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2022-27

STRATEGIC PLAN

DI DESIGNED FOR THE FUTURE



Design Institute
of San Diego

INTRODUCTION

Design Institute (DI) is an interior design school known for its professional excellence. DI students enter the college with a great dedication to a particular interest---interior design.

As a specialized institution, Design Institute has always been able to focus all its attention on the theory and practice of interior design, and as it enters its 45th year of providing quality education, the strengths and opportunities, including the challenges, have never been clearer. Lessons learned during the pandemic as the institution pivoted, flexed and continued course delivery virtually have been leveraged and will be utilized to inform future curriculum and program planning.

DI Designed for the Future, the 2022-27 Strategic Plan (Plan), is intended to support DI's vision to lead the field in design education while providing an inspiring, creative, collaborative, and student-centered learning environment to our students offering curricular and co-curricular programs that empower graduates to succeed. This Plan will enable Design Institute to cultivate sustainable growth of its academic offerings and continue to foster greatness as the college celebrates its 50th year with innovation, creativity and vigor.

The Plan is a result of collaboration among outstanding faculty, students, staff, DI Board of Directors (Board), industry partners and alumni who contributed to its development through a series of strategic planning sessions, open discussions, and intensive workgroups.

It is intended that the Plan will be reviewed on a quarterly basis by the Executive Leadership Team and the Board in relation to the educational, fiscal and facilities needs of the school that will guide recommendations for updates to the strategic plan, supporting plans, budget, timeline, expenditures, and related processes.

DI VISION STATEMENT

Design Institute of San Diego aspires to lead the field in design education, preparing innovative, environmentally and socially-responsible citizens who positively impact the world.

DI MISSION STATEMENT

Design Institute of San Diego prepares students for careers in interior design and allied fields. Forward-thinking faculty, administration, and staff are committed to the purpose of facilitating an understanding of human-centered design with a grounding in liberal arts traditions, values, and critical inquiry. Design Institute provides an inspiring, creative, collaborative, and student-centered learning environment while preparing responsible and thriving graduates who apply their knowledge, skills and abilities to enrich the profession, the environment, and the global community.

DIVERSITY, EQUITY AND INCLUSION DEFINED

Design Institute of San Diego is committed to continuously developing and maintaining a diverse, equitable, and inclusive educational institution and design community. Individuals and their diverse cultures and identities are welcomed, nurtured, and validated. Students, faculty, and staff thrive when there is a campus-wide culture and climate of respect for a wide range of backgrounds and world views. This respect undergirds student success and institutional effectiveness.

Diversity, equity and inclusion are represented in all aspects of the school's operations including recruitment and admission efforts, marketing, publicity, instruction, and employment of faculty and staff. Curriculum at Design Institute includes awareness and appreciation of diversity so that graduates will make thoughtful and constructive contributions to their communities, nation, and the current and future condition of the world. Graduates will possess an intellectual and social framework for working and collaborating with people from a multitude of cultures and points of view.

AT DESIGN INSTITUTE:

Diversity means respect and appreciation for people of different races, ethnicities, socioeconomic status, gender, religions, sexual orientations, and those with disabilities. On campus and in the classrooms, we believe that honoring all life experiences and backgrounds allows students to generate even more creative ideas as well as effective solutions to problems.

Inclusion means conscious efforts to make every student, faculty member, and staff member know and feel that they are an integral and valued member of the Design Institute community. This extends to all aspects of the school's operations. All students, employees, and visitors should feel welcomed, supported, and a sense of belonging.

Equity means all students are given the opportunity to excel, participate, contribute, and succeed in their degree programs. Each student will be honored and valued for their unique qualities and attributes.

DIVERSITY, EQUITY AND INCLUSION STATEMENT

Design Institute values all students, faculty, and staff and does not discriminate against individuals on the basis of race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, geographic region, religion, disabilities, age, veteran status, ancestry, or national origin. This non-discrimination policy applies to all aspects of the institute including instruction, administration, policies, admissions, employment, recruitment, financial aid programs, and other college-administered programs and activities.

In 2021, DI began a robust strategic planning process, including a wide-ranging survey contributed to by members of the administrative staff, faculty, students, alumni, Board members, employers, community members, and others. The results of the survey, including strengths, weaknesses, opportunities, and threats, informed the development of three virtual strategic planning sessions. All three sessions were facilitated by Richard Pattenaude, Ph.D., the current President Emeritus and professor of political science at the University of Arizona Global Campus, formerly Ashford University. Dr. Pattenaude has worked in higher education for over 40 years, serving in various executive leadership roles at schools throughout the country.

