Theme One: Transformational Student Experience

Goal: Increase experiential learning opportunities for students (e.g. internships, education abroad, study away, preceptorships and simulations).

- 99 students were awarded a study abroad scholarship for Fall 2019
- 100 percent (N=286) of BSN and RN to BSN graduates completed an experiential learning opportunity with a registered nurse in a practice setting in Fall 2019
- In Fall 2019, 100% of all Education majors (N= 64) and Kinesiology majors (N=42) in the College of Education and Human Sciences (COEHS) completed an experiential learning opportunity via internship
- From Spring 2019 to Fall 2019, 85 students completed an internship in the College of Business
- All 19 College of Arts and Sciences departments have at least one course documenting experiential learning
- The Steele Center for Professional Selling has attended or hosted over 18 events in which over 400 students have participated in Fall 2019
- The Steele Elite Sales Team from the Steele Center for Professional Selling finished top 5 in 5 competitions, and top 10 in the World Cup of Sales, the biggest competition in the world.

Goal: Expand research opportunities for undergraduate and graduate students

- The Center for Student Research will award 18 undergraduate student research grants during the Fall 2019 semester

Theme Two: Academic Excellence and Innovation

Goal: Promote and support an innovative, student-centered academic experience at all levels and in all modalities.

- Executive Doctor of Business Administration Approved by the Alabama Commission on Higher Education in September 2019 and on track for Fall 2020 implementation
- Ph.D. in Exercise Science and Health Promotion scheduled to be approved by the Alabama Commission on Higher Education in December 2019 and on track for Fall 2020 implementation
- M.S. in Applied Manufacturing Engineering schedule to be approved by the Alabama Commission on Higher Education in December 2019 and on track for Fall 2020 implementation
- Bio-Engineering Option to be added to BS in Engineering Technology in Fall 2020
- M.S. in Sport and Recreation Management launched in Fall 2019
- Micro-credentials in Instructional Technology and Design, Professional Accounting, and Spanish for the Clinical Encounter will launch in Spring 2020

Goal: Increase technology integration to improve and enhance student learning

- Nearly 65% of all students are taking at least one online course during the Fall 2019
- Comprehensive Open Education Resource Initiative (OER)- Faculty development and grant initiatives to create or adopt OER for course use to begin in Spring 2020
- Nursing iPad initiative- All nursing faculty have received iPad and will receive formal Apple training prior to the end of Fall 2019. First student cohort distribution of iPad will be Fall 2020

**Theme Three: Diversity and Inclusion**

*Goal: Embrace a broad definition of diversity that fosters a culture of respect for all.*

- Strategic Diversity and Inclusion Task Force developing a comprehensive Diversity and Inclusion plan for the University by gathering data from campus constituents.
- Annual One Book/Common Read had a successful launch in Fall 2019. The following events are highlights from the initiative:
  - Curriculum integration of one book *Just Mercy* into a majority of First Year Experience courses as well as other curriculum across campus
  - Showing of *True Justice* at the Florence-Lauderdale Public Library
  - *Ghosts Over the Boiler* exhibit opened in Collier Library on October 31, and it will open in Florence-Lauderdale Public Library November 22
  - 9-week discussion series hosted by faculty with well received student attendance each session

*Goal: Increase diversity among students, faculty and staff using strategic recruitment and retention initiatives*

- University’s most diverse class of new faculty members welcomed in Fall 2019
- Chief Enrollment Officer/Assistant to the President for Diversity and the Vice President for Academic Affairs and Provost personally interviewed over 10 candidates of color for faculty/staff positions during Fall 2019 semester

*Goal: Develop and implement a co-curricular program focused on diversity and inclusion*

- Global Learning Community (GLC) increase from 100 to 241 participants from launch to Fall 2019

*Goal: Establish and support a Center for Social Inclusion to serve as a campus and community hub for diversity and inclusion*

- Mitchell-West Center for Social Inclusion
  - sponsored or co-sponsored 8 events for the campus and community in Fall 2019
  - sponsored or co-sponsored 4 trainings/workshops for the campus community
  - started the UServe program with Office of Leadership and Volunteerism
  - organized 3 monthly civic engagement events
  - submitted 1 research grant
  - sponsored a Young Men’s Leadership Academy
  - started the first campus blog
  - started the University’s First-Generation College Graduate Initiative
  - started the Inclusion Scholars program to provide funding to 4 students who are going research on diversity, inclusion, or equity
  - will present at the NASP Multicultural Institute about the development of the Center in December 2019
Theme Four: Financial Sustainability

Goal: Invest in strategic capital and deferred maintenance projects to better support the student experience

- ESCO implementation successful during Fall 2019

Theme Five: Institutional Identify

Goal: Pursue a cohesive and shared institutional identify focused on student learning and engagement—locally, regionally, and globally

- 2% increase in 6-year graduation rate
- Accreditation review and reaffirmed for the following programs: Social Work and Engineering Technology

Goal: Craft and implement a comprehensive marketing strategy with appropriate resources

- Record Enrollment of 8,046 for Fall 2019
- Continued implementation of “smart growth” strategy, with sustained enrollment gains:
  - 26% increase of graduate students taking only online courses from Fall 2018 to Fall 2019
  - 16.9% increase of international students residing on campus from Fall 2018 to Fall 2019
  - 58.2% increase in all international students from Fall 2018 to Fall 2019
- The following learning agreements are forged or will be completed by the end of Fall 2019:
  - U.S. Space and Rocket Center
  - Constellium, Inc.
  - Alfa Insurance
  - Alabama College of Osteopathic Medicine
- UNA Works webpage created for marketing UNA as “Alabama’s Workforce Development University”—www.una.edu/unaworks