

Frederick Douglass Institute Collaborative

Vision and Mission Statements 2014-2018 Strategic Plan

Vision Statement

The Frederick Douglass Institute Collaborative believes that for the PASSHE to fulfill its mission of increasing educational attainment in the Commonwealth, it must be an inclusive community that seeks to amplify the intellectual vitality and potential of all its members by expanding access to transformative educational opportunities for under-represented students and faculty of color.

Mission Statement

Guided by the spirit and legacy of distinguished orator and statesman Frederick Douglass, the mission of the Frederick Douglass Institute Collaborative is to create inclusive university communities and transformative connections among historically underrepresented students and faculty, as well as other communities across the Commonwealth and beyond. As a network of scholars who deliver forward-thinking initiatives that promote inclusive excellence and enhance access and success in Pennsylvania's State System of Higher Education, we seek to advance the state of knowledge and practice around educational engagement and achievement for historically underserved and underrepresented students.

4 Year Strategic Plan, 2014-2018

Excellence

GOAL: The Douglass Collaborative will be a System leader in connecting teacher-scholars committed to diversity with low income, first generation, and historically underrepresented minority (URM) students in high impact, transformative educational opportunities.

1. Launch the Douglass Debate Society, a System-wide debate competition, as part of the educational programming of the Collaborative.
2. Develop and pilot the Douglass Research Academy as part of the educational programming of the Collaborative.
3. Create faculty research opportunities centered on program evaluation, student persistence and student success.
4. Continue to promote 1-2 scholarly conferences as Collaborative initiatives with the objective of encouraging and supporting academic excellence and student success.
5. Reinstate the Collaborative's courses in Ghana and Cameroon educational experiences into the Douglass Global Education program.
6. Maintain uninterrupted publication of *Making Connections* to support faculty publication.

Diversity

GOAL: Promote the advancement of a diverse and inclusive community across Pennsylvania's State System of Higher Education.

1. Increase student and faculty engagement with diversity issues.
2. Increase opportunities for students and faculty to improve their intercultural competencies.
3. Continue to offer and promote the importance of the Frederick Douglass Scholars Fellowship as a mechanism for attracting URM scholars and those working in areas of diversity to work in Pennsylvania's State System of Higher Education.
4. Continue to lead and support efforts to increase the recruitment and retention of URM faculty in Pennsylvania's State System of Higher Education.
5. Continue to lead and support efforts to increase the recruitment and retention of URM students in Pennsylvania's State System of Higher Education.
6. Develop a method for URM faculty across the System to communicate.
7. Develop a method for GEAR UP students across the System to communicate.

Partnerships

GOAL: Identify and work with partners who have missions that are aligned with that of the Douglass Collaborative.

1. Launch GEAR UP partnership by engaging GEAR UP students across the System in Collaborative initiatives and programming. Participate in future efforts to support the transition and success of GEAR UP students at PASSHE universities.
2. Continue partnership with the Yale SURF. Identify and establish partnerships with other undergraduate research fellowship sites.
3. Develop partnerships with others who share a passion for excellence and equity in higher education.
4. Continue to develop a working relationship with APSCUF's Gender, Inclusion, Social Justice committee at each university. Pursue opportunities for collaboration on initiatives that address faculty diversity in the System.
5. Continue to develop a working relationship with APSCUF leadership to pursue opportunities for collaboration on initiatives that address faculty diversity in the System.
6. Continue outreach to minority-serving graduate programs, honors and mentorship programs, and professional organizations.

Advocacy

GOAL: Develop relationships with government officials, organizations, and institutions that lead to access to other opportunities and partnerships.

1. Update promotional fact sheets showcasing the Collaborative for various constituents.
2. Work to have representatives, a table, or promotional materials at the following professional conferences: Modern Language Association, National Association for Multicultural Education, International Black Studies Conference, National Conference on Race and Ethnicity.

3. Become more political. When directors gather at a university for an event, every attempt should be made to meet with local legislators to raise the profile of the Collaborative across the Commonwealth.

Infrastructure and Funding

GOAL: Maximize the human talent and financial resources of the Collaborative.

1. Identify 1-3 initiatives that will be designated Collaborative initiatives. Work to increase participation of FDI's across the System in those initiatives.
2. Support each FDI in developing and implementing an annual plan that connects with the mission of the Collaborative and is responsive to the needs and priorities of its university.
3. Actively seek opportunities to maximize the time and resources of the Collaborative by increasing collaboration. This would include (but not be limited to) collaborating on and agreeing upon a rotation for Douglass scholarly conferences and utilizing the expertise of our own faculty scholars more often.
4. Maintain an active Executive Committee that has the leadership and expertise to move forward the mission of the Collaborative.
5. Maintain a vibrant and engaging Collaborative website.
6. Integrate the collection and use of data for core Collaborative initiatives.
7. Pursue additional external awards to supplement the Collaborative's funding.