

AGNES SCOTT
COLLEGE

PATHWAY
TO
SUCCESS

—
2021-2026

AGNES SCOTT
COLLEGE

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Agnes Scott College educates women to think deeply, live honorably & engage the intellectual & social challenges of their times.

PATHWAY TO SUCCESS

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Strategic Pillars

Strategy One

At Agnes Scott, SUMMIT (global learning, inclusive leadership development), concentrated work in liberal arts disciplines and courageous conversations across differences prepare students for success in their professional, civic and personal lives.

IMPLEMENTATION INITIATIVES

1

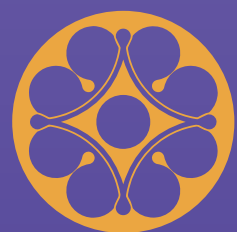
Professional Success Initiative (PSI): Develop and implement strategies to **ensure student professional success** and integrate professional success elements into majors and graduate programs

2

Build on strengths to **create a dynamic 21st-century curriculum**

3

Evaluate graduate and extended programs and **develop in-demand curriculum** aligned with Agnes Scott's strengths



STRATEGY ONE

Provide every student with a Transformative Education that prepares the student for success in their professional, civic and personal lives

IMPLEMENTATION INITIATIVES, CONT.

4

Build out our SUMMIT leadership curriculum and co-curriculum with an **emphasis on inclusive leadership**

5

Expand Agnes Scott's global footprint virtually, reputationally and in person, promoting Agnes Scott's distinctive education (global learning, inclusive leadership development, professional success)

6

Expand student population with **remote-learning options**

7

Invest in **21st-century teaching methods** and infrastructure

OUR STUDENTS



41%
Pell Eligible



63%
Students of Color

1st

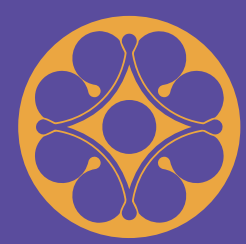
33%
First
Generation



I am extremely excited. This plan gives us the opportunity to draw on the creativity of our community to **ensure the success of our students** as global, inclusive leaders and to highlight Agnes Scott College as a thought leader and partner in our global community. We are Agnes!

- *Leocadia I. Zak, President*





STRATEGY TWO

Provide every student with a Pathway to Success

Strategic Pillars

Strategy Two

Life outside the classroom should contribute to a student's success while at the college and beyond.

IMPLEMENTATION INITIATIVES

- 1 Develop, implement and evaluate co-curricular initiatives that **connect the academic experience to professional growth**
- 2 Develop programming to **ensure the Financial Wellness of every student**
- 3 Create and implement programs designed by Agnes Scott, such as PathMakers, that will **attract, retain and support first-generation students** and those from disadvantaged backgrounds
- 4 **Establish a fund for completion grants** for seniors who face financial hardship so they can finish their final year



STRATEGY THREE

Institutionalize a Culture
of Community
“I am Agnes. We are Agnes.”

Strategic Pillars

Strategy Three

All community members (faculty, staff, students and alumnae) feel a genuine connection to and pride in the college and each other.

IMPLEMENTATION INITIATIVES

1

Become a **modern workplace**

2

Build a culture in which every community member lives the mission of the college by **living honorably and embracing justice, equity, diversity and inclusion**

3

Become one of *The Chronicle of Higher Education's* Great Colleges to Work For with a **culture that nourishes continuous professional development**, employee care and inclusive excellence

4

Instill a **sense of pride** in Agnes Scott that compels alumnae, foundations, corporations and friends to support the college with their time, talent and treasure

Strategic Pillars

Strategy Four

Develop mission-aligned use of properties and partnerships that support learning, attract students, raise the college's profile and attract investment.

IMPLEMENTATION INITIATIVES

1

Effectively **tell the Agnes Scott story** to position the college for a transformational gift

2

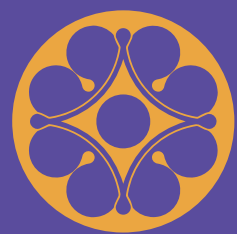
Redevelop college-owned properties for maximum financial benefit

3

Develop meaningful partnerships of mutual benefit

4

Launch an Executive Leadership Program based on justice, equity, diversity and inclusion objectives



STRATEGY FOUR

Employ External Engagement for Success

IMPLEMENTATION INITIATIVES, CONT.

5

Become recognized as a thought leader taking full advantage of Atlanta's resources in areas such as public health, business management, fintech and sustainability

6

Become the East Coast screenwriters' hub and establish partnerships to support Agnes Scott as a location for Entertainment Writing



SUMMIT was a great fit for me...

It taught me how to reflect on my identity, my journey and what it means to be a citizen of the world. It broadened my horizons.

- Angelica Martini '21



With all of the challenges facing our society, I am proud to be a part of a community that recognizes the important role we play in our students' lives and in creating a society that is more prosperous and more just. With this plan, we are taking an important step toward the Agnes Scott College of the future.

- Regine O. Jackson, Kathy Ashe '68 and Lawrence Ashe Associate Professor of Sociology



Here we find a place to explore our intellectual interests and develop critical thinking skills. Here we have the support of passionate teachers and dedicated administrators. We are empowered to speak up in the classroom. We are prepared to lead everywhere our paths take us.

- Che Carter '21



Key Performance Indicators

MEASURES OF SUCCESS



This strategic plan will serve as the pathway to a bright future for Agnes Scott College.

The success of the plan will be evaluated on the basis of measures that include 15 key performance indicators for the college, as well as initiative-specific metrics. Each

initiative will have a set of action steps tied to an annual work plan. The Planning Team will regularly monitor progress on the four pillars of the plan using the KPIs. These KPIs will be used also to guide college decisions, ensuring that they are strategic and align with the plan. This plan is dynamic and will evolve as new initiatives are introduced and implemented over the next five years.

01	Alumnae Giving Participation	Career Outcomes Rate	02
03	Cumulative Debt at Graduation	Degree-seeking Undergraduate Enrollment	04
05	Diversity Index	External Engagement Net Auxiliary Revenue	06
07	Endowment Draw	Faculty/Staff Satisfaction	08
09	Graduate & Extended Program Net Revenue	Persistence Rate	10
11	Property Redevelopment Net Revenue	Reputation Score	12
13	Strategic Technology Investment	Targeted Partnerships	14
15	Transformative Gifts		