

iSchool 2018

Strategic Plan

Alignment with the

UW Diversity Blueprint Goals

UW Diversity Council - February 15, 2017

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Information School
UNIVERSITY of WASHINGTON



Strategic Planning Process - Summary

- Affirm our values
- Develop a scenario of our future (our lens for planning)
- Prioritize for strategic visibility
- Focus on the initiatives that will achieve our vision for the iSchool
- Map to UW Diversity Blueprint Goals



iSchool Mission & Vision

Our Passion:

We are inspired by information. We want everyone to know how vital information is in all aspects of life.

Our Vision:

We envision a world where more effective use of information helps everyone discover, learn, innovate, solve problems, have fun and make a better world. Information changes lives.

Our Mission:

We prepare information leaders. We research the problems and opportunities of information. We design solutions to information challenges. We make information work.



iSchool Foundational Values

We are a school of one. We share a dedication to our vision and mission. ***Our inclusive community*** fosters an environment that furthers our goals and enables us to take on active roles in both local and global conversations.

We are an open, ethical, highly engaged, and collaborative community based on trust, transparency, and mutual respect. We believe in the importance of the quality of life, ***embracing diversity***, making a difference and having fun.



iSchool in 2018 - process

- School retreat brainstorming (faculty and staff)
 - Develop a draft scenario
- Town Hall – revise draft scenario
- Further input
 - Email and suggestion box
- Present scenario to the School
- Faculty input on areas of strategic visibility
- Development of initiatives



iSchool in 2018

The following scenario describes our community's vision for the iSchool in the year 2018.

Today, in 2018, the University of Washington Information School is widely recognized as an outstanding place to work and learn. We support all members of our community, we celebrate our accomplishments, and we aspire to be a model for healthy work-life balance. Faculty, staff and students regard the iSchool as a working and learning environment where they can achieve their full potential. **Diversity is integrated with our teaching, learning, research, recruitment and service.** Our mission, to “make information work,” is understood and highly valued. So, too, is our commitment to making the world a better place for all people.

The iSchool is well-known and highly respected at the University of Washington as an innovator of higher education and for our research, academic and administrative collaborations across the University. UW schools and colleges regard the iSchool as a model for supporting student learning and job placement, integrating international and online students, and providing opportunities for student involvement in research. We demonstrate how, when necessary, technology and community spirit facilitate the effective accomplishment of our work across multiple locations, but we have plans to consolidate the iSchool to a single space on campus.

Researchers world-wide in multiple domains seek collaborations with the iSchool because of the high quality and positive impact of our work. Our corporate and community partners and our international colleagues understand the preeminence of the UW iSchool. They know that iSchool graduates are the best prepared and most sought-after information and technology professionals in the field and that iSchool research is improving the lives of people locally and globally. People want to employ our graduates because they are leaders and innovators. Alumni demonstrate leadership in their careers as information professionals and are committed to supporting the iSchool community.

Today, when people think about the University of Washington, they think about its world-leading Information School.

The future of the UW iSchool is boundless!



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iSchool 2018 – Areas of Strategic Visibility

- Faculty process
 - Identified 7 areas
 - Reduced to 4 areas:
 - Native North American Indigenous Knowledge
 - Data Science for Social Good
 - The Future of Libraries
 - Human-computer Interaction for Social Good



iSchool 2018 – Core Initiatives

- An outstanding place to work
 - Faculty and Staff
- An outstanding place to learn
 - Informatics
 - MLIS
 - MSIM
 - Ph.D.
- Partnerships
- Research



iSchool 2018 – alignment with 2017- 2021 UW Diversity Blueprint Goals

iSchool 2018 Strategic Initiatives	#1 Climate	#2 Recruit & Graduate Excel. Students	#3 Diverse Faculty	#4 Diverse Staff	#5 Tri-campus Diversity	#6 Transparency & Accountability
<i>Faculty Renewal</i>	✓	✓	✓			
<i>Support Faculty Work</i>			✓			
<i>Increase Access to INFO</i>	✓	✓				
<i>Align PhD Size/Resources</i>	✓	✓				
<i>Grow MSIM</i>	✓	✓				
<i>Revitalize MLIS</i>	✓	✓				
<i>Enhance Partnerships</i>		✓	✓			
<i>Expand Research Productivity & Impact</i>		✓	✓			
<i>Support iSchool Staff</i>	✓			✓		



GOAL 2: Attract, retain, and graduate a diverse and excellent student body

- The admissions application for each academic program has a diversity question
- iSchool Diversity Ambassadors (iDAs)
 - Applicants' "insider" iSchool friend
 - Last year we had 52 iDA volunteers and over 100 requests for iDA assistance
- Translation of Informatics Brochure
 - Spanish, Vietnamese, Russian, Somali, Mandarin, Cantonese and Tagalog.
 - Funded in part by the REI iDEA Project, and is being managed by Royce Le, IUGA Director for Diversity Efforts.



GOAL 2: Attract, retain, and graduate a diverse and excellent student body

- iSchool Meet & Greet prior to the GO-MAP Prospective Student Days Workshops and Spring Reception
- Student Leadership Diversity Training Workshop
 - Greg Taylor, “Race, Bias and Dissonance,” for iSchool student group leaders and leadership from iSchool diversity student groups: iEquality, iQueeries and Winfo.
 - Creation of iSchool Student Leadership Diversity Council, with representatives from each academic program and leaders from iEquality, iQueeries and Winfo.



GOAL 2: Attract, retain, and graduate a diverse and excellent student body

- UW Women in Informatics group (Winfo)

“To empower women to thrive as producers of technology by establishing and maintaining a network of women who offer encouragement, support, and the ongoing knowledge needed or desired to succeed.”

–Support for career development and academic pursuits.

–Networking and career-development events:

- Company tours at Google, Microsoft, Artefact, Moz, Disney;
- The annual Women in Informatics Hackathon;
- Workshops on salary negotiation, elevator pitches; and
- Various speaker panels.



GOAL 3: Attract & retain a diverse faculty

- Focus on recruiting diverse faculty
 - Recruitment at targeted conferences:
 - Native American Indigenous Scholars Association
 - Asian Pacific Americans in Higher Ed
 - American Association of Blacks in Higher Ed
 - Black Doctoral Network Conference
 - Hispanics in Higher Ed; and
 - Society of Chicanos and Native Americans in Science
- Diversity Statement
- Selection Criteria
- Faculty training

