Shippensburg University of Pennsylvania is a regional, comprehensive, state-supported university and a member of the Pennsylvania State System of Higher Education. Shippensburg University serves the educational, social, and cultural needs for south central Pennsylvania. The colleges of arts and sciences, business, and education and human services offer bachelors and master's degree in a wide variety of degree programs. The curricula are organized to prepare students to think logically, read critically, write clearly, and verbalize ideas in a succinct and articulate manner; they also broaden students' knowledge of the world, past and present.

The university's primary commitment is to student learning and personal development through effective and innovative teaching and a wide variety of high-quality out-of-class experiences. The ultimate goal is to have students develop to their utmost the intellectual, personal, and social capabilities they need to perform as competent citizens prepared to embark on a career immediately upon graduation or after advanced study.

Committed to public service and community-centered in its relationships to the region, the university works closely and collaboratively with other organizations at institutional, programmatic and individual levels to develop common goals, share resources and invest cooperatively in the future of the region.
While sustaining and enhancing its high quality education for campus students, the University strives to maintain and develop an interconnected web of programs and services for citizens, businesses, industries, schools, and governments in south central Pennsylvania.

Overall, the purpose is to help build a better, stronger central Pennsylvania, economically and culturally, through people who have the abilities, skills, and values to compete in a technologically evolving world.
Values

STUDENT-CENTERED
We provide all students — undergraduate, graduate, non-degree seeking, and non-traditional — with access to high quality and challenging programs, co- and extracurricular activities, individual advisement and mentorship, support services, facilities, and resources to succeed at Shippensburg University and beyond.

LEARNING
The pursuit and generation of knowledge through intellectual engagement and integrated learning is at the forefront of our mission. We provide a quality, comprehensive, and distinctive education that develops broadly educated persons who will learn, lead, and adapt throughout their lifetimes. We value the importance of classroom instruction and the responsible application of instructional technologies, competency-based learning, and self-acquired knowledge and skills. Experiential learning such as student-faculty research, internships, study-abroad programs, and service projects that enhance campus and surrounding community life are essential parts of the overall learning experience.

ACCESS AND EQUITY
We are a thriving campus community that depends on the diversity of its members and equal access to educational and support resources. We value social equity and multiculturalism as means of promoting institutional innovation, problem solving, justice, fairness, and understanding.

INNOVATION
We are committed to continually improving our programs and services based on emergent trends and technologies, research-based practices, and professional standards. We also value the significant contributions made by student-faculty research to the growth and vitality of academic and professional disciplines.

COMMUNITY
We are the Shippensburg University family and we take seriously our positive impacts on the town of Shippensburg, the Commonwealth of Pennsylvania, our nation, and world. We also value collaborations with local, regional, national, and international organizations that provide students with experiences that reach beyond the borders of Shippensburg University. Relationships among faculty, staff, administration, alumni, and governing bodies are characterized by trust, mutual respect, support, communication, cooperation, and acceptance.

ENGAGEMENT
We encourage members of the campus community to be full partners in all aspects of our local and extended community. In addition to formal educational experiences, this includes shared university governance, campus events and organizations, student recruitment, and alumni relations.
COMMUNITY AND REGIONAL ENGAGEMENT
The Shippensburg University community is known for its civic engagement and collaboration among campus members. Our intent is to sustain and strengthen connections to the broader community and region.

STUDENT LEARNING AND ENGAGEMENT
Build upon and support a personalized, balanced learning environment that engages students by utilizing high impact practices and providing additional experiential learning opportunities in the classroom and through co-curricular activities.

RECRUIT, RETAIN, AND DEVELOP HIGH QUALITY STUDENTS, FACULTY, STAFF, MANAGEMENT, AND ADMINISTRATION
All three areas of recruitment and retention are critical for the University to fulfill its student-centered mission while being economically viable. While our primary focus remains student learning and graduation, we fully realize that having the best qualified faculty and staff are important contributing factors in the realization of student success.

ENHANCE AND PROMOTE AREAS OF EXCELLENCE AND ESTABLISH A SUPPORTIVE CLIMATE FOR INNOVATION
COMMUNITY AND REGIONAL ENGAGEMENT

- Coordinate and support community and regional engagement activities in order to leverage student, faculty and staff areas of interest and expertise to community needs and interests.

- Promote multiple methods of student, faculty and staff community engagement including, but not limited to, service learning, community based research, professional service, volunteerism and civic engagement.

- Fully engage SU alumni and friends in ongoing aspects of the university including recruitment, retention, career planning, fundraising and advocacy for the university.

