

DRAFT K-State Olathe – 2025 University Strategic Action Plan

Overarching Goal: K-State Olathe evolves as a model and leader advancing the vision of K-State 2025 with strong academic/industry/government partnerships integrating graduate education, research, and engagement to address the needs of a rapidly changing world.

Assumptions: ■ K-State Olathe’s success is impacted by the shift in the university culture to embrace an integrated multi-campus system ■ Faculty at K-State Olathe will be a combination of resident and non-resident, full- and part-time, and adjunct faculty supporting graduate programs, research, and/or engagement. ■ As defined in the 2025 Visionary Plan, “engagement” refers to engagement, extension, outreach, and service activities ■ The identification of strategic research foci for K-State Olathe is part of the university effort to identify its strategic areas of research emphasis as called for in the 2025 Visionary Plan ■ K-State Olathe’s graduate programs will include a combination of existing, unique, and new research- and professional-based degrees (Certificates, Master’s, and Doctorates), a high proportion of which will be interdisciplinary ■ K-State Olathe will continue to work in partnership with the Johnson County Education and Research Triangle (JCERT) to support existing businesses and attract new industry to the area while delivering a substantial return on investment. ■

	Activities	Outcomes -- Impact		
		Short Term	Intermediate	Long Term
I N P U T S & R E S O U R C E S	What we plan to do... Graduate Students 1. Recruit, retain, and support high quality, diverse graduate students. a) Design recruitment and retention strategies responsive to the demographics of the potential graduate student population, including local, national, and international students. b) Explore the elimination of tuition barriers for out-of-state and international students. c) Offer competitive compensation and support, including tuition waivers for GRAs. d) Build a community of support with effective student services. e) Provide outstanding mentorship and advising for our graduate students for their career preparation.	What we expect to happen in 1-5 years... <ul style="list-style-type: none"> • Multiple graduate programs in high demand areas serving 500+ students (full & part-time) • 100+ Certificates and Masters awarded • 25+ faculty representing a range of expertise from the academy, industry, and government • Recognition for innovative models for interdisciplinary teaching, training, research, and engagement • Increased partnerships with industry and government to provide high-level learning and experiential training opportunities for graduate students • Graduate students engaged in collaborative research projects or internships with industry/government 	What we expect to happen in 6-10 years... <ul style="list-style-type: none"> • Increased number of graduate programs in high demand areas serving 1000+ students (full & part-time) • Increased number of Certificates, Master’s, and Doctorates awarded • 50+ faculty representing a range of expertise from the academy, industry, and government • National recognition for interdisciplinary teaching, training, research, and engagement • Expanded partnerships with industry and government that provide high-level level learning and experiential training opportunities for graduate students • Increased number of graduate students engaged in collaborative research projects or internships with 	What we expect to happen in 11-15 years... <ul style="list-style-type: none"> • 20+ graduate programs in high demand areas serving 2000+ students (full and part-time) • Increased number of Certificates, Master’s, and Doctorates awarded • 100+ faculty and staff representing a range of expertise from the academy, industry, and government • International recognition for interdisciplinary teaching, training, research, and engagement • National/International recognition for partnerships with industry and government • Increased number of graduate students engaged in collaborative research projects or internships with
	Faculty and Staff 2. Use innovative strategies to recruit, promote, and retain a highly talented, diverse K-State Olathe faculty and staff. a) Pursue interdisciplinary coordinated hires and joint appointments across different departments and with industry. b) Deliberately design new models to incorporate non-traditional faculty/researchers and capitalize on industry/government expertise. c) Work across the K-State colleges and departments to modernize promotion and tenure (P&T) policies to accommodate the needs of a multi-campus system.	(Continued from previous row)	(Continued from previous row)	(Continued from previous row)
	Interdisciplinary 3. Make interdisciplinary learning a hallmark at K-State Olathe by leveraging, encouraging, and growing interdisciplinary graduate programs, removing institutional barriers, encouraging a culture of collaboration, and implementing innovative models for teaching, training, and research.	(Continued from previous row)	(Continued from previous row)	(Continued from previous row)
	Program Development 4. Work with government, industry, and academic partners to assess, identify, and respond to the needs for professional certificate programs, graduate programs, and research that address evolving industry, government, and urban interests, particularly in the Kansas City metro area.	(Continued from previous row)	(Continued from previous row)	(Continued from previous row)

