



TRANSITION EXTENSION STRATEGIC PLAN

6-Month Progress Report

2025-2027

TABLE OF CONTENTS



INTRODUCTION

3

STRATEGIC INITIATIVE 1

4

Deliver quality programs that promote integrative learning, discovery and creativity

STRATEGIC INITIATIVE 2

6

Enhance student learning, development and success

STRATEGIC INITIATIVE 3

8

Prepare our students for the future of work, human & civic engagement

STRATEGIC INITIATIVE 4

10

Strengthen our economic vitality and impact

STRATEGIC INITIATIVE 5

13

Advance organizational development and employee excellence

CONCLUSION

15

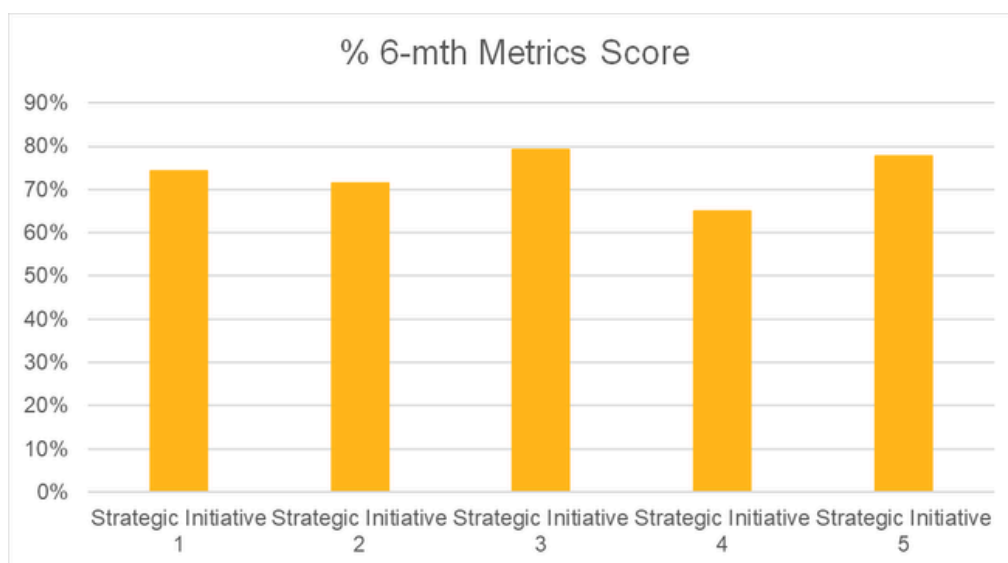
INTRODUCTION

Cal Poly Pomona's 2025-2027 Transition Extension Plan bridges the conclusion of the previous strategic plan while establishing a foundation for the university's next long-term strategic direction. It emphasizes our most immediate priorities, while also ensuring continuity and momentum through this period of change.

This six-month progress report highlights Cal Poly Pomona's continued progress across its five pillar initiatives. The university made measurable progress in student success, academic innovation, career readiness, organizational effectiveness, and institutional sustainability through targeted investments, cross-divisional collaboration, and data-informed decision-making.

Six-month metrics scores ranged from 65% to 79%, demonstrating strong progress across all five initiatives. Our progress is assessed by having divisions and units classify each success metric in one of three categories: "initiated", "significant progress", or "accomplished". These classifications were translated into weighted scores and aggregated to provide an overall measure of progress for each goal and initiative.

Key accomplishments during this timeframe include expanded AI integration, increased student engagement and experiential learning opportunities, modernization of academic and administrative systems, and enhanced employee development initiatives. Collectively, these efforts position CPP to continue advancing its mission and strategic priorities.



STRATEGIC INITIATIVE 1

Deliver quality programs that promote integrative learning, discovery and creativity

GOALS

#1 Expand graduate programs that advance students' personal and professional development.

Cal Poly Pomona is working towards strengthening graduate recruitment and enhancing the graduate student experience. The university developed a graduate program exit survey with deployment in Summer 2026 to support the continuous improvement of the services and support provided to graduate students. While comprehensive graduate enrollment trends are best evaluated annually, Spring 2026 enrollment decreased by 5% compared to Spring 2025, consistent with CSU trends.

#2 Deliver leading-edge learning experiences by modernizing academic and research technologies to advance teaching, discovery, and innovation.

Technology-enabled teaching, learning, and research capacity expanded through several key initiatives, including implementing a new high-performance computing (HPC) cluster that will provide approximately fifteen times the performance of the current environment and support modern research workloads. More than 90 percent of IT-supported classrooms were equipped with approved instructional technology.

Faculty development initiatives continued to promote innovation in teaching and research. CPP hosted several faculty-focused events, including the AI Fair, Cyber Fair, Splunk training, and HPC training sessions. Faculty increased their use of advanced computing resources compared to the previous year, demonstrating growing adoption of research computing technologies.

