

**TOP THEMES FROM THE APRIL 12 PAN-COLLEGE CONVENING ON STRATEGIC PLANNING
(with 10 tables of very energized groups with lots of ideas coming forth)**

All the notes from these discussions have been compiled and can be viewed [here](#). There appears no resistance or objection to Integrative Education; in fact, the notes reflect a lot of enthusiasm for a well-rounded and connective education by all constituencies.

- **“Breaking It up & Mixing It up”:** Appreciating increasing teamwork and transparency, but wanting a fundamental re-alignment of MICA to match the aspirations of the strategic plan goals
 - Reconfiguration of the academic enterprise - Students driving and customizing their own educational program; students with more of a voice and partner in shaping educational offerings; staff and faculty more collaborating on programs development; more faculty and student collaboration on projects; changing of the semester structure
 - Sharing of power - faculty with more input into resource allocations and support needed to improve and imagine the next level of education
 - Observation that the existence of silos at MICA is due to resource competition, instead of attitudes and perceptions of other constituency groups
 - Communication & interaction among students, faculty and staff
 - Not enough infrastructure (or removing existing structures) for such communication
 - Integration of Open Studies with Grad and Undergrad Studies
 - Being out there and bringing the community in here
 - Mentoring for students and staff
 - Bringing community members into MICA; MICA as a go-to community partner
 - Immersive education – get students out of the MICA bubble from first year

- **“Aligning education with career development”:** Wanting more substances in curriculum to support students’ career preparation and financial wellness post-graduation
 - Articulating how skills and knowledge that is already taught is related to the world, career and jobs
 - Start career development content from first year
 - Alumni involvement (as mentors, etc.)
 - Strengthen tech and science opportunities for artists
 - Business, financial literacy/consideration and resume building classes

- **“Doing what we have, but better”:** Affirming what is already happening at MICA and wanting to do better and more sustainably
 - Lots of good initiatives over the years, but follow-through has been inconsistent historically
 - Resource sharing to assure that innovation is not at the cost of supporting existing programs; not just doing new things
 - Transparency of the value of \$

- **“Thriving with Baltimore”**
 - ADCAP/BDS, etc.
 - More involved with the City, more visibility within the City

- **“DEIG-ing everything”:** DEIG informing everything at MICA and made accountable
 - Counter a history of power and privilege
 - A lot of advocacy for support of international students
 - Hiring with more diversity and more equity
 - Lessen cost of attending MICA
 - Staff and students wanting equity and access; burden of the staff is a theme; equity in staff pay and student financial aid