



MILES COLLEGE STRATEGIC PLAN

2023 - 2028



2023-2028

THE STRATEGIC PLAN FOR MILES COLLEGE

WHERE EXCELLENCE MEETS TRADITION



Miles College is accredited by the following agencies:
Southern Association of Colleges and Schools Commission on Colleges
(SACSCOC) to award baccalaureate and graduate degrees.

Council for the Accreditation of Educator Preparation (CAEP)

Council on Social Work Education (CSWE)

Accreditation Council for Business Schools and Programs (ACBSP)



HISTORY

Miles College is a private, historically black liberal arts college in Fairfield, Alabama, founded in 1898 by the Christian Methodist Episcopal (CME) Church. Initially named Miles Memorial College, it was chartered in 1905 to provide educational opportunities for African Americans. The college has a rich history rooted in the CME Church's commitment to social justice and self-determination for Black communities.

Early Years:

- Miles College was established through the efforts of the CME Church to create a space for higher education for Black students in Alabama.
- Founding and Naming:
- The college was initially founded in 1898 and chartered in 1905 as Miles Memorial College, honoring Bishop William H. Miles, a prominent figure in the CME Church. .

Move to Fairfield: In 1907, the college relocated from Booker City to its current campus in Fairfield, Alabama, about six miles west of downtown Birmingham.

Name Change: In 1941, the college's name was officially changed to Miles College.

Civil Rights Movement: Miles College played a significant role in the Civil Rights Movement, with its students and faculty actively involved in the fight for equality and social justice.

Notable Alumni: In addition to Mayor Richard Arrington Jr.; Judge U.W. Clemon, and civil rights icon Autherine Lucy, the college boasts a distinguished alumni network, including prominent figures in politics, law, medicine, and other fields.

Legacy: Miles College continues to be a vital institution, fostering intellectual and civic empowerment among its students and contributing to the broader community.





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Vision Statement

Miles College is an institution of academic excellence whose students, graduates, and faculty contribute to the intellectual and professional vitality of the broader community, exhibit technological sophistication, and value the renderings of art in all its forms. The College serves an increasingly diverse student body and gains recognition for its global partnerships, which foster cultural awareness and understanding. Student and faculty involvement in international studies and global intelligence will pave the way for the College to emerge as a magnet for regional discourse in public policy and global awareness. Academic course offerings will include master's-level courses delivered through a variety of pedagogic delivery mechanisms that appeal to a wide range of student needs. The course offerings are a catalyst for continued growth in the number of students served. Miles College serves as a model for colleges and universities worldwide to engage in the study, discourse, and application of solutions to global human problems. Students who engage in the Miles College experience demonstrate a commitment to excellence, continuous improvement, and service to others through regular gifts to the dynamic academy that Miles College has become.

Mission Statement

Miles College is a senior, private, liberal arts Historically Black College with roots in the Christian Methodist Episcopal Church. Through dedicated faculty and staff, the College cultivates students to seek knowledge that leads to intellectual and civic empowerment. Students are transformed through rigorous study, scholarly inquiry, and spiritual awareness, thereby enabling graduates to become responsible citizens who help shape the global society.

Key Performance Indicators

1. Student Focus
2. Infrastructure
3. Professional Development
4. Finance/Partnerships



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Strategic Goals

Strategic Goal 1: To offer a broad range of high-quality programs through teaching and learning.

Strategic Goal 2: To recruit and retain appropriately qualified and highly effective faculty and staff.

Strategic Goal 3: To build programs and facilities to enhance student life.

Strategic Goal 4: To provide a sound financial base to support the institution.

Strategic Goal 5: To attract a more diverse campus community.

Strategic Goal 6: Transform campus with new and improved infrastructure, facilities, and technology-based instruction and learning.

Strategic Goal 7: Will respond to the most urgent needs of local, state, national, and international constituents to foster collaboration and mutually beneficial relationships.



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Strategic Goal #1: To offer a broad range of high-quality programs through teaching and learning.

Priority Initiatives:

1.1.0: To obtain university status

- Achievement Targets:

- 1.1.1: To obtain university status

- 1.1.2: To initiate appropriate accreditation by program

1.2.0: Define opportunities and implement three additional online degree programs

1.3.0: Support existing academic programs and develop programs responsive to the health, social welfare, and technological/artificial needs of the surrounding community

1.4.0: Establish more programs in the new Graduate School to meet the needs of the area

Strategic Goal #2: To recruit and retain appropriately qualified and highly effective faculty and staff.

Priority Initiatives:

2.1.0: Offer competitive compensation packages for recruitment of faculty and staff

- Achievement Targets:

- 2.1.1: Conduct internal and external environmental scans for better resource alignment

- 2.1.2: Recruit faculty based on credentials and institutional needs

2.2.0: Enhance technology platforms and professional benefits to support teaching and learning

2.3.0: Provide formal opportunities for growth and advancement, including review of salaries for grant-supported positions

2.4.0: Explore development of a competitive salary schedule for faculty and staff



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Strategic Goal #3: To build programs and facilities to enhance student life

Priority Initiatives:

- 3.1.0: Implement student-centered programs that foster engagement across campus
- 3.2.0: Develop formal leadership programs (e.g., lecture series, training across all disciplines)
- 3.3.0: Restructure student enrollment services into a shared service model
- 3.4.0: Explore development of a 5,000-seat multi-purpose complex for academics and athletics
- 3.5.0: Explore the development of a hotel and conference center
- 3.6.0: Create an Artificial Intelligence Innovation Hub and Program, extending the AI Minor

Strategic Goal #4: To provide a sound financial base to support the institution

Priority Initiatives:

- 4.1.0: Identify and obtain new funding sources
- 4.2.0: Seek innovative partnerships with corporations, governments, and international entities

Strategic Goal #5: Leverage student engagement in rigorous scholarly experiences

Priority Initiatives:

- 5.1.0: Promote collaboration between faculty and students in scholarly activities
 - Achievement Target:
 - 5.1.1: Provide state-of-the-art technology support for faculty
- 5.2.0: Create inclusive and competitive undergraduate research opportunities
- 5.3.0: Engage students in scholarly activities across the curriculum
- 5.4.0: Develop comprehensive internship and cooperative education opportunities
- 5.5.0: Launch a structured community service initiative



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Strategic Goal #6: To attract a more diverse campus community

Priority Initiatives:

6.1.0: Recruit and retain a diverse student body and campus community

- Achievement Target:

- 6.1.1: Expand the academic portfolio

6.2.0: Create a welcoming environment for all student populations

6.3.0: Provide diversity of thought awareness training for faculty, staff, and students

Strategic Goal #7: Transform campus with new and improved infrastructure, facilities, and technology-based instruction

Priority Initiatives:

7.1.0: Enhance technological resources, support, and academic technology programs

- Achievement Targets:

- 7.1.1: Provide technological resources to support institutional advancement

- 7.1.2: Implement infrastructure technology plans in new facilities

7.2.0: Identify site for a technology-enhanced learning facility

- Achievement Target:

- 7.2.1: Secure location for the technology-enhanced learning center

7.3.0: Renovate campus facilities including Taggart, Williams Hall, LRC, Bell Hall, Norton Student Union, and the Athletic Clubhouse

7.4.0: Build a student wellness and activity center for physical and mental health development