Dimension One: Career Education and Student Success

RIT will build upon its strong academic portfolio, extensive experiential learning and co-curricular offerings, and the rich diversity of its people and programs to develop “T-shaped” graduates possessing both disciplinary depth (the vertical axis of the “T”) and breadth across multiple skills and competencies (the horizontal axis, or “transversal” skills).

2015-2016 Efforts

- Co-leading university T-shaped Tiger Team and related efforts including participation in T-Summit in Washington, D.C. and support for AAC&U consultant visit to RIT. Comprehensive action plan is under development.

- Charged division strategic planning team with specific focus on efforts to implement t-shaped initiatives across Student Affairs. Outcome objectives, success metrics and five-year operational plan developed.
Dimension One: Career Education and Student Success

RIT will lead higher education with a bold new model for ensuring academic quality through a unique outcomes-based assessment model designed to ensure continuous progress in student learning, graduate success, stakeholder satisfaction, and academic excellence.

2015-2016 Efforts

- Partnering in leadership of university Student Success Steering Team (On Time Graduation Task Forces). Direct support for development of data analysis and recommendations in areas of programs, services and policies, curricular change and marketing.

- Charged division strategic planning team with specific focus on efforts to implement on time graduation initiatives across Student Affairs. Outcome objectives, success metrics and five-year operational plan developed.
Dimension Three: Leveraging Difference

Difference Maker III.6

RIT will eliminate the achievement gap between minority and majority students, becoming a model of inclusive excellence for all students, faculty, and staff.

2015-2016 Efforts

- Charged division strategic planning team with specific focus on efforts to define and enhance student resiliency across Student Affairs. Outcome objectives, success metrics and five-year operational plan developed.

- Charged division strategic planning team with specific focus on efforts to enhance student engagement, with specific focus to improve sense of belonging of all students and those populations with identified risk, by partnering with students to identify and remove barriers to engagement. Outcome objectives, success metrics and five-year operational plan developed.

- Continued operational focus on meeting needs of underrepresented students (women, AALANA, GLBTQ, Deaf/Hard of Hearing, and others) through intentional programming and services by Center for Women and Gender, Center for Residence Life, Center for Campus Life, and newly reorganized Student Health, Counseling, Wellness and Disability group.
Dimension Three: Leveraging Difference

Difference Maker III.7

RIT will become a model of inclusive excellence for all faculty and staff in the areas of professional development and promotion.

2015-2016 Efforts

- Division professional development committee designed competency-based model and tool based on national organization professional standards. Model includes specific competencies in areas of Equity, Diversity and Inclusion.

- Participation at university and division level in unconscious bias initiatives.

- Managerial staff participation in national symposiums targeted for Men of Color and International/Global Education.
Dimension Three: Leveraging Difference

Difference Maker III.10

RIT will initiate a comprehensive marketing campaign to make all current and potential stakeholders and higher education at large fully aware of the university’s extraordinary history, its unique character, and its exceptional record of success.

2015-2016 Efforts

- Sr. leadership and staff participation in Chief Marketing Officer search process
- Reorganization of division resources to create infrastructure for marketing, communication and digital media coordination.
- Development of comprehensive divisional branding effort.
Dimension Five: Organizational Agility

RIT’s curricular, administrative, and organizational structures will serve—not impede—discovery, border crossing, and collaboration among students, faculty, and staff.

2015-2016 Efforts

- Charged division strategic planning team with specific focus on efforts to support innovation through good stewardship and continuous improvement practices. Outcome objectives, success metrics and five-year operational plan developed.