



PRESIDENTIAL *News*

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Welcome to Fall 2012

Welcome to Fall 2012. This is an exciting time to be a part of the University of West Florida. Our phenomenal enrollment growth continues, with **more than 12,823** students registered for the first day of class this semester, a 6.6 percent increase over last Fall's record enrollment.

Last week we also welcomed the largest Freshman class in our history with 1,847 joining the UWF family, a 26% increase over last year. Our housing is at 107% occupancy with 2,144 students calling the UWF campus home. Our Freshman class is 40% ethnically diverse; and this semester we welcome 47 new faculty into UWF classrooms.



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UWF Launches Strategic Plan 2012-2017

This summer the University of West Florida Board of Trustees adopted the new UWF 2012-17 Strategic Plan. The plan is the culmination of much research, dialogue, and academic visioning processes.



Increased Emphasis on Diversity and Inclusion

In mid-April, two nooses were discovered on campus, prompting an aggressive response by UWF students, faculty, staff and administration. We deplore such conduct and are committed to tolerance on a diverse campus.

Nearly 2,000 faculty, staff, students, and community members played a role in the development by participating in focus groups, retreats, surveys, and visioning meetings. The plan outlines a bold vision for UWF's future. It includes four strategic directions which are each further enhanced and defined by three descriptive priorities, for a total of 12.

The four strategic directions are:

- Enhanced student access, progression, and learning and development
- Distinctive teaching, scholarship, research, and professional contributions
- Valued partnerships: community engagement and service
- Sustainable institutional excellence

We have much work to do together to achieve these priorities. Yet, everything can't be done at once. The plan spans a five year period. There are priorities that have external measures, accountability, and deadlines that must be near the top of our list.

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During the summer we worked hard to develop some new initiatives and focuses on diversity and inclusion at UWF. Here is an update on some of our initiatives and progress:

- We added diversity/inclusiveness to our strategic plan and integrated it throughout the plan.
- An ad hoc committee is conducting a diversity audit of all existing programs, events, positions, celebrations, etc.
- We are building a website that celebrates inclusion and diversity.
- We are working on ways to make the reporting of discriminatory acts more transparent.
- A response team will be created to lead responses to any incidence of bias.
- Enhanced training on discrimination and harassment is planned for faculty and staff.
- We will hire a Chief Diversity Officer with plans for this person to begin work in January. [Read More >>>](#)

2012-2013 Budget Update

As you know, the legislature reduced our budget by \$11.9m for FY2012/13. This is a non-recurring cut that was designed to reduce our carry forward balances. Yet, overall, the university has lost 47 percent of our state funding since 2007 in both recurring and non-recurring sources. We all feel the pain of dealing with these fiscal challenges and without our student growth our circumstances would be dire.

I want to let you know that the reductions for FY12/13 are now complete. Divisions will have the remaining carry forward funds distributed into their accounts this week. Additionally, the freeze on



carry forward is now lifted.

Please understand that this was a difficult process. Each of us has contributed to this reduction and none of us will be happy. Yet, I tried in every way to listen to the campus community in determining the best path for handling the reduction. In the end, reductions were not across the board, but designed to allow for operational need, flexibility, and to the extent possible, added protection for our colleges and unique assets. I contributed \$3.8m from the central and summer reserves to lessen the impact as much as possible.

Thank you for your patience and participation to solving this difficult issue. Specific details are posted online at <http://uwf.edu/president/budget/assessment>.

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