



**Office of International Programs
Strategic Plan 2016-2020**

STRATEGIC PLAN PROGRESS TEMPLATE	
Unit Mission: The Office of International Programs supports and advances the University's commitment to infusing an enduring international perspective into every aspect of campus life by advancing an environment of intercultural understanding across our constituencies that prepares students to function effectively as global citizens.	
Unit Goal: 1. Provide institutional leadership, a centralized infrastructure, and associated support services to strengthen and enhance UNC Charlotte's international programming and engagement.	
Unit Objective: 1	To enhance opportunities for the campus community to more actively engage in campus internationalization efforts.
Check the UNC GA, Institutional, Division, Unit Goals and Objectives to which this Unit Objective is aligned.	Academic Affairs Goal 1 – To educate a diverse student body through an integrated academic experience that positions graduates for personal success and civic responsibility in the global environment of the 21 st century. Imperative 2 – Demonstrate our institutional value of access, inclusion, and diversity in the recruitment and retention of students, faculty, and staff.
Actions/Tactics	UO1-A1 Develop a broad institutional internationalization statement for UNC Charlotte UO1-A2 Reinvigorate an OIP Council UO1-A3 Strategically review goals and role of the Mu chapter of Phi Beta Delta (PBD) Honor Society UO1-A4 Utilize the UNC Charlotte exchange partner framework to encourage broader and deeper constituent (e.g., academic department faculty/staff, administrators, student affairs professionals, etc.) engagement with the campus internationalization initiatives UO1-A5 Explore the feasibility of establishing an OIP faculty fellow program to support campus internationalization initiatives
Assessment Methodology	Data and information collected for analysis and decision making will include: UO1-A1 Review current UNC Charlotte documents/data referencing internationalization definitions in the literature to establish a proposed statement for the campus UO1-A2

	<p>Revisit previous construct of the OIP Council and identify membership to include key campus stakeholders and contributors to internationalization at UNC Charlotte</p> <p>U01-A3 a. Inventory and review of existing programs, resources, and constitution b. Survey students, staff, and faculty (including past executive committee members) to explore needs, interest, and awareness of PBD</p> <p>U01-A4 Identify opportunities with exchange partners where increased connection with UNC Charlotte constituent groups is feasible and establish a connection for at least one new university constituent with a partner annually</p> <p>U01-A5 Engage in dialogue with key academic leaders (e.g., deans, department chairs) to discuss opportunities of partnership to enrich campus internationalization through the establishment of a faculty fellow program</p>
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc. Indirect & Administrative
Budget Allocation Amount:	OIP will utilize departmental funds if needed.
Budget Allocation Description:	TBD
Performance Target/Expected Outcomes (Narrative)	<p>U01-A1 In cooperation with UNC Charlotte senior leadership, produce an institutional statement/position on the value of international education (2016-2017)</p> <p>Persons/Groups Responsible: OIPA</p> <p>U01-A2 Convene a broad group of campus stakeholders to participate in OIP Council to discuss programming development, sharing of best practices, and promoting/advocating for international education through hosting one meeting each semester (Spring 2016)</p> <p>Persons/Groups Responsible: OIPA</p> <p>U01-A3 a. Complete questionnaire and survey of constituent groups (Fall 2015) to determine direction of, commitment to, and engagement in PBD International Honor Society (Spring/Summer 2016) b. Hold at least one focus group session with PBD membership and various campus stakeholders to share ideas/thoughts about future and possible PBD programming/initiatives (Spring 2016)</p> <p>Persons/Groups Responsible: OIPA</p> <p>U01-A4 Establish at least one new university constituent with an exchange partner per year (2015-2020)</p> <p>Persons/Groups Responsible: OIPA</p> <p>U01-A5 Pending interest/support from key academic leaders, if a faculty fellow</p>

