 360° review
- Work alone and with a small group
- Don't rush, but keep moving forward
- Sleep on it
- Share it and revise it
- Begin implementing immediately
- Each month: review it
- Every 6 months: revise it and re-share it

360° Review



“I have used my SAP. I pinned it up above my desk as a reminder of the goals I'd set. It was more a visual cue than an actual checklist. I felt the SAP was the most valuable part of the workshop. It's something that I would never have done on my own. “ - *New Faculty Workshop 2012 participant*

“Buy into the idea of a strategic action plan. It may sound like an abstract exercise, but I've found mine keeps me on track for the big picture things (grant writing, next year's scholarship, staying on top of new science). These longer term objectives are the first to fall by the wayside in the face of the daily cycle of lecture prep, lecture, grade, committee meeting, repeat. And the SAP is a valuable tool to make sure you come up for air! “- *NFW 2009 participant*

“Developing my strategic action plan helped me step back and take a long view of what I really want to accomplish in my career, and what steps I could take to meet those goals. Throughout the year, I checked in with my plan every couple of months to make sure I wasn't forgetting any important goals or strategies.”
- *NFW participant (2010)*

"Big Six" College Experiences Linked to Life Preparedness

1. A professor that made me excited about learning.
2. Professors who cared about me as a person.
3. A mentor who encouraged me to pursue my goals and dreams.
4. I worked on a long-term project.
5. I had a job or an internship where I applied what I was learning.
6. I was extremely involved in extra-curricular activities.

<http://www.gallup.com/poll/182306/big-six-college-experiences-linked-life-preparedness.aspx>