being a

LEADING BUSINESS SCHOOL

EDUCATIONAL INNOVATION  RESEARCH LEADERSHIP  INCLUSIVE CULTURE  COMMUNITY ENGAGEMENT

Stakeholders

STUDENTS  FACULTY  COMMUNITY

ALUMNI  STAFF  CORPORATE PARTNERS
A MESSAGE FROM THE DEAN

Temple University’s Fox School of Business is an exceptional institution that provides an affordable, quality education through high-value experiences, an innovative curriculum driven by the needs of industry, and numerous support systems for students and alumni to maximize their success while in school and long after they graduate.

We are home to collaboration and inclusion among students, alumni, faculty, staff and all of our stakeholders. We are a research school with a focus on identifying market trends and anticipating the needs of the business world.

Upon these strengths, we must build for the future.

Our school is at an important point in its history and culture. We must act strategically as we continue to offer an exceptional educational experience for our students while transforming our culture to best meet the needs of a rapidly evolving business world. We must identify best practices for embracing diversity, equity and inclusion among our students and our faculty and staff. We must be resolute in holding to our common values of collaboration, diversity and inclusion, integrity and empowerment.

A Fox School education should prepare our students to be lifelong learners who continue to grow as changemakers and leaders. The research done at the Fox School should be responsive to the current business climate while also driving changes in the industry through meaningful insights. To do so, we must translate those insights to inform practitioners and society at large.

The Fox School 2025 Strategic Plan is designed to set a foundation for our stakeholders through education, research, inclusiveness and community to achieve positive outcomes for all.

Sincerely,

Ronald Anderson, PhD
Dean
Fox School of Business
STRATEGIC DECLARATIONS: OUR IDENTITY

The following declarations articulate the vision of the Fox School of Business, define the mission and shared values of our stakeholders, and describe the culture that will characterize the next chapter in the school’s history.

VISION STATEMENT
To transform student lives, develop leaders and impact our local and global communities through excellence and innovation in education and research.

MISSION STATEMENT
The Fox School of Business transforms our students into responsible professionals and leaders through engagement with Fox communities committed to lifelong learning, service and the advancement of management practice.

VALUES
Our shared values guide our actions and describe how we behave in the world. These values are the underpinning of our culture and the essence of our mission. Within the Fox School, we declare the following to be our guiding values.

- **Collaboration:** We work together to achieve common objectives, and we recognize, reward and encourage cross-disciplinary and multi-stakeholder efforts.

- **Diversity and Inclusion:** We encourage and respect diversity in all forms and perspectives, and we create an inclusive, welcoming environment where everyone is emboldened to reach their full potential.

- **Empowerment:** We support, recognize and reward people by providing them with the tools and resources they need to learn, develop and succeed. In so doing, we challenge and encourage one another to persevere and excel in these pursuits.

- **Ethics and Integrity:** We create an atmosphere where trust, honesty and transparency are expected, valued and practiced.

- **Innovation:** We embrace innovative thinking, unique action and challenge norms while seeking solutions that solve problems and have a positive impact on our community.

CULTURE STATEMENT
The Fox School is home to a community focused on excellence in the creation, application and dissemination of knowledge. The Fox School thrives on collegiality, collaboration and competition, guided by a strong sense of ethics and trust. We foster transparency, open communication and inclusion. Grounded in the power of our values, we combine thought leadership with an entrepreneurial spirit to develop future leaders. We reward innovation and encourage everyone to be forward-thinking, entrepreneurial, action-oriented and empowered. Our community is strong, diverse, connected and proud.
FOUR PILLARS, ONE VISION

Through excellence and innovation in education and research, our vision for the Fox School is to transform student lives, develop leaders and impact our local and global communities. The following pillars and commitments support this vision and constitute the primary areas of our strategic focus.

PILLAR 1: Educational Innovation

Fox students deserve the best possible outcomes and the most innovative teaching methods. Our plan reaffirms our commitment to our students, their post-graduate activities and our alumni community. We are dedicated to continuously improving our curriculum, teaching methods and assessment of student outcomes.

The following commitments support this pillar

- Broaden and enhance formal support for pedagogical innovation, technological agility and best practice sharing amongst all those who deliver educational content to Fox stakeholders.
- Increase collaboration, mentorship and creativity in course offerings by supporting Fox faculty team-teaching courses, thus encouraging the creation of cross-disciplinary courses, certificates, minors and majors.
- Create and support mechanisms for lifelong learning opportunities for Fox graduates.
- Deepen our commitment to program excellence through rigorous assurance of learning protocols.
- Facilitate more business content into the General Education curriculum for the benefit of all Temple students.

PILLAR 2: Research Leadership

Fox research faculty are committed to developing new ideas and creating knowledge for the benefit of the community, industry and society. Translating research for consumption beyond academic audiences is a priority. High-quality research informs teaching innovation for the benefit of our students, informs industry partnerships for the benefit of business practice and informs policy development for the benefit of society.

The following commitments support this pillar

- Encourage a culture of collaboration and cross-disciplinary investigation by supporting and creating Institutes and Centers to maximize the impact of our world-class scholars.
- Support high-performing doctoral programs, focusing on research training, intellectual contributions and faculty placements among peer and aspirant schools.
- Enhance the Fox Translational Research Center (TRC), which serves as a platform for advancing research by creating and leading actionable models to enhance the impact of business scholarship.
- Broaden our definition of impactful scholarship to facilitate the participation of more faculty in the research enterprise. To this end, incentive alignment across a spectrum of scholarly activities will be a priority.
PILLAR 3:
Inclusive Culture

People are the backbone of the Fox School, and being a place to grow and thrive in their careers is a pillar of our plan. In the recruitment, development and retention of our faculty and staff, we prioritize diversity, equity and inclusion to ensure that all our people are part of a positive, open-minded and respectful working and learning environment.

The following commitments support this pillar

- Identify and follow best practices and principles supported by dedicated diversity, equity and inclusion (DEI) awareness events and training to mirror DEI advancements in industry.
- Leverage our status as a leader in education and research by supporting the creation and dissemination of knowledge around DEI and workplace culture.
- Facilitate and support collaborative work between and among Fox faculty and staff, including formal recognition of impactful joint activities, and purposeful school-wide communication of activities and achievements.
- Support new and improved mentoring and professional development programs to heighten awareness, provide growth opportunities and ensure a sense of inclusion for all staff and faculty.
- Adhere to best practices in employee engagement and retention to maintain a motivated and stable workforce.

PILLAR 4:
Community Engagement

The Fox School prides itself on the community we cultivate for our stakeholders. We support each of our critical partners within the immediate Temple University community, the Philadelphia business community, our local neighbors and the wider national and global community.

The following commitments support this pillar

- Cultivate long-term, value-adding relationships with our alumni to bolster their career growth and to enhance their commitment and investment in the school.
- Partner with other Temple schools to develop innovative curriculum and programs for students and additional stakeholders.
- Enhance corporate partnerships with businesses in Philadelphia, nationally and internationally to amplify student experiential learning and to support a pathway for corporate investment into the school and university.
- Broaden outward-facing philanthropic and community activities that will support our local stakeholders, including enhancing relationships with high schools, community colleges and the non-traditional learning population in Philadelphia.
- Support robust community-based engagement for disseminating business knowledge and services to local residents.
- Motivate our student professional organizations (SPOs) to partner with, visit and explore other SPOs and clubs, and introduce them to other disciplines, industries and career opportunities.
This plan has been established with acknowledgement that our internal and external environments are fluid and dynamic, and therefore may be subject to change.

www.fox.temple.edu/fox2025