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**DRIVEN BY STUDENT SUCCESS** 

Year One of a Five-Year Plan



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## VISION

## **Defining Inclusive Excellence**

- Foster inclusive environment
- Empower individual potential
- Nurture intellectual community
- Embrace diverse experiences
- Celebrate all identities
- Commit to inclusiveness











# BACKGROUND AND DEMOGRAPHICS



Student success is the driver.
Student success is the outcome.
This plan guides us on how to get there.



23,225\*
TOTAL STUDENTS

13,016\*

10,209\*

**FEMALE** 

MALE

42.1%\*

34.4%\*

PELL-ELIGIBLE STUDENTS

FIRST GENERATION

\* Indicates all first-time, full-time, baccalaureate degree-seeking students entering Summer/Fall 2023

\*Data retrieved from <u>"Just the Facts 23-24" publication</u> by the Office of Academic Planning & Accountability

## (TOTAL STUDENT POPULATION - FALL 2023) Enrollment by Race/Ethnicitiy

Native Hawaiian or Other Pacific Islander	0.06%
American Indian or Alaskan Native	0.17%
Race and Ethnicity Unknown	1.61%
Non-resident - non US Citizen	4.57%
Asian	6.23%
Hispanic or Latino	<b>7.70</b> %
Two or more races	5.39%
Black	14.01%
White	60.26%

## SIX PRIORITIES

- Education and Training
- Climate and Infrastructure
- Recruitment and Retention
- Research and Scholarship
- Strategic Partnerships
- Leadership Support and Development



Six identified strategic pivotal priorities

## THE FRAMEWORK



### **UNIVERSITY**

UofL Strategic Plan (2023-2025) strategies or actions



#### **CPE**

Kentucky Council on
Postsecondary Education (CPE)
policies on inclusive excellence



#### **CARA**

Report recommendations

### OUR APPROACH

# University-wide Groups and Sources Informing the Inclusive Excellence Operational Strategic Plan

- Assistant and Associate DEI Practitioners in Units
- Cardinal Anti-Racist Agenda Report (CARA)
- Commission on Diversity and Racial Equity (CODRE)
- Commission on the Status of Women (COSW)
- Council of Academic Officers
- Kentucky Council on Postsecondary Education (CPE)
  Diversity Requirements
- Cultural and Equity Center
- Disability Resource Center
- Employee Resource Groups
- Equity and Student Success Council

- Faculty Senate
- HSC Office of Health Equity and Engagement
- Inclusion and Equity Council
- International Students and Scholars
- Office of Community Engagement
- Office of Student Affairs
- Vice Provost for Faculty Affairs
- Staff Senate
- Student Government Association (SGA)
- University Strategic Plan (2023-2025)

### OUR APPROACH

### **Strategic Plan Development**

### **Data Collection and Analysis:**

- Recorded each written comment separately using Microsoft Excel
- Cross-checked comments by searching for key terms associated with strategic priorities
- Sorted and removed duplicate submissions from 120 pages of recommendations
- Captured all comments without assessing their quality or relevance

### OUR APPROACH

### **Strategic Plan Development**

Condensed data into 71 separate recommendations aligned with strategic priorities

### **Qualitative Results:**

- Education and Training 14 recommendations.
- Climate and Infrastructure 15 recommendations.
- Recruitment and Retention 19 recommendations
- Research and Scholarship 9 recommendations.
- Strategic Partnership 6 recommendations.
- Leadership Support and Development 8 recommendations.





# INCLUSIVE EXCELLENCE OPERATIONAL STRATEGIC PLAN

#### **EDUCATION AND TRAINING**

GOAL 1

Provide a variety of ongoing voluntary educational offerings to faculty, staff, students, administrators, and members of the Board of Trustees to enhance interpersonal skills and build community.

GOAL 2

Create ongoing opportunities to educate the campus community on free speech.

**CLIMATE AND INFRASTRUCTURE** 

GOAL 3

Cultivate a community where all backgrounds, experiences, identities, and perspectives are welcomed and valued.

GOAL 4

Create and enhance intentional spaces, programs and services to foster a more accessible campus for all.



# INCLUSIVE EXCELLENCE OPERATIONAL STRATEGIC PLAN

#### STRATEGIC PARTNERSHIPS

#### **RESEARCH AND SCHOLARSHIP**

### GOAL 5

Expand outreach and partnerships with Kentucky Community Technical College System (KCTCS) to enhance recruitment and funding opportunities.

### GOAL 6

Continue and enhance collaborations with our signature partner schools developing pathways for recruitment directly to the University of Louisville.

### GOAL 7

Collaborate with Fortune 500 corporations for experiential learning opportunities, and internships to increase student success.

### GOAL 8

Organize an annual meeting for research principal investigators and staff across all schools/units to facilitate information sharing, idea generation, collaboration, and innovation.



# INCLUSIVE EXCELLENCE OPERATIONAL STRATEGIC PLAN

#### RECRUITMENT AND RETENTION

**LEADERSHIP SUPPORT AND DEVELOPMENT** 

GOAL 9

Develop voluntary
training modules for
employees and
supervisors that support
employee career
advancement.

GOAL 10

Increase funding opportunities to support student retention and persistence to graduation.

GOAL 11

Explore dual-career partner assistance and cluster hires as a crucial element in recruiting and retaining excellent faculty and staff.

GOAL 12

Establish a centralized professional development fund for faculty and staff to attend workshops and conferences.

\*\*All recommendations will adhere to the parameters of applicable state and federal laws, regulations, and guidelines.



### Phase II

# ACTION ITEMS

**Action 1** 

Identify responsible parties

**Action 2** 

Seek feedback and create action plans

**Action 3** 

Develop accountability measurements to indicate success **Action 4** 

Align key budget priorities

## ACKNOWLEDGEMENTS

# Thank you!

Faculty, staff, and student senates, COSW, CODRE, DEI practitioners, and all committees and groups whose invaluable contributions have been instrumental in shaping the first year of our Inclusive Excellence Operational Strategic Plan.



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