Integrated Planning

Diane S. Stephens is Associate Vice President for Academic Resources and Planning at California State University, Northridge, and has over 20 years of experience in higher education. She is responsible for budget planning and management, academic facilities planning and utilization, web planning, and staff human resources planning for the Academic Affairs division of the university. Diane acts as administrative liaison for the university’s Institutes for Sustainability and Community Health and Wellbeing, is Executive Secretary for the Educational Resources Committee of the Faculty Senate, is Chair of the Classroom Technology Committee, and Chair of the Academic Resources Council. She is also responsible for a cross-functional team of web developers and designers tasked with converting all divisional web sites to a new web content management system. Diane coordinates a multi-year professional development series for over 150 campus leaders and is active in a variety of university committees that focus on business process improvements. Diane is membership vice chair for the Society for College and University Planning (SCUP) Pacific Regional Council and serves as faculty for the SCUP Planning Institute. She holds the MBA degree from California State University, Northridge and her continuing education includes completion of the Harvard University Graduate School of Education Management Development Program, the Western...
The Six Competencies of Planning

**PEOPLE**: the ability to understand and identify the players who are or should be part of the planning process and their roles

**LANGUAGE**: the ability to use a common planning vocabulary to interpret and translate the ideas of all players

**PROCESS**: learn how to create and facilitate an integrated planning process; provide guidance and leadership through all stages of planning, including managing change

**THE PLAN** (as in the document): the ability to recognize and produce the elements of a written, integrated plan that can be implemented and evaluated

**PLANNING CONTEXT**: the ability to collect and filter relevant information of the internal and external environment

**RESOURCES**: the ability to identify alternative and realistic resource strategies and align them to stated plan priorities

*For more on the Planning Institute and Planning, go to http://www.scup.org/page/profdev/pi*