

Strategic Plan 2016 - 2021



	Resilience and Sustainability	Ambition, Global Recognition and Securing our Reputation for Innovation	An Inclusive Community	Enabling Technologies, Excellent Research and Teaching Spaces	A New Vision for Education
Teaching Excellence and a Great Student Experience	<ul style="list-style-type: none"> » A first choice destination for students. » Strong partnerships with students to give them skills & knowledge for their futures. » Use data to drive initiatives. » Grow our curriculum. » Inspiring, supportive and sustainable campus. » Growing and diversifying income & improving our efficiency. 	<ul style="list-style-type: none"> » A reputation for teaching excellence, creativity and innovation. » A demand-led portfolio meeting the current and future needs of employers. » Attract colleagues with an interest in innovation and creativity in teaching and research » Provide our students with a global experience. » Continuous improvement in learning practices. 	<ul style="list-style-type: none"> » Our staff and students will be ambitious, resilient, and flexible. » Create an environment supporting understanding of different cultures and perspectives within the University and wider community. » A clear framework for teaching to support students in the different stages of their development. » Create a global experience for our students. » Utilise digital technology to create new learning platforms. » Widening participation for those who have the ambition and talent. 	<ul style="list-style-type: none"> » Creating leading-edge teaching environments. » Develop our virtual spaces alongside our physical estate. » Make a step-change in mobile learning technologies. » Develop digital engagement through the lifecycle of our students' journey. » Develop our campus as open access. 	<ul style="list-style-type: none"> » Build on our reputation for our work with students as 'producers of knowledge'. » Offer students the chance to work entrepreneurially » Provide opportunities for students through project work and 'winter and summer schools'. » Provide students the opportunity to learn from national and international leaders in academia. » Develop a reputation for experimentation and innovation in teaching practice. » Provide opportunity for every student to develop their ideas, establish an enterprise or take part in work-based activities.
Graduate Success	<ul style="list-style-type: none"> » Grow our postgraduate community. » Create confident, articulate students preparing them to lead successful careers. » Assess learning gain to highlight the value of degrees. » Our curriculum is focused on professional practice. 	<ul style="list-style-type: none"> » Providing our students with the skillset they need to engage successfully in a global society » Ensure that our students are exposed to world leading ideas » Develop our international partnerships to develop our reputation, provide new research and teaching opportunities and increase our income. 	<ul style="list-style-type: none"> » Continue to engage with our graduates beyond their studies 	<ul style="list-style-type: none"> » Providing students with relevant and up-to-date facilities to enable confidence in the digital age. » Learning spaces will provide the most up-to-date equipment spaces to reflect, debate and explore ideas. » Enhance our range of learning spaces and resources, including careers support and library and archival resources. 	<ul style="list-style-type: none"> » Develop opportunities for all our students within and beyond the curriculum, through work placements, business start-ups and work experience. » Provide space for convergence projects to help develop leadership and team working. » Our curriculum will support students in a fast moving environment. » Our curricula and assessments will be designed in partnership with potential employers, our students, alumni and relevant professional bodies to ensure relevance and currency.
Excellent Research with Impact	<ul style="list-style-type: none"> » Continue to develop a sustainable and resilient research environment. » Grow our postgraduate research student base. » Ensure that our research is purposeful, meets the needs of the 21st Century, and informs our teaching. » Recruit, retain and develop academic and research staff to become internationally-excellent and independent researchers. » Ensure our research aligns with both established and new funding opportunities. 	<ul style="list-style-type: none"> » Engage in research that is of the highest quality and will support research excellence across the University. » Seek to concentrate our research around themes and foci from the broadest to the specialist. » Expand our research collaborations, locally, nationally and globally. » Attract researchers to Lincoln from across the globe. 	<ul style="list-style-type: none"> » Ensure our research is shared across our communities and is purposeful with strong impact. » Support our students and staff to share their findings providing opportunities to attend conferences and seminars. » Expect all our work, whether academic or professional service activities, to be innovative and enterprising. » Develop approaches to working, in both academic and professional service departments, which support research activity. 	<ul style="list-style-type: none"> » Support research through providing appropriate facilities and space. » Create college common rooms to support debate between postgraduate students and their academic mentors. » Use technology to ensure our research is available globally and recognised for its relevance, significance and impact. 	<ul style="list-style-type: none"> » Develop and support research that enhances our futures, is purposeful and leads to improvements in society. » Develop research that draws together different disciplinary and promotes genuinely impactful, purposeful research. » Engagement in our research, where students as 'producers' of knowledge, undertaking projects and developing new ideas with their teachers.
