



Equity 2030 Strategic Dimensions

These should not be viewed as an exhaustive plan but an approach. It will be up to *campus leadership and faculty and staff* to flush out what this means and how best to align their practices and approaches to meet the goal through an intentional equity lens that will advance and support student success.

- *Devinder Malhotra, Chancellor
Board of Trustees Retreat
September 2019*

In all 6 Strategic Dimensions the focus is on 3 themes: Innovation, Quality, and Technology

Strategic Dimension	Description/Examples of Existing Systemwide and Campus Initiatives
Enhanced Access	<p><i>Enhancing access to higher education by strengthening partnerships and collaboration with K-12, business & industry, community-based organizations, and philanthropic partners to expand and grow current programming and identify new ways to support students</i></p> <ul style="list-style-type: none"> • PSEO, concurrent enrollment, Early College • Work-based learning • Credit for prior learning expansion • Comprehensive Workforce Solutions
Student Academic Success	<p><i>Establishing guided learning pathways that focus on academic preparation, progression, and accomplishment within an area of study and career.</i></p> <ul style="list-style-type: none"> • Common guided learning pathways framework • Developmental education curricula redesign • Career Technical Education career pathways from K-12 to postsecondary • Discipline-specific transfer pathways from associates to bachelor's degrees • Tackling transfer strategy • Credit for prior learning expansion • Campus Climate/Student Academic Experience review • Cultural competency education for students • Culturally responsive curriculum/pedagogy • Delivery modes

NOTE: Brief descriptions of the strategic dimensions and examples (not exhaustive) of topics or efforts that have been brought in front of the board previously.

Strategic Dimensions cont'd

Strategic Dimension	Description/Examples of Existing Systemwide and Campus Initiatives
Student Success: Engagement and Support	<p><i>Student experience within the institution, both academic and non-academic, including supporting basic needs.</i></p> <ul style="list-style-type: none"> • Comprehensive orientation and first year experience • Holistic advising and comprehensive student support • Linkages between service providers and external agencies/partners for support • Campus Climate • CRM • Student One-Stop shops
Data-Guided Decision Making	<p><i>Building technology infrastructure and capacity for deeper data analytics, and expanding campus capacity to interpret data and use it to guide decision making</i></p> <ul style="list-style-type: none"> • NextGen ERP replacement • Predictive analytics pilot project • Assessment of system and campus Institutional Research capacity and expertise • Equity by Design • Professional development for faculty and staff
Financial Resources and Support	<p><i>Expanding financial resources and support for students and growing the financial resource base for campuses</i></p> <ul style="list-style-type: none"> • Workforce Development Scholarship Program • Emergency grant funds • Legislative advocacy • Shared Services expansions

Strategic Dimensions cont'd

Strategic Dimension	Description/Examples of Existing Systemwide and Campus Initiatives
Workforce Diversity and Talent Development	<p><i>Incorporating the local and national context with the changing student and employee demographics and needs, focusing on cultural competence development, inclusive hiring practices, and improved campus climate</i></p> <ul style="list-style-type: none">• Campus Climate Assessment/Employee Engagement• Prioritize strategic diversity, equity, and inclusion processes for hiring and retention• Development of culturally competent focused education and training for employees• Professional development for students, faculty, staff, and Board of Trustees

