A place to **TRANSFORM YOURSELF**

and then, **CHANGE THE WORLD**

Dr. Martin Luther King, Jr. speaks to an estimated 2,000 people packed into Fisk University’s Henderson A. Johnson Gymnasium in Nashville May 3, 1964.
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Fisk University is a premier private liberal arts institution, with a strong focus on science, located in Nashville, Tennessee. Founded in 1866, we are one of the oldest Historically Black Colleges and Universities in the nation. The University has distinctive strengths in science, business, arts, and health which are all outgrowths of a strong liberal arts foundation. Our internationally renowned flagship programs in music, fine arts, and natural sciences are showcased by the acclaimed Fisk Jubilee Singers®, the unrivaled Art Galleries, and our world-class research. The dual focus on liberal arts and science provides students with the holistic, 21st century education they need to lead successful, significant lives. The careful arrangement and rigor of the curriculum prepares students to be critical thinkers and problem solvers, with strong moral values and commitment. Social Justice is a hallmark of Fisk and is interwoven into the very fabric of our institution. We teach our students to be conscious of societal trends and impacts, to ensure they courageously advocate for themselves and those less fortunate. Fisk University is the #1 liberal arts, Historically Black College and University in the nation for research. The University’s research expenditures are perennially ranked among the top of all liberal arts institutions in America.

Our foremost commitment is to serve our students, as they are the reason Fisk University exists. For over 150 years, we have admitted students from around the world, and challenged them to shatter ceilings, think aspirationally, and create change. We use the intimate setting of Fisk to engulf our students in a highly intellectual research climate which inspires them to reach their full potential. Our interdisciplinary and diverse approach, reinforced through our superb faculty and staff, ensure students are exceedingly prepared for their career of choice. Fisk students lead, make a difference, and create generational change.

Fisk University embraces a bright future by creating a new four-year Strategic Plan (2018-2022). The plan consists of seven guiding principles: Transformational Student Experience, Academic Excellence with a Focus on Liberal Arts and Science, Thrive, Diversity and Social Justice, Community Partnerships, Continuous Improvement, and Globalization.

**Mission**

Fisk University produces graduates from diverse backgrounds with the integrity and intellect required for substantive contributions to society. Our curriculum is grounded in the liberal arts. Our faculty and administrators emphasize the discovery and advancement of knowledge through research in the natural and social sciences, business and the humanities. We are committed to the success of scholars and leaders with global perspectives.

**Vision**

To be among the best liberal arts institutions in the world.


Attributes

>>> Leadership

Leadership is a hallmark of the institution. Fisk takes pride in producing ethical and moral leaders and has done so since its founding in 1866. Our focus on leadership causes us to integrate that philosophy into every facet of the institution as we prepare our students to be the courageous leaders of tomorrow. We do not only mold scholars, but we cultivate leadership in everything we do.

>>> Transformation

Something truly special happens between the time our students arrive and when they graduate. Through diligence and intentionality in an environment of intellectual rigor and academic excellence, we ensure our students graduate with a strong sense of identity rooted in self-discovery and awareness of community interdependence. We prepare our students to excel in every field of human endeavor and to have positive societal impact.

>>> World Changing

Our history has been punctuated by people who have changed the world. Whether it be W.E.B. Du Bois, Diane Nash, John Lewis, John Hope Franklin, or Nikki Giovanni, Fisk calls all persons and daughters to be significant and impactful, to ensure their existence has an indelible impact on whatever their path in life. Students with a desire to make a difference come to Fisk University: A PLACE TO TRANSFORM YOURSELF and then, CHANGE THE WORLD.

Core Values

The core values of Fisk University are contained within the acronym D.E.T.A.I.L.S. and are designed to reflect our overall ethical and moral engagement. We, the Fisk Family, have historically sought to internalize these principles and apply them in our day-to-day work as well as every aspect of our lives.

>>> Diversity

We believe that our individual differences are a collective strength. We will support and encourage a culture of opinion which aids us in building a collective wisdom that results in more powerful and relevant solutions to our challenges.

>>> Excellence

We believe that excellence is the result of a lifelong pursuit of the highest standards. At Fisk, our collective quest is to earn merit through commitment and rigorous scholarship, cultural literacy, and high ethical standards.

>>> Teamwork

We believe that individuals achieve high standards when supported by the collective work of others. We reinforce this value at our University by constantly creating opportunities to collaborate both inside and outside of traditional alliances, our University, our proximate community, and throughout the world.

>>> Accountability

We believe that we must hold ourselves to the highest standard when we make commitments.
Consistent and measurable follow-through is essential for individual and team progress. We are forthright about our successes and shortcomings and we will position Fisk for continued achievement.

>>> Integrity
We believe that it is our responsibility to prepare young people to be stewards of an ever changing world. That means that we must model behavior grounded in truthfulness and compassion.

>>> Leadership
We believe that leaders are obligated to empower those around them. We are consistent, transparent, and accountable. Through our words and behaviors, we encourage others to exhibit these same attributes.

>>> Service
We believe that service is our ability to give the gift of knowledge to humanity. As we serve, we become transformed and so do our communities.
SEVEN GUIDING PRINCIPLES

2018-2022
SEVEN GUIDING PRINCIPLES

TRANSFORMATIONAL STUDENT EXPERIENCE
Fisk University has a student-centered culture. An education from Fisk University is the totality of the experience there and the strong adherence to shared fundamental values. Our core values constitute the foundation of all our graduates in becoming future leaders who will make a difference in our society.