	<p>program is feasible, then OIP will create an annual fellow position and appoint/hire a fellow (2015-2016 = feasibility; 2016-2017 = position development/recruitment; 2017-2018 = initiate first annual fellow program)</p> <p>b. If a faculty fellow is appointed with OIP, projects may include: assessment work for learning outcomes related to programs (starting with OEA); guest lecture/curriculum design assistance w/ seminar class and/or study abroad class; support for the development of country-specific seminars; assistance with Phi Beta Delta International Honor Society leadership; presentations w/ International Education Week and/or Fulbright (pending background); and research on and/or coordination for the advisor international seminars</p> <p>Persons/Groups Responsible: OIPA</p>
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives.</p> <p>Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.
Unit Objective: 2	Strengthen OIP's centralized infrastructure to more effectively support UNC Charlotte stakeholders.
Check the UNC GA, Institutional, Division, Unit Goals and Objectives to which this Unit Objective is aligned.	<p>Academic Affairs Goal 1 – To educate a diverse student body through an integrated academic experience that positions graduates for personal success and civic responsibility in the global environment of the 21st century.</p> <p>Imperative 2 – Demonstrate our institutional value of access, inclusion, and diversity in the recruitment and retention of students, faculty, and staff.</p> <p>Imperative 3 - Embrace transparency, flexibility, collaboration, and efficiency in the administration a provision of services and programs.</p>
Actions/Tactics	<p>UO2-A1 Review short-term program abroad infrastructure to determine if an additional position is needed to further support OEA's short-term program development, promotion, and assessment</p> <p>UO2-A2 Review and assess ELTI/IOP infrastructure, programming, and facilities to determine if staffing and operational support levels are appropriate</p> <p>UO2-A3 Complete the Commission on English Language Accreditation (CEA) Self-Study to become a CEA accredited intensive English program</p> <p>UO2-A4 Create an additional international student advisor position to impact quality of advising, to support programming for international student populations, and to meet demands of growing international student population advising needs, with special emphasis on sponsored program international students</p> <p>OU2-05 Review OIP financial, HR and administrative staffing to determine if current infrastructure is appropriately meeting departmental needs.</p>
Assessment Methodology	<p>Data and information collected for analysis and decision making will include:</p> <p>UO2-A1</p>

	<p>Findings from the comprehensive Office of Education Abroad review, including an internal and external review of OEA operations, will inform OIP if sufficient staffing exists to sustain/expand short-term programs and its related assessment needs, or if a new position is necessary</p> <p>UO2-A2 Review of facilities, administrative services, programs, and curriculum including: a. Review of position roles and adequacy to meet the needs of each program; b. Review of Curriculum and Assessment practices according to an established cycle (e.g., every three years for curriculum, every two years for Assessment); c. Review of student services through focus groups and course evaluations; and d. Review of facilities including adequacy for the size of the program as well as effective use of space</p> <p>UO2-A3 Conduct an ELTI self-study to submit as part of the application for accreditation with Commission on English Language Accreditation (CEA)</p> <p>UO2-A4 Indicators of success in hiring a new ISSO student advisor will be measured by: an increase in the numbers of students advised in one-on-one appointments; an increase in the number of immigration workshops conducted by ISSO, and an increase in the number of cultural engagement programs developed and executed</p> <p>UO2-A5 a. OIP will consult with Business Affairs and HR to determine if current staffing is sufficient in the OIP business operations team b. OIP IT manager will provide consultation to determine if additional technology products could increase business operation efficiencies</p>
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc. Direct, Indirect, & Administrative
Budget Allocation Amount:	UO2-A1-A3 & A5 OIP will utilize departmental funds if needed UO2-A4 OIP will explore funding contribution from colleges through distribution of existing tuition increments and special student population providers
Budget Allocation Description:	TBD
Performance Target/Expected Outcomes (Narrative)	<p>UO2-A1 If determined that an additional short term position is necessary in OEA, then a new position will be developed, search conducted, and short-term program assistant/advisor hired by Spring 2017</p> <p>Persons/Groups Responsible: OIPA, OEA</p> <p>UO2-A2 Pending review of ELTI/IOP steps will be taken to address identified needs: a. If additional staffing is needed for the curriculum implementation, administrative operations, or coordination of intercultural programs, then appropriate staff positions will be developed with hiring completed within the next five years; b. ELTI assessment will be completed every two years (2017, 2019) and the curriculum reviewed every three years (2016, 2019) with appropriate measures taken to act upon findings;</p>

