UM Vision
The University of Mississippi aspires to be a preeminent public international research university and a leading force for innovation and opportunity in Mississippi, the United States, and the world.

UM Mission
As Mississippi’s first comprehensive, public university and academic medical center, the University of Mississippi transforms lives, communities, and the world by providing opportunities for the people of Mississippi and beyond through excellence in learning, discovery, healthcare, and engagement.

UM Oxford & Regional Campus Mission
The mission of the University of Mississippi is to create, evaluate, share, and apply knowledge in a free, open, and inclusive environment of intellectual inquiry. Building upon a distinguished foundation in the liberal arts, the state’s first comprehensive university serves the people of Mississippi and the world through a breadth of academic, research, professional, and service programs. The University of Mississippi provides an academic experience that emphasizes critical thinking; promotes research and creative achievement to advance society; uses its expertise to engage and transform communities; challenges and inspires a diverse community of undergraduate, graduate, and professional students; offers enriching opportunities outside the classroom; supports lifelong learning; and develops a sense of global responsibility.

UM Medical Center Mission
The mission of the University of Mississippi Medical Center is to improve the health and well-being of patients and the community through excellent training for health care professionals, engagement in innovative research, and the delivery of state-of-the-art health care.

Applied Sciences Mission
The mission of the School of Applied Sciences at The University of Mississippi is to offer quality programs that integrate academic study, clinical training, creative research, service-learning, and community outreach that will lead to the development of innovative leadership whose professional endeavors will improve community health and well-being.

Applied Sciences Vision
Our vision is for academic excellence — that each department will be recognized by their respective scientific, professional, and community organizations as a hub for scholarly thought, professional development and community impact.
GOAL
Enhance Quality of Academic Programs

Integrate meaningful, experiential learning opportunities into all undergraduate, professional, and graduate academic programs to attract talented, diverse students and to prepare them for careers as lifelong learners and engaged citizens.

UM Action:
Encourage the development of experiential learning in all undergraduate academic programs.

Foster excellence in graduate and professional education.

Applied Sciences Action:
Document use of experiential learning opportunities, including service-learning opportunities that help students understand the relevance of information to their professional field of study.

Metrics:
- Number of faculty and students and number of academic programs participating in experiential learning.
- Number of graduate degrees awarded (master’s and doctoral enrollment and graduation).
GOAL
SUPPORT FACULTY EXCELLENCE
Provide opportunities to foster innovations in teaching, research and scholarship, service, and administrative leadership.

UM ACTION:
Create programs to support teaching innovation, especially around use of technology and novel active learning pedagogies to improve learning outcomes.

Create programs to support innovative research capabilities and engagement.

Develop the leadership skills of newly appointed administrators or faculty interested in administrative opportunities.

Conduct a SWAT analysis by chairs and Directors to determine weaknesses in school leadership/cession planning and best methods to develop leadership skills in faculty at all ranks.

APPLIED SCIENCES ACTION:
Increase faculty awareness of existing resources available for supporting faculty excellence through communication mechanisms within the university and School of Applied Sciences.

Develop new research incentive opportunity (5/year) that focuses on faculty mentor/mentee support for research and conference presentation with peer-reviewed manuscript outcome.

METRICS:
- Number of faculty and programs engaged in innovative learning
- Retention of faculty
- Number of faculty receiving promotion
- Number of refereed articles published
- Professional offices held this academic year
**GOAL**

ENHANCE STUDENT SUCCESS AND CRITICAL THINKING

Provide opportunities for students to engage in experiences & services designed to enhance student success through critical thinking.

**UM ACTION:**

Develop and implement a Quality Enhancement Plan (QEP) to foster critical thinking across the curriculum.

Develop and implement educational practices that contribute to student success.

**METRICS:**

- Accomplish the goals of the QEP.
- Improve persistence (sophomore and junior retention).
- Freshman retention rates and four- and six-year graduation rates.
- Degrees conferred by level.
- Increased graduation rates within our diverse student population.

**APPLIED SCIENCES ACTION:**

Request accredited and non-accredited degree programs to review course plans of study, to identify areas to improve sequential learning and promote critical thinking.

Assess the need for additional introductory and advanced course work to provide students with a stronger early learning foundation and promote more advanced levels of thinking, respectively.

Encourage academic and professional advisors to assist students with identification of learning environments that encourage student success in diverse student populations.
GOAL
INCREASE RESEARCH AND CREATIVE ACHIEVEMENT
Enhance productivity in research and scholarship by supporting innovative and creative endeavors

UM ACTION:
Develop mechanisms to support research and creative achievement, especially through collaboration and

METRICS:
• Research and sponsored program support (externally sponsored funds for research).
• Total fiscal year research expenditures.
• Faculty productivity (publications, performances, exhibitions, program rankings).
• Number of licenses, patents, material transfer agreements, corporate partnerships.
• Nationally recognized awards to faculty for research and scholarship.

