

Institute on Disability/UCED University of New Hampshire

Executive Summary IOD Strategic Plan: FY 2010 – FY 2013

This summary and attached diagram represent the fiscal year 2010 to fiscal year 2013 Strategic Plan for the Institute on Disability/UCED (IOD) at the University of New Hampshire. This iteration of strategic planning evolved from the 2005-2008 IOD Strategic Plan and thus represents an evolutionary process of organizational transformation that is annually reviewed and updated to respond to changes in the environment in which the IOD operates.

This Plan was developed over a six-month period using data compiled from 23 key external and UNH stakeholder interviews, an electronic survey sent to 38 recipients, multiple IOD staff retreats, relevant literature, recent conference presentations, and ongoing UNH planning efforts. These data were analyzed, distilled, and used to populate four IOD staff retreats complimented with 12 regularly scheduled Strategic Team meeting agendas.

The new Plan recommits the IOD to its core purpose:

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

In addition, this Plan restates the IOD vision:

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

The FY 2010 to FY2013 Strategic Plan builds on previous organizational development efforts targeted at ensuring a sound, efficient, and effective administrative foundation on which to continue to develop IOD initiatives that advance its mission. With the success of that infrastructure development and maturation, the new Plan orients IOD content and strategic initiatives in concert with emerging national, regional, and state priorities in the field of disabilities. Toward that end, the IOD will reorganize its work into five Priority Areas to include:

1. Inclusive Education
2. Autism Spectrum Disorders
3. Health and Genetics
4. Assistive Technology
5. Community Living and Employment

Each Priority Area will develop a portfolio consisting of:

- a. A research plan and agenda
- b. A public policy plan
- c. Academic contributions
- d. Service to the community
- e. Professional development and technical assistance
- f. Communication and dissemination plans
- g. Sustainable resources acquisition strategies

In addition to each Priority Area portfolio, the IOD will emphasize the following organizational strategies in its work:

- Engagement: Working in equitable partnerships
- Scholarship and Research: Impact on the field
- Infrastructure: Ensuring a strong foundation
- Financial Strength: Developing resources to achieve the outcomes of the IOD's mission

In the enclosed Strategic Plan diagram, various strategies are inventoried to illuminate the operational implementation of the IOD's Plan. Supporting this Strategic Plan will be annual operations, business, and development plans with clear goals and tactics, benchmarks, metrics, and an organizational commitment to continuous improvement and evaluation to ensure that the IOD consistently measures progress, learns from its efforts, and adjusts plans and activities to ensure progress.

This plan is a living document subject to ongoing revision and is available online at www.iod.unh.edu/strategicplan.html.