



# Strategic Plan 2025

Since Fall 2017, the College of Engineering launched its Strategic Planning initiative to build a path forward for the college to best serve its students. From the initiative are the college's new **vision, mission, core values and several strategic initiatives.**

## Our Vision

The Cal Poly Pomona College of Engineering's Learn by Doing education prepares engineers to transform imagination into reality.

## Our Mission

Prepare students for industry and advanced studies by implementing an inclusive polytechnic philosophy through collaborative teamwork, innovation, entrepreneurship and professional integrity.

## Our Core Values

These principles guide our internal conduct and external relationships to ensure we stay true to our mission.

### People-Centered

We invest in people and celebrate success.

### Collaborative

We create an environment of collegiality, ownership and engagement.

### Forward-Thinking

We strive to be proactive, creative and innovative.

### Transparent

We are committed to maintaining an environment of open, honest and inclusive communication.

### Bold

We value grit, risk-taking and learning from challenges.

## 2018-19: YEAR 1

## STRATEGIC INITIATIVES

Faculty and staff volunteers implemented short-term, college-wide strategic projects. Teams moved quickly into action, focusing on the vision and desired end goal.



### The Advising Project

Enhanced student advising by centralizing advising resources onto a single web page.



### The Clearinghouse Project

Designed a website that provides a partnership space for students, faculty and industry to collaborate on design and research projects.



### The Co-Curricular Project

Created a business and industry recruitment plan and brochure to support Cal Poly Pomona engineering and provide more project opportunities to students.



### The Culture Project

Prioritized a series of leadership development programs for faculty and staff, which began with an American Society for Engineering Education webinar on professionalism and ethics.



### The Staff Communication Project

Held a series of staff town halls to address staff feedback and launched a monthly staff newsletter to apprise staff of personal and professional updates and achievements from their peers.

## ENGAGEMENT

To help chart our course, the college conducted an exhaustive qualitative assessment that gathered input from the university and beyond in 2018-19.

 **12** Focus Groups

Over a dozen key stakeholder **1:1** INTERVIEWS

**833** CULTURE SURVEY PARTICIPANTS  
OF WHICH 725 WERE STUDENTS

184 Draft plan comments and project ideas offered by students, faculty and staff via online survey.

## BIG IDEA SESSIONS

The Spring 2019 Big Idea Sessions were held to dream about big, aspirational projects that would differentiate our college and would require significant resources.



**3** SESSIONS  
**57** PARTICIPANTS

Ideas generated for:  
People = 53  
Programs = 75  
Places = 101

## YEAR 2 AT A GLANCE

What's to come for the 2019-2020 academic year.



### A Focus on Core Values

Every six weeks the college will intentionally focus on one of its core values to highlight current activities and initiate new activities that model and showcase our values.



### Cultivating a Professional Workplace and Environment

Department chairs will take the lead in designing an education program to raise awareness and model a positive, supportive and professional workplace.



### Keynote Events

A distinguished lecture series will host experts throughout the year to showcase our values and stimulate our thinking and encourage productive discourse.