



MISSION

Ripon College prepares students of diverse interests for lives of productive, socially responsible citizenship. Our liberal arts curriculum and residential campus create an intimate learning community in which students experience a richly personalized education.

CORE VALUES

We are committed to:

SERIOUS INTELLECTUAL INQUIRY

A standard of academic excellence fosters scholarly and artistic achievement and promotes lifelong learning.

INTEGRITY

Ethical conduct guides the College. Decisions and actions reflect the principles of honesty, fairness, candor, respect, responsibility, trust, inclusiveness and openness.

DIVERSE COMMUNITY

Differences of perspective, experience, background and heritage enrich the College. Relationships are sincere, friendly, welcoming and supportive.

STEWARDSHIP

Ripon College is a responsible steward of its mission, traditions and resources.

SERVICE

Service within and beyond the campus enables effective governance, encourages community engagement and creates leadership opportunities.

RIPON COLLEGE VISION STATEMENT

Ripon envisions itself as a venerable, prosperous and widely respected liberal arts college that is proud of its history and confident about the future.

An intense engagement with and concern for academic, artistic and personal development of students have defined Ripon since its founding on the Wisconsin frontier and will always be enduring characteristics of the College.

Vigorous and healthy growth will place Ripon in a distinctive class of intentionally sized, intellectually vibrant and civic-minded colleges. Ripon will attract students, faculty and staff of excellent character, great potential and high quality, and the College will be increasingly appealing to its alumni. Ripon will interact conscientiously with the local community and will extend its reach to the nation and the world at large.

Ripon College will command broad interest, recognition, support and respect. A burgeoning spirit of optimism and opportunity, accessibility and possibility will emanate from the College and will inspire it to imagine – and to do – great things.

RC 175 A STRATEGIC PLAN FOR RIPON COLLEGE

OVERVIEW

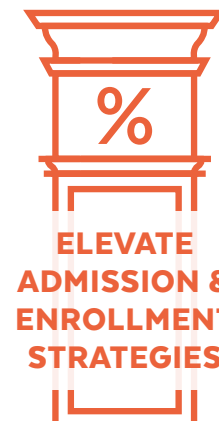
This strategic plan is the culmination of work that began in Fall 2022 when President Folsie charged the Faculty Advisory Committee (FAC) to lead an inclusive and comprehensive planning process in collaboration with a newly formed Strategic Planning Work Group. The multi-year plan is intended to be a dynamic document that gives the college the flexibility to maneuver nimbly when necessary to adapt to changing conditions while providing a structure that enables and encourages the implementation of a coherent plan that promotes success. Along with the strategic imperatives, timelines, deliverables and metrics are included to allow progress to be assessed, re-evaluated, and measured.

The execution of the strategic plan will be the responsibility of many stakeholders; however, in collaboration with the FAC and Administrative Council, the accountability for and oversight of RC 175 is the responsibility of the Board of Trustees and the President. We collectively stand behind RC 175 and eagerly anticipate celebrating our successes.

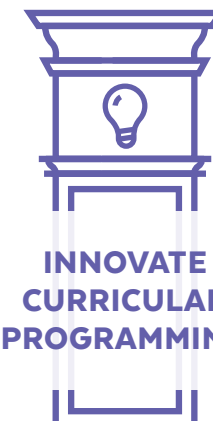
STRATEGIC GOALS

- 1 Bolster our identity as an innovative residential college, committed to our liberal arts core, while advancing cutting edge undergraduate and graduate pre-professional programs.
- 2 Assure financial stability and long-term sustainability.
- 3 Achieve and maintain an enrollment of at least 1000 students.
- 4 Prepare 100% of graduates for graduate school admission, employment, or service within 1 year of graduation.
- 5 Promote and remove barriers to the high impact practices of study abroad, academic internship, or faculty-student collaborations on scholarly/creative projects for all students.
- 6 Lead in social mobility at the state and national level.
- 7 Sustain a premier workplace culture that supports thriving for all stakeholders.

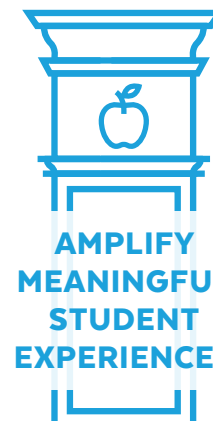
CORE STRATEGIC PILLARS



ELEVATE
ADMISSION &
ENROLLMENT
STRATEGIES



INNOVATE
CURRICULAR
PROGRAMMING



AMPLIFY
MEANINGFUL
STUDENT
EXPERIENCES



FOSTER
STAKEHOLDER
ENGAGEMENT

\$ STEWARD FISCAL RESPONSIBILITY

Steward Fiscal Responsibility

Ripon College must develop strategies that effectively address structural and market condition challenges to **ensure financial stability and viability** in the near term and long term.

- 1 Create and maintain a multi-year financial model that annually reduces the structural deficit and balances the operating budget by no later than 2029.
- 2 Successfully complete the public phase of the Forever Ripon Campaign to grow the endowment, enhance facilities and sustain operations through the Ripon Fund.
- 3 Build a multi-year, data-driven enrollment strategy that addresses pricing strategies in response to Ripon's competitive set and market demands.

Elevate Admission & Enrollment Strategies

Ripon College will develop a clear understanding of **who we want to attract and how best to serve their needs**, now and in the future. We will utilize this knowledge to attract and retain a vibrant, diverse student body now and in the future.

- 1 Recruit and support a diverse student body.
- 2 Develop Ripon College's brand awareness and identity to market and communicate consistently to all stakeholders.
- 3 Broaden our current student recruiting pool to address future demographic declines.
- 4 Engage all Ripon College stakeholders in the recruitment process.

Amplify Meaningful Student Experiences

Ripon College will enhance the vibrancy and impact of the student experience by providing students with engaging and meaningful activities that **foster inclusiveness, friendships and a sense of responsibility**.

- 1 Assess and upgrade living and learning communities to make the residential campus more welcoming and more accessible.
- 2 Develop additional avenues to support the mental health and academic success of all our students.
- 3 Develop an infrastructure to ensure the retention of a diverse student population.
- 4 Enhance co-curricular and extracurricular programming.

Innovate Curricular Programming

Ripon College will **revitalize our curriculum** to reflect advances in academic disciplines, respond to students' changing priorities and meet the demands of a rapidly evolving marketplace.

- 1 Attract and retain quality and diverse faculty who contribute to a revitalized curriculum.
- 2 Advance and modify the general education curriculum, exploring new opportunities to emphasize cultural competency and further strengthen fruitful engagement with first-year students.
- 3 Promote, strengthen and expand experiential opportunities to enhance student learning outside of the classroom, with particular focus on undergraduate research, off-campus study and internships.
- 4 Introduce new programs that serve the interests and aspirations of a changing student demographic and positively contribute to society's most important challenges.

Foster Stakeholder Engagement

Ripon College will **create, strengthen and maintain** an environment that values and encourages full stakeholder engagement with each other and across the institution.

- 1 Attract and retain quality and diverse faculty and staff who engage with stakeholders.
- 2 Assess stakeholder values to supplement the campuswide compensation study, broadening the definition of compensation beyond salary considerations.
- 3 Create and maintain a workplace environment in which all stakeholders feel valued and supported.
- 4 Foster deeper connections and collaboration among all stakeholders, both on and off campus.
- 5 Actively seek opportunities to enhance communication and trust within the campus community.

