

Strategic Planning Steering Committee
Principal changes in the Strategic Plan since the Draft of October 26, 2015

The Steering Committee received written and in-person feedback from all constituencies about *The Oberlin College Strategic Plan 2016-2021: Shaping the future* posted on October 26, 2015. As a result of these responses, the Steering Committee proposed the following changes, reflected in the version dated February 10, 2016:

New title: The Oberlin College Strategic Plan 2016-2021: *Institutional transformation through an inclusive approach to academic and musical excellence*

Changes in presentation:

- Addition of a table of contents
- Opening portions reduced in length overall; addition of short piece, “The case for Oberlin”
- Recommendations integrated into relevant areas of the three “Directions” text
- All recommendations appear in a single document in the Appendix

Overall content:

The importance of equity, diversity, and inclusion to Oberlin College’s educational mission is more clearly articulated throughout the document. Definitions of equity, diversity, and inclusion appear in the section “The challenges before us.”

Direction 1: new title: Foster academic and musical excellence in an equitable and inclusive educational environment

Changes in content include:

- development of theme-based course clusters are for those faculty members who are interested
- importance of a diverse faculty, staff, and student body to the effectiveness of connected learning
- acknowledgement of international faculty, teaching assistants, and students as contributors to understanding of and engagement with the world
- need to address distinctive needs of international students
- support for faculty to develop inclusive pedagogies
- importance of institutionally addressing structural barriers that inhibit student success; and creating new structures that enable each person to succeed to their fullest potential
- support for faculty and staff to build capacity as advisors to students from all backgrounds

Direction 2: new title: Develop the residential experience to ensure that it serves as an intellectual and artistic incubator for educational excellence

Changes in content include:

- importance of Oberlin as a residential college
- acknowledgement that Oberlin’s campus buildings offer a variety of spaces where teaching, learning, and socializing can take place and where active engagement contributes to an inclusive educational environment.

- need to further build support systems for students with particular attention to the needs of students from historically underrepresented communities
- acknowledgement of the advantages of Oberlin’s location
- discussion of civic engagement moved from Direction 1
- clarification of the College’s relationship with the City of Oberlin and surrounding community as an important one for both College and community

Direction 3: new title: Define and set in motion the necessary steps to achieve sustainability—educational, financial, and environmental

- stewardship and governance moved from Direction 2 to 3
- added “governance” to list of areas that require particular attention
- recommendation about environmental sustainability is stronger