	<p>c. Focus group and course evaluations findings will be reviewed every-other-year for a thorough analysis of student services/needs with appropriate measures taken to act upon findings; and</p> <p>d. Pending determination of the facilities review, identification of new/reconfigured space to meet operational needs of ELTI/IOP will be explored and implemented</p> <p>Persons/Groups Responsible: ELTI/IOP</p> <p>UO2-A3 Develop self-study coordination responsibility within the ELTI Assistant Director position (or designated Core Faculty role) to establish an ELTI staff member who will: plan a timeline for the self-study process, complete and submit the self-study report, host a site-review team, and respond to final decision by CEA Board of Commissioners. The goal for accreditation by the Commission on English Language Accreditation (CEA) is 2018</p> <p>Persons/Groups Responsible: ELTI</p> <p>UO2-A4 Develop new position, identify funding source, conduct a search, and hire new international student advisor by Spring 2017</p> <p>Persons/Groups Responsible: ISSO</p> <p>UO2-A5 If determined that additional support is necessary in OIP financial/HR areas, then technical resources and personnel will be identified to remedy the deficit(s) within the next five years</p> <p>Persons/Groups Responsible: OIPA</p>
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives.</p> <p>Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.
Unit Objective: 3	To enhance the University's commitment to supporting faculty and staff in their efforts to internationalize the institution.
Check the UNC GA, Institutional, Division, Unit Goals and Objectives to which this Unit Objective is aligned.	<p>Academic Affairs Goal 1 – To educate a diverse student body through an integrated academic experience that positions graduates for personal success and civic responsibility in the global environment of the 21st century.</p> <p>Imperative 1 - Provide for our faculty and staff a supportive infrastructure that includes excellent opportunities for professional development and mentoring.</p>
Actions/Tactics	<p>UO3-A1 Develop Faculty International/Cultural Seminars</p> <p>UO3-A2 Develop Academic Advisor International Seminars</p> <p>UO3-A3 Increase outreach and promotion of Fulbright faculty and staff opportunities</p> <p>UO3-A4</p>

	<p>Develop specific college/department education abroad workshops</p> <p>UO3-A5 Develop innovative ways for the campus to recognize staff and/or faculty for their international education contributions</p> <p>UO3-A6 Increase ISSO outreach to additional campus partners to identify new and ongoing international students and scholars needs/challenges and take appropriate measures to address identified concerns</p> <p>UO3-A7 Identify improvements to the H-1B and Permanent Residency processes in order to support academic departments' hiring of international faculty</p> <p>UO3-A8 Review effectiveness and impact of the current ISSO HR workshop designed to increase awareness of and appreciation for the international student community at UNC Charlotte and determine if changes of the present workshop and/or development of new workshop(s) are necessary</p> <p>UO3-A9 Review and update faculty international travel grant criteria</p> <p>UO3-A10 Enhance the functionality of the Faculty/Staff International Expertise Database</p>
Assessment Methodology	<p>Data and information collected for analysis and decision making will include:</p> <p>UO3-A1 Review of critical country representation at UNC Charlotte and/or destination country interest to determine showcase countries; provide evaluation feedback and self-report data regarding completion of seminar outcomes</p> <p>UO3-A2 Analysis of country-destination options based on institutional partnerships and/or UNC Charlotte country/region goals; provide evaluation feedback and self-report data regarding completion of seminar outcomes</p> <p>UO3-A3 Implement at least one annual meeting for interested faculty; expand the Faculty Toolbox to feature Fulbright programs and faculty awardees</p> <p>UO3-A4 Develop specific college/department education abroad workshops with one new college featured each year from 2017-2020</p> <p>UO3-A5 Implementation of at least one new way for the campus to recognize staff and/or faculty for their international education contributions to be in effect by 2018</p> <p>UO3-A6 Increase outreach to campus partners by ISSO director (with minimum of three meetings per semester) to identify international student</p>

