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## Year One of a Five-Year Plan





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- Vision: Defining Inclusive Excellence
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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\***  
FEMALE

**10,209\***  
MALE

**42.1%\***  
PELL-ELIGIBLE  
STUDENTS

**34.4%\***  
FIRST GENERATION

\* Indicates all first-time, full-time, baccalaureate degree-seeking students entering Summer/Fall 2023  
\*Data retrieved from ["Just the Facts 23-24" publication](#) by the Office of Academic Planning & Accountability

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

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	7.70%
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*

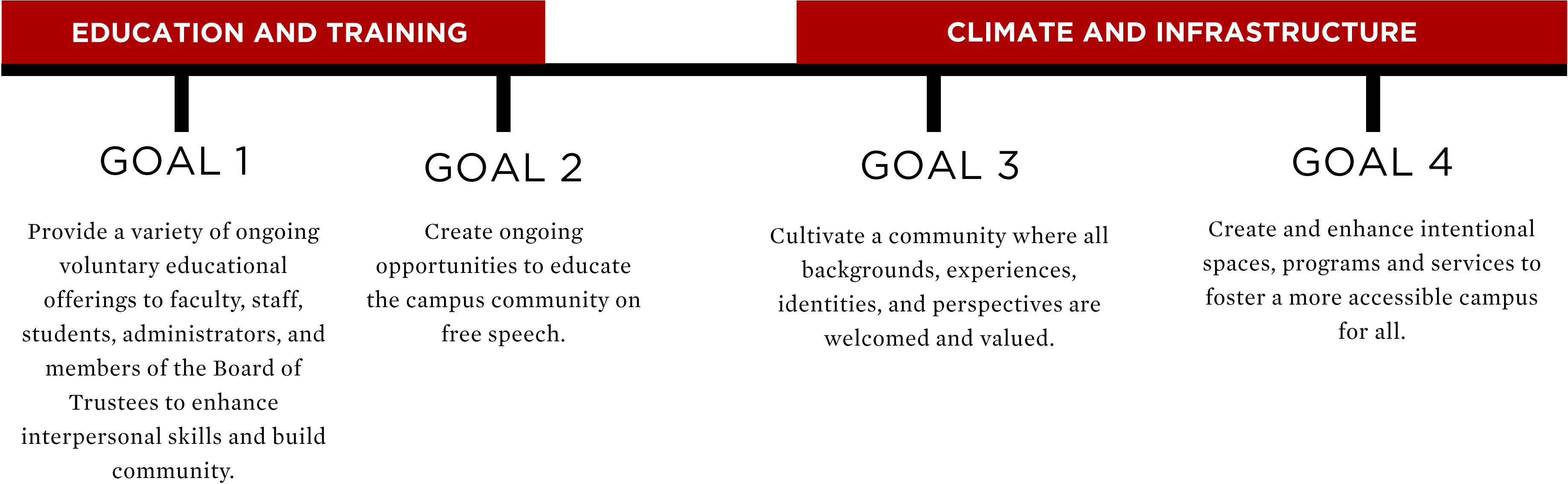
### Qualitative Results:

- **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.



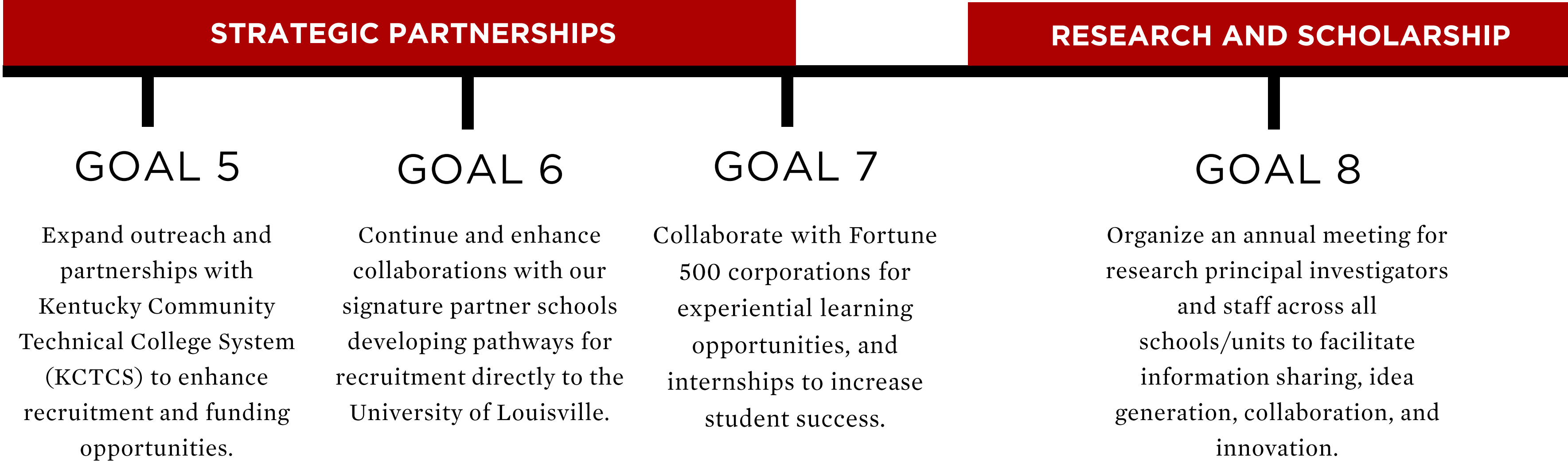
★ **12 STRATEGIC GOALS  
FOR YEAR 1**

# INCLUSIVE EXCELLENCE OPERATIONAL STRATEGIC PLAN





# INCLUSIVE EXCELLENCE OPERATIONAL STRATEGIC PLAN





# INCLUSIVE EXCELLENCE OPERATIONAL STRATEGIC PLAN



*\*\*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.







**QUESTIONS?**