

STRATEGIC GOALS

Sustainability

Goals for 2023-2024

- Create a sustainability badge/certificate and/or minor.
- Provide proposal writing support for sustainability research.

Ongoing Goals

- Integrate sustainability into each of our degree programs.
- Provide seed funding for interdisciplinary sustainability research.
- Provide budget to the Sustainability Committee for sustainability initiatives.
- Establish an annual conference/symposium on textiles sustainability.
- Host college TexTrade days to exchange materials/reduce waste.

Culture Charter

Goals for 2023-2024

- Include more community members in our conversations to make sure we're hearing all voices.
- Integrate a talent-based approach at each stage of the hiring process to best determine high performers and match for roles.

Ongoing Goals

- Develop hiring strategies and protocols that create equitable hiring practices, to include inclusive interviews.
- Develop a plan to identify and recruit diverse faculty candidates into the college.
- Extend the goals and ideals of book club discussions to the whole college.
- Establish well-being, DEI and belonging development grants.

Hyper-collaboration

Goals for 2023-2024

- Promote interdisciplinary collaborations (including outside of the college).
- Build machinery and testing equipment partnerships/showrooms/Flex Factory.
- Establish a fund to enable no-charge collaboration between labs.
- Establish internal communications strategy regarding transparency and shared governance.

Ongoing Goals

- Provide impactful research development and training opportunities.
- Develop and fund an interdisciplinary research strategy for the college that includes collaboration across both departments.
- Establish hoteling and other collaboration spaces.
- Establish collaborative research and innovation spaces (including flex spaces).
- Strengthen our internship and career planning program.

Quality of Life

Goals for 2023-2024

- Develop networking events to promote interdisciplinary research and innovation within and beyond the college.
- Build a NC Textiles Workforce Development Program (partner with community colleges and NC Economic Development Association).
- Align hiring and recruitment protocols with college strategy and culture charter mentoring/support.
- Establish a formalized internship program for all students.
- Build formalized life-work balance for all employees and students.*

Ongoing Goals

- Increase the number of need-based, first-generation students in the college.
- Enable access to need-based and first-generation students from rural North Carolina.
- Enhance women's leadership development opportunities.
- Maintain a robust student emergency fund for all students.
- Establish competitive Ph.D. student stipends for all.
- Build diverse future staff and faculty.
- Integrate diversity, equity and inclusion into each curricula.

*Multi-pronged initiative: Hyper-collaboration, Quality of Life, Culture Charter