APPLIED SCIENCES ACTION:
Conduct annual faculty surveys of those participating in the research incentive program to assess effectiveness of the resources provided (Spring).

Solicit interest and applications to fund two faculty per year with grants potential to attend annual funding seminars sponsored by a major national funding agency including but not limited to: NIH/NSF/USDA/CDC/APHA/RWJF/DOJ/NIOSH.

Conduct annual reviews of research, scholarship and barriers to productivity for all centers and institutes in Applied Sciences to document success and methods to support expanded achievement.
GOAL
INCREASE DIVERSITY AND EXCELLENCE
Promote a welcoming and diverse campus environment by recruiting and sustaining excellence among students, faculty, and staff.

UM ACTION:
Promote competitive recruitment and retention of a diverse community of excellent faculty and staff by effective hiring practices that focus upon the key traits for success.

Provide bridge and immersive student experiences to help talented students transition to a university environment.

APPLIED SCIENCES ACTION:
Encourage department chairs to use faculty credential profiles and curriculum maps to help guide faculty hires to assure diverse student exposures.

Review school and program admission criteria to ensure use of the more comprehensive definition of diversity.

METRICS:
- Diversity of faculty, staff, and student populations.
- Freshman retention rates and four- and six-year graduation rates of students from underrepresented groups.
**GOAL**

**EDUCATE AND ENGAGE GLOBAL CITIZENS**

Foster student awareness of international perspectives and interaction with people from around the world, both on our campus and abroad, in recognition of the value of global citizenship and understanding.

**UM ACTION:**
Enhance study abroad programs and opportunities for students.

Increase international undergraduate student enrollment.

Expand faculty engagement abroad.

**METRICS:**
- Number of students participating in study abroad.
- International student enrollment.
- Number of faculty with international collaborations and teaching experiences.

**APPLIED SCIENCES ACTION:**
Document at least one study abroad/international engagement opportunity for all degree programs.

Market Applied Sciences degree programs to international programs and track international enrollments.

Encourage international experiences through support for Study Abroad, International Conference Presentations, and Visiting Faculty appointments, which can enrich the academic experience of students and faculty.
GOAL
INCREASE ENTREPRENEURSHIP AND EXTERNAL CONNECTIONS

Entrepreneurship is a valuable mechanism for translating new ideas and visions into practical advances that make the world a better place. By engaging in meaningful public and private partnerships, as well as other connections with external communities, the university increases the positive impact of its creative outputs, and, in turn, such efforts can yield resources to support further activity.

UM ACTION:
Create a strategy or an organizational unit to support connections to businesses and other external entities that will support research programs, academic programs, and creative initiatives.

METRICS
- Number of corporate agreements and private partnerships for research programs and creative initiatives.
- Number of academic programs with corporate engagement.
- Level of support from private partnerships.

APPLIED SCIENCES ACTION:
Document at least one industry member on program advisory boards to encourage industry input into curriculum and expanded practicum, internship and employment opportunities.

Create effective community-based partnerships to accomplish our mission.
GOAL
FOSTER AN INTELLECTUAL AND ENGAGED ENVIRONMENT

Create a compelling environment of creativity, considering innovations in campus space and increased visibility of scholarly and creative achievements, that fosters intellectual engagement among the community of faculty, students, and external partners. Our overall goal is to encourage all to think critically, explore and discuss ideas, collaborate on research and creative works, and engage with external partners.

UM ACTION:
Develop programs that build “bright pathways” for students to engage in intellectual pursuits with faculty, staff, and students.

Develop programs and opportunities to foster intellectual engagement among faculty, staff, students, and external partners.

METRICS:
Number of faculty and students and number of academic programs participating in undergraduate and graduate research, engaged scholarship, service, conferences and symposia, and international experiences.

APPLIED SCIENCES ACTION:
Recognize successful intellectual achievements of faculty, staff, students and external partnerships in applied sciences to encourage exploration in new expanded interprofessional research and service learning opportunities.

Document at least one new partnership each year that enhances the achievement of the school’s mission.

Visiting Research Scholar Forum
GOAL
ENHANCE FACULTY AND STAFF MERIT AND SATISFACTION

Advance opportunities, incentives, and resources to foster a positive work-life environment and professional advancement.

UM ACTION:
Develop career-life connection programs to support the recruitment and retention of faculty and staff.
Expand professional development opportunities for faculty and staff.

