

# WE ARE AN INSTITUTION THAT INVESTS IN PEOPLE

Goal Statement	Action	Year 1 Action	Year 2 Action	Years 3-5 Action	Cross-Listed? Y/N
<b>We promote safety and wellness.</b>	Complete year one campus safety workgroup recommendations				
	Complete ADA projects in Facilities plan (Example: North ramp and Tower rear entry accessibility projects)				
	Conduct an ADA Audit post renovation of the South Building				
	Complete and share internal community resources referral lists (Examples: housing, childcare, financial support)				
	Develop partnerships with neighboring organizations and referral services for supportive resources for internal community (Examples: housing, childcare, financial support)				Y
	Complete year one JED healthy campus recommendations				
<b>We recruit, support, and retain faculty and staff with justice and equity in mind.</b>	Create a plan and timeline for analyzing search and orientation processes				
	Determine what "cultural markers" will be measured qualitatively and quantitatively, and how this information will be made available for transparency				Y
	Diversify adjunct faculty				
<b>We develop faculty, staff, and student workers as professionals.</b>	Pathways to Student Success: Professional/ Business skills for students - Form Workgroup: On-campus employment Increased access and communications about: - employment and professional resources - paid internships, residencies, mentorships and opportunities - Business/Finance and Entrepreneurship courses/workshops - Curriculum opportunities to provide classes to prepare students for life after MassArt - Case studies/presentations of successful artists and designers - Design intracurricular programming for thriving post-graduation careers and success				Y
	Increase internship opportunities for all students				Y
	Recognize the decades-long history of educating tomorrow's creative professionals and artists through press coverage and alumni spotlights				
	Commit to monthly HR newsletter to communicate processes, policies, and procedures, collective bargaining criteria, new position in search process, and professional development opportunities				
	Continue to promote participation and scale successful strategies for incentives and recognition plans				
	Scale professional development based on feedback from pilot sessions and ongoing community needs				
	Formalize our Student Employment Program, integrating learning goals, tracks for student professional development, and business, entrepreneurship, and financial literacy skills				Y
	Continue to implement the Promotion Policy established by the Hiring, Retention, and Recruitment Workgroup				
	Creation of an educational, equity and transformation hub (name to be determined)				Y
	<b>We open our doors to the public.</b>	Continue Partnership Plan with the Commonwealth			
Collaborate with BHE on development of 29-institution strategic plan					Y
Support unique and relevant free educational programming (Looking to Learn, Family Day, Drawing Together, etc) through increased fundraising					
Promote the Museum as as major cultural destination in New England, uniquely sited at an art and design college, a driving force in the field of contemporary art.					
Develop 5-year strategic plan for the Museum based on data from first year open, and supporting marketing plan to achieve goals					
Create plan for growth and success of PK-16+ programs, building on the collective efforts of faculty, staff, alumni, and partners, with a special emphasis on but not limited to Artward Bound, Compass, YP, CACP, Gallery Ed, PCE, Grad, UG pathways					Y
"Family First Seminar" - For first generation and/or multi-lingual families develop an orientation that focuses on developing a cultural understanding of the academic journey.					Y
<b>We support faculty as they lead us in the transformative power of art and design.</b>	Curriculum development and critique: Work with faculty to identify areas for improvement, and suggest tools for implementation				Y
	Research & Self-Reflection On Teaching & Learning				Y
	Curriculum development and critique: Develop pilot for "Faculty of the Future" Graduate Program (i.e. centered in Social Practice and JEDI Principles)				Y
	Curriculum development and critique: Initiate professional development to assist Faculty/Staff with successful incorporation of JEDI, including initiating best practices for reducing achievement gap				Y
	Curriculum development and critique: Support innovation for faculty/staff professional development (e.g. training on new tools, technologies, and processes)				Y
	Curriculum development and critique: Faculty & Staff Incubator - Explore boundaries of what we know and value				Y
	Curriculum development and critique: Faculty & Staff Incubator - Consider pedagogical practices that best suit MassArt teaching and learning				Y
	Curriculum development and critique: Faculty & Staff Incubator - Investigate how learning from one another fosters an education toward student growth				Y
	Curriculum development and critique: Critique Initiative - Establish state of the practice by gathering existing research and undertaking additional research to fill in gaps. Research should be multimodal (surveys, observation, case studies) and provide simultaneous reflective possibilities (i.e. faculty survey with questions that gather data and prompt faculty to self-reflect on their own pedagogical inheritances), should be focused on where existing data reflects the presence of harmful practices, ie among Black students.				Y
	Creation of an educational, equity and transformation hub (name to be determined)				Y