Strategic Plan

UNIVERSITY OF DAYTON
SCHOOL OF ENGINEERING
Under the direction of President Eric Spina, the University community has come together to complete a visioning process that builds upon our Catholic, Marianist roots and confirms our aspiration to be the University for the Common Good.

The alignment between the University’s vision and the School of Engineering’s 2015 strategic plan is quite remarkable. Our faculty, staff, students and other stakeholders know what makes our University special and have a bold vision for how we can be even better.

This document updates our strategic plan and provides a framework of how our activities and initiatives can support and build upon the University’s vision. We have identified four areas of impact: cultural, societal, organizational, and experiential and developed metrics to measure our progress over time. As a top-tier, Catholic research university, we remain committed to the growth of our students and the advancement of engineering research for the common good.
**VISION:**
Igniting passion. Engineering the future. Making a difference.

**MISSION:**
Rooted in the Catholic, Marianist tradition of educating the whole person, we guide the transformation of students into engineering professionals who excel technically, embrace innovation and collaboration, possess an entrepreneurial spirit, demonstrate social and global awareness, and lead their communities for the betterment of all.

**VALUES:**

**Community:** We cultivate a learning community founded in teamwork, trust, collaboration, diversity, inclusion, respect, and accountability.

**Innovation:** We foster innovation by providing real-world, hands-on educational, research, and service opportunities that shape dynamic, agile, and inquisitive problem solvers.

**Excellence:** We advance engineering excellence through responsible scholarship, knowledge creation, and lifelong learning.

**Engagement:** We embrace a culture of servant leadership and stewardship that instills engagement in our students, faculty, staff, university partners, and external stakeholders.

**Service:** We embrace our Marianist heritage through character building, a commitment to service for the common good, and guardianship for the Earth as our common home.
The School of Engineering fosters a culture that values diversity and inclusive excellence.

Diversity enriches community, enhances learning, and magnifies the ability to innovate. Diversity, equity, and inclusion are at the core of who we are as educators, engaged citizens, and members of a Catholic Marianist institution.

- Proactively and vigorously recruit diverse and expert faculty and staff to enrich our welcoming and inclusive environment.
- Lead peer institutions in the recruitment, retention, and successful graduation of underrepresented populations including women and domestic minority students.
- Enhance the intercultural competence of our faculty, staff, and students through educational and experiential opportunities aimed at helping them understand the value of diversity.
The School of Engineering is emerging as a recognized leader in research and innovation that serves the common good.

We offer flexibility in our programs and curricula to respond to the evolving needs of society in a manner that is nimble, cross-disciplinary in nature, and encourages lifelong learning.

- Embrace and support ethically, socially, and environmentally responsible research among faculty and students.
- Encourage multidisciplinary minors, certificate and graduate programs with a focus on bioengineering, autonomous systems, and sustainability.
- Develop an online, lifelong learning platform to offer continuing education courses and certificate programs that meet the changing needs of engineering and business professionals.
The School of Engineering is developing a dynamic educational environment that provides the greatest benefit to our students, faculty, staff, alumni, and external partners.

We embrace best practices in higher education and continue to learn through experience, experimentation, and by giving and receiving feedback that is both constructive and honest.

- Develop mechanisms that enhance faculty and staff engagement and align with the University’s mission, vision, and strategic priorities. This includes improvement to promotion, tenure, and staff evaluation processes.
- Implement continuous improvement practices, such as quality circles, task forces, and collaborative learning opportunities, which enhance our agility and responsiveness to stakeholders.
- Improve communication internally and externally to energize and amplify our messages, deepen our sense of community, and encourage a culture of engagement with stakeholders.
The School of Engineering is creating an ecosystem that encourages and supports entrepreneurial thinking and experiential learning both inside and outside the classroom.

We foster an entrepreneurial mindset among faculty, staff, and students and an entrepreneurial ecosystem that encourages innovation and supports the pursuit of opportunities based on engineering research and ideas.

- Provide diverse programs and facilities that enable students to participate in multiple high-impact experiences including:
  - A **Makerspace** where students can learn new skills, develop prototypes and work on both curricular and passion projects.
  - **Leonardo Enterprises**, a new entrepreneurship incubator, to provide budding entrepreneurs with capital, connections, and collaborative resources.
  - **Collaborative Online International Learning (COIL) Program** a multi-faceted approach to provide an international/intercultural experience to all students.
  - **Undergraduate research** opportunities (SURE, STEM Catalyst)
  - **Community-engaged learning** (ETHOS immersions/service learning)
  - **Co-operative learning** and **internships**

- Enhance the quality of the student experience by embracing entrepreneurially minded learning (EML) so that our students can develop their curiosity, make unexpected connections, and create value in their workplaces and communities.

- Provide opportunities and supports for students to thrive in their academic programs, and to be successful in their chosen career pathways.