APPLIED SCIENCES ACTION:
Initiate a school-based staff council to foster professional engagement and development.
Market professional development opportunities available and encourage participation.

METRICS:
- Diversity of faculty and staff.
- Level of employee affinity and satisfaction.
- Level of Compensation.
**GOAL**

**PLAN FOR ENROLLMENT GROWTH, ENHANCE THE CAMPUS, AND FOSTER A HEALTHY STUDENT ENVIRONMENT**

Accommodate increases in student enrollment and nurture a sustainable, healthy, secure campus environment with infrastructure that will support evolving academic and research missions.

**UM ACTION:**

Support a culture of physical and mental wellness.

Serve as role models to promote success.

Add campus facilities in accordance with the campus master plan.

Develop a growth planning process that is responsive to institutional objectives and programmatic success.

**APPLIED SCIENCES ACTION:**

Develop a positive messaging venue to celebrate student enrollment increases.

Develop and disseminate helpful methods for faculty and staff to accommodate larger enrollments with existing resources.

Transition academic units to GHM and BMH as opportunities come available.

Document growth projections as part of the annual review of the Strategic Plan.

Leverage existing resources (i.e. lapse salary equipment requests) when possible.

**METRICS:**

- Student enrollment rates.
- Faculty-student and staff-student ratios.
- Sustainable campus trends (STARS rating).
- Maintain a favorable Operating Margin.

- Total usable square footage, by type.
- Campus security trends.
- Student wellness program participation and satisfaction.
**GOAL**

**IMPROVE ACCESS TO DIGITAL-IMMERSIVE EXPERIENCES**

Develop innovative ways to provide access to the university’s educational offerings for place-bound, nontraditional students.

**UM ACTION:**

Develop appropriate and targeted digital-immersive experiences for place-bound students.

**METRICS:**

- Number of online courses and degree programs.
- Enrollment in online courses and degree programs.

**GOAL**

**ENHANCE VISIBILITY AND APPRECIATION OF THE ARTS**

Celebrate the critical role that creativity plays in educating society and the process of discovery. Creativity is at the heart of a successful research institution.

**UM ACTION:**

Develop a Fine Arts Gateway to serve as a cultural hub to celebrate the University’s creative, visual, and performing arts and to create intellectual and cultural experiences including performances, experiential learning, and enrichment opportunities for the community and region. The gateway will allow people of all ages and from all over the world to visit the University of Mississippi — physically and virtually — while elevating the importance of creativity and underscoring its relationship to research and academic excellence.

**APPLIED SCIENCES ACTION:**

Implement digital-immersive educational experiences (online, distance, tele-health/practice) for place-bound students.

**METRICS**

- Number of creative, visual, and performing arts partnerships with Mississippi schools and communities.
- Number of arts visitors and events associated with the arts.
GOAL
SUPPORT THE ACADEMIC SUCCESS OF STUDENT-ATHLETES
Promote academic excellence, student success, and student achievement for all student-athletes.

UM ACTION:
Foster the academic excellence and achievement of student-athletes.

APPLIED SCIENCES ACTION:
Track academic performance of athletes enrolled in Applied Science programs.
Prepare guidance materials for faculty and staff to help promote academic success of student athletes.

METRICS:
• Student-athlete persistence and completion (number of graduates, NCAA graduation success rate).
• Student-athlete academic performance (GPA, APR).
• Student-athlete participation in academic support programming.
**GOAL**

**MAINTAIN A CULTURE OF COMPLIANCE**
Maintain the culture of compliance in the University’s athletics program.

**UM ACTION:**
Operate the athletics department with no NCAA Level I or Level II violations.

**APPLIED SCIENCES ACTION:**
Operate the athletics department with no NCAA Level I or Level II violations.

**METRICS**
- Monitoring (number and type of violations).
- Education (number of meetings and seminars).

**GOAL**

**BUILD INCLUSIVENESS AND COMMUNITY INVOLVEMENT**
Develop an inclusive environment at athletic events that provides opportunities for student and community involvement.

**UM ACTION:**
Promote an atmosphere at athletic events that encourages sportsmanship and inclusion.

**APPLIED SCIENCES ACTION:**
Encourage and recognize applied sciences/athletic partnerships and participation in athletic activities.

**METRICS**
Level of participation and satisfaction with athletics event environment.

**GOAL**

**COMPETE AND INSPIRE SUCCESS**
Support competitive success of student-athletes and athletic programs.

**UM ACTION:**
Recruit, retain, and develop student-athletes, coaches, and staff.

**METRICS**
- NCAA postseason appearances.
- Conference and national championships.
- Directors’ Cup standing.