

## **University of Washington College of the Environment Framework for the Strategic Plan**

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## INTRODUCTION/MESSAGE FROM THE DEAN

*[To be drafted]*

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## MISSION, VISION, AND VALUES

### Mission

The College of the Environment is a world leader in addressing the challenges posed by our rapidly changing planet. We integrate broad expertise in fundamental and applied science as well as solutions-based approaches to observe, understand, predict, solve, and educate for a sustainable future.

### Vision

The College of the Environment envisions a sustainable and equitable planet Earth where decisions are based on collaborative interdisciplinary science, centering environmental justice and integrity in our work by empowering the next generation of scientists, educators, policy makers and change makers with the tools they need to have a positive impact on society and people.

### Values

*[To be drafted]*

## STRATEGIC PRIORITIES

### I. Creating New Knowledge in Service to our Shared Planet

Advancing our understanding of the world's natural systems and of human influences on those systems by integrating research across the College and University, leveraging the breadth and depth of our expertise and drawing from broad communities around us and beyond.

*Examples of possible actions include:*

1. Identify a set of broadly defined environmental challenges on which to focus the College's expertise, energies, and resources.
2. Lead the creation of a small number of mega-scale entities at UW that are focused on solutions to the environmental challenges identified and able to attract talent from around the world and massive philanthropic and sponsored-research support.

### II. Developing High-Impact Solutions Through Transdisciplinary Collaboration and Partnerships

Developing sustained collaboration across disciplines and with partners across and outside the University to accelerate our research and develop high-impact solutions to the world's most pressing climate and environmental challenges.

*Examples of possible actions include:*

1. Build broader coalitions for research and outreach by expanding and deepening partnerships and collaborative initiatives with other UW colleges; local and regional communities; Indigenous groups; and organizations in the private, public, and not-for-profit sectors.
2. Build greater interaction and collaboration between UW-Environment faculty, students, and staff and the College's non-academic core units (e.g., Washington Sea Grant, Friday Harbor Laboratories, EarthLab).
3. Include trans-disciplinary and community-engaged research among pathways to tenure.

### III. Strengthening and Expanding Environmental Education

Teaching, learning, and outreach that enhances transdisciplinary thinking and leadership among UW students, faculty, and our society—creating widespread understanding of the natural world and human impacts upon it; empowering the next generation of leaders; and inspiring service and action.

***Examples of possible actions include:***

1. Enhance interdisciplinary and collaborative educational initiatives among the College's programs and with those of other UW colleges.
2. Expand experiential learning and career preparation for students at all levels by increasing the involvement of the College's non-academic core units (e.g., Washington Sea Grant, Friday Harbor Laboratories) in undergraduate teaching, graduate student supervision, and work with postdocs.
3. Enhance the College's career development capabilities and programming for students interested in pursuing both academic and non-academic careers.
4. Offer diverse programs of environmental education for individuals and groups outside of UW—policymakers, community organizations, business leaders, journalists, K-12 teachers, and the like.
5. Become a public, widely-known, and trusted source of accurate, understandable, and timely information about the environment.

#### **IV. Fostering a Cohesive and Inclusive Culture**

Fostering a culture of diversity, equity, inclusion, and justice that is deeply woven into the College's inquiry, education, outreach, and administrative practices and in which we actively engage communities most at risk from environmental harm.

***Examples of possible actions include:***

1. Attract and retain greater numbers of undergraduate and graduate students from underrepresented groups, integrating DEI principles into their identification, recruitment, and support.
2. Integrate DEI principles into the criteria and processes for recruiting, hiring, retaining, and promoting faculty and staff.
3. Encourage and support teaching and research that explores disparate environmental impacts on marginalized and minority groups.
4. Ensure that UW-Environment research considers relevant issues of equity and justice in methodological design, analysis, and application.

## CONCLUSION/NEXT STEPS

*[To be drafted]*

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