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	Short Term	Intermediate	Long Term
<p>5. Expand the graduate degree/certificate programs available at K-State Olathe by clarifying guidelines for initial offerings, removing internal and external barriers, and strengthening partnerships to meet rapidly growing industry and professional demands.</p> <p>6. Actively engage the corporate and government sectors in creating internships, fellowships, and academic programs that take advantage of the presence of K-State Olathe in the Kansas City metro region.</p> <p>Research</p> <p>7. Establish major nationally and internationally recognized interdisciplinary research programs and/or centers to support translational research that responds to solving real world problems in collaboration with industry/governmental partners.</p> <p>8. Develop and implement strategies to identify, support, pursue, administer, and execute a broad spectrum of grant/research funding that capitalizes on the unique opportunities afforded by K-State Olathe.</p> <p>Engagement and Outreach</p> <p>9. Extend the university's local, state, national, and international engagement in the Kansas City metro region efforts by:</p> <ol style="list-style-type: none"> expanding outreach activities with urban communities; and providing a state-of-the-art conference/symposia venue to bring together experts worldwide to collaborate, learn, and network. <p>10. Emphasize the importance of K-State Olathe to faculty, students, alumni, and other stakeholders; engage the university community in the evolving future of the campus; and provide regular updates on K-State Olathe progress as part of our multi-campus system.</p> <p>11. Integrate the long standing relationships, cooperative efforts, partnerships and clientele of the K-State Research and Extension Johnson County Office.</p> <p>12. Expand involvement in K-12 engagement initiatives in Olathe and the greater Kansas City metro area, and integrate and expand the existing K-12 programming implemented by the Johnson County Extension Office.</p> <p>Communication and Marketing</p> <p>13. Establish, promote, and communicate the identity and image of K-State Olathe as an integral part of our multi-campus system.</p> <ol style="list-style-type: none"> Deploy effective marketing and communication campaigns. Utilize the existing clientele of the Johnson County Extension Office as a marketing option (tool). Enlist K-State alumni as "ambassadors" for K-State Olathe. 	<ul style="list-style-type: none"> Major interdisciplinary research centers of excellence that support translational research to solve real world problems Expanded urban Engagement in the KC metro area K-State Olathe is optimized as a state-of-art conference/symposia venue in the KC metro area Increased recognition of K-State Olathe as the source of collective expertise, information, and tools to solve complex problems (e.g., societal, political, environmental, business, and health) Campus recognized as a showcase of sustainable design Effective, efficient, and transparent institutional processes and procedures in place to support strategic directions Increased funding available beyond JCERT from a growing diverse portfolio of resources 	<p>industry/government</p> <ul style="list-style-type: none"> Increased number of regionally and nationally recognized interdisciplinary research centers of excellence Increased Engagement activities in the KC metro area contribute to our recognition as a leader reaching urban communities Johnson County Extension Office fully integrated with the K-State Olathe Campus Nationally recognized as a state-of-art conference venue Regional recognition of K-State Olathe as the source of collective expertise, information, and tools to solve complex problems (e.g., societal, political, environmental, business, and health) A campus community experience supported by signature facilities, technology, and land use that promotes collaborative learning and working environments, multi-disciplinary work, and industry/governmental partnerships Increased funding available from a diverse portfolio of resources 	<p>industry/government</p> <ul style="list-style-type: none"> International recognition and global reputation for interdisciplinary research Increased Engagement activities in the KC metro area contribute recognition of K-State as a model for the future of land grant institutions Nationally and internationally recognized as a state-of-art conference venue National/International recognition of K-State Olathe as the source of collective expertise, information, and tools to solve complex problems (e.g., societal, political, environmental, business, and health) Sustainable funding based on a diverse portfolio of resources for K-State Olathe

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	<p>14. Leverage K-State Olathe as the hub for Kansas State University in the Kansas City area and as the preferred partner for graduate education, workforce development, and technology transfer.</p> <p><i>Institutional Capacity</i></p> <p>15. Create/ define a business model with funding/development strategies that leads to sustainable funding, a competitive advantage, strong industry connections/partners, and a diversified funding portfolio with strong extramural funding.</p> <p>16. Assess, plan, identify, and implement the institutional policies, processes, services, staffing, and technology needed to support strategic directions for K-State Olathe.</p> <ul style="list-style-type: none"> a) Explore other successful models at similar campuses for "lessons learned". b) Identify the range of student services needed for the target student population. c) Review and build the capacity of university units to support K-State Olathe directions, particularly the Graduate School and the Office of Sponsored Research Programs; and d) Fully automate the Graduate School administrative processes to better support K-State's graduate students, including those at K-State Olathe. <p>17. Encourage and engage K-State Colleges, Departments, and faculty to take advantage of the strategic opportunities provided by K-State Olathe to expand and extend their vision and reach.</p> <p>18. Implement proactive facilities and infrastructure planning responsive to K-State Olathe evolving needs considering future developments such as animal research facilities/labs; problem and industry focused, fabrication laboratories (fab lab); global research centers; classroom, office, and conference space; accommodations, hotel/conference center; and restaurant facilities for the public.</p> <p>19. Develop and implement technology plans to optimize connectivity among the three campuses and our partners to strengthen collaboration efforts, and support engaging, interactive high-level learning.</p>			