Strong Partnerships and Employer Engagement	<ul style="list-style-type: none"> » Make the most of our partnerships to enhance our reputation and income. » Proactively seek out opportunities based on market intelligence and reputational advantage. » Grow our education, consultancy and intellectual property with employers. » Further develop the Lincoln Science Park. 	<ul style="list-style-type: none"> » Develop deep partnerships with like-minded institutions. » Use innovative methods to do our business and establishing new research partnerships. » Focus on the areas of business support, business start-ups and incubation. 	<ul style="list-style-type: none"> » Develop our role as an anchor institution in the city of Lincoln and across our region, taking advantage of opportunities in local and regional debates. » Work locally and regionally to provide the environment for graduates to stay in the region. » Promote and celebrate entrepreneurship across the whole University. » Encourage staff placements in, and exchanges with, industry. » Play a more prominent role in the life of the county. » All senior staff to engage with at least one locally based organisation. » Grow our industrial partnerships internationally providing new opportunities for research and student engagement. 	<ul style="list-style-type: none"> » Develop pedagogical expertise and technical capability in work-based learning. » Provide students with opportunities facilities and access to investment to enable them to experiment with interesting and innovative ideas. 	<ul style="list-style-type: none"> » Work with our partners to develop a curriculum that addresses 21st Century issues. » Support our students to learn from and experience different cultural contexts to ensure they are able to succeed in a global work environment. » Develop opportunities for both students and staff to engage with industry through work placements, work experience and graduate training schemes.
Dynamic, Engaged People	<ul style="list-style-type: none"> » Use data and our networks and contacts to predict and lead as well as respond to change quickly and positively. » Work with all staff to ensure that they are clear about what is expected and provide the appropriate support to succeed in their roles. » Encourage staff to be proactive and develop themselves to improve how they work and how the organisation performs. » Create opportunities for staff to get involved in delivering improvement and innovation. » Recruit and recognise staff who are innovative in their practices 	<ul style="list-style-type: none"> » Be brave, to try new things and continually strive for improvement and growth. » Research academics will develop extensive partnerships and networks to raise their and the University's reputation. » Provide an environment where research activity is vibrant and dynamic. » Recruit well qualified staff from across the globe experimenting with innovative teaching methods. » Adopt new ways of working to ensure we support innovation and creative thinking. » Ensure our leaders can lead and guide successful, ambitious teams. » Recruit and promote staff who are innovative and creative. 	<ul style="list-style-type: none"> » Create a flexible and open university that encourages and supports collaborative working. » Trial new approaches to a learning community between all staff and students. » Recognising that we are all customers of each other, we will improve our community. » Create clear service standards that are transparent and effective. » Recognise and value our students and alumni as a resource to help, build and develop the University. 	<ul style="list-style-type: none"> » Develop our working environment to ensure we are fleet of foot, agile and effective. » Create work spaces which facilitate debate and discussion, enabling better decision making. » Create work environments that meet need and demand in a timely fashion. » Using digital technology, automate routine tasks to free up time. 	<ul style="list-style-type: none"> » Be passionate about, and committed to, achieving improvement and innovation. » All our practice will be research-informed and we will bring experts from across the world to work with us to help develop new ideas and approaches to higher education practice. » Support experimentation in our approach to teaching. » Listen to and collaborate with our students, our alumni and their future employers » Create time and space to allow the opportunity for our staff to reflect and create new ideas and thoughts to improve practices and outcomes.