

KANSAS STATE UNIVERSITY

NEXT-GEN K-STATE

STRATEGIC PLAN SUMMARY

SALINA



K-STATE SALINA

NEXT-GENERATION LAND-GRANT UNIVERSITY

MISSION

Kansas State University Salina’s mission is to advance innovation and foster talent development in aerospace and technology.

VISION

Kansas State University Salina will lead the nation as a next-generation land-grant university – setting the standard as the most technically progressive institution for developing talent in the aerospace and technology industries and inspiring the learning, creativity, discovery, and engagement that positively impacts society and transforms lives in Kansas and around the world.

VALUES

CONNECTION	We are stronger together — cultivating trust and building relationships to connect our K-State community with our state, nation and world. <i>With integrity, we hold ourselves accountable to what is authentic.</i>
LEARNER-FOCUSED	We welcome all who seek to learn and grow — providing an accessible, inclusive and exceptional experience that helps them achieve their potential. <i>We exemplify professionalism, elevating expectations of our behavior and actions.</i>
COURAGE	We lead with bold conviction — rising to the moment, even when the course is uncharted, to deliver the greatest good for areas of greatest need. <i>Grit, demonstrating resiliency by overcoming obstacles, is core to our ethos.</i>
PEOPLE-CENTERED	We are everything because of our people — supporting, valuing and inspiring our entire K-State community and championing a culture of belonging for all. <i>We exhibit this through respect, recognizing we are one among many and honoring the value of multiple perspectives.</i>
IMPACT	We listen, adapt and challenge the status quo — leading change through learning and discovery that transforms lives and creates shared prosperity for all. <i>Our responsibility to others calls us to accept the burden of trust and oblige ourselves to the needs of others.</i>
STEWARDSHIP	We are committed to our future — using our resources responsibly to leave a positive, lasting legacy. <i>Through hope, we anticipate with confidence that our positive actions will yield positive outcomes.</i>

NEXT-GEN K-STATE SALINA KEY GOALS

GOAL 1: POSITION K-STATE SALINA AS THE FIRST-CHOICE EDUCATION & BUSINESS PARTNER IN KANSAS

Building on our tradition of academic excellence, we will grow our portfolio and learner population through strategic partnerships and innovative offerings.

BOLD IDEAS:

- Strategically balance our learner population through a targeted expansion and development of programs that incorporate credit, micro-credential and non-credit components into all academic programs.
- Emphasize cohort-based learning approaches that drive the notion of a destination campus, integrate embedded industry experiences into degree programs and extend the learning continuum to co-curricular activities.
- Pursue new pathways for learner-centric career needs including workforce development training, pre-college partnerships, active and transitioning military support and remote training facilities.
- Establish large-scale public-private partnerships with shared facilities and sponsored research and talent/career pathways focused on generating significant economic value and impact.

IMPERATIVE ALIGNMENT:

- Imperative 1 *Grow enrollment to 30,000 total learners*
- Imperative 2 *Improve retention and graduation rates for all student populations*
- Imperative 3 *Provide every degree-seeking student with applied learning experiences*
- Imperative 5 *Nimble and proactively meet the needs of learners, employers and society*
- Imperative 6 *Build partnerships at all levels of K-State*
- Imperative 7 *Be a positive force for the Kansas economy*

GOAL 2: BUILD & PROMOTE A CULTURE OF ACADEMIC INNOVATION THROUGHOUT THE INSTITUTION

We must reimagine everything about how we educate and prepare learners — broadly challenging ourselves to move nimbly beyond our traditional approaches and lean into a culture of disruption, agility and change.

STRATEGIES:

- Develop self-directed bachelor's, master's, microcredential and non-credit programs that support the Salina opportunity agenda, facilitate interdisciplinary curricula, and incorporate prior learning credit and stackable credential systems.
- Transform how we serve learners, offering continuous learning opportunities, accelerated course formats and schedules.
- Establish a campus hub to support innovation in teaching and learning.
- Establish mechanisms to expand faculty innovation and adaptation of coursework to include high-impact practices, AR/VR supplements, service-learning projects and applied learning experiences.

IMPERATIVE ALIGNMENT:

- Imperative 1 *Grow enrollment to 30,000 total learners*
- Imperative 2 *Improve retention and graduation rates for all student populations*
- Imperative 3 *Provide every degree-seeking student with applied learning experiences*
- Imperative 5 *Nimble and proactively meet the needs of learners, employers and society*

GOAL 3:

ATTRACT & RETAIN HIGH-PERFORMING, TALENTED & ENGAGED FACULTY & STAFF

We must establish a foundation that enables us to grow our next-generation land-grant workforce, inclusive of a common culture, systems and structures that value, incentivize, recognize and empower faculty and staff.

STRATEGIES:

- Offer equitable, competitive compensation and benefits in a flexible work environment.
- Create professional development and work-based learning programs to grow employee knowledge and support advancement.
- Expand leadership frameworks to guide culture and work.
- Exemplify a culture of belonging and shared values that emphasizes unique contributions and forward-thinking learners, faculty and staff.