	<p>concern/needs; at least one improvement/action taken each year (2016-2020) to address an identified student concern/need</p> <p>U03-A7 Continue review of H-1B and Permanent Residency processes with self-report academic department feedback and petition success rate used as indicators of objective achievement</p> <p>U03-A8 Work with HR to review the current ISSO workshop and use evaluation feedback and input from staff to determine effectiveness of program and need for new initiatives</p> <p>U03-A9 Develop expanded faculty international travel grant criteria to provide additional accessibility for faculty</p> <p>U03-A10 Increase of faculty/staff participation in and use of the Faculty/Staff International Expertise Database</p>
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc. Indirect, Administrative
Budget Allocation Amount:	OIP will utilize departmental funds if needed.
Budget Allocation Description:	TBD
Performance Target/Expected Outcomes (Narrative)	<p>U03-A1 Produce an annual Faculty International Seminar to be offered beginning 2017-2018</p> <p>Persons/Groups Responsible: OIPA, ISSO</p> <p>U03-A2 Produce an annual Academic Advisor International Seminar to be offered beginning 2016-2017</p> <p>Persons/Groups Responsible: OIPA, OEA</p> <p>U03-A3 Produce print collateral and offer workshops to faculty and staff to highlight Fulbright opportunities (2016-2017)</p> <p>Persons/Groups Responsible: OIPA</p> <p>U03-A4 Offer college/department specific education abroad workshops each semester beginning Spring 2017</p> <p>Persons/Groups Responsible: OEA</p> <p>U03-05 Recognize staff and/or faculty member's international education contributions through a new award process beginning in 2016-2017</p> <p>Persons/Groups Responsible: OIPA</p> <p>U03-A6 Conduct a minimum of three meetings per semester to identify international student concern/needs, and implement at least one</p>

	<p>improvement/action each year (2016-2020) to address an identified student concern/need</p> <p>Persons/Groups Responsible: ISSO</p> <p>UO3-A7 Review of self-report academic department feedback with 90% satisfaction (at the good/very good level) and an H1-B petition 85% success rate</p> <p>Persons/Groups Responsible: ISSO</p> <p>UO3-A8 Complete review of current ISSO HR workshop with implementation of recommended updates/alterations to the existing workshop and determination if any new/additional faculty/staff workshop is/are needed</p> <p>Persons/Groups Responsible: ISSO</p> <p>UO3-A9 Expand faculty international travel grant criteria resulting in a 5% increase of issuance and access for faculty by 2018</p> <p>Persons/Groups Responsible: OIPA</p> <p>UO3-A10 Increase faculty/staff participation in and use of the Faculty/Staff International Expertise Database by 5% from the 2016 baseline participation and use levels by 2019</p> <p>Persons/Groups Responsible: OIPA</p>
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives.</p> <p>Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	<p>Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.</p>
Unit Objective: 4	<p>To enhance existing programs and services for international students and scholars.</p>
Check the UNC GA, Institutional, Division, Unit Goals and Objectives to which this Unit Objective is aligned.	<p>Academic Affairs Goal 1 – To educate a diverse student body through an integrated academic experience that positions graduates for personal success and civic responsibility in the global environment of the 21st century.</p> <p>Imperative 2 - Demonstrate our institutional value of access, inclusion, and diversity in the recruitment and retention of students, faculty, and staff.</p>
Actions/Tactics	<p>UO4-A1 Reassess and further develop the ELTI international teaching assistant (ITA) testing, support services, and ITA training courses in consultation with UNC Charlotte graduate programs</p> <p>UO4-A2 Develop and implement language and cultural adjustment support programs and resources for Visiting Scholars</p> <p>UO4-A3 Develop and implement a recruitment plan to attract a diverse ELTI/IOP student/client population</p>

	<p>UO4-A4 Develop efficient and effective updated communication plan regarding ISSO-related matters with prospective and enrolled international students</p> <p>UO4-A5 Enhance/create ISSO orientation programs: for new international students and for visiting scholars/faculty</p> <p>UO4-A6 Investigate additional housing options for international scholars</p> <p>UO4-A7 Reassess and improve ISSO immigration workshops</p> <p>UO4-A8 Review current ISSO and ELTI student-centered and cultural enrichment programming to meet student needs for US-based cultural engagement and opportunity to share their own culture</p> <p>UO4-A9 Create and administer a questionnaire to international students who are located at the CCB to explore the on-site advising needs, interest, and timing that is conducive to offering immigration services uptown</p> <p>UO4-A10 Provide a recognition event for graduating international students (UG and Grad) at least once per academic year</p>
Assessment Methodology	<p>Data and information collected for analysis and decision making will include:</p> <p>UO4-A1 a. Review TA testing practices to confirm that outcomes correlate with graduate program expectations and requirements b. Reassess ITA support course curriculum and outcomes as needed to meet the standards set by the graduate programs, including consult with appropriate constituents (e.g., Graduate School, Graduate Program Directors, etc.)</p> <p>UO4-A2 a. Document the support activities/resources currently provided to Visiting Scholars by both ISSO and ELTI b. Conduct a survey to gain feedback from visiting scholars regarding needs/interests c. As appropriate, conduct focus group follow-up regarding survey findings</p> <p>UO4-A3 a. Determine student (ELTI)/program (IOP) yield from each of the current marketing and advertising efforts to determine whether the current marketing efforts are cost effective and yielding results as measured by numbers of students/participants attending ELTI and IOP programs b. Review best practices for low-cost, effective recruitment efforts relevant to target country recruitment areas, including but not limited to: recruitment fairs, advertising, cooperative efforts through professional associations, best markets to target in the short-term and long-term, and potential partnerships with representative from the IIE Leadership grant</p>

