

## **1. ENHANCE THE HOLISTIC STUDENT EXPERIENCE**

### **1.1 Implement a co-curricular requirement that blends classroom and out-of-classroom student experiences into a holistic approach to development.**

1.1.1 Form a faculty, staff, and student committee to lead co-curricular development efforts.

1.1.2 Develop processes for events to be approved as having co-curricular designation.

1.1.3 Implement a system for tracking student participation and providing digital badging for students as they progress.

2.1.4 Create a complete grant program overseen by a committee of faculty and staff to

### **3. CULTIVATE A CULTURE OF QUALITY AND HIGH PERFORMANCE ACROSS CAMPUS**

#### **3.1 Develop and implement a culture of multi-dimensional wellness for students, faculty, and staff.**

3.1.1 Develop substantive offerings to enhance social, physical, intellectual, professional, emotional, financial, cultural, creative, and environmental wellness.

3.1.2 Provide a way of badging stakeholder participation and growth in all dimensions of wellness.

#### **3.2 Formalize a campus-wide culture of community-centered service.**

3.2.1 Design a community-centered service excellence team to lead efforts on campus.

3.2.2 Articulate a service philosophy and set service standards.

3.2.3 Develop and lead training sessions centered on the new community-centered service excellence standards and expectations.

3.2.4 Determine ways to celebrate community-centered service excellence on campus.

3.2.5 Undertake a campus-wide examination of processes and spaces to understand how they are perceived by others in the community and how they can be improved.

#### **3.3 Further enhance the sense of community, culture, and transparency at Jacksonville University.**

3.3.1 Design and implement a communication strategy geared at engaging all stakeholders on campus in a timely manner.

3.3.1.a Consider a once-per-semester State of the University Address for sharing information with all campus constituents.

3.3.2 Ensure safety and security are maintained on campus.

3.3.3 Create a culture of data-informed decision-making across campus that focuses on shared access to reliable, valid information, metrics, and governance.

3.3.3.a Establish a data governance committee and perform an institution-wide data quality audit.

3.3.4 Develop and maintain a written, unified policy and procedures manual that houses all campus policies and procedures—both academic and administrative—and make it available to the campus community.

**4.2 Continually evaluate the relevancy of academic programs to the next generation of student and employer—including the skills gained through a solid foundation in the liberal arts and sciences.**

4.2.1 Conduct an academic prioritization study using enrollment trends, student interest, employment projections, and the needs of employers in relevant service regions to identify

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- 6.3.2 Implement a program that incentivizes campus stakeholders to identify cost saving opportunities.
- 6.3.3 Work to identify duplicate contracts and technologies on campus to streamline efforts and remove any overlapping costs.
- 6.3.4 Identify areas on campus for potential cost savings and revenue generation through business partners, sponsorships, rebates, and affinity groups.

**7. EMBRACE DIVERSITY, PRACTICE INCLUSION, AND STRIVE FOR EQUITY**

**7.1 Promote continued efforts to be a diverse and inclusive campus.**

- 7.1.1 Develop strategies to recruit, employ, and retain diverse faculty and staff reflective of our student body.
  - 7.1.1.a Identify and implement mechanisms to ensure the greatest opportunity for diverse candidates to be made aware of open positions and to apply.
  - 7.1.1.b Track the composition of applicant pools and candidates interviewed.
  - 7.1.1.c Consider funding needs to attract diverse applicants of the highest quality.
- 7.1.2 Ensure continued equity in retention and graduation rates of diverse students.
  - 7.1.2.a Routinely track retention and graduation rates by race, ethnicity, nationality, sexual orientation, religion, gender, socio-economic status, age, and physical ability, as possible.
- 7.1.3 Consider diversity when forming search committees, Executive Advisory Boards, and the Board of Trustees.
- 7.1.4 Investigate the retention of diverse faculty and staff to determine any steps that could be taken to enhance our efforts to be a diverse and inclusive campus.
- 7.1.5 Anticipate and prepare for the changing demographics of enrolling students.

**7.2 Create an institutional infrastructure to ensure a continued focus on issues related to diversity, inclusion, and equity.**

- 7.2.1 Form a permanent, university-wide diversity, equity, and inclusion committee.

