

# IOD Strategic Plan: FY 2010 – FY 2013

## Our Mission

The Institute on Disability at the University of New Hampshire strengthens communities to ensure full access, equal opportunities, and participation for all persons.

## Our Vision

The IOD envisions a future where all persons, including those living with disabilities, are fully engaged members of communities; a future where culturally appropriate supports are available across the life span to individuals and families that lead to self-determination and satisfying quality of life.

## Broad Strategic Goal

The IOD will organize into five Priority Areas that will target, develop, and allocate IOD resources to further position us nationally, regionally, and within UNH. These Priority Areas include *Inclusive Education, Autism Spectrum Disorders, Health & Genetics, Community Living & Employment, and Assistive Technology*. This reorganization will support an increase in scholarly contributions to new knowledge, expand faculty and major stakeholder engagement, and further advance our Mission.

### Strategy 1: Engagement

Expand engagement with other organizations in equitable partnerships that leverage mutual strengths.

- Create accessible points of contact for stakeholders in all five Priority Areas.
- Create content expertise that engages diverse stakeholders from within UNH and externally.
- Convene meetings with Priority Area content experts.
- Co-hire new IOD faculty with interested UNH departments.
- Co-author and submit content specific grants with partners.

### Strategy 2: Scholarship & Research

Increase IOD contributions to new knowledge, best practices, and public policy.

- Develop an internal capacity and culture that supports a spirit of inquiry, conduct research, publish, and disseminate.
- Develop robust research agendas for each Priority Area to increase scholarship and academic contributions.
- Increase IOD activity in faculty teaching, curriculum development, student engagement, and distance learning.

### Strategy 3: Infrastructure

Create and maintain excellence in management of IOD resources, and foster efficient, effective, and progressive operational support for Priority Areas.

- Invest in professional development, mentoring, support, and cross training.
- Develop a new IT Plan.
- Influence IOD culture of reflective learning, continuous improvement, and use of data.
- Invest in succession planning for aging workforce and next generation professional staff.
- Administrative wrap around strategy for support of Priority Areas.

### Strategy 4: Financial Strength

Pursue a revenue maximization strategy that contributes to IOD growth, contributes to the CHHS and UNH finances, and advances the IOD Mission.

- Reorganize and expand internal IOD Development capacity to support a broad project base.
- Devolve IOD grant writing, submission, and approval with benchmarks for Priority Areas and Principal Investigators.
- Co-author and submit grants with other UNH departments and external organizations.
- Construct sound business plans for IOD services, projects, and activities.