	<p>participants c. Develop a questionnaire to survey current UNC Charlotte partner programs to gain feedback regarding interest in various inbound, short-term opportunities</p> <p>UO4-A4 Review current ISSO communication plan/procedures addressing the various points of connection with students: pre-arrival, orientation, degree duration, and OPT/CPT</p> <p>UO4-A5 Complete a satisfaction survey and evaluation of the current ISSO orientation program for F-1/J-1 students, and host a focus group (or administer a questionnaire) regarding faculty/scholar orientation needs</p> <p>UO4-A6 Inventory the existing UNC Charlotte faculty housing opportunities and review the feasibility of additional housing options for international scholars</p> <p>UO4-A7 Complete evaluations of all workshops, review attendance level, and explore various formats for content delivery to strengthen workshops</p> <p>UO4-A8 a. Compile resource listing of all ISSO and ELTI culture-based enrichment programming opportunities offered b. Collect evaluation data of programs and create executive summary report c. Survey students regarding interests/needs (questionnaire and/or focus groups)</p> <p>UO4-A9 Self-report data provided by international students in the CCB regarding on-site advising needs/interests</p> <p>UO4-A10 Conduct a recognition event for graduating international students (UG and Grad) with a goal of 10% of the international student graduating class attending</p>
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc. Direct, Indirect, Administrative
Budget Allocation Amount:	OIP will utilize departmental funds if needed
Budget Allocation Description:	TBD
Performance Target/Expected Outcomes (Narrative)	<p>UO4-A1 a. Completion of a comprehensive review of international teaching assistant (ITA) testing, support services, and ITA training courses in consultation with UNC Charlotte graduate programs (2016-2017) b. Implementation of recommendation from findings of the review (2020)</p> <p>Persons/Groups Responsible: ELTI</p> <p>UO4-A2 Implement action(s) to address the findings from the visiting faculty review of ISSO and ELTI programs as well as the survey and/or focus group findings (2016-2017)</p>

