

# College of the Arts Strategic Plan 2026-2028

## Research Visibility and Support

*How can we strengthen and elevate the visibility, impact, and infrastructure of COTA research by expanding support systems, fostering collaboration, and enhancing opportunities for both funding and recognition?*

- Work to raise funds to offer more research support at the college level, particularly in areas where external funding is scarce
- Work to raise funds for operational and equipment improvements to support research goals
- Develop and implement plan for raising visibility of COTA research, both internally and externally
- Support professional development opportunities for staff and faculty

## Shared Governance

*How can we develop a collective understanding of what shared governance is in the College of the Arts, and ensure broad understanding of opportunities and methodologies of participation?*

- Clarify decision-making roles and overall responsibilities of faculty and staff in shared governance.
- Provide clear information on how money flows from UF, to the college, to the units, and how unit budgets are created
- Work to streamline shared governance processes wherever possible
- Improve communication and collaboration between schools and centers to facilitate college-wide initiatives
- Work to raise funds to support effort adjustment for faculty who wish to engage deeply with shared governance

## Thriving in Academia

*How can we identify and make change in the areas where we in the college can have an impact on (for employees) job and career satisfaction, longevity in positions, or (for students) student retention and persistence?*

- Leverage capital campaigns to raise money to update physical spaces
- Increase flexibility in workload policies at the college or unit level to balance teaching, research, and service
- Advocate for funding to support market equity for all employees, with a focus on sustainable wages
- Identify opportunities to reward high-performing faculty and staff wherever possible

## **Curriculum and Career Readiness**

*How can we continue to review and improve our curricula to ensure that our students are prepared for the modern workplace? How can we develop more opportunities for students to enhance their entrepreneurial and career readiness skills?*

- Review and revise curricula for alignment with in-demand skills for careers in arts and design
- Expand opportunities for structured internships, residencies, community-engaged projects, and cross-disciplinary collaborations that allow students to apply classroom learning to real-world professional contexts
- Create formalized mentorship pipelines linking students with alumni, industry leaders, and faculty to provide guidance, networking opportunities, and career navigation strategies
- Embed career planning skills and, as appropriate, entrepreneurial thinking into curricula, ensuring that all students graduate with the skills necessary to build and sustain successful careers