Detailed summaries of the strategic planning sessions' results were reviewed and analyzed by a focus group of executive leadership, administrative staff and faculty and a draft Plan was created. The draft Plan was circulated to key participants and Board members for additional input and feedback was incorporated. After further review and updating by the DI Executive Leadership, the Plan was reviewed and adopted by the Board.

STRATEGIC THEMES AND GOALS

The Plan ensures DI's academic excellence and sustainability into the future, given the changing landscape of the interior design profession and the design community at large. The recurring themes of excellence, inclusion, diversity, and community unify the strategic goals:

STRATEGIC GOAL 1: UPHOLDING ACADEMIC EXCELLENCE OF DI PROGRAMS

Design Institute will continue to develop and deliver high-quality academic programs that support student success, elevate DI's reputation within local, regional, and national design communities, and help position it into the future as a leader in the field of design education.

STRATEGIC GOAL 3: SUPPORTING STUDENT SUCCESS

Design Institute will continue to champion student success by providing high-quality co-curricular and student life experiences to support students in their academic work, career preparation, and transformative learning as well as in their professional careers and life-long learning.

STRATEGIC GOAL 2: ACHIEVING SUSTAINABLE GROWTH THROUGH MARKETING AND ENROLLMENT

Design Institute will strive to increase inclusive student enrollment in an ethical manner, while upholding the reputation of the college known for the quality and diversity of its students.

STRATEGIC GOAL 4: EXPANDING AND STRENGTHENING AN INCLUSIVE DI COMMUNITY

Design Institute will leverage the historic strength of the DI community presence to expand and sustain active external partnerships while maintaining a strong sense of community amongst students, faculty, administrative staff, and alumni.



COMMUNITY

DIVERSITY

INCLUSION

EXCELLENCE

IMPLEMENTATION STRATEGIES

The tables below outline objectives, strategies, and assessment of success for implementation within each goal. DI administrative and executive leadership will identify administrative and faculty task forces and/or committees that will be tasked with developing specific action items and benchmarks.

STRATEGIC GOAL 1 | UPHOLDING ACADEMIC EXCELLENCE OF DI PROGRAMS

Design Institute will continue to develop and deliver high-quality academic programs that support student success, elevate DI's reputation within local, regional, and national design communities, and help position it into the future as a leader in the field of design education.

OBJECTIVE 1.1	Continue to expand DI's academic infrastructure to ensure that our educational programs meet the needs of employers, the design profession, students and diverse learners today and well into the future.
STRATEGIES	<p>Exploring the addition of alternative delivery modalities for existing BFA and MID programs (i.e., distance education)</p> <p>Exploring additional curricular offerings (i.e., specialization certificates, focus areas and new programs that support allied and related fields)</p> <p>Continuing to develop and strengthen BFA and MID curricula, with consideration given to emerging needs and trends in areas such as existing and emerging technologies, health and wellness, current and future changes in workplace and hospitality industries, social and environmental issues, and diversity, equity and inclusion (DEI)</p> <p>Maintaining robust faculty development and recruitment focused on qualifications and increased diversity</p> <p>Maintaining WSCUC institutional accreditation and Council for Interior Design Accreditation (CIDA) for the BFA program and further exploring obtaining CIDA accreditation for the MID program</p>
OBJECTIVE 1.2	Ensure that diversity, equity, and inclusion (DEI) are integrated throughout academic curricula.
STRATEGIES	<p>Incorporating DEI topics into ongoing program reviews to ensure that DEI objectives are implemented consistently and cohesively throughout a broad range of learning opportunities</p> <p>Expanding faculty development and access to DEI resources</p> <p>Researching local, regional and international learning opportunities that provide exposure to other cultures and diverse perspectives</p>
OBJECTIVE 1.3	Enhance the quantity and quality of advanced scholarship in the MID program.
STRATEGIES	<p>Establishing a broad range of collaborative research opportunities</p> <p>Expanding graduate faculty and student access to resources</p>

DI is at the forefront of interior design education and must remain proactive and forward thinking to address future changes in higher education, design practice, the environment, global connections, DEI, health and wellness, and other influences that impact design education and the profession. DI's commitment to high-impact, student-centered, and transformative teaching and learning will continue to remain at the forefront of its mission.