STRATEGIC INITIATIVE 1

Deliver quality programs that promote integrative learning, discovery and creativity

GOALS CONTINUED

#3 Expand on technology governance to support academic innovation in keeping with institutional mission and values.

CPP strengthened technology governance processes that support academic innovation while ensuring compliance with institutional requirements. IT Review committees evaluated all academic technology requests through established accessibility, security, ATI, and data governance reviews. In addition, the university continued to monitor user satisfaction with IT services through automated survey processes.

CPP also made tremendous stride integrating artificial intelligence (AI) and other emerging technologies into the curriculum. The Academic Affairs Emerging Technology Governance Committee adopted institutional guidelines for the ethical use of AI and emerging technologies, and continues to support implementation efforts. CPP exceeded its curriculum integration goals during AY 2025–26 by updating or developing 37 courses through AI Course Integration Grant awards. The university awarded an additional 50 grants in May 2026 to support future course development and AI literacy initiatives and will monitor implementation and outcomes during AY 2026–27.

STRATEGIC INITIATIVE 2

Enhance Student Learning, Development, and Success

GOALS

#1 Cultivate a strong sense of belonging for students.

Efforts to foster a sense of belonging among students produced encouraging results. More than 579 students participated in belonging-focused programs and assessments during their first six months at the university. Assessment results showed that 79 to 94 percent of participants reported feelings of connection, engagement, and belonging, exceeding established targets.

#2 Enhance student-facing technologies to improve learning, engagement, and pathways to graduation.

We continued implementing a coordinated, data-informed student success model that integrates advising, academic support, early alerts, and co-curricular engagement. More than 80 percent of students currently engage with one or more coordinated support services, reflecting ongoing efforts to improve student outcomes through cross-divisional collaboration and integrated support systems.

To prepare students for emerging technologies, the university developed and piloted AI literacy modules during Summer 2026. Initial feedback is being evaluated, and additional work is planned to support broader implementation in Fall 2026.

Student access to digital tools and resources remained strong. CPP achieved its goal of providing all students access to the digital student portal, and satisfaction levels continue to meet expectations. Engagement with digital academic planning tools also increased following the relaunch of the academic planner in June 2025. Since then, approximately 66 percent of undergraduate students have accessed their digital academic plan, indicating growing utilization of degree-planning resources.

STRATEGIC INITIATIVE 2

Enhance Student Learning, Development, and Success

GOALS CONTINUED

#3 Strengthen alumni and external community relationships to enhance student learning and success opportunities.

The university also strengthened alumni and community engagement. Insights on Alumni Engagement (AEM) data showed year-over-year improvements in volunteer participation, experiential opportunities, and communication activities, supporting efforts to connect students with alumni networks and professional development opportunities.

STRATEGIC INITIATIVE 3

Prepare Our Students for the Future of Work, Human and Civic Engagement

GOALS

#1 Expand a future career paths ecosystem that connects learning to workforce readiness.

We made progress toward our goal of developing a comprehensive career readiness ecosystem that connects academic learning with workforce preparation. Career readiness initiatives are being intentionally scaled through embedded coursework including career markers, strategic campus partnerships, and targeted student engagement programs. Career coaches embedded within colleges, learning communities, and the Champions program have expanded access to high-impact programming, helping students engage earlier and more consistently in career development activities. Efforts to expand employer partnerships are ongoing and provide a strong foundation for continued growth.

Experiential learning opportunities continued to exceed expectations. During AY 2025 – 2026, approximately 1,400 micro-internship placements were provided, significantly surpassing the annual goal of 500 placements. Student feedback remains positive, with 88 percent of students surveyed reporting satisfaction with the relevance of their micro-internship experiences to their academic studies and career interests. These results demonstrate the continued value of experiential learning as a pathway to career readiness.

#2 Advance students' career and financial readiness.

We also expanded opportunities for students to engage with alumni and community partners. The Office of Alumni and External Affairs exceeded its annual target by hosting 13 career readiness events and seven financial wellness events in collaboration with campus partners. New opportunities for students to engage with community-based projects and civic problem-solving initiatives were developed in partnership with the City of Pomona.

STRATEGIC INITIATIVE 3

Prepare Our Students for the Future of Work, Human and Civic Engagement

GOALS CONTINUED

#3 Strengthen students' self-advocacy skills.

Student Affairs advanced efforts to strengthen students' self-advocacy skills through intentional education and support programs. More than 653 students participated in leadership development, assessment, and capacity-building initiatives. Assessment results indicate that more than 88 percent of students reported increased confidence and skill development, substantially exceeding the established benchmark. Students further demonstrated increased ability to navigate challenges, communicate across differences, and advocate effectively for themselves and others.

STRATEGIC INITIATIVE 4

Strengthen Our Economic Vitality and Impact

GOALS

#1 Strengthen CPP's fiscal outlook by leveraging data and analytics.

#2 Expand CPP's visibility and reputation to drive enrollment, funding, and institutional competitiveness.

