

Augusta University

Policy Library

Integrated Planning Policy

Policy Manager: Institutional Effectiveness

POLICY STATEMENT

Augusta University's Integrated Planning Process is a part of a systematic, data-informed, collaborative, and coordinated approach to achieving our mission and vision and practicing our values as a comprehensive research university and academic health center. Augusta University (AU) has established the group of Planning Leaders defined by membership on the President's Cabinet or other mission-critical unit at the discretion of the President's Executive Cabinet. The President's Cabinet represents the key senior leadership team responsible for working with the President and Executive Vice Presidents to oversee operations of AU and its affiliates and establishes the mission, vision, and strategic goals and direction of the institution. These leaders develop multi-year unit goals and annual tactics and measures of the expected outcomes aligned with the institutional strategic plan. Planning Leaders develop plans with input from Planning Stakeholders and collaborate with other units to achieve established goals. The President and Executive Vice Presidents review the plans and provide feedback based on institutional priorities and resource availability. Planning Leaders then operationalize, monitor, and assess performance of approved goals and tactics. Assessment results are then used to plan for the next fiscal year or the appropriately defined time period. Each plan, including the assessment results and any updates for the next fiscal year or defined time period, is reviewed and must be approved by the respective Executive Vice President or the President.

Augusta University ensures planning aligns with the University System of Georgia's Strategic Plan, and its integrated planning process complies with the Board of Regents' Policy 2.9 on Planning and Assessment and with standards from AU's institutional accreditor – Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). The SACSCOC *Principles of Accreditation* outlined below must be considered in conjunction with any additional regulatory or legal requirements Planning Units must follow.

Principle 7.1: The institution engages in ongoing, comprehensive, and integrated research-based planning and evaluation processes that (a) focus on institutional quality and effectiveness and (b) incorporate a systematic review of institutional goals and outcomes consistent with its mission. (*Institutional planning*)

Principle 7.3: The institution identifies expected outcomes of its administrative support services and demonstrates the extent to which the outcomes are achieved. (*Administrative effectiveness*)

Principle 8.2c: The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results for academic and student services that support student success. (*Student outcomes: academic and student services*)

AFFECTED STAKEHOLDERS

Indicate all entities and persons within the Enterprise that are affected by this policy:

- ☐ Alumni ☒ Faculty ☐ Graduate Students ☐ Health Professional Students
☒ Staff ☐ Undergraduate Students ☐ Vendors/Contractors ☐ Visitors
☐ Other:

DEFINITIONS

Aspirational Imperative: An aspirational imperative is an overarching ambitious metric that calls for a unified effort, indicates the target of success, and gauges the effectiveness of the institutional strategic plan.

Box: The web-based cloud storage platform that serves as the system of record for planning information.

Expected Outcomes/Measures/Milestones: Levels of success that a unit intends to achieve.

Goals: A description of what the unit expects to achieve within a given timeframe, often spanning multiple years.

Planning Leader: Deans, vice presidents, or other leaders who serve on the President's Cabinet or at the discretion of the President's Executive Cabinet with responsibility for developing strategic alignment plans that support the institutional strategic plan.

Planning Stakeholder: Individuals or groups within or associated with the Planning Unit who participate in the development and implementation of strategic planning at the unit level. Depending on the mission and scope of the Planning Unit, Planning Stakeholders may include faculty, staff, students/trainees, alumni, community partners, etc.

Planning Unit: A group within the organizational structure of the institution that is led by a Planning Leader and participates in the planning and resource alignment process.

Resource Alignment: The process of ensuring that resources are allocated in alignment with AU's strategic priorities.

Strategic Alignment Plan: A type of tactical plan that contains a written set of intentions for the unit, updated each fiscal year and in alignment with the institutional strategic plan. The strategic alignment plan is articulated through stated goals, tactics, and expected outcomes/measures/milestones; promotes resource alignment and accountability; and demonstrates strategic alignment to the institutional strategic plan.

Strategic Plan: A document that establishes the direction of Augusta University and aligns to the institutional mission, vision, and values.

Tactical Plan: A document that establishes the goals, tactics, and expected outcomes/measures/milestones of one unit or multiple units with the intention to impact the success of the institutional strategic plan.

Tactics: A description of how the unit expects to achieve its stated goals within a timeframe.

PROCESS & PROCEDURES

At AU, planning is integrated across Planning Units to align with institutional aspirational imperatives, priorities, and available resources. The responsibility for developing, executing, and assessing goals and tactics at the Planning Unit level that support institutional tactical plans rests with the institution's Planning Leaders. Identified Planning Leaders must develop a multi-year strategic alignment plan that is aligned with AU's strategic planning aspirational imperatives and priorities. Unit-level strategic alignment plans must define goals, tactics, and expected outcomes/measures/milestones, with the planning components in alignment with the institutional strategic plan. Annually, strategic alignment plans must be reviewed and updated based on the past year's performance and on the emergence of new expectations for achieving existing goals or leading to new goals. Planning Units must review and document planning progress periodically through mid-year and annual assessment reports. Planning Leaders should appropriately engage Planning Stakeholders in the process of identifying goals, tactics, and measures, should hold the appropriate leaders within their units accountable for supporting the execution of goals and tactics.

REFERENCES & SUPPORTING DOCUMENTS

[Augusta University Planning Webpage](#)

[*SACSCOC Resource Manual for The Principles of Accreditation: Foundations for Quality Enhancement*](#)

RELATED POLICIES

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APPROVED BY:

Interim Executive Vice President for Academic Affairs and Provost, Augusta University

Date: 6/11/2025

President, Augusta University

Date: 6/21/2025