The pivot to online teaching and learning, necessitated by the COVID-19 pandemic, provided an opportunity to explore the possibilities of distance education. Through research into best practices, experimentation, and input from students and faculty, DI learned a great deal about how to deliver a high-quality interior design education online. The DI community also engaged in thoughtful reflection and conversation regarding diversity, equity, and inclusion, and how these values will be further supported and reflected throughout the institution. By focusing on academic excellence, this goal will support and strengthen the value proposition of delivering high-quality, inclusive educational experiences to all DI students while expanding access and support through different modalities and the exploration of adding new programs to support growth into the future when appropriate. Additionally, online opportunities provide access to faculty talent with diverse backgrounds and expertise that may otherwise be out of reach or unobtainable.

GOAL 1 ASSESSMENT OF SUCCESS:

Assessment for the strategic goal of Academic Excellence will be under the leadership of the Director of Academics, and special faculty task forces and/or committees will be tasked with developing specific action items, benchmarks, and timelines. The Director of Academics will monitor progress through the established strategic plan timeline, and revise it as needed.

The following outcomes will be used in the evaluation of progress towards achieving this strategic goal:

- Engage Future Academic Offerings Taskforce (FAOT) to research, develop, and propose viable options in distance education modalities for existing BFA and MID programs.
Timeline: Academic Year (AY) 2021-22
- Conduct feasibility studies of adding additional curricular offerings (i.e., specialization certificates, concentration areas, and new programs that support allied and related fields).
Timeline: AY 2022-23
- Maintain comprehensive Program Review Plans that address student achievement of learning outcomes, ongoing curriculum development, technology needs, faculty staffing, and assessment of DEI course content within academic programs.
Timeline: Ongoing
- Conduct BFA program self-study and generate comprehensive Program Analysis Report (PAR) in preparation for Council for Interior Design Accreditation (CIDA) external review.
Timeline: AY 2022-23
- Form a Reaffirmation Committee and generate and submit a comprehensive Reaffirmation institutional self-study.
Timeline: AY 2021-22
- Successfully complete WSCUC reaffirmation and CIDA reaccreditation review process for BFA program.
Timeline: Spring 2023/Fall 2023
- Engage with the DEI Council to develop, disseminate, and maintain a list of faculty development opportunities at DI and beyond (e.g., in-service, webinars, conferences, and other resources).
Timeline: AY 2021-22 with subsequent review at the end of each academic year
- Research and engage with local, regional, and international community partners and stakeholders to provide learning opportunities focused on diverse perspectives.
Timeline: Fall 2021 to Summer 2023 with subsequent review at the end of each academic year
- Establish and maintain a list of local resources and research opportunities for graduate students through graduate advisement.
Timeline: Spring 2023/Fall 2023

STRATEGIC GOAL 2 | ACHIEVING SUSTAINABLE GROWTH THROUGH MARKETING AND ENROLLMENT

Design Institute will strive to increase inclusive student enrollment in an ethical manner, while upholding the reputation of the college known for the quality and diversity of its students.

OBJECTIVE 2.1	Execute a strategic marketing plan focused on growing student enrollment for both the BFA and MID programs.
STRATEGIES	<p>Increasing overall brand awareness with intentional brand initiatives that reach potential students as well as other potential stakeholder audiences including the local interior design community and beyond</p> <p>Developing and refining advertising campaigns that attract new students at an appropriate cost-per-new-student</p> <p>Maintaining strong and vibrant digital channels that positively reflect and amplify our brand including our website, blog, and social media channels</p> <p>Leveraging our alumni network to highlight the DI alumni experience and success as inspiration for potential new students</p> <p>Continuing to nurture our stakeholder, student and alumni communities of brand ambassadors with relevant communications and activities that foster continued engagement with and support of DI</p>
OBJECTIVE 2.2	Establish a BFA-to-MID bridge program to support increased enrollment for the MID program.
STRATEGIES	<p>Promoting the graduate program among current BFA students as part of our overall retention communications</p> <p>Building awareness of curricular and co-curricular offerings and initiatives that make the MID program more attractive to current BFA students</p>
OBJECTIVE 2.3	Continue to attract potential students from diverse backgrounds locally, nationally and internationally to foster a community with a myriad of perspectives that enhance every student experience.
STRATEGIES	<p>Continuing to celebrate and reflect diversity in all our marketing communications</p> <p>Leveraging diversity, equity and inclusion initiatives to appeal to diverse candidates</p> <p>Building awareness of interior design as a career with underserved populations as a part of our ongoing marketing and branding activities</p> <p>Identify partnerships with intensive English language programs, assess existing and emerging international student source countries, and develop technology and social media channels to reach select international markets</p>
OBJECTIVE 2.4	Leverage the nonprofit Devoted to Design Foundation to address tuition inequities and provide more scholarship and grant opportunities for students.
STRATEGIES	<p>Fundraising for scholarships and grants among individuals, alumni, industry partners, and other foundations who wish to support DI students with tax-exempt contributions</p> <p>Increasing awareness of the Devoted to Design Foundation and its mission among potential donors within our DI family, industry partners, and stakeholder communities through relevant and timely communications</p>