	<p>Persons/Groups Responsible: ELTI, ISSO</p> <p>UO4-A3 Develop of ELTI/IOP recruitment plans (2016-2017) based on data obtained from review process</p> <p>Persons/Groups Responsible: ELTI/IOP</p> <p>UO4-A4 a. Creation of a new ISSO communication plan addressing prospective and enrolled international students (2016-2017) b. Implementation of the new plan (2017-2019)</p> <p>Persons/Groups Responsible: ISSO</p> <p>UO4-A5 Implement recommendations to improve the orientation program for new international students and develop an orientation program for visiting scholars/faculty (2016-2019)</p> <p>Persons/Groups Responsible: ISSO</p> <p>UO4-A6 Determine if additional housing options are feasible and, if so, offer new/additional housing opportunities to visiting scholars (2016-2017)</p> <p>Persons/Groups Responsible: OIPA</p> <p>UO4-A7 Based on attendee evaluation, facilitator analysis, and feasibility of delivery options (e.g., online, large group, etc.), implement improved immigration workshops to increase satisfaction levels by 5% at the good/very good rating and capacity for participation by 10% (2016-2017 = evaluation/review; 2017-2020 = all workshops updated)</p> <p>Persons/Groups Responsible: ISSO</p> <p>UO4-A8 Using the data collected and review of programs, implement improvements to increase student centered and cultural enrichment programming (2015-2016 = review of programs; 2016-2019 = implementation of program enhancements with projected modification of one program per year)</p> <p>Persons/Groups Responsible: ISSO, ELTI</p> <p>UO4-A9 ISSO will analyze the data collected from a survey of international students located in CCB and implement measures to address identified student needs, including a possible establishment of advising process in CCB</p> <p>Persons/Groups Responsible: ISSO</p> <p>UO4-A10 Ten percent of the graduating UG/Grad international student class will attend a recognition ceremony conducted by ISSO beginning in 2015-2016</p>
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	Persons/Groups Responsible: ISSO
Analysis of Assessment Findings (For narrative):	Identify the performance or level degree of completion based on the measures used to assess the objectives. Describe the progress made on the achievement of the objective.
Use of Assessment Findings	Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.
Unit Objective: 5	Enhance internationally focused opportunities for the Charlotte community
Check the UNC GA, Institutional, Division, Unit Goals and Objectives to which this Unit Objective is aligned.	Academic Affairs goal 3 - To engage community partners in mutually beneficial programs that enhance the economic, civic, and cultural vitality of the region. Imperative 4 – Engage alumni and others in support of programmatic goals.
Actions/Tactics	U05-A1 Conduct feasibility study for a lifelong learning/enrichment abroad program U05-A2 Increase promotion of Great Decision (GD) lecture series for broader participation and attendance by the Charlotte community U05-A3 Explore feasibility of providing IOP opportunities for the Charlotte community (e.g., businesses, organizations, etc.)
Assessment Methodology	Data and information collected for analysis and decision making will include: U05-A1 a. Research model practices and existing adult learning international enrichment programs b. Identify and survey potential stakeholders in community and select alumni groups as well as faculty and staff regarding interest in a lifelong learning/enrichment abroad program U05-A2 a. Inventory existing GD program marketing campaign outreach initiatives and explore options to enhance based on International Festival communication plan b. Update marketing materials (e.g., branding) U05-A3 a. Compile list of existing Charlotte based intercultural training/Language development/diversity resource programs b. Complete informational outreach contacts with various community organizations to explore feasibility
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc. Indirect, Administrative
Budget Allocation Amount:	OIP will utilize departmental funds if needed
Budget Allocation Description:	
Performance Target/Expected Outcomes (Narrative)	U05-A1 a. Complete meetings, interviews and surveys to determine if there is interest in a lifelong learning/enrichment abroad during 2016-2017 b. If sufficient level of interest is determined, then initiate a lifelong learning/enrichment abroad pilot program in 2017-2018

	<p>Persons/Groups Responsible: OIPA</p> <p>U05-A2 a. Revamp the branding for Great Decisions (2015-2016) b. Identify additional outlets (on campus and external to UNC Charlotte campus) to promote annual Great Decisions lecture series (2016-2017)</p> <p>Persons/Groups Responsible: OIPA</p> <p>U05-A3 Analyze market demand (2015-2016); pending feasibility, pilot Charlotte IOP opportunity for 2016-2017</p> <p>Persons/Groups Responsible: ELTI/IOP</p>
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives.</p> <p>Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	<p>Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.</p>
<p>Unit Goal: 2 Enhance and support an integrated academic experience by promoting global perspectives and international learning into academic and co-curricular programming through collaboration with campus and community constituencies.</p>	
Unit Objective: 1	<p>To assist the University's various academic units to infuse an international perspective into the curriculum</p>
Check the UNC GA, Institutional, Division, Unit Goals and Objectives to which this Unit Objective is aligned.	<p>Academic Affairs Goal 1 – To educate a diverse student body through an integrated academic experience that positions graduates for personal success and civic responsibility in the global environment of the 21st century.</p> <p>Imperative 2 – Demonstrate our institutional value of access, inclusion, and diversity in the recruitment and retention of students, faculty, and staff.</p>
Actions/Tactics	<p>U01-A1 Create, implement, and assess a Global Certificate for UNC Charlotte students that incorporates curricular and co-curricular opportunities</p> <p>U01-A2 Develop an annual country/culture specific symposia/workshop to include relevant countries for UNC Charlotte community</p> <p>U01-A3 Continue to pursue curriculum integration opportunities with academic departments, particularly those currently underrepresented in OEA programming</p> <p>U01-A4 Strengthen classroom based presentation options to increase understanding and awareness of other cultures and/or of overseas opportunities</p> <p>U01-A6 Investigate options to broaden the Global Gateways residential-based experience to strengthen linkages to academic programs (e.g., credit option, study abroad/immersion experience, women's leadership connection, etc.)</p>
Assessment Methodology	<p>Data and information collected for analysis and decision making will include:</p>