ACADEMIC EXCELLENCE WITH A FOCUS ON LIBERAL ARTS AND SCIENCES
The value of the liberal arts transcends economic and civic benefits. Since their formation in the ancient world, the liberal arts have provided a holistic and humanistic viewpoint of the world. We recognize that the intellectual foundation of Fisk University is built upon our liberal arts and science curriculum and strengthening it for the 21st century is essential.

THRIVE
Operating an institution requires an optimized financial model with many complex and interwoven pieces. Fiscal sustainability is at the heart of these intricate pieces and forms the foundation for operating a well-run institution.

DIVERSITY AND SOCIAL JUSTICE
Fisk University has long been at the forefront of the dialogue on societal issues of diversity and social justice. We recognize, however, that new challenges confront us and informed participation in a diverse, multi-cultural society is of paramount importance to the future of our nation. Fisk will continue to position itself as a leader in the national debate on diversity and social justice issues.

COMMUNITY PARTNERSHIPS
Fisk University does not exist within a vacuum of higher education. Community relationships form an essential building block for a high-quality, 21st century education. Whether it is service in the community or partnerships formed with community organizations, we will strengthen our connections to our community.

CONTINUOUS IMPROVEMENT
We recognize that what students, their families, faculty, staff, alumni, and community partners experience at Fisk will directly inform their views of Fisk. Fisk University will strive to improve overall effectiveness by strengthening organizational operations and enhancing resource development.

GLOBALIZATION
We recognize that we all live in an interconnected world. Ideas, cultures, and people from around the globe will define how we all live and what jobs will be available in the 21st century. Global perspectives and understanding of different cultures will therefore be essential for Fisk graduates as they position themselves as societal leaders.
>>> Provide an environment which will develop students intellectually, personally and professionally to the greatest extent of their abilities by:

a. Providing professional development opportunities for students to enhance their readiness for jobs;
b. Developing co-curricular opportunities that enhance students’ career competitiveness;
c. Developing and enhancing advising and mentoring programs;
d. Increasing participation of students in University, civic, service, leadership, and stewardship activities;
e. Inspiring students to assume the ‘Fisk Identity’ (represent themselves with honor, integrity, and dignity).

>>> Promote a learning-centered environment through immersive educational experiences which facilitate excellence in teaching, research, and creative activity by:

a. Increasing institutional research expenditures by strengthening connections between teaching, research, and across disciplines;
b. Enriching programmatic offerings, which may include, but are not limited to, Criminal Justice, School of Continuing Education, Queer Studies, Religious and Philosophical Studies, Healthcare Business, and Hospitality;
c. Increasing the number of faculty members;
d. Expanding professional development opportunities for faculty;
e. Expanding applied learning opportunities such as service learning, faculty-sponsored student research, and international study;
f. Recasting the Honors Program to attract and retain academically talented students;
g. Broadening the use of technology within the classroom to provide cutting-edge learning experiences for students.

>>> Promote individual and collective responsibility for the continued financial well-being of the University by:

a. Increasing enrollment from between 1,600 to 1,800 students;
b. Increasing philanthropic giving from Alumni giving, and solicitations from private foundations;
c. Growing the University’s endowment;
d. Steering campus planning and resource management to promote the effective use of the University’s resources;
e. Redesigning business processes at the University for maximum student responsiveness and fiscal effectiveness;
f. Becoming a leader among HBCUs in the aid packages awarded to students;
g. Establishing a new branding/marketing strategy for the institution;
h. Maintaining and enhancing the University’s infrastructure, including its facilities, grounds, instructional services, and information technology resources.
>>> Promote diversity and social justice initiatives by:

a. Establishing or reestablishing centers within the institution focused on developing and implementing University-wide diversity and social justice initiatives, which may include, but not be limited to, the Race Relations Institute, International Center, and LGBTQ Center;
b. Offering civic engagement and research projects that are diversity/social justice-related;
c. Developing a diversity/social justice course requirement within the CORE curriculum.

>>> Create and enhance partnerships that are mutually beneficial to the campus and surrounding community by:

a. Enhancing and/or creating partnerships with local secondary schools, including charter and other independent schools;
b. Increasing coordination of our University services with community needs and community services with our University needs;
c. Developing additional experiential learning opportunities with external partners, including internships and service-learning projects;
d. Enhancing the engagement of alumni and friends of our University in mutually beneficial endeavors;
e. Establishing a student/alumni mentorship program.
>>> Design and employ a mechanism that improves the overall customer service experience for students by:

a. Reviewing processes and practices to ensure efficiency and effectiveness in the University’s operations;
b. Building a modern IT infrastructure that supports the achievement of the University’s mission and goals;
c. Building a culture of philanthropy through the University community and stakeholders;
d. Recruiting and retaining talented faculty and staff for a competitive University enterprise;
e. Promoting sustainability initiatives that place Fisk as a sustainability leader among universities;
f. Designing and implementing a One Fisk Guarantee initiative.

>>> Further greater cultural understanding, immersion, and inclusion by enhancing opportunities for greater interaction within the global arena by:

a. Enhancing coordination of global educational activities for faculty, staff, and students;
b. Developing service-learning, internships, and scholarship opportunities in other countries and with international organizations;
c. Developing incentives to encourage student engagement in international and study-abroad programs;
d. Fostering opportunities to study foreign cultures and languages;
e. Increasing number of international students attending Fisk.
“Education must not simply teach work – it must teach life.”

W.E.B. DuBois
Class of 1888