An increase in student enrollment would have significant positive impacts on DI's vision, its role in the community, faculty, students, and future sustainability. At the same time, small class sizes, especially in studio courses, and a low student-to-teacher ratio have been hallmarks of DI's student success and will remain top priorities. DI is committed to sustainable growth through recruitment and admittance of new students while providing a thriving, nurturing and inclusive environment to current students.

The nonprofit Devoted to Design Foundation will expand access to DI's high-quality interior design programs, providing a pipeline of designers from a wide range of different backgrounds. Marketing and social media campaigns will leverage the diverse DI community of students, alumni, and industry partners, highlighting student and alumni success and promoting DI as an institution that contributes to the profession, the environment, and the global community.

GOAL 2 ASSESSMENT OF SUCCESS:

Assessment for the strategic goal of Sustainable Growth will be conducted on a semester and annual basis under the leadership of the Director of Marketing and Director of Operations. These leaders will monitor progress through the established strategic plan timeline, and revise it as needed.

The following outcomes will be used in the evaluation of progress towards achieving this strategic goal:

- Establish and evaluate enrollment goals and marketing plans for each semester. Collaborate with Admissions and other internal stakeholders as well as agency partners to optimize campaigns and activities to achieve these goals.
Timeline: Ongoing
- Strengthen the DI alumni community by developing and implementing a communications plan that captures and enhances our current efforts to nurture this important audience. The plan will include relevant information, continuing education, and activities that foster continued engagement with and support of DI. Maintain a database of all alumni and foster alumni brand ambassadors to share their career successes with other alumni and potential students.
Timeline: AY 2021-22 with subsequent review and assessment at the end of each academic year
- Support our student retention initiatives with a communications plan that addresses key moments in the student journey with relevant information, recognition and activities that foster greater engagement with DI.
Timeline: AY 2021-22 with subsequent review and assessment at the end of each academic year
- Leverage DI's ongoing marketing communications activities and channels to increase awareness of our DEI initiatives among all stakeholder audiences, to appeal to diverse candidates, and to build awareness of interior design as a career with underserved populations. Work with the Admissions team to set goals for diverse and international students and track results each semester.
Timeline: Fall 2021 to Summer 2023 / ongoing

STRATEGIC GOAL 3 | SUPPORTING STUDENT SUCCESS

Design Institute will continue to champion student success by providing high-quality co-curricular and student life experiences to support students in their academic work, career preparation, and transformative learning as well as in their professional careers and life-long learning.

OBJECTIVE 3.1	Expand focus on retention strategies to provide students and faculty with additional resources and early intervention support.
STRATEGIES	<p>Clearly defining retention and completion goals and creating tailored, comprehensive plans to best support specific needs</p> <p>Identifying gaps in academic achievement and creating personalized, comprehensive plans to reduce these gaps</p> <p>Supporting all students through equitable access to academic resources, equipment, technology, and opportunities for growth and development of soft skills</p> <p>Providing enhanced and effective scholarship and financial aid options that will support student success</p> <p>Leveraging DI's brand and mission to retain and engage students to serve as DI ambassadors and to provide peer support</p>
OBJECTIVE 3.2	Evaluate existing and future technology needs to improve the student experience and achieve successful outcomes.
STRATEGIES	<p>Collaborating with faculty to develop, maintain and support technology-rich and student-centered learning environments</p> <p>Supporting student recruitment, retention and success strategies with reporting from data analytics and robust integrations with corresponding technologies</p> <p>Promoting a culture of “committed to technology” excellence (i.e. IT security awareness, training, and increased support etc.)</p> <p>Evaluating, maintaining and supporting existing and future equipment, software and capacity needs</p>