	<p>UO1-A1 a. Review of global certificate models and best practices b. Engagement with key academic collaborators such as Global, International, and Area Studies and Languages and Cultural Studies</p> <p>UO1-A2 a. Review country representation for inbound populations and key outbound destinations to determine a lineup of countries for the spotlight series b. Establish learning outcomes and measurement of learning for participants c. Track faculty/staff participation in the workshops to monitor engagement level (with a goal of 15 attendees for initial pilot session with subsequent increase in attendance for a goal of 25 per session)</p> <p>UO1-A3 a. Survey departments at end of planning period on activity related to advising on international opportunities for students, development of programs overseas within a department, expressed student interest in OEA programs, and student participation in programs in order to identify academic programs that are more amenable to implementing curriculum integration b. Based on identified programs, partner with selected academic departments to create a curriculum integration plan</p> <p>UO1-A4 Review OIP classroom presentation offerings (i.e., OEA Study Abroad & ISSO Cultural Ambassadors) and identify target goal for increase to baseline measurement to increase outreach by 5% for each program by 2020</p>
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc.
Budget Allocation Amount:	OIP will utilize departmental funds if needed
Budget Allocation Description:	TBD
Performance Target/Expected Outcomes (Narrative)	<p>UO1-A1 a. Complete review of best practices/model programs and explore partnership options for implementation of certificate (2015-2016) b. Pilot the official certificate program (2016-2017)</p> <p>Persons/Groups Responsible: OIPA</p> <p>UO1-A2 a. Offer an annual country/culture specific symposia/workshop beginning 2017-2018 b. Complete assessment of the learning impact of program and overall evaluation, with target for 80% reporting a good/very good evaluation c. Solid faculty participation for sessions (n = 14/pilot; n = 25/general sessions)</p> <p>Persons/Groups Responsible: OIPA</p> <p>UO1-A3 a. Complete survey of academic programs/advisors re: study abroad engagement/interest (2016-2017) b. create and implement curriculum integration plan(s) for at least one—but preferably three—academic department(s) for study abroad opportunities by 2020</p>

	<p>Persons/Groups Responsible: OEA</p> <p>UO1-A4 a. Establish baseline measurement of the number of classroom presentations and the number of student attendees; b. Increase classroom presentations by 5% for each program using baseline data from FY16 (2020)</p> <p>Persons/Groups Responsible: ISSO, OEA</p>
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives. Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	<p>Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.</p>
Unit Objective: 2	<p>To increase the number of UNC Charlotte students involved in education abroad (credit bearing) programs by 5% each year using a baseline of AY15 (n=600) beginning in 2016-2017 with an ultimate goal of 767 students studying abroad by 2020.</p>
Check the UNC GA, Institutional, Division, Unit Goals and Objectives to which this Unit Objective is aligned.	<p>Academic Affairs Goal 1 – To educate a diverse student body through an integrated academic experience that positions graduates for personal success and civic responsibility in the global environment of the 21st century.</p>
Actions/Tactics	<p>UO2-A1 Utilize relevant points included in the college deans’ 2015-2020 strategic plans to generate study abroad programming in departments currently underrepresented in offerings</p> <p>UO2-A2 Increase outreach to incoming freshman and new students at one of the earliest stages of their involvement with UNC Charlotte by strengthening the understanding and awareness of OEA work with advisors and admissions personnel</p> <p>UO2-A3 Explore opportunities to support college deans’ and other leaders’ UNC Charlotte campaign-related initiatives that pertain to increasing study abroad financial resources/scholarships</p> <p>UO2-A4 Develop an education abroad alumni outreach plan that includes a communication platform (e.g., online newsletter, social media campaigns, etc.) and an annual event for study abroad alumni</p> <p>UO2-A5 Develop an annual donor event to steward existing and new donors who contribute to education abroad scholarships</p>
Assessment Methodology	<p>Data and information collected for analysis and decision making will include:</p> <p>UO2-A1 a. Review colleges with underrepresented academic majors/students to identify components in their strategic plan that support study abroad interests (2016-2017) b. Engage in exploratory dialogue with identified academic departments to learn about problems/concerns and explore options to overcome barriers to study abroad (2016-2017)</p>