IMPERATIVE ALIGNMENT:

- Imperative 6 *Build partnerships at all levels of K-State*
- Imperative 7 *Be a positive force for the Kansas economy*
- Imperative 8 *Focus on operational excellence and being One K-State in all we do*
- Imperative 9 *Become an employer of choice in Kansas and higher education*

GOAL 4:

DELIVER AN UNMATCHED AND IMPACTFUL STUDENT EXPERIENCE

We will amplify our student experience, empowering students with support and experiences that position them for immediate and lifelong success.

STRATEGIES:

- Create a supportive culture of holistic support for the whole student by expanding academic support systems, student resources, and proactive referrals to student services.
- Develop integrated student support teams of faculty, academic and financial aid advisors, alumni mentors, industry experts, tutors and additional support resources.
- Enhance affordability and value for all learners through increased industry-sponsorship, expanded financial support and shortened time to degree.
- Develop integrated and aligned experiences supporting the learner continuum for each degree option to allow students the opportunity to apply learning in real world scenarios, incorporating leadership development and service learning.

IMPERATIVE ALIGNMENT:

- Imperative 1 *Grow enrollment to 30,000 total learners*
- Imperative 2 *Improve retention and graduation rates for all student populations*
- Imperative 3 *Provide every degree-seeking student with applied learning experiences*
- Imperative 5 *Nimbly and proactively meet the needs of learners, employers and society*
- Imperative 10 *Grow total, combined fundraising to \$2 billion by 2030*

GOAL 5: BUILD & ADVANCE K-STATE SALINA'S OPPORTUNITY AGENDA THROUGH INNOVATION & SCHOLARSHIP

We will transform how we further innovation and discovery in aerospace and technology, building capacity through structures, resources and people.

STRATEGIES:

- Receive nationally recognized, federal, and state grants that support applied research and expand facilities, equipment acquisition and personnel growth.
- Establish graduate learner pathway programs with corporate sponsors, expand GRA support.
- Establish workload policies and incentives that support interdisciplinary collaborative research projects in each opportunity area.

IMPERATIVE ALIGNMENT:

- Imperative 4 *Grow research expenditures to \$300 million annually and sponsored programs and awards to \$270 million annually*
- Imperative 6 *Build partnerships at all levels of K-State*
- Imperative 7 *Be a positive force for the Kansas economy*
- Imperative 8 *Focus on operational excellence and being One K-State in all we do*

GOAL 6: ELEVATE K-STATE SALINA'S COMMUNITY AND ECONOMIC IMPACT ACROSS THE STATE

Emphasizing our engagement across communities and industries we serve, we are focused on maximizing partnerships and economic impact to Kansas.

STRATEGIES:

- Establish service learning and community service as a foundational part of our annual efforts.
- Aggressively expand alumni engagement across all programs.
- Leverage K-State Research and Extension and K-State 105 to connect communities with our college expertise.
- Regularly measure and improve the economic impact K-State Salina has on the state of Kansas.

IMPERATIVE ALIGNMENT:

- Imperative 3 *Provide every degree-seeking student with applied learning experiences*
- Imperative 5 *Nimbly and proactively meet the needs of learners, employers and society*
- Imperative 6 *Build partnerships at all levels of K-State*
- Imperative 7 *Be a positive force for the Kansas economy*
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SUPPORTING KANSAS STATE UNIVERSITY'S OPPORTUNITY AGENDA

As a next-generation land grant university, we are called to advance our communities and industries through the unique expertise and capabilities of K-State Salina. Through innovative education and applied research, K-State Salina supports the university opportunity agenda core area of enabling technologies. Enabling technologies advance us in our work and connect us in new ways. K-State Salina is focused on the following areas of enabling technologies as part of our opportunity initiatives.

SPATIAL COMPUTING:

K-State Salina is focusing on leveraging immersive technology to seamlessly integrate digital encounters in relation to objects and positions in the physical world. By pairing creative storytelling with artificial intelligence and machine learning, we can build augmented, mixed and virtual reality simulations that enhance interactions and navigation of real-world experiences. An innovation hub at the forefront of the fourth industrial revolution, we will reshape the narrative of human progress.

ADVANCED AIR MOBILITY:

The Salina campus is leading exploration, integration and operation of next-generation drone technologies and air transport systems. Advanced Air Mobility (AAM) is focused on the fundamentals necessary for the aerospace sector while also revolutionizing transportation by enabling efficient, on-demand aerial travel and transforming urban and rural connectivity.

AUTONOMOUS SYSTEMS AND ROBOTICS:

Focusing on innovation in areas of artificial intelligence, machine learning and cyber-physical systems, K-State Salina is meeting the needs of rapidly advancing technology while enhancing efficiency, precision and safety across various industries. By using signal processing and dynamic systems and controls, autonomous systems can perceive, learn and respond intelligently and address complex challenges. Such systems have the potential to transform air and space transportation, revolutionize manufacturing, and greatly improve the lives of many in society.

SCHOLARSHIP OF TEACHING AND LEARNING:

K-State Salina pairs high-impact teaching practices with accelerated aviation training, immersive technologies and embedded industry experiences to significantly enhance learning retention. An intentional learning continuum connects curricular and co-curricular activities to highlight real-world implications and support the development of critical professional skills. A variety of on-demand credit and non-credit upskilling opportunities are supported by AR/VR capabilities providing a hands-on experience that transcends a fixed time and location.



LEARN MORE

Visit salina.k-state.edu/about/next-gen for more about the K-State Salina strategic plan and our progress.

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Salina