<p>OBJECTIVE 3.3</p>	<p>Continue to strengthen and expand DI career services to improve student employability and employer satisfaction.</p>
<p>STRATEGIES</p>	<p>Strengthening career services through a continuum of activities, including curricular and co-curricular components, and engaging faculty and staff to update expected standards of achievement and develop a shared definition of “career ready graduate”</p> <p>Leveraging connections to DI faculty working in the field, DI alumni, the network of employers, and professional organizations such as ASID and IIDA</p> <p>Supporting DEI initiatives through DI’s DEI Council and appropriate and related professional organizations (i.e. BID and NOMA)</p> <p>Encouraging students to proactively seek out career advising and career resources</p> <p>Identifying gaps in students’ employability and creating tailored, comprehensive plans to reduce these gaps</p>
<p>OBJECTIVE 3.4</p>	<p>Identify opportunities for transformative student experiences in both curricular and co-curricular programming to support academic and career success of DI students.</p>
<p>STRATEGIES</p>	<p>Identifying opportunities for service learning and community engagement</p> <p>Continuing to enhance and formalize transformative experiences, such as portfolio reviews, for students to reflect on their learning and identify ways to reach their personal and professional goals through coursework, professional experiences, and co-curricular activities</p> <p>Leveraging connections with faculty, alumni, employers, and professional organizations to provide transformative professional experiences such as externship and practicum</p>

Design Institute is committed to continual improvement through a process of assessment, evaluation, and research-based change. Utilizing institutional assessment data, recommendations will be made to improve student retention, achievement of learning outcomes, and career readiness. Co-curricular programs will be leveraged to support student outcomes holistically and to ensure graduates develop the breadth of skills as well as the creativity and curiosity that will be required to succeed as responsible and thriving professionals who positively impact the global community.

Support strategies will again leverage the diverse DI community of students, alumni, and industry partners to ensure an inclusive environment that recognizes the individual experiences of students and alumni and promotes life-long learning. DI will work to ensure that students and faculty have the tools and resources they need to succeed both academically and professionally, and will work with local community organizations and professional associations to identify opportunities for students to engage in transformative learning experiences that promote understanding, curiosity, and an expanded view of how interior design can enrich and improve the lives of individuals and communities.

GOAL 3 ASSESSMENT OF SUCCESS:

Continuous improvement and growth in the areas of student outcomes and success will be assessed by the Director of Operations, Director of Career Services, and Assessment Coordinator on an ongoing basis in alignment with current assessment plans. Assessment plans will continue to evolve to support plan development and provide the structural framework necessary for evaluation.

The following outcomes will be used in the evaluation of progress towards achieving this strategic goal:

- Analyze student retention and persistence rates and recommend data-informed support strategies to academic, co-curricular, student success, and financial support services.
Timeline: Ongoing with a review at the end of each semester
- Develop tailored, comprehensive plans to address gaps in academic achievement, career readiness, or employment.
Timeline: AY 2021-22 with subsequent review at the end of each academic year
- Maintain a robust Technology Plan that addresses existing and future equipment, software and capacity needs for regular technology improvements.
Timeline: Quarterly review
- Review and update data collection instruments such as surveys to collect more actionable and relevant information regarding the success of co-curricular activities for both graduate and undergraduate students.
Timeline: AY 2021-22 with subsequent review at the end of each academic year
- Formalize and maintain Career Services Assessment Plan that addresses curricular and co-curricular career preparation and career services delivery.
Timeline: AY 2021-22 with subsequent review at the end of each academic year
- Continue to develop strategies to leverage relationships with local and regional design communities including professional organizations and alumni to support student career development and placement.
Timeline: AY 2022-23 with subsequent review at the end of each academic year
- Evaluate the Midpoint Reflective Learning e-Portfolio Review pilot program and recommend improvements.
Timeline: AY 2021-22 with subsequent review at the end of each academic year
- Engage the Faculty Leadership Committee to explore opportunities for developing and formalizing transformative learning experiences.
Timeline: AY 2022-23 with subsequent review at the end of each academic year

STRATEGIC GOAL 4 | EXPANDING AND STRENGTHENING AN INCLUSIVE DI COMMUNITY

Leverage the historic strength of the DI community presence to expand and sustain active external partnerships while maintaining a strong sense of community amongst students, faculty, administrative staff and alumni.