- Coordinate and strengthen community-university relationships.

- Increase recognition and impact of the connection between regional economic growth and the university.
STUDENT LEARNING AND ENGAGEMENT

- Encourage learning that engages students through innovative pedagogy (such as allowing students to access learning resources outside of the classroom using technology and reserving class time for deeper analysis of the content) and by providing additional outside of the classroom experiential learning opportunities (such as internships, student-faculty research/conferences, service-learning, study abroad, and international exchange programs).

- Foster the notion that holistic education takes place outside as well as inside the classroom
  
  - Expand Orientation/Academic Day activities and other entry year experiences to provide guided curricular and co-curricular activities throughout the first year.
  
  - Develop a living-learning program for students residing in on-campus housing and a campus involvement program for commuter students.
  
  - Expand service-learning opportunities for all students and establish a center to coordinate these activities.
  
  - Expand and coordinate multicultural and study abroad / international exchange initiatives and programs to support student learning in areas such as: international studies, modern languages, global business, etc.
  
  - Develop a student leadership academy as part of expanding student leadership programs.
  
  - Expand career development programs and services to help students obtain suitable employment, pursue an entrepreneurial interest, or gain admission to graduate school admission and, overall, to enhance career satisfaction of graduates.
  
  - Develop ways of recognizing and accounting for individual student experiences that occur outside the classroom but that involve significant learning (such as, service-learning, military experience, or other self-acquired knowledge).

- Promote academic success for students who came from a variety of backgrounds and with a range of experiences.
  
  - Expand academic enhancement and support services for at-risk students, athletes, international students, and students generally by delivering services in new locations and using various modalities (such as in residence halls and through the use of technology).
Support faculty and staff that are dedicated to promoting academic success in curricular and co-curricular activities.

- Expand opportunities for professional development training in the utilization of high-impact practices
- Expand successful pilot initiatives related to advising / mentoring students and develop additional advising tools built on student data and research on student success

Develop ways of recognizing faculty and staff who engage in high impact practices that contribute to student success inside and outside the classroom.

RECRUIT, RETAIN, AND DEVELOP HIGH QUALITY STUDENTS, FACULTY, STAFF, MANAGEMENT, AND ADMINISTRATION

Student Recruitment and Retention

- Greater academic and social support services for all students.
- Enhanced enrollment management, with a more strategic approach and more aggressive implementation.
- Expansion of high-impact learning activities; e.g., living-learning opportunities and undergraduate research.
- Increased use of alumni and current students to recruit new students.

Faculty Recruitment and Retention

- Reliance upon national searches for terminally qualified faculty who demonstrate outstanding and student centered teaching.
- Commitment of adequate funding for professional development.
- Promotion of an academic culture of excellence and scholarship.

Staff, Management, and Administration Recruitment and Retention

- Continued recruitment of well-qualified personnel to perform the essential support services of the university.
- Provide continued recognition of all personnel with respect to their contributions to the university's mission.

Establish and promote continued education opportunities in employee development and supervisory and administrative leadership skills and practices.
ENHANCE AND PROMOTE AREAS OF EXCELLENCE AND ESTABLISH A SUPPORTIVE CLIMATE FOR INNOVATION

- Establish an environment and processes that facilitate and reward creativity and innovation that enhances the mission of the University.

- Develop and enhance academic programs and pedagogies of excellence that are simultaneously grounded in the hallmarks of a liberal arts education; develop independent, innovative, and analytic thinkers; are at the cutting edge of their field; and meet the workplace needs of the region.

- Develop new and strengthen existing academic programs and facilities in science, technology, engineering, and math (STEM), and other programs that complement and support the 21st century information based economy.

- Develop innovative pedagogies and means to offer courses, programs, and services for new markets and audiences, and that are responsive to the changing needs and high-demand careers of regional and state communities and organizations.

- Develop a means to systematically inventory, track, assess, and report the impact of activities that represent the University’s areas of excellence and innovation.

- Develop and implement a strategic marketing and engaging advocacy plan that promote the University’s areas of excellence to prospective students, alumni, the community, and the legislature.
Action Plans & Metrics
Shippensburg University of Pennsylvania, in compliance with federal and state laws and university policy, is committed to human understanding and provides equal educational, employment, and economic opportunities for all persons without regard to age, color, national origin, race, religion, disability, veteran status, sex, sexual orientation, or gender identity. Direct requests for disability accommodations and other inquiries to the Office of Disability Services, Horton Hall Suite 324, Shippensburg University, 1871 Old Main Drive, Shippensburg, PA 17257-3399, (717) 477-1329, ods@ship.edu.