	<p>UO2-A2</p> <p>a. Track number of meetings with and events done in conjunction with advising and admissions personnel on campus</p> <p>b. Track number of Freshmen and new transfer students attending sessions offered by OEA/Admissions</p> <p>c. Record number of freshmen and new transfer students coming into OEA during their first semester on campus</p> <p>UO2-A3</p> <p>a. Mine data included in the college deans' and other leaders' UNC Charlotte campaign-related initiatives that pertain to increasing study abroad financial resources/scholarships</p> <p>b. Follow-up with appropriate campus leaders to identify strategies to support the study abroad initiatives</p> <p>UO2-A4</p> <p>Review best practices/models for study abroad alumni engagement plans and develop a plan for UNC Charlotte (2016-2017)</p> <p>UO2-A5</p> <p>Based on best practices, create and implement a donor event with input from University Advancement</p>
Type of Evidence:	Prepopulated drop down list: direct, indirect, administrative, etc. Indirect, Administrative
Budget Allocation Amount:	OIP will utilize departmental funds if needed
Budget Allocation Description:	TBD
Performance Target/Expected Outcomes (Narrative)	<p>UO2-A1</p> <p>Program development, student interest, and student participation in education abroad offerings in traditionally underrepresented academic programs will increase by a total of 5% based on current (2014-2015) program level involvement in the identified programs (2020)</p> <p>Persons/Groups Responsible: OEA, OIPA</p> <p>UO2-A2</p> <p>OEA expects to see a noted increase in the number of meetings/events done in conjunction with advising and admissions personnel on campus with subsequent increase in the number of freshmen and new transfers attending sessions offered by OEA/Admissions and ultimate participation in their first year at UNC Charlotte to visit OEA.</p> <p>Persons/Groups Responsible: OEA</p> <p>UO2-A3</p> <p>Based on identified campaign-related study abroad funding initiatives, OIP/OEA will see an increase in study abroad scholarships, with the goal of at least three new scholarship by 2020</p> <p>Persons/Groups Responsible: OEA, OIPA</p> <p>UO2-A4</p> <p>Implement an education abroad alumni outreach plan with University Advancement that includes (at minimum) at least one new communication platform and an annual event for study abroad alumni (2017-2018)</p>

	<p>Persons/Groups Responsible: OEA</p> <p>UO2-A5 Create, offer, and execute an annual donor event beginning in 2016-2017 with an attendance goal of at least one major study abroad donor attending each year</p> <p>Persons/Groups Responsible: OEA, OIPA</p>
Analysis of Assessment Findings (For narrative):	<p>Identify the performance or level degree of completion based on the measures used to assess the objectives.</p> <p>Describe the progress made on the achievement of the objective.</p>
Use of Assessment Findings	<p>Based upon the assessment findings, describe the changes that the unit will implement during the next year to improve performance on the objective.</p>

Academic Plan Goals

1. To educate a diverse student body through an integrated academic experience that positions graduates for personal success and civic responsibility in the global environment of the 21st century.
2. To expand the frontiers of knowledge and leverage discovery for the public benefit through innovative programs of research, creative activities, and graduate education that span the disciplines.
3. To engage community partners in mutually beneficial programs that enhance the economic, civic, and cultural vitality of the region.

To succeed in achieving these goals, we recognize that it is imperative for us to:

1. Provide for our faculty and staff a supportive infrastructure that includes excellent opportunities for professional development and mentoring.
2. Demonstrate our institutional value of access, inclusion, and diversity in the recruitment and retention of students, faculty, and staff.
3. Embrace transparency, flexibility, collaboration, and efficiency in the administration a provision of services and programs.
4. Engage alumni and others in support of programmatic goals.
5. Use effective measures and methods for evaluation.
6. Demonstrate our institutional value of access, inclusion, and diversity in the recruitment and retention of students, faculty, and staff.