We made significant progress in leveraging data and analytics to improve enrollment outcomes. Predictive enrollment modeling tools were developed and will be implemented beginning in Summer 2026. These tools will support recruitment, yield management, and retention efforts through more accurate forecasting and targeted interventions. The university also launched the "Become by Doing" visibility and awareness campaign, utilizing personalized, data-informed outreach to prospective students and families to strengthen recruitment and conversion efforts.

#3 Advance a university-wide culture of philanthropy.

Fundraising and philanthropic initiatives continue to support institutional priorities. Efforts to cultivate a culture of philanthropy included expanded stewardship activities, donor engagement strategies, and volunteer leadership development. The university also celebrated major milestones, including successful donor recognition efforts and planning for significant institutional anniversaries and community engagement events.

STRATEGIC INITIATIVE 4

Strengthen Our Economic Vitality and Impact

GOALS CONTINUED

#4 Strengthen alumni and external community relationships.

Alumni and community engagement efforts contributed to strengthening the university's regional presence and partnerships. Strategic events and collaborations brought together business, civic, and educational leaders to advance economic development opportunities and reinforce the university's role as a regional anchor institution.

#5 Strengthen economic vitality by advancing fiscal operational excellence.

We made notable progress in improving long-term financial sustainability and operational effectiveness. Revenue diversification initiatives remain underway through CPP Enterprises and other auxiliary operations. Procurement modernization efforts advanced with the implementation of the CSU Buy platform, which streamlines purchasing processes, increases transparency, and improves compliance. Additional automation initiatives within Accounts Payable and capital project management are reducing processing times, increasing accountability, and improving operational efficiency.

Improvements in procurement, workflow automation, project management, and financial processes are expected to generate long-term efficiencies while enhancing service delivery and supporting institutional growth, strengthening financial reporting and our business operations infrastructure.

STRATEGIC INITIATIVE 4

Strengthen Our Economic Vitality and Impact

GOALS CONTINUED

#6 Position CPP as a premier hub for innovative experiential leadership development.

CPP engaged four external paid client sessions and 10 internal group sessions of Teaching Horse, totaling 116 participants in the reporting period. Feedback has been strong with 100% of participants reporting intentions to apply their understanding and concept of shared leadership in their everyday work.

STRATEGIC INITIATIVE 5

Advance Organizational Development and Employee Excellence

GOALS

#1 Foster a respectful and inclusive learning and working environment.

The university continued to strengthen a respectful and inclusive learning and working environment through expanded leadership development, training, and engagement opportunities. During the reporting period, Strategic Learning launched the Leadership Culture Lab, and the Principles of Community were further integrated into leadership development efforts across campus.

Equity-minded leadership development efforts continued to strengthen employees' capacity to lead inclusively and engage in meaningful dialogue. More than 236 employees participated in professional development programs focused on self-awareness, intercultural competency, and leadership effectiveness. Early feedback results indicate strong gains in participant confidence and leadership skills.

#2 Improve operational processes related to university personnel.

Human resources and talent management processes also advanced significantly. The campus successfully implemented the CSU Common Human Resources System (CHRS) to support streamlined enterprise personnel administration. A more structured and compliant executive search process was implemented including standardized documentation, onboarding resources, and active participation in search committee activities. As a result, all executive searches managed during the reporting period met audit-ready documentation standards. Human Resources and Payroll Services also launched automation and artificial intelligence initiatives designed to streamline operations, improve service delivery, and reduce manual processing requirements.

STRATEGIC INITIATIVE 5

Advance Organizational Development and Employee Excellence

GOALS CONTINUED

#3 Enhance board effectiveness and engagement.

CPP continued to strengthen governance and engagement through the CPP Philanthropic Foundation Board. Board orientation, succession planning, recruitment, and communication efforts resulted in increased engagement and the addition of new board members. Enhanced communication strategies, including regular newsletters and strategic updates, further strengthened board participation and institutional alignment.

Professional development opportunities expanded across multiple divisions. IT staff actively participated in leadership and technical training programs, while University Advancement implemented a strategic accountability framework to monitor progress toward divisional goals. Administrative Affairs continued to strengthen continuous improvement capabilities through Lean Six Sigma training and operational transformation initiatives, increasing the number of certified Green Belts and expanding process improvement efforts across the division.

CONCLUSION

The first six months of implementation demonstrate strong progress across the university's strategic priorities. Significant accomplishments were achieved in advancing student success, modernizing academic and administrative technologies, expanding career readiness and experiential learning opportunities, strengthening community and alumni engagement, and enhancing organizational effectiveness. Several objectives have already been completed, while many others are progressing on schedule and producing measurable outcomes that support the university's mission and long-term goals.

As the university moves into the next reporting period, efforts will focus on scaling successful initiatives, assessing outcomes, and strengthening cross-divisional collaboration to maximize impact. Continued investment in innovation, student support, employee development, operational excellence, and strategic partnerships will position the institution to build on current momentum and advance its vision of providing transformative educational experiences while serving the broader community and region.