

RMP Strategic Planning Framework				
Lencioni's 6 Questions (2012)	UNH Pillars	CHHS Mission	Department - 3 data sources	Options/programs
1. Why do we exist? 2. How do we behave? 3. What do we do? 4. How will we succeed? 5. What is most important right now? 6. Who must do what?	<ul style="list-style-type: none"> <li>Enhance Student Success and Well-Being</li> <li>Expand Academic and Research Excellence</li> <li>Embrace New Hampshire</li> <li>Build Financial Strength</li> </ul> <p>Carnegie classification as an “engaged university”</p> <ul style="list-style-type: none"> <li>Community engaged teaching and learning</li> <li>Community engaged research &amp; creative activity</li> <li>Community engagement as a form of service</li> </ul>	<p>Our vision for the College of Health and Human Services (CHHS), <i>Knowledge for Healthy Living</i>, is an expression of our commitment to the high-quality education of tomorrow’s health and human service professionals. We partner with public and private organizations to enhance health and improve quality of life outcomes for the university, the state and the region, and across the globe. What makes our programs unique are the clinical and practical opportunities available for students, and our commitment to providing hands-on, real-world learning and experiences.</p> <p>Clinical practice as a sensibility</p>	<p>1) Existing mission</p> <p>2) August 2022 retreat</p> <ul style="list-style-type: none"> <li>High point</li> <li>Qualities/values</li> <li>Wishes</li> </ul> <p>3) Jan 11 marketing retreat</p> <ul style="list-style-type: none"> <li>Mission</li> <li>Vision</li> <li>Purpose</li> <li>Values</li> </ul>	<ul style="list-style-type: none"> <li>TR</li> <li>PEM</li> <li>OLM</li> <li>MS (RA, TR, AS) <ul style="list-style-type: none"> <li>Dual degree</li> <li>Accelerated</li> </ul> </li> </ul> <ul style="list-style-type: none"> <li>1, 3, 5-year plan</li> <li>Marketing and recruitment</li> <li>Program development</li> <li>COAPRT accreditation</li> </ul>

#### UNH Resource Allocation Model

##### Operationalizing the framework:

- April 6 to April 18: Patti and Jayson synthesize the 3 data sources into draft mission, vision, purpose, values
- April 18: Patti and Jayson present draft to coordinators for feedback
- April 19 to May 10: Patti and Jayson revise draft
- May 11: Presentation of draft to faculty at mini-retreat; final edits & vote
- Summer 2023: John updates materials & updates Jan 11 marketing plan; starts working on landing page materials (value of the degree infographics, department overview video, testimonials)
- August 24: Strategic planning retreat to establish strategic priorities on 1-3-5 year time horizon & generate action steps

## **Mission Statement**

The Department of Recreation Management and Policy's mission is to advance the intellectual and professional development of students, and to promote health, quality of life, and sustainable environments through excellence in teaching, research, and public engagement.

## **Purpose**

**#1: why do we exist?**

**#3: what do we do (descriptive)?**

To promote recreation as essential for quality of life, health, and wellness in individuals, communities, and the environment through excellence in teaching, clinical practice, and innovative scholarship, in collaboration with community stakeholders in NH and beyond.

**Vision** (we may not need this, but could wrap the content into the Values section)

To be recognized as a regionally distinctive and nationally significant program for our contributions to professional preparation, research and engaged scholarship in recreation, tourism, and related fields, and to be valued for our essential role in doing work that matters to students, UNH, and the State of New Hampshire.

## **Department Values #2: How do we behave?** (see Lencioni's framework – supplemental handout)

The following 6 values are summarized from our strategic visioning sessions during the summer 2022 faculty retreat at the Shoals, and the Jan 11 2023 marketing workshop with Marlena at the Browne Center.

Our values inspire and guide the way we interact and work with people, communities, and the environment.

### **Impact**

*We promote health, wellness, quality of life, and sustainable environments for all.*

- We are competent, experienced, and professional
- We inspire others to build life-long relationships with leisure, recreation, and the outdoors
- We support conservation and stewardship of the land, water, and natural resources
- We build collaborations that support NH's economy and quality of life
- We lead by example and follow through on our commitments

### **Compassion and Respect**

*We understand and reflect the diverse communities we serve.*

- We care about others as people first
- We treat people with dignity, politeness, and kindness
- We build connections through active listening, empathy, and trust
- We advocate for those in need

### **Excellence**

*We are committed to highest quality standards in teaching, research, outreach and engagement.*

- We prepare competent future professionals who value health, active living, and wellness for all
- We instill an ethos of collaboration, mentoring, and advancement of the profession
- We use evidence-based solutions to solve problems
- We recognize and celebrate outstanding performance
- We always speak up for safety
- We strive to continuously improve

## Discovery and Innovation

*We embrace change and continually seek new ways to improve practice, enhance the profession, and drive policy.*

- We are adventurous, curious, and believe in exploration
- We seek out and listen to others' ideas
- We are open to change even in the midst of ambiguity
- We seek out best practices and new ways of doing things
- We offer creative solutions to solve challenges
- We are resilient and adaptable in the face of challenges

## Teamwork

*We recognize trusting relationships are key to achieving success.*

- We strive to create a welcoming family environment
- We demonstrate collaboration within and outside the department, college, university, and state
- We seek others' input to address challenges and make decisions
- We actively support others to learn and grow
- We recognize team members for a job well done

## Integrity

*We are authentic, down-to-earth, honest, and approachable.*

- We are passionate, enthusiastic, and like to have fun
- We believe in the power of leisure, recreation, and the outdoors
- We honor our words and commitments
- We are ethical, respect privacy, and maintain confidentiality

This is a sample figure from a healthcare organization as one way to visually represent organizational values. This is not specific to our Dept values, but one example. Don't confuse this with Lencioni's framework – they are different.



**Department Goals:** (Current list from our website)

**#4: How will we succeed?**

**#5. What's most important right now (1, 3, 5-year strategic priorities)?**

**#6: Who must do what?**

- To maintain and enhance a high quality, self-supporting graduate program;
- To promote and support interdisciplinary teaching, scholarship, and service;
- To continue and enhance the departmental contributions to the Mission and Strategic Initiatives of University of New Hampshire;
- To develop and implement additional recruitment efforts designed to attract high quality students, including minorities, individuals with disabilities, and adult learners;
- To increase departmental involvement in research, creative endeavors, and scholarly writing;
- To strengthen ties between the department and community-based professionals;
- To continue to support and enhance faculty and student professional involvement at the state, regional, and national level; and
- To promote, support and recognize student & faculty professional development.

**Revised goals: (TBD for strategic planning process when UNH supplies clear guidance)**