MISSION
The School of the Arts at the College of Charleston provides world-class arts education and impactful arts experiences creating artistically fluent and culturally engaged citizens in support of the College’s commitment to the liberal arts tradition.

VISION
The School of the Arts will be nationally recognized for its innovative approach, combining exceptional scholarship and high-level artistic training within a holistic liberal arts experience.

CORE VALUES
Integrity: We take accountability for our actions and adhere to the highest ethical standards in all our professional obligations and personal responsibilities. We demonstrate respect for self, others and place.

Academic Excellence: We are committed to a dynamic intellectual community, high academic standards, strong academic programs, exceptional teacher-scholars, engaged students and lifelong learners.

Liberal Arts Education: We encourage intellectual curiosity and foster each student’s ability to think creatively and analyze, synthesize, apply and communicate knowledge from many sources.

Diversity, Equity & Inclusion: We create and nurture a diverse and inclusive community demonstrated through our thoughts, words and actions. We value and respect the unique perspectives, backgrounds and experiences every individual has to offer.

Student Centeredness: We are devoted to nurturing thriving scholar-citizens through the intellectual, ethical and social development of each individual student.

Innovation: We act with an entrepreneurial spirit to imagine and implement creative, bold and sustainable solutions in our pursuit of excellence and continuous improvement.

Public Mission: We demonstrate social responsibility in meeting the educational and professional needs of our community, our state, our nation and the world.

STUDENT EXPERIENCE & SUCCESS
Ensure an effective support system that increases retention and graduation rates and enables students to learn and grow in every aspect of their College experience, preparing them to work and lead in a globally connected world.

Strategies:
- Increased experiential learning opportunities
- Recruit and retain a more diverse student body including first generation students
- Promote an inclusive environment
- Upgrade and maintain allocated facilities and educational resources to enable and foster effective learning

Example success metrics:
- Increase number of classes reflecting diversity
- Increase diverse guest artists, present artistic material that is culturally relevant
- Diversity faculty and staff
- Establish a DEI Committee charged with actively monitoring relevant issues and the overall climate within the School
- Maximize state and philanthropic funds to upgrade and maintain facilities and educational resources
- Increase partnerships with artistic community
- Fully utilize renovated spaces to foster community engagement
- Increase the number of College of Charleston students attending School events
- Create a scholarship enrichment fund to address unexpected student needs

ACADEMIC DISTINCTION
Become ranked as a national university distinguished by our innovative liberal arts core and high-achieving students and alumni.

Strategies:
- Become a center for research and discovery of the art and ideas that define our local, regional, and global cultures
- Achieve national recognition for offering high-level artistic training in a liberal arts setting
- Explore new and emerging technologies in course and program delivery
- Increase and enhance our domestic and international partnerships, offering students robust experiential learning opportunities outside of the College
- Ensure course content reflects the diversity of voices and sustainable practices in the arts

Example success metrics:
- Increased percentage of off-campus artistic and scholarly activities, including international experiences
- Increase number of courses that fulfill the College’s REI requirement

CROSS-CUTTING COMMITMENTS
Foster a culture of innovation to create sustainable solutions: Assess, adjust and establish policies, programs and incentives to encourage and enable innovation and continuous improvement in how faculty, staff and students teach, learn, and lead.

Advance our commitment to diversity, equity & inclusion: Refresh and implement the University’s Diversity & Inclusion Plan (e.g., education, programs, accountability, and metrics) in order to drive noticeable improvement in creating a campus culture where everyone feels they belong.

Cultivate impactful strategic partnerships: Establish a central office to help forge, facilitate and foster high-impact strategic partnerships across campus with industry, educational institutions, local and state government, and community organizations in order to advance our mission, vision, and strategic priorities.

EMPLOYEE EXPERIENCE & SUCCESS
Create an inclusive workplace that inspires excellence and innovation resulting in a thriving faculty and staff community.

Strategies:
- Maximize RCM budget flexibility to address salary compression
- Recruit, retain and promote more women and underrepresented populations into faculty, staff and management positions
- Use RCM budget flexibility and philanthropic efforts to invest in faculty and staff learning and professional development
- Create a sense of purpose and belonging for all

Example success metrics:
- Increase the percentage of faculty and staff from under-represented populations
- Increase the number of events that include and involve all School of the Arts faculty and staff
- Create yearly budget allocation to address salary compression
- Increase faculty and staff professional development combined funding (state and foundation) by 10%
- Act upon the recommendations of the DEI committee