OBJECTIVE 4.1	Increase outreach and networking with external community partners.
STRATEGIES	<p>Leveraging the nonprofit Devoted to Design Foundation to engage with and support the local and regional art and design community</p> <p>Maintaining partnerships with professional organizations such as ASID, IIDA, BID, and NOMA, and identifying and developing relationships with other nonprofit organizations working in the fields of art, architecture and design</p> <p>Leveraging key differentiators defined internally and externally as the “DI Difference” to promote engagement and collaboration</p>
OBJECTIVE 4.2	Continue to develop a strategic, holistic and supportive DEI plan with initiatives to foster an inclusive community.
STRATEGIES	<p>Supporting the DEI Council in planning events, activities, and initiatives that promote connections among and between students, alumni, faculty, and staff</p> <p>Developing action plans based on recommendations from the DEI Council regarding policies, procedures, and curricular and co-curricular offerings</p> <p>Engaging all students, faculty and staff in diversity education and training</p>
OBJECTIVE 4.3	Support and increase student and alumni satisfaction.
STRATEGIES	<p>Maintaining a robust calendar of in-person and virtual events including events offered by DI, professional associations, employers, experts in related and supporting fields and industry partners</p> <p>Updating student satisfaction and alumni surveys to collect more actionable and relevant information to inform planning of future events, activities and initiatives</p> <p>Revitalizing and formalizing the Alumni Network</p> <p>Strengthening the peer mentor role of Student Ambassadors and exploring an Alumni Network mentoring program</p>

A strong sense of community continues to be a core strength of DI and a contributing factor to the college's current and future success and its high rates of student and alumni satisfaction. DI is committed to sustaining and strengthening this community in an inclusive way, recognizing and valuing the diverse backgrounds and experiences of students, alumni, and community partners. The DEI Council will help develop strategies to promote connections rooted in empathy and respect. Along with the nonprofit Devoted to Design Foundation, DI will work to build and strengthen relationships with local communities and professional associations.

DI remains dedicated to the academic excellence and supportive learning environment that students and alumni value. The DI community will provide a strong foundation as the college expands its reach into the wider local and regional community.

GOAL 4 ASSESSMENT OF SUCCESS:

Assessment for the strategic goal of Expanding and Strengthening an Inclusive DI Community will be conducted on an ongoing basis under the leadership of the DI Executive Leadership Team. Indicators for successful progress will be tracked through the established timeline and will be revised as needed.

The following outcomes will be used in the evaluation of progress towards achieving this strategic goal:

- Support and leverage partnerships identified through the nonprofit Devoted to Design Foundation.
Timeline: AY 2021-22 / ongoing
- Evaluate the effectiveness of existing partnerships with professional organizations (i.e. ASID, IIDA, BID) and identify new opportunities for engagement.
Timeline: AY 2021-22 with subsequent review at the end of each academic year
- Monitor success of DEI initiatives related to DI community engagement.
Timeline: Ongoing
- Analyze and review effectiveness of existing measures of student and alumni satisfaction and engagement to make changes if necessary.
Timeline: AY 2021-22 with subsequent review at the end of each academic year
- Maintain a robust calendar of in-person and virtual events based on recommendations from the DEI Council, feedback from students and faculty, and collaboration with professional organizations, employers, experts and industry partners.
Timeline: Ongoing

CONCLUSION

This Plan will guide all major decisions and actions over the next five years, advancing the mission and vision of DI as the college expands and adapts to an ever-changing world. The collaborative nature of the strategic planning process ensures that students, faculty, staff, alumni, the Board, industry partners and other stakeholders are aligned in a commitment to academic excellence, responsible growth, an inclusive and supportive learning environment, and the diverse DI community.

Each year, the Administrative Leadership Team will develop an Annual Strategic Action Plan (ASAP) outlining specific plans and initiatives for the academic year that will advance DI toward achievement of the strategic goals outlined in this Plan. DI will leverage the strong culture of institutional research, assessment, and evidence-based improvement to ensure that actions are grounded in data and reviewed for effectiveness. The ASAP will integrate assessment results and recommendations from the program review processes, student success assessment, and regular departmental and co-curricular assessment reports, and will inform planning and budgeting by the Executive Leadership Team and the Board. The Strategic Plan Timeline and Budget will be reviewed and assessed with the Board of Directors quarterly.

Through the ongoing cycle of continuous improvement, DI will continue to prepare responsible and thriving graduates who apply their knowledge, skills and abilities to enrich the profession, the environment, and the global community, while advancing the vision of leading the field of design education. This progress will remain rooted in the values of excellence, diversity, inclusivity, and community.

